

City and County of San Francisco
HUMAN RIGHTS COMMISSION



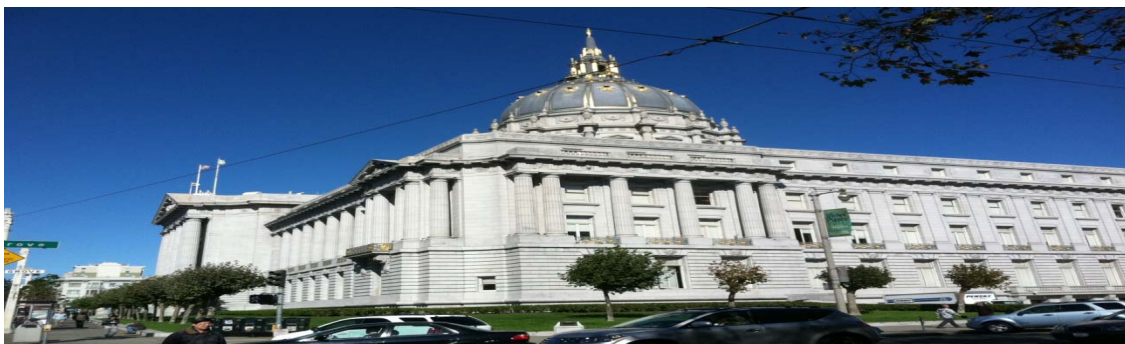
**AFRICAN AMERICAN COMMUNITY EMPOWERMENT INITIATIVE
A PROGRESS REPORT**



**AFRICAN AMERICAN LEADERSHIP COUNCIL, EQUITY ADVISORY COMMITTEE
& SF HUMAN RIGHTS COMMISSION STAFF IN ACTION**



PROGRESS, ACTION & IMPLEMENTATION



**EMPOWERING THE AFRICAN AMERICAN COMMUNITY TO SUCCEED,
FLOURISH, THRIVE AND BE VIABLE AND SELF SUSTAINING**

OVERVIEW

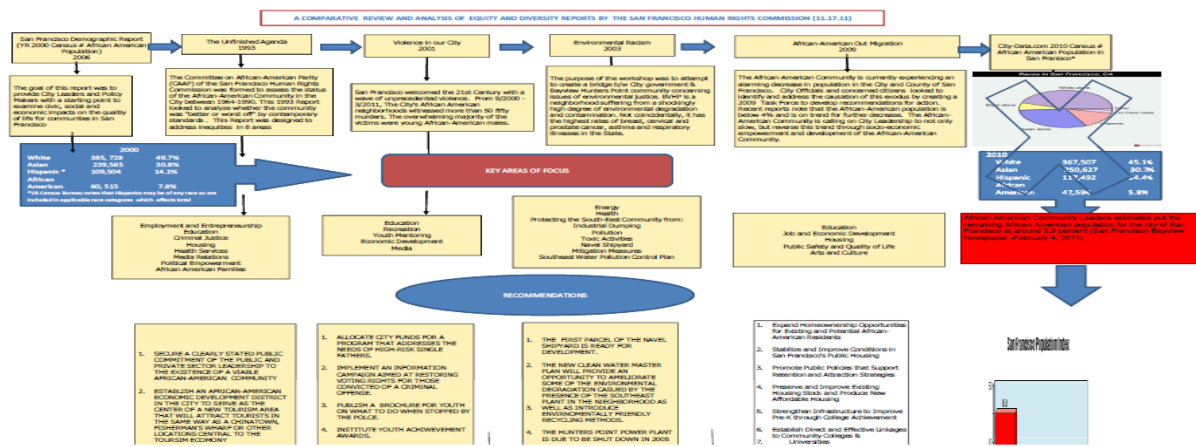
Empowering the City's African-American Community to Succeed, Flourish, and Thrive and be Viable and Self-Sustaining (JUNE 2012)

The San Francisco Human Rights Commission continues to work tirelessly in providing leadership and advocacy in promoting basic human rights for all of San Francisco's diverse and multicultural communities. Our mission is to identify those underserved communities and fortify their quality of life by advocating for city services and programs that address historical and social barriers that preclude specific communities from flourishing and being self-sustaining. The African-American community in San Francisco continues to experience an alarming decrease in population and as this "out migration" persists the collateral consequences have resulted in a community that continues to feel marginalized and disenfranchised.

Recent census data reports that the African-American population in San Francisco is steadily decreasing with the fear that that current number is at less than four (4) percent. For more than two (2) decades, there have been a variety of reports generated by the City that have examined this phenomenon but yet there still remains a large chasm that continues to swallow whole the socio-economic viability of this community. The following studies have been conducted in the last twenty years on this subject matter:

- (1) 1993- The Unfinished Agenda
- (2) 2001-Violence in Our City (Research and Recommendations to Empower Our Community)
- (3) 2006 San Francisco Demographics Report
- (4) 2003-Environmental Racism
- (5) 2009- Report of the Mayor's Task Force on African-American Out-Migration

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



Despite these “good faith” attempts to address the issue of “Black Flight” to more affordable and culturally sensitive locales, the African-American community remains desperate and frustrated by what seems to be a failure on the part of city leadership to realistically address community concerns and IMPLEMENT the recommendations as put forth in the aforementioned equity and disparity reports- most notably the “Unfinished Agenda” and “Out Migration” Reports.

AFRICAN AMERICAN LEADERSHIP COUNCIL

Under the auspices of the **African American Community Empowerment Initiative**, the Human Rights Commission has facilitated the creation of the African American Leadership Council (AALC) which is a self-selected Community Action Committee (CAC) consisting of community stakeholders and community empowerment advocates. The AALC working in part with the HRC’s Equity Advisory Committee (EAC) and HRC Staff has taken on the task toward developing an implementation strategy to institute potential solutions to produce **real, tangible** and **substantive** outcomes intended to **RETAIN** and **ATTRACT** African Americans to the City by critically looking at solutions to improve the overall quality of life for this community.

The African American Leadership Council has convened a number of times to prioritize the equity reports’ recommendations and have created five (5) working groups to developing policy recommendations and considerations toward effective implementation. The working groups include:

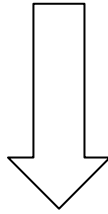
- (A) Education
- (B) Health, Human Service and Transportation Committee
- (C) Housing and Economic Development
- (D) Arts and Culture
- (E) Public Safety

SAN FRANCISCO HUMAN RIGHTS COMMISSION LAYING A FOUNDATION TOWARD GREATER IMPLEMENTATION

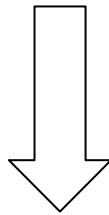
While the challenge(s) to effectively address African American Out Migration still exists and while community sentiment continues that much remains to be done as it relates to the Unfinished Agenda Report and the Out Migration Report, some **progress** has been made! The HRC is presently working with the African American community, its leaders, stakeholders, activists, allies, and other Community Based Organization (CBO’s) to commence the effort of laying a foundation that reflects a level of **PROGRESS** that has been non-existent prior to now. To date, the African American Community Empowerment Initiative (via the AALC, EAC and HRC Staff and CBOs) has implemented a number incremental action items that represent “movement” or “progress” toward effectively, but reasonably and realistically, implementing

positive outcomes toward enhancing the overall quality of life for African American residents in San Francisco

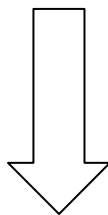
MOVEMENT



ACTION



PROGRESS

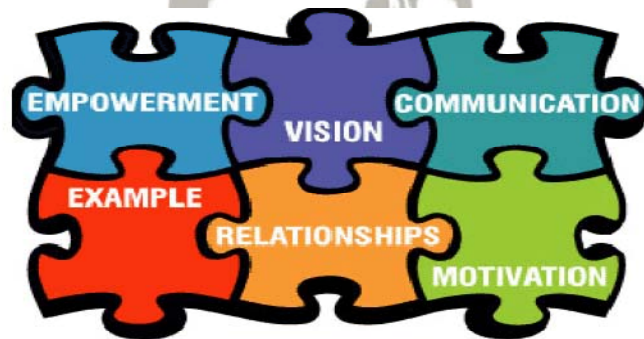


IMPLEMENTATION

**“NO MORE REPORTS!” –
IMPLEMENTATION IS HAPPENING
BECAUSE WE HAVE.....**

ESTABLISHED THE AFRICAN AMERICAN COMMUNITY EMPOWERMENT INITIATIVE AND THE AFRICAN AMERICAN LEADERSHIP COUNCIL.....

**SAN FRANCISCO HUMAN RIGHTS COMMISSION
AFRICAN AMERICAN COMMUNITY EMPOWERMENT
LEADERSHIP COUNCIL**



WHAT: *THE SAN FRANCISCO HUMAN RIGHTS COMMISSION (HRC) CORDIALLY INVITES YOU TO PARTICIPATE IN THE FORMATION MEETING OF THE AFRICAN AMERICAN COMMUNITY LEADERSHIP COUNCIL*

TOPIC: *PRORITIZING IMPLEMENTATION OF THE FINDINGS AND RECOMMENDATIONS OF THE VARIOUS EQUITY REPORTS AND DISPARITY STUDIES (1993-2010)*

WHEN: *THURSDAY, MARCH 1, 2012-6:00PM-7:00PM*

WHERE: *(HRC) OFFICES 25 VAN NESS AVE, SUITE 800*

Current Projects and Initiatives

2012 African American Community Empowerment Initiative

The African American Leadership Council

In 2012, HRC's policy group under the direction of Executive Director Theresa Sparks formally launched the African American Leadership Council (AALC). AALC, composed entirely of the members of the community, will serve as a conduit between the African American Community and City government to create measures by which to address "Black Flight", ensure that the needs of this community are heard, and improve the quality of life for African Americans in San Francisco.



2012 African American Community Empowerment Initiative



Purpose: Address, prevent and remediate the negative impact of the "out-migration" of the African American community in San Francisco by implementing the findings and recommendations of numerous reports, spanning more than two decades, which examine the parity of the African American community in San Francisco.

Outcome: Ensure greater inclusiveness and representation of the African American community at the policy and decision-making level where the community is disproportionately impacted and foster the retention of African Americans to San Francisco, a city renowned for its diverse and multicultural landscape and its commitment to the inclusion of all its ethnic communities toward the City's overall economic viability, industry and commerce.

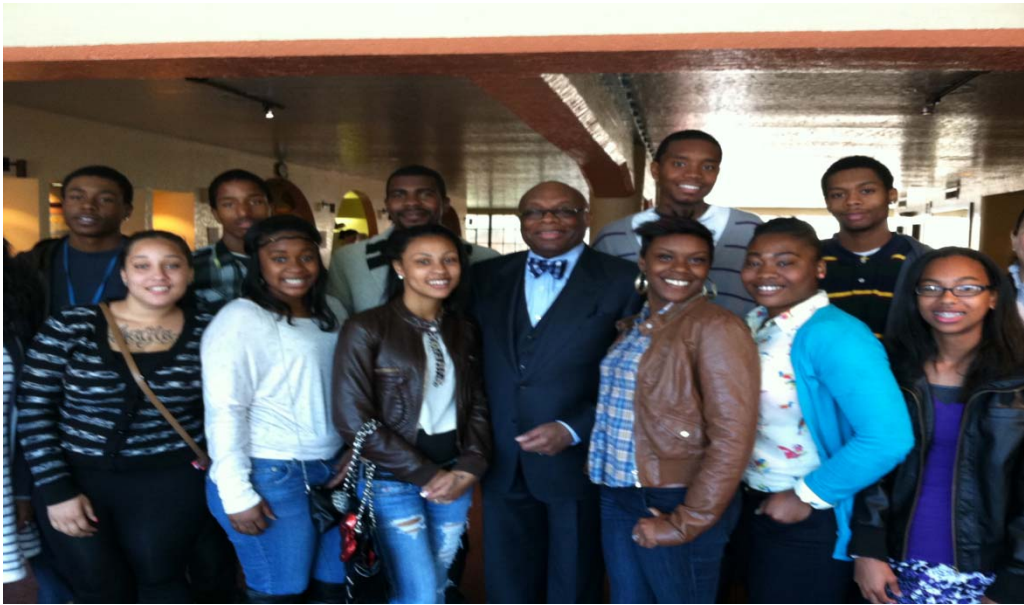
Process:

- ❑ Establish a **city-wide cultural competency and sensitivity action plan** to counter the popular sentiment that San Francisco does not embrace or support the African American community at the same level of other ethnic communities in the City.
- ❑ Create a **Minority Youth Economic, Civic and Vocational Internship/Mentorship Program** to groom young African Americans to become leaders in their communities.
- ❑ Develop a mechanism whereby City leaders and agencies have to inform the community of any potential action plans that advance the City's commitment to **implement the recommendations found in the various equity and disparity reports**.
- ❑ **Create opportunities for African American community stakeholders** to experience the behind the scenes methodology by which public policy is created.
- ❑ **Direct greater resources to Community Benefits Organizations and non-profits** that can assist in community development and economic growth.

San Francisco Human Rights Commission FY 2012-14 Budget Presentation to the Board of Supervisors 13

CHANGED OUTCOMES STARTING WITH OUR YOUTH

"BROWN BAG' SUMMER YOUTH MENTORSHIP



City and County of San Francisco



Edwin M. Lee
Mayor

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Small and Micro Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Theresa Sparks
Executive Director

FOR IMMEDIATE RELEASE

Monday, June 18, 2012

Contact: David Miree, Esq., Policy and Communications

Phone: 415.525.2502

****** PRESS RELEASE******

SAN FRANCISCO HUMAN RIGHTS COMMISSION TO HOST SUMMER YOUTH MENTORSHIP PROGRAM

Lunch time program aimed at teaching summer interns skills for success including, professionalism, networking, and pathways

Mentorship program to complement HRC's on-going initiative toward implementing recommendations found in long standing equity and disparity reports

Moreover, series to build on Mayor Lee's historic call for summer employment for youth

(San Francisco, CA)- The San Francisco Human Rights Commission (HRC) in conjunction with Mo'Magic, the HRC's Equity Advisory Committee (EAC) and the African American Leadership Council (AALC) is proud to host a summer long "brown bag" lunch series for underserved youth participating in summer internships with the City. The program is intended to provide youth from some of the City's most vulnerable communities with the vital skills needed to be successful in today's highly competitive job market. The mentorship program will also expose participating youth to a variety of "soft skills" applications to assist them in the "art" of networking as well as ensuring that they are getting the best possible and most rewarding experience from their summer internship.

"Giving young people job opportunities is among my highest priorities," said Mayor Ed Lee. "This mentorship program supports my San Francisco Summer Jobs + Initiative, which is investing in our youth, giving them valuable job skills and preparing our next generation of leaders."

Theresa Sparks, Executive Director of the San Francisco Human Rights Commission stated, "One of the important goals of this mentorship program is to expose these young people to individuals who may have experienced similar challenges as a youth but who were able to overcome these barriers and ultimately become successful professionals in their own right. This mentorship program can make such a difference in the professional development of these young people and significantly improve their chances for future success as career professionals."

Sheryl Evans Davis, Human Rights Commissioner and Director of Mo' Magic, a collaborative San Francisco neighborhood-based nonprofit organization whose mission is to transform the community and youth through the MAGIC of collaboration noted, "It remains so important that our youth see and hear from people with whom they share a cultural kinship that anything in life is possible with the right direction and guidance. Not only will the youth benefit from this program but as a result their families and the communities in which they live may also benefit as well."

Mayor Lee has joined the Obama Administration's Summer Jobs+ Challenge, which was launched by the White House in January, as a "call-to-action for businesses, non-profits and governments" to provide meaningful job opportunities via summer employment for youth and young adults. Partners in this challenge include the Office of the Mayor, United Way of the Bay Area, AfterCollege, the San Francisco



25 Van Ness Avenue
Suite 800
San Francisco
California 94102-6033



TEL (415) 252-2500
FAX (415) 431-5764
TDD (415) 252-2550
www.sfgov.org/site/sfhumanrights



HRC MINORITY YOUTH INTERNSHIP ORIENTATION – June 25-29, 2012

June 25, 2012, San Francisco Human Rights staff (Zoe Polk and David Miree) conducted a week long orientation seminar with local youth to address their questions about internships and interview and job preparedness. The range of topics included:

- Professionalism and Making a Good First Impression
- Effective Interviewing Skills
- Appropriate office attire
- How to produce an effective cover letter and resume
- Researching potential employers
- Role Playing- How to succeed in a professional or business environment
- The role of social media in getting and keeping an internship or job
- How to navigate difficult conversations in the workplace
- Computer literacy
- How to tone base office skills (e.g. answering the phone properly, using a fax, copy, or scanning device)
- Attendance and Punctuality

June 25, 2012



“I would like to get better interviewing skills so that I am able to get a job.”

“I hope to get professionalism and more work skills and gain more experiences and learn new things.”

“I hope to learn the skills I need to get a job and keep it.”

“I hope to gain knowledge on how to act to certain scenarios in the workplace.”

WAR ON DRUGS HEARING

THE WAR ON DRUGS IS _____.

The War on Drugs is a human rights issue. Join the conversation.

If it is yours, we want to hear your story. If you are interested in participating in a public hearing addressing the human rights impact of the war on drugs, please contact the San Francisco Human Rights Commission.

**San Francisco
City Hall
Room 416
1 Dr. Carlton
B. Goodlet Place
San Francisco, CA.
94102**



9

PROPOSED JOINT HEARING ON THE PLIGHT OF AFRICAN AMERICAN YOUTH IN THE SFUSD

City and County of San Francisco



Edwin M. Lee
Mayor

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Small and Micro Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Theresa Sparks
Executive Director

FOR IMMEDIATE RELEASE

XXX June XXX 2012

Contact: David Miree, Esq., Policy and Communications

Phone: 415.525.2502

****** PRESS RELEASE******

SAN FRANCISCO HUMAN RIGHTS COMMISSION APPLAUDS DISTRICT 5 SUPERVISOR CHRISTINA OLAGUE'S OFFICE ON CALLING FOR HEARING TO ADDRESS PLIGHT OF AFRICAN AMERICAN YOUTH IN SAN FRANCISCO PUBLIC SCHOOL SYSTEM

Hearing to review current programmatic strategies and services designed to address the disproportionality of African American youth represented in suspensions, expulsions and the achievement gap.

Legislative review complements HRC's on-going efforts to foster tangible and substantive outcomes toward community concerns and recommendation as outlined in the "Unfinished Agenda" and "African American Out-Migration" Reports

(San Francisco, CA)- The San Francisco Human Rights Commission (HRC) and members of the City's African American community are applauding District 5 Supervisor Christina Olague's Office for its advocacy in fostering equity in education by holding a hearing on the plight of African American youth in the City's public school system. The Human Rights Commission has long been advocating for more efforts on the part of the City that would promote greater equity in education as a human right. The HRC considers this hearing a pivotal advancement toward this end goal. Both the agency's Equity Advisory Committee (EAC) and African American Leadership Council (AALC) have been working to develop strategies to effectively address the historical disproportionality of African American youth represented in school suspensions, expulsions and the achievement gap. This hearing is intended to examine the potential cause and effect related to this issue and to suggest policy that could ultimately correct past inequities resulting in more African American students graduating high school and successfully matriculating in higher education.

Theresa Sparks, Executive Director of the San Francisco Human Rights Commission stated, "Historically, education has played a vital role in the socio-economic advancement of people of color. African-Americans have a long-standing legacy of enriching our society through the pursuit of higher education and scholarship. This hearing is essential to identifying and adopting a modern approach to keeping young people of color in school and providing them with the tools and resources they need to succeed both academically and professionally."

The education sub-committee which is a working group of the African American Leadership Council, called for greater action on this issue by San Francisco officials after learning about new measures being put in place by the Oakland Unified School District which is experiencing similar outcomes for its African American males students and the work the OUSD is doing to address this matter. Supervisor Olague's Office took up the charge on this matter and called for a hearing to look at how San Francisco can effectively address this disparity. Date and time of the hearing to be announced.

This legislative hearing complements the HRC's on-going efforts to foster tangible and substantive outcomes toward community concerns and recommendation as outlined in the "Unfinished Agenda" and "African American Out-Migration" Reports

-more-



25 Van Ness Avenue
Suite 800
San Francisco
California 94102-6033



TEL (415) 252-2500
FAX (415) 431-5764
TDD (415) 252-2550
www.sfgov.org/site/sfhumanrights



CO-SPONSORED COMMUNITY EVENTS AIMED AT FOSTERING POSITIVE OUTCOMES RELATED TO HEALTH AND WELLNESS IN THE AFRICAN AMERICAN COMMUNITY



Dr. Beverly Yates
Author
Heart Health for Black Women

Lunch discussion and book signing
July 14, 2012 Join us
♦ 11:30am ♦ 1300 on Fillmore

> *Light lunch and book provided . Space is limited, please RSVP info@momagic.org*

A DIALOGUE NOT JUST FOR BLACK WOMEN, USEFUL INFORMATION FOR ALL! THE OFFICE OF MINORITY HEALTH REPORTS - "HEART DISEASE IS THE LEADING KILLER ACROSS MOST RACIAL AND ETHNIC MINORITY COMMUNITIES IN THE UNITED STATES ACCOUNTING FOR 25% OF ALL DEATHS IN 2007"

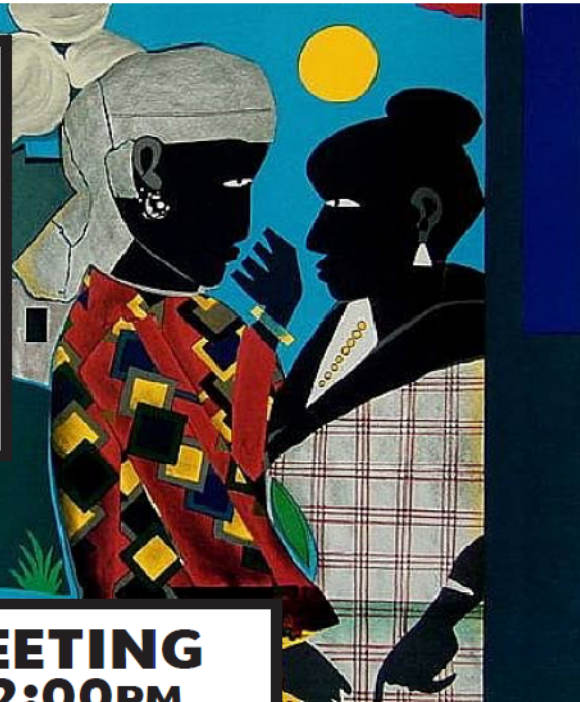
Dr. Beverly Yates' strong voice educates women about ways to take charge of their own health by encouraging them to adopt new attitudes and use effective natural therapies. She is a board certified and licensed naturopathic physician practicing in Seattle, Washington. Dr. Yates presents natural health care seminars across the country.

Lunch and Book Sponsors
1300 on Fillmore
Children's Defense Fund
Human Rights Commission- AALC, Health subcommittee
Mo' MAGIC

For more information: www.momagic.org 1050 McAllister Street , San Francisco, CA 94115 > 415.567.0400 T > 415.567.0450 F

FACILITATED GREATER DIALOGUE AND DISCUSSION ON LGBT SENIORS OF COLOR

**SETTING THE
AGENDA:
ISSUES FACING
LGBTQ SENIORS
OF COLOR**



COMMUNITY MEETING
JULY 26TH • 2012 • 2:00PM
WOMEN'S BUILDING • 3543 18TH ST • ROOM A
SAN FRANCISCO, CA 94110

Please attend and advise policymakers on issues relevant to you and your community. Written suggestions encouraged. *Refreshments Provided.*

NCLR



*Sponsored by the National Center for Lesbian Rights
and the San Francisco Human Rights Commission*



**RECOGNIZED THE WORK OF TRAILBLAZERS AND HEROES WHO HAVE BEEN
ON THE FRONT LINES TOWARD IMPLEMENTATION**

HRC “HERO AWARDS”

Current Projects and Initiatives

2012 Human Rights Commission HERO Awards

HRC “HERO” Awards

Established in 2012, HRC’s HERO awards recognizes local “unsung heroes” for their outstanding contributions in the field of human rights advocacy and for local organizations whose programming advances equity in education for youth in vulnerable communities throughout the City and County of San Francisco. Nominees are submitted by the community; finalists are selected based on their demonstrated commitment to human rights, community service and fostering positive change in and throughout the City’s diverse and multicultural communities.



HERO Legacy Award for Lifetime Achievement in Human Rights Advocacy

Reverend Amos Brown – Pastor, Third Baptist Church and President, NAACP (San Francisco Chapter); 2009 Mayor’s Task Force on African American Out-Migration.

Aileen Hernandez – Civil Rights Activist and Chair, 2009 Mayor’s Task Force on African American Out-Migration.

Doris Ward – Former County Supervisor and Assessor; 2009 Mayor’s Task Force on African American Out-Migration

Espanola Jackson – Southeast Community Facility Commission and Community Icon.

HERO Award for Outstanding Contribution in Human Rights Advocacy

Jose Romero – Bayview Hunters Point Community Activist and LGBT Youth/Diversity Advocate

Karena Franses – MSW, LCSW- Social Worker, Compassion Specialist and Advocate for persons living with HIV/AIDS

HERO Award for Outstanding Contribution toward Equity in Education

The Omega Boys Club Leadership Academy – Provides academic development and life skills education, including college preparation and scholarship support serving youth in marginalized communities in San Francisco.

Japanese Community Youth Council (JCYC) Educational Hub – Assists low income youth that have the potential to be the first generation of their family to graduate from high school and enroll in a program of postsecondary education.

San Francisco Human Rights Commission FY 2012-14 Budget Presentation to the Board of Supervisors 14

BUILT UPON ESTABLISHING COALITIONS TO ENSURE DIVERSITY

COALITION BUILDING BETWEEN THE AFRICAN AMERICAN COMMUNITY AND THE LGBT COMMUNITY-INCLUDING SENIOR & YOUTH ADVOCACY

PRIDE

in AFRICAN AMERICAN CONTRIBUTIONS to LGBT RIGHTS

Taking Pride in LGBT and African American solidarity is on Facebook.

GENERAL MANAGER

Michael M. Yamashita

DISPLAY ADVERTISING

Sifunisi Daghbanashi

Colleen Small

Scott Wozniak

NATIONAL ADVERTISING REP RESERVATION

(800) 411-5019

LEGAL COUNSEL

Paul H. Melnick

NATIONAL GAY NEWSPAPER CLUB

Holden Mearns

Best Bay Area Community Newspaper 2011

San Francisco Bay Area

Subsidy Club

6/14/2012

Bay Area Reporter

395 North Street, San Francisco, CA 94103

415.861.5019

www.bayareareporter.com

News Editor: news@bayer.com

Art Editor: arts@bayer.com

Out & About Editor: outandabout@bayer.com

Advertising: advertising@bayer.com

Letters: letters@bayer.com

A Division of Bono Enterprises, Inc. © 2012

Published weekly by Bay Area Reporter reserves the right to edit or reject any advertisement which the publisher believes is in poor taste or which contains illegal information or might result in legal action against Bay Area Reporter. Ads will not be rejected solely on the basis of politics, philosophy, religion, race, age, or sexual orientation.

Advertising rates available upon request.

Our list of subscribers and advertisers is confidential and is not sold. The sexual orientation of advertisers, photographers, and writers published here is neither inferred nor implied. We are not responsible for unclassified information or errors.

Remembering to take pride in the legacy of Bayard Rustin

by Susan Belinda Christian

If you are asking yourself, "Who is Bayard Rustin?" chances are, you are among good company. While Rustin was an openly gay life-long champion for civil rights, his legacy is often missing from historical retellings. This absence has been the subject of a significant public discourse of our time: discussions about the African American perspective on LGBT rights.

Rustin, the openly gay organizer of the 1963 March on Washington for Jobs and Freedom and trusted adviser to Martin Luther King Jr., is long overdue for recognition. A review of Rustin's activism presents a picture of a fierce commitment to protecting human rights for all persons and economic justice. From defending the property of Japanese Americans imprisoned in internment camps to his work to strengthen labor unions to his leadership on ending South African apartheid and his lifelong commitment to pacifism and nonviolence, Rustin has a legacy that should make all Americans proud, particularly African Americans and LGBT Americans.

Ten years before he was to organize the most defining civil rights moment of our time, Rustin was arrested in Pasadena, California for participating in a homosexual act. He later pleaded guilty to a charge of "sexual perversion" and spent 60 days in jail, creating a public record that, like for many Americans with arrest and conviction records, would haunt him throughout his professional career. However, in spite, or perhaps in part because of this experience, Rustin became a skilled strategic, passionate orator, and tireless advocate for justice.



Bayard Rustin, left, talks to a man about the 1963 March on Washington for Jobs and Freedom.

I offer this brief synopsis of Rustin's history to honor his legacy and perhaps reframe the consistent and false assertions that "African American" and "LGBT" are at odds and/or mutually exclusive. When Proposition 8 passed in California, news media were flooded with stories about the allegedly critical role the African Americans played in legalizing discrimination. Most recently, in North Carolina, many news outlets reported on the significant role African American churches played in galvaniz-

ing voters for a measure to ban same-sex marriage. This controversy received more media attention than the NAACP's historic endorsement for the freedom to marry. When, the day after the North Carolina vote, President Barack Obama announced that he supported the rights of same-sex couples to marry, allies and activists argued about the president's missed opportunity to away the African American vote. Given Rustin's unwavering commitment to justice and acute political intelligence, his perspective would greatly enrich these discussions.

As a woman who is proudly African American and lesbian, I believe that every in the black community struggle with LGBT rights. As in all types of communities across the country, this struggle results in strained relationships and difficult conversations with relatives, co-workers, friends, and loved ones. Rustin himself struggled with colleagues within the civil rights movement who helped obscure his central role in conceiving and executing the 1963 March on Washington for Jobs and Freedom.

In honor of Pride 2012, I invite you to join the San Francisco Human Rights Commission in celebrating Rustin's legacy. Marching under the theme "Pride in African American Contributions to LGBT Rights," the SPHRC Pride contingent will carry signs commemorating Rustin, whose 100th anniversary of his birth was earlier this year. Moreover, it will mark the kick off of SPHRC's campaign to reframe the race and sexual orientation dialogue and bring African American LGBT people and allies out of invisibility. It's fitting justice for a hero who relentlessly sought justice for us all. ♡

Susan Belinda Christian was appointed to the San Francisco Human Rights Commission by Mayor Ed Lee in 2011.

City and County of San Francisco



Edwin M. Lee
Mayor

Human Rights Commission

Contract Compliance
Dispute Resolution/Fair Housing
Small and Micro Local Business Enterprise
Lesbian Gay Bisexual Transgender & HIV Discrimination

Theresa Sparks
Executive Director

FOR IMMEDIATE RELEASE

Thursday, June 14, 2012

MEDIA CONTACT:

Zoë Polk, Esq. Policy Analyst (415) 252-2517

David Miree, Esq. Policy Analyst and Communications (415) 252-2502

***** PRESS RELEASE*****

**HRC TAKES PRIDE IN BAYARD RUSTIN, OPENLY GAY ORGANIZER OF 1963
MARCH ON WASHINGTON**

This recognition is part of agency's effort to establish a campaign to reframe the dialogue on race and sexual orientation and bring LGBT African Americans and allies out of invisibility

(San Francisco, CA) The San Francisco Human Rights Commission looks forward to participating in the 2012 San Francisco Pride Celebration and Parade. For years, HRC staff, Commissioners and Advisory Committee members have joined thousands of San Franciscans and guests from around the world to take part in this extraordinary event.

This year, the HRC is particularly honored to celebrate the legacy of Bayard Rustin, the openly gay organizer of the 1963 March on Washington for Jobs and Freedom and trusted advisor to Dr. Martin Luther King.

"Bayard Rustin is an extraordinary yet too often unsung hero of the civil rights movement," said HRC Commissioner Susan Christian. "Ten years before he was to organize the most defining civil rights moment of our time, he was arrested and convicted for "sexual perversion." In spite, or perhaps in part because of this, he became a skilled strategist, passionate orator, and tireless advocate for justice. A review of Mr. Rustin's activism presents a picture of a fierce commitment to protecting human rights for all persons. From defending the property of Japanese Americans imprisoned in internment camps, to his work to, strengthen labor unions, to his leadership on ending South African Apartheid and his lifelong commitment to pacifism and nonviolence. Bayard Rustin's has a legacy that should make all Americans

**SAN FRANCISCO HUMAN RIGHTS
COMMISSION**



**BAYARD RUSTIN, MARCH ON
WASHINGTON ORGANIZER**



ENGAGED IN PROVIDING PATHWAYS TO LGBT YOUTH OF COLOR WITH CITY SERVICE PROVIDERS

YOUTH SENSITIVITY AND CULTURAL COMPETENCY STARTS WITH YOU!

THE SERVICE PROVIDER

✓ **USE INCLUSIVE LANGUAGE.** Language that includes LGBTQ or gender variant youth builds trust and indicates acceptance. Instead of ‘do you have a boyfriend/girlfriend?’ try saying ‘are you seeing anyone?’ or ‘are you in a relationship?’ The language we use when speaking of disabilities is important. For example, the term “disability” is preferred over “handicap” and “wheelchair user” over “wheelchair bound”. Listen to the language your patients use and, when in doubt, ask what is preferred.

✓ **LISTEN** This not only builds trust, but may give insight that affects the healthcare and advice you provide.

✓ **RESPECT** an adolescent’s experience and autonomy. Many young people feel that adults and people in positions of authority discount their ideas, opinions and experiences. Health care providers, together with parents, can help patients make wise, healthy decisions.

✓ **USE GENDER NEUTRAL TERMS** until the teen has established a preference for themselves and/or sexual partners.

✓ **BECOME FAMILIAR WITH RESOURCES FOR LGBT YOUTH IN YOUR AREA.** Refer to community support programs for supportive counseling as needed.

✓ **AWARENESS** Adolescence is made even more difficult for teens who perceive themselves or are perceived as different. This is especially true for teens that stand out due to physical, developmental, emotional and behavioral characteristics. Be aware of the special issues, such as isolation, family rejection, school danger, and stress facing gay and lesbian (LGBTQ) youth.



FACILITATED THE DIALOGUE AND DISCUSSION TOWARD IMPLEMENTATION BETWEEN THE AFRICAN AMERICAN COMMUNITY AND CITY DEPARTMENTS AS CALLED FOR IN THE “OUT MIGRATION’ REPORT.....

DATEBASE AND TRACKING TOOL

“Implementation of the strategies contained in this report and monitoring for effectiveness and progress, will be conducted by an Implementation Team comprised of staff from key city agencies. The Mayor will assign a staff person in each of the departments that have a role in carrying out the strategies included in this report and the team will have direct accountability to the Mayor through his Deputy Chief of Staff or the head of one of the key city departments”

-2009 Report Task Force on African American Out Migration



June 26, 2012

Recommendation	Date	Subcommittee	OEWD	SFA	SFA	DCVF	COO	SFPD	HSA	First 5	DPH
Unfinished Agenda	1993										
1. Public statement of commitment of public and private sector leadership to the existence of a viable African American community in San Francisco. This commitment is to a publicly stated "vision" directly defining diversity as it pertains to African Americans in the City.		Full									
2. Establish an African American economic development district to service as the center of a new tourism area that will attract tourists in the same way a Chinatown, Fisherman's Wharf, etc. African American entrepreneurs will be assisted in developing the area.		Art&Culture									
3. Establish an African American development foundation and fund it.		Econ&Housing									
4. Negotiate specific private sector hiring and training goals with the private sector company in SF.		Econ&Housing									
5. Negotiate goals with private sector companies for sub-contracts with SF based African American entrepreneurs.		Econ&Housing									
6. Negotiate training and hiring goals and sub-contracting goals in conjunction with non and for-profit development in the City.		Econ&Housing									
7. Implementing aggressive recruitment and increase affirmative action hires in targeted areas of municipal employment, especially at the upper levels of municipal agencies.		Econ&Housing									
8. Meet with municipal agencies and negotiate broad goals for contracting with African American Minority Business Enterprise (MBE) firms especially in the areas of finance, insurance, and real estate, fuels, and equipment purchases.		Econ&Housing									
9. Promote alternative to incarceration and opposes construction of additional jails and prisons.		Public Safety									
10. Establish vocational programs in jails and in conjunction with programs offering alternatives to jail.		Public Safety									
11. Seek improvements in the scope and effectiveness of vocational training program in the public schools and like, training to job placement.		Econ&Housing									
12. Establish training programs for African American entrepreneurs linked to venture funds provided by the development foundation (recommendation #3) Require a commitment to hire African American employees a condition of capitalization.		Econ&Housing									

[illegible]

**.....although we are making PROGRESS there is
STILL MORE WORK TO BE DONE!**

(To Be Continued....)