



San Francisco Youth Commission

DRAFT Minutes

Monday, October 17th, 2016

5:15 pm-8:00 pm

City Hall, Room 408

1. Dr. Carlton B. Goodlett Pl.

San Francisco, CA 94102

There will be public comment on each item.

Madeleine Matz (Chair), William Juarez (Vice Chair), Martin Krause, Lily Marshall-Fricke, Lisa Yu, Joshua Park, Cris Plunkett, Mary Claire Amable, Emma David, Noah David, Hugo Vargas, Cecilia Nicole Galeano, Jarrett Mao, Jonathan Mesler, Tsia Blacksher, Griffin Ng, Chiara Lind

1. Call to Order and Roll Call for Attendance

Chair Matz called the meeting to order at 5:18pm. Commissioners Present: Matz, Juarez, Krause, Marshall-Fricke, Yu, Park, Plunkett, Amable, N. David, Vargas, Galeano, Mao, Mesler, Blacksher, Ng, Lind.

Commissioners Absent: Emma David.

There was one request for an authorized excused absence: Commissioner E. David absent due to illness. Commissioner Amable motioned, seconded by Commissioner Galeano, to authorize this as an excused absence. The motion was approved by acclamation.

There was quorum.

Staff present: Adele Failes-Carpenter, Leah LaCroix, Kiely Hosmon

2. Approval of Agenda (Action Item)

Commissioner Mao, seconded by Commissioner Lind, moved to approve the agenda. The motion was approved by acclamation.

There was no public comment.

3. Approval of Minutes (Action Item)

- A. October 3, 2016
(Document A)



Commissioner N. David pointed out that Commissioners Mesler and Blacksher were missing in the attendance portion of the last meeting minutes.

Commissioner Blacksher, seconded by Commissioner Krause motions to approve the minutes pending staff edits. Motion passes by acclamation.

4. Public Comment on Items not on Agenda (Discussion Only)

No public comment.

5. Presentations (All Items to Follow Discussion and Possible Action)

- A. Presentation on Recreation and Parks Department Equity Metrics and Strategic Plan
Presenter: Phil Ginsburg, General Manager, Recreation and Parks Department
(Document B)

Rec and Park Staff in attendance: Taylor, Bob, Phil

Overview of Rec and Park Department and specifically around equity. Want to make sure all communities benefit from the services. Hire 350 kids as camp counselors. 220 parks in every neighborhood. 99% of residents live within 10 minutes of a park. Have strategic plan-their mission: provide rec activities and preserve parks for the well being of everyone. Vision-aspire to have a more livable city for all and that parks connect to nature and each other. Values: respect, resilience, relationships, responsiveness, results.

Plan broken down into 5 core strategies: inspire public space, inspire play, inspire investment, inspire stewardship, inspire our team.

Prop B from previous ballot. Helped ensure that funding for parks remains a priority for the city. Receive less than 2% of general funding. Needed Prop B to keep up funding. Feedback from YC was that park funding should benefit everyone. So this measure requires to look at how services are delivered in underserved neighborhoods. How do we make sure our services are equitable? Charter section referenced. Has to have community engagement for planning requirements and timelines.

Strategy to plan equity pieces. One piece is Cal-EPA Population Characteristics. Census tracks were looked into.

Identified pockets in the city that had highest number of issues and are called "equity zones" versus underserved neighborhoods. Any park that is within 5 minutes of any of the issues mentioned are in the equity zones. Needed good data to measure the parks. Wanted to make sure parks were serving everyone, geographic access, clean, safe and well maintained and investment in parks.

First time that we are able to look at how we deliver services and in a new way. Want to make sure parks that aren't getting the attention they should, do. No other park departments are doing what SF is doing. Want to hear feedback from the youth.



Anyone can be involved with program regardless of what they can pay. Trying to do better job of promoting things with different languages.

Expanding number of programs. 2015 had about 680 programs for youth, teens, and tweens. Now it's over 1000. Committed to doing more programming for youth and for seniors.

Goodtime to give feedback on the equity metrix from YC'ers.

Question-what's the concern or problem with low number of volunteers in underserved neighborhoods. Answer: volunteer hours distributed evenly through park system. It's 'ok' but don't always have the same level of stewardship in certain areas vs others. Trying to cultivate more friend groups and other rec/park groups. Trying to steer more volunteer groups to other parks in different neighborhoods.

Question-What type of incidents involving police? Answer-anything where a police report is taken and is within 500 feet of a park. Working with PD to refine the existing data.

Question- issue regarding Dolores park and spot reservations. What would the reservations have brought? Answer- don't need a permit under a group of 25. We look at that situation as a "we didn't do a good job of explaining what they are and why they are important".

Question-what timeline is for data collection. Where will reports go? Answer: will collect data every year. Matrix will change, too. Will measure how they are doing every year. This is the first year doing the measuring process. Goal is that there would be more feedback and it would get better. Really want to use the data collected to make good decisions. Will continue to evolve and reports go in strategic plan. Goes to the board, the commission, and the mayor. Also located online.

Question-what can you expect to see in the new dedicated fund. Answer-funding provides stability. Not much new additional money. Most excited about having new money to take care of deferred payments (fix playgrounds, courts, irrigation systems, etc.). Will help inform where the money will be spent.

Question-can you outline the equity metrics once passed. Answer-they go to Rec and Park Commission on Thursday. Getting community feedback. Equity metrics probably approved on Thursday, and then have to approve capital plan.

Question-re: permits, is there a money priority and do you charge. Answer-charge for some and not for others. Don't charge something that the BOS hasn't legislated. Cost of permit depends on nature of event. Don't need a permit for groups of 25 or less.

Is there a priority chosen? It's a little bit first come first serve and park by park specific thing. Permits help ensure the neighborhood gets what they need and for community to benefit.

Question-is there a statistic within community feedback that measures that how the community feels regarding the work in the equity zone. Answer-biannual city survey that is given out every two years. Chamber of Commerce does a survey every year (poll/random sampling).



Question-who are we shooting to inspire? Answer-all of us. Want to provide programs that provide inspiration.

Question – have seen many centers that are closed. Answer-Myth. Have 27 full centers open 5-6 days a week 10-12 hours a day, 9 swimming pools, 42 clubhouses. Might be only 2-4 in entire system that aren't regularly open.

What time is Thursday meeting on equity metrics? 10am

If you see trash pick it up and please don't leave any

No public comment.

- B. Presentation on the Overview of Office of Labor Standards and Enforcement and Implementation of Formula Retail Employee Rights Ordinances
Presenters: Seema Patel, Deputy Director, Office of Labor Standards Enforcement and Community Partners
(Document C)

OLSE is housed in city hall staffed with about 20 folks. Enforce the various labor and work related laws in SF. 14 laws. Paid sick leave, health care ordinance, family friendly work place ordinance, paid parental leave ordinance. YC supported many of these ordinances.

FRERO (Formula Retail Employee Rights Ordinances). Retail Workers Bill of Rights aka "that new scheduling law in SF". Seattle just passed a similar law.

Took effect in July 2015. Partner with several CBOs and contract with orgs to do the outreach and education piece.

Who is covered?: well known brands/names, must be engaged in retail sales (interaction between people), have 40 or more locations worldwide, have 20 or more employees in SF.

Also includes janitorial/security services that work in these stores.

Three major things of the law:

- 1) Employer is required to give 2 weeks advanced notice of your schedule
- 2) Part time work-where additional work comes available, these hours must be offered to existing part time workers (up to 35 hours) before hiring new/part workers. So if part time want more hours it should go to them first
- 3) Predictability pay-when your employer changes your schedule, if they do so less than 7 days notice you are entitled to predictability pay. About an hours worth of pay. If change was made with less than 24 hours notice then you are owed between 2-4 hours of pay. There are some exceptions to this provision.

Other provisions:

- 4) Retention provisions
- 5) Good faith estimates of shifts to new employees
- 6) Employers have to treat part time and full time workers equally



7) Retaliation prohibited if employers utilize this law

frero@sfgov.org
415-554-6461

Question-if employer doesn't give equitable amount of hours to all employees is that protected?
Answer-not directly under this law.

Question-what ways can we make this info more accessible to those that may not know about this? Answer-relying on community partners doing this reaching out to retail workers. OLSE doesn't really have a mechanism of going out in the stores but rely on community partners to do that work for them.

Young Workers United- started by students from Berkeley in 2002 to improve conditions for workers that didn't really have access to unions. Work on a policy level, too. Paved the way for paid sick leave. For every 30 hours you work you receive 1 hour of sick leave. Spoke about the personal impact of those who are affected by this law and having it be the first of its kind in the nation. Similar initiatives being brought forth in other cities. Doing on the ground outreach in the malls. YWI, SOMCAN, CPI, and one other go out in the community and let them know about this new law and their rights. Collecting the data as well. Surveying workers to see whether they know about the new law. Almost 100% of workers don't know about this law. Will be hosting a teach in on Tuesday November 15th from 5:30-7:30pm. Can offer consultation and also have a worker powered text line.

How can the YC support you in getting the info out? Important to get this out to the youth. Help get the word out about the teach in. Willing to come to your communities to teach a workshop.

How do you approach the workers?: depends on the store and a lot of them are corporate owners. Some stores don't want the workers to know their rights. Looking at different ways of getting out the info. Using different avenues and venues.

Andrew from SOMCAN-have programs for housing and housing rights. Employment rights, too. Have a team of survey takers. Hoping that through this they can distribute this info. Tell your friends about this.

Lucia Lin-Chinese Progressive Association. Organize low income Chinese youth. Played huge part in raising labor standards. With OLSE doing extensive survey project to get perspectives on the ground. Talked to workers about scheduling practices: found that 61% of workers had said they got two weeks or more notice, but 32% only had one week notice of their schedules.

Question-Commissioner Vargas would like to follow up with them because he has many friends in retail positions. lucia@cpasf.org

What type of pamphlets/brochures do you have?; YC interested in maybe doing this with you. YWI has a pamphlet and has some of the basic rights. Can reach out and collaborate with them on other material to get the info out. Interested in working with them.

No public comment



C. Presentation on Adverse Childhood Experiences and Toxic Stress

Presenters: Jaquez Donaldson and Joseph Reagans, Leadership High School students

At LHS: partnered up with CYW, Sukhdip Purewal is staff for CYW and attended with youth presenters. H2O is social justice program. CYW is research org in Bayviews Hunter Point, screen youth for adversity.

Adverse Childhood Experiences (ACEs) and Toxic Stress.

Wanted to see what youth were going through on a daily basis and what the data meant and how to make things better. 100% of youth experience two ACEs or more. With that data compared it with the national data.

LHS has higher percentages than the national scale. Parents divorcing is higher, specific ACEs also covered. Physical abuse, foster experience, friend or peer being incarcerated. With these findings want to spread the word and teach them what they experience on a daily basis on their lives. How can we prevent these versus dealing with them after the fact?

The youth designed the study survey and the protocol. Created long list of adversities. Created more examples than what is nationally given and wanted to know what does this look like in a specific community?? Used Community Based research approach.

Want to raise awareness and want to know the thoughts of the YC to get next steps.

Question-Have you thought to take this survey out and do it citywide so to compare it to those numbers? Answer-voices aren't being heard in their own communities. Youth don't like talking about these things. Really want to highlight it. Only has LHS because had to get permission to get the survey distributed by SFUSD and that took a while. Original plan was to compare three different districts. Study took so long because it got a lot of pushback from a lot of schools. Unsuccessful in recruiting other schools. Got a lot of support from LHS because they youth were there pushing it forward. Did experience barriers to getting people on board.

Question-what is the possibility of you taking it out of high schools and how can YC help initiate help for you? Answer- bringing it to different districts and even ones that don't have high schools and get it out in the community in general where people are experiencing ACES.

Question- Next steps can work on policy platform on issues that come out of original data. Can do a voluntary form where you ask youth in the community and not actually in the schools. Focus groups in other community groups. Commissioner Galeano wants to connect with them and the work they are doing.

Question- reaching out to colleges and how they can help from a college perspective. Hasn't really gotten negative feedback.

Question-YC hears you on this. How can we support you in figuring out future action? Answer-the LHS is going towards the education route and at CYW is more health oriented route.

LHS offers resources for ACEs. Community circles.



Would recommend Generation Citizen, Project Rebound, Mo Magic and Youth Empowerment Fund as resources and next steps.

Reaching out to private schools which have a big interest in these types of studies. And getting in touch with schools that have similar concerns about these students.

Were there any ACEs you felt like there wasn't any attention or public discussion around? Answer-all deserve attention. Not the type of ACE it's the number of ACEs. On average LHS youth have 10.

Question-should take it to the school board meetings every Tuesday. Commissioner Blacksher is part of SAC and can invite them to present to SAC. Important info and need to get it to the school board. Blacksher will contact them.

Invited them to young and future voters forum.

No public comment.

6. Legislation Referred by the Board of Supervisors (All Items to Follow Discussion and Possible Action)

There was none.

7. Youth Commission Business (All Items to Follow Discussion and Possible Action)

A. Discussion on Request for After School Hearings Using Board Rule 2.12.1 Sponsor: Commissioner Plunkett

Putting it on the YC radar: YC resolution that inspired the Board to have it implemented as Board Rule. It says that the BOS can honor a request that the BOS move a hearing to a time that is after school for youth to attend. Vote 16, Children's Outdoor Bill of Rights, and Jail issue. You can request that a hearing can be moved but you don't want to abuse this rule.

Can request it via: chair working with staff, or LAO can work with staff, during legislation piece of meeting there can be a motion requested that a hearing be moved back. This is up to the BOS and they can deny the option. Possible upcoming things to request a moved hearing on: vote 16 implementation (if passed) or City College funding.

B. Discussion of Mini-Training Topics for November 7th commission meeting Sponsor: Commissioner Matz

Would love to see more effort put in to staying present. Shouldn't be scrolling through instagram right now. Don't fall asleep. Let's bring some more energy to the table.

Election season which means we don't have a lot of legislation referred. So we won't be doing that for a little bit of time. Nov 7 would be a great time for a mini lesson.

Topics:

Writing a Resolution

Research presentation



Right time to make an amendment?
Brush up on Robert's Rules of Order
Want to hear what other Committees are doing and what we are doing together
Finding ways to have common ground/Community Building (Commissioner Lind and Matz will work on this)
Sit next to someone you don't talk to
Info session on what is occurring on what is happening city wide (legislation, current events, etc.)
Where each of us came from/District show and tell

8. Committee Reports (Discussion Only)

A. Executive Committee

Commissioner Juarez- EC is reaching out to the new commissioners

B. Housing, Recreation and Transportation Committee

Commissioner Mao will be rescheduling their next meeting to the 27th. Invited other Commissioners to their next meeting as will be discussing the Rec and Parks Equity Metrics. Reviewed Year of Homeless Youth Resolution. Discussed attendance policy.

C. Immigration, Justice and Employment Committee

Commissioner Amable discussed the reelection for vice chair which Krause is new vice chair and Commissioner Blacksher is appointed as representative to Juvenile Justice Coordinating Council. Some will host a session on the Young and Future Voters' Forum. Attended the Police Commission meeting as well: wanted to keep them aware of the youth community. Recommending who the candidates should be for chief and so YC suggested that new chief is youth oriented and follows up on orders that affect youth.

D. Civic Engagement Committee

Worked on priorities for upcoming year and worked on facilitation guide for youth at the event. Approved the work that adults that have done regarding planning for Young and Future Voters' Forum. Commissioner Lind is requesting help from other YCers and is working on a cheat sheet for local propositions and would like help from her peers.

E. Our Children Our Family Council

No meeting yet

9. Staff Report (Discussion Only)

- Tomorrow is 100th anniversary of BOS. 12pm meeting. Special meeting honoring all members of BOS who have been elected
- Thursday is Young and Future Voters Forum, October 20th from 5-7pm at Mission High Cafeteria
- Wednesday is the prep session for the Young and Future Voters Forum at 4:15 during Civic Engagement meeting in room 421



- This weekend is Bayview Live Festival, will be in Weekly Internal, on Saturday from 12-7pm
- 13th annual Law Day, see Weekly Internal
- Fill out your activity logs
- URL for Activity Log coming soon
- Need an MC and other facilitators for Young and Future Voters' Forum
- Millenium School is using your BPPs as a unit topic for their class. Want to do a presentation back to the YC on Nov 4th in the morning. Commissioner Mao is interested
- Kudos to all YC with their engagement with the youth presenters tonight
- Meeting with Staff at 4:15 for Mayoral practice session on Friday

10. Announcements (This Includes Community Events)

Commissioner Amable-October is Filipino American History Month. Group of orgs putting on Pilipino Cultural Night with performances, open mics, Halloween costume theme, Pilipino cultural theme as well. Costume contest on October 28th from 6-9:30 at Kearny Street Workshop

11. Adjournment

Meeting was adjourned at 7:43pm