
HUMAN RIGHTS COMMISSION

City and County of San Francisco

Regular Meeting Minutes

July 11, 2019

5:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Susan Belinda Christian, *Chair*

Michael Sweet, *Vice-Chair*

Melanie Ampon, Commissioner

Karen Clopton, Commissioner

Hala Hijazi, Commissioner

Maya Karwande, Commissioner

Mark Kelleher, Commissioner

Jason Pellegrini, Commissioner

Abigail Porth, Commissioner

Joseph Sweiss, Commissioner

Sheryl Evans Davis, *Executive Director*

SAN FRANCISCO HUMAN RIGHTS COMMISSION
REGULAR MEETING MINUTES
JULY 11, 2019

Present:

Susan Belinda Christian
Mark Kelleher
Michael Sweet
Karen Clopton
Jason Pellegrini
Joseph Sweiss
Hala Hijazi
Melanie Ampon
Maya Karwande

Absent:

Abigail Porth

00:00:02

MICHAEL SWEET

Good evening. It's Thursday, July 11, 2019, 5:37 p.m. This is the regular meeting of the San Francisco Human Rights Commission. I'm Vice Chair, Michael Sweet. Chair Susan Christian will be here shortly but we will go ahead and get started. I'll ask the commission secretary to please, um, read the roll.

00:00:25

COMMISSION SECRETARY

Chair Christian. Vice Chair Sweet.

00:00:30

MICHAEL SWEET

Present.

00:00:31

COMMISSION SECRETARY

Commissioner Ampon. Commissioner Clopton.

00:00:35

KAREN CLOPTON

Here.

00:00:36

COMMISSION SECRETARY

Commissioner Hijazi.

00:00:37

HALA HIJAZI

Here.

00:00:40

COMMISSION SECRETARY

Commissioner Karwande. Commissioner Kelleher.

00:00:44

MARK KELLEHER

Here.

00:00:45

COMMISSION SECRETARY

Commissioner Pellegrini.

00:00:47

JASON PELLEGRINI

Present.

00:00:49

COMMISSION SECRETARY

Commissioner Porth. Commissioner Sweiss.

00:00:52

JOSEPH SWEISS

Here.

00:00:54

COMMISSION SECRETARY

We have quorum.

00:00:57

MICHAEL SWEET

Thank you. We'll skip the next little bit, which was going to be a presentation by Chair Christian when she's present and we'll go ahead and at this point, if we can call public comment on items not on the agenda. This is an opportunity for members of the public who wish to address the Commission on items within the purview of the Commission but not falling in this evening's agenda to do so. If there's anyone present who would like to address the commission at this time, now would be the opportunity. Please, as you step up, bring a yellow speaker's card which you can get off the table by the door and hand it to the Commission Secretary. It is not required but it is appreciated. Is there anyone who wishes to address the Commission during this public comment period? Very well, seeing none, if we could move to Item Number Two and call the item, please.

00:01:50

COMMISSION SECRETARY

LGBTAC Bylaws revision. Presenter is Commissioner Melanie Ampon, Mark Kelleher, I mean, Commissioner Kelleher and Commissioner Sweiss.

00:02:00

MARK KELLEHER

Thank you. Good evening, fellow commissioners. Commissioners Joseph Sweiss, Melanie Ampon and I have been working with Executive Director Davis and the HRC staff to modify the bylaws of the LGBT Advisory Committee. I'm going to read the rest of this statement about the background on this initiative, for clarity on the record.

Our intent in modifying the bylaws is to position the LGBTAC for success going forward, including to attract the most engaged members possible to ensure that the views of the LGBTQ+ community are optimally represented as the city in general and the HRC specifically develop new policy and fund community initiatives. Revisions of the bylaws are subject to the Commission's approval, as proposed action item today.

In a moment, we will review the proposed revisions together as a Commission. I'm kicking off this introduction, having been the LGBTAC co-chair with Commissioner Ampon and the point person who's actually updating the revisions of the bylaws in this process. This effort to modify the bylaws grew out of a conversation between the Mayor's office and the Executive Director, Sheryl Davis, encouraging that, one, the LGBTAC's membership and activities be more complimentary to policy and funding initiatives impacting the community, which are being prioritized by the Mayor's office and by HRC staff and leadership.

That the LGBTAC's membership and activities better reflect, advance and help coordinate the community's priorities, including, as determined by the leadership and our staff of diverse community-based organizations here in the city, and three, that the LGBTAC's membership be as diverse as possible, including economically, therefore reflecting the consensus of the HRC

leadership and staff, and of the Mayor's office, that current strict residency requirements currently included in the bylaws be modified, especially for those who are deeply connected to and engaged in San Francisco through their work but cannot afford to reside in the city.

Commissioner Sweiss and Ampon isn't here but Commissioner Sweiss, do you have anything to add?

00:04:18

JOSEPH SWEISS

Sure. I'll just add that, as a commission, we've kind of been brainstorming what to do with the LGBTAC, at least as far as when I was on the commission about a year or so ago. And we had a round table where we had a UN officer and we kind of used that as an opportunity to bring together a lot of organizations and community leaders and whatnot. We had the same in Pelosi's office. And since then, it's just been a rolling conversation of what does the LGBT community in the city need now? There have been, you know, for decades, so many steps forward and steps backwards. What can the city do now, what can this commission do to have an advisory committee that's relevant to modern day issues and actually be a tool for success for not just community leaders and activists but also grass roots organizations and a way that this committee can be involved in a lot of issues that not only affect the LGBT community but are also city-wide issue. Homelessness, small business, for other marginalized communities that also intersect with the LGBT community.

So in doing that, we reviewed the bylaws and, Mark, you did a great job in seeing how we can edit and make this more relevant and modern in terms of how we can allow elected officials to be involved, or at least for offices, how we can have organizations involved and also smaller grass roots organizations so that they have a tool to come together and focus on city-wide strategy with the Mayor's office and with the Commission, so everyone is more adept to know what grants are available, what other organizations are doing, how we can, as a city, move forward and, you know, build on our values and have goals that we can actually accomplish.

So that's where these revisions come from and I look forward to the Commission, you know, discussing this and hopefully coming together to do something soon. But I think it's all positive and all great.

00:06:20

MARK KELLEHER

Thank you. Commissioner Ampon is here, as well but I just wanted to add that in overseeing the last couple of years the LGBTAC, it became pretty clear from the members that were involved, that the residency requirement, even for those who are very active in San Francisco but the residency requirement was not only burdensome but also demoralizing for those members who lost their colleagues on a regular basis, who had to move out of the city but were still very active, professionally, in the city. And there is no residency requirement for the other advisory committee, the equity advisory committee.

And so we felt that for a certain standard of fairness, that this needed to be dealt with. We also heard back from the committee members that they were aware of the activities of the staff in relation to the LGBTQ community and that they really wanted to be more coordinated with those activities of the staff and other offices in the city that focus on the community, and that they wanted to have a more strategic approach to the work on the committee. And so, um, we are trying to address that, as well, in some of these revisions.

Commissioner Ampon, did you want to add anything from your experience as co-chair of the LGBTAC?

00:08:00

MELANIE AMPON

Yes, of course. I came onto the AC kind of when Commissioner Papas was leaving. So I was only on it for a little bit before it took a little bit of a hiatus. And from what I saw, the short time that I was on it, it seemed that the committee members were really working on things that were already kind of been working, like, the other organizations have been working on. And they expressed that they would like to be more involved in what the HRC is already working on and aid that.

And going forward, I think it would be great to try to outreach to a more diverse committee, just so the broader LGBTQ+, you know, communities can be represented in the AC.

00:09:05

MARK KELLEHER

Thank you. Do any of the commissioners have questions so far? And I want to also apologize that the document that's included in the binder was intended to include tracking on it, in terms of the edits that are being suggested. And it was printed without tracking, so we'll have to do our best to walk through it. Thankfully, I have one copy that has tracking, so again, we'll try to explain what we're intending.

The document that is included in your binders has all of the changes that are being suggested but it doesn't show, of course, what the text looked like before the changes, so--Yeah, go ahead, Commissioner Clopton.

00:09:57

KAREN CLOPTON

Okay. Because it's hard for me to see what is added, I do know on the equity advisory committee, there's a limit to people who do not reside in the city and county of San Francisco. And it's a limit of three. And is there a comparable limit for this advisory committee that we're talking about?

00:10:26

MARK KELLEHER

We have not included a comparable limit for that. And that's something to consider. We could do that. We wanted to leave--we actually might have suggested that both advisory committees have a more flexible discretionary limit and not a fixed limit because of the nature of the membership. And, you know, in any given year, there might be an increase or decrease in membership because of those who move out of the city or are individuals whom you might want to participate in the committee who might work and volunteer and be very active in the city but don't reside in the city and who might be otherwise very qualified to be on a committee, either the equity committee or the LGBTAC.

So I think you'll see throughout these revisions that one of our intentions is to create more of a discretionary view by the chair and by the co-chairs of the committees and the chair of the commission instead of fixed limits in any of these situations.

00:11:40

KAREN CLOPTON

I see. My concern is that there already, you know, five seats for this and ten seats for that and, you know, and that sort of thing. And so if we don't have limits, it could just be outside people who are not residents. And I think it's incumbent upon us to really include residents of the city and county of San Francisco. And so, you know, limiting to three or five is fine because you're going to get people who have been elected to head these organizations and who are already the executive directors, etcetera, who live elsewhere but, you know, are working with an organization that is either based here or that is part of the advisory committee.

00:12:41

MARK KELLEHER

I think that's fair.

00:12:41

KAREN CLOPTON

So I think having a specific number--and I think three is fine, you know, given that you have so many set-asides already. There are a lot of set-asides here. So if you limit it to three and that three would not include the other set-asides. In other words, you know, if one of the elected or one of the officers or executive directors of the organization that's automatically a member lives outside of the city, they're not included in the three. And that way, we don't have a problem, that you end up with a non-majority of the advisory committee who are not residents of the city and county of San Francisco. Which I think, you know, is our purpose.

00:13:41

MARK KELLEHER

Would you like to comment on that, either of you? Either Commissioner Ampon or Commissioner Sweiss?

00:13:45

MELANIE AMPON

I agree. I think we kind of overlooked that a little bit but, I mean, the AC should be majority, I think, residents of San Francisco. And Commissioner Clopton made a good point that most likely, some of the directors of these organizations will most likely, some of them, live out of San Francisco. So I don't see a problem with adding a specific number.

[Note: Commissioner Ampon arrives to meeting – per Commission Secretary]

00:14:18

MARK KELLEHER

Mr. Sweiss.

00:14:19

JOSEPH SWEISS

I think that's great feedback. I was a little worried at first because, um, I did think of all these EDs and other people who are very heavily involved and have stakes in San Francisco. And then if we say it's two or three or four but then the one year, okay, we need five and then the next year, maybe that's not even a problem. I just worry about the Commission having to keep coming to the table to talk about these bylaws and maybe a more discretionary one where we're all involved in picking and taking into account, this has to be aboard. But you're right when you say we wouldn't take into account the EDs and stuff who are involved and then suddenly become such a more trivial thing, that's still important. So I think that's great and good input. And I do hope, you know, we structure the bylaws so, you know, as is, it's--it's flexible, so we're not coming to the table every year saying the AC is outdated again, the AC's outdated, and, you know, we can adjust and adapt as, you know, issues of the cities also grow.

[Note: Chair Christian arrives to meeting – per Commission Secretary]

00:15:19

MARK KELLEHER

So let me just add a little historical perspective because at one point, the addition of the-- specifically including three individuals for the Equity Advisory Committee lived outside San Francisco was a discussion we had, like, five years ago. And it was the kind of discussion that went the same way. There's people who used to live in San Francisco and then left and, you know, the issues matter to them. In-fact, the reason they left is an issue that we should be discussing. And what we did is we decided that three seemed reasonable and also left it up to the discretion of the chair and recognized that the chair would have, you know, in mind, upon advice of the commissioners who served as chair of the--co-chairs of the Advisory Committee that the idea is still that this is a San Francisco Human Rights Commission committee and the discussion went back and forth about whether there should be three or unlimited or not. And we ended up at three but, you know, I, at the time, was ambivalent and I think I still don't think at the end of the day, I mean, Commissioner Sweiss's point, this isn't something that needs to be nitpicked and would need to be discussed every time. And the reason that discretion was given to the Chair is so that, you know, decisions can be made and we can move.

So I don't have a problem with it as drafted. I think doing--having said that, making it parallel and having a limit of three as we did with the EAC also seems reasonable. Commissioner Sweiss and then Commissioner Clopton.

00:17:01

JOSEPH SWEISS

I think that's great. We also do have to keep in mind what the community and the city is, who are these EDs and the organizations of the elected officials and that'll change every year, as well. So maybe if we do theoretically have a better idea of what the board will look like, we can understand what this number could theoretically be if we put it in.

00:17:20

MARK KELLEHER

On page 10, let's just go to the text. I agree with Commissioner Clopton's remarks and also we have desire to have a stronger equity--parity, rather, with the Equity Advisory Committee. So what I would do is, based on her remarks, a suggestion, I would change the line that says, "The balance of seats will be reserved for other interested individuals who are affiliated with the LGBT community." I would add, "The preference would be for residents of San Francisco, with the exception of possibly three seats." Something to that effect, at the discretion of the co-chairs, as recommended to the chair of the commission. Something to that effect. Would that address what's being discussed?

00:18:14

KAREN CLOPTON

I would support that change that Commissioner Kelleher just drafted impromptu, yeah. Thank you. Yeah, I would support that. I think it's important to be consistent. And I had one other question and that is why we don't add "I," to be consistent, that there's no "I." There's no intersects. LGBTQI. I thought, I mean, I've seen it in other things we've done and I've done presentations on the "I" part, so--

00:19:08

MARK KELLEHER

If I may, I agree we should discuss that point. That is one of the sections that we'd like to review, so why don't we go in order and walk through it. We're a little out of order at the moment, so could we walk through the suggested changes, just to see if we're all on the same page? And again, we regret the lack of tracking but let's see if we can explain it.

In Article 5, Section 4, we'd like to change the reference to "tape" to "audio," when it refers to recordings. I think that's a given.

00:19:45 KAREN CLOPTON
What?

00:19:46 MARK KELLEHER
Article 5, Section 4.

00:19:49 SUSAN BELINDA CHRISTIAN
Since we don't have track changes, can you tell us what line that is on the page, the line, so we can find it?

00:19:57 MARK KELLEHER
Okay. Article 5, Section 4 and the paging should be similar, let's see. Page--

00:20:20 SUSAN BELINDA CHRISTIAN
Page 7, line--where is it with respect to the end of the paragraph? Top of page 7, Section 4, Audio Recordings and ...

00:20:30 MARK KELLEHER
And previously, it said tape recordings, so we'd like to just change it to audio.

00:20:34 SUSAN BELINDA CHRISTIAN
Great, okay, thank you. Thank you, Commissioner.

00:20:36 MARK KELLEHER
Little housekeeping. So the next change suggested is Article 6, Section 4, which is toward the bottom of page 7. And this is a reference to the recruitment and appointments and a description of what a co-chair is of the committee, which are essentially the signed commissioners to the committee. This was in a different area on the bylaws previously after the membership requirements or membership guidelines and we wanted to move it up, since it was about the Chair, so this just moved text. It's been moved up and there's nothing really changed significantly.

00:21:30 SUSAN BELINDA CHRISTIAN
So I apologize, colleagues, for being late. I was in a work meeting with the DA that I couldn't walk out of, so I appreciate Vice Chair Sweet and all of you moving forward.

With respect to this last issue, I just know that in the previous--

00:21:48 MARK KELLEHER
Last issue of residency?

00:21:49 SUSAN BELINDA CHRISTIAN

No. The one that we're working on right now.

00:21:50

MARK KELLEHER

Okay.

00:21:51

SUSAN BELINDA CHRISTIAN

In the previous version of the bylaws, essentially commissioners were expected to be, you know, every commissioner was going to be assigned to an advisory committee, which is pretty much the expectation. Have there been any changes in that respect that you're recommending

00:22:08

MARK KELLEHER

No, no. It just--it's a reference to--there are two things about this piece of text. One is that it identifies the assigned commissioners as co-chairs, which is haphazardly identified in the previous version. It's not always specific, sometimes there's a reference to a chair but there could be the commission chair. We're trying to clarify that the commission chair is one thing and the co-chairs are another of each committee. So just cleaning up the language a bit, and also moving the reference to the co-chairs up in the text because it was previously--the reference to the co-chairs was previously below the reference to membership guidelines for the committees.

00:22:51

SUSAN BELINDA CHRISTIAN

Thank you.

00:22:59

MARK KELLEHER

The next suggested change is, again, in Article 6, Section 4, Paragraph 3, which is on Page 8, I believe. This is a change in the text to indicate that the process of recruiting new committee members should be every September, but not required to be completed by September. Just--we believe this will allow more flexibility in the recruiting. At the moment, the recruitment process begins kind of suddenly at the end of the summer and there's not a lot of time, it seems, to recruit specifically in that timeframe. And we are trying to actually open this up so that it's more of a broader period allowed to recruit the committee members.

And then also, we add more details about the roles of the commissioners with the staff in terms of the nominating process. The commissioners who are assigned to the committees.

Does that make sense? If there are no questions about that--go ahead.

00:25:06

SUSAN BELINDA CHRISTIAN

Commissioner Sweet.

00:25:08

MICHAEL SWEET

I may be getting ahead of where you are but as I recall, there use--there--there was language--and again, 'cause we don't have a track, it's hard to keep with--but I thought we had language that allowed for removal or the chair would reappoint at the end of the year. And I don't see that now.

00:25:29

SUSAN BELINDA CHRISTIAN

I'm just scanning on page 9, top of the page, "Committee members may be removed," is that--

00:25:34

MICHAEL SWEET

There we go. I thought that was in that paragraph about a two-year term.

00:25:38

MARK KELLEHER

And that's in-tact, that reference, yeah. We didn't change that.

00:25:47

SUSAN BELINDA CHRISTIAN

Were any additions made?

00:25:49

MARK KELLEHER

No. Only a bit of clarity in terms of the assigned commissioner's role and the process of recruiting, which wasn't clarified previously.

00:25:59

SUSAN BELINDA CHRISTIAN

And I apologize again, since I walked in towards the end of the discussion about commissioners being assigned to advisory committees, what is in here now proposed with respect to the kind of mandatory--the presumption of an assignment to an advisory committee and essentially mandatory participation in it?

00:26:23

MARK KELLEHER

That process was developed in the last few years, as I understand it. Was it added to the bylaws? Because we haven't changed anything relative to the mandatory nature of being assigned to a committee. We haven't changed anything. That would've been I think in one of the earlier paragraphs that we haven't addressed, if there was anything at all. But we weren't intending to address that.

00:26:48

SUSAN BELINDA CHRISTIAN

Okay, great.

00:26:53

KAREN CLOPTON

There aren't enough advisory committees to have--if you have two co-chairs.

00:26:59

SUSAN BELINDA CHRISTIAN

Well, you could have four people but they're all co-chairs. It doesn't--there's no--

00:27:01

KAREN CLOPTON

So I'm totally missing that.

00:27:06

MARK KELLEHER

Something the Chair might consider at some point in the future. If you want to include that in the bylaws and it hasn't been actually codified in the bylaws, we might bring that to the Commission for review. A more clear statement about the need for all commissioners to serve and stuff. But that's not something we've added today. Or we could do it today. We can actually--

00:27:26

SUSAN BELINDA CHRISTIAN

No, no. I just wanted to try to get some clarification on the status. I don't have any, I mean, generally speaking, more flexibility, better than less because things do change and needs change, you know, so, yeah, I would not want any kind of mandatory participation, given where we are.

00:27:47

MARK KELLEHER

Okay, thank you. The next change is highlighted on Paragraph 3 of this same section, which we're still on page--oh, sorry.

00:27:57

SUSAN BELINDA CHRISTIAN

I'm sorry. Executive Director Davis.

00:28:01

SHERYL EVANS DAVIS

No. I was just going to say on page 7, it doesn't necessarily say mandate but it says, "The commission chair assigns commissioners to each advisory committee and appoints members from the community in accordance with the advisory committee guidelines." So, I mean, the implication is that the Chair is appointing commissioners but it doesn't say that it's mandatory that every--but I don't know if that language may be what people use to imply that every commissioner should be assigned to one.

00:28:34

MARK KELLEHER

I think it's at least a strong encouragement. All right. So the next change we wanted to--or actually not a change that we wanted to review, but it's an important point. In Section, again, 6--sorry. Article 6, Section 4 on Page 8, I believe, still, in the third paragraph, at the bottom of the third paragraph adjacent to what we were just reviewing, we wanted to maintain--as a consensus, we decided to maintain the number of community members that would be the maximum number of community members that would be allowed to be on a advisory committee. There was some discussion about opening that up or, you know, to a larger number. But we, as a consensus, decided to maintain that maximum number. I'm pointing that out just to make sure everyone is clear with that. And if there's any discussion around it, happy to entertain it.

00:29:45

SUSAN BELINDA CHRISTIAN

Commissioner Kelleher, have you discussed yet the residency requirements for advisory committee members and can you summarize that for me?

00:29:57

MARK KELLEHER

We did. We just discussed that the changes to the committee bylaws, the LBGTAC committee bylaws include a number of members on the committee, suggested on the committee, associated with elected officials as well as with community-based organizations that are affiliated with the community. In addition to that, there are a number of members who would be, for lack of a better word, at large within the community as they are now. In addition to the elected and leadership from organizations in the community.

And that balance of at-large community members would be required to have San Francisco residency with the exception of possibly up to three, who would be approved as an exception based on the recommendation of the co-chairs and the approval of the chair.

00:31:03

SUSAN BELINDA CHRISTIAN

Thank you.

00:31:04

MARK KELLEHER

And we'll actually get to the reference to that I think a little further on, unless you want to review that again. Okay. The next change recommended on this is the next paragraph, Paragraph 4 in the same section, Page 8. That we just wanted to add some clarity that indicates that the need for approval of committee members by the assigned commissioners to the committee, it's something

that the practice is currently for the assigned commissioners to approve the new committee members. But that hadn't been codified, so we wanted to add that.

00:32:01 SUSAN BELINDA CHRISTIAN
You're talking about the third full paragraph on that page?

00:32:02 MARK KELLEHER
Yeah, the fourth full paragraph, yeah. It's really kind of an administrative change.

00:32:08 SUSAN BELINDA CHRISTIAN
Okay. So this is one, two, three, four. This is the fourth full paragraph on--

00:32:12 MARK KELLEHER
Actually, it's not. It's the one that begins, "Commission staff." This is the--because there's a--

00:32:18 SUSAN BELINDA CHRISTIAN
Is it the pagination is different?

00:32:19 MARK KELLEHER
Yeah the pagination is different. This is--that was really an administrative change. I think the next change is more--something that might be more of a discussion item. In Paragraph 5, which begins, "Community members serving on advisory committee," blah, blah, blah. The--let's see, just make sure we're in the right place. This allows community members to be appointed outside of the regular domination and appointment process. Currently, there's a fixed appointment process and if a member is lost because they've decided to leave the committee or because they've, you know, lost residency and that exception isn't made, we want to be able to recruit new members to the committee outside of the regular nomination recruitment timeline. And this has been an issue previously.

00:34:13 SUSAN BELINDA CHRISTIAN
Commissioner Karwande.

00:34:15 MAYA KARWANDE
I'm sorry. what's the new language that's proposed, the entire paragraph or...

00:34:32 MARK KELLEHER
Well, as we explained earlier, the redline tracking was not included. We asked for it to be included.

00:34:27 MAYA KARWANDE
Do you have a redline?

00:34:28 MARK KELLEHER
I do, yeah, so what's the question? Which one?

00:34:34 MAYA KARWANDE
What's new in this paragraph, is it the whole paragraph or a line or--

00:34:39 MARK KELLEHER
And which one are you referring to, paragraph four or five?

00:34:43 MAYA KARWANDE

Paragraph four. The one we were just discussing, right?

00:35:05

MARK KELLEHER

All that was added was a--there's a reference to the timeline for recruitment, January 1, you know, for the membership and the committee, January 1 through December 31. So what we've added is the line, "Unless the commission chair approves an interim membership term." Yeah. Yeah, exactly.

00:35:25

SUSAN BELINDA CHRISTIAN

Yeah, and just--this is just a comment that this difficulty makes impossible for us to approve anything today, so, you know, I don't know how much longer we have. This is a very important item. First of all, the bylaws for our advisory committees and for us, so it's a critical item. But we can't be asked to make any decisions on this without seeing exactly what's been changed and how it fits in. So I just wanted to make that clarification. And Commissioner, how much more time do you think--

00:36:02

MARK KELLEHER

Well, I actually wouldn't want this item to continue if we weren't going to be able to take action on it today. Because we were intending to take action on it today by reviewing a tracked document. The document wasn't included. The tracked document wasn't included, as we requested in the binder. So if that will prevent us from taking an action today to approve or not, then we shouldn't continue.

00:36:30

SUSAN BELINDA CHRISTIAN

Commissioner Sweiss, is your comment related to this question?

00:36:32

JOSEPH SWEISS

Yeah, I was just gonna say maybe it would make sense if we copied it or just delayed it 'til the next--it's just impossible to look at it. I don't even know the edits, I mean--

00:36:40

MARK KELLEHER

Right, right.

00:36:40

SUSAN BELINDA CHRISTIAN

And Director Davis, do you have anything to add other than what you've--

00:36:42

SHERYL EVANS DAVIS

I was just going to apologize that we didn't get the tracked copy in there. And I just, to be fair to the commissioners, I just think it would be appropriate for us to email the tracked copy and then revisit. And so at least then, you could see what was removed and then build your questions for the next meeting, but that's just my--

00:37:02

SUSAN BELINDA CHRISTIAN

And Vice Chair Sweet?

00:37:04

MICHAEL SWEET

I'd like to move to table this aside.

00:37:09

SUSAN BELINDA CHRISTIAN

Is there a second? Commissioner Clopton.

00:37:24

MARK KELLEHER

There are changes that are--some are administrative, as we've noted but some are actually quite substantive, yeah. So if--if action, again, isn't possible today, then we really don't want to continue. In-fact, I'll second the motion.

00:37:41

SUSAN BELINDA CHRISTIAN

Okay. Commissioner Karwande--so there's been a motion to table and a second. Commissioner Karwande?

00:37:46

MAYA KARWANDE

Oh, I was also going to second the motion. And I do think sending out an email with the redline, so we can review it before the next meeting would be helpful.

00:37:55

SUSAN BELINDA CHRISTIAN

That would be helpful. And then as soon as possible after today, the minutes that reflect the discussion that's been had so far about the bylaws coming out as soon as possible so that people can refresh our recollections or understand for the first time what was said before we arrived, and then look again at the redline and be ready. Come to the next meeting ready to act. Appreciate that.

00:38:25

MARK KELLEHER

And I would request, just for clarity, that the tracked edits be included in the binder, as well as sent out by email to everyone ahead of time.

00:38:32

SUSAN BELINDA CHRISTIAN

Yes, absolutely. So Mr. Secretary, would you please read the roll? We have a motion pending and second. And, oh, is there any further discussion on this motion? Commissioner Clopton?

00:38:48

KAREN CLOPTON

Yes. Notwithstanding the motion, I would like to be able to make sure that the discussion about the residency requirements is reflected in the new, you know, in what's sent out in the future and that if it's possible, to talk about adding the "I" or to have that conversation today, so that then it would also be reflected or not, you know, as we all accept it or, you know, I would appreciate those two things happening.

00:39:18

MARK KELLEHER

Yeah.

00:39:18

SUSAN BELINDA CHRISTIAN

Okay. So we have a motion and a second. Is there any further discussion on the motion to table consideration of--further consideration of these bylaws to the next meeting? Mr. Secretary, would you please read the roll?

00:39:36

COMMISSION SECRETARY

Chair Christian.

00:39:37

SUSAN BELINDA CHRISTIAN

Yes.

00:39:39

COMMISSION SECRETARY

Vice Chair Sweet.

00:37:40

MICHAEL SWEET

Aye.

00:39:42

COMMISSION SECRETARY

Commissioner Ampon.

00:39:43

MELANIE AMPON

Aye.

00:39:44

COMMISSION SECRETARY

Commissioner Clopton.

00:39:46

KAREN CLOPTON

Yes.

00:39:47

COMMISSION SECRETARY

Commissioner Hijazi. Commissioner Karwande.

00:39:52

MAYA KARWANDE

Yes.

00:39:53

COMMISSION SECRETARY

Commissioner Kelleher

00:39:54

MARK KELLEHER

Yes.

00:39:57

COMMISSION SECRETARY

Commissioner Pellegrini.

00:39:58

JASON PELLEGRINI

Yes.

00:40:00

COMMISSION SECRETARY

Commissioner Sweiss.

00:40:01

JOSEPH SWEISS

Yes.

00:40:02

COMMISSION SECRETARY

Motion passes.

00:40:03

SUSAN BELINDA CHRISTIAN

Thank you. And with our agenda, we just... I see. But you did call to order? Yes, okay. So purpose and objectives of the special meeting, were those addressed?

00:40:25

MICHAEL SWEET

No.

00:40:25

SUSAN BELINDA CHRISTIAN

No. So, um, just briefly, I think, intuitively, we all know the purpose of this special meeting regarding our follow up on our retreat that we had a bit ago. And I know that we wanted to talk about strategic planning and to review our objectives and try to look at the clear, actionable procedures for the commission that we began to talk about last time and then refine those today.

And I walked in late to the meeting but I'm pretty clear that one of the other agreements for today, full participation and personal accountability are already on the table and in process. But, you know, we all--especially at all of our meetings, but especially today when we're continuing to talk about who we are and what we're going to be doing, full participation of each of us being personally accountable to one another for our participation and presenting our points of view. And working as a commission together and taking responsibility for the work that we say that we want to do as opposed to, you know, assuming that other people are going to be identified to do the work that we say that we are excited about doing. So that goes to the accountability, as well.

When we think about saying we're going to do something, we should think about where we are going to land in participating and making that happen. Staying true to our values and always being of mutual support to one another. You know, the mayor brought us together, many of us didn't know each other before and some of us did but I think we all, I'm sure, believe and know that we're privileged to be here and to work together.

So those are the things that I think I just want to make sure that we adopt as we move forward today and as long as we are on the commission.

So it is now 6:20 and I'm not sure--and we have Emily Jones with us again, and she's going to do a presentation on the review of the first quarter retreat action items and brainstorm items. And this should take about 20 minutes or so. Emily, thank you for coming back.

00:43:07

EMILY JONES

Yeah. Before--can you hear me okay? Yeah? No? Better, okay. I'll get real close. Before we launch into it, I know there was also a call--because I think it'll kind of take on a life of its own, the next two agenda items, and I know there was a call to review commission seats, terms and vacancies. And I thought maybe you wanted to knock that out before we revisit what we did last quarter. I forgot who called for it, but Lori looped me in on this for the agenda. Was someone looking--one of the commissioners looking to see how many vacancies were available on the commission?

00:43:45

SUSAN BELINDA CHRISTIAN

I'm not sure if it was Commissioner Porth or not but I do know that it's a great idea to just lay the table for that right now.

00:43:52

EMILY JONES

Okay. So I don't have that data, Director Davis. I don't know if you know how many seats are vacant and what the terms are here. Or if you guys want to table it for another point. But before I started to run down my road, I wanted to--

00:44:06

SUSAN BELINDA CHRISTIAN

Director Davis, did that information get sent out by Lori or not?

00:44:10

SHERYL EVANS DAVIS

Through the chair, I mean, the--the list that is in the binder where it has the attendance that's being tracked is the current list. I don't have the terms. I do know that there were two commissioners whose terms were up, both, we are told, were going to be. One I think has already started the process to be reappointed, another has been contacted about being reappointed and there is one vacant seat.

00:44:36

SUSAN BELINDA CHRISTIAN

We currently have one vacancy.

00:44:39

EMILY JONES

Perfect.

00:44:41

SUSAN BELINDA CHRISTIAN

Commissioner Hijazi.

00:44:42

HALA HIJAZI

Yes. So regarding this, you just reminded me of the attendance. In the bylaws, it says that there's excusable ones, notified attendance. So is that tracked somewhere else or should it be on the same as this one?

00:44:56

SHERYL EVANS DAVIS

I actually will need to check in with the appointments or commission contact in the mayor's office because we keep this and then they--I don't know that they necessarily--so we are supposed to share it with them. I'm not sure how they determine--but I will follow up with Kanishka.

00:45:19

HALA HIJAZI

Our bylaws, that I just happened to be looking at it for this purpose, it says, "Notified," like the ones--like if you're sick, right, so it would show, like, the reason you weren't there is you were sick or, you know, like, a religious reason. So I just think if someone is not there, it should say why, whether they're on travel, because that was a scheduling issue, but if you're sick you can't really help that. So there should be given a reason, notified, like, notified in the bylaws shows that it is excused and it's acceptable reason not to be there. 'Cause it just looks like--which is fine, but it just looks like you don't know why they were absent.

00:45:58

SUSAN BELINDA CHRISTIAN

I think that's a great idea to keep track of the reasons that people have notified in advance and given a reason. I do recall when Nicole Wheaton was the commission secretary for the mayor and we were using, quote-unquote, excused absences, she told me that we can't excuse absences, we can give reasons. But we will clarify that.

00:46:17

HALA HIJAZI

I'm just literally, only because coincidentally, I just was reading the bylaws.

00:46:22

SUSAN BELINDA CHRISTIAN

Yeah, and I appreciate you bringing that up because if it's in the bylaws, yeah, and then if that needs to--if we can't excuse, then we need to change our bylaws and use different language. Yeah. Notified. I appreciate that.

00:46:32

HALA HIJAZI

And then the other thing just regarding retreat. I just got this and this?

00:46:40

EMILY JONES

From last time, yeah, yep, I wonder if I took those notes.

00:46:46

HALA HIJAZI

I have this and I have--

00:46:50

EMILY JONES

And then minutes. There's a transcribed minutes, as well. It's a third document, it came to me with those other two. It's the normal kind of meeting minutes you usually get that was recorded and then transcribed. Much longer document.

00:47:08

HALA HIJAZI

Right, because it goes to LGTBQ to be advocacy then out migration.

00:47:13

EMILY JONES

Oh, that was notations we took on poster board. So we'll talk a little bit about that content, yeah. That's a documentation of someone transcribed our poster board notes that we did from around the room. What that document is, the power point is what I had as an intro and then the transcription has the full dialog.

00:47:36

HALA HIJAZI

Right. So I guess what I'm trying to say is am I missing something because it goes to LGBTAC action areas, oversight role of commission and then it jumps into out migration, so--

00:47:47

SHERYL EVANS DAVIS

Those were three different--but your paper thing--so it's literally just the random notes that people in a group wrote on butcher paper and then the transcribed notes that explain what those are. Yeah. So that was just--and again, I'm trying to find it in my binder but just listening to what you're describing, it is--there were three groups that broke out and then one group talked specifically about LGBT and so those are their notes. So it's a smattering of ideas from random collections.

And then when people presented to the full group, they explained their notes.

00:48:24

EMILY JONES

Right. Yeah, and I'm looking at it in front of me, too. It starts with out migration. Actually, that's page one and then--or the top of the page one that I'm looking at. But it's also poster board from different sections of the itinerary that day. I know we were scheduled for at least four hours. I think--did we go over? Did we make it to five that last session? It was a long day. So this is making sure we documented the poster board. It's a little easier--I pulled up the minutes, it's a little easier if you skip our ice breaker, the first several pages, to read through the content of that conversation. But we will start today with a recap of the retreat and the major takeaways, for sure, to refresh all of our memories.

So you're good on the vacancies stuff? Okay. Yeah? Okay. Just one. One vacancy. Noted. Not related to the content of my items but I wanted to make sure we didn't pass over anything because most of you already know, I'm really good at doing lots of talking, so thank you for inviting me back.

My plan for our time today, we have far less than we had in March, as I mentioned, so I want to be focused and productive. One of the things I wanted to start with in this presentation is recapping March, especially since we weren't all there, making sure we kind of understand what happened there, and then clarifying how we'll spend the other portion of our time. And I'm going to definitely try and condense this first 20 minutes into five or ten as best we can, so that I can leave a good 30 to 40 minutes for the meaty part of our discussion.

So we came together in March for an initial strategic planning retreat for the Commission and we spent our time really--well, we began by revisiting the founding of the Commission and its purpose and its deep connection to the Civil Rights movement. We certainly spent some time connecting with one another and doing ice breakers and then we spent a good majority of our conversation talking about issues that are relevant and pressing to the Commission and calls to action, ways that the Commission could move its agenda forward in productive ways.

By the end of the day, we had kind of come up with a few big tasks for the Commission. One idea was to have one or two annual hearings each year to do a deeper dive onto an issue relevant to San Francisco human rights and to invite speakers and presenters in to help the Commission explore an issue or two.

We also talked about commissioners signing up to spearhead a regular meeting and to be the organizer of that, to educate your peers about what an issue near and dear to your heart might be and what action could be taken around that issue by the Commission.

We talked a bit about the historical representation that the Commission had or the historical role the Commission played in reviewing contracts and how that got us to who the Commission is today and revisiting what role the Commission may want to play in contract review moving forward.

I am sure I don't have to point out that three months later, it's been hard to lift off on implementing a lot of ideas. And we explored that in the March retreat, as well. Limited time, limited resources, what's achievable. So I'm excited that we're regrouping today to explore what action can we really take and what's realistic to do independently in conjunction with the agency but independently in terms of not asking them, "Hey, we came up with an idea of what you guys should do." Right?

So one of the things I want to revisit as well or really ground us in today and, thank you, Chair Christian, for the agreements and the objectives. Those are great. Another thing is just to remember, you know, the original passion that brought you to this Commission. I'm sure you all have lots of reasons for sitting in the room. Political pressure is real and accepting such an honorable appointment is wonderful but I have no doubt that really what drives each of you to be in the room is your dedication and passion for human rights in general across San Francisco, the wellbeing of San Francisco and its citizens. And I'm sure at least a few issues that you're really driven to see change and progress made in San Francisco.

And so while today, this Commission is a great meeting, is a great example of what happens as part of government, right, we spend time on bylaws and procedures and these things bog us down. This part of the meeting gets to be a little more action oriented, a little more dreamy and idealistic while

still rooted in realism, what can we achieve. But more than anything, what I hope will guide your hearts through this meeting is, you know, what do I care about, how can I really create change for the citizens of San Francisco 'cause that's what brought you here in the first place.

So I reviewed a few of those objectives we assigned ourselves last time, so keeping those in mind, I had planned for today that we would get into specifics about some procedures for either one of those action items or another type of action item we would like to take. If this Commission were to create an annual hearing, that would take some work outside of the Commission meetings, so I want to use that time to figure out how would that really happen, who would do what, what would need to happen and how could we get it done.

We can toggle between what's difficult about this, as talking theoretical procedures like what would happen if, versus taking an issue and really planning it out on a real calendar. So there's a couple questions I have for you guys about would you rather look at--first question is, would you rather examine, as a group today with our limited time, what are all the action items we can take realistically, starting from the list we already created for ourselves, or map out if we were to have an annual hearing, what would need to happen in order for us to fulfill that action item and procedurally drill down, so we really have a process for that.

And let me back up and say in particular on the hearing item, we talked about this in two sort of specific ways, and I'm going to open it up for questions 'cause it's a lot of information, sorry. I warned you. But we talked about hearings, kind of reactionary hearings, something happens in San Francisco that's a real call to action and the Commission needs to take a stance and have an immediate response, and then also sort of our own, you know, I forget the word for it but when you're getting in front of something, right, and you're educating yourselves and planning it out and maybe it just happens every October that the Commission holds a particular educational meeting.

So we have both that quick call to arms in response to a precipitating event or a kind of more strategic hearing to explore deeper issues. So in either case, I think it's in the Commission's best interest, as we discussed in March, to already have everything in place to be able to make those things happen. And in particular, in the reactionary instance.

So I'll open it up for questions and clarification and then I'll make sure we are in agreement about how to spend the rest of our time.

00:56:23

SUSAN BELINDA CHRISTIAN

Okay. So it's 6:33 and so I'm just going to jump in and say that with respect to the two options, the annual meeting or talking about the list of things we identified at our last retreat, I would strongly go for looking at what we would need to put in place to have an annual meeting and how we would make that decision. I think, you know, we say this every time when we get together, but we're living in a time where a lot of horrific things are happening and just, you know, tonight, I'm sure people maybe have been at a protest or are about to go to a protest, you're gonna be out on the streets all weekend, depending on what happens with violations of international human rights by the executive branch of our country. So that's just an example of how things are going to come up and change each year. And so I think we should--my vote would be to turn toward thinking about creating a structure of for an annual meeting and then maybe we can make something happen soon. So that's my vote. Colleagues, anybody else? Commissioner Clopton? And I would also just like

to recognize Commissioner Clopton again because she actually did get us to a point where we had something very targeted and kind of an annual meeting already based on the celebration of the anniversary of the International Convention on Human Rights. So wanted to acknowledge that again but Commissioner Clopton.

00:57:52

KAREN CLOPTON

Thank you. I think I'm confused about the annual meeting as opposed to an annual hearing.

00:58:02

SUSAN BELINDA CHRISTIAN

That is what I meant to say. Same thing.

00:58:05

KAREN CLOPTON

Okay. So I think we should have a set time for at least one, so an annual--we're looking at in doing a deep dive into this particular area, whatever that might be. And it gives us a lot of lead time if we make it in October. It's not at the end of the year, it's not at the end of the summer or something like that. So if we make it for an October meeting and we have a hearing where we use our subpoena powers and actually call witnesses and make a call for documents, etcetera, I think that would be entirely appropriate. We might want to pick that subject, which it could be something that has come up as a short term issue or an immediate issue but we can identify, yes, we need to know more about it. And so we could, you know, we'd already have a structure for it, a mechanism, a way to go about issuing subpoenas, having a questionnaire amongst the commissioners, what areas do you want to look at and glean more knowledge, etcetera.

00:59:47

SUSAN BELINDA CHRISTIAN

Thank you.

00:59:49

EMILY JONES

I just wanted to chime in and thank you, Commissioner Clopton, for framing it. This hearing was not intended to be purely educational. It is more elevated, as you explained, using subpoena power, really exploring an issue. It is a first step in what would possibly lead to another deeper action. So it is not meant to just sort of, you know, explore an issue, I feel, regretfully may have made it sound a little laid back. It is really intended to be a first step that would lead to later action and that could be embedded into the procedure for the hearing itself is a decision on action by the end of that.

And certainly exercising power, which we discussed, about, you know, really using the authority of the Commission to get that orchestrated. Thank you.

01:00:40

SUSAN BELINDA CHRISTIAN

Any other comments? I think this gets into a place where it's, you know, now there's a struggle about, for me, about, you know, being personally accountable to how to make that happen, because, you know, we all have very busy day schedules and work schedules. And I, you know, I feel strongly and hope that we will have more of this going forward than we have had in the--in the past that it would be very helpful for the Commission to do more useful work in the city if we had a dedicated staff member who could be the locus and the organizational kind of center for us. You know, again being mindful that we're here to work as well, but that there's got to be somebody who's job it is to keep things moving and not rely on someone who gets pulled into a trial or a hearing that, you know, takes them away for a couple of months. So--

01:01:48

EMILY JONES

Right.

01:01:49

SUSAN BELINDA CHRISTIAN

--I don't know where we are on that possibility. I know Director Davis has been dealing with the budget and hearing things. And so--

01:01:44

SHERYL EVANS DAVIS

So I will say that we did--we were able to, next budget, which I just realized we should--the budget was just voted on, I think, last week. And so we just finalized the budget, and we were able to get additional funds specifically for the Office of Racial Equity. There are two positions in the mayor's budget and then one position added through the Board of Supervisors process. There was a 1450 was added to the HRC budget so that we could have a person that is able to dedicate more time to support the Commission, so that Lori would then be dedicated towards the Opportunities for All Initiative. And there were, I think, three other positions put in for Opportunities for All in the budget. So in total, we gained six new FTEs. Four of them are specifically for Opportunities for All. Two of them--and that's in the mayor's budget--and two of them are for the Racial Equity. And then we have positions that were annualized into our budget, which is the Fair Chance Ordinance, the--an 1824. So we can--once this has been approved and we have it, we're waiting for it to actually show up, but that we--I specifically requested a 1450 which is the Commission Secretary position so that we could have someone that is not necessarily split in doing multiple things, but they can help to make sure that the things that we've started and have not necessarily been able to be consistent with, which are the monthly updates about what's happened in the office to make sure that the request for the binder, all of those different things are on somebody's task to-do list that they are very squarely focused on. So the process for hiring that person will probably, based on the budget, will probably not happen before October, which would be helpful if we kind of craft and think about what the expectations are of the Commission that we can actually make sure that they're aware of those as the priorities for that job in terms of the work.

01:04:13

SUSAN BELINDA CHRISTIAN

So that's been funded, that position?

01:04:16

SHERYL EVANS DAVIS

Yes. But not--it's a .77 which means that theoretically it is not supposed to start before October.

01:04:23

SUSAN BELINDA CHRISTIAN

Okay, thank you.

01:04:25

EMILY JONES

Great. I would echo what Director Davis said, that the more we can define now about what we want to accomplish as a Commission, the better prepared that person will be to step into a role and drive action beyond, you know, meeting preparation and all the other laborious tasks that can weigh one down to really have clearly identified objectives about what the Commission wants to accomplish.

01:04:54

SUSAN BELINDA CHRISTIAN

So, you know, Emily, let me know if I'm messing with your structure. So I'm just going to jump in and say that in addition to the annual hearing that is going to--we anticipate we plan will lead to some deep action, maybe in conjunction somewhat with each commissioner signing up to spearhead a meeting, I think that we should be expecting that through the course of the year there will be at

least one or two times where the Commission will want to have a substantive meeting where we do call for information to be presented to us and perhaps action items for ourselves. I know that Commissioner--that Vice Chair Sweet has been working on such a meeting, and I don't know where things stand with that regarding transit, for instance. But I think that at least, you know, maybe up, you know, maybe around two or--we should expect that maybe around two or three of those meetings will be a substantive meeting where we're going to have people come and present to us and we're going to ask questions and action items are going to come out of them.

01:05:58

EMILY JONES

Yes, exactly. So let's--you're perfectly on target. Let's move on--

01:06:06

SUSAN BELINDA CHRISTIAN

Commissioner Karwande, did you want to speak?

01:06:07

EMILY JONES

Oh, sorry.

01:06:09

MAYA KARWANDE

For moving on, I'm not sure if it's on topic. And I think we started going over this at the retreat. For me, it might be helpful if we just--it seems like this might be a good place to do it, just walk through, like, literally the steps we would go through if we were to issue a subpoena. Like, would we--would a commissioner draft the subpoena and then get it to Director Davis? (Unintelligible). I just, like, literally don't know how that works within the purview--

01:06:39

SHERYL EVANS DAVIS

I think I would have to ask our city attorney to come and walk us through that process. That is not something that has been done during my time as director or when I was on the Commission.

01:06:49

SUSAN BELINDA CHRISTIAN

Right.

01:06:50

MAYA KARWANDE

Okay.

01:06:51

SHERYL EVANS DAVIS

So I wouldn't want to just put that out there and then have somebody come back and say where'd that come from.

01:06:55

MAYA KARWANDE

Sure. That makes sense.

01:06:57

SUSAN BELINDA CHRISTIAN

But that, you know, that is one meeting that we need to have. We need to have our city attorney come and specifically address that and probably a few other things that will come up, meanwhile, as well as general things. So we're now in July. Maybe in--maybe September or sooner, I don't know. Maybe if Brad is available. I'm not sure.

01:07:22

SHERYL EVANS DAVIS

The question would just be this is July, and I'm checking. Somebody help me remember. Is it June and July that we only do one meeting? And then is it--I just need to check with Lori on--I think it's-

-I feel like it was maybe the summer months. I feel like June, July and August there was one meeting. And so--

01:07:42

KAREN CLOPTON

Let's go back to the bylaws.

01:07:43

SHERYL EVANS DAVIS

Oh, it's in the bylaws.

01:07:45

KAREN CLOPTON

It's in--I just saw it.

01:07:47

SUSAN BELINDA CHRISTIAN

What a novel idea. Let's look at the bylaws.

01:07:52

SHERYL EVANS DAVIS

But I will definitely put the request in to our city attorney. And whenever he is available, I think we should just roll with that and then plan accordingly.

01:08:05

SUSAN BELINDA CHRISTIAN

So we've already said, you know, sometimes in the fall October --

01:08:08

KAREN CLOPTON

July and August have one.

01:08:11

EMILY JONES

July and August have one?

01:08:13

SUSAN BELINDA CHRISTIAN

July and August have one meeting. Okay, great. So going--planning this idea of planning out an annual hearing maybe October-ish we're looking at. So what do you recommend we do to flesh this out a little bit?

01:08:29

EMILY JONES

So let's take--we can--I think we have to take public comment and then graduate on to the group work and discussion. And during the discussion, I have a spreadsheet up and we can pull it up on the screen so you can follow along. So I've already captured that we would like to invite the city attorney to walk us through the subpoena process. I want us to begin to brainstorm what are the things that need to happen. So that was a perfect question to get us there. So we'll walk through that. Let's spend 20, maybe 30 minutes max on that process stuff. What does it take to get started? We just want to start thinking it through. We're not going to get the whole procedure mapped out. I want to reserve a little time. If you would like it, this is my proposal to discuss the responsibilities or other goals you would have for that Secretary role, so that Director Davis has some additional information to--when the job posting or whatever she has to go through.

01:09:28

SUSAN BELINDA CHRISTIAN

So based on my experience as Chair, I would like--I feel that I need someone that I can pick up the phone and call because the, you know, first of all, the Director is running 17 things at this point, probably maybe 18 after having been at City Hall--other parts of City Hall today. But there needs to be somebody that I, as Chair and also all commissioners can call with not necessarily, you know, the whole ability to direct staff is something that we need to be clear about too. But there should be a point person that we can contact for information, and that I can call--the Chair can call, the Vice Chair can call and say, hey, I need--I need this information. Can you get this from the Director or

can you pull these things together for me so that, you know, I can do, you know, we can do this work for the Commission? Again, with the proviso that we need to understand how we can direct staff and how we may not direct staff. But there needs to be somebody who helps us do our business, because otherwise it just doesn't get done.

01:10:39

EMILY JONES

Yeah. So let's drill down into that more--let's--we can start with that and then move on to the hearing, if you like. If it overtakes, I think that's fine. The idea is to be productive with our time today while exploring not a million topics. So I would like to keep us narrow and focused. So if it ends up being that that's all we cover, that's fine. I want to return you to the Agenda so we can take public comment and just graduate onto the final agenda item. Is that cool?

01:11:12

SUSAN BELINDA CHRISTIAN

Is there any public comment on this item? Seeing none, let's move on to the next item on the Agenda.

01:11:18

EMILY JONES

Great. So let's explore--let's continue to explore the role of Secretary of the Commission could play if that person was no longer, you know, to clarify, no longer simply shared with the agency and, you know, splitting multiple tasks but more purely dedicated to the Commission. And I think, per Director Davis's earlier information, that changes everything, right? This is different than asking agency staff with many objectives to spend their time supporting this. This is a dedicated staff person. So, you know, Director Davis, maybe you can speak to your intent a little bit about how you feel towards, you know, asking agency staff to do stuff versus the Commission having someone dedicated to support that.

01:12:06

SHERYL EVANS DAVIS

Having been on the Commission before, and I know that at one point there was a Commission Secretary that was very--extremely thorough and maybe gave a lot more information than sometimes was even needed, but it was really helpful. I do realize that there are things that have fallen through the cracks in terms of things that we started and trying to be more accountable and be responsive that I would like to see happen. And so that is being able to get the monthly kind of synopsis from all the different staff about the projects and things that they're working on. It is where we maybe introduce an idea or conversation at the Commission meeting, and then it's not until we're in the thick of it that I'm like, oh, I realize that I didn't circle back and say that the 55th anniversary is--like, we talked about it but we didn't go in depth, and that we need a point person to make sure that all those little tidbits that get dropped here, that they get followed up on so you don't feel surprised or kind of feel like there--all these unexpected things happening. And that there's a person that's really maintaining the calendar and backtracking and making sure that every week there is something that is coming up. And I do know that there are other commissions where the commission secretary is every week sending out an update of what has happened and what's coming up in the calendar. And that requires a great deal of work in terms of maintaining the calendar, in terms of collecting the information and in terms of following up and making sure that folks are aware.

And so that's the one thing I believe is the most important. I believe that will be really helpful in if there is going to be a hearing, it is that person that's going to make the phone calls, that's going to secure the space, that's going to do the outreach or at least work with staff to develop the outreach plan; that's also going to help us make sure that whatever we're doing, if there's another department

that is their charge or their task; that it's aligned and that we don't look like we are overstepping or stepping on toes. And so managing all of that, I think, is--that's the piece that I think is most important. So going back to even just some of the things that have been requested in the past in terms of updates where the Commission can know what are the major projects or the departments or places where we've had major engagement with. You know, last week I know that--last week or the last two weeks we've had the Racial Equity Foundation's workshops that have been led by staff. And over the last three weeks, staff has led these workshops with more than 500 city employees. And I want to recognize that Commissioner Clopton was able to attend and have her voice heard in that space. But wanting to make sure that we're creating an opportunity for all commissioners to be engaged and figuring out what the looks like and being able to follow up. So that's the kind of long of what I want to make sure that we build in, so that if a person--right now, I think it's not consistent enough. And not that there's necessarily this volume of work, but that there is somebody that I know that two days a week minimum they are dedicated to managing the calendar, making sure that information is getting out, making sure that they are updating the commissioners, that they're collecting the information and that we're able to really tighten up on the ideas around communications, the idea around the projects and programs and even just the initiatives that have previously come out of HRC, whether that is the senior LGBT Task Force and the work around that or whether that is some of the synergy around the war on drugs and the Office of Cannabis. Like, there are a lot of things that I think that we've started and that have launched that we maybe aren't as engaged in as we should be.

01:16:11

SUSAN BELINDA CHRISTIAN

And that the secretary, the Commission Secretary can, as you mentioned a little earlier, keep track of the things that we said we wanted to do at upcoming meetings. And so that, you know, and the way that the Agenda gets prepared. It's just routine that on a certain day there will be a draft of the Agenda with empty bullet points, or whatever, that go out and that it will be finalized, you know, by a certain point and just that. So, you know, we don't--and Lori has been good about that--so that we don't get ourselves into the position of, oh my god, it's like Thursday and we need to get this Agenda out and what's on the Agenda. And I--and if we can--and one of the ideas and request that we had in the past, a couple of months ago, was for there to be kind of like a mock Agenda with items that we say that we have identified as items that we wanted on an upcoming Agenda so we could kind of choose to say, okay, what are we going to elevate and bring up to--for our Agenda and cross it off the list for future Agenda items. Kind of a running Agenda.

01:17:19

SHERYL EVAN DAVIS

And to that end, I would say to have, as you mentioned, you know, at the end of these meetings when we say these are things that we want to follow up on or things for future Agendas, that there should be a running list. And we should be like, you know, at the end of the year, if there were 30 things and we only did one of them, right, like it would be helpful to be like, oh, we didn't do 29 of these things. But it would be helpful to know that after two months that we've had five things and we haven't moved on them. And I--having a person who's responsibility it is to, every week, go back to, oh, where are we on this; has this moved, if not, within the Commission within the department itself and to be able to give an update as a part of that; that these are the things that we've asked for, you know, at this Commission meeting. Before we adjourn, should we prioritize one?

01:18:09

SUSAN BELINDA CHRISTIAN

Commissioner Clopton, did you want to say something?

01:18:12

KAREN CLOPTON

Just that like for as an example, I mean we have done some of the things. One of the things, certainly. I planned the April meeting, you know. So noting that and letting people know maybe people--maybe the other Commissioners don't realize I plan, you know what I mean? That that came out of the retreat literally that, you know--

01:18:34

SUSAN BELINDA CHRISTIAN

Yeah, it did.

01:18:35

KAREN CLOPTON

--that day, that week. Oh, okay, so let's do this in April, and that was mine, right. So--and then putting it to everyone else. Okay, can you take this meeting, you know, do you have a particular thing that you would like to see by the focus--

01:18:52

SUSAN BELINDA CHRISTIAN

On our calendar of meetings.

01:18:53

KAREN CLOPTON

--on the calendar of meetings. That would be very useful for this person to keep track of, and also to make clear that--to everyone that this is what's going on.

01:19:04

SHERYL EVANS DAVIS

Right. And to that end, to have a monthly calendar that's actually in the binder that says, you know, this--these are the two meetings this month. This is the theme or this is what we're focusing on, so then that way, again, it's not quite so random and people come prepared and we can also have a better idea of whether we think this is going to be a quicker meeting or this is one where we--and, again, we haven't done, I think, in a while a meeting that--or hearing that's in Board chambers, because we expect that many people. So I think that's the other thing that can help us plan out and think about what are the joint departments or commissions that we'd like to do that with; what is that process.

01:19:48

SUSAN BELINDA CHRISTIAN

And that's another thing that the secretary can help with is scheduling those, you know, those meetings to talk or say, okay, so yes I will reach out to the chair of the Health Commission for--or the secretary of the Health Commission and we will, you know, make a plan. And so, you know, each of us taking responsibility for a meeting can, you know, get a little complicated when, you know, in a situation like Vice Chair Sweet has identified a specific topic that, you know, we can't say that, oh, that's going to be our August meeting because there's a lot of stuff, other moving parts and things that need to get done. So it'll be a combination of identifying, you know. Maybe somebody will say I'll take July and--or then someone else would say, well, I'll do this issue and we need to map out a timeline as to when that meeting will be. Commissioner Karwande.

01:20:48

MAYA KARWANDE

I think this all sounds very helpful. I guess what I'm wondering is what's the best way to have that dialogue, like the assignment of who's doing what meetings or setting the Agenda. Does that happen currently over--

01:21:05

SUSAN BELINDA CHRISTIAN

So--

01:21:06

MAYA KARWANDE

The method of communication, I guess.

01:21:08

SUSAN BELINDA CHRISTIAN

Yeah. Don't mean to jump in and interrupt you. But--so that would be an, ideally, an email to the Director and the Commission Chair and the Vice Chair saying--

01:21:18

MAYA KARWANDE

Okay.

01:21:19

SUSAN BELINDA CHRISTIAN

--you know, raising your hand in whatever way it is. Oh, I want to do it in--on this day of the month in September and--or I want to do this issue. What would be the best--how can we make this happen and when would it be? So it is that kind of direct communication is always welcome. Even just questions. But--so that's my recommendation.

01:21:40

MAYA KARWANDE

Okay.

01:21:45

EMILY JONES

I think as a secretary, per what we discussed in March in particular and where we're headed now with this discussion, I think it could be more proactively planned, or the hope would be that it would be more proactively planned with a dedicated secretary who might, as Director Davis said, map out an entire calendar year, parcel together some topics that have already been explored or been brought up, you know, embed it into the regular meetings, as well, so that it doesn't have to be the structure that it is now, which is just kind of independent action such as what Commissioner Clopton did on her own in April and, you know, it can be a little more formalized and baked in. I think we talked about this a bit in March. Bake it into the regular meetings, because the offline time is tough. Goes fast. So this is great.

01:22:38

SHERYL EVANS DAVIS

So if I--if I could, I think just to, again, piggyback on that. Typically, at the end of the meetings, we do have that items for future Agendas. And part of that maybe building the baked-in or having it as review of calendar for future meetings. And that there should be some cross-talk of that, right. Like, so if--and what the secretary can do offline is after reaching out to these various departments, the soonest that we can do this is this date. And then part of the calendar conversation could be in this space, where commissioners could say, well, I'm really interested in that or here's my contribution. And then that way the secretary or whatever staff person is assigned would know which commissioner to follow up with; could give updates on the work that's happening offline or any meetings that might be scheduled around that. So that would be my--like, there's the conversation around items for future Agenda, but there should be a standing item that is review of calendar. And I think review of calendar period, right. So it includes the Commission meetings, but it also might include things that are coming up in the coming month. For instance, I know we've had some calls. We had calls in June about what was the Commission going to be doing around pride or what were we going to be doing around the parade. And so that is something that then we could say this is on our calendar and we could talk about. Like, we know as individuals we're going to march in the parade, but does that mean that we should have a banner that says, you know, even though we're in somebody's contingent that we have a banner as the HRC that we're walking with. So I think that that review of calendar--Commission calendar is open enough for us to talk about more than just Commission meetings, but also for us to be very specific about events and activities that we potentially could support and plug into.

01:24:39

SUSAN BELINDA CHRISTIAN

Excellent idea. When can we start the Commission calendar going? I know that we don't have a Commission secretary.

01:24:44

SHERYL EVANS DAVIS

Tonight.

01:24:45

SUSAN BELINDA CHRISTIAN

Okay.

01:24:46

SHERYL EVANS DAVIS

So two weeks from now.

01:24:50

UNIDENTIFIED

Not two weeks. August is a one meeting.

01:24:52

SUSAN BELINDA CHRISTIAN

And is this a Google-based--Google calendar-based thing or I don't know that that needs to be decided but--

01:24:57

SHERYL EVANS DAVIS

Well, I would say I initially was thinking that it would be a hard copy that we could bring, but we can definitely make it a Google calendar that is shared with the Commission, so that they can have access and see what's coming up. And then also to that end, it would be really helpful because hopefully commissioners would check it once a week or that the Commission secretary, and even prior to that, can at least in a weekly update say here's the link to the Commission calendar.

01:25:27

SUSAN BELINDA CHRISTIAN

Or I don't know whether with the city, whether they would want it to be an Outlook calendar thing or whatever.

01:25:33

KAREN CLOPTON

We could automatically put it on our calendars, right.

01:25:37

SHERYL EVANS DAVIS

Well, I mean it just depends on what everyone else says.

01:25:38

SUSAN BELINDA CHRISTIAN

Right.

01:25:39

KAREN CLOPTON

We'd like to sync it. We would like to sync it, right?

01:25:42

SHERYL EVANS DAVIS

I mean I don't know if--I just, again, I don't know if everyone has Outlook.

01:25:45

SUSAN BELINDA CHRISTIAN

Taking--so we could--whatever the easiest way for someone to, you know, there would be a--if it were Google, I guess, and people--everybody had G, you know, had Google calendar, you could put it on your calendar easily. But also with Outlook, you can say add this to my calendar. But I don't know that everyone--

01:26:03

SHERYL EVANS DAVIS

Well, my question is most people are using Gmail for their Commission email addresses.

01:26:11

SUSAN BELINDA CHRISTIAN

Yes.

01:26:12

SHERYL EVANS DAVIS

So if those are the things that we're mailing them to, it's actually going to be easier for you to sync with your--because that's your Commission--I just also want to just remind people, right, like as you think about this work, I imagine most of you have a Commission email so that it does not get blended with your other things. So that if, at any point in time, somebody--so I would just say you probably want to have it be Google so that it syncs with your account that you use for HRC business and not another account that might actually--

01:26:46

SUSAN BELINDA CHRISTIAN

Right.

01:26:47

SHERYL EVANS DAVIS

--trigger something is all I'm saying.

01:26:48

SUSAN BELINDA CHRISTIAN

Vice Chair Sweet.

01:26:50

MICHAEL SWEET

I'm more interested in seeing a paper calendar that's akin to what we used to have where we would see what Commission staff has done in the last month or so, (unintelligible) since our last meeting, and then what the upcoming meetings are. And then if I choose to go, sync them to my calendar, but we know what's going on. And that's a great snapshot for us to see without each member of staff kind of reporting on what they're doing just to know what's going on. And we used to have that. And I've been asking for it for a while.

01:27:27

SHERYL EVANS DAVIS

So the only thing I would say is that from when we were doing that before, I would say with the now 20-plus staff who on average have three to five meetings a day, it--like, I would just need to know, like, what are the meetings that you would--that are most important. Like, for me today--or I'll just take yesterday, for instance. I started at 7:00 and I didn't leave work until 10:00. So that, like, that level of meetings, I think what's important for us to understand--for me to understand is, like, what level of meeting. Because all of it for us is--or at least for me is mandated that, you know, it's sunshinable and I have to--if I have a meeting with more than three people, I have to report or it has to be available or it has to be on our Outlook. So figuring out what that looks like because I know that most of the majority, like if I showed you, like, the--I actually had to stop using the calendar that shows everybody's schedule because it was so overloaded. So just figuring out, like, what are the pieces that are most important to you all.

01:28:37

MICHAEL SWEET

So for me, I think it's, you know, a community meeting, right.

01:28:41

SHERYL EVANS DAVIS

Okay.

01:28:41

MICHAEL SWEET

Or, you know, we went out and presented, you know, on this issue or we--there was a hearing on this or we, you know, we did this with the--with the high school commissions or whatever. So, you

know, it's a thing a day, a couple things a day. Not every time you sit down with three people in your office. I mean that's, you know, it's a burden to report that and make it sunshinable. That's--I don't--I'm not interested in having that level of oversight. I don't think we do have that level of oversight. But I'd like to know when a member of your staff is out in the community presenting on something and I hear about it later or, you know, I'd like to know where someone's going to be, or that someone's not going to be there, and I know that something is coming up. There was no member of the HRC staff--I was the only person who was at the--when they had the photo exhibit open up with the Holocaust survivors. I went because I got emails from the Jewish community and I--Phil Ginsburg called me out and he happened to know I was on the Human Rights Commission. But it would have been good to know to be able to make that connection. And we'll share information going the other way as well.

01:29:53

SHERYL EVANS DAVIS

Yeah. Yeah. I'm laughing because you--I have had that same speech. And so we are on the same page and we're definitely trying to be able to capture when people are doing something that is in front of, you know, 100 people that's talking about the work of HRC. So I'm in agreement with you and we will work towards that.

01:30:15

EMILY JONES

It sounds like we captured a lot in terms of calendar, also reporting and communication. And this blatantly underscores for me that need for that extra capacity, that something as simple as a calendar isn't really as simple as a calendar. There's a lot of moving parts inside the agency for a secretary to chase down that information. And then there's a lot of coordination with commissioners that may get as granular as finding out which format each person wants it in, who wants to be on Google invites every time something comes up and who finds that a nuisance in their inbox and needs to see it printed out on a monthly basis or some combination of all these things. But it's critical and it's meaningful action, and it can't happen without capacity and support. So I think also as we brought up the need for a city--the city attorney to come in and talk about subpoena power and procedure, there's--already we're piling up action items that we know this secretary role is going to be filled in that capacity until October. We know that this is the only meeting in July. There will be only a singular meeting in August. So as much as I am really all for driving fast change and big actions, I want us to also be realistic that the things that we're talking about today really don't come into play until that secretary has that capacity and is on board. So we're talking about fall/winter end of year. At the same time, I think this process is wonderful because the more needs that are expressed and documented now, the more Director Davis can set that person up for success and be really clear about what needs to happen right away when that person comes on board. And, of course, making sure she finds the right fit for that role. She seems to have a clear vision already.

We have already delved into--I don't want to shortchange the role of the secretary, though I already feel bad for that person. But I would like to give us a little more time before time is up. And I already said I would abandon this if need be, and I should. But a little more time about some of the action items we think would be necessary for a hearing to take place. And in particular, you know, a meaningful hearing. Not an exploratory meeting. We talked about commissioner-led meetings that might be educational and exploratory on a particular topic, but a hearing being a more serious call to action on an issue that the Commission finds to be pressing. So we talked about subpoena power. I was going to mess with this computer and try and bring up some of the action steps. I'm glad Brittany is also back in the room to either explore. As an example, it's already been brought up

that Vice Chair Sweet has been beginning to explore transportation issues. And I know Brittini has been involved. I think that can be an example of what do we do when a topic comes up; how does it move from Commission to agency to other agencies. There's a lot of moving parts. Vice Chair Sweet and Brittany, you can come take my microphone, or that microphone. So if you guys want to just give us a couple, you know, a little bit of an understanding of kind of how it evolves when a commissioner has an interest area and wants to take action. What has that looked like before? What tools are still needed? What does happen and what could happen?

01:33:57

BRITTINI CHIQUATA

Good evening. Brittini Chiquata, HRC. So thank you, Emily, for your examples around both proactive and reactive opportunities for the Commission to call hearings and to look at issues that are happening either nationally or here in San Francisco that we want to comment on. So with regard to being reactive, looking at transportation as the example. So Commissioner Sweet had an experience and said, hey, this is a problem. This is a civil rights issue. How can we look at transportation equity through the lens of the Human Rights Commission to make a change on the transit opportunities and access and connectivity of immigrant communities, communities of color and understand how transportation is invested in around the city?

So, initially, the request is--and stop me if I mischaracterize your interest at any point, Commissioner Sweet. So, initially, the request was to, one, gauge the interest of other commissioners who would like to participate in a transportation working group. And following that, we'll have a convening to--so I sent an email and reached out to each of you to ask you if you were interested in that. And then next we'll have a convening with the interested parties to kind of discuss the scope, and then come up with an Agenda for a hearing in this space where we would invite members of the MTA to come and present on how they communicate with different communities across San Francisco, bring information on what their budget looks like and how that money is distributed to transportation infrastructure across San Francisco, and gather information from the community members about what their experiences are using public transit. So, you know, that doesn't just, like, happen overnight wherein you place something on the Agenda and hope magically that 55 people will show up. That takes coordination with local community groups that work on transportation. That takes coordination with MTA which devised an equity plan. So leveraging the work that they've already done to reach out to communities and have--and utilize their relationships or their outreach or their communication strategies to bring people here.

And then that takes additional outreach on our part to different community-based organizations to bring folks on a topic that we would presume they're concerned about to come and speak out. And then from that, we can kind of extrapolate from both the public comment and the presentation. Oh, I see there's gap in funding on what you give to the Tenderloin, or I see that there wasn't really a lot of investment in, you know, the Mission whatever, Bayview. I don't know, choose your neighborhood. And then we can take that problem, synthesize it and then give it to either the mayor's staff or a member of the Board of Supervisors to say, hey, this is an issue we identified. This is what we heard from community. This is what we heard from the MTA. It's not right. This is a civil rights issue that, you know, we're not distributing funding evenly and these are the outcomes of that unequal distribution and we want this change to happen and we want this realignment of the budget to happen. So that's one example of how we could utilize this space to bring an issue that we don't see being discussed either at the MTA Board or the Board of Supervisors or at the sitting of the Commission of the County Transportation Authority.

01:37:48

SHERYL EVANS DAVIS

And if I could just add, I know the two times we were going to actually talk about the process, the meetings were cancelled. But I believe Sneh and I don't know if Brittini, but put together a list of two or three of the previous kind of projects that were done. I think one was the LGBT Senior Task Force. One was maybe on the war on drugs. I need to go back and look. But they kind of--he went through and described--is that right, Brittany?

01:38:18

BRITTNI CHIQUATA

Yes.

01:38:19

SHERYL EVANS DAVIS

And so I can--I know we've sent it out maybe a couple times. We can send it out again. But we can use that again as one of the ideas to kind of walk through the process for folks who haven't been here to kind of look at something that came from an advisory committee that then became a project within the advisory that then became a public hearing of sorts that then influenced or created policy outside of this Commission.

01:38:48

BRITTNI CHIQUATA

Right. And I'd like to give another example, if I may. Just, you know, going off of current events. So another example would be the current new story around abuse allegations at Laguna Honda. That's a civil rights issue, that a lot of--that very few elected officials have commented on. So we could, again, take this civil right issue of abusing patients with dementia at Laguna Honda and call on the director from Laguna Honda to come here and speak; to have a representative from DPH come here and speak; have someone from the budget office break down why are we giving so much money to a place that's mistreating and abusing the folks who are--who are housed there in that hospital. And then come up with a solution or recommendations to the mayor again or to the Board of Supervisors about how we manage our relationship with a poorly-run institution. But I mean just generally, I guess the point that I want to emphasize is that I think that we need to be more flexible and fluid in our relationship and communication between the Commission and the staff and staff and the Commission, because I--my perception is that there might be this understanding that--or desire for us to bring things to you and maybe we're waiting for you to bring things to us. And so I think, like, the benefit or value of this exercise is just to say let's have a more fluid communication channel between both parties, because I do sense that there is an interest and desire to do more and to give more structure to having actionable items on the table here. So that would be what I leave you with.

01:40:42

SUSAN BELINDA DAVIS

So, Director, before I call on a couple of commissioners, did you want to address anything directly before?

01:40:48

SHERYL EVANS DAVIS

I mean there are a couple of things, right. Like, I know we are still figuring out, and maybe this is another conversation with the city attorney about, like, what is the staff to Commission relationship. What does that process look like in terms of ideas and things that folks want to move? There's a certain level of the work that is happening within the office itself that is dictated by the relationships or the expectations or things that happen day to day. Like for instance, Opportunities for All is not something that the office developed. It was an initiative of the mayor that was placed with us. The Juvenile Justice Reform as well as the mayor's blue-ribbon panel on juvenile justice. The Juvenile

Justice Working Group through the Board of Supervisors, that was put in to HRC through the legislative piece, the ordinance that they put. And so those are all projects that have been placed in the office that are actually going to take up a lot of staff time. And so then figuring out what are the projects or the things that are of interest to the Commission. And then I guess my role is then to see with--who in the office or what staff member can actually take that on. And then I just wanted to share just in terms of more currently and for folks to realize, like, there is at some point in time how these things grow even beyond us. We may--some of you may remember when we had the special meeting or the hearing with the woman from Minnesota, who came in and talked about the racial equity pieces. And then we had the resolution that we crafted and then sent to the Board of Supervisors. And so today was the hearing with Sandy Fewer and Supervisor Brown at Government Audit and Oversight which really we were a part of along the way what is now the Office of Racial Equity. Again, that's going to be sitting in the Human Rights office--Human Rights Commission office.

So that is something where we convened and we had the police department and the district attorney and the public defender and Department of Public Health and the school district. All of these people come and talk to us about, like, how were they tracking, what was the accountability of that. Used that to then craft the resolution that then went to the Supervisor Brown and then also then President Cohen, who introduced what is now this ordinance, this legislation. So sometimes it takes a little bit longer than we want, but it's the ripple effect or it's that stone that just keeps rolling down the hill and gathering moss and growing bigger. So, you know, sometimes it's not always what we want, but figuring out how we do a better job of talking about where we are along the way so that you all can maybe say, well, that aligns with what I'm interested in. I know that Commissioner Clopton has shared feedback with me from participating in the Racial Equity Foundation's workshop. And that will actually, I think, be very helpful as we go through the process to form this office, which is going to be a staff of five when it's complete, right, and what does that look like and how are we aligning the resources that we have with the interest of the Commission as well as what the outcry is from community.

01:44:08

SUSAN BELINDA CHRISTIAN

Thank you. Commissioner Clopton.

01:44:13

KAREN CLOPTON

Okay. I know I was mentioned a few times, but I'm--I am concerned about the development of the protocol. I think that if we just--if we have a template, which I was listening to Brittany. First we did this then we did that and, you know. So that's pretty simple. If there are five steps that need to happen, we can use those five steps and come up with a timeline and what does that look like, right. So to me, that's simple. And I'll give an example of something I'm very concerned about. And that is what happened with the racial profiling presentation. We heard a racial profiling presentation. We received a draft resolution. I never saw it again after that, that I recall. And I had asked for additional information about Next Door. And that was mentioned in the retreat, obviously. But that wasn't the total focus of my concern. My concern is what is the relationship between the Office of Emergency Services and Next Door. Because I know for a fact that Next Door is a forum for racial profiling and racist behavior and racist ideas. And so given that, that we all have evidence of this, that would be, you know, the purpose of getting a subpoena to subpoena Next Door, their records; do you have training; is there--and also the Office of Emergency Services. Are you paying Next Door? Is Next Door paying you? Because you have a relationship. There is a relationship between

Next Door and the Office of Emergency Services and the fire department, the police department. Because they are putting--they are using Next Door as a forum to communicate with the public, with the community. And so that information needs to be within the whole bailiwick, which is ours, of appropriate civil rights, human rights, antibias, antiracist language, ideas, et cetera. Right? Otherwise, we're promoting the continuation of racial profiling in San Francisco by participating and supporting these apps.

So looking into those apps is an important thing. And we can do that. We have mechanisms here because we can hold a hearing and we can issue subpoenas to get that information. And I'd like to see that happen. So it can start on a staff level where, you know, staff makes a phone call or talks to them or whatever. But we don't have to do that. We can make a statement by saying we are calling hearings into this matter and we are issuing a subpoena. And then we send a press release and we, you know, get traction that way. And so, yes, part of it is shaming--public shaming. And this is a way to get that done so that we have more clout right at the initial phase, not to wait through a two-year process.

01:48:18

SUSAN BELINDA CHRISTIAN

So a very detailed analysis there. And I think that, again, it comes back to this subpoena issue. We need to first understand, you know, what our path to that is, you know, and also consider--I mean, you know, whether there is an invitation extended to someone first and if they don't respond then a subpoena is issued, or whether you just go with the subpoena. So--and these are, you know, considerations that have many aspects to them, as we are all aware. So I'm not sure where that leaves us.

01:49:02

EMILY JONES

Yeah, let me recap. Also, I wasn't sure if there was more questions.

01:49:07

SUSAN BELINDA CHRISTIAN

Anyone else?

01:49:09

EMILY JONES

First of all, Commissioner Clopton, I wanted to echo that it's--I've been thinking about it a lot this week, as well. You did most certainly bring up in March the abusive Emergency Services as a pressing topic. And we've seen it hit stands again this week in San Francisco with another inappropriate 911 call. So I think when you think about, as you said, when you think about inviting or subpoenaing Office of Emergency Services in and you're talking about Next Door, then you've got this whole other topic pending too, you know. Inappropriate phone calls. And there's a lot to plan when you're exercising that authority as a commission. So let me recap a couple things, skipping over commission secretary role, which is pages. And I will make sure this goes into the notes. I'll send it to the secretary to be captured. Commissioner actions. We discussed planning meetings in Commissioner Clopton's April meeting in response to March. We talked a little bit about how that happens right now if a commissioner were to want to plan out a meeting and how we hope it will plan in the future. We touched upon--Brittany helped us illustrate proactive and reactive hearings. Again, looking at what has happened, what could happen and we've explored in detail Commissioner Clopton's potential topic, as well as Vice Chair Sweet's pressing issue.

I have captured the following for a rough hearing procedures and protocol to start us off. So the first step, inevitably, would be to discuss with the director the topic and to determine the agency's current position and plans on that topic. Director Davis touched upon identifying agency staff who

may take part in further exploring and developing the issue alongside the Commission. Then Brittany helped us understand the importance of identifying and coordinating with other relevant agencies that would be effected by the topic; to explore what's being done or planned relevant to that topic across the city, so that we're not running parallel. We talked about the background information we would need from the city attorney to explore and already be educated upon how we use subpoenas and already to have explored when we would do that, and other commission authority and topics the city attorney could teach us on--or instruct us about. So the next step after coordinating with this agency and looking at other agencies across the city would be to look at budget considerations and current funding around the topic, and then to look at current policy, language and other legal issues on the topic to get an understanding again of the landscape. And then at that point, it seemed we're ready to propose changes in either funding or policy and to be able to begin to bring that to agencies and Board of Supervisors. Our hearing actually inviting folks in to subpoena could happen at any step along the way, right. So in a more proactive hearing procedure, we might go through all of that steps and then at that point make invitations or subpoenas to conduct a hearing in which we have already identified what our proposed change is and can speak to it and explore it during the hearing procedure. In a more reactive immediate need call to action, we might put the hearing up front. We might talk to Director Davis, call a couple of other agencies and then pull our hearing together. So that's kind of how I parceled it out. And then I last dropped in what Commissioner Clopton was talking about, and I remember Commissioner Sweiss explored in March, as well, when we discussed this, is a sort of PR campaign. How do we use the promotion of our ideas, media to further what we're trying to accomplish through the hearing.

So it's not bad. We remember what it was like to be in that hot room and spend five hours talking about a lot of things. I'm extremely impressed with how far we've gotten on the variety of topics that we knocked out today. And so I just want to open it up to questions. And we have more quarterly retreats to come to continue this conversation. And hopefully by the next one, we may have a secretary on board to support the work too.

01:53:44

SUSAN BELINDA CHRISTIAN

Fantastic. Director?

01:53:49

SHERYL EVANS DAVIS

It just--it sounds like we're wrapping up and I just wanted to, you know, one of the struggles for me has been coming into this role and, like, what is my--like, what's the--what's the added value, like what's the value add in this. And I just want to really be clear. Like, we all are, you know, I'm no longer on the Commission. But everyone who's on the Commission really to bring their perspective and their strengths and their base and their interest, and to help us, like, have the rainbow effect of what it is that we want. I come with, you know, the experience in community and working with young people. And I'm a woman of color. And so I come with that. But the staff is very diverse and this Commission is very diverse. And if there is something lacking, right, I think the idea is that the Commission helps us address and fill that gap, right. I am not, you know, I was at the hearing today around the Office of Racial Equity. My lived experiences, I can only really talk about lived experiences of a black woman. And so those are--that's what I know. And it's not to be discriminatory towards someone else, but I can't talk about someone else's experience. And I think the role and the expectation is that you all help us make sure that we are attuned to other experiences and other realities.

It's interesting because when we look at our budget, all of our grant funding goes towards LGBT-specific issues, right. And I think it's pretty narrowly trans for the most part, most of the funding that we do. And so as people start to question, like, what our intentions or what our focus is, you know, a lot of people have said to me look at where you spend your money, right. And so if we are honest about, like, where we are and what we're doing, we have invested money there. And if there's more that folks want to do, we really need the Commission to help us with that. And so I really appreciate the time that Commission Ampon and Commissioner Sweiss and Commissioner Kelleher have really helped us to do more to shore up and, you know, support our LGBT Advisory Committee. But at the same time, everyone else is really helping us think about--Commissioner Pellegrini is helping us really think about homelessness and what we're doing in that regard and how to support and work on that. Commissioner Sweet has really helped us rethink and think about how to re-engage around transit equity. But at the same time, he and Commissioner Porth have helped us really to think about other issues and how we are over the years from the work around our Muslim community and our Jewish community and what those relationships and allyships look like. And then Commissioner Hijazi has really helped us think about, in the same time, around the immigrant issues. And the Chair has helped us to balance all of that as we go through this process. And, you know, I know that Commissioner Chan is no longer with us, but we have all been--the staff has often commented, Commissioner Karwande, like really helping--it's been helpful for us for you to bring in this kind of like what is this, because some of us have been here for a while and we're kind of like what is--you know, we get into this thing and we have the blind spots. And so in the past, that has been really helpful, and even now to go back through this process. And I, you know, appreciate all of the new energy. And last week when Commissioner Clopton brought me out and said, like, these are some things that I've noticed and this is what I'd like us to work on.

This is not meant to be what I focus on, right, because I can only do a little bit anyway. And I would rather spend my time doing things that I think I'm halfway effective at versus trying to dabble and dabble in everything. The staff that we have is very beyond competent. They're super and they are very committed to the work that they do. And this is about how do we plug into that and how do we leverage what you're interested in. So if something is missing, it's really important for you all to help us understand that and build that forward. And that's what I'm hoping we can get through in these places. I can't speak to some of the things that are maybe very important to folks here. And so that's why you're here, to help make sure that it gets elevated and amplified and that we do that work. And so just as we continue to meet and have these conversations, if there is a gap, I really hope that you'll stand in the gap and help us, like, do that work.

01:58:22 SUSAN BELINDA CHRISTIAN
Very well said.

01:58:26 EMILY JONES
I think we can call for--what do you call for?

01:58:32 SUSAN BELINDA CHRISTIAN
Any public comment on that?

01:58:33 EMILY JONES
Yeah. That.

01:58:34 SUSAN BELINDA CHRISTIAN

Any further commissioner comment? Any public comment? Seeing none, we can move on.

01:58:44

EMILY JONES

So as a final item for adjournment, we're were going to recap action items. We kept them light-ish. But there's certainly a need, I think, in terms of the hearing procedures to start with the city attorney a little bit. And perhaps that can happen before--I'm happy to help with this--the Commission secretary is on board so we can start to plug that in. I'll coordinate with the current Commission secretary to see if we can get that done as we're scheduling additional follow-up retreats in the following quarters, as well. I think--and I'll work with the Commission Secretary to schedule the next time you'll see me, which will probably be like this, three to four months out. So this--again, I, you know, we--some planning went into this and we explored what would be possible. I'm very impressed that we've moved the needle as far as we have. I think you're laying excellent work for being able to achieve new things and really thank you for inviting me back. Director Davis said it so well, that you're empowered to fill the gaps for the agency. And now we're getting the tools you need underneath you to make that happen. So thanks for allowing me to be a part of it.

02:00:03

SUSAN BELINDA CHRISTIAN

And I just want to say thank you because we would not have gotten anywhere near this far without the structuring and the movement that you do. You're very good at this. And so I'm very glad that the Director identified you and that you were willing to do it the first time and that you came back.

EMILY JONES

Thanks.

02:00:22

SUSAN BELINDA CHRISTIAN

So thank you so much for your work. And, you know, I want to also obviously thank all the commissioners for the attention and the time and the energy that's been put forward not only at this meeting, but to things that have been going on in the interim. And Director Davis said--framed it very well about why we are all here and what she is here to do and how she sees it and what she thinks her strengths are and where she's looking for us to work with her, and to bring other things to the work of the agency. And I'm very excited about what the Commission will be able to do--has already started to do, but is being--is poised to do. I'm gratified for the investment in the Commission that the mayor has made and that the board has made and continues to make. And so while all of these new initiatives have come to the Commission, I am just hopeful that there still will be space for staff to work with us. And certainly glad that we will now have a dedicated Commission secretary to help us make that possible and help us to move in those spaces. So with that, I think--can we adjourn?

02:01:45

SHERYL EVANS DAVIS

Just one last plug for--I want to recognize and thank Commissioner Sweet and Commission Clopton and Commissioner Pellegrini for their support of the 55th anniversary, both with time, resources and financial contributions. We're going to definitely be hitting up Commissioner Sweiss for communication support. And we do hope, if nothing else, that folks can come on July 24th at 6:00 p.m. at SF Jazz Center. And we're going to probably have to--we have a few slots left at the Commonwealth Club for the event on the 22nd, but they sold out of their tickets. So we--they're asking us for ours if we're not going to use them. So if folks do want to still attend that, then you

should click that link before they--because they've sold out of overflow and they've sold out of the actual in-room.

02:02:40 SUSAN BELINDA CHRISTIAN

So you've sent us something that we--

02:02:43 SHERYL EVANS DAVIS

Yeah. I'll send another link specifically with that. But, yes, I'll send that out.

02:02:48 SUSAN BELINDA CHRISTIAN

Commissioner Clopton.

02:02:50 KAREN CLOPTON

I just want to say everyone--all--every commissioner should be at the event on the 24th, six o'clock. We have Paula West singing. Renee Lubin-Holmes from Beach Blanket Babylon. Tammy Lynn Hall--Hawkins is going to be accompanying on the piano. These are all internationally known and amazing performers and musicians. And we developed an awards program called the Pleasant Leidesdorff Community Stalwart Award. And we have five honorees and that's how we have this fabulous array of talent. And that includes honoring Paula West, Tammy Lynn, Renee Lubin-Holmes and Carolyn Tyler and her husband Gary Love, who are--who have all contributed over--each one over three decades to the Greater San Francisco community. And they live and reside in San Francisco and work in San Francisco and have been amazing in contributing to the economy, as well as to the arts community. And so please come out. And if you can't come, generate folks because we have a 700-seat space for this event. And we have a new up and coming anchor from AB--local ABC, the KGO. Local ABC affiliate. Joe Bienefortzen (sp?) is going to MC'ing.

02:04:44 SUSAN BELINDA CHRISTIAN

Great.

02:04:45 KAREN CLOPTON

And so it's going to be a really--

02:04:48 SUSAN BELINDA CHRISTIAN

An event.

02:04:48 KAREN CLOPTON

--a really fun, great event.

02:04:52 SUSAN BELINDA CHRISTIAN

Thank you so much. Any other commissioner comments? Any public comment on this item? Seeing none, it is 7:42 and this meeting is adjourned.