



Memorandum

TO: COMMUNITY AND ECONOMIC
DEVELOPMENT COMMITTEE

FROM: Lee Wilcox

**SUBJECT: HUMAN SERVICES COMMISSION
ANNUAL REPORT & WORKPLAN**

DATE: September 10, 2018

Approved

Date

9/12/18

RECOMMENDATION

Accept the Human Service Commission FY 2017-2018 Annual Report and approve the Workplan for FY 2018-2019.

OUTCOME

Acceptance of the annual report will update the Community and Economic Development Committee on the Human Services Commission activities. The Commission workplan for FY2018-19 will inform the Committee of priority topic areas that will be discussed by the Commission for potential policy recommendations related to disability, children, and immigrant rights, ending domestic violence, protecting environmental sustainability rights, and implementing Council's Women's Bill of Rights.

BACKGROUND

The City Council created the Human Services Commission as a successor to the Human Rights Commission to discuss and make recommendations to the City Council related to human rights concerns. As a part of their official duties, the Commission is tasked with implementing the City's human rights policy and recommending programs that promote the fulfillment of human rights, including matters affecting discrimination based on race, ethnicity, national origin, disability, age, sex, marital status, sexual orientation, gender identity or religion. (SJMC § 2.08.3030)

In addition to the above topics, on December 19, 2017 the City Council passed the Women's Bill of Rights (ordinance No. 30055) and tasked the Human Services Commission with developing a Gender Analysis and Action Plan as a tool in determining whether the City is implementing the local principles of the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW). The City will pilot the implementation of a gender analysis with one or two departments and will support the participating department(s) in developing an action plan that

includes suggestions to enhance gender equity efforts, and separately will provide recommendations on the efforts and resources required to apply a gender equity analysis city wide. (SJMC § 2.08.4940)

As part of their work, the Commission must report on their annual activities and receive approval for each year's workplan, and the Rules and Open Government Committee designated the Community and Economic Development Committee (CED) to review that report and approve the workplan.

ANALYSIS

The following are highlights of Commission accomplishments for FY 2017-2018.

Commission bylaws and best practices

The Commission completed their bylaws for Commission operations as required by City policy. They voted to approve the City Clerk's standard bylaws on September 21, 2017. The Commissioners also started a new practice of attending community events that are relevant to the scope of work of this Commission.

Promote disability culture

One of the Commissioners connected with Councilmember Jones's office with regards to planning the 2018 Disability Week event in October. Commissioner Maciel was involved planning for the annual event as well as her push to implement a screening for films related to people with disabilities and their contributions to the larger community.

Human trafficking

In line with their duties to promote fulfillment of human rights in the city, the Commission familiarized itself with how the City works with the County and other partners to help stop human trafficking. They shared that information with community members when attending community events and meetings.

Children's rights

In light of the media coverage and public concern related to family separation of those seeking asylum at the U.S. border, the Commission sought to understand the long-term consequences of not only separation in terms of the federal administration's "zero tolerance" policy but also what is happening to the children in our community who either have parents who are in detention or who live under the threat of their parents being removed. They collaborated with Councilmember Nguyen's office on a Children's Rights Showcase to raise awareness of children's rights, provide

resources to families, and celebrate children and that artistic and cultural ways they contribute to our community fabric.

Police Department Cultural Diversity and Competency

The Commission heard from the Police Department regarding their hiring practices for a diverse police force and their policies and practices to encourage cultural competency. They also heard from the Independent Police Auditor regarding the potential trends in complaints of police behavior from the community. While this work did not generate any policy recommendations in this fiscal year, the information was helpful in the Commission's ongoing work to help implement the Women's Bill of Rights.

Women's Bill of Rights

The Commission added this workplan item following Council direction in January 2018 and created an ad hoc committee to begin tackling the work in February. They met with the Santa Clara County Convention on the Elimination of all forms of Discrimination Against Women (CEDAW), the County's Office of Women's Policy, and reached out to San Francisco to understand their implementation of the same kind of ordinance. They sent a letter to Council supporting the Vice Mayor's budget recommendation for \$150,000 for a consultant to help conduct a Gender Equity Analysis of 1-2 departments within the City as a first step in implementing the new policy.

Additional work completed

Through their work on children's rights and from community complaints they heard while interacting with residents, the Commission sent several requests to the local office of Immigration and Customs Enforcement (ICE) to attend a Commission meeting to report on ICE's local work and to answer questions. Those requests have not been answered.

Additionally, the Commission received a complaint from some members of the homeless community regarding the City policy for dealing with personal items collected during an encampment cleanup. They met with the Housing Department to understand the policy, and are considering submitting a formal letter to Council recommending changes to the policy to ensure that people without a home can claim their personal property.

FY2018-19 Workplan

Following the duties of the Commission as laid out in the San Jose Municipal Code 2.08.3030, the Commission has developed the FY 2018-2019 Workplan and approved it at their August 16, 2018 meeting. Below is a summary of items:

1. Continued work on the Women's Bill of Rights implementation, focusing selecting an initial department to undergo the gender equity analysis and overseeing the analysis.

2. Promoting disability culture through continued work on October's Disability Day and the Reel Abilities film screening and protecting rights of those with disabilities by reporting concerns with accessing city property and events and advising Council on the best way to deal with these kinds of issues.
3. Ending domestic violence by reviewing recommendations from the County's Intimate Partner Violence Report and potentially producing an implementation plan with a focus on additional housing for victims.
4. Children's rights through reporting on youth with disabilities coming in contact with the justice system and organizing a second Children's Rights Showcase.
5. Taking into consideration that it is a human right to live in a community that minimizes negative environmental impacts, the Commission will tackle protecting environmental sustainability rights by reviewing city contractors and whether they have protected the local environment.

The Commission is taking a two phase approach to the disability rights, domestic violence, environmental sustainability, and children's rights work and allowing for two separate ad hoc committees to do the initial investigation and the follow-up recommendation and reporting of this work.

EVALUATION AND FOLLOW-UP

Staff will provide an additional update to CED in June 2019.

PUBLIC OUTREACH

This memorandum will be posted along with CED agenda for its September 24, 2018 meeting.

COORDINATION

This memorandum was coordinated with the City Attorney's Office.

CEQA

Not a Project, File No. PP17-010, City Organizational & Administrative Activities that involve no physical changes to the environment.

COMMUNITY AND ECONOMIC DEVELOPMENT COMMITTEE

September 10, 2018

Subject: Human Services Commission Annual Report and Workplan

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/s/

LEE WILCOX

Chief of Staff

Office of the City Manager

For questions, please contact Sabrina Parra-García, Executive Analyst, at (408) 535-8171.

Attachment A: Human Services Commission Annual Report Letter

Attachment B: Human Services Commission FY 2018-2019 Workplan