

Human Rights Commission
March 13, 2010
Annual Retreat Notes

<u>Commissioners Present</u>	<u>Commissioners Absent</u>
Margaret Akdeniz	Edward Walker
Raji Bains	
Vanessa Burbach	
Kalvin Gill	
Clarence Madrilejos	
John Marienthal	
David Parker	
Megan Young	

Council Liaison

Councilmember Kansen Chu – Present
Yvonne Wong -- Present

Staff Present

Ernest Azevedo
Shawn Spano, Consultant
Police Chief Rob Davis
Fire Chief Darryl Von Raesfeld

1. Call to Order

Chair Burbach called the meeting to order at 9:00 a.m. Fire & Police Department presentations were moved up to accommodate a change in Councilmember Chu's schedule.

2. Introductions

Roundtable introductions of the Commissioners, staff and guests.

3. San Jose Fire Department Presentation – Presentation provided by Chief Raesfield. Categories discussed included: Recruitment outreach, Demographic Information and Bilingual Program.

4. San Jose Police Department – Police Chief Rob Davis spoke about the “State of the San Jose Police Department.”

- Staffing ratio is 1.3 officers per 1,000 residents. 1,350 sworn, 400 non-sworn personnel.
- SJPD business model is a three-pronged approach: Prevention, Intervention, and Suppression.
- Chief Davis stressed the importance of Prevention and Intervention services as a means of addressing
- Chief Davis presented the Mayor’s Gang Prevention Task Force (MGTF) and Truancy Abatement and Burglary Suppression (TABS) as good models of community partnerships with SJPD to provide prevention and intervention services.
- Chief Davis presented on update on the Consortium for Police Leadership in Equity (CPL) work with San Jose to research issues of racial and gender equity in policing, both within law enforcement and community. CPL is an independent organization who will release their own findings and report.

5. Councilmember Chu remarks

Councilmember Chu thanked Commissioners for their service and time. Councilmember welcomes any comments/feedback regarding any issues that require his attention and time. He holds monthly meetings with the Mayor and can raise any issues to the Mayor’s attention at such time.

6. **Setting the Retreat Context** - Shawn Spano facilitated the dialogue. Mr. Spano began the discussion by focusing on the relationship and roles of Boards & Commissions. Additionally, Mr. Spano previewed the objectives of the agenda and discussed principles of effective communication.
7. **HRC Introduction Activity** - Activity facilitated by City Manager's consultant, Shawn Spano. Commissioners stated their name, what they find most satisfying about being a Commissioner and if the Commission could only work on one issue this year, what that would be.
8. **2010 Human Rights Commission Review of Functions, Powers and Duties**
Prior to focusing on the goals, Shawn presented the Commissioners with the functions, powers and duties that are outlined in the municipal code and govern the Human Rights Commission.
 - Implement the City of San José human rights policy and recommend programs which promote the fulfillment of human rights in the City.
 - Study, review and evaluate and make recommendation to the City Council relative to matters affecting human rights, including but not limited to discrimination based on race, color, ethnicity, national origin, disability, age, sex, marital status, sexual orientation, gender identity, or religion and relative to equal employment opportunity policies and practices within the City government and throughout the City.
 - Advise and make recommendations regarding specific element of the City of San José equal employment opportunity plan and programs affecting City employment.

Upon reviewing the functions, powers and duties outlined in the municipal code, the Commissioners expressed individually and personally their beliefs of the top 3 functions of the Human Rights Commission were:

- a. **Proactive:** Commissioners should be proactive and informed about the issues that are of great concern to the community.
- b. **Advocacy:** Commissioners should serve as a body that advocates for the issue areas that have the greatest impact on the human rights of residents.
- c. **Watchdog:** Commissioners should ensure that they are an informed enough body to enable them to offer the appropriate recommendations to Council.

9. **Overarching Goals for 2010 – Large Group Discussion**

Shawn Spano facilitated the dialogue to discuss a follow up on critical items and issue areas that the HRC would consider working on this year and preliminary place in their work plan.

Economic Rights. Example:

- HRC should work with Community Organizations on health care and other civil rights issues.
- HRC should conduct research and assess what the highest concerns of residents related to this issue.
- Next Step: Invite Living Wage Committee to present at a meeting.

Employee Rights. Example:

- HRC should focus on the concerns and discrepancies of health insurance paid and sick leave and living wage salaries/benefits.

Diversity Issues. Example:

- HRC should focus on tracking and connecting to the community concerns along with promoting to the community how HRC is available to them.

Inclusive Community. Example:

- HRC should focus on outreaching to the diverse San José community and serving as a vehicle to be 'every one's' voice to City Hall.

Budget Cuts and Impacts. Example.

- HRC should evaluate the budget impacts to public safety and City Services.
- HRC should watch and listen to budget proposals that have a significant impact on residents (e.g.

Civil Rights. Example:

- HRC should review policies for Commission/Board selection and results.
- HRC should focus on an Outreach approach and strategy.

10. Group Report, Summary and Next Steps

After discussing the items that Commissioners believed were important to the Commission and individual Commissioners, Shawn Spano focused the discussion requesting Commissioners review the previous stated responses, examine what was missing or what may need to be added to the list and then summarize what were the top priority goals for the year. In addition, Shawn and the Commission agreed that process of how each were met would be further discussed and determined at future meetings. A summary of the list for items of the 2010 year included:

- Poverty and Education (Access for K-12)
- Civic Engagement and Outreach
- Civil Rights issues (e.g. Racial Stereotypes in Government/discrimination.)
- Outreach (e.g. Forums, Booths/Attendance at community events, Connect with the faith based community, Link to Neighborhood Commission and the Strong Neighborhoods Initiative and Act as personal ambassadors.

Next Steps

Commissioners agreed that further discussion should occur on the goals and focus should be on the process steps and structures to achieve the goal. The HRC will need to determine the appropriate subcommittee structure to achieve and manage the 2010 goals. Finally, the HRC will need to agree upon the priorities to include in the eventual work plan. The priority will be to wrap this structure and work plan to prepare for the new fiscal year beginning in July.

11. Adjournment

Commissioner Sippel adjourned the retreat at 12:30 p.m.

To arrange for an accommodation to participate in this public meeting, please call 408-535-8119 at least 72 hours before the meeting.
