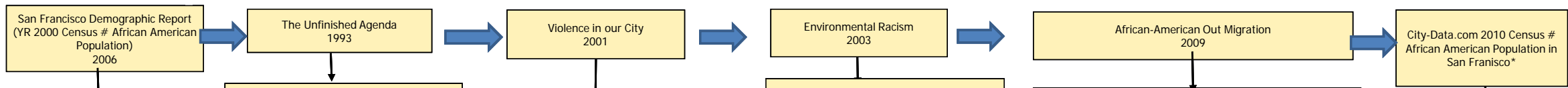


A COMPARATIVE REVIEW AND ANALYSIS OF EQUITY AND DIVERSITY REPORTS BY THE SAN FRANCISCO HUMAN RIGHTS COMMISSION (11.17.11)



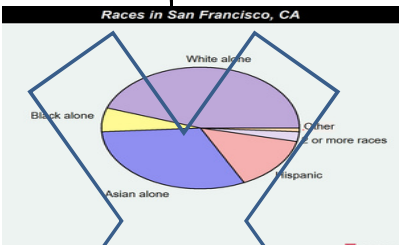
The goal of this report was to provide City Leaders and Policy Makers with a starting point to examine civic, social and economic impacts on the quality of life for communities in San Francisco

The Committee on African-American Parity (CAAP) of the San Francisco Human Rights Commission was formed to assess the status of the African-American Community in the City between 1964-1990. This 1993 Report looked to analyze whether the community was "better or worst off" by contemporary standards. This Report was designed to address inequities in 8 areas

San Francisco welcomed the 21st Century with a wave of unprecedented violence. From 9/2000 - 3/2011, The City's African American neighborhoods witnessed more than 50 fifty murders. The overwhelming majority of the victims were young African-American males.

The purpose of the workshop was to attempt to create a bridge b/w City government & Bayview Hunters Point community concerning issues of environmental justice. BVHP is a neighborhood suffering from a shockingly high degree of environmental degradation and contamination. Not coincidentally, it has the highest rates of breast, cervical and prostate cancer, asthma and respiratory illnesses in the State.

The African-American Community is currently experiencing an alarming decrease in population in the City and County of San Francisco. City Officials and concerned citizens looked to identify and address the causation of this exodus by creating a 2009 Task Force to develop recommendations for action. Recent reports note that the African-American population is below 4% and is on trend for further decrease. The African-American Community is calling on City Leadership to not only slow, but reverse this trend through socio-economic empowerment and development of the African-American Community.



	2000	
White	385,728	49.7%
Asian	239,565	30.8%
Hispanic *	109,504	14.1%
African American	60,515	7.8%

*US Census Bureau notes that Hispanics may be of any race so are included in applicable race categories which affects total

	2010	
White	367,507	45.1%
Asian	250,627	30.7%
Hispanic	117,492	14.4%
African American	47,596	5.8%

KEY AREAS OF FOCUS

- Employment and Entrepreneurship
- Education
- Criminal Justice
- Housing
- Health Services
- Media Relations
- Political Empowerment
- African American Families

- Education
- Recreation
- Youth Mentoring
- Economic Development
- Media

- Energy
- Health
- Protecting the South-East Community from:
 - Industrial Dumping
 - Pollution
 - Toxic Activities
 - Navel Shipyard
 - Mitigation Measures
 - Southeast Water Pollution Control Plan

- Education
- Job and Economic Development
- Housing
- Public Safety and Quality of Life
- Arts and Culture

African American Community Leaders estimates put the remaining African American population for the city of San Francisco at around 3.9 percent (San Francisco Bayview Newspaper -February 4, 2011)

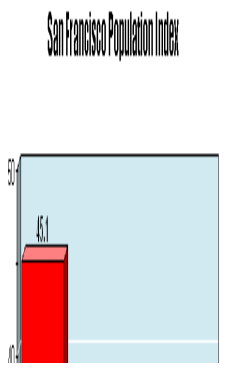
RECOMMENDATIONS

- SECURE A CLEARLY STATED PUBLIC COMMITMENT OF THE PUBLIC AND PRIVATE SECTOR LEADERSHIP TO THE EXISTENCE OF A VIABLE AFRICAN-AMERICAN COMMUNITY
- ESTABLISH AN AFRICAN-AMERICAN ECONOMIC DEVELOPMENT DISTRICT IN THE CITY TO SERVE AS THE CENTER OF A NEW TOURISM AREA THAT WILL ATTRACT TOURISTS IN THE SAME WAY AS A CHINATOWN, FISHERMAN'S WHARF OR OTHER LOCATIONS CENTRAL TO THE TOURSIM ECONOMY

- ALLOCATE CITY FUNDS FOR A PROGRAM THAT ADDRESSES THE NEEDS OF HIGH-RISK SINGLE FATHERS.
- IMPLEMENT AN INFORMATION CAMPAIGN AIMED AT RESTORING VOTING RIGHTS FOR THOSE CONVICTED OF A CRIMINAL OFFENSE.
- PUBLISH A BROCHURE FOR YOUTH ON WHAT TO DO WHEN STOPPED BY THE POLCE.
- INSTITUTE YOUTH ACHIWEVEMENT AWARDS.

- THE FIRST PARCEL OF THE NAVAL SHIPYARD IS READY FOR DEVELOPMENT.
- THE NEW CLEAN WATER MASTER PLAN WILL PROVIDE AN OPPORTUNITY TO AMELIORATE SOME OF THE ENVIRONMENTAL DEGRADATION CASUED BY THE PRESENCE OF THE SOUTHEAST PLANT IN THE NIEGHBORHOOD AS WELL AS INTRODUCE ENVIRNOMENTALLY FRIENDLY RECYCLING METHODS.
- THE HUNTERS POINT POWER PLANT IS DUE TO BE SHUT DOWN IN 2005

- Expand Homeownership Opportunities for Existing and Potential African-American Residents
- Stabilize and Improve Conditions in San Francisco's Public Housing
- Promote Public Policies that Support Retention and Attraction Strategies
- Preserve and Improve Existing Housing Stock and Produce New Affordable Housing
- Strengthen Infrastructure to Improve Pre-K through College Achievement
- Establish Direct and Effective Linkages to Community Colleges & Universities



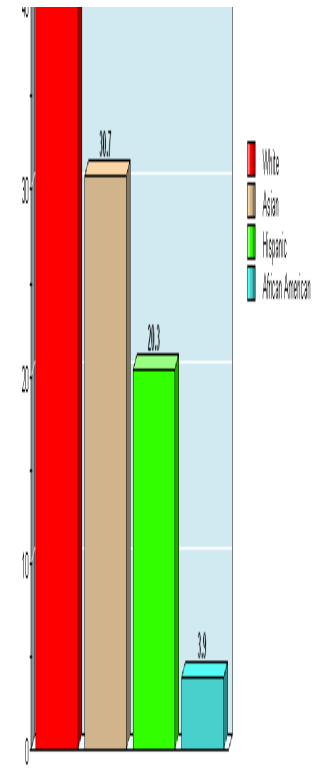
3. ESTABLISH AN AFRICAN-AMERICAN DEVELOPMENT FOUNDATION AND FUND IT THROUGH A VOLUNTARY "TAX" OF 0.05% (HALF OF ONE PERCENT) ON THE GROSS REVENUES OF AFRICAN-AMERICAN OWNED BUSINESSES-ESPECIALLY THOSE THAT RECEIVE CONTRACTING PREFERENCE UNDER THE CITY'S LBE PROGRAM
4. NEGOTIATE SPECIFIC PRIVATE SECTOR HIRING AND TRAINING GOALS WITH THE PRIVATE SECTOR COMPANIES ESPECIALLY FROM THOSE THAT SUBSTANTIALLY BENEFIT FROM THE AFRICAN-AMERICAN COMMUNITY
5. NEGOTIATE GOALS W/ PRIVATE SECTOR COMPANIES FOR SUB-CONTRACTS W/ SF BASED AFRICAN-AMERICAN ENTREPRENEURS.
6. NEGOTIATE TRAINING AND HIRING GOALS AND SUBCONTRACTING GOALS W/ NON PROFITS AND FOR PROFIT DEVELOPMENTS
7. IMPLEMENT AGGRESSIVE RECRUITMENT IN MUNICIPAL EMPLOYMENT
8. PROMOTE ALTERNATIVES TO INCARCERATION.
9. ESTABLISH VOCATIONAL PROGRAMS
10. ESTABLISH A CLEARINGHOUSE FOR AFRICAN-AMERICANS TO FACILITATE NETWORKING, MUTUAL PURCHASING AND SALES OPPORTUNITIES
11. NEGOTIATE A COMMITMENT TO INCREASE LENDING TO AA HOMEBUYERS AND ENTREPRENEURS ON THE PART OF BANKS AND OTHER LENDING INSTITUTIONS.
12. WORK W/ LABOR UNIONS TO INCREASE RECRUITMENT
13. DEVELOPE COLLEGE EDUCATION GUARENTEE PROGRAMS
14. ENCOURAGE MORE AFFORDABLE HOUSING
15. INSTITUTE A MEDIA BASED LONG TERM PUBLIC EDUCATION CAMPAIGN TO FOSTER CONFIDENCE IN COMMUNITY AND ECONOMIC DEVELOPMENT
16. SEEK TO BUILD POLITICAL AND ECONOMIC COALITIONS WITH OTHER ETHNIC MINORITIES

5. PROVIDE IMPROVED AFTER-SCHOOL PROGRAMS IMPLEMENT A CITY WIDE MENTORSHIP PROGRAM
6. INCREASE APPRENTICESHIPS AND JOB TRAINING PROGRAMS.
7. CREATE A PUBLIC FORUM FOR DIALOGUE BETWEEN THE MEDIA AND COMMUNITIES OF COLOR.
8. PUBLISH A CATALOGUE OF PROGRAMS (CITY AND NON GOVERNMENT)DESIGNED TO ADDRESS THE ISSUE OF VIOLENCE IN AFFECTED COMMUNITIES
9. CREATE A ONE STOP COMMUNITY OUTREACH CENTER.
10. CULTURAL COMTENCY
11. INCREASE ACCESS TO THERAPY AND OTHER MENTAL HEALTH SERVICES TO DEAL WITH THE EFFECTS OF VIOLENCE IN AFFECTED COMMUNITIES.
12. FOCUS LAW ENFORCEMENT ON GUN DEALERS
13. AGGRESSIVELY TARGET STREET-LEVEL DRUG DEALERS TARGET AND PROSECUTE "PROFESSIONAL CRIMINALS.
14. INCREASE TREATMENT PROGRAMS
15. RE-ESTABLISH BEAT OFFICERS
16. ENSURE DIVERSITY ON POLICE FORCE
17. ADOPT AN EFFECTIVE WITNESS PROTECTION PROGRAM.
18. INCREASE CONSTRUCTIVE

5. PLANS ARE BEING PREPARED TO UPGRADE AND EXPAND THE SOUTHEAST HEALTH CENTER.
6. THE PLANNING DEPARTMENT IS REZONING THE NEIGHBORHOOD THROUGH COMMUNITY PLANNING PROCESS.
7. THE PORT HAS A PLAN FOR THE SOUTHEAST WATER FRONT.
8. THE THIRD STREET RAILWAY LINE, CONNECTING THE COMMUNITY TO DOWNTOWN SF, WILL ENCOURAGE INVESTMENT AND NEIGHBORHOOD ENHANCEMENT.
9. RECOGNIZE AND ADDRESS THE POTENTIAL DANGER AND GENTRIFICATION THAT MAY RESULT.
10. WORK WITH AND FORWARD REPORT TO BOARD OF SUPERVISORS.
11. RECOMMEND TO BOS TO ADOPT AND INSTITUTE LEGISLATION OUTLINING A LOCAL VERSION OF THE PRINCIPLES OF ENVIRONMENTAL JUSTICE.

8. Continue to Support and Expand Programs for Youth Engagement
9. Implement Strategies that Increase Employment Opportunities for African-American Residents
10. Promote Business Development Opportunities for African-American Owned Businesses
11. Strengthen Economic Development Activities Focused on Historically African-American Communities
12. Increase Support to Institutions that Highlight African-American Art and Culture
13. Increase Profile of African-Americans in San Francisco's Tourism Industry
14. Increase Support to Efforts that Focus on Creating a Sense of Place for African-Americans Within the City
15. Maintain Funding and Political Support for Violence Prevention and Stabilization Programs
16. Expand Support for Victims of Violence
17. Actively monitor and facilitate better relationships between communities, the Police Departments, and the Criminal Justice System
18. Develop Community Supports for the Re-Entry Population to Actively Lower the Recidivism Rate

COMMON THEMES IN REPORTS IDENTIFIED AS CRITICAL TO ATTRACTING AND RETAINING THE AFRICAN-AMERICAN COMMUNITY

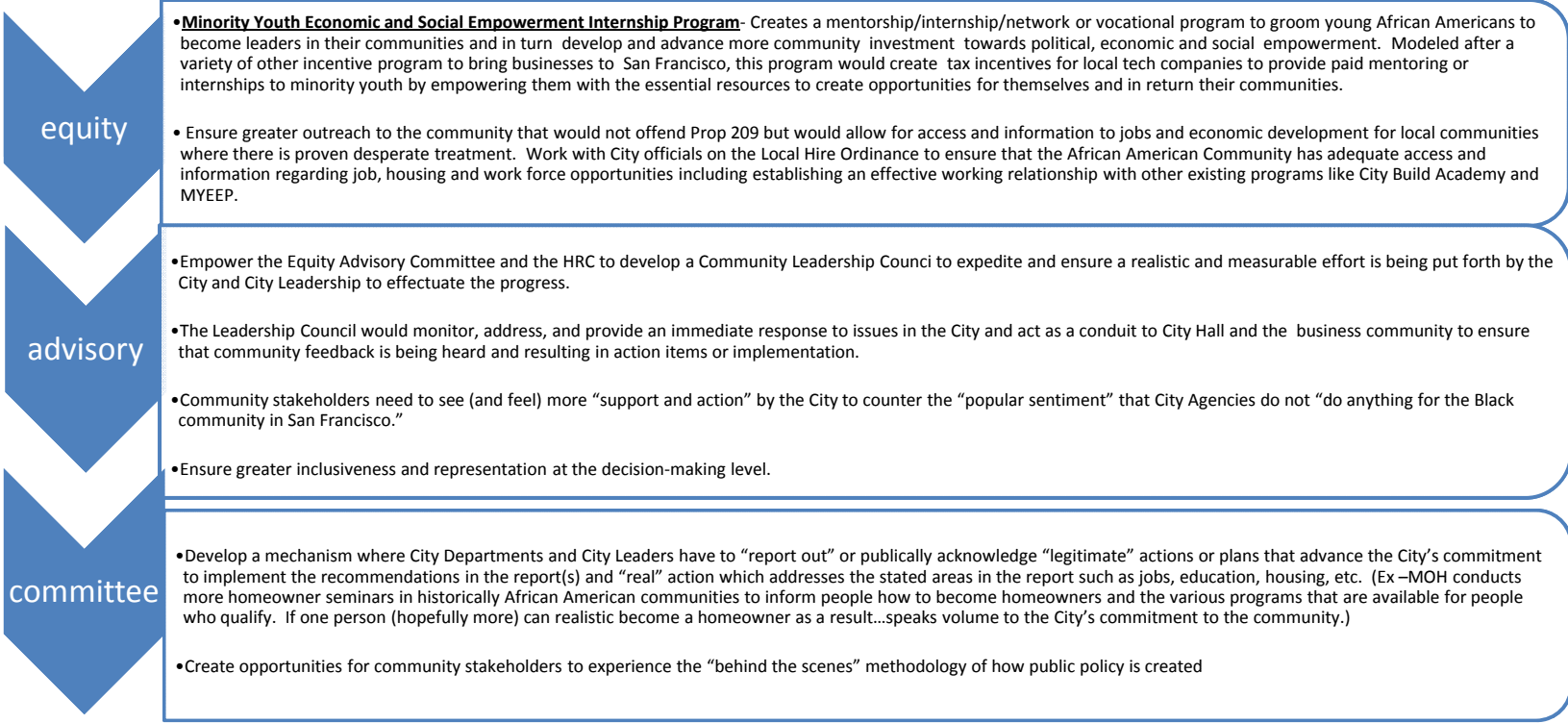






- **Housing** - Redevelopment, MOH, and Housing Authority have convened a “sub-committee” from the Task Force to review some of the recommendations as it relates to housing. As a result, the sub-committee has implemented a number of the recommendations as it relates to **public housing revitalization**, strengthening the certificate of preference program, doing greater outreach around affordable housing.
- **Local Hire** program as been very instrumental toward seeing tangible results in terms of employment and economic viability. (mostly related to construction)- City Build

EQUITY ADVISORY COMMITTEE PROPOSED ACTION ITEMS



THE EQUITY ADVISORY COMMITTEE (EAC) IS ON TRACK TO ESTABLISH A MINORITY YOUTH CIVIC AND ECONOMIC EMPOWERMENT INTERNSHIP/MENTORSHIP PROGRAM

1