
HUMAN RIGHTS COMMISSION

City and County of San Francisco

Regular Meeting Minutes

January 24, 2019

5:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Susan Belinda Christian, *Chair*

Michael Sweet, *Vice-Chair*

Karen Clopton, Commissioner

Hala Hijazi, Commissioner

Maya Karwande, Commissioner

Mark Kelleher, Commissioner

Jason Pellegrini, Commissioner

Abigail Porth, Commissioner

Joseph Sweiss, Commissioner

Sheryl Evans Davis, Executive Director

SAN FRANCISCO HUMAN RIGHTS COMMISSION
REGULAR MEETING MINUTES
JANUARY 24, 2019

Present:

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

Absent:

00:00:03

SUSAN BELINDA CHRISTIAN

Good evening. It is 5:32 p.m. on Thursday, January 24, 2019. And this is the regular meeting of the San Francisco Human Rights Commission. Madam Secretary, would you please read the roll?

00:00:18

COMMISSION SECRETARY

Chair Christian.

00:00:20

SUSAN BELINDA CHRISTIAN

Here.

00:00:21

COMMISSION SECRETARY

Vice Chair Sweet. Commissioner Clopton.

00:00:24

KAREN CLOPTON

Here.

00:00:26

COMMISSION SECRETARY

Commissioner Hijazi.

00:00:27

HALA HIJAZI

Here.

00:00:28

COMMISSION SECRETARY

Commissioner Karwande. Commissioner Kelleher. Commissioner Pellegrini.

00:00:34

JASON PELLEGRINI

Here.

00:00:35

COMMISSION SECRETARY

Commissioner Porth.

00:00:36

ABIGAIL PORTH

Here.

00:00:37

COMMISSION SECRETARY

Commissioner Sweiss.

00:00:38

JOSEPH SWEISS

Here.

00:00:39

COMMISSION SECRETARY

We have quorum.

00:00:40

SUSAN BELINDA CHRISTIAN

Thank you. And now I will call for public comment on items not on the Agenda tonight. This is an opportunity for members of the public to address the Commission on matters that fall within our purview, but which are not on tonight's Agenda. And I have a card from Ace on the Case Washington.

00:00:59

ACE WASHINGTON

How is everyone doing this evening? Happy New Year. Happy new you, happy new me. Happy new community. I'm just here, and I might not be here for the other Agendas, but it's a wonderful Agenda that you have there because a lot of things that pertain to what I'm getting ready to say in this next moment, so the Out Migration. So--and the last minute was so eloquently--I mean I didn't know I said it, but basically what we have here, exactly what I'm trying to put together is a delegate to go to Sacramento to visit the governor. I mentioned at the bottom down here we have the governor. We have queen bee, mayor. We have Blackwell. We have HRC. And then you got me, A-C-E. What else you need? Now, what we have going on here is a new technique that is so valuable to the younger generation to do this generation a reunion. Now, I don't have too much time and I'm gonna try to stay and speak on the other issues, but I gotta get to the Western Addition, to the Fillmore, with other issues pertaining to a lot of things.

Now, the thing is in my--the Western Addition, we'll talk about that later. But it's so unpeccable that we got one of those small buildings has three lawsuits. The city suing the developer. The developer turning around suing them, and then we got Agi—oh... And then we got another person that's suing, and they named the queen. And they know better. Hold up. In my community, we gonna have the community court. We gonna find out what the hell's going on. My name is Ace. I'm on the case. But that was one of my cases, the restaurant deal. And if Agi think he's--listen, anyway thank you very much.

00:02:57

SUSAN BELINDA CHRISTIAN

Thank you, Mr. Washington. Is there any other public comment on items not on tonight's Agenda? Please step forward, and if you are comfortable doing so, let us know your name.

00:03:10

KARL P.

Hi. I'm actually--I live in the Mission neighborhood for decades now. And we need some help against hate in our neighborhood. You may or may not be aware of the protests going on in front of Manny's at 16th and Valencia. But when I was walking home from work the other day, there were people screaming "Zionists out of the Mission" over and over. "Zionists out of the Mission." And that's hate. That felt very much like hate speech. I know that they're attacking Manny as being a gentrifier. I've lived in the neighborhood a long time. He's not a gentrifier. He actually activated a space. It's been a terrible space for a while. But hearing very loudly blasting on megaphones "Zionists out of the Mission" over and over every Wednesday night, this group is just really

upsetting to me and my family. And I really would like you guys to do something about that. We need help against hate. The Rabbi of the local synagogue, Sha'ar Zahav, I know is equally upset about it. I've spoken to her. She says that, you know, they're kind of in a motive of ignoring it and hoping it'll go away, but it's not going to go away. And it's normalizing hate against Jews on the streets of San Francisco, and that's not tolerable. And I really would like the Human Rights Commission to address this, to monitor it, to let us know is there any legal way we can stop these people from spewing this hate. I mean people have the right to protest, no problem. But "Zionists out of the Mission" over and over is just very upsetting to me and a lot of people in the neighborhood who aren't here today, but I'm speaking for them. And thank you very much. I really hope you can help us out.

00:05:12

SUSAN BELINDA CHRISTIAN

Thank you very much for coming out and speaking to us tonight. If you are comfortable, can you give us your name for the record? And if otherwise, can you leave us some contact information where we can reach out to you outside of the meeting?

00:05:24

KARL P.

I will. Who should I give the contact information to?

00:05:26

SUSAN BELINDA CHRISTIAN

Would you see our secretary for that, please?

00:05:29

KARL P.

Thank you very much.

00:05:30

SUSAN BELINDA CHRISTIAN

Thank you so much for coming out tonight. Did you want to say anything?

00:05:35

KARL P.

I do.

00:05:41

SUSAN BELINDA CHRISTIAN

Is there any further public comment on items not on the Agenda? Seeing none, Madam Secretary, would you please read the next item?

00:05:50

COMMISSION SECRETARY

Adoption of Minutes dated January 10, 2019.

00:05:54

SUSAN BELINDA CHRISTIAN

So, Colleagues, these are circulated, and I will entertain a motion.

00:06:14

MICHAEL SWEET

Motion to approve.

00:06:16

SUSAN BELINDA CHRISTIAN

Thank you, Vice Chair Sweet. Is there a second?

00:06:23

JASON PELLEGRINI

Second.

00:05:50

SUSAN BELINDA CHRISTIAN

Is there any public comment on this item? Any Commissioner comments or discussion? Seeing none, Madam Secretary, please read the roll.

00:06:38 COMMISSION SECRETARY
Chair Christian.

00:06:39 SUSAN BELINDA CHRISTIAN
Yes.

00:06:41 COMMISSION SECRETARY
Vice Chair Sweet.

00:06:43 MICHAEL SWEET
Yes.

00:06:44 COMMISSION SECRETARY
Commissioner Clopton.

00:06:45 KAREN CLOPTON
Yes.

00:06:46 COMMISSION SECRETARY
Commissioner Hijazi.

00:06:47 HALA HIJAZI
Yes.

00:06:48 COMMISSION SECRETARY
Commissioner Pellegrini.

00:06:50 JASON PELLEGRINI
Yes.

00:06:51 COMMISSION SECRETARY
Commissioner Porth.

00:06:52 ABIGAIL PORTH
Yes.

00:06:53 COMMISSION SECRETARY
Commissioner Sweiss.

00:06:54 JOSEPH SWEISS
Yes.

00:06:55 COMMISSION SECRETARY
Motion passes.

00:06:57 SUSAN BELINDA CHRISTIAN
Thank you. And it is now 5:40, and with--and we have guests here tonight. I'm going to ask you to indulge us for a moment. We want to move up an Agenda item that requires a vote. So Madam Secretary, would you--I'm asking to move Item No. 5 up to the top at the Chair's prerogative.

00:07:21 COMMISSION SECRETARY
Nominations and election for Chair and Vice Chair of the San Francisco Human Rights Commission.

00:07:26

SUSAN BELINDA CHRISTIAN

Okay, Colleagues, so agendize this tonight because we are in January, and it's time once again to address the elections. And we're going to try to do both the nominations and the vote tonight. And so at this moment, I will entertain nominations for Chair of the Human Rights Commission. Commissioner Porth.

00:07:51

ABIGAIL PORTH

I'd like to nominate the chair of our commission for continuing in her service as Chair of the Commission going forward.

00:08:00

SUSAN BELINDA CHRISTIAN

Thank you for that nomination. Is there a second?

00:08:04

KAREN CLOPTON

Second.

00:08:05

SUSAN BELINDA CHRISTIAN

Thank you, Commission. And I will ask if there are any other nominations. Is there any public comment on this nomination? Any Commissioner discussion? Seeing none, Madam Secretary, would you please read the roll?

00:08:31

COMMISSION SECRETARY

Chair Christian.

00:08:32

SUSAN BELINDA CHRISTIAN

Aye.

00:08:33

COMMISSION SECRETARY

Vice Chair Sweet.

00:08:34

MICHAEL SWEET

Aye.

00:08:35

COMMISSION SECRETARY

Commissioner Clopton.

00:08:37

KAREN CLOPTON

Yes.

00:08:39

COMMISSION SECRETARY

Commissioner Hijazi.

00:08:40

HALA HIJAZI

Yes.

00:08:41

COMMISSION SECRETARY

Commissioner Kelleher.

00:08:42

MARK KELLEHER

Aye.

00:08:43

COMMISSION SECRETARY

Commissioner Pellegrini.

00:08:45 JASON PELLEGRINI

Yes.

00:08:46 COMMISSION SECRETARY

Commissioner Porth.

00:08:47 ABIGAIL PORTH

Yes.

00:08:48 COMMISSION SECRETARY

Commissioner Sweiss.

00:08:49 JOSEPH SWEISS

Yes.

00:08:50 COMMISSION SECRETARY

With eight votes majority, Chair Christian will remain chair of the Human Rights Commission.

00:08:55 SUSAN BELINDA CHRISTIAN

Thank you, Colleagues, for that vote of confidence. I'll do my best to live up to it. Now, I will take--we'll take nominations for Vice Chair of the Human Rights Commission. And I would like to nominate Michael Sweet to remain vice chair. Is there a second for the nomination?

00:09:18 ABIGAIL PORTH

Aye--I mean second. I forgot one is the the vote.

00:09:22 SUSAN BELINDA CHRISTIAN

Thank you, Commissioner Porth. Is there any public comment on this nomination? Any Commissioner discussion? Seeing none, Madam Secretary, would you please read the--oh, actually yes. Are there any further nominations on--for vice chair of the San Francisco Human Rights Commission? Seeing none, Madam Secretary, would you please read the roll?

00:09:52 COMMISSION SECRETARY

Chair Christian.

00:09:53 SUSAN BELINDA CHRISTIAN

Yes.

00:09:55 COMMISSION SECRETARY

Vice Chair Sweet.

00:09:56 MICHAEL SWEET

Yes.

00:09:58 COMMISSION SECRETARY

Commissioner Clopton.

00:10:00 KAREN CLOPTON

Yes.

00:10:01 COMMISSION SECRETARY

Commissioner Hijazi.

00:10:02 HALA HIJAZI

Yes.

00:10:03 COMMISSION SECRETARY
Commissioner Kelleher.

00:10:05 MARK KELLEHER
Aye.

00:10:06 COMMISSION SECRETARY
Commissioner Pellegrini.

00:10:07 JASON PELLEGRINI
Yes.

00:10:09 COMMISSION SECRETARY
Commissioner Porth.

00:10:10 ABIGAIL PORTH
Aye.

00:10:11 COMMISSION SECRETARY
Commissioner Sweiss.

00:10:12 JOSEPH SWEISS
Yes.

00:08:50 COMMISSION SECRETARY
With the majority of the votes, Vice Chair Sweet will remain as vice chair of the Human Rights Commission.

00:10:19 SUSAN BELINDA CHRISTIAN
Thank you. Eight votes?

00:10:19 COMMISSION SECRETARY
Yes.

00:10:20 SUSAN BELINDA CHRISTIAN
Thank you. Thanks for indulging the movement of that item. And we will now move back to our regular business with--regular business Agenda Item No. 3.

00:10:31 COMMISSION SECRETARY
Update on projects and staff. First up, My Brother's Keeper, MBK, National Summit for February 18th through the 20th, 2019. Presenter is Jenny Lam, Advisor to Mayor on education and newly appointed to Board of Education.

00:10:48 SUSAN BELINDA CHRISTIAN
Welcome.

00:10:50 JENNY LAM
Thank you. Thank you, Commissioners, for having me speak on behalf of the work that the local host committee, the MBK Alliance. And before I get started and just giving a high overview of the inaugural MBK Rising Summit that will be occurring in February, I just want to acknowledge and thank Director Davis, the HRC team for their work over the past five years and more around My Brothers and Sisters Keeper, MBKSKSF. We are one of the few in the nation that includes sisters and the acknowledgment of young women of color in the word of My Brother's Keeper.

So it's very exciting that for the launch of MBK Rising, which is a national gathering summit that will be taking place in the Bay Area, as an acknowledgment and recognition of bringing together hundreds of leaders, practitioners and youth from across the country to come together and reflect about what has worked, to share the highlights, the innovations and the challenges from President Obama since the launching of MBK five years ago.

There have been a host, a local host committee that's been meeting over the last couple of months both in San Francisco, again, led by Director Davis and the HRC team, as well as our colleagues and counterparts in the city of Oakland. And we're really excited about the three days to really shine of the work that's been happening in the Bay Area. Again, not just since the launching of MBK, but decades of activism, the focus of young people at the core of our work and how that really can lead to the influence of the work on a national conversation and the work on the federal and national levels.

There's going to be, again, the launch of three full days of activity. The first day is going to be bringing together on a day of service, both in Oakland and in San Francisco. And that will be a chance again to highlight the work of bringing folks together in the two cities, but also people who are coming from around the country. And the MBK Rising is going to include 700 people, which are going to be about half, will be from the participants who are doing the work around the country and then half will be here that are based in the Bay Area. The day of service both the cities of Oakland and San Francisco have decided to focus on literacy. In San Francisco, we will be hosting at the Burton High School and we'll be offering an array of workshops that will be crossing across ages from early, you know, elementary if not earlier, preschool all the way through high school. I'd be happy to take questions and also have Director Davis and the team here answer any of those additional questions. I know there was a big working session to really hammer out some of the details of the first day this afternoon. Unfortunately, I was not able to make that planning session. Followed by the day of service, which will start from about 11:00 to 3:00, there will also then be a community dinner which will bring together, again, the hosts, the two local committee hosts to again build community, share to begin the dialogue. And, again, the core goals of the weekend of MBK Rising is really centered around four goals. One is to connect the MBK community and to be able to train and offer those opportunities to bring together young people and adult leaders to be able to share those successes of the MBA program. Third is then to spotlight the innovations and individuals across the country, there again having that direct impact of advancing the outcomes of boys and young women of color--I'm sorry, young men of color and young women of color to be able to thrive. And then lastly, it's really about the goals of reenergizing and strengthening that network of individuals and organizations that are committed to this work.

Day two will then kick off with more of a traditional, what we would think of traditional conference. This is going to be held, all activities of the summit will be based at the Scottish Rite location in Oakland. It will include what they're calling mainstage or what we would see as plenary. And that's a chance for changemakers and influencers to be onstage to have those discussions. And then there will be breakouts throughout the day, as well, which will then allow to go deeper into some of the issue areas. I know that there have also been discussions of how important it is for the breakouts throughout the day for youth-led involvement and youth integrated into these workshops, as well. And that's been a lot of the intent both at the national planning

committee as well as the local hosting committees. How do we ensure that youth and youth perspective is really at the core rather than, you know, just the adults having the conversation? And, again, really proud of the work that San Francisco has led through the HRC team. And, obviously, the folks here doing the work here every day in the neighborhoods.

And then day three will be a continued day of general sessions, a couple of main stage events, as well as the breakouts, the continue of the breakout. And that will allow then a closing general session. Again, if there's questions, I'd be happy to direct those to Director Davis, who's been in close contact with the Obama Foundation and the team there that's part of the national planning. So that's really my hopes of today, just giving you a very high-level summary of the activities. Again, I think it's a really great opportunity for Mayor Breed as well as Mayor Shaft to show the spotlight around the great work that's been happening in the Bay Area and the region. Any questions?

00:17:34

SUSAN BELINDA CHRISTIAN

Thank you for that high-level overview. The--can you tell us--I know that Sheryl will be able to drill down on this very deeply for us. But other than highlighting the work that is being done, are there any other goals for these three days?

00:17:57

JENNY LAM

I think it's really an opportunity, again, to reignite and reenergize the work that's been happening across the country and ensuring, again, that young men and young women of color have an, you know, have that chance to, really, what does it take to thrive. And through the Obama Foundation, the two components is really focused on mentoring and violence prevention. And I know that locally, again, with My Brothers and Sisters Keeper, we've been going deeper and broader. And for here, around in San Francisco, particularly with Mayor Breed's opportunities for all is another layer of that work and how we're supporting young people in their growth over a continuum of time not only in their education, but career development and really career skills.

00:18:46

SUSAN BELINDA CHRISTIAN

Great, thank you. Commissioners, are there any questions or comments for our speaker? Any public comment on this item? Seeing none, thank you so much for being with us tonight. Looking forward to working with you in the future.

00:19:00

JENNY LAM

Thank you so much.

00:19:03

COMMISSION SECRETARY

Next up, GARE update. Presenter Zoe Polk, Deputy Director of the Human Rights Commission.

00:19:13

SUSAN BELINDA CHRISTIAN

Welcome Deputy Director.

00:19:15

ZOE POLK

Good evening. Happy New Year.

00:19:17

SUSAN BELINDA CHRISTIAN

Happy New Year.

00:19:19

ZOE POLK

I feel like it's been so long I should put all the holidays in there. Happy Holidays, Happy Pride, Eid Mubarak, L'Shana Tova. It's good to see you all again after it's been some time. I am Zoe Polk. I

am the Deputy Director of the Human Rights Commission and I lead the citywide Racial Equity Working Group. And so for the past four years, the Human Rights Commission has been hosting this initiative, working with more than 30 city departments on their racial equity plans. Each participating department is asked to develop an internal racial equity committee. These committee members are charged with assessing the department's policies and practices using a racial equity lens, and then they use that data to inform the development of a racial equity plan.

In your binders, you have a copy of a one-pager that gives you more information about the program, including which departments we're working with, a few of the impacts we've made as well as the recruitment process we utilized this year. In 2019, we're excited to add a couple of new departments to the cohort, including the airport, SFUSD, Juvenile Probation Department, the police department, the Digital Equity Committee, the public defender and the sheriff's office. They've all joined the working group with at least two employees each in the cohort. And we're looking forward to deepening work with all of these departments. If you have any questions for me about the program in general or about the information in front of you, please let me know.

00:20:38

SUSAN BELINDA CHRISTIAN

Commissioner Pellegrini.

00:20:40

JASON PELLEGRINI

I had a question. Do contractors with these departments have to participate in this as well, or is this just for city departments?

00:20:47

ZOE POLK

So it's a completely voluntary program. We take applications. The Human Rights Commission hosts the initiative. We take applications from departments. This year, we had about three times as many applications as we had spots on the team. And it's for city employees. City employees administer contracts with outside entities and they influence, certainly, the way that--hopefully, they influence the way that contractors also do their business. But it is exclusively for city employees.

00:21:13

SUSAN BELINDA CHRISTIAN

Commissioner Porth.

00:21:3154

ABIGAIL PORTH

It's incredibly impressive just to see this scope and the depth with which you're running this project. I'm just curious about two things. One is what are your measures of success? How are you looking at--how do you track whether this is making an impact and kind of seeping into each of the city departments? And the other is are you looking for other--what's kind of next? What's the expansion--is there expansion on the horizon or other ways in which you see deepening the program?

00:21:40

ZOE POLK

Those are great questions. You know, one of the things that I often remind our participants in the cohort who reach frustrations, whether internally or externally, is that, you know, racism wasn't created overnight. And so it's certainly not going to be dismantled within a year or five years. And so we need to be mindful of how intentional we need to be and structured we need to be in order to, you know, to take a part bit by bit this behemoth problem. So we measure in a couple of ways. One, we look at transactional successes. So those could be different policies the departments use, a racial equity tool to determine maybe how to dispart impact on communities of color to the benefit of white people. One example I can give is a department use a racial equity lens to look at their

telecommuting policy and realize that the way that the policy was set up that only white people were able to work from home and the employees of color were not able to. So they reassessed that policy based on the racial equity tool and the advice we gave them, and have been able to make a more equitable policy.

We have--another department had a grants application process that seemed to be unfair, and was based on the analysis they did with the racial equity tool, unfairly penalizing nonprofit contractors who had predominantly employees of color. They went through the racial equity analysis with us because they had an inkling this was going on and decided they needed to change that process, as well. So we measure success kind of on an individual level. We also think about it from a staff level. And I work with two other colleagues, Sami Iwata and Ariana Flores on this, looking at results based on accountability metric. So these can look at like micro-details, like how many--are the employees showing up to every meeting we have, how often are they meeting with us, how many times have we provided them technical assistance, how many times have they had difficult or challenging conversations with their executive director maybe to push something that otherwise isn't going to be done. We look at how are they institutionalizing racial equity. So are they forming a committee within their department? Is that committee using--is that the employees' full-time job? Is it 50 percent of their job? How are they redistributing work based on the employee--the work the employee is doing? And then the utilization of the racial equity tool, how many times they're using the racial equity tool. And then also developing a racial equity plan, which the Arts Commission and the planning commission in the last month have formalized to their commission about three to five-year plans in which they have a host of strategies to look at racial equity internally and externally. So there's a couple of different ways that we look at it. Each department has very different and very on their own, you know, have their own journey as well as their own way to approach this. And we try, as a team of three, we try to support each department and where they're at.

00:24:27 SUSAN BELINDA CHRISTIAN

Commissioner Porth, are you still--

00:24:29 ABIGAIL PORTH

Yeah.

00:24:29 SHERYL EVANS DAVIS

Expansion.

00:24:31 ZOE POLK

The expansion. I think what success will look like for us is, you know, San Francisco looking similar to the private sector where every city department has a chief equity--a chief racial equity officer, someone who's vested with looking at how policies and procedures in their institution--in their department are having a disparate impact, looking at stubborn disparities and saying, okay, the status quo, the way that we're running these policies has not been working for communities of color. And so we, as a department, need to come up with a structure in terms of how to combat this. And the Human Rights Commission would provide technical assistance on a general level, but we understand operate with the notion that city departments have their own expertise, whether is HSA or the library. There's a certain level of strategy that we can provide them, but we really need them to dig in deep within their data and think about how they can make changes that they maybe haven't been able to make because they haven't had the right tools previously that we provide them.

00:25:29

ABIGAIL PORTH

I'm curious about--part of the reason I asked the question, about kind of what's on the horizon is I'm wondering if there is--I'm sure there's been thought given to, you know, how this kind of--how these tools can impact the nonprofit sector and especially those that are receiving city funds and how we can ensure that taxpayers' dollars are going to organizations that are working hard toward racial equity, as well. And so I'm curious if there are services that are being provided for grantees also.

00:26:00

SHERYL EVANS DAVIS

Well, I will just say we've done--and I know Zoe and others supported this and Terry's participated. We did roll out this year just a racial equity fellows project with Office of Economic Workforce Development that was led by Supervisor Vallie Brown, where I think there are like ten fellows that came from different industries or different sectors in the Western Addition. And it was kind of a pilot to see how do we do some of this work within community and how do they then--we're at the end of it now where they're figuring out how they take what they've learned and spread it and share it in community. So there's that aspect of it. I think, you know, we've got the resolution that the Commission worked with Sami Iwata on before. Supervisor Fewer's office is doing some work around, and Office of Equity are exploring some of that. So I think that there are some opportunities long-term. But to Zoe's point about the equity officers. I think--and we've talked about this before. But in the same way that every department pretty much has a city attorney assigned to them, we would like to see something similar in that if that happens then it hopefully impacts, as Zoe mentioned, about the grant process or the contracts or monitoring. It impacts how people do that work. And we are working with--I am working with DCYF and OEWD to do some trainings for their nonprofits as a pilot over the next year.

00:27:39

ZOE POLK

And one piece I'll add to that. You know, we've been, as I said, been in this program for four years. We take about 30 employees per year. We recognize there's a bottleneck in our department. And, you know, when you have a city of 29,000 employees, you know, training about, you know, a hundred in four years is certainly miniscule. So one of the things we did, we launched in the last year was what we called Racial Equity Foundation, which takes about eight hours of the curriculum including the racial equity tool and we open it up for public training for--we target it to two departments that we--what we had was employees from departments saying I really want my boss to come and do this training. I really want this contractor I work with to really--to come do this training. I really need my coworker who I want to be on my racial equity committee to get a training from you guys. So trying to address that, we came up with this quarterly system which we don't want to do a training anytime someone asks us to. We want to come up with a structured way to do it. So a quarterly basis, we offered 8-hour training for that purpose for people for advisory community members, for contractors, for people commissioners. And it runs through a lot of the curriculum and teaches about the racial equity tool, why we do it, why we lead with race, why--what the disparities are in the city and really try to create a sense of urgency.

And I would say it's success. We get in about a hundred people per training. We try to do two per quarter. So we'll do one in March, July and I think December this year. I think that's what we're planning for this year. Maybe that's not a quarterly basis, on a third basis. And I want to say that the Arts Commission really put a call out within their community. So with the last two foundations trainings we had the symphony, the Exploratorium, the MOAD. Just they really put a call out and saying that, you know, in order for us to be successful, we need your organizations to get this training and to really have this conversation. And I--and we have received--because of that, we

received more requests from the private sector to do more trainings. We're pretty much saying we're going to still operate on this kind of quarterly basis because we don't want to do--we don't think it's beneficial for organizations who do these trainings in a silo. We think it's important that they are actually with other peers who are similarly situated. So that has been--that was really successful. And we encourage our cohort members in the departments to do--to follow a similar format of inviting the people that you need who are working with you on these projects to come to these trainings and we will kind of give them that foundation that hopefully allows them to work further with you.

00:30:17

ABIGAIL PORTH

I guess my last question is, is there more that we can all do to support this? You know, for example, something that comes to mind is just having--I've been a kind of curious observer of how positive reinforcement can be a really beneficial peer pressure tool. And so I'm wondering if there's a role that we can all play in helping really champion those departments or those efforts that have been done that, you know, have been really successful.

00:30:44

ZOE POLK

Absolutely. You know, I think one of the things I struggle with, you can see the progress section on this one page is still something we're working with. Trying to incentivize departments to do good means recognizing some of the areas they haven't been doing so good in. So we, as a team, really reconcile with how do we, you know, even the telecommuting policy I would--I purposely didn't name that organization because I don't think that that would be--that would serve any purpose. So we really struggle with how do we market successes. You know, it's great to say how many employees that went through, you know, and how many, you know, how much technical assistance we're providing. So we're really kind of sitting with what's the best way to talk about this work. I think to the extent that, you know, Mayor Breed has issued the five-year plan that's requiring departments to make equity a priority, and to the extent that you all are in circles or you're--or you see departments here that you're connected that you think would benefit from this. I think that could be really helpful in just really thinking through how we can go beyond thinking through equity is important to tailor tools in which they're systematically dismantling policies that are having a discriminatory effect on communities of color.

00:31:55

SUSAN BELINDA CHRISTIAN

Commissioner Clopton.

00:31:56

KAREN CLOPTON

I had a question about the--well, first of all, thank you very much for this important work. And about the telecommuting policy. Was it impacting a class of folks because of the--their actual job classification? In other words, they allowed all the professional who were predominantly white to telecommute and the support staff were not allowed. Is that--

00:32:26

ZOE POLK

That's correct.

00:32:27

KAREN CLOPTON

Okay. That describes it.

00:32:28

ZOE POLK

And we have a number of departments--right. And we have a number of departments who are working on that issue, where they have predominantly white management and maybe

predominantly black and brown clientele who are coming into their agency seeking services, or predominantly black and brown employees who are at the entry level. And those types of issues come up quite regularly. And those are, again, Human Rights Commission provides the technical assistance. Sometimes the courage to have tough conversations and really kind of get into the details about this stuff and sit with the discomfort, but also do something about it so that it is not just something we don't want to--we want to look away from, but something that we can actively redress.

00:33:10

KAREN CLOPTON

So beyond the telecommuting, are the--is this department also addressing the disparity in the job classifications in terms of professional development, promotional opportunities, recruitment, retention and all of that?

00:33:28

ZOE POLK

So there are, within the cohort, there are larger issues that the cohort members all experience. So one is DHR. In the city, DHR has a pretty--take control over how hiring is done, how classifications are written and the recruitment process. Another is contracting, kind of how people are seeing disparities across departments in terms of who's getting contracts and who are not. and so one of the ways that we hopefully benefit the cohort is people sharing strategies about how they navigate that. Because at the end of the day, some of the policies intrinsic require so many levels of action that it may not result in the expediency we may need for a certain case. And we certainly had--I think one of the strongest benefits that we provide is a peer-to-peer sharing network. And we certainly have people sharing strategies, but how they navigate around policies that have a discriminatory effect. But unfortunately there's not--there doesn't seem to be a way to move maybe two or three people down the line. So the answer to your question is yes. That's an example of one policy this department is working on. They're working on several policies. We leave it up to the department to pick the policies that they want to work on. We think that that's in the best interest because that may be the ones the employees have the most power and control over. And they usually do pick ones that I would say have a very strong impact on internally, but there's externally as well.

00:34:53

KAREN CLOPTON

Did they widen the eligibility or did they eliminate the program?

00:35:00

SUSAN BELINDA CHRISTIAN

Director Davis.

00:35:00

ZOE POLK

(Unintelligible) eligibility.

00:35:03

SHERYL EVANS DAVIS

And I would just say that this is--I don't know if people have been following, but this is an ongoing problem that's larger than one department. I know that Supervisor Fewer had a hearing on some of the issues and concerns. There was an executive directive issued by the mayor. DHR is hosting several meetings with the task force that was convened specifically to address the disparities that exist in classifications. Things like the majority of nurses are white that are a part of DPH, whereas the positions at other levels are predominantly African-American, and that there doesn't seem to be much movement. It's the issues around certain, you know, like some of the things that come up with MPA and DPH and other places that are playing out. And so this is something that DHR is charged with right now, looking at retention, promotion, recruitment. And specifically the folks

from SCIU have asked how do we manage and think about like harassment and bullying and things that they've identified. So I think that there is definitely an issue that needs to be happening at each department level, but I think that there's a call right now to look at the overall strategies that are happening and how the system is set up to make it--how the system is set up to make it easy to have disparities and not necessarily that individuals are purposely, but that the system is set up that way and that people aren't doing any evaluation to realize what the disparities are.

00:36:43

SUSAN BELINDA CHRISTIAN

Thank you. Any other questions or comments for Deputy Director Polk? Zoe, thank you so much for this presentation. It was very quick, but very deep and this is amazing work. We are, you know, at the point--I'm just so thrilled now that we are at the point in the Commission where we are actually doing concrete things to address structural inequality. So great work.

00:37:07

ZOE POLK

Thank you.

00:37:11

COMMISSION SECRETARY

Next up is Opportunities for All update by Divya Gopal, fish fellow at the Human Rights Commission.

00:37:17

SUSAN BELINDA CHRISTIAN

Welcome.

00:37:19

DIVYA GOPAL

Thank you. Thank you for having me today. My name is Divya Gopal and I'm a fellow with the Human Rights Commission. I joined staff in November, so I've been on board for a couple of months. And the project that I'm thankful to be working on is the Opportunities for All Initiative. I'm going to give you just a quick high-level update about how we are working with the mayor's office to execute on her vision. So Opportunities for All is the mayor's vision for how we are going to empower the youth, San Francisco to actually access the job market that is so rich here in the Bay Area. We've had a number of events as we've begun to launch into what will hopefully be the largest initiative to get youth--the youth of San Francisco internships in the city starting the summer of 2019.

So I'm happy to share that we have a number of partners in different ways that we've been working with under the leadership of Director Davis. We're happy to be partnering on the strategy side with folks like the Harvard Business School and the Stanford D School to help ensure that our internships for our youth are actually meaningful and not just jobs that kids are doing to get through the summer. We're also happy to announce that we have recently secured a number of funds from local tech companies such as, we got Uber, Alaska Airlines, Airbnb, Google and LinkedIn confirmed so far as partners for our work. And finally, we've got hundreds of opportunities right now. We've got departments both at the private and the public sector that are willing to offer our youth internships. And so we're thankful that we are going to be in a place where we're going to be training our employees in the next month to actually know what it looks like to work with youth from the city.

We had our kickoff career fair yesterday, across the street at War Memorial. And we are--we had over a thousand--around a thousand students that actually came. Over 80 tables were there. Several of those tables actually offered students jobs on the spot. We're still tallying up the numbers for

that, but huge, huge success. We had a hundred volunteers. Yeah, almost 20 schools ended up coming from SFUSD to check out the work. So we're really, really thankful that this initiative is not only getting traction from the funding side and the strategy side, but our students are actually coming to our events, as well. So we have, as I mentioned, a couple of training events coming up in February on the 6th and the 27th where we're hoping that we can continue to build on the momentum that we have to train new partners to begin to host our students, as well. Open for questions.

00:39:58

SUSAN BELINDA CHRISTIAN

This is so amazing. I'm just--I'm astounded. It's so great. Commissioner Porth.

00:40:04

ABIGAIL PORTH

I just wanted to say congratulations to you and to Director Davis. I spoke with a friend who was there. I had hoped to be able to volunteer. I wasn't able to be there. But I called my friend who works in the school district to ask him how it went and he said in all the years, you know, this has happened before, but it wasn't designed quite the way it was this time. And it's really a testament to the mayor and clearly to the staff here. And what he said is that when he walked in the room, there were more students of color in the room at that moment that there had been in the previous seven years, because of the structural changes that you made in the program for this year. So I just want to say thank you and congratulations.

00:40:42

DIVYA GOPAL

Thank you.

00:40:43

SUSAN BELINDA CHRISTIAN

And I want to congratulate whoever was doing the tweeting about this event, because I had my phone and I was like oh yeah. Heart, retweet. Heart, retweet. So that was also incredibly effective and, you know, just showed how vibrant and exciting the event was. So thanks. That's a huge improvement here.

00:41:01

DIVYA GOPAL

It wasn't me, but I'll pass it on. So yeah, that's great.

00:41:04

SUSAN BELINDA CHRISTIAN

Any other questions or comments, Commissioners? Well, welcome to the HRC and thank you so much for your work and you're, you know, so lucky to be a part of this. It's great.

00:41:15

DIVYA GOPAL

Yeah, it's great. I used to be a teacher.

00:41:16

SUSAN BELINDA CHRISTIAN

I'm envious. You used to be a teacher?

00:41:19

DIVYA GOPAL

Yeah, so this feels like such--like an excellent next step. So thank you.

00:41:23

SUSAN BELINDA CHRISTIAN

Director.

00:41:24

SHERYL EVANS DAVIS

Well, I didn't get to say last time for Zoe, as well. But I just wanted to recognize Divya, Deputy Director Polk and folks. Like, the work that's been happening in the office, people are really committed to the work that they're doing, and we're seeing advance, and the response from other

departments across the board, whether it's GARE or whether it's Opportunities for All or the MBSK work is just sheer excitement. And I have to say, you know, we had from yesterday, also from some of the tweeting and other things, we had people actually calling throughout the day asking if they could come and table. And we had probably, which again to what's happened in the past, we had--we were looking at it. We think we probably had 200 to 300 young people show up outside of the school district that came just from following this information, which is more--we had more young people walk in independently outside of the school district than in years past they had seen in total for their--the summit or the convening. So, you know, a couple of things just in terms of organizing some of this and having to put together spreadsheets, I have to say a lot of people have Excel envy because Divya is like the queen of Excel. She knows how to do things that you would not even know you could do in Excel. Apparently, she took a class at city college and now everybody is like thinking they need to, at least I am, I'm thinking I need to take the class. The way that she is able to sort and highlight and the formulas that she's able to create have been really instrumental in doing this. Coordinating the volunteers. She's been helping us really keep track of the funding that's come in and the shortages and how much we need and how much per child. But more than that, which we're trying to do across the board, is get a handle on how many different programs there are, which she didn't really say much about and I would encourage her to share, is that there--well, first off, and again Divya can talk about this, just trying to track down what was real in terms of internships where we had heard large, large numbers. And when she ran those and she--she has been calling people, emailing, tracking. It was like a third of what the number really was. So I would just say the way that she's been able to kind of collect the data and help us do a better job of tracking not just youth, but actual placements, actual businesses and what the real impact is, is very exciting. So...

00:43:57

DIVYA GOPAL

Yeah, thank you for that. Yeah, I would just quickly add that I think one of the biggest learnings I've had here is the word "internship" means many things to many different people. And so having to come up with a shared definition of what internship means and then apply that across city departments, private sector, tech people it's clear that some people have internships but they're not to the caliber that we would consider actually providing opportunities for youth of color. So a big job was just, you know, figuring out what are the things that people are advertising as internships are internships, and then how many of those actually exist. Especially at the city level, many of the internships that we offer are being double and triple counted, because one organization might--one department might potentially hire them, another department might pay them and a third department might actually place them. And so all three of those departments are actually counting them as interns. And it really has taken individual phone calls to figure out that we actually have far fewer internships at the city than we were thinking in the first place.

00:45:02

SUSAN BELINDA CHRISTIAN

And you probably said this, but are there--are you creating standards and minimum standards and things that people have to get out of it, things that they have to be able to do, you know, just to make sure that it is the real internship that you want?

00:45:15

DIVYA GOPAL

Yeah, our hope is actually the trainings that we're doing in February, a big goal of those is that we actually align with our employers on that piece specifically. At the bare minimum, we want our employers to have an objective for what their interns are going to be doing for the summer, as well

as how are we going to measure the success of our internships. Both from the employer side and the student side, because if kids come and answer phones all summer, that is not an internship.

00:45:41

SUSAN BELINDA CHRISTIAN

Right.

00:45:41

DIVYA GOPAL

And many of our internships that we've been calling, that is what is happening. So we want folks to be really clear that just like we measure performance for regular employee, we want that to be true for our interns, as well.

00:45:52

SUSAN BELINDA CHRISTIAN

And so, you know, you have a resource of people who work in a variety of different fields here, you know, maybe one of the things that maybe we can do is to say if someone were in your office or in your field in an internship, what are the things that they should be able to do, they should be able to experience, they should see--

00:46:12

DIVYA GOPAL

Yeah.

00:46:13

SUSAN BELINDA CHRISTIAN

--in an organization like yours. Director Davis.

00:46:15

SHERYL EVANS DAVIS

No, I just wanted to say in the same way that GARE has really helped begin to talk about shared language, shared expectations, drilling down with departments about what it means when they say that they're using a racial equity lens or what it means when they talk about systemic. I think that GARE has really helped us build out and think about, like, how we do this work. And so Divya has really been able to come in and help us also put what's happening in different places. I think that's some of the work that Zoe and folks have been like who's doing what and what does it really look like. And now being able to do similar work with the internships and the opportunities that exist and getting us to a place where we actually are helping folks figure out, like, the pathway to economic inclusion or how to take advantage of this booming economy, and to better understand who--I think that's the other big part, to better understand who's had access and who has not, because we're seeing that there was a lot of--when we look at the criteria, it was going to be almost impossible for some of the young people in certain schools or in certain neighborhoods to even know about the opportunities that were available.

00:47:26

SUSAN BELINDA CHRISTIAN

Mm-hmm, great.

00:47:28

DIVYA GOPAL

I would just add that one of the things we're working with the Harvard Business School (unintelligible) Bay Area community is helping design some of those things. So we're in close partnership with them right now to have them help work through some of these strategy things that we really want to really understand before we get in with our employers this summer.

00:47:46

SUSAN BELINDA CHRISTIAN

Fantastic. And, you know, you clearly have it all in hand, but if there's anything that you think we can contribute, please let us know.

00:47:55

DIVYA GOPAL

Oh, I will definitely be in touch.

00:47:57

SUSAN BELINDA CHRISTIAN

Okay. Any other questions or comments, Commissioners? And I think we can take any public comment on Item No. 3 as a whole. Seeing none, thank you so much. Looking forward to the rest of your work.

00:48:14

DIVYA GOPAL

Thank you.

00:48:16

SUSAN BELINDA CHRISTIAN

Madam Secretary, would you read the next item on the Agenda, please?

00:48:19

COMMISSION SECRETARY

Next item is Chair's Report.

00:48:21

SUSAN BELINDA CHRISTIAN

Okay, I'm going to do this really quickly. A couple of weeks ago, Vice Chair Sweet and I met with the mayor's chief of staff just to try to do this kind of meeting at least once a year. And we were able to get on Sean's calendar for that to happen. And it was a very good meeting, very fruitful, I think. You know, one of our major objectives is always to make sure we understand what the mayor's vision is and what the mayor's goals are and how the mayor sees this Commission and her commissioners working with her. And so that was, you know, kind of an over--it's always an overarching question, always something we want to keep in mind. But we were also there specifically to talk about things that, you know, we were--we are interested in and also the needs of the Commission as we see them. And we did focus on the fact that we're doing all of this amazing work. We are--the HRC, the agency with Director Davis leading the work is, you know, we're at the hub of all the equity work that's being done--developed and being done and built out in the city. And it just, you know, there's SHARP, you know, we have a new office. There's Opportunities for All. There are all these other equity initiatives and now some talk in the city about having an office that's focused on equity. And HRC is already at the center of all those things. And, you know, we have more staff than we've had in the past, but we don't have enough. And we don't have enough money and we need more resources. And the chief of staff agreed and they are aware of that and they are--I believe they're committed to that. And so that was something that I can speak for Michael, as well. I think that pleased us both. All of these new projects that have been brought to--initiatives or projects. I mean they could be little offices of their own. And this work that the staff and the Director are able to put out, the high-quality work that is being put out, you know, is amazing and it's something that I'm extremely proud of being associated with. And so we wanted to make that point with the chief of staff and he was on the same page with us.

And, you know, just speaking briefly for myself, I, you know, spoke to him about the fact that my interest in being on this Commission is to address issues of structural inequality and issues of equity. And so I'm clearly in the right place in the city for that. And some of the things that I in particular am interested in bringing to the Commission projects kind of moving into work with more of the--we've already been doing work in criminal justice, and Director Davis is representing us in some of those spaces already. But I would like to see us move into the areas of mental health and public health that are begging for--and, you know, it's not as if work isn't being done, but I think there are things that we can bring to collaborations with the Department of Public Health, issues of equity particularly when we're talking about different communities that we have in San

Francisco, different demographic cohorts that we have in San Francisco, but also the criminal justice system and the school system and, you know, the need for expertise that doesn't exist sufficiently in the community in the mental health--the public health community at this point. So that's something that I'm particularly excited about and hoping to be able to talk to you more about in the future. So I think--Michael, is there anything you want to say about that meeting or your thoughts about that?

00:52:24

MICHAEL SWEET

No, I think that--that's a very good summary.

00:52:31

SUSAN BELINDA CHRISTIAN

Great. So as always, you know, the Chair and the Vice Chair are meant to, you know, be here to be resources for the other Commissioners, and also points of access to people that don't have time to talk to us all individually. So welcoming and asking for ideas or thoughts or requests that you all have based on your interests and your abilities to raise--continue to raise up this work. Not only the mayor's priorities, but our priorities as well. So are there any questions about that or, you know, you've got my email. You can always email me. But, of course, if there are any questions or comments right now, happy to take them. And seeing none, I'll move on just to the Commission Retreat. Sadly, we did have to cancel the date that we had for today for the retreat due to scheduling problems. It's always a challenge and a fun thing to do to try to get the retreat scheduled and off because of the notice requirements and also trying to find a space that isn't in City Hall to hold it, which requires additional notice requirements. And we weren't able to get confirmation of the space in time to notice it, so we had to go back to the drawing board and Lori is going back to the drawing board. And I've asked her to approach the sites that we're interested in and ask them kind of in a longer-term way what are the dates available to us. And then I'm asking Lori to bring those dates back to the Commission so that we can nail something down just by virtue of fact--of the fact of the notice requirements itself and then having to coordinate with a space. We are, you know, really looking at another month out at best. So that--Lori is going to be taking that work up if not tomorrow, early on Monday. And we also just may end up deciding to meet at a space in City Hall if we can't get what we want outside of City Hall. So I do apologize for that--the fact that that did not work out the way that we wanted it to. But that is still being scheduled. So be on the lookout from communications from our commission secretary. Any questions, comments? Any public comment on this item? Seeing none, Madam Secretary, please move to--I guess we're now at Item No. 6.

00:55:25

COMMISSION SECRETARY

Commissioners' activities in the community.

00:55:27

SUSAN BELINDA CHRISTIAN

Okay, as always, this is an opportunity for the Commissioners to report back to the Commission on work that we are doing in San Francisco communities, you know, to put it on the record. If there's nothing, we're getting toward 6:30 and I know people need to go places. If there's nothing that needs to be put on the record tonight, it can be put on in the future. But to Commissioner Sweiss.

00:55:50

JOSEPH SWEISS

I'll be brief. The last meeting, I mentioned my old colleague Fabrice was coming. As some of you know, I have a roundtable--LGBT roundtable in the works on February 1st at 4:00pm. Seemed to work best with the supervisor's office and Fabris, who's going to represent the high commissioner in some different meetings here. So I extend that invite to all of you, and if you have any ideas and

suggestions to make the most of his time, let me know. But I'll definitely loop everybody in through Lori about what happens.

00:56:22 SUSAN BELINDA CHRISTIAN
And do we have a time yet?

00:56:24 JOSEPH SWEISS
4:00pm.

00:56:25 SUSAN BELINDA CHRISTIAN
4:00pm. Okay, great.

00:56:26 JOSEPH SWEISS
And then if we want to do anything outside of that, we can do that as well.

00:56:29 SUSAN BELINDA CHRISTIAN
That's so exciting. Thank you so much for being that resource and bringing it to us. Anything else? Any public comment on this item? Seeing none, Madam Secretary, the next item on the Agenda.

00:56:42 COMMISSION SECRETARY
Adjournment.

00:56:44 SUSAN BELINDA CHRISTIAN
Matters of Interest?

00:56:45 COMMISSION SECRETARY
Oh, I'm sorry.

00:56:47 SUSAN BELINDA CHRISTIAN
You're even more eager than we are.

00:56:47 COMMISSION SECRETARY
I guess I'm ready to go.

00:56:50 SUSAN BELINDA CHRISTIAN
Matters of interest for possible inclusion on future Agendas. And so this is a time to talk about future Agenda items. Vice Chair Sweet.

00:57:02 MICHAEL SWEET
Thank you, Madam Chair, and congratulations.

00:57:07 SUSAN BELINDA CHRISTIAN
And to you, sir.

00:57:08 MICHAEL SWEET
I've--as a frustrated commuter, I've been thinking a lot about MUNI and BART. And as I look around my frustration, I realize that as someone who carries a mobile phone and has a lot of apps and the resources to take Uber, or under most dire circumstances, drive my car downtown and pay 40 bucks to park if I really need to do that, which is what it costs now. I realize that a lot of people don't have that, and I've been looking around and kind of amazed at my--what I--what to me looks like the wheels coming off the bus. And the people who really rely on transit and the city are, I think, some of the most vulnerable and not in a position to speak up and really not in a position in many instances to even recognize what's going on except that they stand and they wait or they are told to get on or off buses or trains and wait for the next one. And I would like to propose that we

embark on a discussion together, maybe with MDA, maybe we do our own discussing and then present to them. But about transit and equity and what the city is providing and whether there's any way that we can approve that. And maybe it's about MUNI and BART. I don't know where it goes. But I've been thinking about this and I'd like to propose it and I'd be interested if there are other Commissioners that would like to work with me on framing this and rolling it out.

00:58:56

SUSAN BELINDA CHRISTIAN

Thank you. Excellent idea. Commissioner Sweiss.

00:58:59

JOSEPH SWEISS

I think that's a great idea. I use MUNI and BART a lot and some of the policies that we see are peculiar in terms of like fare inspections and how that does relate to youth and different socioeconomics and races. Just a lot of--I guess you think of a lot more questions that don't have answers. So I think it would be great if the Commission were to maybe explore that more and see how we can provide support and be a thought leader in that.

00:59:28

SUSAN BELINDA CHRISTIAN

Director Davis.

00:59:29

SHERYL EVANS DAVIS

So to that, I would maybe suggest there is a transit equity, I don't want to say bench, but it's something along that line, at MTA that potentially we could invite to at least get the conversation started for them to share about the work that they're doing and things that they're exploring and hear if they have any projects that they are currently working on. I know that one of the big ones was the Red Lane in the Mission, but it would be interesting to see if they are looking at any of the things that Vice Chair Sweet mentioned.

01:00:05

SUSAN BELINDA CHRISTIAN

So I think that sounds like a great initiative, and looking forward to you spearheading that for us and--not alone. But, you know, definitely it's--you have a lot of great ideas about it already. So Commissioner Porth.

01:00:21

ABIGAIL PORTH

Just curious. I was just looking, Director Davis, on the list of participating departments on the one-pager that we got. And I see the MTA is here. Do you know anything about how involved they've been?

01:00:35

SHERYL EVANS DAVIS

So I would say--and this is how I know about the transit equity team that they have. They, you know, again MTA is one of the larger departments in the city. They are very--they've done a lot of work. They've got an equity team that is set up to do outreach. They have a lot--but I think thinking about, like, how those groups all talk to each other or what the shared language is around equity or whether they're using an equity lens or a tool in all of those places. So there are some folks who have been really amazing. I've done--Lori and I have actually done a lot of work with them as they have gone out into community, they have intentionally come and said, look, we're going to talk with community about bike lanes. And, you know, can you suggest folks for us. And we've said, you know, just be aware that when you go into that community to talk about bike lanes, they don't want to talk about bike lanes. They want to talk about lighting. And they don't care that you're from MTA. They're going to say you work for the city, we want this light fixed. So just--they've been really great about, like, being on the forefront of if we're going into a neighborhood,

what should we be thinking about, who should we bring with us instead of pushing our own agenda. But how that works out throughout the whole department I think is something that maybe the team could share with us.

But the folks that have been a part of GARE have been amazing. Ed Reiskin is very interested and engaged and has created a lot of different little equity things to--initiatives within the department. I think some of what we've heard not necessarily at MTA, but across departments is how do you take it from, you know, senior level management is interested and the people on the ground are interested, but the people at the middle management level that actually decide how people get dispatched or what their--how do you make sure that they understand it's a priority. So I think that those are conversations that we're having across the board in the city. So, again, as we think about things we'd like to talk about, like, how do we, you know, certain people have the push from their personal experience. Others do it because they know it's the right thing to do or it's going to make people--it's going to make the environment to work better. And then there are folks that are really like we gotta, like, we gotta make sure the buses are running on time, like, that's what's important. And so figuring out, like, how we navigate those concerns, right, because the people who show up at meetings to complain about how MUNI runs may not be the people who are most disproportionately impacted by what time the train runs or where it stops, you know, like the Rapid buses, you know, that's a very different group of folks than maybe the mom that's trying to get her kid to school on the other side of town.

01:03:29 ABIGAIL PORTH
With a stroller while going to SFUSD.

01:03:31 SHERYL EVANS DAVIS
Yeah.

01:03:32 ABIGAIL PORTH
So yeah.

01:03:33 SHERYL EVANS DAVIS
No, and it's--those are things like we're hearing too. Like, we just--things we don't think about that, you know, I'm going to--it's challenging for me to get on the bus and if I have a stroller and I might take too long, or if I get on the bus with a stroller and, you know, I can't--I'm not supposed to put the stroller in the handicapped space where you lift the seats up. So what do you do with that on a crowded bus? So there are a lot of things that--you opened up a whole can of (unintelligible).

01:04:00 ABIGAIL PORTH
Yeah.

01:04:01 SUSAN BELINDA CHRISTIAN
That's right. That's what he does best. All right. Any other thoughts right now? Any questions or comments? Any public comment on this item? Seeing none, Madam Secretary, the next item.

01:04:17 COMMISSION SECRETARY
Adjournment.

01:04:18 SUSAN BELINDA CHRISTIAN
Great. It's 6:36 and we are adjourned.