



Memorandum

TO: COMMUNITY AND ECONOMIC
DEVELOPMENT COMMITTEE

FROM: Lee Wilcox

**SUBJECT: HUMAN SERVICES COMMISSION
ANNUAL REPORT & WORK PLAN**

DATE: September 10, 2019

Approved

Date

Sept. 14, 2019

RECOMMENDATION

Accept the Human Service Commission Annual Report (July 2018-June 2019) and approve the FY2019-20 work plan.

OUTCOME

Acceptance of the annual report will update the Community and Economic Development Committee on the Human Services Commission activities. The Commission work plan for FY2019-20 will inform the Committee of priority topic areas that will be discussed by the Commission for potential policy recommendations relative to people with disabilities, immigrant rights, rights of those without a home, 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 work plan, and the Rules and Open Government Committee designated the Community and Economic Development Committee (CED) to review that report and approve the work plan.

ANALYSIS

The Commission had a significantly constrained meeting calendar in the previous fiscal year due to a series of vacancies that left the Commission with only seven seated Commissioners, just enough to meet quorum. The absence of one Commissioner would result in not meeting quorum, therefore, several meetings were cancelled. Consequently, six of the work plan items remained pending due to time constraints and limited Commission meetings. Those items are: Protecting the Rights of People with Disabilities; Protecting Environmental Sustainability Rights; Protecting Immigrant Rights; Protecting Children's Rights; Ending Human Trafficking; and Protecting the Rights of Children with Disabilities.

The Commission made meaningful progress in the following areas in FY2018-2019.

Women's Bill of Rights

In keeping with Council direction from January 2018, the Commission worked with City staff to release a Request for Information (RFI) to generate insight from experts on how they would approach a pilot Gender Equity Analysis and costs for such work. The RFI generated 4 responses that helped the Commission better understand the constraints surrounding a pilot Gender Equity Analysis. The information gathered from the respondents lead to a funding recommendation by the Commission, which was considered during the budget process. As a result, the City Council approved a \$50,000 appropriation for a pilot Gender Equity Analysis. The Commission will continue to work with City staff to select a consultant through a competitive process.

Juvenile Justice Involved Youth with Disabilities

Commissioner Tiffany Maciel worked with City Councilmember Peralez' s Office to host a discussion on September 16 with the community-based organizations that are funded through the City's San Jose B.E.S.T. program, and a screening of the documentary *The Children We Lose*, which will be held at the 3Below Theater on September 26. The purpose of the discussion and screening is to generate conversation among organizations serving and family members of juvenile-justice impacted youth about what support is needed to help these young people, what services and program are working well, and where organizations and family members feel more coordination would help improve services. The Commission will send City Council a summary following the completion of the events.

Ending Domestic Violence

Commissioner Chris Demers is summarizing the highlights of the Santa Clara County's 2017 Blue Ribbon Report on Interpersonal Violence. The Commission will review and discuss the summary and will likely forward a set of recommendations to the City Council regarding ways the City ought to support those living through situations of interpersonal violence.

FY2019-20 Work Plan

Following the duties of the Commission as laid out in the San Jose Municipal Code 2.08.3030, the Commission has developed the FY2019-2020 Work Plan and approved it at their September 9, 2019 meeting. Below is a summary of items:

1. Continued work on the Women's Bill of Rights implementation, focusing approving a Request for Proposals for a consultant to complete a \$50,000 Pilot Gender Equity Analysis.
2. Examining whether there is an impact on Immigrants Accessing City Services in San Jose following the increase in media reports of workplace raids and other immigrant enforcement action.
3. Building on their previous work with the disability community, evaluating the best mechanism for Elevating the Concerns of the Disability Community.
4. Creating a Homeless/Houseless Bill of Rights to ensure that all people have their basic needs met and are treated with dignity.

EVALUATION AND FOLLOW-UP

Staff will provide an additional update to CED in June 2020.

PUBLIC OUTREACH

This memorandum will be posted along with CED agenda for its September 23, 2019 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.

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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 2019-20 Work Plan