

HUMAN RIGHTS COMMISSION

City and County of San Francisco

Mike Farrell, Mayor

Thursday, May 24, 2018
Regular Meeting Minutes
5:30 pm
City Hall #416
1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Susan Belinda Christian, Chair

Michael Sweet, Vice Chair

Melanie Ampon, Commissioner

Eva Chan, Commissioner

Theodore Ellington, Commissioner

Hala Hijazi, Commissioner

Mark Kelleher, Commissioner

Maya Karwande, Commissioner

Jason Pellegrini, Commissioner

Abigail Porth, Commissioner

Sheryl Evans Davis, Executive Director

SAN FRANCISCO HUMAN RIGHTS COMMISSION
REGULAR MEETING MINUTES
MAY 24, 2018

Susan Belinda Christian
Michael Sweet
Melanie Ampon
Eva Chan
Theodore Ellington
Hala Hijazi
Jason Pellegrini

Absent:
Mark Kelleher
Maya Karwande
Abigail Porth

00:00:02

SUSAN BELINDA CHRISTIAN

Good evening. It's 5:41 on Thursday, May 24, 2018. And this is the regular meeting of the San Francisco Human Rights Commission. Madam Secretary, would you please read the roll?

00:00:14

COMMISSION SECRETARY

Chair Christian.

00:00:15

SUSAN BELINDA CHRISTIAN

Present.

00:00:20

COMMISSION SECRETARY

Vice Chair Sweet.

00:00:21

MICHAEL SWEET

Present.

00:00:22

SUSAN BELINDA CHRISTIAN

Your mic is not on, Lori.

00:00:24

COMMISSION SECRETARY

Commissioner Ampon.

00:00:26

MELANIE AMPON

Present. Oh, that was loud.

00:00:28

COMMISSION SECRETARY

Commissioner Ellington.

00:00:29

THEODORE ELLINGTON

Present.

00:00:31

COMMISSION SECRETARY

Commissioner Hijazi.

00:00:33

HALA HIJAZI

Present.

00:00:35

COMMISSION SECRETARY

Commissioner Karwande. Commissioner Ellington. Excuse me, Commissioner Kelleher. Commissioner Pellegrini.

00:00:44

JASON PELLEGRINI

Here.

00:00:45

COMMISSION SECRETARY

Commissioner Porth. We have quorum.

00:00:49

SUSAN BELINDA CHRISTIAN

Thank you. And so this is an opportunity for public comment on items not on tonight's Agenda, where members of the public may address the Commission on matters that are within the Commission's jurisdiction and not on today's Agenda. Any public comment on items not on the Agenda? Seeing none, Madam Secretary, would you please read the next item?

00:01:09

COMMISSION SECRETARY

Approval of Minutes, Adoption of minutes dated May 10, 2018.

00:01:15

SUSAN BELINDA CHRISTIAN

Colleagues, these have been circulated and hopefully you've had a chance to review them. We're short on time tonight, so I will entertain a motion.

00:01:26

MELANIE AMPON

Motion to approve the minutes.

00:01:28

MICHAEL SWEET

Second.

00:01:29

SUSAN BELINDA CHRISTIAN

Thank you, Commissioner Ampon and Commissioner Sweet. Is there any Commissioner comment on this item, on this motion? Any public comment on this item? Seeing none, Madam Secretary, would you please read the roll?

00:01:44

COMMISSION SECRETARY

Chair Christian.

00:01:44

SUSAN BELINDA CHRISTIAN

Yes.

00:01:46

COMMISSION SECRETARY

Vice Chair Sweet.

00:01:47

MICHAEL SWEET

Yes.

00:01:49 COMMISSION SECRETARY
Commissioner Ampon.

00:01:49 MELANIE AMPON
Yes.

00:01:50 COMMISSION SECRETARY
Commissioner Ellington.

00:01:54 THEODORE ELLINGTON
Yes.

00:01:55 COMMISSION SECRETARY
Commissioner Hijazi.

00:01:56 HALA HIJAZI
Yes.

00:01:57 COMMISSION SECRETARY
Commissioner Pellegrini.

00:01:59 JASON PELLEGRINI
Yes.

00:02:00 COMMISSION SECRETARY
The motion passes (unintelligible).

00:02:02 SUSAN BELINDA CHRISTIAN
Thank you. Moving on to regular business, would you please read the next item on the Agenda?

00:02:09 COMMISSION SECRETARY
Follow up on data collection hearing.

00:02:13 SUSAN BELINDA CHRISTIAN
So we discussed the proposed data collection resolution at the last meeting. We had a presentation and a discussion. We put it over so that people could review it one last time and submit any questions that they had. It's my understanding that no questions were submitted. And so is there any further Commissioner comment on this item? Any public comment on this item? I will entertain a motion.

00:02:58 THEODORE ELLINGTON
Sorry, you mind repeating just the--

00:03:01 SUSAN BELINDA CHRISTIAN
Can you use your--what would you like me to repeat?

00:03:06 THEODORE ELLINGTON
Just the motion that you're looking for. Sorry, I--

00:03:08 SUSAN BELINDA CHRISTIAN
So it is for approval of the resolution on data collection, which should be appearing again at Item No. 3.

00:03:27 THEODORE ELLINGTON
I move that we approve the resolution.

00:03:30 SUSAN BELINDA CHRISTIAN
Thank you, Commissioner Ellington. Is there a second?

00:03:33 MELANIE AMPON
Second that.

00:03:34 SUSAN BELINDA CHRISTIAN
Thank you, Commissioner Ampon. And, again, I don't--is there--I'll ask for public comment on this motion. No Commissioner comment on this motion? Seeing none, Madam Secretary, would you please read the roll?

00:03:49 COMMISSION SECRETARY
Chair Christian.

00:03:50 SUSAN BELINDA CHRISTIAN
Yes.

00:03:51 COMMISSION SECRETARY
Vice Chair Sweet.

00:03:52 MICHAEL SWEET
Yes.

00:03:53 COMMISSION SECRETARY
Commissioner Ampon.

00:03:54 MELANIE AMPON
Yes.

00:03:55 COMMISSION SECRETARY
Commissioner Ellington.

00:03:57 THEODORE ELLINGTON
Yes.

00:03:58 COMMISSION SECRETARY

Commissioner Hijazi.

00:03:59

HALA HIJAZI

Yes.

00:04:01

COMMISSION SECRETARY

Commissioner Pellegrini.

00:04:03

JASON PELLEGRINI

Abstain.

00:04:05

SUSAN BELINDA CHRISTIAN

Commissioner Pellegrini, it's my--and Commissioners, it's my understanding from the city attorney and Director, would you--Mr. Rao, would you let me know if I'm wrong, that unless there is a conflict of interest, Commissioners should not abstain from voting.

00:04:20

JASON PELLEGRINI

Great. Then yes.

00:04:22

SUSAN BELINDA CHRISTIAN

Thank you.

00:04:25

COMMISSION SECRETARY

Motion carries.

00:04:27

SUSAN BELINDA CHRISTIAN

Thank you. Please read the next item.

00:04:31

COMMISSION SECRETARY

Update on projects and staff, upcoming events, MBSK speaker on mentor series.

00:04:39

SUSAN BELINDA CHRISTIAN

I'm sorry, Lori, we can't hear you. Maybe turn it up or...

00:04:46

COMMISSION SECRETARY

This one? Oh.

00:04:47

SUSAN BELINDA CHRISTIAN

Yeah, that's much better.

00:04:48

COMMISSION SECRETARY

Okay. Update on project and staff, upcoming events, MBSK speaker series mentor series.

00:04:58

SNEH RAO

Commissioners, on behalf of Director Davis, I did want to give you an update regarding our MBSK speaker series. The Community Safety Initiative that we've historically done

during the summer months, it's a collaboration between the San Francisco Police Commission, the Mayor's office, the Human Rights Commission, Collective Impact and other organizations that is a part of the My Brothers and Sisters Keeper program. And this summer, we are pleased to invite you to six workshops that are a part of the speaker series. The multiple cohorts of the CSI program, you might recall, last time cohorts were assigned to different areas in terms of employment and educational opportunities. The cohorts will come together during the six dates that you see spanning June and July, to learn about issues such as health and fitness, faith, music and healing, college and career fair. And Commissioners are invited to those workshops to see our young people engaging public interest and health and well-being issues during the summer months. So they span June and July, and I can't imagine a better way to spend your summer than working with our young people. So come on by.

00:06:14

SUSAN BELINDA CHRISTIAN

Thank you, Mr. Rao. Commissioners, are there any questions or comments on this item? And may the record reflect that Commissioner Chan has joined us, at 5:47. Any public comment on this item? Seeing none, may we move on to the next item on this Agenda?

00:06:47

COMMISSION SECRETARY

LGBTAC Committee update. David Miree, HRC Staff will be presenting.

00:07:00

DAVID MIREE

Good evening, Commissioners. I'm David Miree, as you know, and I am the staff liaison for the HRC's LGBT Advisory Committee. I'm here to give you a brief update as to the status of the committee and some of the pending projects before the committee. This year, I'm going to say unfortunately the committee has been diminished in terms of attrition, whereas in recent years we've enjoyed upwards of a 30-membership body. This year, we are presently experiencing our membership roster around five or six. Some of the reasons why that could be is, some of the feedback we've gotten from some of the members is there are a lot of other organizations going on that are somewhat serving the needs that the LGBT has served in the past. And so there's a lot of splintered organizations going on. And so maybe a lot of members are choosing to join those particular organizations.

Some of the members have also suggested that there have been, with the advances in the LGBT advocacy, that maybe a lot of the individuals who would normally have joined the LGBTAC have identified, you know, again other areas of concern and maybe not so much some of the problem areas that were a part of the community in the past. The body has asked that before the next meeting, which is in July, because the LGBT does not meet in the month of June due to pride, that the co-chair commissioners which would include Commissioner Kelleher and Commissioner Ampon along with Director Davis and myself to have a meeting to identify ways that we could possibly recalibrate or sort of revamp the LGBTAC to make it more--or have a larger body for greater community feedback. You are welcome to join in on that meeting or provide feedback to Commissioner Ampon

and/or Commissioner Kelleher as to, you know, any ideas or suggestions you might have to that regard.

Two of the pending projects before the committee as we speak. One is there is a move to change the name of the LGBT to, at the very least include the Q. So it would be the LGBTQ Community Advisory Committee. The LBGTQ is a charter committee in the San Francisco Charter, so that would require--any type of changes would require action from the legislative body, but prior to that, you know, advisement from this body as to process and procedure in terms of moving forward. The members have expressed a desire to make the LGBT more inclusive to any number of other communities that make up the whole LGBT community at large, but at the very least including the acronym Q for queer.

The other pending project before the committee is called the Queer Transgender Immigrant Assessment Tool 2.0. And they've given me some talking points that gives you a better idea of what that entails. The goal of the LGBT Queer Transgender Immigrant Assessment 2.0 Tool is to gain an understanding of the size and scope of San Francisco's LGBTQ immigrant community. It is also to identify legal immigration needs of the LGBTQ immigration community. And, three, to develop recommendations to resource and support the needs of the LGBTQ immigrant community in San Francisco. Over the past few months, the committee has performed an initial review of the literature on San Francisco's LGBTQ immigrant communities, brainstormed a list of organizations that would want to gather information to inform the project, as well as develop a survey tool which both quantitative numbers of clients served by organizations and quantitative questions, themes in relation to current client needs and concerns and contact organizations to identify any service gaps in terms of their client clientele.

The plan is to complete this project hopefully by the end of November of this year, 2018. The committee is still in the process of contacting some of the organizations that they have yet to hear back from in terms of what they are doing to address some of the service gaps as it relates to the LGBTQ immigrant community here in San Francisco, with the intent to--at the end of this project to provide written recommendations to the body here based on the information gathered. These recommendations may include funding recommendations, policy recommendations, recommendations regarding capacity building and increasing culture (unintelligible) for existing providers. And also a report with recommendations regarding capacity building, as noted.

We have a couple of past members that are working on this, out of the five or six remaining committee members. This is a rollover project from last year. And they have put in a lot of work in terms of trying to, you know, complete this project for your review and hopefully, ultimately an endorsement. I am happy to take any questions you might have.

00:12:54

SUSAN BELINDA CHRISTIAN

Thanks for being here tonight. So based on what you said, is there--do you think there's any possibility that before November members of the committee just might have, you know, something to come and talk to us about? Not a finished product, not anything, you know, necessarily in depth but just to give a flavor of where they're headed.

00:13:12

DAVID MIREE

I believe so. Unfortunately, the last two meetings we were not able to establish quorum. But members that were present, including commissioners, we did have an opportunity to have an informal sort of information exchange on some of the things that are going on with the committee, again, in terms of a status report on the Immigration Assessment 2.0, as well as again the idea of changing the name of the committee. So there's been some follow up on these. The few remaining members that are still active, they are still, you know, working very hard and very aggressively with some of the organizations that they've already contacted who have, in fact, supplied information. But there are a few outstanding organizations that serve the LGBTQ immigrant community that have yet to respond. But these members are still trying to get that information from them. But I do believe that they would have something to present before you before the final project.

00:14:11

SUSAN BELINDA CHRISTIAN

Great. Please let them know that, you know, they're always welcome no matter what it is they want to say, to come and present on something that they're doing.

00:14:19

DAVID MIREE

Definitely, definitely.

00:14:20

SUSAN BELINDA CHRISTIAN

Commissioner Sweet.

00:14:22

MICHAEL SWEET

Thank you, and thank you for the presentation. I'm interested to hear what, if anything, has changed about recruitment efforts. You know, I know that things have--the landscape might have changed a little but, you know, to go from 30 members down to 5 within a couple of years is pretty striking.

00:14:43

DAVID MIREE

The recruitment and outreach has been thorough, you know, through the years. That includes media press released, media contacts with those LGBT forward organizations, the BAR, the San Francisco Bay Times. We also have members who are--who have some affiliation with the LGBT Center. And to my earlier point, because of seemingly the creation of other LGBT advocacy groups, the Transgender Advocacy Group I think has just recently formed. Also, again the LGBT Center itself is doing a lot of advocacy work. Maybe in some way or another people are opting to become members to those committees. But we, you know, every October we do a widescale outreach and membership recruitment. We have also encouraged our sitting members to do outreach

because sometimes, you know, that is the best method, word of mouth and invite their associates and members from other organizations to which they are affiliated to apply for membership to the LGBTAC.

One of the suggestions also has been the possibility of having a rolling recruitment or outreach. Again, right now we're sort of limited to October, where we do a mass outreach and recruitment and then the month of November is for the interviewing, the Selection Committee as such. But I, again--because I've tried to give it some thought, I don't know if there's any one particular reason why the membership has declined. But, again, just based on some of the membership feedback, I'm not so sure it has anything to do with any lack of outreach or recruitment. But, you know, I guess times are changing. But we are certainly, speaking from the staff standpoint, I'm certainly open to any recommendations that this body may have in terms of enhancing our recruitment and outreach methods.

00:16:54

MICHAEL SWEET

Thank you.

00:16:55

SUSAN BELINDA CHRISTIAN

Well, you know, we have scheduled a little bit of a discussion toward the end of the Agenda. I hope you'll be able to stay tonight, where I was just going to go over some proposed changes that we actually have been, you know, proposing for well over a year to the ACs. And, you know, because I know that for all involved it can be frustrating to have such a short period of time and, you know, people have to identify and agree upon projects and then they have to meet. And then by the--when the year--the end of the year comes around, pretty without, you know, pretty much without fail in the last number of years, there haven't really been finished product. So I think that gets frustrating for people and also confusing. And as you said, there are other things, other organizations and, you know, efforts particularly in the last year and a half that, you know, that require people's attention or draw people's attention. So hopefully, you know, if we can--maybe you can participate a little bit in that discussion when we get to it toward the end of the Agenda.

00:17:56

DAVID MIREE

To your point, that has been an issue. But, I don't know, I mean the last couple of years--I guess prior to the last couple of years, and you can vouch for this, have been--the LGBT has been incredibly active and incredibly engaging. So, again, it is--we are, just from a staff point of view, a little curious as to, you know, what has happened or what is happening. But, again, we are certainly, you know, willing to work with, you know, this body and any other body that might have some suggestions or recommendations as to how we can (unintelligible) a committee that has been so instrumental in terms of best practices that have been used in the United States, as well as internationally.

00:18:40

SUSAN BELINDA CHRISTIAN

Thank you. Commissioner Chan.

00:18:42

EVA CHAN

I would like to thank you very much for presenting tonight. And I just have a couple of follow-up questions about kind of gauging past members of the advisory committee's kind of opinions about it. Have we done any sort of exit survey as the term has ended or as people have decided that they were no longer going to participate? And could we potentially do that even anonymously just to solicit some feedback?

00:19:12

DAVID MIREE

Most of the time, at least my experience has been, it's been rather clear-cut. The way the procedure is set up is that you can only miss two meetings where you will get a warning and then the third meeting you are subject to membership forfeiture with the appeal process being advised to you, which requires you to appeal to the chair of the Human Rights Commission. Most of the feedback has just generally been life gets in the way. Sometimes the members have other affiliations that they might have a greater priority to. And so it's just sometimes difficult to meet that very rigorous--to absence because the absences are not delineation of excused or unexcused. Either you're there or--either you're able to come to the meeting or you're not. I have not gotten any feedback of anything other than that, not really in terms of any sort of frustrations in terms of seeing things not being to come to their full fruition because that has not been an issue in the past. This is a, again, a new group of members.

Some have come from last year, who are new members. A couple of members, in fact, quite a few, I'd say at least four feel the need to resign because they had sort of city department affiliations that they thought might have been served for them not to be able to serve on the committee for--to alleviate or preclude any appearance of a conflict of interest. But that has been the only feedback that I've gotten. Just, you know, if people miss up to three meetings they are, again, subject to membership forfeiture.

00:21:04

EVA CHAN

Thank you so much.

00:21:04

DAVID MIREE

Of course.

00:21:06

SUSAN BELINDA CHRISTIAN

Thank you. And, Mr. Miree, did you say that one of the things they're working on is the proposal to change the name? And so that's something--

00:21:15

DAVID MIREE

Yes.

00:21:16

SUSAN BELINDA CHRISTIAN

--that we actually might have to move forward by the end of the year.

00:21:20

DAVID MIREE

There is a letter in the process. I think it probably is mostly done. Most of the conversation we've had to date has been what the process and procedure is, what they can anticipate. But at the very least, it was--I advised them to draft a letter for your review as to, you know, the reasons why they would want to change the name. But, of course, just the bottom line being just trying to make the LGBT more inclusive as possible. I think a letter is pretty much ready and just waiting on getting the buy in and the endorsement from the current members. And like I said, unfortunately, a quorum has not been established in the last two meetings, which is unheard of. I mean in my tenure with the LGBT, there's never been a quorum issue or even having to cancel a meeting. So things are happening and hopefully we'll be able to address those prior to the next round of recruitment which happens in October, unless there is some suggestion for change prior to that time.

00:22:25

SUSAN BELINDA CHRISTIAN

Great. And we can get it agendaized for the Commission's consideration and discussion. And I think it's a good move, I think.

00:22:33

DAVID MIREE

Okay.

00:22:35

SUSAN BELINDA CHRISTIAN

Any other Commissioner comments or questions? Any public comment on this item? Seeing none, Madam Secretary, would you please read the next item on the Agenda? Thank you, Mr. Miree. See you soon.

00:22:48

COMMISSION SECRETARY

Director and Chair's Reports. Director's Report, update on community conversations.

00:22:55

SUSAN BELINDA CHRISTIAN

Before that actually, there was a review.

00:22:57

COMMISSION SECRETARY

Oh, I'm sorry. I skipped one. Projects review of staff recommendations, policy for letter of support and concerns for the Commission body.

00:23:05

SUSAN BELINDA CHRISTIAN

Commissioners, we discussed this for the first time at our last meeting. And Mr. Rao was kind enough to present us with a proposal and we had some engagement about it, and he sent out a revised version. This is not an action item tonight. I just wanted to make sure we're keeping this alive and to see whether there's anymore comments right now about--or any comment or thought now about creation of a policy. So, again, it's not an action item, but if there's anything that anyone wants to discuss tonight about it, we can do that a little bit. But I would like to certainly, before the end of the year, come to consensus

about how we're going to define moving forward on this. So any Commissioner questions or comments on this right now? Any public comment on this item?
Commissioner Sweet.

00:24:16

MICHAEL SWEET

I think that a written policy of this nature is long coming, and I appreciate Mr. Rao's work with the Director and the Chair to do this. And I think it's great that we'll have something to look at so that there's clarity on this. So thank you very much.

00:24:37

SNEH RAO

Thank you.

00:24:39

SUSAN BELINDA CHRISTIAN

Commissioner Pellegrini.

00:24:42

JASON PELLEGRINI

I just had a question with regards to changing or editing this. Where would we send suggestions or comments?

00:24:48

SUSAN BELINDA CHRISTIAN

You--yeah, you can certainly speak tonight if you would like, but you can also e-mail anytime.

00:24:53

JASON PELLEGRINI

Okay, sure. I just had one question about the last sentence, "The Executive Director and Commission Chair reserve the right to modify this policy." I was wondering if we should add something along the lines of with consulting, you know, with the full board or however? Something along those lines.

00:25:10

SUSAN BELINDA CHRISTIAN

So I'm making notes right now. Seems like a good edit.

00:25:28

JASON PELLEGRINI

The other changes I like, so thank you for those.

00:25:31

SNEH RAO

Thank you. So I can just add a phrase at the end saying, "With the consent of the Commission." Commissioner Pellegrini, something--

00:25:41

SUSAN BELINDA CHRISTIAN

You said consultation?

00:25:42

JASON PELLEGRINI

In consultation.

00:25:42

SNEH RAO

Oh sorry.

00:25:43

SUSAN BELINDA CHRISTIAN

But we can, again, think about what that means and, you know, what's best. Is it consent, consultation.

00:25:49

SNEH RAO

Sure.

00:25:50

SUSAN BELINDA CHRISTIAN

So it's a good point.

00:25:51

JASON PELLEGRINI

Right. Yeah, I didn't know the right term--

00:25:52

SUSAN BELINDA CHRISTIAN

Yeah.

00:25:53

JASON PELLEGRINI

--but something along those lines.

00:25:54

SUSAN BELINDA CHRISTIAN

Yeah. Definitely.

00:25:56

SNEH RAO

Thank you.

00:26:00

SUSAN BELINDA CHRISTIAN

Commissioner Sweet.

00:26:02

MICHAEL SWEET

I think "consultation" of the Commission is a good addition. I think "consent" gets away from one of the things that this policy will do, which is enable the Chair to work with the Director especially when something is timely to issue a statement, make a change, do something where there's just--it just needs to be done. And as I said at the last meeting, we elect the Chair and the Chair--the Commission recommends the Director, and we put confidence in those individuals to ultimately make decisions. So I think the whole point is to--admittedly making a change to the policy is a little bit different, but the whole point here is to liberate them from the delay that is caused by having to convene the meeting, get a forum and get all of us together to make a decision. So I think "consent" is great--or sorry, "consultation" is great, but "consent" gets away from what I think we're trying to do here.

00:27:07

SNEH RAO

I agree.

00:27:09

SUSAN BELINDA CHRISTIAN

Thank you. And maybe there can be, you know, given that we're working with a markup version of this, maybe there can be a balloon to the side saying, you know, there was discussion about consent versus consultation and this is--so that, you know, we can--as we continue to try to finalize something, we can remember what was discussed and why and decide the direction we want to head.

00:27:29

SNEH RAO

No problem, I'll incorporate that.

00:27:30

SUSAN BELINDA CHRISTIAN

Thank you. Any further Commissioner comment? Any public comment? Seeing none, moving on to the next item.

00:27:42

COMMISSION SECRETARY

Director and Chair's Reports. Update on community conversation.

00:27:49

SNEH RAO

Commissioners, you have before you our upcoming community conversations. As a reminder, these community conversations were an initiative by Director Davis in light of a lot of the hate violence that was happening across the country. And we thought these community conversations were a way to bring our government and community stakeholders together to discuss contemporary civil rights and public safety issues. And so every Wednesday, Director Davis and Lori and Terry and others work very hard to put on a fully catered community engagement event. Lunch is served all the time. Nobody goes hungry ever. In fact, some people take food home for dinner, as well. So there is always food. You're encouraged to join us every Wednesday.

00:28:37

SUSAN BELINDA CHRISTIAN

Every Wednesday?

00:28:38

SNEH RAO

Every Wednesday on an ongoing basis from 12:00 to 1:00. We generally put out a calendar like this, so it's always good to confirm. I will say the one, you know, staff members have been asked to help put on events. And I think all of them are great, so everyone should try to come every Wednesday. But I did want to flag the event on Wednesday, June 20th. That was an event that I am helping to organize, and it's the screening. I'm somewhat partial to it. I think they're all great. But this is the one that I know the most about. But, you know, we're doing a free screening of the film "Major," and it follows the life of Ms. Major who's a big activist in our LGBTQI communities here in San Francisco. And it lifts up the visibility of black transgender women in the overall LGBTQ civil rights movement. You know, when we think about LGBTQ civil rights we think about Stonewall. It's seldom told the role that black women and their organizing prowess played in Stonewall and in the battle for LGBTQI rights that subsequently ensued over the next 60-70 years. And Major tells that narrative in a really uplifting way.

And I've got to tell you, I'm going to possibly spoil one minute of the movie, but I think it's worth spoiling it, for anyone who might not be able to attend and see it. But at the end of the movie, you know, they document the lived experience and the struggles of our trans communities of color, in particularly black women. And they end by saying "We're still F-word here." And, you know, that in light of all of the struggle that that community has transcended, the average life expectancy for black transgender women is 35. 35. 35 is the average life expectancy for a black trans woman today in the United States. Right. And so for the movie to end with all of the narrators coming together saying "We're still F-word here," I can't imagine a more powerful way to look backwards and to look forwards. And I really encourage you, if you can, join staff, join our community members, join government partners on Wednesday June 20th. That's what we're doing at the HRC to kick off pride month and lifting up a community that has lifted all of us up for far too long, and we have done little to give back in so many ways.

00:31:19

SUSAN BELINDA CHRISTIAN

Thank you, Sneh. And that's going to be on the eighth floor, it's not going to be in our offices, right? These all take place on the--our offices on the eighth floor?

00:31:28

SNEH RAO

Right.

00:31:29

SUSAN BELINDA CHRISTIAN

So in our room and our space.

00:31:31

SNEH RAO

Right, right. In the main conference room.

00:31:32

SUSAN BELINDA CHRISTIAN

Main conference room.

00:31:33

SNEH RAO

Yeah.

00:31:34

SUSAN BELINDA CHRISTIAN

Great. Thanks for that plug. And are there any questions, Commissioners, about this item? Any comments? Any public comment on this item? Seeing none, Madam Secretary, would you please read the next item on the Agenda?

00:31:56

COMMISSION SECRETARY

Chair's Report, Legislation of SHARP, Sexual Harassment and Assaults Response and Prevention and proposed changes to ACs Advisory Committees.

00:32:06

SUSAN BELINDA CHRISTIAN

Thank you. So, Commissioners, on Friday May 18th, I believe it was, the Director forwarded an e-mail with attachments that she had received from the Board regarding a

proposed ordinance that Supervisor wrote and I believe is drafted and is before the Rules Committee at this moment, although they haven't had any hearings on it regarding the creation of the--modifying the administrative code, amending the administrative code to create the Office of Sexual Harassment and Assault Response and Prevention or SHARP. And so tonight we have one of our staff directors, Mullane Ahern here to talk, give us some background on this proposed ordinance and to assist in whatever discussion we have tonight. I just want to note that this is an initial discussion. It's meant to be introductory, not meant to be exhaustive. I just want to make sure that we're all on the same page about the presence of this ordinance and its effect--proposed effect on HRC so that we can, you know, begin to delve into it. With that, I welcome Director Ahern to the podium.

00:33:27

MULLANE AHERN

Thank you, Commission Chair. Good evening, Commissioners. It's a pleasure to be here with you tonight. Mullane Ahern, HRC Staff. And as the Commission Chair stated, this ordinance would create a new office for the city in order to help the city better respond and prevent sexual assaults and gender-based violence including sexual harassment. And this is something that has merged my personal and professional life in a way that I never intended, and sort of in my personal capacity as a city--as a resident of San Francisco. I've been working on this in some capacity for the past two and a half years, when I was drugged and raped. And I have found in my experiences that the city's response has been abysmal. And that includes SF General, the Special Victims Unit and others in law enforcement.

So what else I found was that I am not alone in what I experienced. And we have, in San Francisco, a real public health and safety crisis concerning rape. It's an epidemic. And unfortunately, it's something that's just not taken seriously or investigated seriously by law enforcement. Our facilities at SF General are insufficient to respond to even the volume alone of rape victims that come in each year. So what this ordinance does is create a new office to help victims navigate the process after they are raped and provide some advocacy that's currently missing from our atmosphere. And essentially the office would--has eight core functions which I can go through with you.

So basically it would--the main goals are to create accountability and transparency for all of the departments that are involved in any capacity in responding to victims. So part of that will be data collection measures and simply getting reports by number from the San Francisco District Attorney's Office, the police department and SF General. And ideally this would be something that helps victims sort of figure out what their options are and how they can sort of move through the shock and trauma that people experience when they are raped, assaulted or harassed. And so one function of the office would be to receive complaints from victims of harassment or assault. And those complaints would be specifically geared toward, you know, helping them say, you know, this department is supposed to conduct an investigation, for instance, or this department is supposed to

receive victims at the hospital, and here's what we're hearing from victims of harassment or assault. And the department would also compel the attendance of city officers such as police officers, for example, to meet with victims as deemed appropriate within their roles. And so essentially there would be some investigative and some mediative capacity here. The department--the SHARP Office would notify relevant city departments of failures in connections with assault or harassment to perform a duty imposed by law or to fulfill promises that might be made to victims or to reasonably respond to either a victim's request or to the SHARP Office's request.

In some cases, the office would refer city officers and employees to appropriate disciplinary authorities for possible professional or administrative discipline. Currently, you know, in my experience there was very little accountability and transparency particularly from the Special Victims Unit in responding to, you know, basic requests for investigation, you know, to obtain video evidence, are you interviewing witnesses. That sort of thing. So the ordinance would also require city departments to report aggregated or otherwise deidentified information concerning the department's handling of allegations of sexual assault and harassment. So, you know, that way we would be able to sort of track the numbers and, you know, match up the number of people that are going to SF General with, you know, how many police reports are being made; how many of those are resulting in warrants for arrest; how many arrests are being made and so forth, how many cases are being tried. And, you know, currently it appears that very few cases are even being tried by our law enforcement here.

There would be a component to engage with community members to develop recommendations for improving the city's efforts to combat assault and harassment and make related recommendations to city policy makers. Again, regular reporting to the Human Rights Commission and to the city and maintaining confidentiality of information required by law to be kept confidential and respect victim's witnesses--wishes, excuse me, for confidentiality. This office, the SHARP Office would be housed within the Human Rights Commission. As I understand it, the budget would be around \$400,000 a year and there would be three positions established. And those would include a director of the office and two other roles to help receive those complaints and help see victims through the process. And I'm happy to take questions if you have any.

00:39:55

SUSAN BELINDA CHRISTIAN

Mullane, thank you for being here tonight and being willing to stand up and present to us about this, because I know that it's been horrific couple of years actually.

00:40:07

MULLANE AHERN

Yeah. And I meant to say this also came as a result of a hearing that was held last month by Supervisor Ronen. She had called for the hearing. And victim after victim, including myself, testified at the hearing about the type of treatment that we've endured in trying to navigate the process. I did testify as Jane Doe, and I did identify myself as an employee

of the Human Rights Commission but was not testifying as an employee of the Human Rights Commission.

00:40:42

SUSAN BELINDA CHRISTIAN

Thank you. And so thanks for being here tonight and helping us understand what Supervisor Ronen is proposing and that it doesn't say--I'm not sure where it's listed what her--their initial--and now it has also been supported by--

00:40:58

MULLANE AHERN

It has unanimous support.

00:40:59

SUSAN BELINDA CHRISTIAN

--unanimous support of the Board of Supervisors. I'm not sure where they list--maybe it's in her budget proposal--that an initial idea of \$400,000 has been proposed. And I do know that there are discussions among city departments, among and between about additional funding that people will request for this initiative. And I expect that it will change a bit before it gets to its final form. But this is a beginning.

00:41:34

MULLANE AHERN

Right. Yeah, thank you Commission Chair. It's a start. It's a place to start because right now there's no infrastructure, there's no accountability and we're failing on a systemic level at every turn. So, excuse me. So, yeah, this is a start and I think that there is an intention to have a much more robust response for the city.

00:41:59

SUSAN BELINDA CHRISTIAN

Because certainly it is needed. And even, you know, it's, you know, it's wonderful that Supervisor Ronen has put this out here and just beginning this. And it needs more resources and I think, you know, that will become, you know, people will be coming forward and talking to Supervisor Ronen and the rest of the Board about what those might be. And specifically, you know, it's, you know, because obviously this is something that afflicts people across lines of sex and gender, race, you know, orientation, everything. And so this office will need to be strong enough and robust enough to reach and be thoroughly welcoming to victims across all of these identities.

00:42:48

MULLANE AHERN

Absolutely. Yeah, and I mean it is also worth noting, you know, when we talk about gender-based violence and specifically rape and assault, the vast majority of victims are girls and women. And sort of the more, you know, vulnerable you are in the community by virtue of your protected characteristics, the more vulnerable you are to being raped. So, you know, certainly our LGBT communities, our communities of color, monolingual speakers. You know, there's just a lot of sort of isolation and it kind of gets worse, you know, depending on, you know, who you are.

00:43:30

SUSAN BELINDA CHRISTIAN

And incarcerated people.

00:43:31

MULLANE AHERN

Yeah.

00:43:33

SUSAN BELINDA CHRISTIAN

Commissioner Sweet.

00:43:36

MICHAEL SWEET

Is there precedent for a position like this or an office like this to be placed within the Human Rights Commission or elsewhere that you're aware of?

00:43:46

MULLANE AHERN

You know, I think that other city departments--I'm sorry, other cities have different infrastructure already set up, so it sort of depends on there might be like a public oversight position. It just kind of depends on what the jurisdiction looks like.

00:44:06

MICHAEL SWEET

Because I--admittedly, I'm not well versed in things like this. And certainly it would appear that we can do better in San Francisco. I just--I'm curious to know if HRC is, in fact, the best place to put something like this or whether it should stand alone or whether it should be (unintelligible). I understand it's women or something else. And so I'm just curious to know if there's precedent for doing--not to say that I don't believe that we could, you know, if directed to serve that role, I just don't know if there--I'm just curious to know what (unintelligible).

00:44:48

MULLANE AHERN

Yeah. You know, I don't know--I don't have a firm answer for you. I can tell you that Supervisor Ronen's office coordinated with the city attorney's office and made the determination that this would--that HRC would be, you know, the most appropriate place to house it. But, you know, I think that this is something new. I don't know that any other city has sort of this type of office, per se. And, you know, there are jurisdictions that are not doing as abysmal as San Francisco in responding to rape and assault. But, you know, this is a public health and safety crisis. It's a gender violence problem and, you know, it's something that sort of affects everybody in different ways.

00:45:36

MICHAEL SWEET

And is it your belief that the district attorney's office is not an appropriate place for this work to be done?

00:45:44

MULLANE AHERN

You know, as far as my personal belief goes and my experience with the victim's advocate in the district attorney's office, there is no advocacy taking place.

00:45:52

MICHAEL SWEET

Right.

00:45:53

MULLANE AHERN

It's more of like a middle man in my experience. And, in fact, myself and about half a dozen other victims in San Francisco connected with the National Organization for Women through a personal connection in my family. And so from New York, we've had an advocate who is absolutely incredible. Her name is Jane Manning from NOW who has come to advocate for about half a dozen women that I'm aware of. And, you know, I think that the--there are some interesting challenges by placing a victim's advocate within the district attorney's office. When we, you know, kind of talk about the need for real advocacy for victims.

00:46:43

MICHAEL SWEET

Thank you.

00:46:43

MULLANE AHERN

No one is fighting for cases to be prosecuted. No one is fighting for cases to be investigated by the police. And victims are hung out to dry.

00:46:51

MICHAEL SWEET

Well, then I guess--then I guess the question is is this because the district attorney's office is not doing what we would hope they would do or is this because it just doesn't fit within that office? And those are rhetorical questions, I don't expect an answer. But certainly there's a difference between the city has something in place that just isn't working and should be made to work, or this is something new and different and there's a reason why it should not be within the district attorney's office because this is a victim's--this has to do with things other than the prosecution of crime. It's bigger than that.

00:47:36

MULLANE AHERN

You know, I think that I will respectfully decline to answer based on the status of my case.

00:47:42

MICHAEL SWEET

Yeah, that wasn't a question.

00:47:43

MULLANE AHERN

But I do have opinions on that.

00:47:46

SUSAN BELINDA CHRISTIAN

And I would also note that this is just an initial presentation of the fact of this ordinance, and these are all questions that we need--we will need to and want to examine but tonight is not the night for it. But it is, you know, it is to get us thinking about these very things. I will note a couple of things in response to your question. First, I do believe that the HRC is the only commission, the only agency that has subpoena power. And it's my understanding and the explanations I've gotten that that place has played a role in the choice of HRC. And also the Status of Women has done incredible work over the time of its existence and continues to and will, of course, continue to do amazing work. And I do

want to note that we do have in the audience tonight--you're a policy director, aren't you? Policy Director Minouche Kandel from the Status of Women. And also at the same time note that women are not the only victims of sexual assault and sexual violence. And so that it will be critical for an office like this to be effective for that to be not something that people have to kind of think through, but that it has to be apparent upfront.

So I think these are some things that the people who created this may have been thinking, but we will have an opportunity for them to let us know specifically what they were thinking and the reasons--and it is, you know, kind of interesting and confusing to think about how this would work, an office, that sits within our agency and our commission and has its own director yet reports to. So, you know, it's different than what we're used to, but--and we will see how we think that might work. Commissioner Ellington.

00:49:37

THEODORE ELLINGTON

Thank you. First of all, I just want to thank--say thank you for coming to share your story. I know that this obviously is tough but, you know, you speaking out and sharing your story helps create policy like this that lives beyond anyone of us sitting on this body. So I do appreciate that. A lot of the sentiments that--or the questions that I wanted to ask have already been asked by other Commissioners. But one thing that stands out that's not necessarily clear in this legislation is the cross-departmental collaboration. You kind of touched on it towards the end, where you have the Commission on the Status of Women, the Immigrants Rights Commission. I think there's a commission on aging and something or another. But I would definitely just want to note for the record that we should have that discussion around how other commissions are, if they have a seat at the table, and how we can continue to push the ideas of accountability. I think you mentioned transparency for the victim in your statement. But most importantly I think the central point of contact so you're not left navigating this sort of complex system by yourself. I think a lot of times it's an added sort of burden to do so given what you have been through. So you're commission staff so I hope that you would--you will watch over this closely and feel free to use this body as you please in that process.

00:51:28

MULLANE AHERN

Thank you.

00:51:29

SUSAN BELINDA CHRISTIAN

Thank you, Commissioner. And those are great comments. And I would just take this time to encourage all of us to begin like just thinking and taking notes about, you know, our reactions to the ordinance as it is now and, you know, the things that Commissioner Ellington raised and the questions that Commissioner Sweet has raised. And, you know, we really do need to begin to gather these so that we can be a part of the deliberative process that is just--that hasn't even begun yet but will soon begin. Commissioner Pellegrini.

00:51:57

JASON PELLEGRINI

Yeah. Thank you very much for your story. It was very touching. Also, some of my concerns have been already addressed. But, you know, my first reaction, you know, after reading it earlier was I agree with the concept in theory. But I worry if, first of all, I believe the budget is too small and creating a rabbit hole going down. I feel it would also create some more fragmentation within the DA's office and the police department. I feel they should be the ones handling these things and, you know, resources could be directed in a different way. I don't know if creating a new department is always the best solution for things--systems in place already. I feel we should be looking at making sure our systems in place are working and trying to revise or edit those before creating a new system.

00:52:44

SUSAN BELINDA CHRISTIAN

You know it occurs to me, I didn't see the hearing and I don't whether anyone else here did. But I do know that these things are available to us online. And perhaps the Commission Secretary could send us a link to that hearing. I think it would be very important for all of us to watch that hearing before, actually, we go much further perhaps and thinking about what is and isn't appropriate and what does and doesn't work so that we know what the context is which gave rise to this ordinance.

00:53:26

COMMISSION SECRETARY

Okay, I can work on that.

00:53:27

SUSAN BELINDA CHRISTIAN

Thank you. Colleagues, are there any other questions or comments at this time? You know, the--as I said, this is--this was meant to be an initial presentation of the ordinance to get us--to give us the tools to begin to think about our response to it and understand what the city--how the city is moving forward and how we want to be a part of that process and that conversation. This will be on our Agenda again and probably for a while until the matter is resolved. Commissioner Ellington.

00:54:05

THEODORE ELLINGTON

Yeah. Can we invite Supervisor Ronen or a representative from her office to come and sort--

00:54:12

SUSAN BELINDA CHRISTIAN

No question, yeah. I think we just need to--it's going to be--Mullane, do you have a sense yet of--it's probably going to be taken up for the first time for rule sometime in June?

00:54:22

MULLANE AHERN

I believe so. I believe the intention is to move it forward as quickly as possible and, you know, get people the assistance they need.

00:54:30

SUSAN BELINDA CHRISTIAN

So I will--I think it's a good idea to reach out to the Director who wasn't able to be here tonight, Director Davis. And I don't know that there's been much outreach to her yet about the substance of this. And so we will want--we will definitely want someone from Supervisor Ronen's office to come and talk to us about this, I think. So definitely--

00:54:58

THEODORE ELLINGTON

Thanks.

00:54:59

SUSAN BELINDA CHRISTIAN

--something soon. Any other questions or comments? Any public comment on this item? I see Minouche Kandel approaching the podium.

00:55:12

MINOUCHE KANDEL

I wasn't planning to comment, but I think I need to. So Minouche Kandel, I'm the policy director on the Department of the Status of Women. If you haven't seen the hearing, you absolutely need to watch the hearing. You will be ashamed of our city, but at the same time you will also be amazed at the bravery and courage of the survivors. And I need to say that we would not be here today if it weren't for Mullane's leadership and bravery. And it shouldn't be on the shoulders of a survivor to push the change that's needed to make the system work for them. But she has done that and I know it's an extra burden actually being in this city and calling out (unintelligible) city departments is hard. And so she's been able to do that with amazing grace. And so thank you, Mullane. And I will say as someone who has worked on a number of interagency workgroups with the police department, the DA's office, I think there's incredible value in having a neutral agency that's not part of the immediate response doing that coordination, because it enables you to have a little bit of accountability and distance in a way that the agencies themselves can't always have. So I actually think it is really important to have a body outside of the agencies that are directly involved in the response to help coordinate this. And the Department of Status of Women looks forward to working with the Human Rights Commission on figuring out how we can improve our response. So thank you.

00:56:40

SUSAN BELINDA CHRISTIAN

And we look forward to working with you on that. Any further public comment on this item? Seeing none, Madam Secretary, would you read the next item on the Agenda? And we have about five minutes before we lose our quorum.

00:56:56

COMMISSION SECRETARY

Commissioners' activities in the community.

00:56:58

SUSAN BELINDA CHRISTIAN

Actually, I'm going to do just do a brief proposed changes to the ACs, the Advisory Committees.

00:57:02

COMMISSION SECRETARY

Oh, sure.

00:57:03

SUSAN BELINDA CHRISTIAN

That's okay. So I want to get this out there a little bit before we have to shut down. So David, Mr. Miree did give us some information, a lot of information about what's going on with the LGBTAC. And Commissioner Sweet, who has been on this commission for how many years?

00:57:30

COMMISSION SECRETARY

Too many.

00:57:31

SUSAN BELINDA CHRISTIAN

For too many years and served as chair for a number of years, can give us some background, historical background on the path of the ACs over the last decade just about. Right now, we have two advisory committees. LGBT Advisory Committee which, as Mr. Miree noted, is a chart--was placed in a charter, so it will exist under the charter. And currently we also have the Equity Advisory Committee, which is kind of an amalgam of a number of committees that used to exist--a number of advisory committees that used to exist maybe about six years ago, and then when minority and women-owned business supervision of that initiative was moved out of HRC, a lot of--there were a lot of committees that went away. And then, you know, there was the Equity Advisory Committee that kind of like the HRC, you know, what doesn't it include.

So over the last couple of years, particularly with the Equity Advisory Committee, there's been--I experienced, you know, a feeling and a sense and a reality that the life of the projects as I mentioned before, you know, people are--people apply, they're chosen and then late January, early February is really the first time people, you know, kind of meet and then decide on their projects and they get going. And then by the--and midway people tend to think oh my god, we've bitten off more than we can chew. How do we narrow this? And it gets toward the end of the year and the projects which have been central historically to the output of the ACs don't necessarily get completed, you know, which, you know, isn't a horrible thing. But there have been some amazing projects that have come out of both of the advisory committees, and things that have led to legislation, you know, and get cited all over the world and the country. And so it's not as though product hasn't come out, but that the experience of the advisory committee for the members as well as for the Commissioners sometimes feels like it is not complete.

And so in the last couple of years, we've been talking about aligning the work of the ACs with the work of the Commission so that the members who are selected for the ACs are actually working with the Commission and Commission staff on--and we're all on projects moving forward, initiatives and projects of the Commissioner itself so that they more naturally have the interaction that I think people in the community who want to serve on these committees, the kind of interaction that they want with the Commission and Commissioners, and that we maybe can do a little more--get a little more work done than we do separately and together. So we tried to begin that a little bit last year with the

Equity Advisory Committee. More of a difficult thing for LGBT Advisory Committee because of, you know, kind of their status as a charter commission and their historical--the way that they historically worked. Right now, for the Equity Advisory Committee, there were four returning members. And we did not recruit. Purposely, we did not recruit this year for the Equity Advisory Committee so that we could begin to see how this change might work and see whether it does work. And there are four returning members who have been working with Veronica Garcia on kind of honing their projects. And I think that they have focused on working with the My Brother and Sisters Youth Council.

One of the things that I was very excited about last year that I would like to see continue is one of the projects was based on homelessness and housing. And the idea was--the fundamental idea was to gather the stories and maybe do another iteration of a photo voice kind of project that brought focus to the people who are--who find themselves without homes, without housing and who they are versus the stereotypes of who they are. So that's something that I'm hoping that we can do as a Commission and with assistance from advisory committee members, perhaps from the LGBT Advisory Committee as well. But I wanted to just highlight that that's, you know, that's where we are with the ACs. And also the bylaws provide the Commission and the Chair with the authority to create whatever advisory committees we would like. So, you know, we have some ability to play with this. Commissioner Ellington.

01:03:01

THEODORE ELLINGTON

Just out of curiosity, just a couple point of clarity about the Equity Advisory Committee. How many members currently serve on the committee and--

01:03:09

SUSAN BELINDA CHRISTIAN

Four returning members.

01:03:11

THEODORE ELLINGTON

Four returning?

01:03:11

SUSAN BELINDA CHRISTIAN

And we did not recruit this year purposefully.

01:03:13

THEODORE ELLINGTON

Got it. And are there--it's not a chartered--

01:03:17

SUSAN BELINDA CHRISTIAN

No, there's only one charter AC. And this was, you know--what year did that happen that the LGBTAC was created, was made as a charter?

01:03:29

DAVID MIREE

I'm afraid--

01:03:30

SUSAN BELINDA CHRISTIAN

I don't recall either, but it's based on the--

01:03:33

MICHAEL SWEET

When Feinstein was mayor.

01:03:34

SUSAN BELINDA CHRISTIAN

When Diane Feinstein was mayor. So it's based on the, you know, the discrimination-- status discrimination that the LGBT community has had in the city.

01:03:45

THEODORE ELLINGTON

Got it. I guess that one of the points that I wanted to just make is I think there's some alignment with the stuff that we're--like the standardizing the data collection and stuff that we're referring to the Board and all the work around equity, that it may be time to start to think about how we formulate the EAC to maybe be a chartered committee or some way add some more meat to the sort of equity agenda that we are pushing forward as a Human Rights Commission. I think there's just some more connectivity points that can allow this work to be a little bit more meaningful if it's sort of mandated. I think that's the difference between the LGBT piece and the EAC, is that the EAC is not mandated by charter so it doesn't necessarily have to have (unintelligible). I say all of that to say that I think we should just start to think creatively about everything that we're doing and our outside partners. This may--could be a potential opportunity to bring in maybe staff-level folks from city departments or community-based partners. It doesn't necessarily have to be a strenuous application process or a random group of citizens. It can be maybe it's someone from a youth organization, a representative for--so something that's a bit more curated than sort of--

01:05:11

DAVID MIREE

May I respond?

01:05:13

SUSAN BELINDA CHRISTIAN

Yes.

01:05:14

DAVID MIREE

I think it's important to note, particularly the differences between the LGBT and the AC. I think--and I have staffed both of them over the years, so I'm very familiar with them. One of the things that's happened with the LGBT is there was almost like a specific advocacy from which they work opposed to the EAC. And members come in and there are so many different avenues to which they want to advocate for. And what happens is because of the way the membership works, where you come in and you, you know, come in in January and then usually November is the last meeting. What happens is people come in and they're really excited about doing things and they're (unintelligible), you know, a lot of stuff to try to create policy and advocacy programs, but the reality is is, you know, through the course of time they realize that, oh my, you know, maybe this is a project that, you know, we've bitten off more than we can chew, because it is difficult in

many instances to try to reach a full fruition project within really it's about nine--ten meetings--

01:06:19

THEODORE ELLINGTON

Sure.

01:06:20

DAVID MIREE

--you know, if you will. But I also want to be clear particularly with the LGBTAC. Again, I think as Chair Christian has noted, I mean a lot of the programming that has happened in the past has been outstanding. I just want to make sure you understand these two years may be an anomaly. I don't know. But they have been incredibly functioning committees. I just think particularly with the EAC is mostly the members who have gotten their membership and they've been ready to hit the ground running and have come up with a (unintelligible) of project proposals have just found over the course of nine meetings it's just very challenging to try to come up with some substantive projects to its full fruition.

01:07:01

THEODORE ELLINGTON

Yeah.

01:07:02

SUSAN BELINDA CHRISTIAN

So we're going to lose our quorum as soon as you leave. But I encourage everyone to just, you know, think and I mean, you know, from newer commissioners who have literally have no experience of the advisory committees to commissioners who--and staff. This is an important conversation for staff to--for all of us to be having together because they are central to enabling the advisory committees to work. So this is definitely the time to think about all of this. And, you know, everything is on the table. Commissioner Hijazi.

01:07:38

HALA HIJAZI

Can we consider starting a new committee, like maybe a community advisory committee or a social justice committee? Because not everyone is going to fit in those just two committees that we have.

01:07:49

DAVID MIREE

I'm going to defer to the Chair here. I think just right now we are--I think the goal has been to address whatever is going on, whatever issue might be presented before, particularly the EAC. I mean there was some issues going on last year. And we're hoping that things will work themselves out. This is very new, again, for the LGBTAC. And it could just be, again, it could be just this year and if and when recruitment starts again in October, we may find ourselves with a whole host of membership interest. So it just depends. But from a staff point of view, I'm completely open to whatever suggestions or recommendations--

01:08:30

HALA HIJAZI

The reason I'm bringing this up is, I mean, to Commissioner Ellington's point. I think there's a lot going on in the communities. And I think some of the stuff that's going on in the communities may not be in those two categories, right. They're not LGBT and they're not necessarily Equity. But we're also trying to train the next generation of young leaders to be part of the human rights movement and civil rights. And so that might be an opportunity that we can discuss as a commission and with (unintelligible) of director. Because, just in my opinion, like there's so many people that want to be involved with the Human Rights Commission and they may not necessarily want to be commissioners, but they really want to write white papers, they want to present some stuff. And we want to give them a forum to do that, as well, but under the umbrella of the Human Rights Commission.

01:09:12

DAVID MIREE

And to your point again, the feedback--some of the feedback that I've received from current members is something along that line, is there's just a lot of other organizations and advocacy groups that are happening in the city that may have, in this instance, taken away from that initial attraction to the LGBTAC, because I think in past years it has probably been, and maybe I'm going to be biased here, but it has been one of the preeminent LGBT advocacy groups in the city, for one. And also I think with the EAC, you know, the key there is that these are two advocacy groups that are government related. And so the idea is that, you know, you have the ear of policy leaders and the legislative branches and the mayor's office to implement those recommended changes. And I think that has been one of the key attractions to the LGBT--pardon me, the San Francisco Human Rights Commission advocacy group because you do have the buy in, if you will, from those people in positions to create policy and make laws into--

01:10:19

HALA HIJAZI

Right. And I think because of My Brothers Keeper and My Sisters Keeper and then (unintelligible) Latino community, the Asian community would be a good place to have them in one place especially because of now the lack of diversity in San Francisco, to have them interacting and not just in solo groups and in isolation, and only coming together when there's a problem but also coming together to come up with solutions and ideas and working in different ways and capacities. So it just--I was just thinking about that because of what Commissioner Ellington. I think there's a disconnect between Western Edition and the Marina and then the Bay View and then the Sunset. They're all doing different things. And it would be nice to get all the different groups that are feeling a certain kind of way to kind of work on solutions and do that under that umbrella.

01:11:06

SUSAN BELINDA CHRISTIAN

Yeah. So as I said, everything is on the table. And I will note that one of the things that we have to be mindful of with the advisory committees is that they require staff and time and resources. And so--which are not necessarily in great supply as things stand. So we should definitely be thinking about all of this and then we will also think about, well, how

will we make that work and how will we make sure that it does work. And so this is--so just wanted to flag this, that this is what's going on and get that--get those thoughts coming and--

01:11:43

HALA HIJAZI

So, I'm sorry. Just one thing regarding--

01:11:45

SUSAN BELINDA CHRISTIAN

Commissioner Hijazi.

01:11:46

HALA HIJAZI

--I'm sorry, regarding the staff. I mean we've doubled since I've been here. I've only been here a year and a half. We've almost doubled our staff. So I don't necessarily see how it might be a staffing issue. Again, I just want to explore it with the other commissioners and with the executive director.

01:11:58

SUSAN BELINDA CHRISTIAN

Well, and I said, this is--we're here to explore which is why I put it on the Agenda tonight. So any further Commissioner comment on this as we're about to lose our quorum? Any public comment on this item on the Agenda? Seeing none--are you about to get up, Theo?

01:12:17

THEODORE ELLINGTON

(Unintelligible).

01:12:19

SUSAN BELINDA CHRISTIAN

So I'm just going to say Commissioners' activities in the community. Unless there's something that's pressing, I'll ask people to hold that until the next meeting so that we can speak about it together, as well as matters of interest for possible inclusion on future Agendas. And seeing that I'm going to just go ahead and say that we are at Item No.8, and that Adjournment. And it is 6:54 p.m. and we are adjourned. Thank you.