

SAN FRANCISCO HUMAN SERVICES COMMISSION

MINUTES

March 10, 2022 Special Meeting

The special joint meeting of the Human Services Commission (“HSC”), the Disability and Aging Services (“DAS”) Commission, and the DAS Advisory Council (“Council”) was held on Thursday, March 10, 2022 in person at the Born auditorium with some members attending remotely (pursuant to the Governor’s Executive Order N-29-20, the Mayor’s February 12, 2022 order, and the Twelfth Supplement to Mayoral Proclamation Declaring the Existence of a Local Emergency dated February 25, 2020) in order to conduct a Human Services Agency (“Agency” or “SFHSA”) mandatory racial equity training.

ROLL CALL

President Kahn called the meeting to order at 1:10pm, noting the in-person presence of Human Services Commissioners James McCray, Jr. and Rita Semel, with Commissioner Darshan Singh attending remotely. No Human Services Commissioners were absent.

The Disability and Aging Services Commission President Martha Knutzen took roll call, noting the presence of Vice President Janet Y. Spears in person, with Commissioners Sascha Bittner, Wanda Jung and Nelson Lum attending remotely. Commissioner Barbara Sklar had an excused absence. Commissioner Michelle Carrington was noted as absent.

The DAS Advisory Council President Diane Lawrence, along with members Allen Cooper, Margaret Graf, Anne Warren, Marcy Adelman, Morningstar Vancil, Juliet Rothman, Tia Small, Marcy Adelman, Kay Parekh, Chris Dillon, and Allegra Fortunati were all present remotely. There were no absent Council members.

Staff present in-person from the City and County of San Francisco included Human Services Commission Secretary Elizabeth LaBarre, DAS Commission Secretary Ravi Durbeej, and Manager of the Office of Diversity Equity Inclusion and Belonging (“DEIB”) Asa King. David K. Ries, Deputy City Attorney, was present remotely.

From the consultant and training teams, 3:08 Collective CEO, founder and facilitator Chanda Gibson along with co-facilitator Tommy Walker and trainer John Simpkins were present remotely. Talya Fisher with Accenture was present remotely.

COMMISSION
TELECONFERENCED
MEETINGS
RESOLUTION

President Kahn presented the request, on behalf of both the Human Services and DAS Commissions, to approve the resolution making findings to allow teleconferenced meetings with some members possibly appearing remotely under California government code section 54953(e).

On motion of President Knutzen, seconded and unanimously carried, the Commission approved the request to approve the resolution making findings to allow teleconferenced meetings under California government code section 54953(e).

Commission Secretary LaBarre, for the record, emphasized that the Resolution was read by President Kahn on behalf of both Commissions (DAS & HSC).

PUBLIC COMMENT

President Kahn’s call for public comment yielded no responses.

RACIAL EQUITY TRAINING

The three-hour racial equity training, presented by 3:08 Collective and Accenture in conjunction with the San Francisco Human Services Agency’s Office of DEIB, was introduced by Office of DEIB Manager Asa King and facilitated by 3:08 founder and CEO, Chanda Gibson.

Asa kicked off the training by orienting the Commissioners and Council members to the goals of the day’s training:

- Gain a deeper understanding of how systemic and institutional racism exist within SFHSA programs, operational procedures and daily managerial practices.
- Utilize the role of leader—both individually and collectively—to create an inclusive culture and manage the necessary organization change to drive racial equity work forward throughout the organization.

Asa also provided an overview of SFHSA’s recent work on racial equity, including the formation of the Office of DEIB, the Agency’s participation in the Government Alliance on Race and Equity (GARE), and the approval by the HSC of the December 2020 resolution to advance racial equity and condemn and combat all forms of discrimination and racism, in which it states that Commissioners will participate in racial equity training with the goal of applying the tools in the GARE Racial Equity Toolkit to HSC decision making and assessments of departmental outcomes. This special meeting is convened for that aforementioned training.

Chanda Gibson reviewed the training agenda and emphasized the importance of participation from Commissioners & Council members. After an overview of general themes including the theory of change and defining bias and racism, Chanda then provided data resulting from Agency interviews and surveys conducted by 3:08 Collective to support the need for and importance of the training related to SFHSA workplace culture. After a robust conversation about racial equity at the Human Services Agency and a review of the racial equity plan, Tommy Walker introduced video clips addressing the power of identity. After a break, the training was reconvened by John Simpkins who led an interactive discussion concerning navigating spaces and “We Wear the Mask.” The training ended with sessions on shifting mindset, meeting needs and using your voice.

ADJOURNMENT

President Kahn adjourned the meeting at 4pm.



Elizabeth LaBarre, Commission Secretary
Human Services Commission

Posted: April 5, 2022