



San Francisco Youth Commission Agenda

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

2. Approval of Agenda (Action Item)

3. Approval of Minutes (Action Item)

- A. October 3, 2016
[\(Document A\)](#)

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

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)
- 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)
- C. Presentation on Adverse Childhood Experiences and Toxic Stress
Presenters: Jaquez Donaldson and Joseph Reagans, Leadership High School students

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



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

8. Committee Reports (Discussion Only)

- A. Executive Committee
- B. Housing, Recreation and Transportation Committee
- C. Immigration, Justice and Employment Committee
- D. Civic Engagement Committee
- E. Our Children Our Family Council

9. Staff Report (Discussion Only)

10. Announcements (This Includes Community Events)

11. Adjournment

Any materials distributed to the members of the Youth Commission within 72 hours of the meeting or after the agenda packet has been delivered to the members are available for inspection—along with minutes of previous Youth Commission meetings and all supplementary information—at the Youth Commission office during regular office hours (9am to 6pm, Monday—Friday). The Youth Commission office is at:

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City Hall, Room 345
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102
Phone: (415) 554-6446, Fax: (415) 554-6140
Email: youthcom@sfgov.org
www.sfgov.org/yc

KNOW YOUR RIGHTS UNDER THE SUNSHINE ORDINANCE (Chapter 67 of the San Francisco Administrative Code) Government's duty is to serve the public, reaching its decisions in full view of the public. Commissions, boards, councils and other agencies of the City and County exist to conduct the people's business. This ordinance assures that deliberations are conducted before the people and that City operations are open to the people's review.



FOR MORE INFORMATION ON YOUR RIGHTS UNDER THE SUNSHINE ORDINANCE OR TO REPORT A VIOLATION OF THE ORDINANCE, CONTACT THE SUNSHINE ORDINANCE TASK FORCE, please contact:

Sunshine Ordinance Task Force
City Hall, Room 244

1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4689

Phone: (415) 554-7724, Fax: (415) 554-5784

Email: soft@sfgov.org

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The ringing and use of cell phones, pagers, and similar sound-producing electronic devices are prohibited at this meeting. The Chair may order the removal from the meeting room of any person responsible for the ringing or use of a cell phone, pager, or other similar sound-producing electronic device.

In order to assist the City's efforts to accommodate persons with severe allergies, environmental illnesses, multiple chemical sensitivity, or related disabilities, attendees at public meetings are reminded that other attendees may be sensitive to various chemical-based products. Please help the City accommodate these individuals.

To obtain a disability-related modification or accommodation, including auxiliary aids or services to participate in the meeting, please contact Adele Carpenter, Youth Commission Director [phone: 415-554 7112; email: adele.carpenter@sfgov.org] at least 48 hours before the meeting, except for Monday meetings, for which the deadline is 4:00 p.m. the previous Friday. Full Commission Meetings are held in Room 416 at City Hall, 1 Dr. Carlton B. Goodlett Place in San Francisco. City Hall is accessible to persons using wheelchairs and other assistive mobility devices. Ramps are available at the Grove, Van Ness and McAllister entrances.

LANGUAGE INTERPRETERS: Requests must be received at least 48 hours in advance of the meeting to help ensure availability. Contact Peggy Nevin at (415) 554-5184.

AVISO EN ESPAÑOL: La solicitud para un traductor debe recibirse antes de mediodía de el viernes anterior a la reunion. Llame a Derek Evans (415) 554-7702.

Paunawa: Ang mga kahilingan ay kailangang matanggap sa loob ng 48 oras bago mag miting upang matiyak na matutugunan ang mga hiling. Mangyaring tumawag kay Joy Lamug sa (415) 554-7712.

翻譯 必須在會議前最少四十八小時提出要求
請電 (415) 554-7719



**San Francisco Youth Commission
Draft ~ Minutes**

Monday, October 3, 2016

5:15 pm-8:00 pm

City Hall, Room 416

1. Dr. Carlton B. Goodlett Pl.

San Francisco, CA 94102

There will be public comment on each item.

Martin Krause, Lily Marshall-Fricker, Lisa Yu, Joshua Park, Cris Plunkett, Mary Claire Amable, Emma David, Noah David, Hugo Vargas, Cecilia Nicole Galeano, William Juarez, Madeleine Matz, 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 5:25pm. Commissioners present: Martin Krause, Lily Marshall-Fricker, Lisa Yu, Joshua Park, Mary Claire Amable, Emma David, Hugo Vargas, William Juarez, Madeleine Matz, Jarrett Mao, Griffin Ng, Chiara Lind.

Commissioners absent: Noah David.

There was one request for an authorized excused absence: Commissioner David absent due to Rosh Hashanah. Commissioner Juarez motioned, seconded by Commissioner Yu, 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 Plunkett, seconded by Commissioner Vargas, moved to approve the agenda. The motion was approved by acclamation.

There was no public comment.

3. Approval of Minutes (Action Item)

- A. September 19, 2016
([Document A](#))



Commissioner Yu, seconded by Commissioner Lind motions to approve the minutes. Motion passes by acclamation.

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

Thomas Simpson, from the Afro Solo Theatre, spoke about the research and solutions he has to the issue of black men being killed by the police. Would like to present his findings to the IJE Committee. Staff will follow up with him to coordinate a presentation to this committee.

Jason Losoya and Michelle Antone, from the Native American Health Center, spoke about the resources that are available to youth and the community.

Vanessa, with two others, from a Masters program wanting to watch and observe a Youth Commission meeting and then hopefully get some of their insights on issues affecting youth in SF.

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

- A. Presentation on Our Children, Our Families Council
Presenter: Laurie Scolari, Director, OCOF Council, SFUSD
(Document B)

- Created when the voters of San Francisco passed Proposition C, the Children and Families First Initiative, in Nov 2014
- Council works to align efforts across the City and County, School District, and the community
- Goal is to improve outcomes for children, youth and families in San Francisco, with an emphasis on those with the greatest needs

Leadership: Co-chaired by Mayor Ed Lee and Superintendent Richard Carranza and includes:

- 13 department heads from the City & County of San Francisco;
- 13 leaders from the San Francisco Unified School District (SFUSD);
- 14 community representatives appointed by the Mayor, including students, parents, and transitional aged youth.

Working Groups: over 100 leaders including individuals with a lived experience actively participate in various working groups to move the initiative forward.

- 1) **Outcomes Framework:** To establish collective priorities; align efforts; and use common measures of success to track our progress.
 - 2) **5-Year Plan:** To identify strategies that align and coordinate the services to children and families provided by City departments, SFUSD, and community partners to achieve the goals outlined in the Framework.
 - 3) **Data sharing:** To establish systematic data-sharing between the City and the District.
 - 4) **Services inventory:** To create an online “one stop shop” for all citywide services.
- Charter-mandated: Create a citywide inventory of publicly funded services (including state and federal) for children, youth, and their families



- Online “one stop shop” of services for all children, youth, and families for services from ages 0 (prenatal care) to age 24
- Service data stored in a central warehouse
- All domains in the OCOF framework will eventually be in the services inventory

One Youth Commissioner will serve as a Council member and their role will be:

| | |
|--|---|
| <p>Data Analysis & Outcomes</p> | <p>Provide guidance to OCOF to support data-informed decision-making, including:</p> <ul style="list-style-type: none"> • Proposing targets for the 19 measures in the Outcomes Framework • Informing the development of a bi-annual family survey • Providing input on a systematic approach to data-sharing |
| <p>Training & Building Capacity</p> | <p>Provide guidance to OCOF to support training staff and capacity building, including:</p> <ul style="list-style-type: none"> • Analysis of existing trainings in each of the goal areas and identifying gaps and redundancies • Proposing what practices and related trainings should be expected of individuals working with children, youth and families • Identifying mechanisms to merge citywide training opportunities and encourage systems’ adoption of common definitions |
| <p>Coordinated Services and Targeted Budgets</p> | <p>Provide guidance to OCOF in the following areas related to service delivery and target budget decision-making:</p> <ul style="list-style-type: none"> • Analysis of existing services in each of the Goal areas and identifying gaps and redundancies • Proposing recommendations on common definitions for services identified in Goal areas • Based on service analysis, make recommendations on City and District resource allocation decisions |

B. Presentation on Transitional Age Youth SF History and Accomplishments

Presenter: Mia Satya, Director, TAY SF
(Document C)

- Transitional Age Youth can also be referred to as “disconnected youth” or “at risk youth”
- Nationally TAY are now being referred to as “opportunity youth”

16-24 year olds who are:

- * Foster Care
- * Homeless + Runaway
(*couch surfers, marginally housed)
- * Parents
- * Disabled + Special Needs
(Mental health, substance/drug abuse, behavioral health, and physical, cognitive, developmental disabilities)
- * Juvenile + Criminal Justice



- * Did not complete or off track to graduate H.S.
- * Undocumented

80,000 youth ages 16 through 24 live in San Francisco.
As many as 10% (8,000 young adults) will NOT make a successful transition.

- TAYSF's approach to youth and young adult engagement is driven by the mantra of "no choice about us, without us."
- TAY seeks to bring those who are typically invisible in the system to the decision-making tables in order to advocate for policy changes.
- Young adults inform and guide TAY SF, help build a TAY movement for citywide system change, gauge and inform current and future programs, and create and support community education and awareness.

Citywide TAY Advisory Board (CTAB)

- CTAB is composed of 12-15 young adults ages 16-24 who represent the disconnected TAY population, from personal and professional experiences.
 - CTAB informs the work of TAYSF, and sets policy recommendations for City departments, and strategized with community based organizations to improve services.
 - CTAB advocates for TAY at hearings and meetings where decisions will affect TAY.
-
- Advocated for the inclusion of disconnected youth in existing public strategies and funding sources.;
 - Developed a refined understanding of the needs of TAY in San Francisco through quantitative data collection and action-research to gather feedback from TAY themselves;
 - Developed a clearinghouse of research and best practices to ensure sound policy and practices for transitional aged youth;
 - Nurtured over 50 young adult advocates and leaders through regular convening, training and mentoring;
 - Provided tools, training and technical assistance for nonprofits and government partners to better serve transitional aged youth;
 - Convened cross sector and interdepartmental partners focused on outcomes and services solely for TAY.
 - Supported Solutions not Suspensions campaign which was authorized by the Board of Education
 - Advocated for inclusion of TAY in the Children's Fund
 - Conducted and Presented research on health disparities impacting TAY women of color at 11th annual AHWG provider gathering.
 - Completed first SF4TAY mural and established advertisements on Facebook and MUNI buses.
-
- Our CTAB sits on policymaking bodies:
 - Juvenile Justice Coordinating Council
 - Adolescent Health Working Group
 - Mayor's Taskforce on Human Trafficking
 - Departments get feedback from the CTAB
 - MOHCD, HSA,DPH, SFPD, SFUSD,SFDOE, and more



- TAYSF.org
- -resource website for policymakers
- -newsletter for service providers and community members
- SF4TAY.org
- -resource database for TAY employment, education housing, healthcare,

How can YC support through this transition? Don't lose sight of the end goal-need to eradicate youth homelessness and joblessness. Still need to meet the objectives. TAY voices still need to be heard at the city level. YC could possibly affirm their relationship with TAY SF via a resolution of support.

Commissioners interested in following up with TAY SF work: Commissioners Amable, Blacksher, E. David, Vargas, Matz, Galeano, Krause, and Juarez.

6. Legislation Referred by the Board of Supervisors (Action Item)

There was none.

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

- A. Election of 2016-17 Youth Commission Representative to Our Children, Our Families Council

Commissioner Juarez, seconded by Commissioner Vargas, nominated Commissioner Galeano.

Commissioner Mao, seconded by Commissioner Amable, nominated Commissioner Krause.

Both accept nominations. Nominees made short statements on why they felt like they would be a good fit to the role. Commissioners ask questions to nominees.

No public comment.

Commissioner Lind- Galeano
Commissioner Ng- Krause
Commissioner Blacksher- Krause
Commissioner Mesler- Krause
Commissioner Mao-Krause
Commissioner Matz- Galeano
Commissioner Juarez- Galeano
Commissioner Galeano - Galeano
Commissioner Vargas - Galeano
Commissioner E. David - Krause
Commissioner Amable- Galeano
Commissioner Plunkett- Galeano
Commissioner Park- Galeano
Commissioner Yu- Galeano
Commissioner Marshall-Fricker- Galeano
Commissioner Krause- Krause



Commissioner Galeano is elected OCOF Representative with 10 in favor of Galeano and 6 in favor of Krause.

B. Discussion on Committee Attendance Policy
Sponsor: Commissioner Mao

Commissioner Mao opens up a discussion on the topic of committee attendance. Wants to have full attendance for committees so that there aren't committee meetings with last minute cancellations that would then affect quorum.

Making rules to follow would be helpful, especially for committees, as bylaws only break down attendance for full YC meetings.

Proposal-let staff and chair know ahead of time if you can't make it. Emphasize communication (message staff or chair) at least a week in advance. Communication is key, a week before would be ideal unless it is last minute emergency.

Personal responsibility vs written down rule? Personal responsibility has no teeth (there is no punishment), should be same as full YC (3), or maybe more is allowed to miss to possibly 5, as a commissioner you know you serve the youth of the city but without anything in writing it doesn't hold much emphasis. What do you want to get out of the commission? How to address tardiness in committee meetings? Tardiness is addressed in full YC bylaws.

Can draft an amendment for the following meeting but this meeting can just gather information. Who is interested in drafting an amendment to the by laws? Commissioners CP, JM, CL. Commissioner Matz offering support to these three.

8. Committee Reports (Discussion Only)

A. Executive Committee

Commissioner Juarez-first meeting held last week. Concluded that they will be reaching out to new commissioners and doing 1-on-1s for casual checks ins. Any questions or concerns please let EC know. Be on lookout for communication for 1-on-1s.

B. Housing, Recreation & Transit Committee

Commissioner E. David-voted in Commissioner Mao as Chair and Commissioner E. David as vice chair. Brainstormed issues in areas that fall under their committee as well as what each commissioner wanted to learn more about and what each commissioner will bring to the table. Debriefed August meeting with Jeff Kositsky and the Mayor has taken interest in Commissioner Plunkett's Year of Homeless Youth Resolution.

C. Immigration, Justice & Employment Committee

Commissioner Amable-elected Commissioner Amable as Chair and Commissioner Galeano as vice chair. Former YC staff Allan Liu brought in youth for public comment. Did brief summary of



what committee has done in the past. Commissioner Galeano met with Project What this past Friday and discussed how YC can help them with their goals.

D. Civic Engagement Committee

Commissioner Park- Commissioner David as vice chair and Commissioner Park as chair. Learned about voting rights history and digging into priorities for the year. Will identify top areas of focus at the meeting this week.

E. Our Children Our Family Council – no meetings yet.

9. Staff Report (Discussion Only)

- thanks for flexibility on changing rooms this has never happened before. Normal meeting room is 416
- Hospitality House in District 6 working with homeless population would like a presentation on your BPPs to their staff. Could be a Wednesday from 3-4pm, Oct 12 or 26th. Commissioners interested: Plunkett, possibly Amable, Mao.
- 1-on-1s with staff follow up with us
- Youth Empowerment Fund is accepting applications for money in spring. Great way to move forward one of your priorities.
- Save the date-young and future voters forum on Oct 20th. Space to be determined. Going over local props that will impact youth. Want great turn out so please come out. Come to Civic Engagement meeting to discuss more
- Project What is hosting 10 year anniversary . Flyers going around
- Schedule first meetings with appointing officials. Grab a handful of your cards and bring them to your office and then schedule a meeting with your supervisor. Mayoral staff meeting possibly October 20th at 4:30pm. Establish communication with your office and know what is coming out of their office.
- Thanks for dealing with chaos in the YC office. Couches up there, new intern work space, coming together slowly but surely. If you like unpacking and tidying up please come and help us
- Please be thoughtful and mindful of new furniture and keeping them clean and tidy.
- Walk SF-smart streets advocacy training on Thursday 6-8pm, more info in Weekly Internal
- Dept of homeless and supporting housing is doing focus groups please see Weekly internal for more info
- Bios for website
- District 4 Youth Council accepting applications share with your community! Forum this Friday at Ortega library follow up with Commissioner Park.
- Business cards are here and are in your mailboxes
- Nameplates are here, obv
- Will have to get ID badges see weekly internal for more info
- Fill in your activity log!

10. Announcements (Discussion Only - 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

Commissioner Vargas, Poder-Bici del Pueblo. Got first trophy ever and can join them on bike trips, or build up your own bike. Co-op in Excelsior District and starting up in late October. 125 Excelsior at SF Community School.

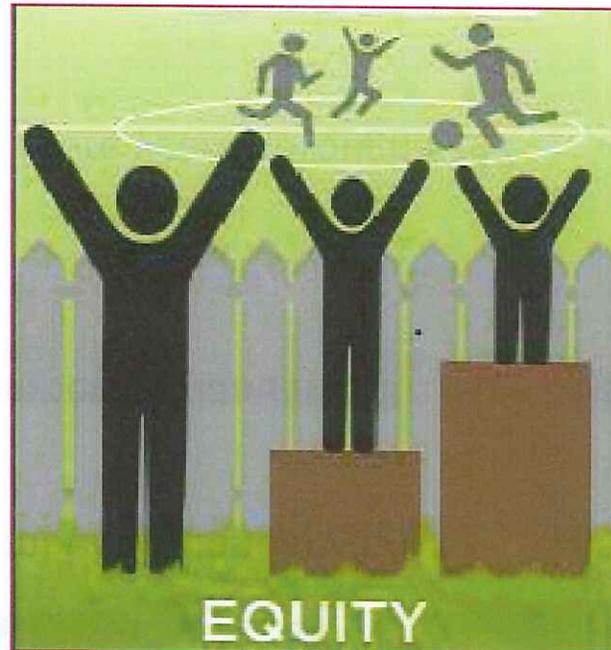
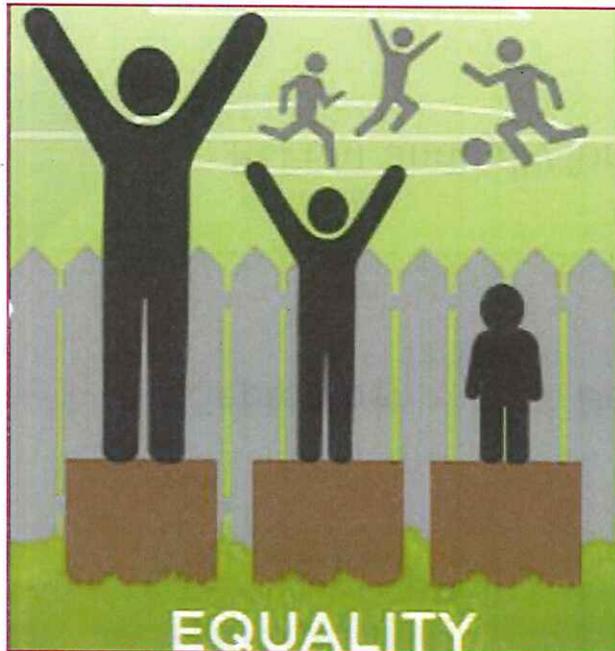
Commissioner Park-Hosting Youth Forum at Ortega Library from 4:45-5:45.

Students at College of the Arts-trying to tackle problems regarding people's behaviors. Want to figure out how to use their design skills to tackle issues in the communities. Would like to hear some of their thoughts before they leave.

11. Adjournment

Meeting was adjourned at 6:50pm

Equity Metrics: Implementing New Charter Language of Prop B



Charter Sec. 16.107(4)(h)(1) Equity Metrics. The department shall develop ... a set of equity metrics to be used to establish a baseline of existing Recreation and Park services and resources in low-income neighborhoods and disadvantaged communities, compared to services and resources available to the City as a whole.

Operations Committee
 Recreation and Parks Commission
 September 1, 2016



New Charter Planning Requirements and Timelines



October 16

November

December

January 17

February

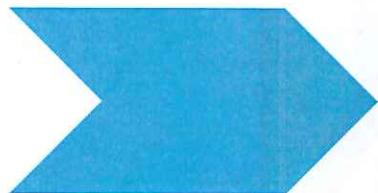
August 17

September

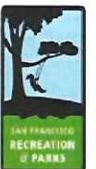
December

January 18

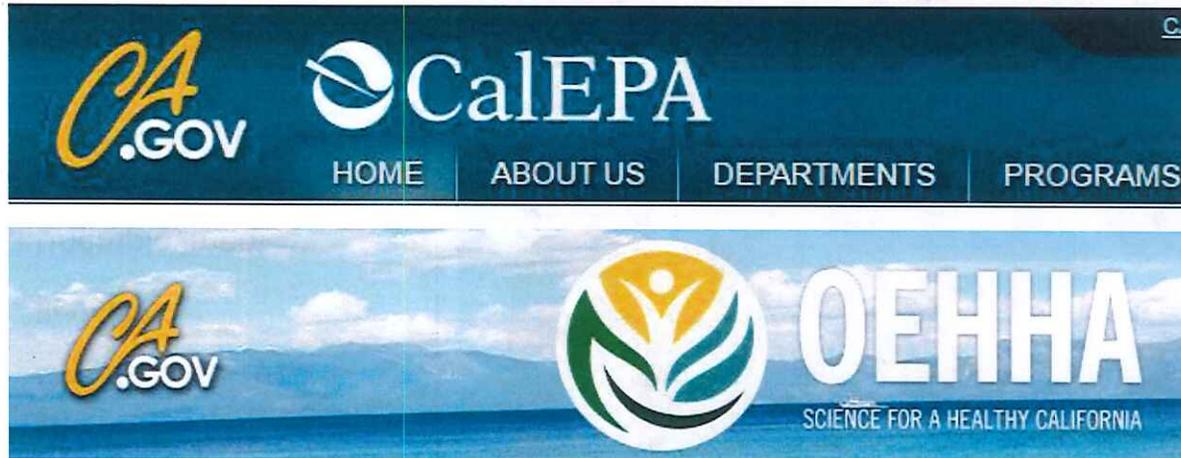
February



REPEAT **annually** for 28 more years, through FY47



Defining Disadvantaged Communities



As part of the State's carbon cap-and-trade system, the California Environmental Protection Agency (CalEPA) designed a tool to identify "disadvantaged communities" using a statewide standard.

This data is Open Source and is currently being used to make allocation decisions in:



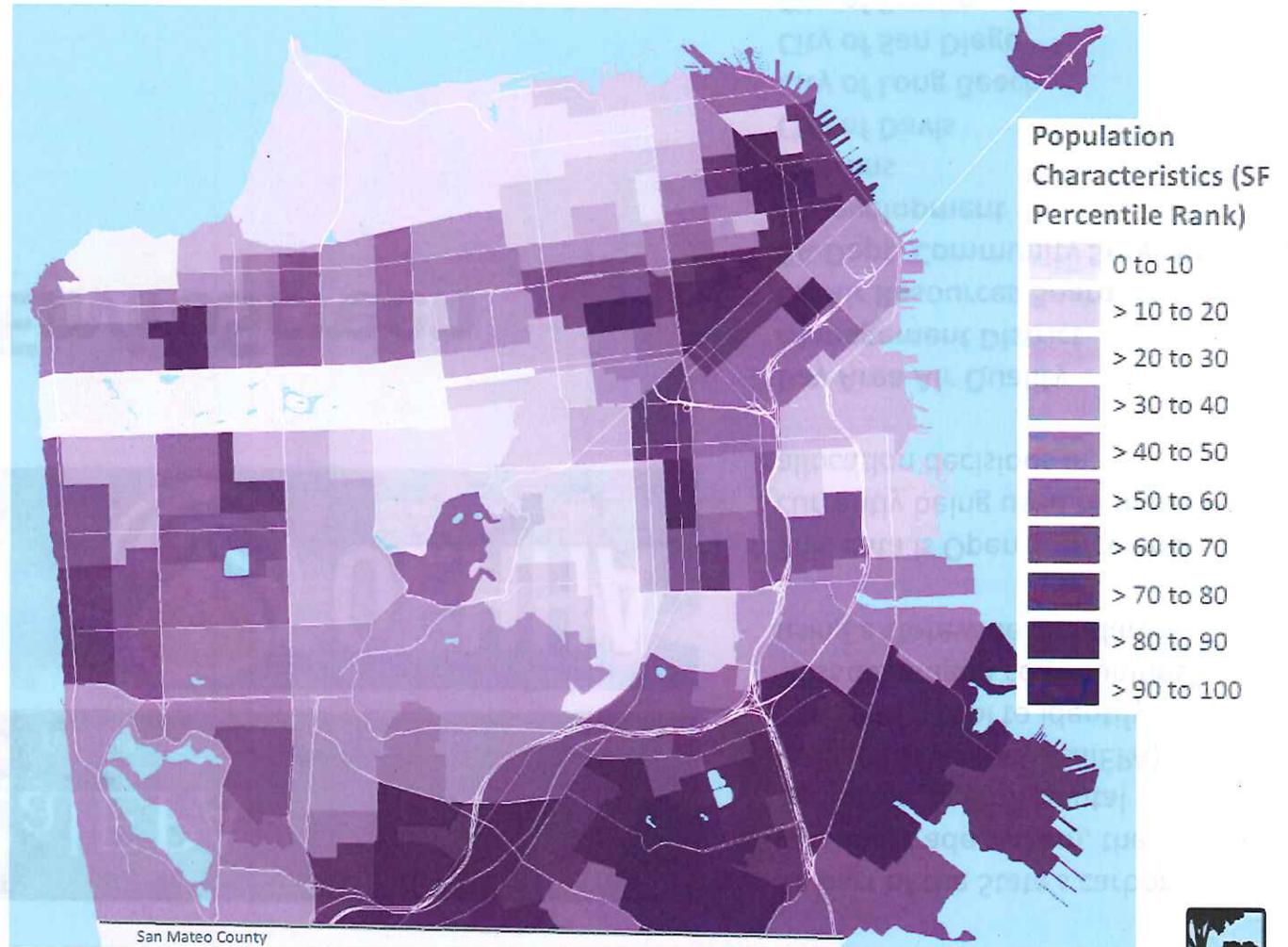
**Bay Area Air Quality
Management District
CA Air Resources Board
CA Dept. Community Services
& Development
Caltrans
City of Davis
City of Long Beach
City of San Diego
City of Fresno
LA Metro**



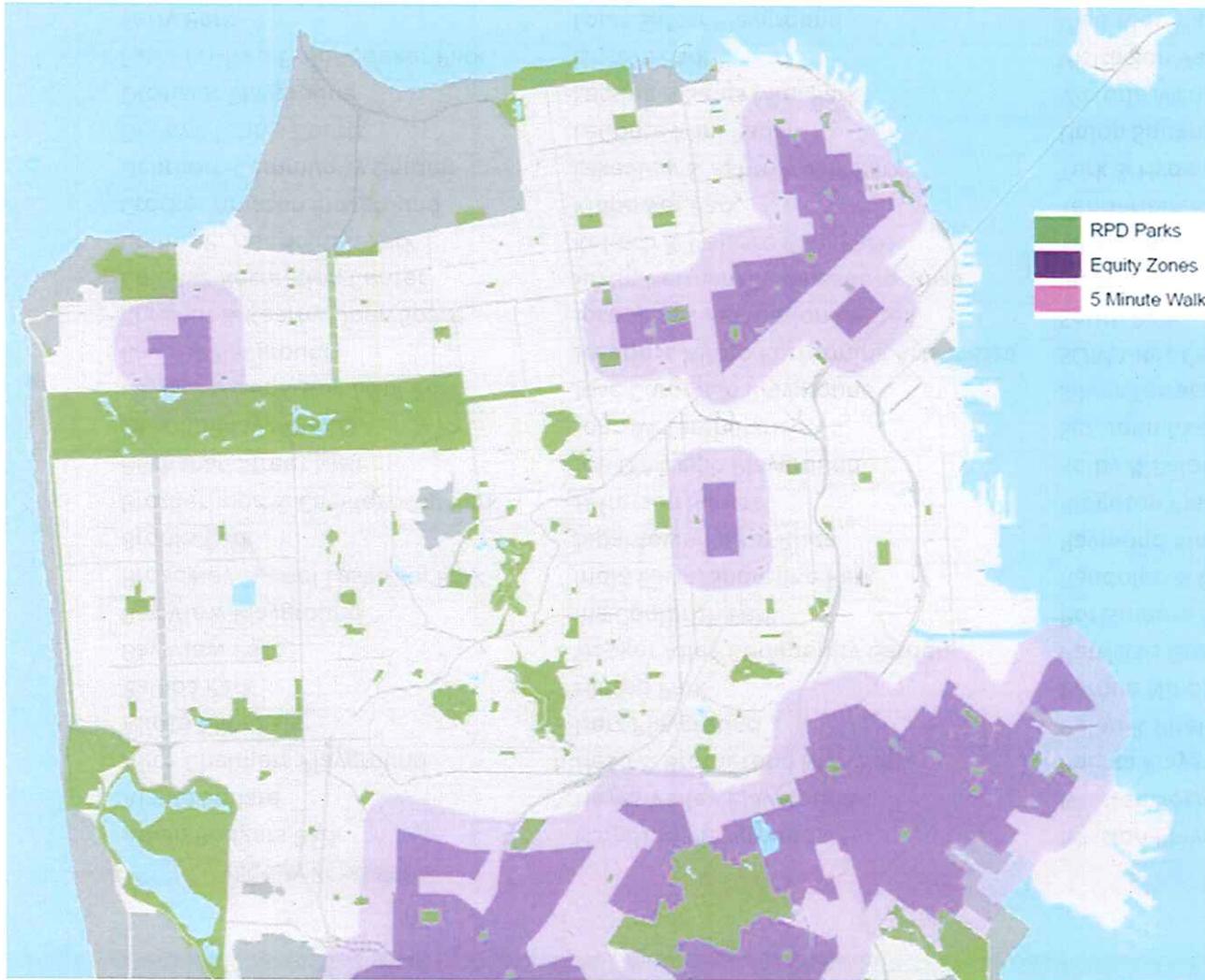
Cal-EPA Population Characteristics

Census Tracts ranked with highest incidence of:

- Age (most youth & seniors)
- Asthma
- Low Birth Weight
- Low Education
- Linguistic Isolation
- Poverty
- Unemployment



Equity Zones



“Disadvantaged communities” are the San Francisco census tracts with the highest 20% of Cal-EPA’s Population Characteristics compared to the City as a whole, and designated as **Equity Zones**

Parks Serving the Equity Zone

| Equity Zone Parks | | |
|---------------------------------|---|----------------------------------|
| Adam Rodgers Park | Hamilton Playground | Mission Playground |
| Alamo Square | Hayes Valley Playground | Mission Recreation Center |
| Alice Chalmers Playground | Head & Brotherhood Mini Park | Palega Playground |
| Alioto Mini Park | Herz Playground | Palou & Phelps Park |
| Balboa Park | Hilltop Park | Parque Ninos Unidos |
| Bay View Park | Hooker Alley Community Garden | Patricia's Green in Hayes Valley |
| Bay View Playground | Ina Coolbrith Park | Portsmouth Square |
| Broadway Tunnel East Mini Park | India Basin/Shoreline Park | Randolph & Bright Mini Park |
| Brooks Park | Japantown Peace Plaza | Raymond Kimball Playground |
| Brotherhood & Chester Mini Park | Jefferson Square | Ridgetop Plaza |
| Buchanan Street Mall | Joe DiMaggio Playground | Selby & Palou Mini Park |
| Cabrillo Playground | John McLaren Park | Sgt. John Macaulay Park |
| Cayuga & Lamartine Mini Park | Jose Coronado Playground | Silver Terrace Playground |
| Cayuga Playground | Joseph L. Alioto Performing Arts Piazza | SOMA Rec Center |
| Chesnut & Kearny Open Space | Joseph Lee Recreation Center | South Park |
| Chinese Recreation Center | Justin Herman/Embarcadero Plaza | St. Mary's Square |
| Collins P. Huntington Park | Kelloch & Velasco Mini Park | Telegraph Hill/Pioneer Park |
| Crocker Amazon Playground | Kidpower Park | Tenderloin Recreation Center |
| Dearborn Community Garden | Lakeview & Ashton Mini Park | Turk & Hyde Mini Park |
| DuPont Tennis Courts | LeConte Mini Park | Union Square |
| Excelsior Playground | Lessing & Sears Mini Park | Victoria Manalo Draves Park |
| Father Alfred E. Boeddeker Park | Lincoln Park | Visitation Valley Greenway |
| Ferry Park | Louis Sutter Playground | Visitation Valley Playground |
| Fillmore & Turk Mini Park | Margaret S. Hayward Playground | Washington Square |
| Fulton Playground | Maritime Plaza | Willie "Woo Woo" Wong Playground |
| Gilman Playground | Michelangelo Playground | Woh Hei Yuen |
| Golden Gate & Steiner Mini Park | Minnie Lovie Ward Recreation Center | Youngblood-Coleman Playground |



Measuring Equity

What data can be used to measure equity?

Data that's available and reliable:

- GIS information
- Park Scores
- TMA maintenance and repair workorders
- AAO Capital Budget
- Program and permit data in CLASS
- Department records for volunteers, Mobile Recreation, active clubhouses, scholarships

Categories of data that speak to our mission:

- Geographic access
- Recreation for everyone
- Clean and well-maintained parks
- Investment in parks



Equity Metrics

| Data | | Equity Zone | City-wide |
|-------------|--|-------------|-----------|
| | Population | 163,906 | 805,235 |
| | % Population | 20% | 100% |
| Metrics | | | |
| Access | Acres of park/1,000 people | 4.42 | 4.00 |
| | Number of parks/1,000 people | 0.49 | 0.26 |
| Safety | SFPD Incidents in Parks/1,000 people | TBD | TBD |
| Maintenance | Park Scores | 84.1 | 85.6 |
| | Maintenance and repair requests completed | 83.5% | 83.0% |
| Investment | \$ Capital Investment/1,000 people | \$64,003 | \$24,333 |
| | Hours of Volunteer Service | TBD | TBD |
| Recreation | Hours of Recreational Resources/1,000 people | 530 | 284 |
| | Scholarships Granted/1,000 | 4.9 | 2.8 |



FY16 SFPD Incidents near Parks



SFPD had 11,362 incidents in FY16. Of these, 1,107 incidents were within 1,000 feet of a park.

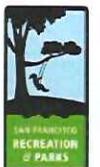


New Lens on Historic Data

| Average Park Scores | Equity Zone | Citywide |
|---------------------|-------------|----------|
| FY16 | 84.1 | 85.6% |
| FY15 | 83.6 | 85.4 |

| Top 20 Park Scores | Equity Zone | Citywide |
|--------------------|-------------|----------|
| FY16 | 40% | 100% |
| FY15 | 25% | 100% |

| Lowest 20 Park Scores | Equity Zone | Citywide |
|-----------------------|-------------|----------|
| FY16 | 50% | 100% |
| FY15 | 70% | 100% |



FY17 Budget Highlights in Equity Zones

| | |
|-------------------------|--|
| Capital Investment | Willie Woo Wong, Margaret Hayward, Garfield Square, India Basin, Geneva Car Barn, Hilltop, Merced Heights, Sgt. Macauley, Herz, Civic Center, Washington Square, McLaren Park, Hyde-Turk |
| Deferred Maintenance | Excelsior Clubhouse roof, Crocker Amazon Clubhouse roof, Jefferson Square Repaving, Vis Valley Greenway Pump Replacement |
| Field Renovations | Crocker, Alice Chalmers, Youngblood Coleman, Garfield Square |
| Court Resurfacings | McLaren Park, Excelsior, Minnie Lovie, Hayes Valley, Alice Chalmers, Jose Coronado, Michelangelo, Palou-Phelps, Selby-Palou |
| New Park Acquisition | D6 — Natoma and 11 th and D11 - Schlage Lock Planning |
| Park Safety Cameras | Crocker Amazon Clubhouse and Parking Lot |
| Expanded Apprenticeship | McLaren Park |

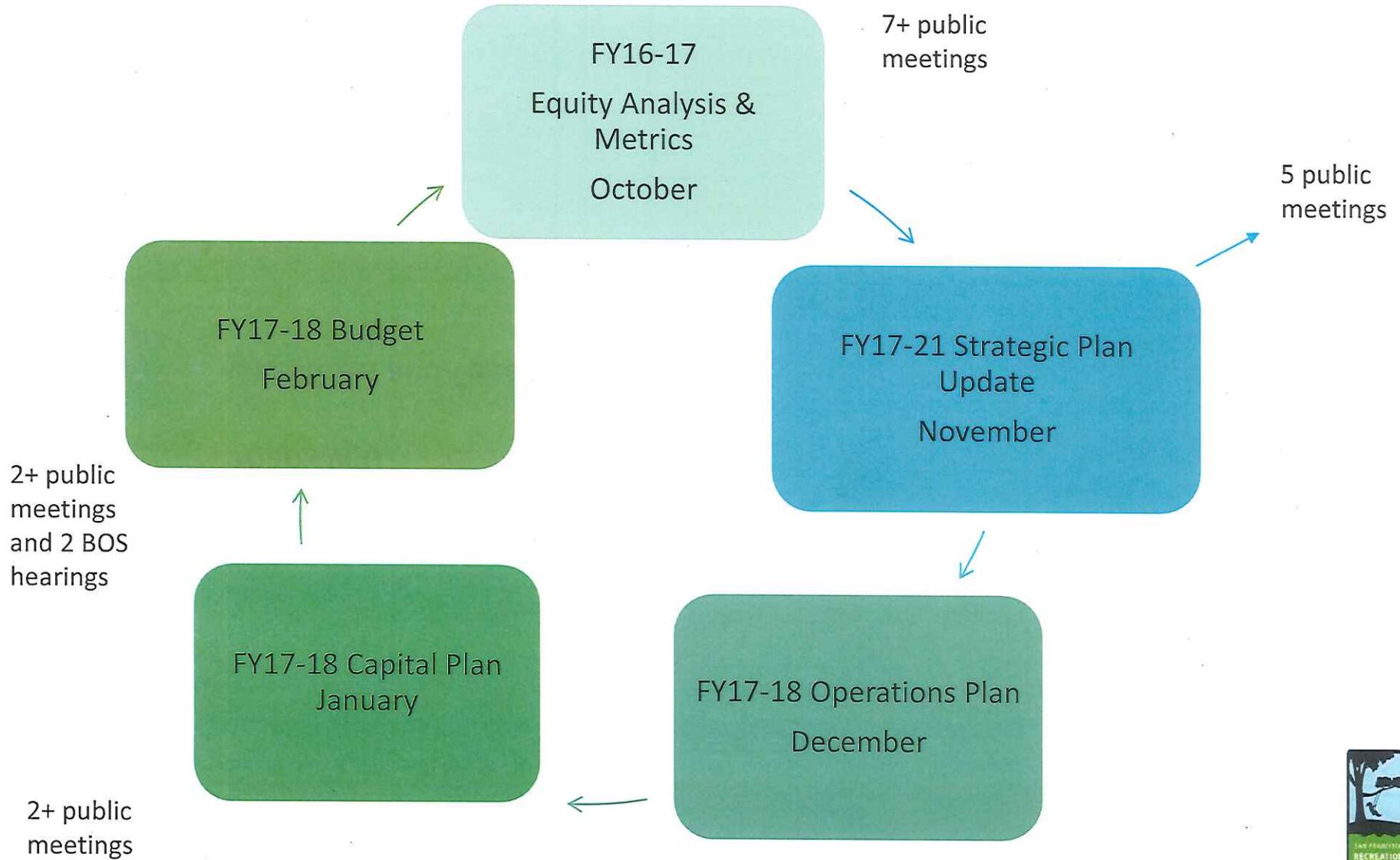


Consultation and Outreach

| | |
|--|-------------------|
| San Francisco Parks Alliance | Ongoing |
| PROSAC Equity Subcommittee | July 27 |
| PROSAC | August 2 |
| RecPark Capital Committee | August 3 |
| Directors Working Group & Center for Social Inclusion - City Equity Strategies | August 8 |
| Trust for Public Land | August 25 |
| Mo' Magic | August 26 |
| RecPark Operations Committee | September 1 |
| PROSAC | September 6 |
| Board of Supervisors Government Audit and Oversight Committee | September 7 |
| Local 261 | TBD |
| Bayview Meeting | TBD |
| Mission meeting - Jamestown? Merna Melgar | TBD |
| Chinatown Meeting, Malcolm, Tan/CCDC, Committee for Better Parks in Chinatown | TBD |
| Tenderloin/SOMA meeting, UP? | TBD |
| D11 Council | October 8 |
| SPUR Panel on Equity | October 11 |
| RecPark Commission | October 20 |



FY17 Planning Process





Thank you

Questions and Feedback





Edwin M. Lee, Mayor
Philip A. Ginsburg, General Manager

Date: September 1, 2016

To: Recreation and Park Commission
Operations Committee

Through: Philip A. Ginsburg, General Manager
Katharine Petrucione, Deputy Director, Finance and Administration

From: Taylor Emerson

Subject: Equity Metrics

Agenda Wording

Discussion and possible action to approve a set of equity metrics and targets as required by the new Charter language approved by voters as Proposition B in June 2016.

Strategic Plan

Strategy 3 Inspire our Team
Objective 5.1 Strengthen organizational efficiency and support innovation
Initiative A Develop process, structure, and schedule for implementation and reporting of Strategic Plan progress, and

Strategy 3 Inspire Investment
Objective 3.1 Increase public investment to better align with infrastructure needs and service expectations
Initiative A Pursue public investment strategies in partnership with Mayor, Board of Supervisors, PROSAC, SF Parks Alliance, and the parks community

Background

With the approval of Proposition B by 60% of the electorate in June 2016, there is a revision to Section 16.107 Park, Recreation and Open Space Fund of the Charter. The new Charter language dedicates a baseline of General Fund support and new revenue for capital and operating needs; requires additional planning processes and documents; and mandates the Department to formally consider and measure equity in allocation of resources. In Section 16.107(a), new language states, “The Department embraces socio-economic and geographic equity as a guiding principle and commits to expending the funds across its open space and recreational programs to provide park and recreational access to all of San Francisco’s diverse neighborhoods and communities.” Specifically, the Charter directs the Department to:

- Define and measure data on the allocation of recreational and park services and resources in “disadvantaged communities” *compared* to the City as a whole,
- Develop metrics to quantify equity, identify any inequities, and set targets to increase equity,
- Integrate the equity metrics into the Strategic Plan and Capital Plan, linking specific strategies and/or initiatives designed to mitigate any equity deficiencies that are identified, and



- Report assessments using the Equity Metrics in the annual Capital and Operating Plans, and in subsequent updates to the Strategic Plan.

To meet this new mandate, staff conducted research on best practices to define disadvantaged communities, map and analyze San Francisco demographic data, and measure equity in government service. They also consulted with the Controller's Office, SFMTA's Equity Strategy, and the DCYF Equity Strategy. Although "equity" and "disadvantaged communities" are terms used in laws at the local, state, and federal level, the underlying criteria used to identify and measure these terms are inconsistent.

Defining Disadvantaged

In 2012, the California State Legislature passed SB535, which directed a portion of proceeds from the State's carbon trading program be allocated to disadvantaged communities and gave the California Environmental Protection Agency responsibility to define and identify such disadvantaged communities. The outcome and methodology they developed, known as CalEnviroScreen, provides the potential to standardize the definition of "disadvantaged" and allows policymakers open data access to inform related regulatory goals and mandates.

Using 2010 Census data supplemented and updated with sources from other government agencies, the CalEnviroScreen¹ (CES) scores every census tract in the state using two sets of criteria: Population Characteristics and Pollution Burden. These factors are combined and ranked to show comparison statewide. Several jurisdictions, from the City of San Diego to Caltrans and the Bay Area Air Quality Management District, have adopted legislation that links resource allocation priorities to CES data.

Staff recommend adoption of the Population Characteristics as source data to designate disadvantaged communities per the new Charter language. These characteristics are:

- age (children and seniors are considered more vulnerable populations)
- asthma
- low-birth weight
- low education
- linguistic isolation (defined as no household member over age 14 speaks English well)
- poverty (defined as 200% of the federal poverty level), and
- unemployment

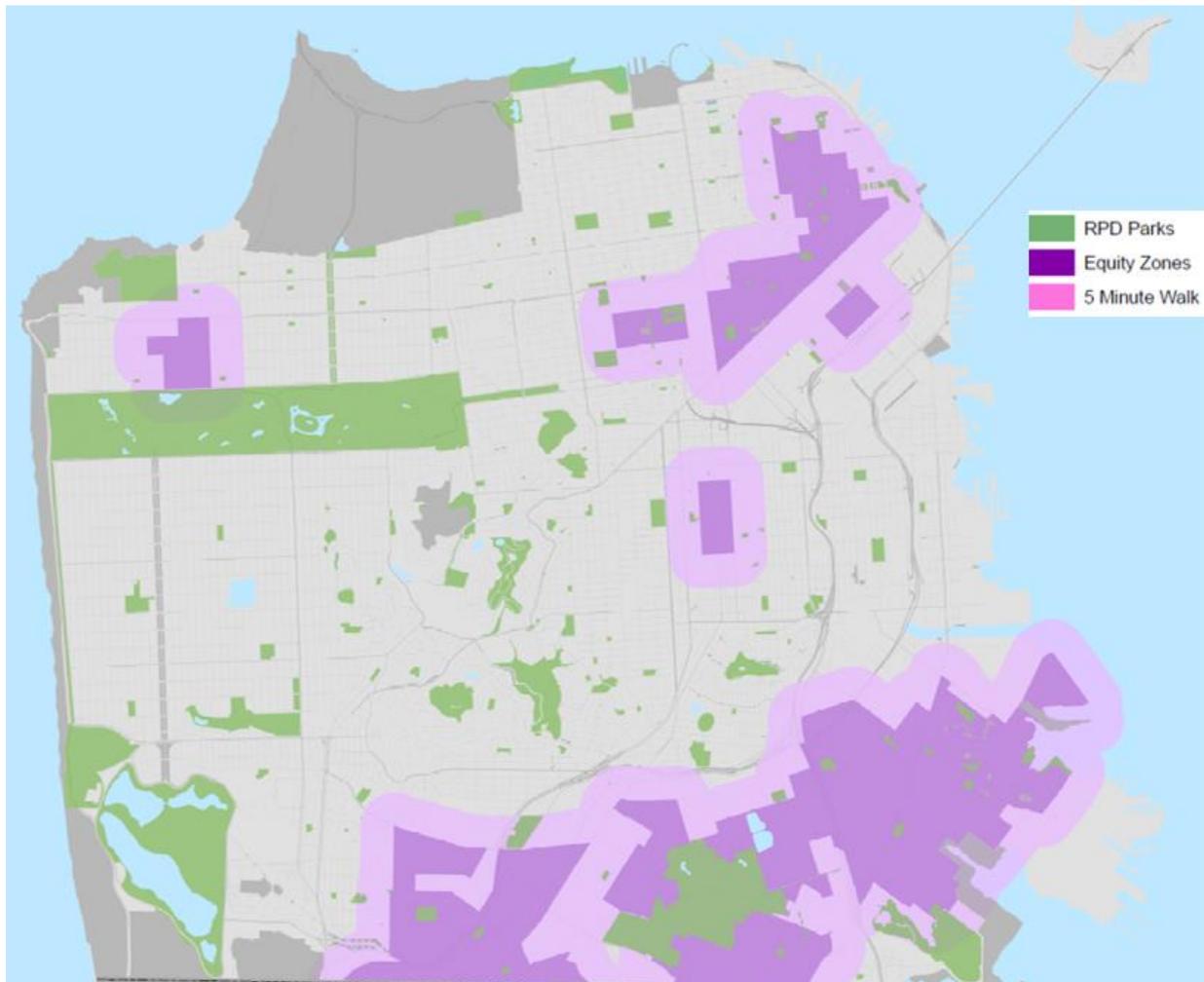
The data shows the rate, or frequency, of these factors, which are equally weighted and cumulative. Staff was able to extract the data for census tracts in San Francisco only, and to build a comparison of disadvantaged communities to the City as a whole (rather than to the State as a whole as in CES).

The map below illustrates this methodology and the proposed designation of disadvantaged communities as Equity Zones. Setting the threshold at the highest 20%, there are 39 census tracts meeting this definition with a population of approximately 163,900 residents.

The map also shows an adjacent buffer area indicating a five -minute walk (equal to one-quarter mile) from the perimeter of the Equity Zone. Including parks within the buffer recognizes that residents living near the perimeter of an Equity Zone may in fact be closer to a park outside the zone. This standard is common in evaluating park access and was used in the methodology embedded in the Recreation and Open Space Element (ROSE) of the City's General Plan.

¹ At this time, CalEnviroScreen offers the only standard data set adopted by state and local agencies for the designation of disadvantaged communities. However, there are critics of CalEnviroScreen and new legislation was recently introduced (AB2292) proposing an alternative methodology and definition.

Proposed Equity Zones



See Attachment A for the list of parks by name in the service area of residents in the Equity Zones.

Measuring Recreational and Park Resources and Services

Measuring the allocation of park and recreation resources for residents of Equity Zones compared to the City as a whole starts with defining access, or the number of park sites and park acreage in relation to the population. Data to evaluate recreational services were counted in terms of hours of structured recreation provided by staff, volunteers, and our recreation partners, that are provided in clubhouses, recreation centers, pools, playfields, and mobile destinations. Another data set to assess equitable access to recreation resources is the number of scholarship recipients in the Equity Zones. Staff propose to count investment in park sites using two metrics: capital investment, as specified in the Department's FY16-17 Annual Appropriation Ordinance and the Volunteer Hours, both calculated in relation to the population. The final measure proposed for Equity comparisons is the allocation of maintenance resources. For this, two data sets are relevant: Park Evaluation scores, which serve as a proxy for structural integrity and achievement of maintenance standards, and TMA closure rates, which calculates the number of requests for maintenance and repair work at specific park sites and the percentage of those that are closed.

Proposed Equity Metrics

| Data | | Equity Zone | City-wide |
|--------------------|---|-------------|-----------|
| | Population ¹ | 163,906 | 805,235 |
| | % of Population | 20% | 100% |
| Metrics | | | |
| Access | Acres of park ² /1,000 people | 4.44 | 4.01 |
| | Number of parks/1,000 people | 0.49 | 0.26 |
| Safety | SFPD Incidents ³ within 500' of Parks/1,000 people | 65 | 23 |
| Maintenance | Park Evaluation Scores | 84.1 | 85.6 |
| | Maintenance and repair requests ⁵ completed | 83.5% | 83.0% |
| Investment | \$ Capital Investment ⁶ /1,000 people | \$64,003 | \$24,333 |
| | Hours of Volunteer Service ⁷ | TBD | TBD |
| Recreation | Hours of Recreational Resources ⁸ /1,000 people | 530 | 284 |
| | Scholarships Granted ⁹ /1,000 | 4.9 | 2.8 |

1 Population data based on 2010 Census

2 The acreage of parks excludes SF Zoo and the parks in development at 17th & Folsom, Noe Valley Town Square, 900 Innes, Geneva Car Barn, and Francisco Reservoir

3 Source: SF Open Data, FY16 incidents within geographic boundary of EZ and CW

4 Source: FY16 Park Evaluation Scores

5 Maintenance and repair workorders in TMA FY16

6 Capital investment is three-year average AAO Capital Budgets FY15, FY16, FY17 and sums site-specific allocations only. In FY17, approx 72% of the capital budget is from developer fees, with the remainder from General Fund, OS,

7 Volunteer Database is currently being upgraded; FY16 data to be available by Sept 2016

8 Includes hours of structured programs provided by RPD staff and recreation partners that are offered at pools, recreation centers, clubhouses, playfields, and mobile programs.

9 Data reflects all scholarships active in FY16

Milestones Ahead

The new Charter language included in Proposition B sets forth a timeline for future planning processes and reporting requirements. Following approval and adoption of a set of Equity Metrics by the Commission, the Department must integrate the metrics into a five-year Strategic Plan for approval by the Commission. This Strategic Plan Update will cover the five-year period FY17-21 and is tentatively scheduled for the October Commission agenda.

Similarly, the Commission must approve a Capital Plan and an Operating Plan by January 2017, and both shall include an equity analysis of proposed expenditures for the FY17-18 budget submission and strategies to mitigate any equity deficiencies. The Department's Budget for FY17-18 should integrate and reflect the Strategic, Capital, and Operating Plans, and will be brought to Commission in February 2017. These future documents will set targets for metrics and define specific initiatives to improve the equitable allocation of resources and address any identified equity deficiencies.

The FY17-21 Strategic Plan Update, along with the annual Capital Plan and Operating Plan, will be developed in consultation with the Parks, Recreation, and Open Space Advisory Committee, PROSAC, and with public participation at noticed meetings.

Ongoing Process

The management of the Recreation and Park Department, and the allocation of its resources for recreational and park services, has long been guided by principles of equity and fairness. The Department remains committed to further improve and refine the proxies used to measure equity, and to change or expand the underlying data source used to designate disadvantaged communities. It is critical to ensure the investments made - whether in capital funds, staffing of gardeners and maintenance crews, or allocating volunteers - maximize benefits to disadvantaged communities while meeting Charter requirements. Recreation and open space provide transformative impact on all communities, and especially on those with the highest need.

Recommendation

Staff recommends the Committee forward this proposed Equity Analysis and Metrics to Commission without recommendation.

Supported By

None known

Opposed By

None known

Attachment A

Parks by Name in the Equity Zone service area

Attachment A

List of Parks Serving the Equity Zone

| Equity Zone Parks | | |
|---------------------------------|---|----------------------------------|
| Adam Rodgers Park | Hamilton Playground | Mission Playground |
| Alamo Square | Hayes Valley Playground | Mission Recreation Center |
| Alice Chalmers Playground | Head & Brotherhood Mini Park | Palega Playground |
| Alioto Mini Park | Herz Playground | Palou & Phelps Park |
| Balboa Park | Hilltop Park | Parque Ninos Unidos |
| Bay View Park | Hooker Alley Community Garden | Patricia's Green in Hayes Valley |
| Bay View Playground | Ina Coolbrith Park | Portsmouth Square |
| Broadway Tunnel East Mini Park | India Basin/Shoreline Park | Randolph & Bright Mini Park |
| Brooks Park | Japantown Peace Plaza | Raymond Kimball Playground |
| Brotherhood & Chester Mini Park | Jefferson Square | Ridgetop Plaza |
| Buchanan Street Mall | Joe DiMaggio Playground | Selby & Palou Mini Park |
| Cabrillo Playground | John McLaren Park | Sgt. John Macaulay Park |
| Cayuga & Lamartine Mini Park | Jose Coronado Playground | Silver Terrace Playground |
| Cayuga Playground | Joseph L. Alioto Performing Arts Piazza | SOMA Rec Center |
| Chestnut & Kearny Open Space | Joseph Lee Recreation Center | South Park |
| Chinese Recreation Center | Justin Herman/Embarcadero Plaza | St. Mary's Square |
| Collins P. Huntington Park | Kelloch & Velasco Mini Park | Telegraph Hill/Pioneer Park |
| Crocker Amazon Playground | Kidpower Park | Tenderloin Recreation Center |
| Dearborn Community Garden | Lakeview & Ashton Mini Park | Turk & Hyde Mini Park |
| DuPont Tennis Courts | LeConte Mini Park | Union Square |
| Excelsior Playground | Lessing & Sears Mini Park | Victoria Manalo Draves Park |
| Father Alfred E. Boeddeker Park | Lincoln Park | Visitacion Valley Greenway |
| Ferry Park | Louis Sutter Playground | Visitacion Valley Playground |
| Fillmore & Turk Mini Park | Margaret S. Hayward Playground | Washington Square |
| Fulton Playground | Maritime Plaza | Willie "Woo Woo" Wong Playground |
| Gilman Playground | Michelangelo Playground | Woh Hei Yuen |
| Golden Gate & Steiner Mini Park | Minnie Lovie Ward Recreation Center | Youngblood-Coleman Playground |

Office of Labor Standards Enforcement

San Francisco Labor Laws: Citywide

All Employers

Minimum Wage Ordinance

All employees who work in San Francisco more than two hours per week, including part-time and temporary workers, are entitled to the San Francisco minimum wage.

Paid Sick Leave Ordinance

All employees who work in San Francisco, including part-time and temporary workers, are entitled to paid time off from work when they are sick or need medical care, and to care for their family members or designated person when those persons are sick or need medical care.

Employers with 20 or more Employees Total (in Any Location)

Health Care Security Ordinance

Employers with 20 or more employees (and non-profit employers with 50 or more employees) must spend a minimum amount set by law on health care for each employee who works eight or more hours per week in San Francisco.

Family Friendly Workplace Ordinance

As of January 1, 2014, employers with 20 or more employees are required to consider employees' requests for flexible or predictable work arrangements to assist with caregiving responsibilities.

Fair Chance Ordinance

As of August 13, 2014, employers are required to follow new rules regarding applicants' and employees' criminal history.

Paid Parental Leave Ordinance

Employers will be required to provide employees up to 6 weeks of supplemental compensation to employees who receive State Paid Family Leave to bond with a new child. This requirement will apply to employers with 50 or more employees total (worldwide) as of January 1, 2017, employers with 35 or more employees as of July 1, 2017, and employers with 20 or more employees as of January 1, 2017.

Formula Retail Establishments

Formula Retail Employee Rights Ordinances

As of July 3, 2015, formula retail establishments must follow two new laws on scheduling, hours, and retention of employees.

For information on **federal** labor laws, please contact the [U.S. Department of Labor](#). For more information on **California** labor



Formula Retail Employee Rights Ordinance Fact Sheet¹

Effective Date: January 5, 2015

Enforcement Begins: July 3, 2015

San Francisco Police Code Articles 33F and 33G

Covered Employers:

The new laws apply to “*Formula Retail Establishments*” with at least 20² formula retail establishments worldwide and 20 or more employees in San Francisco. The term “*Formula Retail Establishment*” (per section 303.1 of the SF Planning Code) applies to retail sales or service establishments that maintain at least two of the following features: (1) a standardized array of merchandise, (2) a standardized façade, (3) a standardized décor and color scheme, (4) uniform apparel, (5) standardized signage, (6) a trademark or servicemark.

Basic Overview:

- 1. Scheduling – Before Employment.** Prior to the start of employment, employers are required to provide new employees with a good faith written estimate of the employee’s expected minimum number of scheduled shifts per month and the days and hours of those shifts. The estimate need not include on-call shifts. Employers must consider requests from an employee to modify the proposed schedule. The employer has sole discretion to grant or deny the request, and must notify the employee of the decision.
- 2. Scheduling – Ongoing.** Employers must provide employees with their schedules two weeks in advance. Schedules may be posted in the workplace or provided electronically, so long as employees are given access to the electronic schedules at work. Employers must retain employee work schedules and payroll records for at least three years. Employers must provide employees with *notice of schedule changes*. A “*schedule change*” is defined as changing the date or time of a scheduled shift, cancelling a scheduled shift, or requiring the employee to work when he or she was previously unscheduled.
- 3. Predictability Pay.** If changes are made to an employee’s schedule with less than seven days’ notice but more than 24 hours’ notice, the employer must provide the employee with one hour of pay for each shift change, at the employee’s regular hourly rate. If the

¹ This fact sheet is based on Police Code Articles 33F and 33G, passed by the San Francisco Board of Supervisors on November 25, 2014. This document does not reflect pending amendments that were introduced at the Board of Supervisors on March 17, 2015.

² Pending amendments, if passed, would change from 20 to 40 the number of retail sales establishments worldwide required for a formula retail establishment to be covered by the Ordinances.

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DONNA LEVITT, MANAGER



employer changes the employee's schedule with less than 24 hours' notice, the employer must provide two hours of pay if the changed shift is four hours or less or four hours of pay if the changed shift is longer than four hours, at the employee's regular hourly rate.

Pay for On-Call Shifts. If an employee is required to be "on-call," but is not called in to work, the employer must provide the employee with two hours of pay if the on-call shift lasted four hours or less, or four hours of pay if the on-call shift exceeded four hours. If the employer provides at least 24 hours' notice that the on-call shift has been cancelled or moved to another date, then the employer will not be required to provide this compensation to the employee.

4. **Exceptions to Predictability Pay and Pay for On-Call Shifts:** Employers do not have to provide "predictability pay" or payment for on-call shifts if any of the following conditions apply:
 - a) Operations cannot begin or continue due to threats to Employees or property;
 - b) Operations cannot begin or continue because public utilities fail;
 - c) Operations cannot begin or continue due to an Act of God (such as an earthquake);
 - d) Another Employee previously scheduled to work that shift is unable to work and did not provide at least seven days' notice;
 - e) Another Employee failed to report to work or was sent home;
 - f) The Employer requires the Employee to work overtime ; or
 - g) The Employee trades shifts with another Employee or requests a change in shifts.
5. **Additional Work for Part-Time Employees.** Employers must offer, in writing, any extra work hours to current qualified part-time employees before hiring new employees or subcontractors *or* staffing agencies to perform additional work. Under the ordinance, the employer is obligated to offer extra work hours to a current part-time employee if (1) the employer reasonably determines that the employee is qualified to perform the work, and (2) the work is the same or similar to the work the employee has performed for the employer. The employer is required to offer only the number of hours that the employee would need to work 35 hours in a workweek. Employers must retain offers of additional hours to employees for at least three years.
6. **Equal Treatment for Part-Time Employees.** Employers must provide equal treatment to part-time employees, as compared to full-time employees at their same level, with respect to (1) starting hourly wage, (2) access to employer-provided paid time off and unpaid time off; and (3) eligibility for promotions, subject to certain qualifications. Hourly wage differentials are permissible if they are based on reasons other than part-

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time status, such as seniority or merit systems. Further, employees' time off allotments may be prorated based on hours worked.

7. **Employee Retention.** If a Formula Retail Establishment is sold, the Successor Employer must retain, for 90 days, all employees who worked for the former employer for at least 90 days prior to the sale. If the Successor Employer determines it needs fewer employees, the businesses must retain the employees based on seniority. This requirement does not apply to supervisory or managerial employees. A public notice of change of control must be posted at the Establishment within 24 hours of the date of transfer of ownership. In addition, the Successor Employer must provide written notice to retained employees about their rights.
8. **Transition Employment Period.** If the Successor Employer determines that it requires fewer Eligible Employees than were employed by the Incumbent Employer, the Successor Employer shall retain Eligible Employees by seniority based on the date of hire by the Incumbent Employer or, if there is an applicable collective bargaining agreement, pursuant to that agreement.
9. **Property Services Contractors.** Janitorial and Security Contractors of Formula Retail Establishments covered by these Ordinances must comply with most of the provisions of Police Code Articles 33 F and G. In service contracts with contractors for janitorial or security services, covered employers must include: (1) a provision requiring the contractor to comply with the Ordinances; and (2) a copy of the Ordinances.
10. **Workplace Posting.** Formula Retail Establishments are required to post a notice at the workplace informing covered employees of their rights under the new laws.
11. **Retaliation Prohibited.** It is illegal for an employer to take adverse action against any person in retaliation for exercising his or her rights under the Ordinances.

Enforcement:

The San Francisco **Office of Labor Standards Enforcement (OLSE)** is charged with implementing and enforcing the ordinances. The OLSE can order compliance, impose administrative fines, and require employers to pay lost wages and penalties to employees and reimburse the City's enforcement costs. Additionally, the ordinances authorize the City Attorney to bring a civil action against employers for violation of the laws. If an employer fails to maintain or retain records as required by the new laws and absent clear and convincing evidence otherwise, the City will presume non-compliance with these ordinances.