
HUMAN RIGHTS COMMISSION

City and County of San Francisco

London N. Breed, Mayor

Thursday, August 8, 2019
Regular Meeting Minutes
5:38 pm
City Hall #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
James Loduca, Commissioner
Jason Pellegrini, Commissioner
Abigail Porth, Commissioner
Joseph Sweiss, Commissioner

Sheryl Evans Davis, Executive Director

SAN FRANCISCO HUMAN RIGHTS COMMISSION
REGULAR MEETING MINUTES
AUGUST 08, 2019

Present:

Susan Belinda Christian
Mark Kelleher
Jason Pellegrini
Hala Hijazi
Melanie Ampon
Maya Karwande
Abigail Porth
Karen Clopton
James Loduca

Absent:

Michael Sweet
Joseph Sweiss

00:00:00

SUSAN BELINDA CHRISTIAN

Good evening. It is 5:38 p.m. on Thursday, August 8, 2019 and this is the regular meeting of the San Francisco Human Rights Commission. Mr. Secretary, would you please read the roll?

00:00:12

COMMISSION SECRETARY

Chair Christian.

00:00:13

SUSAN BELINDA CHRISTIAN

Present.

00:00:14

COMMISSION SECRETARY

Vice Chair Sweet. Commissioner Ampon.

00:00:18

MELANIE AMPON

Present.

00:00:19

COMMISSION SECRETARY

Commissioner Clopton. Commissioner Hijazi.

00:00:22

HALA HIJAZI

Yes.

00:00:24

COMMISSION SECRETARY

Commissioner Karwande.

00:00:25

MAYA KARWANDE

Present.

00:00:26

COMMISSION SECRETARY

Commissioner Kelleher.

00:00:27

MARK KELLEHER

Here.

00:00:29

COMMISSION SECRETARY

Commissioner Loduca.

00:00:31
Present.

JAMES LODUCA

00:00:32
Commissioner Pellegrini.

COMMISSION SECRETARY

00:00:34
Present.

JASON PELLEGRINI

00:00:36
Commissioner Porth.

COMMISSION SECRETARY

00:00:36
Here.

ABIGAIL PORTH

00:00:37
Commissioner Sweiss. We have Quorum.

COMMISSION SECRETARY

00:00:40
And thank you, Mr. Secretary. I would just note for the record that both Vice Chair Sweet and Commissioner Sweiss did notify us that they would be absent tonight.

SUSAN BELINDA CHRISTIAN

So now I will call for public comment on items not on the agenda and this is an opportunity for members of the public to address the commission on matters that are within our purview but not on tonight's agenda. Is there any public comment? Seeing none, Mr. Secretary, please move to the next agenda item.

00:01:06
Adoption of minutes dated May 9, 2019.

COMMISSION SECRETARY

00:01:11
So colleagues, these were circulated and I will entertain a motion unless people have comments or corrections. Commissioner Pellegrini?

SUSAN BELINDA CHRISTIAN

00:01:24
I just have a small correction. The cover page has the wrong roster on it, I noticed, for these minutes.

JASON PELLEGRINI

00:01:30
For May 9?

SUSAN BELINDA CHRISTIAN

00:01:31
Yes.

JASON PELLEGRINI

00:01:32
You are correct. I note that Commissioner--someone named Theodore Ellington is on this. And as is Eva Chan. So Mr. Secretary, Michael Sweet he's there, should be second on the list as Vice Chair. So basically--well, yes. So let me just go through it. So Michael Sweet, Vice Chair should be second and then we have Melanie Ampon there and then we should have Karen Clopton, Commissioner. And we correctly have Hala Hijazi. We should have Maya Karwande as Commissioner added. We correctly have Mark Kelleher. We should add Jason Pellegrini and we have Abigail Porth correctly. And we should add Joseph Sweiss at the bottom. Commissioner, will that take care of it?

SUSAN BELINDA CHRISTIAN

00:02:43
Yes.

JASON PELLEGRINI

00:02:44

SUSAN BELINDA CHRISTIAN

Thank you. And any other comments or corrections at this time? I would note--Commissioner, are you finished? Commissioner Pellegrini. Thank you. I would just note on Page 4 under Brittney's comments, line one, two, three, four, since we're talking about the Mayor as a person, I think mayor should be capitalized throughout when we're talking about the Mayor. And so that's kind of a global change that we can search for. And two lines down, there's just simply a typographical error. "We've only ha--we've only--and so we've only had done--" I think it's supposed to be "had one meeting." And one, two, three, four, five, six lines from the bottom of that paragraph, "Whole and healthy child," there's a typo with healthy. At Page 5 at the bottom of the page, three lines up, Commissioner Ampon's comment, Terry, she says, "I am part of the planning committee for the Trans March. T and M should be capitalized. An event.

And on Page 6, Daniel Glover's comments. I'm not sure if that's the way Airbnb is spelled. Maybe it is, maybe it isn't, I just didn't know, so if you can look at that and later make a decision if that appears correctly. It probably does, I just didn't know.

And that's what I have for the May 9 minutes. Anybody else have anything? So I'll entertain a motion and I'll note for the record that Commissioner Clopton has joined us. Motion, anyone? Commissioner Clopton.

00:05:05 KAREN CLOPTON
I move we adopt the minutes from May 9.

00:05:10 SUSAN BELINDA CHRISTIAN
Is there a second? Commissioner Pellegrini.

00:05:14 JASON PELLEGRINI
Second.

00:05:16 SUSAN BELINDA CHRISTIAN
Is there any further commissioner comment on this item? Any public comment on the adoption of the regular minutes from May 9? Seeing none, Mr. Secretary, would you please read the roll?

00:05:30 COMMISSION SECRETARY
Chair Christian.

00:05:30 SUSAN BELINDA CHRISTIAN
Aye.

00:05:33 COMMISSION SECRETARY
Commissioner Ampon.

00:05:34 MELANIE AMPON
Aye.

00:05:35 COMMISSION SECRETARY
Commissioner Clopton.

00:05:37 KAREN CLOPTON
Yes.

00:05:38 COMMISSION SECRETARY
Commissioner Hijazi.

00:05:39 HALA HIJAZI
Yes.

00:05:41 COMMISSION SECRETARY

Commissioner Karwande.

00:05:42

MAYA KARWANDE

Yes.

00:05:35

COMMISSION SECRETARY

Commissioner Kelleher.

00:05:45

MARK KELLEHER

Yes.

00:05:47

COMMISSION SECRETARY

Commissioner Loduca.

00:05:49

JAMES LODUCA

Abstain.

00:05:51

SUSAN BELINDA CHRISTIAN

Commissioner, if I may, I have been informed by the City Attorney that we may not abstain unless we have a conflict. So if you need a little additional time to read through the minutes and see whether anything strikes you--we need a vote from you unless you feel you have a conflict.

00:06:11

JAMES LODUCA

No. I'd look for your guidance here since I wasn't at this meeting and can't reasonably reflect on their accuracy.

00:06:17

SUSAN BELINDA CHRISTIAN

I understand the logic of that but after I've been, you know, because we've done the same thing before individually and I've been informed by the City Attorney that, you know, we're meant to read the minutes and if we have no objection to their adoption and we have no conflict, we need to vote.

00:06:37

JAMES LODUCA

I'm gonna go with yes.

00:06:38

SUSAN BELINDA CHRISTIAN

Thank you. Welcome.

00:06:42

COMMISSION SECRETARY

Commissioner Pellegrini.

00:06:45

JASON PELLEGRINI

Yes.

00:06:46

COMMISSION SECRETARY

Commissioner Porth.

00:06:47

ABIGAIL PORTH

Yes.

00:06:49

COMMISSION SECRETARY

Motion passes.

00:06:50

SUSAN BELINDA CHRISTIAN

Thank you. Uh, Mr. Secretary, would you read the next item on the agenda, please?

00:6:54 COMMISSION SECRETARY
Adoption of Minutes dated July 11, 2019.

00:06:58 SUSAN BELINDA CHRISTIAN
Okay. Colleagues, if you have any comments about these minutes, I would just note on the cover page, I believe it should be reflected that this was a regular meeting and not a special meeting on July 11.

I would just suggest that if we can do a global search and edit for the term Equity Advisory Committee, it should be capitalized as a specific committee.

00:08:03 MAYA KARWANDE
And one other edit.

00:08:04 SUSAN BELINDA CHRISTIAN
Commissioner Karwande.

00:08:08 MAYA KARWANDE
There seems to maybe just be a typo or maybe it wasn't recorded at the meeting. On the first page, Page 2, there's just no record of me saying that I was there but I was. Or maybe I wasn't there at that time. Is that the issue?

00:08:31 SUSAN BELINDA CHRISTIAN
You're looking at Page 2?

00:08:32 MAYA KARWANDE
I'm looking at Page 2 but--

00:08:34 SUSAN BELINDA CHRISTIAN
I see you present at the bottom of the present list.

00:08:39 MAYA KARWANDE
Right. I'm just looking at the roll call.

00:08:42 SUSAN BELINDA CHRISTIAN
I see.

00:08:43 MAYA KARWANDE
But maybe I came later.

00:08:46 SUSAN BELINDA CHRISTIAN
Yeah, it looks like your name was called.

00:08:50 MAYA KARWANDE
Just ignore my comments.

00:08:53 SUSAN BELINDA CHRISTIAN
But we should make sure that the minutes reflect that Commissioner Karwande did enter at some point. I don't know whether there may be notes, handwritten notes that indicate when she arrived.

00:09:15 MAYA KARWANDE
Yeah, I remember now 'cause I walked in with you. I walked in with you, Chair Christian. So on Page 8 is when I came in. I don't know if it makes sense to just add a note that that's when I attended the meeting or not. I don't know the best way to correct the record in that way. But otherwise, everything looks great.

00:09:50 SUSAN BELINDA CHRISTIAN

Okay. And if either you or Commissioner Ampon can narrow down about when on that page you might've come in, you can let the Secretary know after the meeting. Any other edits or questions? I will entertain a motion at any time. Also, if people feel like they need more time for this, since it is a more lengthy document, I'd also entertain that, too. But whatever you'd like. Commissioner Clopton.

00:10:37 KAREN CLOPTON
I move that we adopt the meeting minutes from July11, 2019.

00:10:45 SUSAN BELINDA CHRISTIAN
Thank you, Commissioner. Is there a second? Commissioner Pellegrini?

00:10:49 JASON PELLEGRINI
Second.

00:10:50 SUSAN BELINDA CHRISTIAN
Is there any further commissioner comment on this item? Is there any public comment on this item? Seeing none, Mr. Secretary, please read the roll.

00:11:05 COMMISSION SECRETARY
Chair Christian.

00:11:06 SUSAN BELINDA CHRISTIAN
Yes.

00:11:08 COMMISSION SECRETARY
Commissioner Ampon.

00:11:09 MELANIE AMPON
Aye.

00:11:11 COMMISSION SECRETARY
Commissioner Clopton.

00:11:12 KAREN CLOPTON
Yes.

00:11:13 COMMISSION SECRETARY
Commissioner Hijazi.

00:11:14 HALA HIJAZI
Yes.

00:11:16 COMMISSION SECRETARY
Commissioner Karwande.

00:11:17 MAYA KARWANDE
Yes.

00:11:19 COMMISSION SECRETARY
Commissioner Kelleher.

00:11:20 MARK KELLEHER
Yes.

00:11:22 COMMISSION SECRETARY
Commissioner Loduca.

00:11:23
Yes.

JAMES LODUCA

00:11:26
Commissioner Pellegrini.

COMMISSION SECRETARY

00:11:27
Yes.

JASON PELLEGRINI

00:11:29
Commissioner Porth.

COMMISSION SECRETARY

00:11:30
Yes.

ABIGAIL PORTH

00:11:32
Motion passes.

COMMISSION SECRETARY

00:11:32
Thank you. Would you read the next item on the agenda, please?

SUSAN BELINDA CHRISTIAN

00:11:38
Welcome new Commissioner, James Loduca.

COMMISSION SECRETARY

00:11:41
So colleagues, it is my great pleasure to note that we have a new member and now we are 11. And our new member is James Loduca and I will let him tell us a little about himself.

SUSAN BELINDA CHRISTIAN

00:11:55
Thank you so much, it's a pleasure to be here. If I may, I'd like to move that we observe a moment of silence. It's been a really rough week for a lot of people in our community, especially for Latin X people, incidents in El Paso, Texas and Gilroy and Dayton, Ohio have left a lot of us hurting. And so I'd just like to move that we observe a brief moment of silence in recognition of those events.

JAMES LODUCA

00:12:22
We will be discussing that a little later and I heartily agree that a moment of silence is appropriate at this time.

SUSAN BELINDA CHRISTIAN

00:12:28
Thank you. Thank you all. I'll say it again. It's a pleasure and an honor to be with you and to serve the City of San Francisco and our residents in this capacity. I have loved and lived in this city for over half my life. I am a northern California native, was born and raised in Central Valley, in immigrant country. Both my parents are immigrants. My dad was in the fields as a farmer and my mom was the first woman in our family to get a college degree and became a public high school teacher. She taught Spanish. So shout to all the public educators out there. I think it's a extraordinary role and we don't give them enough credit for the important work they do.

JAMES LODUCA

That means I was raised on the knee of my Abuela I grew up speaking Spanish and, you know, a week like this is really resonant for me and for people in my community. I think a lot about the immigrant experience of my childhood because it was so different than it is today. The climate in so many ways was, back then, about total assimilation and about being proud Americans. And back then, that was code for be as white as possible. And so at an early age, I learned to hide my Latinx identity and I think a lot of people who are immigrants around the same age probably had similar experiences.

And unfortunately, that skill would come in handy as I entered high school and started to come to terms

with my sexuality I was the height of the AIDS crisis and the media was telling the world that gay men were monsters. And so I just sort of hid a little bit deeper into myself and by the time I reached university, I was lucky enough to go to Berkeley, go Bears, and I was confronted for the first time in my life with a campus full of people showing up as their full, authentic selves. And that was both powerful and beautiful for me and it gave me permission to show up as my full authentic self for the first time in my life. And I made a commitment at a very young age that I would pay that forward by always showing up as my full authentic self into every room, you know, in my personal life and in my community and in my workplace. And I've dedicated most of my career to similar work and I've had the privilege of working in the private sector at the incredible San Francisco AIDS foundation and most recently at Sales Force and now I'm at Twitter, where I lead Global Inclusion and Diversity. And my focus is to build a future in which all communities, especially in marginalized groups, are included and have equal opportunity to succeed and prosper. And there are times in our lives when that work feels easier than others and right now is a really difficult one.

So I step into this role feeling great responsibility, incredible hope for our future and excitement to be here with all of you. Thank you.

00:15:46 SUSAN BELINDA CHRISTIAN

Thank you, Commissioner. And again, welcome, we are very glad to have you. Is there any commissioner comment on this welcome item at this moment? Any public comment? Seeing none, Mr. Secretary, please read the next item on the agenda.

00:16:04 COMMISSION SECRETARY

Review and possible adoption of revisions to Commission bylaws concerning advisory committees (inaudible) Commissioner, Melanie Ampon, Commissioner Kelleher and Commissioner Sweiss.

00:16:16 SUSAN BELINDA CHRISTIAN

So colleagues, before I hand this over to Commissioners Ampon and Kelleher, I just wanted to note that not only given the time that we have tonight but given the focus, I would like that any action tonight to be limited to the LGBTQI Advisory Committee. We are looking at revising the bylaws completely but I think it's very important for us to do this in a very methodical and thoughtful way. And we've had discussion previously about the reason that it is appropriate for us to focus on the advisory committees right now. The climate and the landscape, the landscape specifically, for action and activism and policy making on LGBTQI issues has changed greatly since the Advisory Committee was created. And we strongly feel that it's important for the bylaws and the way that we run our advisory committees to change as well, to be appropriate for the times and so that we can be as effective as possible. So we've had a strong look at the LGBTQ and hopefully, I Advisory Committee and then after we talk about some of these things tonight and hopefully act, we will then turn our gaze toward acting with respect to the Equity Advisory Committee. That's a discussion item tonight. Definitely we can still discuss but it would be my preference that we not attempt to adopt any changes to that advisory committee tonight.

So with that, I will turn it over to Commissioners Kelleher and Commissioner Ampon.

00:18:06 MARK KELLEHER

Good evening, fellow Commissioners. Commissioner Sweiss, Ampon and I have been working with the Executive Director and the HRC staff on modifications to the LGBT Advisory Committee bylaws. The proposed revisions are in a tracked document in item five in your binders. This has been a remedy from the last meeting where the tracked edits were not included, so we're hoping that it'll be a little bit easier tonight to follow our discussion. We actually postponed the discussion until this meeting so that we would have that clarity.

Our intent with the proposed revisions is to position the LGBTAC for success going forward, including to attract the most engaged members possible, to help ensure that the views of the LGBTQ+ community are optimally represented in the city in general and with HRC specifically to develop new policy and fund community initiatives as they come along.

Revisions of the bylaws is subject to the Commission's approval as the Chair just indicated and that is a proposed action item today. I'm kicking off the introduction, having been the LGBTAC co-chair with Commissioner Ampon but I've actually been working on these revisions, so I'm just taking the lead on this. We've all been working on it together, obviously, but I've actually been physically been making the edits so I'm a little more familiar with the details.

What we're going to be going through is a little bit repetitive from the last meeting in the beginning. But just as a reminder, this effort to modify the bylaws grew out of a conversation between the Mayor's office and the Executive Director of the HRC encouraging the following objectives. The LGBTAC's membership and activities be more complementary to policy and funding initiatives impacting the community, which are being prioritized by the Mayor's office and by the HRC staff and leadership. That the LGBTAC membership and activities better reflect, advance and help coordinate the community's priorities, including, as determined by the leadership of the HRC and the city. And that the LGBTAC's membership be as diverse as possible, including economically. Therefore, reflecting the consensus of HRC's leadership and staff and of the Mayor's office, that the current strict residence requirements in particular, we'll see when we review the bylaws, that these be modified, especially for those who are deeply connected to and engaged in San Francisco, even though they cannot afford, necessarily, to live in the city. This has been an issue with the LGBTAC membership for some time.

Commissioner Ampon, would you like to add anything to the--

00:20:59

MELANIE AMPON

Yeah, just to echo last meeting. I started co-chairing the LGBTAC with Commissioner Kelleher and Commissioner Papas before he moved to another commission. And when I came onto the AC, I already saw kind of a decline in the membership. So just to echo what I said in the last meeting, times have been changing and we need to evolve how our AC is working so we can help benefit our communities in San Francisco better.

00:21:34

MARK KELLEHER

And we've seen similar dynamics with both the EAC and the LGBTAC, the other committee, the Equity Committee, where membership has dropped off partly because of the residency requirement with the LGBTAC. And I think we also need to make sure that, as I alluded to earlier, that the work of each AC is aligned and has the support and the staff and the resources to pursue its objectives. So in short, to be aligned with the Mayor's office and with the HRC as a whole.

I would ask for any questions from the commissioners if there's anything pressing. But the procedure going forward is not going to include a line-by-line approval process. We're going to wait until the end of the discussion to register our vote of approval or including any edits we make along the way. Like in the last meeting to the extent that we got to review some of the bylaws before we decided to postpone the entire conversation because of the editing issues, we will of course be very happy to take any suggested edits and even incorporate them as we go, for approval at the end of the meeting.

00:22:55

SUSAN BELINDA CHRISTIAN

And I'll just jump in here briefly because I know that Commissioner Hijazi has another event and a meeting with the Mayor tonight that she needs to leave for. And I wanted to just ask whether you had anything specific that you wanted to point to tonight?

00:23:08

HALA HIJAZI

No, it's great. It's fine.

00:23:09

SUSAN BELINDA CHRISTIAN

Okay, great. Thank you.

00:23:11

HALA HIJAZI

(Inaudible).

00:23:22

SUSAN BELINDA CHRISTIAN

All right, thank you. So with that, Commissioner Kelleher and Ampon, what do you think about if we just move to Page 10 and start with the LGBTQ+ and however we're going to name it Advisory Committee?

00:23:42

MARK KELLEHER

Do we want to give the commissioners just a brief moment to look at everything between Page 7 and 10 to see if there's anything pressing that stands out?

00:23:51

SUSAN BELINDA CHRISTIAN

Well, actually, I think that every--so I would like to focus on the LGBTAC stuff specifically but it is important also to look at whether anything before that is integral to any additions or edits that we're making. I have some comments on some things and I'm happy for us to do it the way that you suggest. And having worked on this, if you think that would be helpful, I'm happy to do it then.

00:24:27

MARK KELLEHER

Why don't I just sum up that the changes between Pages 7 and 8, which are applicable to both ACs, essentially, partly reflect, probably, a certain level of my own OCD where I wanted to make sure that the topics within the bylaws were actually orderly. Some of the topics were out of place, like the co-chairs were mentioned after the members and all of that. So we just reordered that a little bit.

But in addition to that, one substantive potential change that we actually addressed and it did not change was that we maintained the maximum number of members of the ACs on Page 8. We did maintain that and that was a consensus among those who discussed this the last time and previously.

00:25:24

SUSAN BELINDA CHRISTIAN

And if you can just zero in on the line numbers there.

00:25:26

MARK KELLEHER

That would've been lines 287 to 291.

00:25:32

SUSAN BELINDA CHRISTIAN

Great.

00:25:33

MARK KELLEHER

Okay.

00:25:36

SUSAN BELINDA CHRISTIAN

And I would, since we're talking about this page, which I don't anticipate will be necessarily an action item tonight, going to Page 8 at Line 317, so then looking at specifically Line 318, first full sentence. "If a community member accumulates three absences whether or not they are excused in a calendar year, that community member shall be warned about potential removal rather than removed." And then also--

00:26:22

MARK KELLEHER

So essentially, we're making this more discretionary between the co-chairs of the ACs and the Chair to discuss the potential removal of a member if he or she misses three meetings. Currently, it is an automatic removal for any member who misses three meetings, regardless of the reason or excuse or circumstance, yeah.

00:26:43

SUSAN BELINDA CHRISTIAN

And so having been in the position to have to deal with this issue over the last couple of years, my concern is that things are clear and fair and addressed in a way that is clear and fair and seen to be procedurally fair and even-handed. And so discretion is an important thing but I think we also need to know that if there is a time when someone who accumulates more than three absences and the chairs of the advisory committee say, "Well, I think, you know, they were justified and this that and the other thing," and the Chair says, "Okay." And then on the other advisory committee, the same thing happens and for sure, because the Chair would not be doing anything for illegitimate reasons, but the Chair makes a

different decision, so how is that received by the community and the members? And so I actually firmly believe that it should be very clear and across the board. And the people who we bring on who seek to join and the people that we bring on need to know that they have to prioritize this in such a way that they do not accumulate more than three or more absences. Because otherwise, we just get into inevitable perception of a lack of even-handedness.

So that would be my comment about that. And I don't know whether you and Commissioner Ampon in particular, having been the co-chairs of the LGBTAC in the past think that we perhaps need to say four absences or something like that. But I'm advocating for it, it will be my vote that it be firm and the same across the board. I'm happy to have a discussion about that.

00:28:48 MARK KELLEHER
This qualification, you know, in the section about the absences--

00:28:54 SUSAN BELINDA CHRISTIAN
Can you lean into the--'cause I just want to make sure your comments are captured.

00:28:56 MARK KELLEHER
Sorry. The proposed change to the bylaws about absences, especially allowing for some discretion by the co-chairs of the ACs working with the Chair of the Commission is being suggested for both the LGBTAC and the EAC.

00:29:20 SUSAN BELINDA CHRISTIAN
I understand, which, you know, again therefore, one committee will inevitably end up being treated differently than the other unless the Chair, whoever that person is, just says, "Yes, yes, yes, whatever you want."

00:29:32 MARK KELLEHER
It was my experience over the last at least four years, if not five years, even before Commissioner Ampon was the Co-Chair under Commissioner Papas, and with the two of us co-chairing the LGBTAC, at least, I'm not sure what the experience was with the EAC, but that we lost more than half our members because of absences exceeding the three absence rule. At least half our members, if not more. I think it was actually more than that in the last two years.

00:30:08 SUSAN BELINDA CHRISTIAN
And speaking from my experience with the EAC, we did lose members, as well. But again, it gets back to the point of people seeking to join and the people that we bring on, making sure that they understand that this is a commitment that needs to be honored in their schedule. And if three absences are too few, we can address that but I think it needs to be clear and, based on my experience and also just based on my sense of fairness in anticipating how these things generally play out, I think it needs to be clear and not discretionary past that point.

And I know that Mr. Snay had a comment and I wanted to get him in here in case it's relevant to what we're thinking about .

00:30:51 SNEH RAO
Yeah, just a clarifying question. So under the new rules, it would meet at least quarterly, suggesting four meetings a year. But we'd be allowing three absences a calendar year? That strikes me as potentially off.

00:31:03 MARK KELLEHER
It's at least--at least quarterly but sometimes it might--

00:31:06 SUSAN BELINDA CHRISTIAN
And this gets into the question that I had in my mind. Should we be doing some proportional thing rather than a particular number, you know? So in that sense, 3 versus 12 is, you know, like, one versus--so

maybe, you know, if we're only meeting quarterly, if you miss more than--

00:31:29 MARK KELLEHER

Traditionally, the ACs have met monthly.

00:31:31 SUSAN BELINDA CHRISTIAN

Right. And so--

00:31:31 MARK KELLEHER

For the new Commissioner.

00:31:32 SUSAN BELINDA CHRISTIAN

Yeah, and so that's an important thing to consider. And if we're going to be talking specifically about a specific number of people in a specific number of meetings, then, you know, we need to do the math. And I appreciate you bringing that up. Commissioner Karwande...Sneh, Mr. Rao are you, okay, finished?

00:31:50 SNEH RAO

That was it, thank you.

00:31:51 SUSAN BELINDA CHRISTIAN

All right, thank you. Commissioner Karwande?

00:31:54 MAYA KARWANDE

Well, I actually didn't realize that the meetings were quarterly. I think if the--

00:32:01 MARK KELLEHER

Minimum number. Minimum quarterly.

00:32:02

MAYA KARWANDE

Minimum quarterly.

00:32:03

MARK KELLEHER

They may meet monthly but we just don't know going forward yet.

00:32:06

MAYA KARWANDE

I see. I do think that the frequency of the meetings should impact the number of excused absences. My other suggestion was that we could either increase the number of days before kind of, like, an automatic removal or add maybe some guidelines to the discretion, like, maybe if an absence is due to illness or, you know, some sort of event that can't be avoided versus, you know, a scheduling conflict or travel or something like that, differentiating between those types of absences could be another way to deal. I don't know what your experience has been about the reasons why members were able to meet this requirement, if it was because of reasons that, you know, are sympathetic and shouldn't be punished or if it's because of, you know--

00:33:05

SUSAN BELINDA CHRISTIAN

And before--I'm sorry to cut you--am I cutting you--

00:33:07

MAYA KARWANDE

I just meant issues with control versus issues that aren't.

00:33:10

SUSAN BELINDA CHRISTIAN

Right. Which is, I think--and before I recognize Commissioner Clopton, based on my experience and then, you know, Commissioners Ampon and Kelleher can speak, as well, specifically with the ACs. That is why you get a certain number. The idea was that so everybody's got to be ill at some point. Anybody who has any other responsibilities outside of this AC is going to have something that is beyond their control and, you know, they're just not going to be able to be here. So that is why you give people a number and they spend it as they will. But it's also if we get to the point where the LGBTAC is meeting quarterly, then we may have to say something like documented travel for work or, you know, I don't know. I don't want to get into doctors, you know, notes and things like that. But to your point that there was a reason that we just said, "Here's a number and the bucket is open to you." Commissioner Clopton.

00:34:20

KAREN CLOPTON

In addition to those reasons, I feel that we have very important work to do and even when someone is ill, you know, they're ill and they might need to take a leave from doing this as opposed to, "I didn't make four meetings or I never came the entire year because I wasn't well." It means that person should step out for the time being until they are able to make a commitment. And I don't think that's harsh. So I don't know that there are really any reasons, right, to exceed the limit. And what that limit is, I kind of--I was hearing Commissioner Kelleher mention a proportionality or, you know, as opposed to if you miss three or if you miss four meetings. Quarterly, that could be all the meetings, so all year, right. Are they consecutive, are they, you know, that sort of thing. If you travel for work. Well, maybe that's your job, you're always traveling for work, so you can, you know, you're never at the meeting, right? So it doesn't make sense to me to worry about reasons. It's, like, no-fault divorce, right?

I think it's better if we have either the proportionality or, you know, if you miss on third of the scheduled meetings, something along those lines, might make better sense than a hard and fast number at this point, since we don't know exactly what the schedule might be. But I would not get into the reasons. I don't agree with that.

00:36:20

SUSAN BELINDA CHRISTIAN

Commissioner Kelleher.

00:36:21

MARK KELLEHER

Could I offer an edit that would read something to the effect of actual removal of a community member--I

think that's intended to be committee. Oh, yeah, no, community member. Would be carried out after a maximum number of absences, not to exceed 50 percent of the meetings, perhaps. Or something to that effect. So--

00:36:52

SUSAN BELINDA CHRISTIAN

So that gets to be difficult because, you know, the year is 12 months long and let's say that there are quarterly meetings and by April, somebody has missed two meetings of quarterly scheduled meetings. They would have to, I mean, they would have to go at that point, right? So I just want to make sure that it's workable.

00:37:23

MARK KELLEHER

One other--

00:37:23

SUSAN BELINDA CHRISTIAN

Because we're not gonna wait to the end of the year to see whether the number actually increased.

00:37:30

MARK KELLEHER

Right. One other change we're making in this larger section before we got to the LGBTAC specifics. We're also including the prospect of an interim membership, so that if we began to have enough absences that the function of the Committee was impaired in some way, we are including, I believe--on my original one, it was line 299 on Page 8. I'll check this, see if it's the same. Yeah, 298, that there is an allowance for an interim membership term that the co-chairs could propose to help make sure that the committee is functional. Currently, the committee members are recruited in a specific period where recruitment begins, I believe, in the fall for winter approval and then the committee runs from January through the next December. And what we're actually suggesting here is that we allow for interim members that would help, again, fill in the committee if the committee begins to lose members because of the absence rule or whatever else.

And I think that's actually a fair approach, then the absence restrictions wouldn't be as impactful, perhaps.

00:39:08

SUSAN BELINDA CHRISTIAN

And you're thinking about the number of people on the committee as a whole as opposed to an individual?

00:39:12

MARK KELLEHER

To try to maintain the number of people on the committee at around, you know, close to 25 as possible. That would allow us a little more, you know, flexibility with maintaining a more strict absence policy. Commissioners have any opinions on that as a way to balance this conversation or--

00:39:39

SUSAN BELINDA CHRISTIAN

Commissioner Karwande.

00:39:41

MAYA KARWANDE

That makes sense to me. It sounded like the reason for changing the absence policy was that it had led to a decrease in membership. So if there's another way to address the decrease in membership besides changing the absence policy, then I think that makes sense and it seems like the edit you have about interim membership should be a way to address it, so I think that makes a lot of sense.

00:40:06

SUSAN BELINDA CHRISTIAN

And what about along with a percentage rather than--a percentage of scheduled meetings--yes. Percentage of scheduled meetings as opposed to a certain number. What are the thoughts about that?

00:40:24

MARK KELLEHER

Percentage of scheduled meetings could be 25 or 50 percent.

00:40:35

SUSAN BELINDA CHRISTIAN

Or a quarter, 25 percent.

00:40:40 MAYA KARWANDE

At what point in the year is the schedule set?

00:40:42 SUSAN BELINDA CHRISTIAN

It would be set in the beginning of the year.

00:40:44 MAYA KARWANDE

Okay. And so you'd know how many meetings there were.

00:40:46 MARK KELLEHER

There's a suggestion in here that the--or advisory, that the co-chairs for each committee present their plans for the schedule for the committees in September, present those to the Commission.

00:41:06 SUSAN BELINDA CHRISTIAN

And so with that, Commissioner Pellegrini.

00:41:09 JASON PELLEGRINI

If it was four meetings, you could do something along with the percentage and two consecutive meetings. So you could do not missing more than 50 percent of the meetings, which would give you two, or two consecutives. So if you're missing your first two quarterly meetings, then you're off or if you miss the first one and the third one, you still could make it through the year, something like that.

00:41:38 SUSAN BELINDA CHRISTIAN

So I would just say that having someone miss half of the meetings of a committee seems troublesome to me.

00:41:45 KAREN CLOPTON

I agree.

00:41:45 SUSAN BELINDA CHRISTIAN

Commissioner Clopton.

00:41:53 KAREN CLOPTON

Right. That's what I was just about to say, that if we say anywhere that 50 percent, right, then people-- you know how people are. And they will say, "Oh, I only have to go to 50 percent of the meetings that are schedule." Right? That's what they'll think. If we put that in writing, that's what, you know, then that's what'll happen. So we don't want that, we want 100 percent attendance and if they're involved in forming the schedule and the schedule--let's just say that it does end up being quarterly, that gives ample opportunity to attend the meetings. So--

00:42:35 MARK KELLEHER

And it also aligns with the traditional three absences, frankly, you know. Because obviously with a 12-month schedule (inaudible) 12 meetings, it's--

00:42:41 KAREN CLOPTON

Right, exactly. Okay. I wouldn't put 50 percent. That's what I would say, not--not to do that.

00:42:48 MARK KELLEHER

Why don't I edit this so that it reflects the 25 percent maximum number of meetings missed?

00:42:55 SUSAN BELINDA CHRISTIAN

And shall be removed. Can relate to 25 percent, shall be removed and remove stays.

00:43:09 MAYA KARWANDE

And maybe add a line where, you know, saying their excusable reasoning for being absent too, so they know that it's not, like, "Okay. I'm not gonna come and I'm not gonna give a reason," because that's, you know, how people--

00:43:27 MARK KELLEHER

Up until now, we actually haven't recognized excused absences, and city-wide, they're not recognized being with the commissions. So I think it's been a policy at least for the last couple of mayors not to recognize excused absences. So I kind of don't want to get in that precedent here.

00:43:47 SUSAN BELINDA CHRISTIAN

And then we get into the, like, well, as long as you say this, then you're excused. And it's just--still you end up with, you know, I know that I have this many in my pocket that I don't have to be here for.

00:43:58 MARK KELLEHER

So let's leave it clean.

00:43:59 SUSAN BELINDA CHRISTIAN

And then Commissioner Kelleher, am I correct then if at Line 320, "The members shall be removed from the advisory committee, period." And the rest of that would become inapplicable, the rest of the paragraph?

00:44:21 MARK KELLEHER

Yeah. So we're essentially removing the discretion. Okay.

00:44:30 SUSAN BELINDA CHRISTIAN

Believe me, whoever is the chair does not want to have to deal with that. And whoever's on the receiving end is not going to be happy.

00:44:#7 MARK KELLEHER

I think as long as we have the potential for an interim membership, I think that's acceptable.

00:44:44 SUSAN BELINDA CHRISTIAN

Okay. The other comments I had about this section, well, this part of the bylaws, at Section 5, Line 344 at Page 9. "All advisory committee recommendations or report shall be brought to the Commission for approval through the commissioners assigned to." And the next paragraph, it says, "Review and approval." I would say that that should be harmonized and it's good to have it either be "consideration and approval," or even "possible approval." "Consideration and possible approval," because if you don't say possible, then you're left with approval. I just want to be clear. I don't want to give the idea that anything that is produced by an advisory committee is presumptively going to be approved by the Commission as a whole. Commissioner Clopton.

00:45:58 KAREN CLOPTON

Yes. When I looked at it, I would say that approval should be review in all instances. Because it says, "For review and approval. If approved," you know. So that makes sense.

00:46:13 MARK KELLEHER

Are we talking about Line--

00:46:17 SUSAN BELINDA CHRISTIAN

340.

00:46:18 KAREN CLOPTON

344.

00:46:22 SUSAN BELINDA CHRISTIAN

And then three fif--

00:46:23 KAREN CLOPTON
And 345.

00:46:23 SUSAN BELINDA CHRISTIAN
Yeah, and then it would go--

00:46:25 KAREN CLOPTON
For approval, I would say for a review.

00:46:34 MARK KELLEHER
Could you restate it?

00:46:36 SUSAN BELINDA CHRISTIAN
So looking at the 344 area, it would be, "All advisory committee recommendations or report shall be brought to the Commission for review through the commissioners assigned to the advisory committee or the person designated by the assigned commissioners."

00:47:03 MARK KELLEHER
For review instead of approval.

00:47:04 SUSAN BELINDA CHRISTIAN
Yes. Right. And--

00:47:10 MARK KELLEHER
Not review and approval?

00:47:12 SUSAN BELINDA CHRISTIAN
Well, that's just what I'm thinking about.

00:47:14 KAREN CLOPTON
I would--

00:47:17 MARK KELLEHER
Okay.

00:47:17 SUSAN BELINDA CHRISTIAN
Do you want to expound on that a little bit about why that is your choice?

00:47:22 KAREN CLOPTON
All advisory committee recommendations for public hearings must be brought to the Commission for review and I would just put period after review and delete "and approval."

00:47:38 SUSAN BELINDA CHRISTIAN
And so to harmonize--

00:47:39 KAREN CLOPTON
Because then the next thing it says, "If approved," etcetera.

00:47:43 SUSAN BELINDA CHRISTIAN
Right. And so then to try to harmonize the paragraph that begins with Line 349, with the one that begins with Line 344, should we add, "If approved?" So commission for review through the commissioner, la-la-la, and then period.

00:48:10 MARK KELLEHER
The reason, essentially, the co-chairs of the assigned commissioners to the committee who are the co-

chairs have been included here is because previously it indicated that the advisory committee recommendations or reports should be brought to the Commission specific without the engagement of the co-chairs.

00:48:35

SUSAN BELINDA CHRISTIAN

I think that's a great add. Yeah. I'm just thinking about--so we should speak then about--I don't know. I guess Commissioner Clopton is saying we don't need to speak about approval. We can approve if we like or not. And then whereas we're talking about public hearings, we discuss approval because there is a process that has to be engaged in after that. Does it make sense to just--

00:49:11

MARK KELLEHER

Do we want to use the term review and potential action or just review? I agree the term approval is presumptuous, but--

00:49:30

SUSAN BELINDA CHRISTIAN

We could say that. We could say review and potential--

00:49:35

MARK KELLEHER

I think the reason I would include--

00:49:36

SUSAN BELINDA CHRISTIAN

--action or we could add a sentence that says, "The Commission may, at its discretion, vote to act upon the recommendation," or something like that.

00:49:49

MARK KELLEHER

I think potential action covers it though.

00:49:52

SUSAN BELINDA CHRISTIAN

Review and potential action.

00:49:55

MARK KELLEHER

We're adding to Line 345.

00:50:00

KAREN CLOPTON

Oh, I see. Above, to be consistent with where it says, "If approved."

00:50:03

SUSAN BELINDA CHRISTIAN

Commissioner Ampon, I hear you voicing agreement.

00:50:06

MELANIE AMPON

Yeah, in agreeance.

00:50:08

SUSAN BELINDA CHRISTIAN

Okay. That mm-hmm is--

00:50:10

MARK KELLEHER

I think it's friendlier to the committee members because, you know, it doesn't imply that their actions and their reports and their suggestions come to the Commission to be shelved, you know.

00:50:23

SUSAN BELINDA CHRISTIAN

Exactly. I agree, and I'm--

00:50:25

MARK KELLEHER

Which has happened, actually, in the past.

00:50:26

SUSAN BELINDA CHRISTIAN

Yes, it has. Review and potential approval. Is that what you said? And potential action. Potential action.

00:50:31 MARK KELLEHER

Yeah, on record.

00:50:33 SUSAN BELINDA CHRISTIAN

Okay. So then that would read 344, "All advisory committee recommendations or reports shall be brought to the Commission for review and potential action through the commissioners." Okay?

00:50:46 MARK KELLEHER

Okay, thank you.

00:50:51 SUSAN BELINDA CHRISTIAN

And then at 350, we would just leave it to the Commission for review, period. And then if approved, shall we keep that? Does that make sense to keep it that way?

00:51:02 MARK KELLEHER

Period. Okay. Okay.

00:51:04 SUSAN BELINDA CHRISTIAN

Okay. And the only other question I have right now on this page is at Line 363 through 365. Does that mean that the chair must approve the formation of subcommittees and or the commission chair? Does to me but I just wanted to make sure that that was what you meant.

00:51:39 MARK KELLEHER

It's either or. In the past, some committees have not had co-chairs or assigned commissioners. So it leaves the ultimate authority to the commission chair but it presumes that the committee can act to form working groups task forces and subcommittees with the approval of the co-chairs or assigned commissioners.

00:52:05 SUSAN BELINDA CHRISTIAN

So I would say that the chair needs to also approve the formation. We have had, in the past, some unpleasant experiences with task forces kind of going rogue without any kind of notice to the chair or the Executive Director. Well, let's just say the Chair and the Commission and in a way that really was improper with respect to what was going on, policy wise in the city. So I think that there needs--it should not just be left to the advisory committee to do this without consultation with the Chair and the Chair should be talking to the Executive Director and the Mayor to make sure that there aren't any--

00:52:56 MARK KELLEHER

This includes even if a subcommittee has formed on the recommendation of a renaming of--not the renaming of the committee itself, that would be too much. But on something like, you know, the subcommittee has formed on even a procedural question in terms of the way the committee formats its meetings, whether it will have speakers coming in from the outside or items like that?

00:53:28 SUSAN BELINDA CHRISTIAN

So I don't know that that would be actually a thing that would happen, but if it did, the chair, I think, would be, like, "Yes, commissioners, that's fine." You know, I think that because you can't really--how do you start to carve out something that they--how do you easily carve out something that they can just do without notifying, consulting the chair and, you know, having the commission through the chair say, "Yes, that sounds completely proper." Or, you know, "No problem."

00:54:00 MARK KELLEHER

Why don't we say, "With the approval of the commissioners assigned to the--" this is, again, Line 364. "With the approval of the commissioners assigned to the advisory committees and the consent of the chair." Would that make sense? Because then it's kind of a check-in. It's not necessarily a formal--

00:54:21 SUSAN BELINDA CHRISTIAN
Well, no. I think it needs to be a formal approval. Because as I said, in the past, it was really, you know, something very bad can happen.

00:54:28 MARK KELLEHER
So we remove the or, we'll say and the--

00:54:30 SUSAN BELINDA CHRISTIAN
Yes. It's got to be approval. And--

00:54:34 MARK KELLEHER
Any commissioner thoughts on this? Removing and-or. Just including and so it's just the approval of both the commissioners assigned, the co-chairs.

00:54:48 KAREN CLOPTON
Where does it say that?

00:54:50 MARK KELLEHER
Line 365.

00:54:52 SUSAN BELINDA CHRISTIAN
And so if I may--

00:54:52 KAREN CLOPTON
And you're not longer taking it out?

00:54:54 SUSAN BELINDA CHRISTIAN
So if I may, then Line 365 would read, "And the approval of the commission chair."

00:55:01 KAREN CLOPTON
Got it.

00:55:01 SUSAN BELINDA CHRISTIAN
Does that make sense, Commissioner Kelleher?

00:55:06 MARK KELLEHER
Does it make sense to the Commissioners? Okay.

00:55:12 SUSAN BELINDA CHRISTIAN
Does that seem right? Okay. So I just want to note that it's 6:33 and we're now getting to--so we're getting now to the LGBTAC, which is good. So before I give it to you to move forward, I just want to note, the first thing we have to think about is what we're calling the Committee. And it was at the last meeting that we talked about, I think Commissioner Clopton brought it up, that intersex is something that should be added. And I agree with that and we probably--we left it off at a place where we didn't--I don't know that we fully discussed it. But I think for political and human rights reasons, intersex needs to be reflected in what we do because there's a lot of mutilation and a lot of discrimination that goes on that we should be a part of addressing. Commissioner Clopton.

00:54:30 KAREN CLOPTON
Yes. I was canceling it but then I realized we are gonna discuss it, so that was good. Yes. I wholeheartedly (inaudible) include the "I," for "Intersex," because it's important not only for current discrimination but to be able to have the conversation about historic, as well as biological issues. And without it, you know, it's hard to have that conversation and to protect the rights of all.

00:57:04 SUSAN BELINDA CHRISTIAN
Are there any more comments about this, more discussion, because there can be reason that we might

consider something else as well and I think we should fully vet it.

00:57:18

MARK KELLEHER

Commonly, sort of in the vernacular, the term LGBTQ is now--is what is typically used now, or LGBTQ+. Generally speaking, while I recognize the desire to include the term intersex and the acronym "I," as part of the overall acronym, I do think we should consider it carefully only because of the way that this term is used as the general default acronym for the committee. So it becomes a mouthful. LGBTQIAC. Should we be thinking about LGBTQ+AC? And I'm just putting it out there as a question because it is a concern. And I would ask the other commissioners, especially those involved in the community, to weigh in on this.

00:58:25

SUSAN BELINDA CHRISTIAN

Mr. Rao, I thought I saw your hand moving toward the--

00:58:29

SNEH RAO

Yeah, I was just going to add the plus sign strikes me as a really responsible way forward just to have as expansive and understanding of sexual orientation, gender identity. I know when we did the needs assessment in 2015, we called it the LGBTQI needs assessment. And, you know, there were two minds on that. On the one hand, people were pleased that we included the "I," and were more inclusive. On the other hand, then people were, like, "Well, what are you doing specifically for intersex communities or are you just adding on a letter to be PC?" And so, you know, I think that's a concern that's reasonable we should be prepared to address that if it comes up.

00:59:09

SUSAN BELINDA CHRISTIAN

I totally agree and my sense of adding it is because we need to be doing things. Commissioner Clopton?

00:59:16

KAREN CLOPTON

Yes. I feel very strongly that we should be in the leadership. I understand what's commonly done but I think that we should be leaders and adding the "I" is important not only for vulnerable communities who feel left out but also showing that, yes, we are going to be talking about these issues, we are going to be addressing them and that we're also open to listening to them. And so I don't think it's that big of an inconvenience to add it. And it's also consistent with most of our other materials in the things that we've been doing. I've always seen it. I learned it, so I feel that the public can learn it and those of us who are doing the advocacy, which is all of us, all of us are doing the same advocacy. So I feel strongly about it.

01:00:20

SUSAN BELINDA CHRISTIAN

And Commissioner Pellegrini, I see you and I will get to you just before I say this, and take the privilege of the chair to say at the last time Lavender Law was in San Francisco, I was on a panel where litigation and negative impacts on intersex people was specifically part of the discussion. And so I think that we should be acting in this arena. And I think it is important for it to be visible in our materials. But I'm still open to reasons why we might not go that direction right now. Commissioner Pellegrini.

01:01:00

JASON PELLEGRINI

I was just wondering if the plus would take care of including the "I" as well or do you then add the "I" and the plus? I've seen it a couple different ways, so it's--

01:01:22

SUSAN BELINDA CHRISTIAN

Again, privilege of the Chair, I would say no it would not be sufficient because that is basically leaving somebody out and saying, you know, but we're thinking about you, really but you're not visible. So I would say "I+" I we're gonna do that.

01:01:36

JASON PELLEGRINI

Right. That's what I was wondering. Adding the "I" and then adding the plus behind the "I" as well, to include everything else, so--

01:01:41

KAREN CLOPTON

QI+.

01:01:45

SUSAN BELINDA CHRISTIAN

And I will also ask folks if right now--even if we don't right now, I know at some point soon, we will have more things than we have right now to be included in this category. But are there things plus beyond "I" right now? I'm just asking.

01:02:03

JASON PELLEGRINI

There are.

01:02:04

SUSAN BELINDA CHRISTIAN

Okay, great.

01:02:09

JASON PELLEGRINI

There are more all the time.

01:02:11

SUSAN BELINDA CHRISTIAN

Yes. So politically, I think it's very important that we pay attention to what is happening to the members of our society who fall into that category and also as a human rights issue, I think it's very important that we act. So that would mean LGBTQI+ is on the table right now. Any other commissioner comments or questions about that?

01:02:43

MARK KELLEHER

So we will make that change.

01:02:44

SUSAN BELINDA CHRISTIAN

Okay. Thank you. So Mark, I can give it to you right now, then.

01:02:51

MARK KELLEHER

Sure. The next section, we discussed at length during the last meeting, even though we didn't have all the edits lined up in red tracking. But we did discuss the overall desire by the Mayor's office, the Executive Director, the staff, all the commissioners who have been involved in this process to expand the number of seats--well, to designate the number of seats on the LGBTQI+ Committee to include, in addition to the general community members who are, generally speaking, have been activists in their particular areas of focus over the last many years. But to also include a certain number of designated seats for the leaders or their designees of the community of up to at least ten community organizations here in the city, focused on the LGBTQ community, as well as designees or representatives of several, at least up to about five, I believe, elected officials who are involved in the LGBTQ community.

And so we have modified the bylaws to reflect that. The rationale behind all of that is that the committee could act more as a strategic sounding board for the community and could share across the various sectors of those who are involved in the committee, share their thoughts in terms of shaping policy and even funding, as the HRC becomes responsible for certain grant programs, etcetera.

So we put that out there the last time, we discussed it a little bit the last time, but we just want to make sure that all the commissioners are comfortable with that concept.

01:04:55

SUSAN BELINDA CHRISTIAN

And while we're thinking about that question, at Line 385, it says--or 386, "May be reserved for members who are the chief executives of organizations." So as somebody who works for the government, I'm not really sure how encompassing you need to be right now because as I read the paper, there are CEOs, CFOs, CIOs and I'm sure there are, you know, who knows what else there is. Do you mean to include all of those people or are you thinking of CEOs?

01:05:34

MARK KELLEHER

I think the default for this, in terms of its intention, was to indicate CEOs or their designees.

01:05:41 SUSAN BELINDA CHRISTIAN
Okay. Commissioner Pellegrini.

01:05:41 JASON PELLEGRINI
Well, that's what I was gonna ask is smaller organizations sometimes have just a director versus even an Executive Director. So...

01:05:52 SUSAN BELINDA CHRISTIAN
So should we say--what would be appropriate, Commissioner Pellegrini, do you think? Commissioner Kelleher? Commissioner Porth?

01:06:03 MARK KELLEHER
Or we could add "or executive director." In most cases, the leading person in an organization is the CEO or the executive director. The terms chief executive obviously implies CEO but it could imply executive director but we could be more specific.

01:06:22 SUSAN BELINDA CHRISTIAN
I just want to make sure that everybody understands who we're referring to. CEOs and executive directors and not CFOs and CIOs and all.

01:06:30 MARK KELLEHER
Unless they're designated by the chief or the director.

01:06:30 SUSAN BELINDA CHRISTIAN
Right. But that's later talking about or their designees, right. But those--I think we need to be clear and I want to be guided by the people who actually have to deal with this terminology about what would be most appropriate. So would it be Chief Executive Officer or Director or Executive Director?

01:07:01 MARK KELLEHER
I think either of those.

01:07:02 SUSAN BELINDA CHRISTIAN
CEO or ED.

01:07:05 MARK KELLEHER
Right.

01:07:06 SUSAN BELINDA CHRISTIAN
Okay. Of organizations affiliated. Okay.

01:07:16 MARK KELLEHER
Now one other aspect to this description here between lines 383 and 393 is that we indicated that the absence restriction was only going to apply initially to, at least the way that it's written, to the community members and not the chief executives or executive directors of the organizations or the elected officials or their designees. Is that how we want to move forward or do we want the absence rule to apply to all members of the ACs?

01:08:01 SUSAN BELINDA CHRISTIAN
Well, thinking off the top of my head, I think it should apply to all members because, you know, let's think about the DCCC. They are elected officials on there and they're rarely there. You know, Nancy Pelosi doesn't come to the DCCC meetings, her designee does. And so I think, again, we signal that this is not an important enterprise if we let people know that they don't have to be here.

01:08:30 MARK KELLEHER
Well, it raises the question also of the designees. You know, right now, it's currently written so that it could be the Chief Executive or the Executive Director elected or their designees. Does a designee

qualify as a representative say if the elected only comes once but the designees come the other three times if there are quarterly meetings, as long as either of them, the designee or the elected miss the meeting, then they wouldn't be subject to the absence rule. Are they interchangeable, essentially? Are the organizational leaders and the elected and their designees interchangeable?

01:09:15

SUSAN BELINDA CHRISTIAN

I think recognizing the reality of how organizations work and the schedules of chief executive officers, I think, and executive directors, I think that they should be one, they're fungible. But I think that maybe-- and again, I'm just thinking off the top of my head, that maybe there needs to be a way to signal to this person who has sought to be on the committee or said yes to our request that they are on the committee, understand that they can't send an intern, necessarily. You know, I mean, do we want that?

01:09:52

MARK KELLEHER

Staff designee.

01:09:54

SUSAN BELINDA CHRISTIAN

Commissioner Clopton.

01:09:56

KAREN CLOPTON

My only concern is if they're fungible and it's not the same person coming every time, right, then how does that impact the work of the committee as well as the communication back to, you know, then you're kind of playing telephone back to the organization's head and the organization. So literally, I think, you know, it's either that person or their designee, right. So if the designee comes to all of the meetings and participates and, you know, etcetera, and then, you know, whatever they're gonna do internally, in terms of briefing or whatever, that's up to them. But for our purposes, it should be the CEO, Executive Director or the designee.

01:11:02

MARK KELLEHER

They're not interchangeable.

01:11:04

KAREN CLOPTON

Right. Not interchangeably because of this concept of we're working here. We're doing work and you're gonna have to be repeating and explaining new person every time, you know, I don't think that's the intention. The intention is to have that organization represented on a consistent basis and--

01:11:31

MARK KELLEHER

And subject to the same absence rule.

01:11:32

KAREN CLOPTON

And subject to the same rules as the other members. 'cause you're giving this concept ten slots, so that's a significant thing. You know, let's just say you had ten different people every single time, you know, you'd be having the same conversations over and over again because somebody wasn't at the last meeting.

01:12:02

MARK KELLEHER

And I can actually see how we could require that the Chief Executive, Executive Director be required to attend and be subject to the absence rules and all of that. It's really difficult to foresee an elected official, necessarily because, you know, their schedules are so in flux constantly. So if we continue to include elected officials like five seats reserved for elected officials, I'm going to see that as very problematic. Because I think that, you know, I know an elected official--I think most elected officials would probably send their designees but they probably wouldn't attend every meeting and really couldn't be as responsibly subject to absence rules. Should we delete the section that refers to the elected officials and then just increase the number of community members and, you know, delete those five seats that refer to the elected officials and then just encourage the elected officials to attend the meeting in an advisory capacity or how would you like--

01:13:15

SUSAN BELINDA CHRISTIAN

Well, what about if we kept the elected official thing because I think I like the idea that the Committee is comprised of members who legislate and make law in the state or wherever else. But that they should designate someone and when they're able to come themselves, they can come with their designee. So they should choose in the beginning whether they are committing to coming to all the meetings or they're designating someone who will be there for them and they will also come when they can or would like.

01:13:51

MARK KELLEHER

If I may, I think I'd like to edit this so that it reads for the five seats that are referring to the elected officials, I'd like it to read the elected officials--the designees of the elected officials as the default. And the elected could certainly attend anytime they want but that someone from the elected official's staff should be the actual involved.

01:14:16

SUSAN BELINDA CHRISTIAN

I like that. Commissioner Karwande, you've been waiting.

01:14:20

MAYA KARWANDE

Yeah, I guess one comment I have, just the way it's written currently, I think it's consistent with our understanding that a seat is reserved for members either who are elected officials or for a personal designee. Like, there's five seats. Like, I guess I'm surprised, based on this language, that it is possible or at least has been possible in the past to have interchangeable people coming. It seems, just based on the language, that a seat is for a person and that person is either an elected official or the elected official's designee. I think that makes sense.

01:15:00

SUSAN BELINDA CHRISTIAN

That's a good point because, you know, you're probably making this point because you're reading it. And this has never happened before, this is new.

01:15:07

MAYA KARWANDE

Yeah, okay. So, yeah, I guess if that's the intention, I would think we would need to modify the language. But I think it sounds like it's not the intention to have it be interchangeable. It's the intention to have a seat be for one person, whether that person is the elected official and the elected official wants to agree that he or she will show up to all of the meetings or it's that elected official's designee and that person will show up to all of the meetings, and then the elected official will come along with the designee when possible, which is what Chair Christian was just explaining.

01:15:40

SUSAN BELINDA CHRISTIAN

How do others read that? Mr. Rao, did you have a comment about that?

01:15:42

SNEH RAO

Well, I was just gonna say to Commissioner Karwande's point, I think that sort of sentiment is confirmed by Lines 395 to 399, immediately below that main paragraph, where it says, "LGBTQAC membership will be comprised only with specific nominated and approved individuals as outlined above." So either that one needs rewording or the preceding paragraph does, if you want to change it.

01:16:12

SUSAN BELINDA CHRISTIAN

Well, I'm willing to, you know, be guided by how people read this because I'm at the point now where reading is not so fundamental.

01:16:23

MARK KELLEHER

I think I understand the sentiment, so I will align it accordingly, yeah.

01:16:32

SUSAN BELINDA CHRISTIAN

Okay.

01:16:37

MAYA KARWANDE

Well, wait, sorry. I'm a little confused. So where are we landing? We're landing if a seat is a person?

01:16:40

MARK KELLEHER

We're landing on the--that the seats are not exchangeable or transferable. That the Chief Executive or Executive Director must hold a seat or a staff designee but those are not interchangeable, that the Chief Executive or the Executive Director must specify that whoever is selected will either take the seat or the designee will take the seat. With the elected officials, we'll write it so that the default is that an elected official's staff designee is the target for the seat but that the elected officials are encouraged to attend. I don't know if we can--

01:17:39

MAYA KARWANDE

I would wonder if that's necessary. I mean, I think elected official can decide.

01:17:42

MARK KELLEHER

So just write it in the same way as the Executive Director or the CEO, just that we will aim for an elected official or his or her staff designee?

01:17:55

SUSAN BELINDA CHRISTIAN

And that brings up a point in my mind. Should we say not their personally designated representatives, should we add staff representatives so that we don't give them the opportunity to send their...you've been speaking it and I think it's a good addition...or they send their girlfriend or boyfriend (inaudible) or their dog, you know.

So that moves on to Page 11.

01:18:36

MARK KELLEHER

So on Page 11, the changes begin for Line 410 and those changes just indicate that the plan and the timeline for the Committee be formulated and announced 8 to 12 months in advance so that the committees aren't just flying sort of haphazardly by the seat of their pants. Because I think in the past it's been a little bit--it depends on the year but I think there hasn't always been a plan and a timeline going forward that's really specific.

01:19:12

SUSAN BELINDA CHRISTIAN

Commissioner Karwande.

01:19:13

MAYA KARWANDE

Yeah, my comment on this. Would it make sense to just have a hard deadline for when the schedule should be publicly announced?

01:19:23

SUSAN BELINDA CHRISTIAN

No.

01:19:24

MAYA KARWANDE

No, okay.

01:19:26

MARK KELLEHER

Yeah, we've modified that through here that it's by September there should be an announcement. But in the past, there was a specific timeline and it becomes--you would think it would help but it actually hasn't. And especially in relation to the membership, the recruiting a membership and the whole program of the committee, I think when it flows more with the Committee's leadership and the recruitment process, which is more time consuming than we've designated in the past, that if it were on going and more organic, it would probably lead to a stronger committee.

01:20:04

SUSAN BELINDA CHRISTIAN

The only thought I have about this goes toward the last--where the meetings are held, like, 415, 16-17, at the HRC offices in San Francisco unless otherwise moved as recommended by the commissioners

assigned to the AC. And I would just add, "And with proper notice" just so that it's clear.

01:20:29 MARK KELLEHER
But if the HRC's offices ever move, you don't want the address--

01:20:33 SUSAN BELINDA CHRISTIAN
Oh, I love that. I'm just talking about adding with proper notice to make sure that it's, you know, again, reiterated that all of this has to be done with proper notice under the rules.

01:20:45 MARK KELLEHER
So I made a similar change to the Equity Advisory Committee specifics below in Lines 437 to 446. We don't have to take action on those, as you indicated, Chair, earlier. But if we want to include those, we can. It's kind of a pro-forma change based on the LGBTAC change. Similar edits.

01:21:06 SUSAN BELINDA CHRISTIAN
So it is now 7:00 p.m. and I do have questions and issues with the Equity Advisory Committee and given that, you know, we're making these revisions to the bylaws based on the current reality, the political reality in our community and in the country, that there are now organizations that do this work that we should be working in concert with. I think the changes that we make to the LGBTAC is kind of the first step. You know, we work it out and then we apply it. I don't want to--because here there are differences between how we're treating the LGBTAC versus the EAC as it's drafted here and at least they seem to me. And I need discussion about that. If people want to go a little longer and right now give their thoughts about what is under the EAC Section B at Line 418 so that those thoughts are there when we take it up the next time or, Commissioner Clopton, you had asked to speak here.

01:22:16 KAREN CLOPTON
Well, I just--apropos of that, I just want to see something, and Commissioner Kelleher is quite good at this, about intersectionality. I am concerned about this description, you know, that the EAC will address all issues within the HRC, blah, blah, blah, that do not fall under the purview of the LGBTQ+. So that bothers me and--

01:22:43 SUSAN BELINDA CHRISTIAN
I agree. That--yeah. Well, functionally, it ends up being ridiculous, functionally.

01:22:52 KAREN CLOPTON
It does but, you know, I want to see it addressed that, you know, in terms of intersectional issues that arise, you know.

01:23:04 SUSAN BELINDA CHRISTIAN
Yeah, and I think that maybe there could be some statement about intersectionality. But, you know, my notes were here with respect to Line 423, that do not fall under the purview of the LGBTQ Advisory Committee. You know, that privileges the LGBTQ Advisory Committee with respect to the EAC and that's just not true.

01:23:22 KAREN CLOPTON
It's not appropriate.

01:23:23 SUSAN BELINDA CHRISTIAN
And also, it's too limiting. It means that anything touching LGBTQI+ can't be addressed and that's just not, you know, which part of me should go where? It's just not functional. So those are my thoughts about--just general thoughts about that paragraph and so--

01:23:45 MARK KELLEHER
Could I propose that I possibly draft something that's more holistic and then I will run that particular paragraph by the entire Commission before the next meeting and then we might adopt it at the next meeting when we take action on the rest of the bylaws...

01:24:06
Yes. Yeah--

SUSAN BELINDA CHRISTIAN

01:24:07

MARK KELLEHER

We could always, you know, speak as smaller groups if we need to, a working group if necessary, you know, if the Chair would like to call it working together to discuss it in more detail. If for some reason some questions come up with the draft that we would need to meet or discuss this.

01:24:25

SUSAN BELINDA CHRISTIAN

And so also, it's interesting and a little curious to me that we would specify what the Equity Advisory Committee should focus on and not do that for the LGBTQ. But, you know, again--

01:24:40

MARK KELLEHER

There must be some political history behind it.

01:24:44

MAYA KARWANDE

I think there is similar language, though, in the LGBTQ. Maybe not but--

01:24:50

SUSAN BELINDA CHRISTIAN

So at Line 425, for instance, "Charged in advising the Commission with respect to issues concerning employment, education, housing and any other areas affecting the human rights of San Francisco's residents." Maybe we want to signal that those areas are very important to us and we're certainly not limiting the purview of the EAC and to the extent that we want to signal things that are important to us, I would add health, maybe physical and mental health to that. So that's just something that caught my eye.

01:25:27

MARK KELLEHER

And we could add a line that encourages the EAC and the LGBTAC to coordinate and work closely, especially along the lines of intersectionality. We can mention the term to encourage a more holistic approach.

01:25:47

SUSAN BELINDA CHRISTIAN

Yeah, it would be good to think about that. I agree with Commissioner Clopton with you on that. The other thing that I had at Line 441 and 442 where we specify where traditional EAC meetings had been held. I don't know, we're not doing that with the LGBTAC so I'm not sure why we would do it with the EAC. Especially as we--and one of the things that we haven't had, which we did have with the LGBTQAC was, you know, a presentation from a staff member about the historical development of the AC and why that was appropriate. Why the structure was appropriate then and what happened and why it may not be so appropriate now. I think we need the same thing with respect to the EAC so that we can, you know, just make sure we're thinking about everything. And I would want to leave consideration for our edits to this portion of the bylaws until after we've had that, ideally. But, you know, maybe time will be too much of the essence for us to do that.

01:27:04

MARK KELLEHER

Right, right.

01:27:11

SUSAN BELINDA CHRISTIAN

So we've come to the end of the AC portion. We now have other committees. It is 7:05, we can go through to the end of this now or we can leave it. Right now we are one, two, three, four, five, six, seven, so we can lose two more people before we lose quorum. I'm happy to be guided by what people would like to do?

01:27:45

MARK KELLEHER

May I suggest?

01:27:46

SUSAN BELINDA CHRISTIAN

Yes.

01:27:47

MARK KELLEHER

My suggestion is that I make the edits that we've all discussed tonight and that we will also continue to discuss over email and then come back with a closer to finished document to vote on as an action item at the next meeting.

01:28:05

SUSAN BELINDA CHRISTIAN

I like that proposal. I don't think we need to vote on it. Okay. But we can vote, if people are comfortable, on the work we've done on the LGBTQI+ portion of the bylaws. Commissioner Porth.

01:28:26

ABIGAIL PORTH

Just as a matter of process going forward for the next round, it may be helpful for a couple of people to be working on this via email or, you know, as you said, Commissioner Kelleher, and just to kind of flag for any of us anything that is substantive and significant and going to really materially change the document. But I think we can probably proceed fairly quickly with the less substantive, more mundane elements and take a recommendation from those who are working on it and just go with that. I don't know that each piece needs to be discussed in depth by the entire Committee.

01:29:07

SUSAN BELINDA CHRISTIAN

Okay. We can try to boil that down a little bit. I just would say that sometimes things that seem mundane to one person, to another having been through an experience, will say, you know, "Actually, that's not so mundane. It changes things." But I do take your point. And I think that having gone through this, we have a lion's share of the substantive things. And I would also caution that talking about doing work over email, we get into--it's a hazardous--and so I think maybe it will be a discussion perhaps with the Executive Director or the Chair and a couple of other people, something to bring to the rest of the Commission, you know, outside of perhaps a formal task force. Commissioner Clopton?

01:30:00

KAREN CLOPTON

I move that we approve the description and section relating to the LGBTQI+ Advisory Committee today.

01:30:22

SUSAN BELINDA CHRISTIAN

And that would be at Page 10, Line 368, letter A, beginning there?

01:30:28

KAREN CLOPTON

Yes.

01:30:32

SUSAN BELINDA CHRISTIAN

Is that your motion?

01:30:32

KAREN CLOPTON

Yes.

01:30:34

SUSAN BELINDA CHRISTIAN

Is there a second to the motion?

01:30:41

JAMES LODUCA

I second.

01:30:46

SUSAN BELINDA CHRISTIAN

Thank you, Commissioner Loduca. And Commissioner Karwande, is there any discussion, commissioner discussion?

01:30:50

MAYA KARWANDE

I just have a question about the motion. So we're not approving the general changes to the Advisory Committee that are on Pages 7 to 10 we discussed today, we're only doing the changes on 10 to the top

of 11 before B, Equity Advisory Committee starts?

01:31:10 SUSAN BELINDA CHRISTIAN
Commissioner--okay. So that's a--Commissioner Pellegrini, do you want to speak to that?

01:31:13 JASON PELLEGRINI
Yeah, I just wanted to get clarity on that, as well. So it's not referring to the attendance section until we see that revised, correct?

01:31:25 KAREN CLOPTON
As the maker of the motion, that's correct.

01:31:27 MAYA KARWANDE
Okay. Okay. So we're tabling all of the general Advisory Committee--everything under Article 6, yes.

01:31:35 SUSAN BELINDA CHRISTIAN
And with the new red line that Commissioner Kelleher will provide to us so graciously, the changes that we agreed on tonight in that section I think can be added and we can consider that in conjunction with the EAC so that we will be considering it so that everything is harmonized and to our satisfaction.

01:31:58 MARK KELLEHER
But I don't think we'll be expecting to review Pages 7 through 10, that first section again. We'll be just reviewing that last section B of the Equity Advisory Committee on the last page, on Page 11.

01:32:12 SUSAN BELINDA CHRISTIAN
Well, maybe not expecting to review it but it will be agendized and people who were not here might have something to say and something might come to us. Yes. But the expectation is that, you know, that would be a last look. Commissioner Clopton.

01:32:25 KAREN CLOPTON
And the reason I'm making the motion, in addition to moving along and we have a quorum, is because this way we can move forward with recruitment and getting that started before September. So I think it's an important thing to do.

01:32:41 SUSAN BELINDA CHRISTIAN
I agree and there's nothing that would limit us from doing that if we don't deal with the general principles before, I don't think, that I see. So there's a motion on the table and Commissioner Loduca seconded. Is there any further commissioner comment on this item? Any public comment on this item? Seeing none, Mr. Secretary, would you please read the roll? And this would be include all of the edits that we agreed to on the LGBTQI+ section of the bylaws.

01:33:19 COMMISSION SECRETARY
Chair Christian.

01:33:19 SUSAN BELINDA CHRISTIAN
Aye.

01:33:20 COMMISSION SECRETARY
Commissioner Clopton.

01:33:21 KAREN CLOPTON
Aye.

01:33:26 COMMISSION SECRETARY
Commissioner Karwande

01:33:26

Yes.

MAYA KARWANDE

01:33:28

Commissioner Kelleher.

COMMISSION SECRETARY

01:33:29

Aye.

MARK KELLEHER

01:33:30

Commissioner Loduca.

COMMISSION SECRETARY

01:33:31

Aye.

JAMES LODUCA

01:33:34

Commissioner Pellegrini.

COMMISSION SECRETARY

01:33:35

Yes.

JASON PELLEGRINI

01:33:37

Commissioner Porth.

COMMISSION SECRETARY

01:33:37

Yes.

ABIGAIL PORTH

01:33:38

Motion passes.

COMMISSION SECRETARY

01:33:39

SUSAN BELINDA CHRISTIAN

Thank you so much. Moving on to the rest of the agenda. Item Number 6 is Chair's Report and I will do this briefly because these two items are on the agenda right now because I want to make sure they say within our focus, not so much as to make any decisions about anything tonight. So Item Number 6, discussion item. What I'm presently referring to as confronting historical and contemporary manifestations of white supremacist ideology and white nationalism, violence, structural inequality and terrorism.

So tragically and, you know, painfully, we continue to have actual events that bring these concepts and this problem to our attention and to our lives and to our table. Echoing what Commissioner Loduca raised for us at the beginning of the meeting, I just want to specifically name that the racist murders that occurred in El Paso, Texas, specifically targeting immigrants and specifically Latin X immigrants and specifically Mexicans occurred. And once again, brings to the fore that the racism of the current occupant of the White House and that person's party continue to wreak havoc on our values, our aspirations and the lives of people in our country and in our communities, and intentionally so. And then we also had another mass murder that took place in Dayton and what I haven't been able to keep up with exactly the developments but what is clearly a very diverse portion of that city. And I think we're at this point in the country's history where the things that have been with us from the very beginning, which were foundational and meant to be foundational, and the only reason this country exists is because those things were foundational, the racism, the genocide, the appropriation of peoples' lives and wealth and land that made this country possible. Went underground a little bit after the '60s when it became a little déclassé to be saying these things publicly. But now they've been brought back to the surface. It's like the poison that is seeping up from the ground and we are at a point where there are people who are advocating race riots and race war. This is obviously connected to gun violence. And one of the reasons that people are so loathed to give up their right to bear arms is because this country--people were able to arm themselves and form militias and fight against the government.

And I strongly believe, and this is not any, like, interesting or novel idea, that aside from legitimate concerns about Second Amendment rights and the Constitution, that this is very opposition to gun control and a refusal to address it is meant to keep the possibility of weapons of war and mass murder in the hands of people who may not be happy about the direction the country goes down. And I think we really need to think about that and be aware of that. But also, more fundamentally, I think as the Human Rights Commission, we have an obligation to deal with inequality that we've always known about and we have an opportunity right now that we cannot let go by, given the cost--the toll that it's taking and the cost at which it's being brought to our attention. The structural inequality and the violence that continues, has always continued to exist but was just hidden from those of us who weren't suffering them on a day to day basis. And so I think it's incumbent upon us to be imaginative and to do what we can to take this opportunity where the structural nature of all of this violence and all of this hate is visible to us and do what we can to make sure that we grapple with it and tear it apart as much as we possibly can.

And, you know, we don't always know--it's not apparent what that looks like but I think we all have ideas about things that we might be doing as a city and as a Commission and as individuals. And for me, that is one of the primary reasons and one of the primary things that I'm focused on. And I want us all to be focused on it together. I think we need to act in San Francisco with government and community organizations and individuals and make sure that San Francisco is acknowledging this, using these words and trying to figure out what we can do to, as much as possible, eradicate, but at the very least, try to uproot this stuff and move this country forward. You know, we're on a precipice. It's kind of a second reconstruction. You know, those of us who know something a little bit about history in this country know that there has been mass racial violence and murder against African-Americans and other people in other communities in this country before. But you don't learn about it in school unless you, like, get it in graduate school or later on your own reading.

So this is a very traitorous time, you know, the anti-Semitism, you know, broad racism, the clear and, you know, they're owning this, this effort to make this country white again. And so the immigration policy resulting from that.

So that's why I put this on here and that's why I'm keeping it on here and I'm hoping that we will start to build this out. And I really do want everybody to bring their ideas about all of this to the Commission so that we can start doing some things in addition to what we're already doing in the agency.

Any commissioner comment or discussion on that right now? Commissioner Clopton.

01:41:01

KAREN CLOPTON

I just want to commend the Chair for being outspoken and for maintaining this agenda item on the agenda. I'd like to see it on every agenda and that we speak openly about white supremacy and institutionalized racism whether it's in San Francisco government or the Federal government. And I want to shout out the staff efforts in this regard on the foundations of racial equity workshops that were given for five days. I hope that that's given on a regular basis. I hope to see improvements in it. I did attend that as well as the wonderful anniversary activities that went on for four days. It feels like last week. And, you know, bringing Dr. West here and the commissioners who attended, I applaud them and we definitely talked about important issues from reparations to genuine inclusion and ally-ship, solidarity and how important that is, that kind of radical inclusion. And talking very openly about anti-black racism. I know a lot of people want to be ABB which is anything but black but we need to be up front about that and what does that look like? I think having that ongoing discussion of intersectionality is important and always seeing the big picture. And moving forward, I am looking forward to having the conversation not just at the end of the agenda but at the beginning of the agenda, moving this item around and having presentations from the community as well as the staff on what kind of efforts we're making in eroding these processes.

01:43:32

SUSAN BELINDA CHRISTIAN

Absolutely. And I do want to note that toward the end, I do want to talk a little bit about--I want us to talk a little bit about the fabulous week that the staff planned and that Commissioner Clopton was very

instrumental in working on, too. But I also want to save a more substantive review of it until we have the director with us and a full commission but I do want to shout out that--I'm not sure who Guest One is. Commissioner Loduca.

01:44:08

JAMES LODUCA

I just want to add, following our very dynamic session on line edits to our charter, you just made me immensely proud to be a new member of this Commission and I think it's an incredibly important conversation at an incredibly important time and I welcome the ongoing dialog. I'm bringing some ideas of my own to this area, which we can discuss one on one or at a future meeting. 'Cause I know that the hour's getting late but I just want to express my thanks.

01:44:35

SUSAN BELINDA CHRISTIAN

Well, thank you. I appreciate that and once again, let you know that you are so welcome and we're looking forward to all working together on all of these things. Mr. Rao.

01:44:46

SNEH RAO

I was just going to share, you know, your comments made me think of an Op Ed in the New York Times this morning about what symbolic representation versus substantive change looks like when we're trying to disrupt white supremacy. And I found it to be very instructive and inspiring and to whatever end, it could be the same for the Commissioners. I encourage you to check it out. This morning's Op Ed. I think it was about the Squad, in particular, the women of color in Congress. But it was informative.

01:45:17

SUSAN BELINDA CHRISTIAN

Thank you for that. And one of the things I was thinking about is that perhaps I know that most of us are familiar with the equal justice society and Eva Patterson. And for the last year at least, she's created a little newsletter called This Week In White Supremacy. And I think maybe we should, through the staff, perhaps get this forwarded to everyone at the agency and at the commission. It's a fabulous resource for reading articles. It's a collection with links of articles from the media, various forms of media related to these issues. And so that it's a very good reading resource.

Commissioner Karwande.

01:46:07

MAYA KARWANDE

Thank you, Chair Christian, for raising the issue on the agenda and for your remarks. I would suggest--I know at the retreat we talked about possible subjects for having a kind of bigger hearing or bigger, I think, generally was the idea for the hearing, something that went really in depth and, you know, got people in from the outside. I don't know if this was a subject that would lend itself to using subpoena powers, which is something we talked about, but I think otherwise, this would be a good topic for kind of in-depth meeting.

01:46:49

SUSAN BELINDA CHRISTIAN

Sadly, I think it would one day; using the subpoena power, possibly. But it is something that I would like us to have a hearing on. And you mentioned the subpoena power thing. I've spoken briefly with our city attorney and I'm going to ask him to begin to think about how to prepare us for understanding what that power is and how to wield it. Anyone else at this moment? Any public comment on this particular discussion item? Seeing none, I'll just move briefly to addressing legislative acts attacking women's reproductive rights. This is also something that I want us to look at in the future, hopefully perhaps in conjunction with status of women. And I'm not going to say much more about that. I think we've all seen what's been going on, taking away the right to health care and bodily control and integrity away from women and, you know, soon it's quite likely that Roe vs. Wade will be overturned, could be overturned. And I think we need to be engaged in the discussion in the community about what that means from a human rights lens and also what we can be doing throughout California, maybe joining arms with other human relations committee, human rights committees throughout the state to speak and act in ways that might be useful.

Any commissioner comment on that item? Any public comment on that item? Seeing none, Mr.

Secretary, if you'd read the next item on the agenda.

01:48:34 COMMISSION SECRETARY
Adjournment.

01:48:37 SUSAN BELINDA CHRISTIAN
Commissioners activity in the community, number 7?

1:48:34 COMMISSION SECRETARY
Commissioner activities in the community.

01:48:43 SUSAN BELINDA CHRISTIAN
I know what you want to do. Same thing the rest of us want to do. So this is an opportunity for the commissioners to report back to the Commission on work they have been doing within San Francisco communities and I just want to talk about, just briefly, and again how amazing the week of the commemoration of the Human Rights Commission 55th anniversary, double nickels there, and I do want to have a more substantive review of what happened that week and what was said. It crushes me, as it has in the past when we've had other amazing events and commemorations that it was not videotaped. And I'm hoping--I'm not hoping. I'm requesting--and I've already spoken to the Executive Director about how we can do this and she feels the same, how we can make certain that going forward, we video or audio and-or audio or have written comments or papers or whatever, people who come and present to us use so that we make a record that is available throughout because that's one of the things that we're here to do. But it was fantastic and particularly, those of you who were not there--and I missed a lot because, you know, of work, but I was able to attend the awards and the jazz concert. That was such a phenomenal jazz concert and it was free. And it was so amazing. Those musicians, I've never seen them all--I don't think they'd ever played together. Individually, they're phenomenal and the way that they were together and how each of them performed that night, the depth, feeling that they brought that night was very moving. So I wanted to just say that on the record and want to talk more about it later.

And now other commissioners about activities in the community. Commissioner Kelleher.

01:50:59 MARK KELLEHER
I think it's really appropriate, given the work that the staff put into the 55th anniversary, all of the events at the jazz center and the Green Room with Dr. West's arguably historic speech, which should have been recorded. And I hope we at least have a transcript. But in the forefront of much of it was, as was alluded to earlier, Commissioner Clopton's work and in the time she spent--put in on that. It's unusual, we don't usually do this but I think we should all give her a hand, round of applause--

01:51:43 SUSAN BELINDA CHRISTIAN
I second that motion.

01:51:47 MARK KELLEHER
--for all of that time and effort. And I was proud to participate.

01:51:55 SUSAN BELINDA CHRISTIAN
I wholeheartedly agree. And again, not the last word on that. Any other commissioner comment? Any public comment on this item? Seeing none, moving to the next item, matters of interest or possible inclusion on future agendas. Colleagues, this is, you know, the opportunity to speak about something specifically that is on your mind. But please, I encourage you to use email for this item, especially and send the email to me and to the Executive Director about things that you want to see on future agendas. And I know that several of you have already done that recently and I thank you for that. Any commissioner comment on that? Any public comment? Seeing none, Mr. Secretary, would you read the next item on the agenda?

01:52:42 COMMISSION SECRETARY
Adjournment.

01:52:43

SUSAN BELINDA CHRISTIAN

It is 7:30 p.m. and this meeting is adjourned.