
HUMAN RIGHTS COMMISSION

City and County of San Francisco

SAN FRANCISCO HUMAN RIGHTS COMMISSION

Draft Meeting Minutes

October 26, 2023 5:00 PM

ROSTER OF COMMISSIONERS

Karen Clopton, Chairperson
Ann Champion Shaw, Vice-Chairperson
Rodrigo Duran, Commissioner
Hasib Emran, Commissioner
Jayson Johnson, Commissioner
Mark Kelleher, Commissioner
Jason Pellegrini, Commissioner
Leah Pimentel, Commissioner
Irene Yee Riley, Commissioner
Michael Sweet, Commissioner

Sheryl Evans Davis, EdD 
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

The meeting was called to order at 5:06 pm.

Ramaytush Ohlone Land Acknowledgement – **Commissioner Duran.**

1. 2:17 CALL TO ORDER AND ROLL CALL OF COMMISSIONERS

Present: Karen Clopton, Ann Champion Shaw, Rodrigo Duran, Hasib Emran, Jayson Johnson, Irene Yee Riley

Absent: Mark Kelleher, Michael Sweet, Jason Pellegrini, Leah Pimentel

The meeting was called to order with 6 Commissioners present;

2. 4:36 GENERAL PUBLIC COMMENT (Discussion Item)

Members of the public may address the Commission on matters that are within the Commission’s jurisdiction and are not on today’s agenda.

There was no comment on this item

3. 4:32 ADOPTION OF THE MEETING MINUTES FROM SEPTEMBER 14, 2023. PRESENTATION OF REPORTS FROM SEPTEMBER 28 AND OCTOBER 12 COMMISSION PRESENTATION AND DISCUSSIONS. (Discussion and Possible Action Item)

Review and anticipated adoption of minutes from the Commission’s September 14, 2023 Meeting Minutes. Commissioners will be presented with Reports for Acceptance from September 28 and October 12, 2023 Presentation and Discussions.

Public Comment

PUBLIC COMMENT

There was no public comment on this item.

COMMISSIONER COMMENT/ACTION

Motion to adopt September 14, 2023 Meeting minutes as submitted: 1st Vice Chair Shaw, 2nd Commissioner Riley. Motion carried by unanimous consent.

Reports of the Presentation and Discussions held September 28 and October 12, 2023 were accepted as submitted by the Commission.

4. **9:39 VOTE ON COMMISSION’S SUPPORT FOR AFRICAN AMERICAN REPARATIONS ADVISORY COMMITTEE FINAL REPORT RECOMMENDATIONS** (*Discussion and Possible Action Item*)

Commissioners will discuss and vote on proposed motion from September 14 2023 meeting: “The Human Rights Commission fully endorses the African American Reparations Committee Report and Recommendations and adds the names of the Commissioners to the Report in support.”

Presentation: Karen Clopton, Chair, San Francisco Human Rights Commission

Public Comment

Chair Clopton called for a vote to ratify the “unofficial vote” taken on September 14.

PUBLIC COMMENT

There was no public comment on this item.

Chair Clopton called for vote to ratify the Commissions adoption of the following motion, made 14 September 223 by Vice Chair Shaw.

“The Human Rights Commission fully endorses the African American Reparations Committee Report and Recommendations and adds the names of the Commissioners to the Report in support.”

Vote was unanimous in support of passing the motion.

5. **13:11 DOMESTIC VIOLENCE AWARENESS MONTH** (*Discussion and Possible Action Item*)

Presentation by SHARP (Office of Sexual Harassment and Assault Response and Prevention) on their work to address Gender Based Violence and the value of remembering persons who suffer in silence during Domestic Violence Awareness Month.

Presentation:

KellyLou Densmore, Esq., Director, Office of SHARP, San Francisco Human Rights Commission

Dulce Garcia, Policy Director, Office of SHARP, San Francisco Human Rights Commission

Public Comment

The Gender Based Violence Division at the Human Rights Commission (also known as SHARP). The team does work in 3 “pillars”: Advocacy, Policy, and Prevention. They will work with survivors who have not been helped or further harmed when seeking help from City agencies. They can aid in housing of survivors, and work to provide safe spaces and support for youth.

This year they worked with a “Safe Housing (for survivors of sexual assault)” working group made up of city agencies, non-profits, front line providers, and survivors. Three subcommittees have formed to aid in prioritizing recommendations for safe housing.

This month is Domestic Violence Awareness Month, and please note that City hall is lit purple in honor of this month.

The team raised up Black Women Revolt and the public service campaign they launched. A recent gathering on the steps of City Hall recalled the names of people lost to domestic violence; numbers that have been on the increase in recent months.

Lastly, they raised up their Gender Based Violence Prevention Collective, a monthly meeting of organizations and advocates collaborating on how to end the cycle of violence and provide resources to survivors.

PUBLIC COMMENT

There was no public comment on this item.

Vice Chair Shaw: Asked to hear more about the Teen Dating Violence Awareness month, and how SHARP supports teens who experience assault. Team from SHARP raised up their partners such as San Francisco Women Against Rape and Project Survive; health educators from Project Survive go into schools. They are close to the age for the youth there and are therefore better received than “older” representatives. Creates a more “peer” support environment.

Commissioner Emran: Asked what more that the City can do to increase access to housing for domestic violence victims? Are there shelters available? How long can a person stay in a shelter? SHARP Team noted this (all) is the work of the Safe Housing Working Group. Challenges around the definition of “survivors” can impact access to safe housing and services; instances of domestic violence can be roommate to roommate, not just between romantic partners. Shelters do not have enough room for the survivors that come forward, and if a survivor has a family, that further limits options as space for families is even more limited. Safe Housing Working Group is aiming to address these challenges and more.

Commissioner Emran asked about what support exists for undocumented persons who may be preyed upon due to their status. Additionally, the Commissioner asked about how the wellbeing of children is taken into consideration. SHARP Team answered that groups such as SF Women Against Reape, CROC, Women’s Inc., Casa De Las Madres, Asian Women’s Shelter and others work to support persons who need to escape abusive households and have undocumented status. Language access is very important here. As for Children, the team responded that when an incident occurs or is reported, a safety plan is enacted that takes into account children and looks at what is needed for the whole family. It may be that remaining in the home is safest given what it means to remove children from a home. In the end, the survivor will determine what is best for them and their family.

Commissioner Johnson: Asked if work is done with youth in single (focused) gender programs; to help create safe spaces for conversations and to ensure that conversations around prevention begin while people are young. SHARP Team noted that nothing is being done on the City side with gender specific groups, and that upcoming workshop during Sexual Violence Awareness month includes the topic of Toxic Masculinity and Sexual Violence, and perhaps that will address some of these issues. Other organizations, who are part of the Gender Based Violence Prevention Working Group, they do work with specific groups such as LGBTQI identifying youth and with gender focused groups. Youth education exists in very early years around appropriate touch and other lessons, and then it largely lapses until high school, and at that point issues of consent and bodily autonomy, and ways students can show up for one another as active bystanders, are being addressed a bit late. Director Davis added that MBSK (My Bothers and Sisters Keeper) and Dream Keeper Fellowship does work with youth and gender specific conversations.

Commissioner Duran: Asked what services does SHARP offer, or partner with, to support mental health during these incidents and processes? SHARP Team responded by sharing their “dream” for offering free mental health services for survivors. Working with Samoan Community Development Center, American Indian Cultural District (AICD), Latino Task Force (LTF) to build programs similar to ones built to serve the African American communities, programs such as “Free Minds” designed by the Dream Keepers Initiatives. SHARP Team noted SF Women Against Rape has a list of mental health providers people can access.

Commissioner Riley: Asked if SHARP gets many asks for help from the Asian Community? SHARP Team commented on their partnership with CYC, and a group they have called YAWAV (Young Asian Women Against Violence), a gender-based violence prevention group specifically for young girls and non-binary youth, and it is specific to their culture. Also, Chinese Progressive Assoc. works directly with domestic violence around domestic workers. Asian Women’s Shelter has most culturally specific hotlines (in language).

6. 1:02:59 NATIONAL DISABILITY EMPLOYMENT AWARENESS MONTH *(Discussion and Possible Action Item)*

Presentation by Director of the Mayor’s Office on Disability on the importance of Disability Awareness Month and Department’s efforts to address inequities affecting person with disabilities in San Francisco.

Presentation: Nicole Bohn, Director, Mayor’s Office on Disability

Public Comment

The Mayor’s Office on Disability (MOD) serve as the overall Americans with Disabilities Act (ADA) coordinator for San Francisco. Oversees disability access for everything related to State and local government, and anything funded by the City; Human rights Commission answers

complaints re ADA access from private sector. MOD additionally serves as staff to Mayor's Disability Council and acts to advise all departments on ADA matters.

Some statistics to note, San Francisco has approx. 88-94,000 residents who identify as having a disability, and one-in-four persons with disabilities lives in poverty, and even those who are employed are twice as likely to live in poverty. 64% of people in San Francisco who identify as being disabled, are people of color.

MOD works to advise the Board of Supervisors (BOS) and the Departments on how to implement ADA related legislation in an equitable way; race and disability cannot be treated independently. Some legislations that have been worked on over last few years are "Accessible Business Entrance Ordinance", Mayor's housing directives that impact disability access post pandemic, and shared spaces legislative program. Lastly legislation in March, part of Women's History Month, honoring Judy Heumann and the non-violent demonstrations she championed and led during the 70's.

The biggest area of concerns and complaints have been around access to public right of way (sidewalks). This has been an issue pre, during, and post COVID. The second large area is around reasonable accommodations to residents in buildings. Compliance to law is important, and work at MOD is focused on addressing root causes; addressing anti-ableism. MOD offers anti-ableism training.

Areas MOD and HRC can partner on might be co-support of disability community legislative impacts, aid in city-wide adoption of disability access and anti-ableism as a matter of equity, and a joint meeting between HRC and the Mayor's Disability Council.

PUBLIC COMMENT

There was no public comment on this item.

Vice Chair Shaw: Asked, does the mayor's Disability Council offer support groups for teens with disabilities? Director Bohn noted this is an area needing continued work. Past work, over summers, has been done in partnership with Department Children Youth and Families (DCYF); focused on training camp providers to help integrate summer programs for kids (break down segregated camps). Another front is ensuring technological access for transitional age youth as they move towards employment and need access to technologies they can use to apply for jobs with.

Commissioner Emran: Spoke to his father and his needs for access. He echoed the need for right of way access and asked what was in the works for San Francisco and right of way access?

Director Bohn stated there is a lot happening and of note there is the adjustment to the COVID related city-wide injunction that had made it difficult to move people in encampments in certain situations. MOD, in partnership with 311, has made it easier for people to report a blockage or violation. Additionally they are partnering with Department of Emergency Management, Urban Alchemy, SFMTA and others to resolve issues quickly and appropriately.

7. 1:36:26 COMMISSIONER ACTIVITIES IN THE COMMUNITY *(Discussion Item)*

Commissioners update the public on activities they have participated in and any upcoming events.

Public Comment

Commissioner Duran Dia Del Los Muertos is next week. Will attend celebration in the Mission, and there are others throughout the City. Carnival is partnering with the Academy of Sciences for a nightlife event on Thursday November 2nd.

Commissioner Emran October is Pitbull awareness month, celebrating these wonderful animals. SPCA Adoption Center is offering free adoptions through the month.

Commissioner Riley Attended Overseas Chinese celebration that awarded five outstanding Chinese Americans who contribute a lot to the community. Also attended HepB Free Gala raising money and awareness to treating (preventing) Hepatitis B. Attended Dream Keepers Initiative Community Meeting and Stand Together United Against Hate convening at the Public Library.

Commissioner Johnson Attended 10th Anniversary of Lesbians in Tech Conference, held in the Castro.

Chair Clopton Attended Mission Economic Development Association (MEDA) 50th Anniversary Gala. Asked Commissioners to pay attention to the Mayor's announcement to Commissions to follow Board of Supervisors recommendation. This will be discussed and acted on at the next meeting.

PUBLIC COMMENT

There was no public comment on this item

8. 1:45:26 ADJOURNMENT Meeting adjourned at 6:52 pm.

Motion to Adjourn: 1st Vice Chair Shaw, 2nd Commissioner Johnson

Transcription of the meeting minutes are available upon request to the Commission Secretary, john.mcknight@sfgov.org.

DRAFT