

OFFICE OF CLIMATE CHANGE, SUSTAINABILITY AND RESILIENCY
CITY AND COUNTY OF HONOLULU

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July 9, 2021

The Honorable Tommy Waters
Chair and Presiding Officer
and members
Honolulu City Council
530 South King Street, Room 202
Honolulu, Hawai'i 96813

Dear Chair Waters and Councilmembers:

SUBJECT: Response to City Council Resolution 20-206

Introduction

This report serves as the Office of Climate Change, Sustainability and Resiliency's (CCSR) response to Resolution 20-206 for CCSR to make a recommendation to the Council regarding the establishment of a City Social Justice and Equity Commission ("Commission") whose purpose would be to promote proactive policy, decision-making, planning, workplace practices, operations and services to advance equity and social justice.

As requested by the Council, CCSR's Climate Resilience and Equity Program ("Equity Program") conducted research on the establishment of a Social Justice and Equity Commission with support from nationwide networks including the American Cities Climate Challenge, the Urban Sustainability Directors Network, and the Government Alliance on Race and Equity. This research was conducted in consultation with internal and external partners including the City Department of Community Services; City Office of Economic Revitalization; Hawai'i Youth Climate Coalition; Native Hawaiian and Pacific Islander Hawai'i COVID-19 Response, Recovery and Resilience Team; King County, Washington, Office of Equity and Social Justice; and the Providence, Rhode Island, Racial and Environmental Justice Committee. In order to inform this recommendation, CCSR additionally reached out to local frontline community leaders, social justice experts, scholars, and stakeholders cited in Resolution 20-206, including Hawai'i Appleseed Center for Law and Economic Justice, 'Āina Aloha Economic Futures, Hawai'i Working Families Coalition, and the Hawai'i State Commission on the Status of Women.

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In summary, this report recommends the establishment of a nine-member Social Justice and Equity Commission for the City in ordinance to: (1) identify, address, and ultimately eliminate individual, institutional, and structural inequities within City operations, policies, programs, services, and decision-making; and (2) serve as a liaison between frontline communities and the City to advocate for systemic changes to promote structural, procedural, distributional, cultural, and inter-generational equity.

Though our entire island community has been impacted by COVID-19, our frontline communities, typically defined as communities that are disproportionately exposed and vulnerable to health threats, climate-based disruptions, and economic dislocation, and that have fewer resources, capacity, safety nets, or political agency to respond to and withstand those risks, have been disparately impacted.

Even prior to the COVID-19 pandemic, Aloha United Way's 2017 and 2020 reports on Asset Limited, Income Constrained, and Employed (ALICE) households demonstrated how these frontline communities were disproportionately likely to be in poverty and were overrepresented in ALICE households. Frontline communities often include low-income communities; immigrant and refugee communities including those with undocumented immigrants; Native Hawaiians; Pacific Islander communities; Compact of Free Association (more commonly referred to as "COFA"); communities of color; people with disabilities; people experiencing houselessness or housing insecurity; the LGBTQ+ community; as well as women, keiki, kūpuna; and, anyone at the intersection of these identities. These communities often additionally contend with racism, intergenerational trauma, and poverty, among other factors linked to their lived experiences that contribute to disparities and inequitable outcomes across income, education, and health.

Since the passage of the Civil Rights Act of 1964, cities nationwide have demonstrated their commitment to promoting civil rights, social justice, and equity for frontline, marginalized, and disenfranchised communities through the creation of Human Rights Commissions and other similar advisory bodies. Efforts to eliminate disparities, ensure equality of opportunity, and integrate social justice and equity into agency operations have since accelerated over the past decade, with some US cities establishing entire offices committed to achieving the goals of social justice, equity, and inclusion.

Such efforts to rectify and redress systemic and historical racism, disparity, and disinvestment in frontline communities are equally gaining recognition via recent policies at the federal level. This includes Executive Order 13985, Advancing Racial Equity and Support for Underserved Communities through the Federal Government,

which directs the Domestic Policy Council to identify communities the Federal Government has underserved and develop policies designed to advance equity for those communities in consultation with those communities; and directs the Director of the Office of Management and Budget to identify methods to assess equity across federal agencies and promote equitable budget allocation to address historic failures of sufficient, just investments in underserved communities.¹ Additionally, Executive Order 13995, Ensuring an Equitable Pandemic Response and Recovery, directs a government-wide effort to address health equity and take swift action to prevent and remedy differences in COVID-19 care and outcomes within communities of color and others underserved.²

The following recommendations are also presented in alignment with City economic recovery priorities via Mayor Blangiardi's Roadmap to Recovery,³ which includes commitments to community including, but not limited to:

- Improving City efficiency and performance to accelerate recovery, including through evaluation of local, national, and/or international best practices for improvements to City governance including departmental operations, transparency, and accountability;
- Increasing community engagement and outreach, including an acknowledgement that there are many communities and neighborhoods whose views and values are under-represented in decision-making and the need to work with Neighborhood Boards and community leaders to identify opportunities for increasing community involvement and civic engagement in City decisions; and
- Fair leadership for all, including a commitment to transparency, fairness, informed decision-making, and accountability; to serving all residents, keiki to kūpuna; and to respecting community values, character, and culture.

Summary of Research

Through its research, CCSR identified commissions committed to advocating for human rights, equity, and social justice in 44 municipalities across 36 states. CCSR researched and analyzed the purpose, make-up, responsibilities, and outputs of these commissions to inform the following recommendations for the City.

¹ Exec. Order No. 13985 (2021)

² Exec. Order No. 13995 (2021)

³ *Roadmap to Recovery*. (2021). <http://www.honolulu.gov/cms-may-menu/site-may-sitearticles/792-site-may-featured-cat/40721-roadmap-to-recovery.html>.

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One example is the Equity and Empowerment Commission of the City of Evanston, Illinois, established in 2018.⁴ The commission consists of nine members, including:

- One council member;
- One member with experience representing the needs of the physically and/or mentally disabled community;
- Five members with advocacy experience across human rights, social justice, or other similar areas; and
- One Spanish-speaking member.

The purpose of this commission is to identify and eradicate inequities in city services, programs, human resource practices, and decision-making processes and to ensure that all residents receive equal service and treatment regardless of race, color, religion, ancestry, national origin, veteran status, sexual orientation, age, marital status, family status, disability, gender identity, or gender expression. Evanston's Equity and Empowerment Commission is responsible for:

- Evaluating, developing, and recommending equity tools for examining city policy, practice, services, and programs;
- Developing ways to measure and monitor community relations, race relations, and civil rights issues;
- Studying inequity in the form of prejudice, bigotry, and discrimination as well as developing action strategies to address inequity; and
- Submitting an annual report to the Evanston City Council.

Another such commission is the Commission on Racial and Social Equity in the City of South San Francisco, California.⁵ This commission, established in July of 2020 in the wake of the COVID-19 pandemic and the resurgence of the Black Lives Matter civil rights movement, aims to proactively advance equity in the city's internal and external processes, as well as to recommend policy and program changes to overcome

⁴ Evanston, Illinois Code of Ordinances §§ 2-12-1—2-12-4

⁵ The City of South San Francisco. (2020). *South San Francisco Mayor's Commission on Racial and Social Equity Commission Charter*. Retrieved from <https://www.ssf.net/home/showdocument?id=20950>.

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institutional inequities. The commission is composed of twelve members, including:

- Two councilmembers;
- One member appointed by the city administration;
- One member appointed by the city council;
- The city manager;
- The police chief;
- One representative of the South San Francisco Unified School District;
- One representative of the County of San Mateo;
- One representative of Change SSF, a multigenerational and multicultural coalition which aims to advocate for community empowerment through education and political action;
- One representative of the Youth Advisory Council; and
- Four South San Francisco residents appointed as members at large to ensure representation of the geographic and ethnic diversity of South San Francisco on the commission.

The South San Francisco Commission on Racial and Social Equity is responsible for:

- Developing a thorough knowledge of individual and institutional racial and social inequities in the areas of education, policing, healthcare and other social services;
- Identifying the cumulative impacts of institutional and structural inequities as related to South San Francisco;
- Examining police presence and relationships with respect to communities of color in order to build trust;
- Building trust and strengthening partnerships with local community-based, community health, and social justice organizations;
- Collaborating with the community and other institutions or partners to develop and offer opportunities for change relating to racial and social inequities, exploring and elevating successful models and best practices;

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- Submitting recommendations for action to the South San Francisco City Council designed to reduce or eliminate racial and social inequities, and help the City of San Francisco better serve a diverse community and staff.

Additional research and resources on a number of other like commissions are attached to this report as Exhibit A. While many of these nascent bodies are just beginning to measure and monitor their impacts, Exhibit A also includes a sampling of existing outputs and outcomes derived from existing commissions' work.

In addition to the research conducted specifically for the purpose of this report, CCSR bases its recommendations on data collected by the Equity Program from its 2020 Community Kūkākūkā ("to discuss") project, in which the Equity Program conducted informal, semi-structured interviews with 60 individuals from 32 frontline community organizations to discuss the impact of stressors, including climate change and the COVID-19 pandemic, on frontline community resiliency. Through these interviews, community-based organizations affirmed the importance of focalizing equity in fostering long-term sustainability and resiliency for the island, its economy, and its environment. Participating community leaders expressed a desire for improved coordination and alignment between the non-profit, community-based sector and the City, particularly in the wake of the COVID-19 pandemic and its inequitable impacts on health, economic security, food, housing, broadband access, and education. The organizations interviewed highlighted the importance of inclusivity and community involvement within the City and emphasized the need for better mechanisms for centering the needs and perspectives of frontline and marginalized communities within government policies, programs, and decision-making, in particular for those who have not historically had a seat at the table. Lastly, community organizations urged the City to listen and learn from marginalized communities in the recovery process and beyond, as these communities not only rely upon City services for their wellbeing, but also have long histories of resiliency and adaptation in the face of crises.

Recommendations

Based on the research and information garnered through CCSR's Equity Program, in consultation with stakeholders and frontline communities, CCSR recommends that the City establish a nine-member Social Justice and Equity Commission via ordinance to advise the City on policies and programs to ensure that future policies and programs address and advance equity and social justice by acknowledging the City's role in exacerbating social vulnerabilities and inequities in our community alongside the City's potential to ameliorate those same social vulnerabilities

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and inequities. Not only would a Social Justice and Equity Commission help provide capacity in achieving equitable outcomes City-wide—a goal that many other cities across the United States have already recognized as a key priority for local governance—the creation of such a Commission would directly respond to community leaders’ request that government take on an essential role in fostering inclusivity and prioritizing the needs and perspectives of disenfranchised, marginalized, and frontline communities in the City’s internal and external processes. Specifically, CCSR’s recommendations are as follows:

- The City should establish a Social Justice and Equity Commission via ordinance to begin addressing opportunities to increase equity in City economic recovery programs in the near-term and increase equity in all City policies and programs in the long-term.
- The Commission should be attached to the Managing Director’s Office for administrative purposes to position itself to work collaboratively across all City departments and agencies. Administrative support for Commission meetings and activities may be supported by the Climate Resilience & Equity Manager in the Office of Climate Change, Sustainability and Resiliency.
- Commission members should either a) themselves be members of frontline communities, or b) have significant expertise/experience in social justice and equity, wherein “significant expertise” may be understood to include longstanding community leaders, as well as emerging leaders and grassroots advocates, educators, business and civic leaders, health and human services professionals, community advocates and volunteers, faith-based leaders, and criminal justice officials, as well as others with experience representing frontline communities or advocating for equity and social justice.
- Commission members should include representation from members with diverse perspectives of key frontline communities (see page 2), and anyone at the intersection of these identities.
- Commission members should also represent the geographic diversity of the City’s jurisdiction, e.g., representation from the urban core as well as Central, West, and East O’ahu, the Leeward and Windward Coasts, North Shore, etc.
- The Commission should be governed by Section 13-103 of the Revised Charter of the City and County of Honolulu, with an exemption from Subsection 1(a) for any Commission member who has not attained the age of majority at the time of appointment.

- The Commission's objectives could include:
 - Identifying opportunities to eradicate individual, institutional, and structural inequities within the City including, but not limited to, City agencies, policies, programs, services, and decision-making bodies/authorities.
 - Serving as liaison between frontline communities and the City, building trust and partnerships between the City and local community-based organizations.
 - Advocating for systemic changes to promote social justice as well as structural, procedural, distributional, cultural, and inter-generational equity City-wide.
- The Commission's responsibilities could include:
 - Examination of social justice and equity challenges and opportunities within key focus areas such as health, housing, law enforcement, education, and economic opportunity related to both internal City operations and external community needs.
 - Provision of recommendations for policy and programmatic actions that advance social justice and equity to the City Council, the mayor, and executive departments.
 - Regular engagement and consultation with community partners and businesses in the development of recommendations to promote deeper community participation in the development of City plans, programs, projects, and processes, especially among frontline, marginalized, and historically disenfranchised communities.
 - Provision of guidance, education, assistance, and training to City employees and City departments to build capacity to achieve equitable outcomes and services.
 - Development and evaluation of equity tools for examining City policy, practices, services, and programs.
- While the Commission's near- and long-term goals should be identified by the Commission members themselves, a work scope for the Commission's inaugural year could include:
 - Facilitation of four (one per quarter) meetings centered on receiving public input related to community needs throughout O'ahu, prioritizing the voices

of priority and frontline populations.

- Facilitation of four (one per quarter) meetings, or “listening sessions” with government agencies to establish relationships with agencies that have obligations or jurisdiction in providing services and programs related to equity and frontline communities to better understand the readiness, abilities, and limitations that may inhibit operationalizing equity within local government practices. Initial City agencies could include the Mayor’s Office of Housing and Homelessness, Office of Economic Revitalization, Department of Community Services, Department of Transportation Services, Department of Parks and Recreation, and the Department of Human Resources. Initial State agencies could include the Department of Human Services and the Department of Hawaiian Home Lands.
- Facilitation of at least four additional focus group listening sessions, using CCSR’s Community Kūkākūkā project as a model, with community-based organizations that provide direct services and/or are representative of frontline communities to identify and better understand areas of inequity and concern to inform a Commission strategic plan and prioritized focus areas of work.
- Drafting of a five-year strategic plan that defines goals and desired outcomes centered on social justice and equity both internally within City operations and externally on communities’ needs.
- Identification of specific focus areas in which to prioritize recommendations in alignment with five-year strategic plan goals.
- Towards longer-term goals, the Commission’s additional focus areas and outputs could include:
 - Review of City plans, policies, and reports to gain knowledge regarding existing social justice and equity programs in the City and to identify opportunities to advance equitable outcomes.
 - Development of a City Equity Framework to help a) define key terms; b) define data needs for measuring equitable outcomes at the City; c) develop and define an equity lens for the City; and d) develop and establish City equity objectives and targets.
 - Development of a Social Justice and Equity Brief that examines the social

determinants of equity^{6,7} with an emphasis on determinants in which the City has direct influence including the built and natural environment, housing, food systems, public safety, transportation, health and human services, and economic opportunity and development.⁸

- Coordination with state and City agencies responsible for advancing social equity, such as the Hawai'i State Commission on the Status of Women and the Hawai'i Department of Health, to stay apprised of equity work being advanced in areas outside of the City's jurisdiction, as well as coordination with local nonprofit organizations with equity and social justice-oriented missions.
- The Commission should submit an annual report to the Council detailing any outcomes, progress, and outputs towards advancing the Commission's objectives.

The COVID-19 pandemic, its resultant health and economic crises, the recent resurgence of the Black Lives Matter civil rights movement and the more recent anti-Asian Hate movement have renewed focus on the importance of social justice by shining a light on existing inequities in our society. They equally point toward the necessity of further integrating social justice and equity into City policies, programs, budget allocations, and decision-making.

The City has already begun to strengthen its work in equity and social justice. With the adoption of the *Ola: O'ahu Resilience Strategy* as a guiding policy document for the City in 2019 (Resolution 19-233), the City aligned its own goals with the United Nations Sustainable Development Goals, which include eliminating poverty, achieving gender equality, reducing inequality, and promoting inclusive, safe, resilient, and sustainable communities. CCSR believes that the establishment of a Social Justice and Equity Commission for the City as recommended above is an important step in furthering the City's efforts to acknowledge and address inequities across O'ahu.

6 The term "social determinants of equity" has been used in municipalities such as King County to "identify key indicators ... and incorporate[e] statistical approaches to developing a community-scale equity baseline" (see: *The Determinants of Equity*, King County, 2015).

7 See also Robertson, Kelly N. (2015). "Defining Equity and Addressing the Social Determinants of Equity in International Development Evaluation." *Dissertations*. 1195. Retrieved from: <https://scholarworks.wmich.edu/cgi/viewcontent.cgi?article=2197&context=dissertations>.

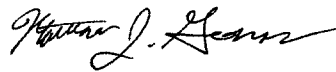
8 This language is built on the framework of a landmark push toward equity within State legislation, with specific reference to amendments to Act 226-20 of the Hawai'i Revised Statutes: §226-20 Objectives and policies for sociocultural advancement--health. (a) Planning for the State's sociocultural advancement with regard to health shall be directed towards achievement of the following objectives: ... (3) Elimination of health disparities by identifying and addressing social determinants of health.

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A Commission could build crucial capacity for the City to address inequities in a systematic way, transforming the City's commitment to social justice as proclaimed in Resolution 20-206 into meaningful action. In the immediate-term, the Commission could help us build back better, ensuring an economic recovery that empowers all in our community, ultimately leading to stronger, resilient, and more sustainable economic transformation island-wide. In the long-term, a Social Justice and Equity Commission would continue to serve as a critical mechanism for advancing equity in City policies, programs, and processes; increasing equitable outcomes for and in partnership with community; and achieving the goals stated in Resolution 20-206 committing the City to equity, social justice, and realizing equitable outcomes for frontline communities.

Thank you in advance for your review and consideration of this report and recommendations. Should you have any questions, please contact me at (808) 768-2277.

Sincerely,

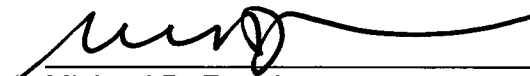


Digitally signed by Gonser,
Matthew
Date: 2021.07.09 15:37:18 -10'00'

Matthew Gonser
Executive Director and
Chief Resilience Officer

Attachment:
Exhibit A, Resolution 20-206, Additional Research & Resources

APPROVED:



Michael D. Formby
Managing Director



Exhibit A

Additional Research & Resources: City Social Justice and Equity Commissions

Prepared by the Office of Climate Change, Sustainability and Resiliency

The information below summarizes research conducted by the Office of Climate Change, Sustainability and Resiliency (CCSR) in preparation for its response to City Council Resolution 20-206 requesting a recommendation regarding the establishment of a City Social Justice Equity Commission. The purpose of this research is to identify like commissions in other cities and municipalities that promote proactive policy, decision-making, planning, workplace practices, operations, and services to advance equity and social justice. For the purpose of this brief, “advancing equity and social justice” can be understood to include promotion of:

- Racial, economic, and social equity and/or justice
- Economic inclusion and the advancement of minority, frontline, and/or otherwise marginalized communities
- Human rights
- Anti-discrimination and anti-racism

Research found that similar commissions are primarily split into three types: Type 1 composed of community advocates and experts; Type 2 composed of community members, and type 3 including both advocates/experts and “lay” community members (“blended”). Examples of each type are summarized in the tables below, detailing each commission’s purpose, responsibilities, membership, and sample outputs and outcomes.

In addition, this brief includes a non-comprehensive list of additional cities with related commissions to demonstrate the extent to which such commissions have become mainstream in city and municipal governance across the country. In total, CCSR identified similar bodies in 44 municipalities across 36 states.



**Additional Research & Resources:
City Social Justice and Equity Commissions**

Type 1: Community Advocates and Experts

Evanston, Illinois Equity and Empowerment Commission	
Purpose	<ul style="list-style-type: none"> - Identify and eradicate inequities in city services, programs, and human resource practices. The goal is to ensure that all residents receive equal service and treatment regardless of race, color, religion, ancestry, national origin, veteran status, sexual orientation, age, marital status, family status, disability, gender identity, and gender expression
Responsibilities	<ul style="list-style-type: none"> - Evaluate, develop, and recommend equity tools for examining policy, practice, service, and programs - Develop methods to measure and monitor community relations, race relations, and civil rights issues - Study inequity (prejudice, bigotry, discrimination) and develop action strategies to address it - Submit an annual report to Council
Members	<ul style="list-style-type: none"> - 9 members, 1 Alderman (City Councilmember), 1 experienced representative for physical/mental disability community, 5 members with advocacy experience (human rights/social justice), 1 Spanish-speaking member <ul style="list-style-type: none"> • Term: 3 years • Meetings: once a month
Sample Outputs	<ul style="list-style-type: none"> - Review plans, policy, and reports including Climate Adaptation and Resilience Plan, Environmental Justice Ordinance - Develop Equity Framework Plan, including a) defining key terms, b) community engagement policy, c) defining data needs, d) develop equity lens - Develop policy and guidelines including language access policy, community engagement policy, translation services policy - Produce and review subcommittee reports including <i>Evanston Policies and Practices Directly Affecting the African American Community, 1900-1960</i>
Sample Outcomes	<ul style="list-style-type: none"> - Adoption of an environmental justice resolution by City Council acknowledging the harm that communities of color have experienced due to environmental injustices and outlining specific, corrective actions the City will take in response - Adoption of a racial equity resolution affirming the city's commitment to end structural racism and achieve racial equity - Legally mandated language access plan to provide limited English proficient individuals with meaningful access to programs and activities



Additional Research & Resources:
City Social Justice and Equity Commissions

Link	https://www.cityofevanston.org/government/equity-empowerment/equity-and-empowerment-commission
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Lexington, Kentucky Commission for Racial Justice and Equality	
Purpose	<ul style="list-style-type: none"> - Assemble diverse community members to listen, discuss and create empowering solutions that dismantle systemic racism in Fayette County - Identify systemic and systematic practices of racism which have fostered structural inequalities, challenges, and deficiencies in the county - Assess historic marginalization of the Black community - Recommend and advocate the systemic changes that will protect and promote racial opportunity, diversity, equity, and unity
Responsibilities	<ul style="list-style-type: none"> - Examine racial justice and equality in five key areas, each of which has its own subcommittee: <ul style="list-style-type: none"> • Health Disparities • Law Enforcement, Justice & Accountability • Housing & Gentrification • Racial Equity • Education & Economic Opportunity - Each subcommittee responsible for submitting a report to Mayor and defining three key recommendation areas. Subcommittees may also define key terms for the city (e.g., "racial equity")
Members	<ul style="list-style-type: none"> - 2 Co-Chairs, 70 appointees across 5 subcommittees. Subcommittee members include "longstanding community leaders as well as emerging leaders and grassroots advocates", including educators, business and civic leaders, health and human services professionals, community advocates and volunteers, faith-based leaders, and criminal justice officials. Each sub-committee includes one councilmember <ul style="list-style-type: none"> • Term: n/a • Meetings: Each subcommittee meets once per week
Sample Outputs	<ul style="list-style-type: none"> - Implicit and Unconscious Bias Training for criminal justice system employees (police, judges, elected officials) - State of Racial Equity Report - Communications & Outreach recommendations - Report on Food Access
Sample Outcomes	<ul style="list-style-type: none"> - Implementation of State of Racial Equity Report recommendations, such as:



**Additional Research & Resources:
City Social Justice and Equity Commissions**

	<ul style="list-style-type: none"> • Inclusion of a new Department of Housing Advocacy in Mayor's FY22 Proposed Budget • Development of a communications plan with the city and the University of Kentucky College of Communication and Information to create a dynamic plan that will remain current, comprehensive, and responsive to the community • Expanded required use of body cameras to entire police force and purchasing technology that allows for automatic activation of body-worn cameras when a stun gun or weapon is drawn - Establishment of a new senior aide position in the Mayor's Office devoted exclusively to completing implementation of report recommendations - \$4.9 million allocated in budget proposal for FY22 to respond to recommendations provided in the report
Link	https://www.lexingtonky.gov/commission-racial-justice-and-equality

Type 2: Community Members

Asheville, North Carolina Human Relations Commission	
Purpose	<ul style="list-style-type: none"> - Promote and improve human relations and achieve equity among all citizens - Prioritize racial equity and work with city government and community partners to encourage and ensure diversity, fairness, equity, and inclusion throughout the city - Identify and address all forms of individual, institutional, and community discrimination through education, advocacy, and policy recommendations
Responsibilities	<ul style="list-style-type: none"> - Make policy recommendations to City Council on human relations and advancing equity - Support the Office of Equity and Inclusion - Provide a forum for residents' complaints relating to human relations in the city - Engage community in utilization of City-funded programs and policies for promotion of human relations - Promote and improve human relations and advance equity in public safety; educational, art and cultural opportunities; economic development; health and human services; and housing
Members	<ul style="list-style-type: none"> - 15 members: 6 African Americans, 2 Latinx individuals, 2 LGBTQ members, 2 youth members (18-25), 2-3 individuals



Additional Research & Resources:
City Social Justice and Equity Commissions

	<p>who live in public housing, 2 individuals with a disability, 3 recognized community leaders</p> <ul style="list-style-type: none"> • Term: two consecutive two-year terms
Sample Outputs	<ul style="list-style-type: none"> - Presentation of a Business Inclusion Policy to City Council - Recommendations to City Council on allocation of funding for a disparity study in the city until businesses are at parity, a grant program for minority and women-owned small businesses, and the creation of community-based loan pool in conjunction with local banking institutions - Involvement in public safety and policing
Sample Outcomes	<ul style="list-style-type: none"> - Removal of the Vance Monument in downtown Asheville, an obelisk named for a former Confederate military officer.
Link	https://www.ashevilenc.gov/department/city-clerk/boards-and-commissions/human-relations-commission/

Type 3: Blended

South San Francisco, California Mayor's Commission on Racial and Social Equity	
Purpose	<ul style="list-style-type: none"> - Advance equity in the city's internal and external processes - Recommend policy and program changes to overcome institutional inequities in education, policing, healthcare (including mental health and addiction), and other social services
Responsibilities	<ul style="list-style-type: none"> - Develop thorough knowledge of institutional racial and social inequities in education, policing, healthcare, and social services - Identify cumulative impacts of institutional and structural inequities - Examine police presence and relationships with communities of color - Build trust and strengthen partnerships with local community-based organizations - Collaborate with partners and community to elevate successful models and best practices for changing racial and social inequities - Submit recommendations for action to City Council designed to reduce or eliminate racial and social inequities within the scope of inquiry - Give quarterly updates to council
Members	<ul style="list-style-type: none"> - 14 Members appointed by the Mayor: 2 councilmembers, 1 nominee by the Vice-Mayors, 1 nominee by councilmember, City Manager, Police Chief, 1 representative from School District, 1 representative from County, 1 representative from



**Additional Research & Resources:
City Social Justice and Equity Commissions**

	CHANGE SSF (local community advocacy group), 1 representative from Youth Advisory Council, 4 residents representing the ethnic and geographic diversity of the City <ul style="list-style-type: none"> • Meetings: once per month
Sample Outputs	<ul style="list-style-type: none"> - Draft Action Plan with goals, strategies, and actions - Recommendations for policy and program changes with an implementation plan to be submitted to City Council no later than July 15th, 2021 - Identified priorities to address systemic racism and housing insecurity and inequities for priority populations
Sample Outcomes	<ul style="list-style-type: none"> - City Council passage of a Proclamation Denouncing Anti-Asian Racism - Secured \$2,210,000 in funding dedicated to opening a community support center for on-on-one small business support and training with two full-time community navigators, three part-time community health workers, and other social services
Link	https://www.ssf.net/government/boards-commissions/the-south-san-francisco-commission-on-racial-and-social-equity

Additional List of Cities with Comparable Commission (Non-Comprehensive)¹

City	State	Title	Link
Scottsdale	Arizona	Human Relations Commission	https://www.scottsdaleaz.gov/boards/human-relations-commission
Little Rock	Arkansas	Racial and Cultural Diversity Commission	https://www.littlerock.gov/city-administration/city-boards-and-commissions/racial-and-cultural-diversity-commission/
Albany	California	Social and Economic Justice Commission	https://www.albanyca.org/government/boards-commissions-committees/social-economic-justice-commission
San Francisco	California	Human Rights Commission	https://www.ashevillenc.gov/departments/city-clerk/boards-and-commissions/human-relations-commission/

¹ This list focuses primarily on commissions from one of the top five largest cities in a given state.



**Additional Research & Resources:
City Social Justice and Equity Commissions**

Lafayette	Colorado	Human Rights Commission	https://www.lafayetteco.gov/1717/Human-Rights-Commission
Fairfield	Connecticut	Racial Equity and Justice Task Force	https://www.fairfieldct.org/rejtf
Brookhaven	Georgia	Social Justice, Race, and Equity Commission	https://www.brookhavenga.gov/bc/page/social-justice-race-and-equity-commission
Chicago	Illinois	Commission on Human Relations	https://www.chicago.gov/city/en/depts/cchr.html
Fort Wayne	Indiana	Commission on Police Reform and Racial Justice	https://www.cityoffortwayne.org/commission-on-police-reform-and-racial-justice.html
Iowa City	Iowa	Human Rights Commission	https://www.icgov.org/city-government/boards/human-rights-commission
Topeka	Kansas	Commission on Human Relations	https://www.topeka.org/government/boards-commissions/human-relations-commission/
New Orleans	Louisiana	Human Rights Commission (Formerly Human Relations Commission)	https://nola.gov/office-of-human-rights-and-equity/human-relations-commission/
Bangor	Maine	Advisory Committee on Racial Equity, Inclusion, and Human Rights	https://www.bangormaine.gov/content/1538/1415/26638/default.aspx
Salem	Massachusetts	Racial Equity Task Force	https://www.salem.com/race-equity-task-force
St. Cloud, St. Joseph, Sartell, & Sauk Rapids	Minnesota	Regional Human Rights Commission	https://www.ci.stcloud.mn.us/384/Regional-Human-Rights-Commission
Jackson	Mississippi	Racial Equity Commission	https://cityofjackson.org/980/Racial-Equity-Commission
Clayton	Missouri	Community Equity Commission	https://www.claytonmo.gov/government/boards-and-commissions/community-equity-commission
Reno	Nevada	Human Rights Commission	https://www.reno.gov/government/boards-commissions/d-r/human-rights-commission



**Additional Research & Resources:
City Social Justice and Equity Commissions**

Dover	New Hampshire	Ad Hoc Committee for Racial Equity and Inclusion	https://www.dover.nh.gov/government/boards-and-commissions/city-council/ad-hoc-committee-for-racial-equity-and-inclusion/
New York	New York	Commission on Human Rights	https://www1.nyc.gov/site/cchr/about/inside-cchr.page
Akron	Ohio	Racial Equity and Social Justice Taskforce	https://www.akronohio.gov/cms/site/0e32265c61627adc/index.html
Tulsa	Oklahoma	Human Rights Commission	https://www.cityoftulsa.org/government/departments/resilience-and-equity/commissions/human-rights-commission/
Eugene	Oregon	Human Rights Commission	https://www.eugene-or.gov/526/Human-Rights-Commission
Portland	Oregon	Human Rights Commission	https://www.portlandoregon.gov/oehr/62221
Pittsburgh	Pennsylvania	Gender Equity Commission	https://pittsburghpa.gov/gec/
Providence	Rhode Island	Providence Human Relations Commission	https://www.providenceri.gov/hr-commission/
Charleston	South Carolina	Special Commission on Equity, Inclusion, and Racial Conciliation	https://www.charleston-sc.gov/equitycommission
Sioux Falls	South Dakota	Inclusive Sioux City Advisory Committee	https://www.sioux-city.org/government/boards-commissions/inclusive-sioux-city-advisory-committee
Knoxville	Tennessee	African American Equity Restoration Task Force	https://www.knoxvilletn.gov/government/city_council/city_council_committees_task_forces/african_american_equity_restoration_task_force
Austin	Texas	Human Rights Commission	https://www.austintexas.gov/content/human-rights-commission
Salt Lake City	Utah	Racial Equity in Policing Commission &	https://www.slc.gov/boards/racial-equity-in-policing-commission/#:~:text=The%20



**Additional Research & Resources:
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		Human Rights Commission	Commission%20on%20Racial%20Equity,influence%20SLC PD's%20culture%20or%20policies https://www.slc.gov/boards/boards-commissions/human-rights-commission/
Montpelier	Vermont	Social and Economic Justice Advisory Committee	https://www.montpelier-vt.org/1037/Social-and-Economic-Justice-Advisory-Com
Norfolk	Virginia	Mayor's Commission on Social Equity and Economic Opportunity	https://norfolkva.granicus.com/boards/w/1e48a2452d0878d9/members
Seattle	Washington	Human Rights Commission	https://www.seattle.gov/humanrights
Tacoma	Washington	Human Rights Commission	https://www.cityoftacoma.org/government/committees_boards_commissions/human_rights_commission
Morgantown	West Virginia	Human Rights Commission	https://www.morgantownwv.gov/272/Human-Rights-Commission
South Milwaukee	Wisconsin	Equity and Inclusion Commission	https://smwi.org/311/Equity-and-Inclusion-Commission