
HUMAN RIGHTS COMMISSION

City and County of San Francisco

London N. Breed, Mayor

Meeting Minutes

December 13, 2018

5:30 pm

City Hall Room #416

1 Dr. Carlton B. Goodlett Place

ROSTER OF COMMISSIONERS

Susan Belinda Christian, *Chair*

Michael Sweet, *Vice-Chair*

Melanie Ampon, Commissioner

Eva Chan, Commissioner

Karen Clopton, Commissioner

Hala Hijazi, Commissioner

Maya Karwande, Commissioner

Mark Kelleher, Commissioner

Jason Pellegrini, Commissioner

Abigail Porth, Commissioner

Joseph Sweiss, Commissioner

Sheryl Evans Davis, Executive Director

For more information, contact the Commission Secretary at 415-252-2500

Agenda and other information are available on the HRC website: www.sfgov.org/sfhumanrights

SAN FRANCISCO HUMAN RIGHTS COMMISSION
REGULAR MEETING MINUTES
DECEMBER 13, 2018

Present:

Susan Belinda Christian
Michael Sweet
Hala Hijazi
Melanie Ampon
Eva Chan
Karen Clopton
Hala Hijazi
Maya Karwande
Mark Kelleher
Jason Pellegrini
Abigail Porth

Absent:

Joseph Sweiss

00:00:13

MICHAEL SWEET

Good evening. It is 5:38 p.m. on Thursday, December 13, 2018. And this is the regular meeting of the San Francisco Human Rights Commission. Welcome. And Madam Secretary, would you please read the roll?

00:00:26

COMMISSION SECRETARY

Chair Christian.

00:00:27

SUSAN BELINDA CHRISTIAN

Present.

00:00:29

COMMISSION SECRETARY

Vice Chair Sweet.

00:00:30

MICHAEL SWEET

Present.

00:00:31

COMMISSION SECRETARY

Commissioner Ampon. Commissioner Chan.

00:00:35

EVA CHAN

Present.

00:00:36

COMMISSION SECRETARY

Commissioner Clopton.

00:00:37

KAREN CLOPTON

Present.

00:00:38

COMMISSION SECRETARY

Commissioner Hijazi.

00:00:40

HALA HIJAZI

Present.

00:00:41

COMMISSION SECRETARY

Commissioner Karwande. Commissioner Kelleher. Commissioner Pellegrini.

00:00:47

JASON PELLEGRINI

Present.

00:00:48

COMMISSION SECRETARY

Commissioner Porth.

00:00:49

ABIGAIL PORTH

Here.

00:00:50

COMMISSION SECRETARY

Commissioner Sweiss. We have quorum.

00:00:53

SUSAN BELINDA CHRISTIAN

Great, thank you. 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 today's Agenda. And I have a public comment card from Ace on the Case.

00:01:13

ACE WASHINGTON

Thank you very much.

00:01:14

SUSAN BELINDA CHRISTIAN

Welcome.

00:01:15

ACE WASHINGTON

Well, thank you. I feel very honored, humbled to be here before these commissioners and some I've never seen before. Hi, my name is Ace. I'm in the place. This is a first today. I'm just so happy, pleased and tickled black. Not pink. Ha ha. Anyway, so I just want to say I'll be speaking throughout the public comment, but my primary objectives here to make some type of a presentation. I done brought so much stuff, I don't know, I might have to scribble. But I'm honored to be here.

But I just want to say for the record--let me calm down. To the Chair, your executive director has done a remarkable job. In the last year or so, despite differences and understandings we won't go into, but she's moved straight ahead just like I have. We're from the same community. Anyway, so my presentation, I don't know how I'm going to do it but I'm going to try to adlib or however do this. I'm telling you it's below budget. It's way below budget, but I'm going to do the best I can. I'm going to try to relate to the young and everybody else. See, it's a new thing. It's the new thing. It's a new era. We

ain't got no time for errors. I'm going to be happy to be a part of this history. London Breed made history. She knows me. We're from the same community. We fixing to put the Fillmore back on the map. It's been known as the Fillmore and I called it feel no more. But we're going to try to put the fill back in the more and we're going to see if it comes out. Me, I might be able to see it on my brand new TV show.

So anyway, thank you very much. I'm humbled and this is history tonight. I wish I had some way to do the audio. I had some little presentation. I only got five minutes, but that's more than two or three.

00:03:11

SUSAN BELINDA CHRISTIAN

Thank you, Mr. Washington. It's good to see you tonight. And may the record reflect that Commissioner Karwande has joined us. Is there any other public comment on items not on the Agenda? Seeing none, Madam Secretary, would you please read the next item on the Agenda?

00:03:27

COMMISSION SECRETARY

Adoption of Minutes dated November 8, 2018.

00:03:30

SUSAN BELINDA CHRISTIAN

Colleagues, these were circulated, and I will entertain a motion. Commissioner Clopton.

00:03:42

KAREN CLOPTON

I move that the minutes be approved.

00:03:47

SUSAN BELINDA CHRISTIAN

Thank you. Is there a second? Commissioner Porth.

00:03:53

ABIGAIL PORTH

Second.

00:03:54

SUSAN BELINDA CHRISTIAN

Thank you. Is there any commissioner comment on this item? Any public comment on this item?

00:04:11

SUSAN BELINDA CHRISTIAN

Welcome to the podium, Mr. Washington.

00:04:13

ACE WASHINGTON

I'm glad we're in favor here.

00:04:15

SUSAN BELINDA CHRISTIAN

If you can go--move closer to the microphone so we can hear you.

00:04:18

ACE WASHINGTON

Took my high blood pressure medicine. I'm all right. Y'all got to understand, I'm 64. If I stay the same next year I'll be 65. Okay. So is there any way that I can just show this

on the thing there? And throughout I'm going to be showing because I can't make it all at this presentation. Oh, there he is. Fred Blackwell, the CAO of the San Francisco Foundation who happens to be one of the facilitators of the Out Migration, which we'll be talking about later. You know, I have a series of pictures I might want to show you there. What time is it? I'm allowed here a minute. But I'm very happy to be part of this presentation, and I'm going to be showing you some pictures that perhaps--let me see if I can do this.

00:05:04 SUSAN BELINDA CHRISTIAN
Mr. Washington, I don't mean to interrupt you. But--

00:05:06 ACE WASHINGTON
Oh, I know you don't.

00:05:07 SUSAN BELINDA CHRISTIAN
--this is--it's got to be related to the minutes that we are reviewing.

00:05:10 ACE WASHINGTON
But the minutes you haven't done I'm going to show you. But let me just show this. But this--because I--see that right there? I'm going to be dedicating a lot of this to the people that was on the Out Migration that passed away. But this right here, the surprise. Watch y'all. I'm show it back down here where this yellow at, down here. Now I'm down a little bit. Who is that there you think everybody knows about that was on that Out Migration? Who knows? Look in three. 1, 2, 3. Back then it was London Breed. Surprise, surprise. Ooh. Oh my god. That's just a little sample of what you're going to get from me in the history. Follow me, follow me, follow me y'all.

00:05:56 SUSAN BELINDA CHRISTIAN
Any further public comment on the minutes that are pending approval? Seeing none, Madam Secretary, please read the roll.

00:06:08 COMMISSION SECRETARY
Chair Christian.

00:06:09 SUSAN BELINDA CHRISTIAN
Yes.

00:06:10 COMMISSION SECRETARY
Vice Chair Sweet.

00:06:11 MICHAEL SWEET
Yes.

00:06:12 COMMISSION SECRETARY
Commissioner Ampon.

00:06:13 MELANIE AMPON

Yes.

00:06:14

Commissioner Chan.

COMMISSION SECRETARY

00:06:15

Aye.

EVA CHAN

00:06:16

Commissioner Clopton.

COMMISSION. SECRETARY

00:06:18

Aye.

KAREN CLOPTON

00:06:19

Commissioner Hijazi.

COMMISSION. SECRETARY

00:06:20

Aye.

HALA HIJAZI

00:06:21

Commissioner Karwande.

COMMISSION. SECRETARY

00:06:22

Yes.

MAYA KARWANDE

00:06:23

Commissioner Pellegrini.

COMMISSION SECRETARY

00:06:25

Aye.

JASON PELLEGRINI

00:06:26

Commissioner Porth.

COMMISSION SECRETARY

00:06:27

Aye.

ABIGAIL PORTH

00:06:27

Motion passes.

COMMISSION SECRETARY

00:06:29

Thank you. If you could read the next item on the Agenda, please, Regular Business.

SUSAN BELINDA CHRISTIAN

00:06:33

San Francisco's Out Migration. First up is Aria Sa'id with Highlights from the Race Forward Presentation.

COMMISSION SECRETARY

00:06:42

SUSAN BELINDA CHRISTIAN

Thank you. Welcome Ms. Sa'id.

00:06:44

ARIA, SA'ID

Thank you. Good evening to the Chair and the members of the Commission. I am excited to report back on--forgive me, by the way, I'm sick. But I'm excited to report back on the opportunity in early November to present on an issue that is prevalent in San Francisco, and I think culturally we are aware of the crisis of Out Migration of African-Americans in San Francisco specifically and this specific issue is unlike any other issue in the rest of the country. And it is because of the very well-documented efforts of Human Rights Commission in the past, as well as other city departments and, of course, different media outlets that we were able to gather sort of a full view of what the issue looks like and ideas to address the issue and creating solutions looks like.

So this is the Power Point. And next slide. So go back to the next slide. Thank you. So these are several headlines that I just spent tons of time cropping, headlines from different news outlets. I want to say that as someone who's lived in San Francisco for a really long time knowing that it's an issue and then seeing media sources like Forbes Magazine and New York Times and others do coverage on the issue extensively and ongoing is what sort of activated my awareness on the issue and seeing the numbers. And so these are headlines that were all well-aware of about the crisis. Next slide. And so what we did was we went over an abridged history of San Francisco. Next slide. Next slide. Sorry. And the demographics of living in San Francisco. So according to our census last year, the median household income is \$87,701 a year with a 10 percent of the population living in poverty. And the median housing value over \$800,000, closer to \$1 million. Next slide. And a breakdown of who lives in the city. And a breakdown of the current race and ethnicity profile of San Francisco as of 2017.

Next slide. And then doing a breakdown of the history of black migration from the south to northern cities like Chicago and San Francisco and the expanding black presence that was happening particularly in San Francisco. Next slide. The increase of the population, and then finally the decrease of the population and the contributing factors. And as of 2017, noting that the African-American population is less than 33,000 people, making the city's black population estimated at 3.7 percent, perhaps lower, whereas over 20 years ago it was closer to 18 percent.

00:10:33

SUSAN BELINDA CHRISTIAN

I didn't hear the percentage.

00:10:35

ARIA SA'ID

Over 20 years ago, it was closer to 18 percent.

00:10:38

SUSAN BELINDA CHRISTIAN

18, mm-hmm.

00:10:39

ARIA SAID

Keep going. And so contributing factors that we're well-aware of, of course, if increased cost of living and opportunity to--and access to housing, and lack of thriving African-American neighborhoods, and red-lining, of course. Additional contributing factors include destruction of primarily African-American areas in the city, especially with redevelopment and the city's role in eminent domain, as well as San Francisco BART and the creation of the BART system and so on and so forth, and urban renewal projects. And the current population of African-Americans being the majority of them living in extreme and abject poverty.

We looked at additional contributing factors around income and socioeconomic status. As we--as I said earlier, the median annual income for San Franciscans is \$87,000, and that's the average. And for African-American residents, it's around \$27,000 a year. And then we discussed how local government began paying attention. And so I think something that is significant as the Human Rights Commission along with the advocacy of community members, specifically the African-American community in San Francisco, raised visibility and awareness on the issue, and then that investigation and that public report led to then former mayor Gavin Newsome's sort of vocal commitment to the African-American community around addressing the issue through city government. And so a task force was created around that time. I think it was 2007, in the year 2007, with community groups as well as government officials and advocates. And from there, they published a report while simultaneously Mayor Newsome had asked every city department to make an intentional commitment towards addressing the issue with solutions, thereby creating specific resources within each city department's purview to address and aspect or contributing factor of the issue, whether it was more affordable housing development or supporting and maintaining African-American owned businesses through OEWD and so on and so forth. And I feel like my time is up. Is it? Okay.

And we also discussed, with those who attended, the efforts and initiatives that were birthed out of the task force that may not be directly seen as such, but because of the labor of the task force and the commitment from the mayor at that time how different initiatives sort of further expanded and developed and are still around in San Francisco in addressing aspects of the issue. And that was our presentation. Thankfully, we had a packed audience in our session with many individuals being people of color who work in some area of government. Many people working in the Midwest, as well as the Pacific Northwest and sharing issues that African-Americans were experiencing in terms of gentrification and displacement in those particular areas and sort of being curious on how they can replicate some of the efforts that San Francisco has implemented in the past towards addressing the issue.

00:15:16

SUSAN BELINDA CHRISTIAN

Thank you. And Ms. Sa'id, if between you and the Director, if you could just give a brief overview of what Race Forward is, what the conference was and what the context of HRC's participation was.

00:15:28

ARIA SA'ID

Yes. So Race Forward--excuse me, Facing Race is a--I believe it's a biannual--biennial, is that how you say it? Anyways, it happens every other year through--and it's a conference focusing on topics around race and equality and now equity. And that happens in, I think, two different arenas. So more social justice and then, of course, efforts like GARE that many of us are aware of. And so more like policy-specific sort of topics. And so the Director and I went to the Race--excuse me, Facing Race is a conference of Race Forward, which is a national organization focusing on race equity work based in New York and in Oakland, and it started in Oakland, California in the '70s.

00:16:32

SHERYL EVANS DAVIS

And I would just add there were, I think, 4,000 attendees at the conference. It was held in Detroit. People come from not just nationally, but internationally to come and talk about what's being done. The focus this year was, because they were in Detroit, around water and access to clean, healthy water. And they elevate--they go into cities and they try to make a commitment to elevate the work and the people from those cities. So they really focused on Detroit and Flint and having them lead some discussions. But there are all these breakouts and different sessions. Aria submitted this one to present and then staff that are working on GARE, the Government Alliance for Racial Equity, also went and attended the conference. Race Forward and GARE and CSI have all merged, and so it's one entity now. So...

00:17:28

SUSAN BELINDA CHRISTIAN

Thank you. Thank you for your presentation. Commissioners, are there any questions on this presentation? We have--this is all under one item, and so I'm going to take public comment at the end of all of the presentations. But Ms. Sa'id--oh, Commissioner Kelleher.

00:17:47

MARK KELLEHER

Thank you for your presentation. I was wondering if in addition to the research that you've gathered, had you also looked at the report that Fred Blackwell submitted to the Human Rights Commission sometime back? He is now the head of the San Francisco Foundation, but he previously was the head of the Redevelopment Agency. And he--in San Francisco--and he had some interesting data and some anecdotal recommendations and experiences that were gathered. Kind of key in them was that he, of course, addressed a lot of the data and the issues that you addressed as well in the report. But he also said that in addition to Out Migration there was an issue in San Francisco with attracting new African-American individuals and families to the city. And that was in part due to the political and socioeconomic issues that you've highlighted, which are very severe and the most important factors. But there were also factors around cultural

competency of the city in terms of promoting and engaging African-American individuals and families in ways that are attractive to not only retain but also attract new individuals. And he compared the Out Migration to the constant Out Migration as well of Latino community--Latino individuals in the city. But also that because of the robust Latino culture in the city, in parts of the city at least, that that continued to seem to attract as well as other factors, a variety of other factors. But continue to attract new individuals and families in the Latino communities. But because there was so little cultural activity in the city here that was surviving in the African-American community there seemed to not be anything significant attracting new families and individuals.

So it's just an interesting take on the data, as well as the, you know, what we've been looking at. And it's just something, if we still have the report, it might be interesting looking at that and adding it to the mix of the factors being considered.

00:19:54

SHERYL EVANS DAVIS

I will ask Lori to make sure to share the presentation. I know Aria went through it quickly, but one of the factors that she highlighted was the lack of cultural spaces. And that was--and, again, this is one of the things that if we do revisit some of this, one of the big questions and challenges--I know that Fred Blackwell and the Out Migration report talked about that some. And that was something that also Willie Brown talked a lot about, is this idea are we attracting people. Because the other issue is that we realize that there's a certain socioeconomic status that you need to have in order to actually thrive. And the problem is because we don't have spaces and places for people that they're not coming here. But then there's a certain group of folks that are like we still want to be able to bring back the people that have been pushed out. So figuring out what those conversations and the focus will be without causing a huge amount of dissension from one side or the other I think is the--is where it gets a little bit problematic. But we did explore some of that and have kind of gone back and forth over there are debates about like what we should be focusing on. Should we be focusing on bringing in people who can afford to live here or should we be focusing on bringing back people who have been pushed out? And I think that that's--striking the balance is going to be--

00:21:20

MARK KELLEHER

And retaining those who might want to stay, correct?

00:21:22

SHERYL EVANS DAVIS

Mm-hmm, yeah.

00:21:24

MARK KELLEHER

Cultural activities and ways to engage. That way might actually help, you know, if someone is right on the edge in terms of their potential to stay. They might feel more welcome and more motivated to stay, even if the socioeconomic issues are really, really challenging, and sometimes almost impossible to overcome.

00:21:45

ARIA SAID

Something that I do want to add when we do have these conversations, is I do think it's important to look specifically towards the issue and that particular group. Something that I think we do, and I shared this in Detroit, is we compare other groups and their experience with Out Migration or In Migration. And what it does is it sort of justifies a change in the time or sort of justifies the data. And I think in particular with African-Americans in San Francisco, there has been a huge history of sort of government playing a huge role in Out Migration, as well as the changing economy in San Francisco. Many African-Americans moved to San Francisco because of war-time jobs, shipyard work, et cetera. That economy no longer really exists. Our top economy in the city is technology and who is attracted in those professions. And I think specifically government playing--San Francisco government playing a role in terms of ceasing property by eminent domain, encouraging black homeowners to sell their property for \$3,000 and \$4,000 to the city or to BART has played a huge sort of domino effect. And culturally, there is--well, sorry, the activist in me is a little coming out. But I think there is sort of systemic and socially anti-blackness in San Francisco, as someone who has lived here. And so lived here for many years and then had to move out of the city.

And so we have to look at the particular experiences of just African-Americans and not compare--something that happened in a presentation is attendees were comparing the experience to the increase in In Migration of API communities to San Francisco. But we have to look at the situation, I think, particular to that group only, because it is unique and very specific in my opinion.

00:24:06

SUSAN BELINDA CHRISTIAN

No, I think that's--I think you prefaced your last comment by saying "I'm sorry, the activist is coming out in me." First of all, you don't need to apologize. And this is information, factual information and also analysis. And so it's obviously, you know, directly relevant to what we're talking about. So thank you. Commissioner Clopton.

00:24:28

KAREN CLOPTON

I really just want to echo what Aria is saying, that it's easy to dismiss by comparative analysis when we really need to own that it's institutionalized racism that has eradicated the black population in San Francisco. And it's only through changing the way that we approach these issues and speaking about them upfront can we really change the result. And, you know, I do want to say that, you know, we're here. We're still here whether we're 3.7 percent or 5 or 6. Because it's, you know, it's debatable what the numbers are. But we are still here and we do have some very strong cultural institutions. We have some strong churches. We have strong family organizations like Jack and Jill and The Links and other--yes, those are middle-class organizations, but they're strong and we have some places to be. As we know, Mayor Breed ran the African-American Cultural Center for many years, and it's still there and thriving, as well as theater companies, art galleries. We're here. So restaurants, you name it. But we are being pushed--we continue to be pushed out of the city now with gentrification off of Third Street and other

places. But when we look at what will be welcoming when we handle the business of the institutional aspect, whether it's police brutality, mass incarceration or the use of lethal force against black people in San Francisco. So I think it's important to tell the truth about it that, yes, of course, red lining. The banks are involved in this. The government is heavily involved in it and redevelopment, of course, was a terrible scourge upon the black community here.

00:27:14

SUSAN BELINDA CHRISTIAN

Thank you, Commissioner. And it'll be interesting to see as the funds that are being gathered and attributed to creating more housing and affordable housing in the city how these priorities about, you know, dealing with the effects of the exodus of African-Americans, the black people, and middle-income people even; how the city is addressing those problems at the same time it's using, you know, all of these funds that are coming in for housing and services in the city. So I'm sure and, you know, with Mayor Breed I know that's on the table and a part of everything. And it'll be very interesting and important for us, I think, to keep track of that. So Commissioners, any other questions or comments at this time? Commissioner Chan.

00:28:07

EVA CHAN

I'm just curious. I'm not sure if this is within our purview, but I was wondering how much tracking are we currently doing of the Out Migration after that first initial move out of San Francisco? And I'm looking at this as kind of a regional issues that, you know, if you move from San Francisco to Richmond, and then you get priced out of Richmond, and then you get sent beyond the Bay Area, I think you have a much lesser chance of coming back to San Francisco once you leave the Bay Area totally. And I'm just curious to see what that pattern of the ripple effect.

00:28:41

SHERYL EVANS DAVIS

So that has not been--the way that things are set up, and so we may potentially reach out to ABAG and other entities. But ultimately, what we've found is that it's been very difficult to get the cities regionally to even talk to each other about some of that. So we're actually in the place now, the program that we've done the last few summers with the CSI, with the young people, we were able to actually get funding to do that work in Oakland and San Jose, which has allowed us to talk to funders about actually funding a regional approach. So we're working with someone now who's helping us track some of the families to start to document that data, and to also understand how many families are saying that they still have ties here in San Francisco in order to take advantage of the resources, because as they've been pushed out, they don't have access to those resources. And so we're starting to count how many people are actually spending--how many nights people are spending couch surfing, sleeping on somebody else's couch because it's cheaper for them to stay here than to go home every night, and maybe they don't have money for BART or for gas. But that really hasn't been done, but we're hoping to work with the San Francisco Foundation, California Endowment and we've been reaching out to--we recently had a conversation with the Aspen Institute forum for community

solutions to really help us think through how this is impacting the workforce, how this is impacting housing and to do some deeper dive. And they think that they have some partners that might be willing to fund that research.

00:30:19

EVA CHAN

Okay.

00:30:21

SUSAN BELINDA CHRISTIAN

That's great information. Thank you. Did you have something else you wanted to say, Commissioner?

00:30:24

EVA CHAN

No. Thank you for that. I just wanted to say that there's kind of this musical chairs that goes on after that initial instability happens where you hop-skip to one place, that place gets too expensive and then you move further and further out. And so I just wanted to see if we were measuring that. But thank you for--

00:30:40

SHERYL EVANS DAVIS

Yeah. I mean I think that the easiest way to be able to maybe measure some of that would be to look at Section 8 vouchers and the changes, because that was some of what happened with the displacement here originally, is that some of the spaces where folks were living, specifically where the mayor had lived growing up, they downsized those developments and so people were given vouchers. They moved out of the city and, you know, we don't have enough spaces where--and once they use those vouchers in another city, they can't bring them necessarily back here. And so then what we see happening now is that some of the cities where they had vouchers are now starting to eliminate the--or decrease the amount of Section 8 vouchers that they have as a way to kind of address that. And then people keep moving further and further. So it is a very much musical chairs, but it's not necessarily tracked because there's a lot of people--there are a lot of people who don't want to actually tell what their real address is because it will affect their ability to take--to get access to resources.

00:31:46

ARIA SAID

I will say too, media has definitely been sort of keeping us up to date and sort of repressing the issue with stories of folks being out migrated from San Francisco and now Oakland and Contra Costa County are seeing out migration, as well. And so as government sometimes may be slower to respond or surveil those particular circumstances, the media has been making it a consistent issue to really think about.

00:32:22

SUSAN BELINDA CHRISTIAN

Thank you for your presentation. And if we can move on to the next item under this Agenda item. Thanks.

00:32:31

COMMISSION SECRETARY

Ace Washington with History of Taskforce.

00:32:39

ACE WASHINGTON

I'm on SSI, y'all. And I've been doing this ever since... So wonderful presentation. I think it was very well done. I wish I had the opportunity to fly somewhere to tell what happened here in the city by the Bay. But briefly, you know, I got so much stuff. I think I'm going to adlib a little bit, right, because I waste up too much time setting up. But I'm not nervous. I'm not sweating and I'm--excuse me for looking like this, you know, I'm not Tupac. I'm Tu-Ace. So I'm going to relax everybody so I take you to a better place. Rewind the tape. Faces, places. All part of my cases. Well ladies and gentlemen, I was the only--you said media--I was the only person who recorded every single meeting of Out Migration. Started back in 2005. I got documents I could read from my... you know, just adlibbing. So let me just go on and say what really has to happen right now, because of all the history. Give honor to Ed Lee, may he rest in peace. He used to be the Human Rights Commissioner here.

So anyway, the history of the Out Migration came because Newsome at the time was the mayor and he had a little study, made a presentation, Black History month. You got these over here and you got over here and nothing for the blacks. I think something need to be done. Very elegant, handsome young man, you know. And he got together the taskforce. And yours truly, Ace on the case, was right there through a gentleman named Dwayne Jones. And I was introduced to Newsome, you know, I worked for another campaign. I won't go into that. But I think he was glad to see me, because back then I was Ace in your face with the camera. So the deal was, Ace, if you come work with Newsome, I'll show you about everything that was going on. And I made a deal so I went videotaping with Hope SF up at Hunter's Point. He looked like a rock star. I'm trying to tell you. Newsome, woo. But anyway, so after that they entrusted in me. So I'm the only one that knows every meeting. I got pictures back there to substantiate it. I got the real history. Ain't no mystery.

So and someone said about tracking. I've been tracking. You know what my three responsibilities were? Tracking, monitoring and documenting. And now I'm ready to report. See, there was a report out--Out Migration report. If y'all haven't seen it, I've got copies of it. I was in it. But basically, that report will show you distinctively what went down. Black population went down, and going down now. But since Newsome left and Ed Lee passed away--but Ed Lee did...And Newsome said, Ace, I would help the blacks out, but we're \$500 million in the deficit. But he went out the back door and went up to Sacramento. But now he's the governor.

So anyway, so let me go on with the story. So the reason why we didn't get the department heads to come on and do what they were supposed to do, this is what Blackwell told us, you know, before your director came on. The number one thing was the dollars. We in a \$500 million deficit and the department heads couldn't do nothing. But he made it clear when he left, and he left with the HRC and the director back then

was someone else, that these are the five principles. I think it was economics, education, housing, health, arts and crafts. All those things are mixed up in here. The next 10 years, all the funding went to everybody. The underserved, and have you heard. The Asian and then these people coming from Mexico. Everybody got money, but ain't a damn thing funny. Because you know why? When I started this back then, my family--I got kids that got kids and they kids got kids and they kids got kids. Those three Cs in the Bible, Sister Davis will tell you, those are blessed. When you're able to see your three Cs, your children's children and your children's children, I'm here for a purpose. But I thank God y'all gave me an opportunity to talk so you can reevaluate. Look here, I'm not here to criticize. I'm here to try to analyze and see how we can move forward. With your director's help, with all the young people that she know with experience, you know, raising the standards up back more to magic and all that, I couldn't see nobody better than her doing that. But she needs money. And doggone it, we got it now. We got, what, we got the guy that's running things with all the money, what is his name, Fred Blackwell. I know him personally. Now we got London Breed. She's the queen. She can sprinkle, sprinkle, sprinkle and nobody won't...sprinkle it. And get up there and say we need help. And we're going to back her. Ain't nobody going to mess with London Breed. That's the queen. God put her here there. You understand what I mean? All right.

We may not agree to everything...my time is going on, because I know some people might have something to say. But I thank for this appreciation. When next time I come back, I'm bringing bells and whistles and all that so everybody can be impressed. Because I'm not here to impress, to impress on you how important it is. And I close my primary objective. I'm like a preacher man saying I close, it's almost time. I'm going to lift an offering. Going to get some money. Look, I want to put a reunion together with the old--I'm old. I'm from the OG, double O-G, 60 years old. And deal with the young. But I want to bring the history to them and we can move on. All over the country. Everything racial with the blacks, I'm not African-American, started here in the Fillmore. And I call it the feel no more. But we're going to try to put it back with the help of the Human Rights Commission, London Breed and particularly with the governor, Newsome. He's going to be gruesome dropping them dollars down here. So we all here, and the God, he put us all together. It wasn't me. It wasn't London Breed. What happened was it was an act of God. You call them the great game changer. We didn't anticipate this. I didn't. Sheryl--I mean Director Davis, we all didn't. We from the Fillmore. We working hard. We never knew. But doggone it, she's here and she's going to be here for the next 8 years.

So anyway, I close with that. The city officials know everybody that's in place right now and it look like me staying there for the next 8 to 10 years. We going to bring in the younger generation. We have to. And my closing statements, we in a new era and we have no time for errors for these youngsters. So I'm here to save God for them. See, I'm an OG. Look at that, I'm old and gray. I just look young. I just look young, but I'm an old negro. Lord have mercy. I'm 64. I'm supposed to be retired, play with my grandkids

and my great-grandkids. But in the Bible say, I've been running for Jesus a long, long time and I ain't tired yet. So in closing, somebody going to lift an offering? I close. If anybody have any answers--all of y'all looking at me. I'm feeling good today. A lot of things is happening for me. God is blessing me in the Fillmore, Hunter's Point, everything. Right here, all of y'all have a chance to make history. Young and old, black and white, all is precious in His sight. And all this money is going to be shucking down, because London is going shake some money, because there ain't a damn thing funny. Okay, I'm finished. Thank you very much.

00:40:53

SUSAN BELINDA CHRISTIAN

Thank you for coming out tonight, Mr. Washington, and being a part of this Agenda item and presenting. Director Davis.

00:41:00

SHERYL EVANS DAVIS

Yes, I just wanted to say I know we have had conversations back and forth, up and down and I know it becomes really this delicate dance about setting the Agenda and having spaces and places for folks. But one of the things that I just realize and recognize as we go through this, there is some level of experience and institutional memory and history and we may not always appreciate or see eye to eye. But there is some level of acknowledging as, you know, I know that Mr. Washington shared some pictures of Aileen Hernandez and Doris Ward. Last year this time, Sharon Hewitt who was also, you know, very much a big part of community activism and a part of the Out Migration report. I do want to just recognize that as we think about documenting this and having access to things, you know, differences and issues aside that there's some value to the work. And I just want to think about like as we move forward, you know, just being able to remember and recall, and for the young people in this room that there will come a time in their life where some of these moments they will be like, oh, they may even repeat some of the sayings that they've heard and it will be beneficial years from now in terms of history and documentation.

And there is a lot of truth to what Mr. Washington has said. He was at all of those meetings, invited or not, and he was documenting and he was filming and he has tons of pictures. And so I think that there is, at some point in time, you know, I don't want to be held hostage to get access to them, but I do think there's some benefit to, you know, those pictures that we saw, the work that was done and Fred Blackwell and other folks, I think, would also say that that was something that we maybe didn't document as much. There weren't a lot of pictures, and he holds those. And so we just need to think about the work that's been done, because when we think about the Out Migration report or even the unfinished Agenda, we have a lot of text but we don't actually have the images and documentation of who was in the room, what was--what it was really like and to have the visuals of that. And so I do think that there's some charge for the HRC in this time to go back and be able to better document the Out Migration report, as well as the work that we've been doing here. And so--and when the story gets told that it's not just that the

HRC was a part of the unfinished Agenda which documented 40 years, and then the Out Migration that documented another 30 years. And then now we're doing this again and yet we know the numbers have decreased. But--so I say all of that very long-winded to say there's some value, and I think we just have to figure out like what we can take from how we kind of go through some of that see what's actually the thing that we can put forward.

00:44:03

SUSAN BELINDA CHRISTIAN

I think you are absolutely correct and I've been taking notes while Mr. Washington was doing his presentation.

00:44:07

ACE WASHINGTON

Well, you can call me Ace. I'm on your case.

00:44:09

SUSAN BELINDA CHRISTIAN

Well, I want to make sure you know how much I respect you, Mr. Washington, and your experience here in the city.

00:44:13

ACE WASHINGTON

Yeah. You know what; I'm humbled and I accept that. I humbly accept you calling me Mr. Washington.

00:44:20

SUSAN BELINDA CHRISTIAN

So Commissioners, are there any questions for Mr. Washington, or any comments about the presentation right now? So this Agenda item is still open, and so we're going to move on to the next one. So, Mr. Washington, thank you again. Ace, thank you again for what you have presented and we will be hearing from you again, I'm sure.

00:44:44

ACE WASHINGTON

We scared. You actually think you won't. Except for my day of birth, it is February 24, 1954.

00:44:51

SUSAN BELINDA CHRISTIAN

1954?

00:44:52

ACE WASHINGTON

1954. I'll be 65 pretty soon and y'all all invited.

00:44:57

SUSAN BELINDA CHRISTIAN

Thank you. Madam Secretary, the next sub-item.

00:45:01

COMMISSION SECRETARY

Mayoral Fellows Jerry Johnson and Mariah Sapp presenting on strategies and recommendations to support youth.

00:45:14

SUSAN BELINDA CHRISTIAN

Welcome.

00:45:16

MARIAH SAPP

Hello, Commissioners. Thank you for having us here tonight. My name is Mariah Sapp and I actually jotted down what I feel you guys can support us in helping us advance economically. So I'll just lead from the list and if there's any questions afterwards, please feel free to ask those questions.

00:45:30

SHERYL EVANS DAVIS

And can you just state a little bit about who you are and where you're from?

00:45:33

MARIAH SAPP

My name is Mariah Sapp. I'm born and raised in San Francisco. I've been a resident of Potrero Hill for the last 14 years. I am a former foster youth. I'm a former youth who was in juvenile and I turned from public housing to a homeowner at the age of 24. I am now currently at the mayor's office as a mayoral fellow, Hope SF and then I also graduated from San Francisco University with my bachelor's degree in 2016. Is that good? Okay. Okay, so my recommendations and strategies to support youth are to target youth at an earlier age. As I stated previously, I was a former foster youth, as well as a youth who entered the juvenile justice system at the age of 14. I feel that if we introduce resources and opportunities at an earlier age, perhaps 10 through 30, this would actually eliminate a lot of the barriers and the challenges that we face in the city.

Leadership development. When youth are placed in job readiness courses, workshops or positions, often times there are no direct pipelines to sustainable employment opportunities. We also need transferable skills when we--work readiness courses or, you know, employment positions, they need to have transferable skills that can lead them to an employment opportunity that is longevity--that can provide longevity. Also, free after school programs, free activities that influence the desire to want to go to college, trade or even engage in entrepreneurship. Seeing higher ups in positions who are the example. People that youth can relate to who are culturally competent. Creating a background of relatedness helps break down barriers and resistance. (C), incorporate youth from targeted populations. An example; youth, at-risk youth, foster-care youth, youth that have been in juvenile justice, first generation college graduation student, boys, girls, young men and women of color, the LGBTQ community and disenfranchised youth.

A seat at the table. Incorporate youth in the following ways: to implement strategies, practices and accountability structures. This helps with leading civic engagement. Implementation of policy, policy reform and community organization activities and challenges within the communities. So also what I wanted to state is I already know that we have a seat at the table. Sister Davis has--or should I say Executive Davis has created this for us. However, we need something that is consistent, not just like showing up to say or share our stories or to say what we've been through, or to show that we're success rates, right. There's a lot of students out there who don't have a seat at the table or a lot of

youth who don't have a seat at the table. So we need to create, you know, programs and mentorship throughout the year that's consistent, consistently engaging these youth to want to return or have the desire to return to implement the change within their own communities. Also, incentives--incentive structures. Not just in a monetary value, but something that's tangible. For instance, if you have a youth that, you know, participates in a work readiness course for, say, eight weeks, right. Let's not just say, well, here goes a \$50 STIP or a \$500 STIP and let's say, well, let's--what do you want to learn about. Do you want to learn about your history? I'll send you back to Africa for a week or two to lean about your history. That's something that's tangible. And I think an experience is much more worthwhile than monetary value. I mean it definitely helps, especially in the city because it's super expensive. But learning about who we are as a culture or as a human, I think that would have much more of an impact. And that was just an example.

And then also my favorite, pathways to economic inclusion, mobility, advancement and asset building strategies. Learning early on, like, maybe 5th grade about credit worthiness. And maybe that's too young, but maybe like middle school. I think that's really super important because at, you know, 10 years old I mean I was super intrigued in regards to my finances and investment strategies. Everyone is not like that, but there's a lot of people who are. So credit knowledge, worthiness, investment strategies, saving strategies, higher paying positions that lead to income growth opportunities and homeownership resources. But if I can pick one thing out of everything that I stated, I would say really target youth at an earlier age, 10 years old because I started running the streets at 12. So I know there's a lot of students out there, a lot of youth who don't have a sense of direction, who don't have guidance, who don't have mentorship. My brother took me into custody when I was--into his guardianship when I was 11 and he was 19. When my mom was deported, we didn't have, you know, we didn't have resources. So you can just understand the dynamics of that household, what we went through and understand why I kind of like entered the system. So if we have like programs or mentorship opportunities for youth at an earlier age, I really believe that a lot of them won't stray. It won't be so many barriers to their advancement within their own lives.

00:50:09

SUSAN BELINDA CHRISTIAN

Thank you.

00:50:15

JERRY JOHNSON

Hello, my name is Jerry Johnson. I'm a recent graduate of the University of California Santa Barbara, and I'm a current mayoral fellow out Hope SF with Mariah Sapp. And I guess the best way to talk about how to support youth and their advancement would be to go through my story. I feel like the biggest thing that hurts youth are--to where they're set back is the transitions. We could see that in reading and mathematics, when a kid goes from kindergarten to 1st grade. It's not like they were doing bad in kindergarten or 1st grade, it was that summer in between when they were transitioning. When kids graduate school, they're not having jobs. They didn't go to a bad school. The jobs aren't

bad. It's just there's something missing in the middle of that transition. And the government has things like welfare, but what helps transition people off of it. And transitions are something that need to be attacked. When I first got here, a collective impact is what helped me with my transition. I came to San Francisco in the 3rd grade homeless, and meeting one organization that provided housing helped me. But then I got to middle school and I wanted a job. I didn't know how to make that transition. MOED, the mayor's office of employ--whatever, I don't know the name for it. But MOED helped me out. They got me jobs throughout high school, then I went on to the COP program and then I moved on to CSI to where I was actually able to gain tangible skills and eventually ended up wanting to transfer after I gained social capital to UC Santa Barbara, but I didn't know the transfer process so I was stuck in a transition there. People were able to help me with that transition. So I feel like attacking the transitions is definitely something that's important.

The next thing is defining success in organizations. A lot of organizations that help out youth, they're funded by outside sources, and those sources like to track success. But in reality, any program could go to every Jerry Johnson who graduated on time, any Terry who did well, any Mikel Gregory and just check these boxes of African-American youth who grew up in poverty. But what about those people who take six, seven years to develop? When I was in Washington, D.C. last week, I went with a guy named Fernando. Fernando has been shot a couple of times, stabbed. He got kicked out of a bunch of programs, but there was always on program to help him out. And just because you're not helping as many youth on paper doesn't mean that you're helping youth. So redefining that definition of success so that all youth are helped. They shouldn't-- programs shouldn't be incentivized to just help the best youth in underserved communities. They should be incentivized to help everybody. And another thing is the youth are the expert. I feel like San Francisco exceeds in this. Like, I don't know about any other cities that let youth come up and talk on a board to people, so I feel like this is a big step forward. But maybe on a deeper and more intimate level with letting youth go talk specifically to organizations who are doing the helping, because youth are the expert of their experiences.

And lastly, defining what success is. For an organization, in my opinion, I believe it's self-sufficiency. I believe your goal with the youth to be able to make them provide for themselves eventually. And I think that starts with giving youth a voice and power. Like, when I worked for MOED, I was responsible but I was responsible for myself. When I started working for CSI and was told that I could work with the San Francisco Police Department and start to create change within there to help police-community relations, and I realized that my voice held power and that I got to talk to the chief of police to make recommendations and things of source. That's when I started to take things more seriously. And also, they need to be in control of their own future. They need to realize that the decisions they make are directly going to impact their future. And once an organization and a city is able to do that, I think that's when success will be

found. Thank you. That's all I have to say.

00:54:05

SUSAN BELINDA CHRISTIAN

Thank you both. Very powerful--brief but very powerful presentation. Have a lot--I'm glad that we have minutes, because it's documented and we will--we can refer to it. Commissioners, I just want to give an opportunity to--for us to follow up with any questions or any comments about what these two presenters have said right now. Mariah, if you want to come back up to the podium. Commissioner Davis. Commissioner Davis. See, still. Director Davis.

00:54:37

SHERYL EVANS DAVIS

I just wanted to acknowledge and recognize again as we think about this in terms of the Out Migration report, like we had to be really intentional. And so Jerry talked a little bit about transitions and being able to support, but being very intentional about what it was like for him to come back here during the summers. And then when he graduated, being able to have a plan. And so I just would challenge for us, as we all think about this, you know, he mentioned social capital. Mariah talked a little bit about networking. But understanding that some of the networks that we take for granted everybody doesn't have access to. And so one of those for me has been, you know, for folks who know, like I came from working in private school worlds where I saw very much that it was about--and even from my own son's experience that people had access and opportunity to internships and things during the summer not based on going through an application process or finding them, it was based on, oh, my dad has, you know, do you want to work in my dad's space or my cousin, or like those connections where somebody just gets to go in and build those relationships. And if you don't have access to the corporate world of if nobody in your family is going to work in those spaces, it makes it really difficult for that. So I think part of this is for us to really challenge and really think about how we broaden and create those spaces for young people. And I think, again, at a younger age because people are vouching for folks that they've known since 4th and 5th grade or sometimes even since kindergarten. And so I think that that's the other piece that's not about incentives. It's the tangible of making a relationship or a connection with someone who has the ability to just say come work and sit in my, you know, when you're 10 or 11, you can go sit in somebody's firm and just kind of sit and watch or be a greeter and not have to get paid. And then you're building that relationship so the time you're by--by the time you're 14, somebody is willing to say, hey, do you want to have an internship here.

So I say that to say, like, they are here. They have tons and tons of experience and they've really helped us think through what we should be doing. And so I would just offer up again the--we were very fortunate to work with OCII and Hope SF to say, you know, these are young people that we've worked with the last few summers. How can we create a fellowship for them? They found the support to do that and now we're working with the city to say what is the pipeline. They've gone from an internship to a fellowship. What happens at the end of their fellowship? Because if there is not a transition to

sustainable employment, they won't be able to continue being in the city.

00:57:18

SUSAN BELINDA CHRISTIAN

Critical points. And I always think about--we all think about what we do during the day when we have people come and present to us and how--what we learn might be used by us. I work in the DA's office and we have had--we have youth come in as interns and things like that. But I think it would be very helpful for my colleagues and myself, at all levels, to be able to sit down and talk with you and your friends and people that you've grown up with, in the city in particular, but in the Bay Area and talk about some of the struggles that you had and the challenges that you had and you've gotten through them and how you got to the other side. And, you know, the Hall of Justice is a harsh and unpleasant place, and people can get focused on the negative and not see the possibilities for transformative actions on a day-to-day basis, and what it does look like when a young person or a person who's not so young who is in a hard place and in a bad way, that there are paths that we need to find and create and to traffic to get people to work with people to get to the other side. So thank you for the places that you've been and I hope that if you get an invitation from the DA's office to come and talk to prosecutors and people who work with us that you might think about accepting an opportunity like that.

00:58:54

MARIAH SAPP

I would definitely accept. One of my goals in life is transitioning into law school and operate as a lawyer in immigration and criminal division. So I'm definitely up for that challenge.

00:59:01

SUSAN BELINDA CHRISTIAN

Okay, great. Thank you so much. (Unintelligible) a chance for other commissioners to ask any questions or make any comments at this time. Thank you so much for what you've given to us and what you will be giving to us in the future.

00:59:17

JERRY JOHNSON

Thank you.

00:59:18

SUSAN BELINDA CHRISTIAN

What you will be accomplishing. So that is the last item in this segment. And now it's time for public comment. That's the last presentation, right? Okay.

00:59:37

SUSAN BELINDA CHRISTIAN

Mr. Washington, welcome back to the podium.

00:59:39

ACE WASHINGTON

Say, I just want to say something to y'all. And y'all's presentations was quite enhance what's going on. And it's perfect timing, y'all put me right in the middle because I think we can all work together and put this Out Migration for the younger generation and bring those old fools in that, you know, don't know what they're talking about. And we could make something very historical right here in the city by the Bay. You're going to make

historic. I'm just surprised. I seen you at, oh--see, I didn't know you got--I mean you all are fellows, huh? Oh, you are quite handsome, beautiful, intelligent young fellows. So I just want to say my hat's off to you, and if it means anything you got the stamp of approval from Ace on the Case. All right, thank you very much. I just thought I'd say that.

01:00:31

SUSAN BELINDA CHRISTIAN

Thank you for your public comment, Mr. Washington. Madam Secretary, would you read the next item on the Agenda?

01:00:37

COMMISSION SECRETARY

Updates on projects and staff. The Discrimination Team updates provided by Matt Oglander and Rebecca Oyama.

01:00:49

SUSAN BELINDA CHRISTIAN

Welcome to you both.

01:00:51

REBECCA OYAMA

Thank you. Hi, everyone. My name is Rebecca Oyama. I am an investigator and policy analyst at the Human Rights Commission. I've been with the Commission for almost two years, and I'll be co-presenting with Matthew.

01:01:08

MATTHEW OGLANDER

And I'm Matthew Oglander. I've been with the Human Rights Commission for just over five years as an investigator and mediator. And the intention for this presentation is to provide an overview of the work that the Discrimination Team does at HRC. I know we have some newer commissioners who may not be very familiar with what we do and we're hoping to provide an overview for them and an update for the commissioners who have been with us for a while and may appreciate some reminders about what the Discrimination Team does on a day-to-day basis.

So we investigate and mediate complaints of discrimination and non-compliance in areas of employment, housing and access to public accommodations and business establishments pursuant to several local ordinances. And those include Article 33 of the San Francisco Police Code, which covers housing, employment and access to business establishments and public places, and covers a variety of protected characteristics. We also work on Article 38 of the Police Code, which covers HIV and AIDS and related conditions. Article 49 of the Police Code is also known as the Fair Chance Ordinance, and that restricts how criminal history information is used in employment decisions as well as affordable housing decisions. HRC works on the affordable housing piece of that. A different city agency, the Office of Labor Standards Enforcement, handles the employment provisions. And we are also tasked with enforcement under Article 1.2 of the Police Code, which covers discrimination on the basis of familial status and housing. And Chapter 12H of the Administrative Code, which is the Sanctuary City Ordinance and

Chapter 12C which covers non-discrimination requirements for city contractors.

01:03:19

REBECCA OYAMA

So I'm just going to walk you guys through the process of a discrimination complaint in our office and how it comes to us and how it will travel through the different stages of an investigation. So generally, a member of the public can contact us in multiple ways. They might walk in through our door. They might call us. They might submit something online to us. We consider that kind of first contact an inquiry from the public. And usually we'll take that initial inquiry and have some kind of review of it to make sure that it meets some of the most basic ideas of discrimination and kind of has a likelihood to be what's called jurisdictional, within our jurisdiction. It's a very brief kind of conversation and in most cases, we will then, after gathering some of that preliminary information, schedule a full intake which is kind of a longer interview more in depth. And that will be with one of our members of our Discrimination Division of which there are three. And the longer intake interview will be usually done in person. We do accommodate folks that might have issues physically getting to our office. We might do it by phone in that case. We do have language interpretation available for anyone who might need that. And typically it'll be somewhere around half hour to an hour-long conversation during which we're gathering some of the basic facts of the discrimination issue at hand.

And during that interview, we really are trying to make sure that it fits within some of the requirements of the laws that we enforce. So something that takes place in San Francisco. There are some time limits of the laws that we enforce, things like that. And essentially at the end of that interview, we'll typically make a determination of the jurisdiction that it does fit within the laws that we enforce. If it fits that jurisdictional area, we will then file what's called a formal complaint, which is essentially a writeup of the discrimination accusation. We will draft that. We will have the person who came to our office, who is called the complainant, review it, make sure that it is fully true to the best of their knowledge and belief, have them sign off on that and then we will send it along to the entity or individual being accused of the discrimination. So that might be a housing provider. It might be an employer, depending on the nature of the discrimination.

So from that point, we will very often start talking to both sides about mediation, which is a service that we offer at the Human Rights Commission to try to have the parties talk through the issues of the complaint and ultimately try to help them reach some type of resolution or agreement based on the different issues that are at hand. And that's offered usually within our office and can itself resolve a complaint, meaning if there's an agreement met during the mediation, part of that agreement might be that it is now going to end the complaint process. If not, the complaint will continue into what we call full investigation which might involve interviewing, you know, witnesses, reviewing more documents and then ultimately we can issue a finding--a determination about whether or not we believe that our local laws of discrimination were violated or not. And if we do

make a finding of discrimination, we might include some recommendations for how to cure that going forward. So that is the path of a complaint. Oh, I will just share one other thing. Sorry. We did note that our role as investigators during that process is as a neutral investigator. So that's a really key point that we try to make sure that the complainants who come to our office understand that we don't represent them in any way; that we have to maintain this third party kind of objective and neutral role as the entity that is investigating the complaint. For a lot of complainants, that can be confusing and it naturally can develop that they will want to look for someone who might be also involved in their complaint as an advocate. So Matthew will talk a little bit more about some of the referrals we make to different advocacy organizations.

01:08:0153

MATTEW OGLANDER

So we like to offer a case study to illustrate how this process might play out in a particular situation. This example involves an allegation where a member of the public comes to HRC and alleges that they have experienced harassment by their employer because of their sexual orientation. So the first step for HRC after we receive that allegation is to determine whether we have jurisdiction over this particular complaint. Rebecca mentioned some of the criteria, but to give you a little more detailed sense, we would look at first whether the complaint occurred in San Francisco. The employment in San Francisco would be the first criteria. Usually, that's pretty clear. Sometimes it's a little more complicated if somebody maybe works for an employer that's based in Oakland, but they spend most of their workday in San Francisco. So we need to make that determination about geographic jurisdiction. Also, the time frame. For most of the complaints that we deal with, there's a statute of limitations of one year but Article 38 of the Police Code has a two-year statute of limitations, so we'll be checking for that as well. And we'll be checking whether the allegations actually would involve what's considered harassment under the law. So that would be the preliminary jurisdiction determination. We would also be looking at whether the employer in this situation offers an internal grievance process for employees to challenge decisions against them. And if so, we would consider whether the employee who's making the complaint has taken advantage of that internal grievance process. We might defer and refer them back to that internal process prior to implementing--to initiating a formal complaint through HRC.

Next, assuming that the complaint is jurisdictional, we would interview the complainant, as Rebecca described. We would draft a formal complaint document which the complainant would sign. We would send that over to the employer and give them a deadline to submit a response. We would request any information that they can provide, documents and witness statements to respond to the complaint, and we ask them to provide specific answers to every numbered allegation in the complaint. And at that point, we'll also attempt to guide the parties to mediation, which can be a mediation conducted by HRC staff or, in some cases, the mediation may be conducted by student mediators through a program with UC Hastings Law School under supervision from their professors and our staff. The outcome may be a successful mediation with a settlement

agreement that would include, for example, training where the employer would commit to providing training to their staff to help prevent future incidents of discrimination. The agreement might also include monetary compensation for the complainant and implementation of anti-harassment and non-discrimination policies again to help the employer make sure that discrimination will not continue to occur in the workplace.

01:11:46

REBECCA OYAMA

So next, I'm just going to talk a little bit about some of the typical tasks or things we might be handling in our regular day to day. These are just some little kind of vignettes of what we do. So, for example, we might be filing a formal complaint on behalf of a tenant who's been experiencing some form of harassment that they believe is based on race and sex by their property management, as well as other tenants. That is a type of complaint that we might pretty typically get. We may issue a letter of concern to a housing provider or to a business owner about their obligations legally to accommodate people who have service or support animals. So letters of concern are a really helpful tool that we use. Often, we will offer it as an alternative to a formal complaint. It is kind of a more educational tool that can be used to contact, for example, a housing provider and make sure that they are aware of the applicable law in the situation and ask them to enter into a kind of interactive communication with us about what steps they might be taking to make sure that they're complying with that law. And it kind of has a less accusatory tone than a complaint of discrimination. So some of our complainants are concerned about how it might alter their relationship with their landlord or with their boss, and so they opt to go for kind of a softer avenue. It also--it can be a little bit more prompt and shorter than a full complaint.

Another thing we might do is offer informal mediation to resolve a dispute between a landlord and a tenant about whether a tenant was violating the occupancy limits of their apartment based on the presence of their children. And some of these examples are kind of roughly based on things that we've seen come in recently or not. So an informal mediation might be that we're talking to each side separately, but not all at the same time in the same room. And it can be also a very successful technique to try to help those two sided work through something that is of conflict at the time. And I will share that there are--there's a local law that children under six are not counted as part of the occupancy of an apartment. So that comes up because landlords may say, well, you had a new child. You have to be out. There's no room for you, and unfortunately--not unfortunately, they need to be informed of the law that is not counted as part of the occupancy.

So next, we might provide some kind of referral assistance to a member of the public who has an issue at their work having to do with being underpaid or some type of wage an hour issue. So that doesn't come under our jurisdiction, but there are bodies and organizations that are appropriate to help them handle that. So we'll do our best to make the right referral in that kind of situation. And lastly, we might do a more formal mediation, for example, to a customer who found that a business had not made

themselves accessible to her disability. So that's just kind of a taste of what we might see in a day.

01:15:27

MATTHEW OGLANDER

So Rebecca mentioned referral assistance where we help people to find appropriate assistance. And I want to talk a little bit more in detail about that, because I think it's one of the most important things that we do. A lot of the people who come to HRC have bounced from various city agencies and nonprofits in the Bay Area, and they're looking for help with an issue and they're struggling to find it. And they come to us and we may review the situation and determine that it's not likely to be within our jurisdiction, but we're not just going to shut the door in that person's face. We're going to do what we can to help them find appropriate assistance. And that doesn't mean just handing them a list of 50 phone numbers that they should call, but it means that we will actually talk with them and try to understand the issue and make sure that we can give them the most appropriate referral that we can, including sometimes what we would call a warm handoff, contacting another agency and reaching a specific person to explain the situation and help that person get in the door.

So, for example, people will contact us sometimes with issues that arise outside of San Francisco, or they might--may contact us to make a complaint about a landlord/tenant dispute involving maintenance or repair issues. And if it's not based on their protected characteristics such as race, religion, disability, national origin, sexual orientation or the other listed characteristics, then it's not within our jurisdiction. Similarly, claims for unemployment benefits or personal injury claims may come to our attention. And so we will work with the complainant to try to find appropriate assistance. In order to do that, we try to build relationships with various advocacy organizations and other city departments so that we can connect people with appropriate assistance. And we maintain referral lists and information resources that are available on our website. If you look at the HRC website under the discrimination heading, we have pages for resources for housing, resources for employment and resources for business establishments and public accommodations. And I'd encourage you to take a look and let us know what you think about those. I'll mention just a couple examples of common referrals that we'll give. If someone comes to us with questions about their right to have an emotional support animal in their home or in their workplace, we can talk to them and explain their rights, but if they're looking for an advocate to represent them, we'll often refer them to Disability Rights California which is a nonprofit advocacy organization that has some lawyers with expertise in that area of law. And when people come to us with issues involving problems in affordable housing, especially city funded, or city subsidized affordable housing, we may refer them to the Conflict Intervention Service which is a city funded program that's operated through the Bar Association of San Francisco that provides mediation services for a wide range of issues that are not limited to discrimination complaints.

01:18:45

REBECCA OYAMA

So I just wanted to share a couple other anti-discrimination initiatives at the HRC. So we do offer trainings about the different anti-discrimination laws that we enforce. And we'll offer these to housing providers, employers, businesses and community members. One example is the Fair Chance Ordinance which is still relatively recent. It's about six years old. We've trained property managers on their obligations to give proper notice to their tenants or their applicants of their rights under that law and make sure that they understand how it needs to be applied during an application process. We also do a fair amount of searching for discriminatory advertising on online platforms. So there are a lot of, for example, housing ads might say things that are directly a violation of local laws. So it might say no Section 8 welcome. So we will directly search for terms such as that. Similarly, support animals, you know, we'll look for no pet provisions and make sure that they understand that a support animal is not a pet and that they need to be clear that people are still protected by their rights under disability protections. And we will contact those advertisers and ask that they remove that language and look for demonstration that they've done that and make sure that they are fully aware of what the applicable law in the situation is.

And then lastly, we participate in a number of coalitions and partnerships with other organizations that either occupy this area of discrimination or something that is related. So we're part of a fair housing group. We work with a lot of different groups that do re-entry work for people who were formerly incarcerated. And those relationships are really key to our success in that they make the community aware that we're here and that we have services available as well as they let us understand kind of what's happening on the ground and what they're seeing or what their members are seeing. So that is something that we take a lot of value in. And I think lastly, we're just going to show you some materials. Go ahead, I'll can come back and do the handy work.

01:21:05

MATTHEW OGLANDER

Okay. So these are just some informational materials we thought you might be interested in. One is a postcard that describes protections under the Fair Chance Ordinance. And so these are tools that we use to help spread awareness about some of the laws that we help to enforce. We can distribute these at meetings of public agencies and anywhere else that we think people might be looking for help with these kinds of issues. This is a poster that describes the protections for employment discrimination in San Francisco and the categories that are protected. We'll have a few copies available on the table if anyone would like. Last, we have a business card-sized flyer that we can distribute that includes information about some of the relatively recent ordinances that regulate signage for all gender restrooms and diaper changing stations for public accommodations in San Francisco. That's the information we have to present. We're happy to answer questions.

01:22:24

SUSAN BELINDA CHRISTIAN

Thank you to both of you. I'm wondering--oh, Commissioner Porth, why don't you go ahead.

01:22:30

ABIGAIL PORTH

I defer to the Chair.

01:22:31

SUSAN BELINDA CHRISTIAN

Go ahead. Go ahead.

01:22:32

ABIGAIL PORTH

Thank you so much for the informative presentation and for taking us through how you do your work, which is really helpful. I'm curious if you can tell us a little bit about the numbers, the number that you do in terms of intake, the number then that get referred out, the number that you process all the way through, say, in a given year?

01:22:53

MATTHEW OGLANDER

So the quickest resource that I can point to is the annual report from 2017, which has the full year numbers for last year that shows that we had 637 public inquiries, 230 intakes, 65 formal complaints, 20 formal mediations and 16 trainings. And what I would say, you know, that doesn't capture is the letters of concern which Rebecca talked about.

01:23:27

SHERYL EVANS DAVIS

I would just add too that it doesn't--it also doesn't really talk about the number of referrals or the amount of time that staff spends. Like we have some people that are regulars that have been coming for years, and that there's a certain level of, you know, we've been going back and forth with DPH around what can we do in terms of crisis response, what can we do in terms of social workers, what can we do in terms of the HOT Team because, you know, they are really good at their jobs in terms of being able to really help people feel like they can come there for support. And so we actually are doing more than what we track. And so we've been thinking about--I know I've been talking with Terry and Lori around like us even just tracking the number of people that sign in and the amount of time that we spend with people whose cases are not cases that we're going to be able to move forward or that we've, you know, specifically I can think of two people that they are each working with that one person has been coming for years and has had amazing with, you know, she's been able to get a lot of what she wants. She just doesn't want to take it, right. And so Matthew is continuing to meet with her even though she gets--she has a list that started with like 10 things that's now 30 things. They'll agree to do 18 of the things on her list and she'll be like all or nothing. And so he's continuing to meet with her, and likewise Rebecca.

Recently, we had somebody who came in who, you know, is not someone that we can support and that we're still trying to work with them and accommodate. But they came in and things escalated really quickly and, you know, it's helping us reevaluate our process for how we deal with things that become not just verbally but actually physically endangering for our staff. And so there's a lot that we can't capture in this that we want to figure out how to do a better job of.

01:25:29

SUSAN BELINDA CHRISTIAN

I think that would be incredibly useful to do, and I'm glad you are looking at that and doing more of that. Commissioner Karwande.

01:25:39

MAYA KARWANDE

Thank you both very much for your presentation. As one of the newer commissioners, I appreciate learning more about your work. I'm wondering, do you have information on the number of investigator findings that are made on a yearly basis or that were made last year?

01:25:58

REBECCA OYAMA

I don't think we have that available right now, but we could probably get back to you about that.

01:26:03

MAYA KARWANDE

(Unintelligible) and another question I had is sort of what--where the finding--what happens with the findings? Are they published or made known to the parties or is the process confidential or tracked publicly in any way?

01:26:24

REBECCA OYAMA

Right. They're not kind of made--published in any way. They are considered public record, so they would be obtainable in that way. I will share mediation is actually where we see a lot of our wins in that we have very limited ultimate enforcement. So if we issue a finding, we can't typically--we have no authority to kind of order the discriminating party to do anything. So we try very much to use mediation as a point in the case, where if there are certain--oh sorry--if there are a specific list of needs or demands, we try to work very hard with both sides to see what can fruitfully come out of it. Yeah.

01:27:21

SHERYL EVANS DAVIS

And I think just to--for Rebecca and Matthew, one of the things we had been talking about is maybe the Commission could start to maybe publish findings, because we don't have necessarily that and maybe some of the employers or landlords might be more inclined to be responsive if they thought that they were going to be a list--on a list where it said there were findings, but they were non-responsive or didn't really seem to care. And then I think also with that, you know, you talked about letters of complaint. I think we've also been thinking about like places where we don't have jurisdiction where we sometimes have tried to write to people to say, you know, we don't have jurisdiction, but we really think that you could consider being a good partner or a good neighbor. So there are some of those, again, things that we can think about ways to maybe quarterly publish like these are the places where we've had complaints about and think about like how to use that, yeah, in some way. Maybe we won't say that on the--

01:28:26

SUSAN BELINDA CHRISTIAN

Commissioner Kelleher.

01:28:28

MARK KELLEHER

Thank you for your report and overview. When I first joined the Human Rights Commission, of course, the Commission oversaw the city contracts and that's been centralized in a different area now in the city. But I'm wondering because we still appear to cover discrimination with city contracts, at least among the codes that you identified, what kind of a workload is it in terms of, you know, what you do in terms of the number of city contracts that you're still engaged with in terms of reviewing the contracts and any discrimination or compliance with city rules or anything like that? Does the HRC engage with any of that with the city or is that another agency now that's taken on the bulk of those complaints or challenges or investigations?

01:29:16

MATTHEW OGLANDER

I don't have specific numbers on that in front of me right now. I can say that city contractors are a subset of the respondents that we deal with, a number of affordable housing providers that operate multiple properties San Francisco are city contractors that receive city subsidies. And some of those organizations are frequent targets of complaints that we receive. And aside from the non-profit housing providers, there are not a lot of complaints that we get about city contractors.

01:29:54

MARK KELLEHER

Okay, thank you.

01:29:59

SUSAN BELINDA CHRISTIAN

The answer to my question is probably no, given the nature of Airbnb and places and things like that and platforms like that. But have you seen people coming in and complaining about what they feel are discriminatory ads or responses from platforms like that?

01:30:27

SHERYL EVANS DAVIS

Well, I will just say I do want to just put out there that Matthew has been--and he can maybe speak to some of that. He had been doing some research and trying to find out about issues with Facebook, and then we also were doing, at one point, working with the folks that were supporting the diversity efforts at Uber just around like some of that. And then we did have some initial kind of engagement with Airbnb. So we have done that not necessarily because people came in, but because we've seen that they were issues.

01:31:00

MATTHEW OGLANDER

Yeah, and I will say with regard to Airbnb specifically, we haven't had any complaints that I'm aware of where someone complained about an incident in San Francisco involving Airbnb. We have had people from other parts of the world contact us because Airbnb is headquartered in San Francisco to make complaints, but most of those were not within our jurisdiction. We have reached out to Airbnb in the past about the issue of user photos being encouraged or apparently required as a part of the process to book an

apartment or a home through Airbnb. So the photo obviously discloses information about the user's race or ethnicity, possibly their gender or other characteristics that may be obvious in a photograph, and there has been some research that showed that, as you might expect, certain minorities were having less success booking through Airbnb. So we had reached out with them and had some conversations with them about what we thought would be good ways to improve on that part of their business. And, you know, we had a nice conversation, but as far as I'm aware they're still encouraging users to have photos of their face as part of their profile, and that continues to be a problem but not one that we've received a specific complaint about.

As Director Davis mentioned, we have also been in touch with Facebook regarding the issue of discriminatory advertising targeting. And so when a user is using Facebook, and this is not specific only to Facebook. It's likely happening with other platforms that we don't know about. But the user has given information about themselves through various means to the advertising network, which is run by Facebook, and Facebook and other advertisers use that information to target advertisements. So an advertiser can choose to target their advertisements only to men as opposed to all people. And they can limit the targeting of their advertisements to a certain age range. In the past, Facebook was also allowing users--the advertisers to target their advertisements based on information about the ethnic affinities of the users. They've stopped doing that after there was a public article two years ago that called them out on it. They responded publicly saying they did not want to promote that and would stop doing it. A year ago, there was an update from ProPublica showing that nothing had changed. We reached out to Facebook shortly after that and asked to open a conversation and talk about what they're doing. Since then, as I said, they've changed some of what they're doing, but they still allow advertising for employment and for housing to be targeted based on the sex and the age of the user, which are protected categories under San Francisco law. We haven't had specific complaints about this, and this is an area where the person who was excluded would never know that they were excluded. They wouldn't know that they didn't see that employment advertisement, but it's something that we know that their system facilitates. And so we've been in touch with them to encourage them to change that system. Since then, they've also been charged by the U.S. Department of Housing and Urban Development and they've also been sued by some non-profit groups. And so they are also addressing that issue in a couple of other forums.

01:34:41

SUSAN BELINDA CHRISTIAN

So there are times when staff, just in the course of the day, in looking through the paper or the internet and you see something that is concerning. And without any complaint or anyone walking in the door, HRC may end up reaching out to say, you know, we saw this and this is concerning for these reasons.

01:34:58

MATTHEW OGLANDER

And, exactly, that's an example of where a letter of concern is a good tool since a formal

complaint may not be appropriate.

01:35:05

SUSAN BELINDA CHRISTIAN

And perhaps a copy of that letter could be sent to HUDD or any--or another agency or something that's not federal that might actually be responsive these days. That's great work. Thank you. Commissioners, any other questions and comments? Seeing none, is there any--actually, we still have something else going on here, don't we? Yeah, we do. We have a report from our Willie Brown fellow. Final report back. It's great to see you again.

01:35:43

NALLEY REYNOSO

Thank you. Thank you for having me again. So apologies for my last meeting. I'm sure it was very difficult to understand what I was trying to say, so this is my report on the Dreamer's survey that I conducted as one of my projects as a Willie Brown fellow. So I did this because of my personal lived experience because I had very difficult times in high school looking for resources, and I still do, like this fellowship. Thankfully, it didn't have a citizenship requirement, but there were many other fellowships and internships that I could not apply to because they had that citizenship requirement. So that was definitely a barrier for me.

So for the survey that I did, I wanted to do this to get a--because I can talk about my personal lived experience to give you an overview of what a dreamer's life is like. But I am not representative of that dreamer population. So I wanted to do this to give you guys an overview of what dreamers in the Bay Area say are needed and what they would like to see in more resources. So to give you a background of what the--so first a challenge with the survey was finding the population. So my supervisor, Veronica, she reached out to her network and I reached out to my network at SF State and I am also part of a Facebook group of dreamers. So I utilized that, but there were 14 responses. So not too many, but that was a challenge. So to give you an overview of what the responses, responders are like, mostly female. The majority in their 20s. A hundred percent stated that English was not their first language. Most of them being Spanish as their first language. A majority Latino and Mexican. And the majority have also lived in the Bay Area for more than 10 years. So they are residents of the Bay Area, and also mostly specifically in San Francisco.

There was some questions on safety in regards to how they feel on a scale of 1 to 5, how safe they feel living in the Bay Area as a dreamer being undocumented with the current political climate. So 1 was being they don't feel safe at all, 5 being there were no concerns. So no one responded that they felt lower than a 2. 2 was the lowest that they rated. And the majority responded--rated it as a 4. So that shows that even though with the current administration and their political--current political climate, we do feel safe living in the Bay Area, and there might be the specific region. So--but that's definitely a plus.

01:38:48

SUSAN BELINDA CHRISTIAN

Was this on a 1 to 5 or 1 to 10?

01:38:50

NALLEY REYNOSO

Yes, 1 to 5. Sorry, 5 being that they feel the safest, 1 feeling that they don't feel safe at all. So the majority were rated as a 4. So those that responded below a 3, the feelings of unsafety came from fear of local police collaboration with ICE, family separation and every day racism and prejudice. So that was the findings on safety. And in terms of the resources, which is what was the purpose of the survey. 60 percent of the respondents said that they are aware of resources in the Bay Area, and 70 percent find them beneficial and they find these resources at school. There's also legal resources, scholarships and organizations like CHOC. But 86 percent still believe that there are not enough resources available in the Bay Area, and that's due to a lack of funding, awareness and other resources like an education plan for college. And so there needs to be a combination of more resources, more effective resources and more awareness. So what this looks like is 100 percent said that what they would like to see is legal resources. So this would mean like referral to lawyers, financial aid for higher education, fee assistance for immigration proceedings, job readiness and employment advertising and policy education. So this can be done through awareness, through social media, school campuses, local media like TV and radio, and through the community by word of mouth. Also, through school, through teachers, advisors and counselors. But there were also some that stated that organizations could also work on awareness. The example given was the Boys and Girls Club.

So--and this is all needed because 60 percent of the respondents believe that their status is a barrier to resources and/or opportunities. And this involves financial aid for higher education, housing, internships and employment. So 73 percent of respondents also said that they would benefit from an HRC dreamer program, but it depends on what the program offers. So there was a question on comments on what the HRC can do to provide that support and this--some of the responses were legal workshops so--and referrals to immigration law firms to provide education on paths to citizenship and scholarships, grants, internships, fellowships, jobs, college readiness workshops. And one of the responses too, which I agree with, is workshops to improve English-speaking skills because, like I said, 100 percent of the respondents stated that English was not their first language. And that is sometimes a barrier because they just want to better their English skills, because sometimes it is a barrier in communication. But most important can be advocacy and vocal support for immigration and immigrant rights and dreamers. And, yeah, that was the survey response.

01:42:34

SUSAN BELINDA CHRISTIAN

Thank you. Commissioners, any questions, comments? So what will you--what will we be doing with this final product?

01:42:48

NALLEY REYNOSO

So like I said, they would like to see just any advocacy or vocal support. So just the HRC doing more, just in general, more advocacy for immigrants or dreamers in general. But maybe start looking into providing workshops for legal assistance like education on policies, education on paths to citizenship. Because personally, I have DACA, but I don't know where to do after that. I don't know how to get that citizenship. But I just don't know. And I don't have the resources because I don't know where to look for them. But thankfully, actually someone from the HRC I talked to them the other day and they are connecting me to a lawyer who is a good friend of theirs. So I already have that because I have this network here already, but a lot don't have that network. So legal workshops, just advocacy on resources to provide for if--referrals to law firms and lawyers.

01:44:00

SUSAN BELINDA CHRISTIAN

I don't know whether it would be helpful, but we have a couple of toolkits that have been developed and are being continued to be developed at--through HRC. Would it make sense to have something for--a toolkit for DACA for--

01:44:17

NALLEY REYNOSO

Yeah, it definitely would be. Yeah.

01:44:20

SUSAN BELINDA CHRISTIAN

That had resources for people could--places people could reach out to and--

01:44:25

NALLEY REYNOSO

Yeah, maybe just a list of resources of trustworthy immigration law firms in the Bay Area that someone can go to.

01:44:33

SUSAN BELINDA CHRISTIAN

In your own personal experience, you have DACA but the next step, and then what you've found and what--

01:44:38

NALLEY REYNOSO

Yeah.

01:44:38

SUSAN BELINDA CHRISTIAN

--we can suggest to other young people.

01:44:43

NALLEY REYNOSO

Mm-hmm.

01:44:46

SUSAN BELINDA CHRISTIAN

Any other questions, comments? This is your final report.

01:44:52

NALLEY REYNOSO

Yes, it is.

01:44:53

SUSAN BELINDA CHRISTIAN

Congratulations. This is very good work. We so appreciate you being with us for this time and what you've brought to the HRC and to the city.

01:45:03

NALLEY REYNOSO

Well, thank you. I appreciate my time here and I'm very grateful for it, so thank you.

01:45:09

SUSAN BELINDA CHRISTIAN

Any public comment on this item? Seeing none, Madam Secretary, would you please read the next role--item on the list?

01:45:21

COMMISSION SECRETARY

Chair's Report, Retreat Update.

01:45:24

SUSAN BELINDA CHRISTIAN

Okay, people, it's getting late. I'm going to do this very quickly. We've been very--we've been pretty vague so far as to like timing and what the doodle responses are. So I had a chance to speak briefly with the Director, and I think right now what we're thinking about is a half a day to focus initially at least on the work that the agency is doing and the work that the agency is planning, and how the Commission relates to that and how the Commission might plug into it. And I am deeply interested in the work that each of us are interested in bringing to the Commission. And so I'm hoping that this will be a chance to talk about that, as well. So we're not talking about a full day. We're looking at a half day. And I think, ideally, it might be something that started just after noon and went for three or so hours, three or four hours in the afternoon so that people wouldn't be too drained from the work that they'd done in the morning, but still have some energy and also be able to have the evenings available.

So we're all appointed by the mayor. There are 11 of us. I think it's incumbent upon each of us to be at this retreat. And so the scheduling is very important. So we have the doodle out there, and if you have not--well, first, if you haven't gone and responded, please do. And secondly, even if you had, please look at your calendar and look at the dates that are offered, compare those dates to your calendar and if you see something that you have schedules, if it might be able to be rescheduled that day, please say that you are--please respond that you are available. Because as I said, we're appointed to do--to be here to support the agency to do the work. I think it is incumbent upon each of us to be at the--to find a date where all 11 of us can be present and we can be together and move forward as a body.

So where are we now? This is December 13th. Tomorrow is December 14th. If we can by next Wednesday have done what I just asked, look at the dates that are there, compare them to your calendar. If there's a date--unless there's a date that you absolutely cannot clear your afternoon, please note that you're available for that date. And you can note preferences, you know, let Lori know any comments you have like this would be really hard for me, but I can make it. Please do that and--because I know that--I imagine that

the mayor's office is looking not only at our attendance at regular meetings, but whether we make events like this that are focused on our work. So that's all I have to say about that. And is there any public comment on that item?

01:48:46

ACE WASHINGTON

Y'all know I'm getting medication they give me is working.

01:48:53

SUSAN BELINDA CHRISTIAN

Mr. Washington is back at the podium. Welcome.

01:48:56

ACE WASHINGTON

But I just want to reiterate in closing statements that I thank you and I'm very honored and I'll probably sleep a lot better tonight. But my respectful request is that maybe after this year, I know your calendar is pretty heavy, but sometime in January, preferably before February, we can get a reunion or a planning committee to get the reunion together. I don't know what time or what part of the year next year. But since we are-- have a space at the Yoshi's, we could have a 24-hour retreat for the committee including entertainment and all that kind of stuff to come up with something where we could bring the old and young and move forward. And who knows, we might--after the inaugural, we might get an invite to Ms. London--Mayor London Breed, we might be able to invite, excuse me, Newsome. I hate to say I'm getting tired right now. And also be (unintelligible) be funded by the San Francisco Foundation. See, if we pull all this together and have the meeting with the committee, however you want to do it, I'm more than available to be there with you. So thank you very much. I'm getting ready to go on in now and rest these old bones. Thank you very much.

01:50:13

SUSAN BELINDA CHRISTIAN

Thank you, Mr. Washington. Next item on the Agenda, please.

01:50:19

COMMISSION SECRETARY

Commissioners' activities in the community.

01:50:22

SUSAN BELINDA CHRISTIAN

So Commissioners, this is an opportunity for us to report back to one another on work that we've been doing within San Francisco communities. Commissioner Kelleher.

01:50:33

MARK KELLEHER

Thank you. As a member of the Community Advisory Board at STRUT, formerly Magnet, a combined community space and health clinic in the Castro. I participated recently in a review of potential bias challenges among some of the--a few of the personnel there and helped develop recommendations for the leadership, including increased anti-discrimination and enhanced hiring policies at the organization. And full disclosure, HRC staff Sneha Rao is the chair of the STRUT Community Advisory Board and was involved with me with this initiative. So thanks.

01:51:09

SUSAN BELINDA CHRISTIAN

Thank you. Commissioner Clopton.

01:51:11

KAREN CLOPTON

Thank you, Chair Christian. I just wanted to say thank you to Aria Sa'id and Veronica Garcia and all of the staff, Lori and everyone for helping to put on such a successful event on Monday in celebration of the 70th anniversary of the Universal Declaration of Human Rights. Lori has put in your binders the program, and I also want to thank Commissioner Sweet who came and gave a welcome, and to Commissioner Jason Pellegrini who participated the entire time. And we really appreciated his support and presence. Janet Riley was our MC. Paula West was our keynote accompanied by Adam Shulman on the piano. And we had students from several different schools, including Mission Academy and Rooftop and French-American International School and International High School. There was an essay contest and five of the students--well, I think there were like 24 submissions and we picked 5 of the best essays, and they presented and they were so amazing. And their prize, one of their prizes was for Jeremy Sutton, an artist, to draw their picture live through a computer program that he's developed and provide them a video of the process, as well as the final product. So it was a wonderful time. There were probably 150 to 200 folks there. And lunch was served and it was very well-received. I think we were all very inspired by the young people.

01:53:34

SUSAN BELINDA CHRISTIAN

Well, I was so sorry not to be able to be there and I know that--I watched from afar all of the hard work that was done leading up to the event by staff and by Commissioner Clopton, bringing her idea for this event to the agency and to the Commission. And so I thank you once again for that and look forward to talking about how things went this year and looking forward to our event next year, and how this year might inform that. And I just want to give my deep appreciation for the work that all of you did on that. Commissioner Kelleher.

01:54:13

MARK KELLEHER

Also for the record, I participated in or at least attended the 70th anniversary event too. I unfortunately missed Commissioner Clopton's introduction, but it was a very well-organized event and the youth who participated were very inspiring and in call kinds of different ways from their performances to their very distinctive approaches to each of their assignments or their presentations. So, you know, it was heartwarming. I was able to attend about half of that. I wish I could have gone to the entire event. But thank you. That was just extraordinary. Thanks.

01:54:53

SUSAN BELINDA CHRISTIAN

Thank you. And I had the opportunity last Wednesday to--I was invited to participate on a panel sponsored by the Atlantic Magazine. They are--I think this is a fairly new initiative for them going to different cities around the country and having live panel events focused on issues of importance that they identify. The panel that I was invited to

participate in was on free speech. It was called Free Speech Unlimited. And it was a really great morning. It was a little too packed. We did not get to spend a lot of time--enough time talking. Each of the panels did not get really enough time to spend talking about the issues that they were--that we were all brought there to discuss. But very thought provoking. And I'm actually hoping and I'm talking with the Director--hoping to talk to the Director about maybe building out some of the concepts and some of the issues that were brought up at the--touched on at the panel. Really kind of groundbreaking discussions about--at least groundbreaking right now--discussions about what it means, what the idea, the concept of free speech means in a structurally unequal society where not everyone has access to speech and that's not even recognized. And Catharine MacKinnon was one of the speakers on one of the panels. And she was not surprised at the source of a lot of very innovative thinking about that question.

So we do have the video from the day that I can share with the Director. And I want to thank Sneh for giving me--making sure I had background on the work that HRC has done. The panel that I participated on was on hate speech and responses to hate speech. There were three of us. One was the man who shot the video in Charlottesville that captured the vehicular homicide that took place and the assaults on other people. And he was talking about how that turned his life upside down when he posted the video. And then there was a woman who about a decade ago had been stalked on the internet as a law student and ended up suing people based on that. And I talked about how San Francisco and the HRC historically has responded to challenges of hate speech that we have in the city. And I guess, I don't know, maybe some of the newer commissioners may or may not recall or know that the bus ad era that we went through, the media ad era that we went through with Islamophobic, anti-Muslim. I'm sure we had anti-semitic things as well, ads that because of the procedure for accepting ads at the time we could not--the city could not say no because it was content-based. We could not discriminate based on content as long as it was not illegal speech. And so we ended up having ads that San Franciscans pretty uniformly found offensive. That policy has changed. The ad policy has changed for MUNI and BART followed suite as well. So I don't think, at least in San Francisco, it has been a problem since. I don't know whether BART continues to have issues. I'm not sure whether their policy--

01:58:49

NALLEY REYNOSO

They finished it last week.

01:58:51

SUSAN BELINDA CHRISTIAN

Yeah.

01:58:52

NALLEY REYNOSO

BART is now good.

01:58:53

SUSAN BELINDA CHRISTIAN

BART's now good. Good. So that was something pretty, you know, innovative. I think

the audience was interested in how San Francisco responded, and I also talked about how San Francisco after Charlottesville responded to the people that tried to come to our city to march in the streets and white supremacist groups. And so, as I said, it was a very short panel, but it seemed to go well. So thank you for the support from the staff and from the agency and Director Davis. Did you want to say anything? Okay. All right. Any other comments from--or discussion? Any public comment on this item? Seeing none, Madam Secretary, would you read the next item on the Agenda.

01:59:44

COMMISSION SECRETARY

Matters of interest for possible inclusion on future Agendas.

01:59:48

SUSAN BELINDA CHRISTIAN

Okay. As always, e-mail works to the Director or to myself. Very interested in looking at people's ideas for items for future Agendas. And at the retreat, we can also speak about this. Is there anything anyone wants to say right now? Any public comment? Seeing none, Madam Secretary, the next item.

02:00:10

MADAM SECRETARY

Adjournment.

02:00:11

SUSAN BELINDA CHRISTIAN

It is 7:37 and we are adjourned. Thanks.