

## **Human Relations Commission Agenda**

The Human Relations Commission is a citizen commission appointed by the Fremont City Council. Human Relations Commission business is conducted in a public forum and operates within the provisions of the Brown Act. Information on the Brown Act may be obtained from the City Clerk's office at 3300 Capitol Avenue (phone 284-4060).

### **General Order of Business**

- |                               |                           |                          |
|-------------------------------|---------------------------|--------------------------|
| 1. Secretary Check for Quorum | 6. Written Communications | 11. Commission Referrals |
| 2. Call to order – 7:00 p.m.  | 7. Announcements          | 12. Commission Reports   |
| 3. Roll call                  | 8. Consent Items          | 13. Staff Reports        |
| 4. Approval of Minutes        | 9. Old Business           | 14. Referral to Staff    |
| 5. Oral Communications        | 10. New Business          | 15. Adjournment          |

### **Order of Discussion**

Generally, the order of discussion after introduction of an item by the Chair will include comments and information by staff followed by Human Relations Commissions questions, inquiries or discussion. The applicant, authorized representative, or interested citizens may then speak on the item. At the close of public discussion, the item will be considered by the Commission and action taken.

### **Oral Communications**

Any person desiring to speak on a matter which is not scheduled on this agenda may do so under Oral Communications. The Human Relations Commission will take no action on an item which does not appear on the agenda. The item will be agendaized for the next regular meeting or at a special meeting called in accordance with the terms of the Brown Act. The Human Relations Commission may establish time limits of presentations.

### **Information**

Regular scheduled meetings of the Human Relations Commission are conducted at 3300 Capitol Avenue in the Large HR Training Room. Meetings are held at 7:00 on the third Monday of the month. Meetings may be tape recorded at the discretion of the Chair.

Copies of the Agenda are available at the Human Services Department at 3300 Capitol Avenue and online, three days preceding the regularly scheduled meeting.

Assistance will be provided to those requiring accommodations for disabilities in compliance with the American Disabilities Act of 1990. Interested persons must request the accommodation at least 2 working days in advance of the meeting by contacting Human Services Department at (510) 574-2050.



Information about the City or items scheduled on the Agenda may be referred to:

Suzanne Shenfil, Director  
Human Services Department  
3300 Capitol Ave  
Fremont, CA 94538  
(510) 574-2051

Arquimides Caldera, Deputy Director  
Human Services Department  
3300 Capitol Ave.  
Fremont, CA 94538  
(510) 574-2056

*Your interest in the conduct of your City's business is appreciated.*

**Human Relations Commission**

Dharminder Dewan  
Tejinder Dhami  
Paddy Iyer  
Dr. Sonia Khan  
Lance Kwan  
Patricia Montejano  
Julie Moore – Vice Chair  
John Nguyen-Cleary  
John R. Smith - Chair

**City Staff**

Suzanne Shenfil, Human Services Director  
Arquimides Caldera, Deputy Human Services Director  
Laurie Flores, Recording Secretary

**Mission Statement**

The City of Fremont's Human Relations Commission promotes and helps create a community environment in which all men, women and children, regardless of race, religion, national origin, gender, disability or sexual orientation, may live, learn, work and play in harmony.

**AGENDA**  
HUMAN RELATIONS COMMISSION  
REGULAR MEETING  
MONDAY, JUNE 19, 2017  
TRAINING ROOM  
3300 CAPITOL AVE., BUILDING B  
FREMONT, CALIFORNIA

Please note change to start time: 7:00 P.M.

1. **SECRETARY CALL FOR QUORUM**
2. **CALL TO ORDER**
3. **ROLL CALL**
4. **APPROVAL OF MINUTES** of May 15, 2017
5. **ORAL COMMUNICATIONS**
6. **WRITTEN COMMUNICATIONS**
7. **ANNOUNCEMENTS**

**7.1 Change of Time for HRC Meeting**

**BACKGROUND:** As of May 15, 2017, the HRC voted in favor of changing the start time of meetings from 7:15PM to 7:00PM. As of June 19, 2017, the start time is 7:00PM.

8. **CONSENT ITEMS**
9. **OLD BUSINESS**

**9.1 SF Pride and Fremont Fourth of July Parades**

**BACKGROUND:** As in years past, the HRC will be sponsoring entries in to both the San Francisco Pride Parade and the Fremont Fourth of July Parade. The Financial Resources committee has written solicitation letters for public officials to support the entries. To date, the City has received \$2,370. Commissioner Nguyen-Cleary led an ad-hoc subcommittee planning meeting on Monday, June 12, 2017 at 4:00PM.

Staff has paid the entry fee for the Pride Parade, and reserved space at the City's surplus warehouse to decorate and store the float. Due to mechanical issues with the truck used for last year's parade, staff is looking at other options, including renting a truck. Float decoration is scheduled for June 24, 2017 at 10:00AM. Outreach for volunteers to decorate and march is in progress.

**Enclosure:** None

**RECOMMENDATION:** Receive commissioner updates and taken actions as appropriate.

## **9.2 Make a Difference Day**

**BACKGROUND:** As in years past, the HRC will be sponsoring Make A Difference Day (MADD). The Financial Resources committee has written solicitation letters for public officials to support MADD. To date, the City has received \$2,500. Staff has begun the process of submitting solicitation letters to local businesses.

**Enclosure:** None

**RECOMMENDATION:** Receive commissioner updates and taken actions as appropriate.

## **9.3 Finding Common Ground Speakers Series**

**BACKGROUND:** On May 16, 2016, the HRC voted to endorse and co-sponsor the Finding Common Ground speaker series which has been planned and hosted by Compassionate Fremont and the Fremont Library. Chair Smith has been working on the series.

The July 24, 2017 program will be dedicated to a food insecurity topic. City staff will be collaborating with Tri-City Volunteers to prepare a presentation.

**Enclosure:** None

**RECOMMENDATION:** Receive commissioner update and take actions if appropriate.

## **10. NEW BUSINESS (Items on which the Commission has not yet had an agendized discussion or taken action)**

### **10.1 HRC Mission Statement**

**Background:** On April 17, 2017, Vice-Chair Moore proposed changes to the Human Relations Commission's mission statement, in the interest of updating and making statement more inclusive. The mission statement reflects the language in the City's Municipal Code governing the purpose, functions and powers of the commission, which is consistent with state and federal policies and laws when it was last updated in 2007.

An Ad-hoc committee has drafted edits to both the mission statement and municipal code language, and these edits were forwarded to the City Attorney's office for review.

Nellie Ancel, Senior Deputy City Attorney II, will be discussing the use of protected class categories as defined by state and federal law, and also discussing options for aligning the HRC's mission statement and relevant Municipal code language, in manner that both meets city, state and federal guidelines, and expresses a welcoming message for the public.

**Enclosure:** 10.1.1 - California State and Federal protected class categories

**RECOMMENDATIONS:** Receive staff analysis and refer draft language back to the Ad-hoc committee for further revisions.

## **10.2 2017 Alameda County Point-in-Time Homeless Count**

**Background:** On January 30, 2017, EveryOne Home conducted a count of individuals and families experiencing homelessness and recorded the number of people staying in shelters and transitional housing and estimated the number of people who are unsheltered, living outdoors on that same night every two years. City employees and community members actively participated in the count, which included canvassing every census tract in the City with the support of homeless guides.

Data was collected for Alameda County and each municipality, therein. Summaries of these counts are enclosed for Commissioner review.

**Enclosure:** 10.2.1 – Executive Summary of 2017 County Homeless Count  
10.2.2 – Executive Summary of 2017 Fremont Homeless Count

**RECOMMENDATIONS:** Receive Information.

## **10.3 2017 Municipal Equality Index Draft Scorecard**

**Background:** The Human Rights Campaign, an advocacy organization dedicated to lesbian, gay, bisexual, transgender, and queer (LGBTQ) rights, has conducted preliminary research for its 2017 Municipal Equality Index (MEI), which examines the laws, policies, and services of 506 U.S. cities and rates them on the basis of their inclusivity of LGBTQ people who live and work there.

The City of Fremont, which has chosen to participate in 2017, has participated in the MEI since 2013. In 2016, the City achieved a score of 85/100, which placed it in the top 20% of all cities surveyed.

Staff is currently reviewing the Human Rights Campaign's MEI criteria and initial draft assessment of the City. The Human Rights Campaign has requested all draft MEI assessments remain confidential, to maintain the integrity and accuracy of the scoring process. Staff recommends Commissioners interested in reviewing preliminary documents create an Ad-hoc committee to work with staff. Staff has enclosed the standards for MEI scoring for Commissioners to review.

**Enclosure:** 10.3.1 – Standards for Credit on MEI

**RECOMMENDATIONS:** Volunteer for an ad-hoc committee to participate in the feedback comment period for Fremont's draft MEI scorecard.

11. **COMMISSION REFERRALS** (Referrals from the City Council to the Commission)

None

12. **COMMITTEE REPORTS**

12.1 **Financial Resources Committee**

**COMMITTEE BACKGROUND:** Chair Smith, Vice-Chair Moore, and Commissioners Iyer and Nguyen Cleary work to create and implement a sustainable fundraising strategy.

The Finance committee plans to recommend guidelines for the type of activities/organizations the HRC will support in the future. The HRC has received a growing number of requests to add the Commission's name to show support. The requests are not necessarily for funds, but the HRC doesn't really have clear guidelines for what they should be supporting. This could become an issue should the HRC decline a future request without solid reasoning behind the decision.

**RECOMMENDATION:** Receive committee report on any non-action items.

12.2 **AdHoc Committee Reports**

13. **STAFF REPORTS**

13.1 **Attendance Summary (Attachment 13.1)**

13.2 **Calendar (Attachment 13.2) of HRC regular/special meetings and events.**

13.3 **Hiring of Human Services Development Officer**

13.4 **Racial Equity Emerging Leaders: Police / Community Dialogue**

On May 16<sup>th</sup>, staff and community members completed the second of two Police Community dialogues. A report will be provided in July.

**13.5 Commercial Linkage Item Fee follow-up**

On June 6, 2017, the City Council reviewed staff recommendation, which included the Commission's May 15<sup>th</sup> recommendation, and continued the item to be voted on June 20, 2017.

**14. REFERRALS TO STAFF** (a request to have items placed on a future Commission agenda as an item of new business. A vote against means it will be dropped without consideration).

**15. ADJOURNMENT**

**MINUTES**  
HUMAN RELATIONS COMMISSION  
REGULAR MEETING  
MONDAY, MAY 15, 2017  
TRAINING ROOM  
3300 CAPITOL AVE., BUILDING B  
FREMONT, CALIFORNIA  
7:15 P.M.

1. **SECRETARY CALL FOR QUORUM**

2. **CALL TO ORDER**

3. **ROLL CALL**

**Present:** Chair Smith, Vice Chair Moore, Commissioners Dhami, Iyer, Khan, Kwan, Montejano, Dewan, Nguyen-Cleary

**Absent:** Commissioners Dhami

4. **APPROVAL OF MINUTES** of April 17, 2017

*A motion was made by Commissioner Kwan and seconded by Commissioner Khan to accept the minutes of February 27, 2017 as written. The motion was approved and so ordered.*

Yes		Abstain
<i>Smith</i>	Moore	Dharminder
<i>Dewan</i>	Khan	Nguyen-Cleary
<i>Kwan</i>	Montejano	

5. **ORAL COMMUNICATIONS**

6. **WRITTEN COMMUNICATIONS**

7. **ANNOUNCEMENTS**

8. **CONSENT ITEMS**

9. **OLD BUSINESS**

9.1 **Pride and 4th of July Parade**

1. Lightly attended, but productive meeting. Received \$750 to date.
2. Smith will work with Dewan to change letter to request funds from
3. Core design will stay the same. With
4. Wants Friday, May 26<sup>th</sup> meeting for planning.



5. Staff will sign up for 4<sup>th</sup> of July Parade.
6. Staff will try to get an email.

## **9.2 Make a Difference Day**

Julie Moore will take the lead for.

## **9.3 HRC Mission Statement**

Tabled.

## **9.4 Finding Common Ground Speaker Series.**

1. Next meeting will be July 24<sup>th</sup>, not June 24<sup>th</sup>. Topic should be Food Insecurity Issues, not security issues.
2. Staff could give an overview of programs
3. Commissioner Iyer and Smith will work with Sister Annette at next planning meeting in the next week or two.
4. Moore - Next Meeting should be a call to action.
5. Dewan – involve the restaurants
6. Khan – Food stamp stigma

## **10. NEW BUSINESS (Items on which the Commission has not yet had an agendaized discussion or taken action)**

### **10.1 Commercial Linkage Fee**

- Community Development Deputy Director Dan Schoenholz and Economic Development Deputy Director Christina Briggs presented information about a proposed fee on commercial development to support affordable housing. Dan described the situation in the bay area and Regional Housing Needs.
- Assessment numbers for 2015 to 2023.
- He noted that one affordable rental project had opened in 2015 and 2016 (Laguna Commons).
- He reported that there is a good pipeline of new projects, including 290 very-low-income (VLI) and low-income (LI) units in Warm Springs (Innovia); 30 ownership units in Centerville being developed by Habitat for Humanity (LI), and 90 units of affordable senior rentals being developed by Eden Housing at Mission Court (ELI, VLI, and LI).
- For many years, the City's residential affordable housing ordinance was generating fees, but no on-site units. Since the affordable housing ordinance was revised and updated in 2015, the City has seen more of a mix: some projects are still paying an affordable housing fee, but others are building units on-site, especially in Warm Springs.

### **New Funding Source**

- The Alameda County Housing Bond that was approved by voters in November 2016 will generate \$33 million in funding targeted for Fremont over the next 8 years, and another \$33 million that are targeted for the Tri-Cities that Fremont can compete for.
- Commercial Linkage Fee, based on Nexus study.
  - Keyser Marston completed it and included many jurisdictions.
  - Also looked at total burden of fees was on commercial development (how much the market could bare)
  - Max ranged from \$48-\$279 per square foot, depending on product type. Consultant noted that while these fee levels would be legal, they were not recommended because they would stop most development .
  - Fee setting should take into account
    - Local policy
    - Market strength
    - Sustainability
  - General Goal: Fees should not impede commercial development that would have otherwise occurred.
- Keyser Marston recommended levels between \$2 and \$8 per square foot.
- Staff reviewed and also did outreach and made revisions to the consultants recommendation
- \$4/sf for all development over 1000 sf.
  - Phased in from \$2 to \$4 from 1/2018 to 1/2020, based on date of building permit.
- Deputy Director Briggs described three exceptions to the fee being proposed by staff:
  - 2 year exemption for Class A Office Space in Warm Springs
    - Product unproven in Fremont and critical to Warm Springs vision
    - Would help to accelerate decision making in the next 2 years.
  - 2 Year Exemption for corporate headquarter operations
    - Maintain regional competitiveness
    - Significant sales tax and industry ecosystem benefits
  - Cap fee for 100,000 sf per building for Advanced Manufacturing
    - Large square footage skewed toward equipment, not employee density.

***A motion was made by Commissioner Dewan and seconded by Commissioner Kwan to agree with Planning Commission and staff recommendation***

Yes	No	Abstain
<i>Smith</i>	Moore	Khan
<i>Iyer</i>		Dhami
<i>Kwan</i>		
<i>Dewan</i>		
<i>Montejano</i>		

Nguyen-Cleary		
---------------	--	--

**10.2 Social Services Grants Evaluation**

Commissioners spoke about their visits.  
Discussed concerns with particular agencies.

*Commissioner Iyer motioned and Commissioner Montejano seconded to agree with staff recommendation. Passed unanimously.*

**10.3 HRC Meeting Start Time**

*Commissioner Dewan moved and Commissioner Khan seconded to move HRC meeting to 7:00PM starting June 2017.*

Remember to inform

**11. COMMISSION REFERRALS (Referrals from the City Council to the Commission)**

**11.1**

Address outreach through a Commission Item at the next meeting

**12. COMMITTEE REPORTS**

None

**13. STAFF REPORTS**

**13.1 Attendance Summary (Attachment 13.1)**

**13.2 Calendar (Attachment 13.2) of HRC regular/special meetings and events.**

**14. REFERRALS TO STAFF (a request to have items placed on a future Commission agenda as an item of new business. A vote against means it will be dropped without consideration).**

**15. ADJOURNMENT**

*A motion was made by Commissioner Kwan and seconded by Commissioner Montejano to adjourn the meeting. The motion was passed and so ordered.*

Yes	
Smith	Moore

<i>Dhami</i>	Khan
<i>Kwan</i>	Montejano
	Iyer

Most of the law comes from antidiscrimination in employment and housing. Here is a listing of the protected categories

### **Federal law**

- Race
- Color
- Sex (pregnancy, gender identity, sexual orientation)
- Age (40 and older)
- Religion (traditional and sincerely held religious, ethical or moral beliefs)
- National origin (physical, cultural, or linguistic characteristics)
- Disability
- Citizenship or immigration status (Immigration Reform and Control Act of 1986)
- Familial status
- Genetic information

### **California law**

- Sexual orientation
- Gender identity and gender expression
- Race
- Color
- Ancestry
- National origin
- Religion
- Sex (including pregnancy, childbirth, and related medical conditions)
- Medical conditions
- AIDS/HIV
- Disability: physical or mental
- Age (40 and older)
- Genetic information
- Marital Status
- Military or Veteran status
- Political affiliations or activities
- Status as a victim of domestic violence, assault, or stalking
- Driver's license issued per Vehicle Code Section 12801.9 (undocumented person)

# ALAMEDA COUNTY

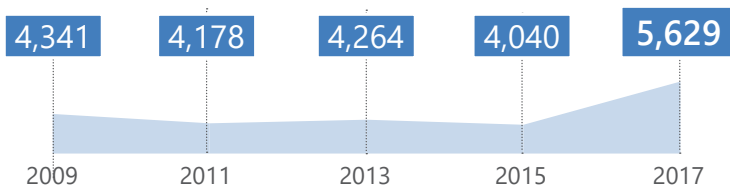
## 2017 EVERYONE COUNTS

### HOMELESS POINT-IN-TIME COUNT AND SURVEY

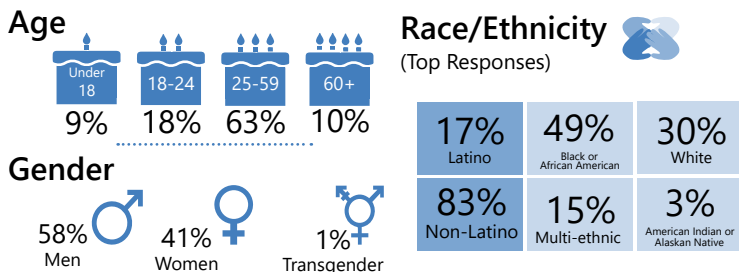
Every two years, during the last 10 days of January, communities across the country conduct comprehensive counts of the local homeless populations in order to measure the prevalence of homelessness in each local Continuum of Care.

The 2017 Alameda County Point-in-Time Count was a community-wide effort conducted on January 30, 2017. The entire county was canvassed by teams of volunteers and guides with lived experience. In the weeks following the street count, a survey was administered to 1,228 unsheltered and sheltered homeless individuals, in order to profile their experience and characteristics.

#### 2017 Homeless Census Population



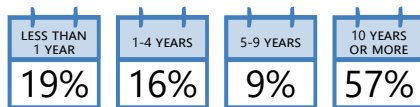
#### 2017 Sheltered/Unsheltered Population



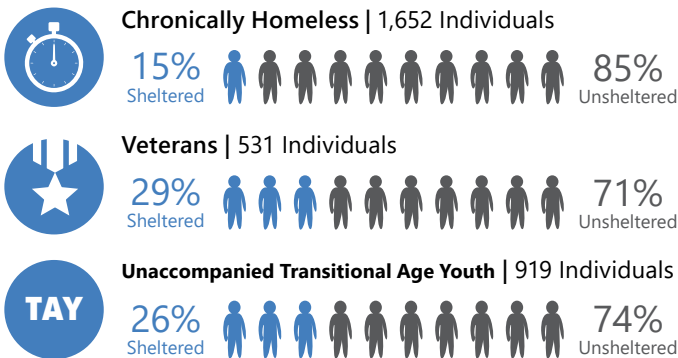
#### Residence Prior to Homelessness



#### Length of Time in Alameda County



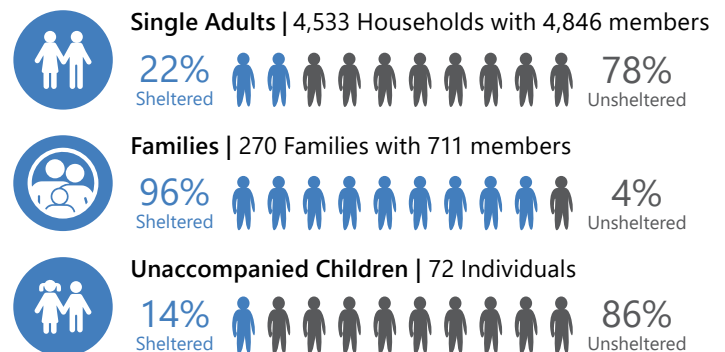
#### Subpopulations



#### 2017 Sheltered/Unsheltered Population by City

<b>OAKLAND</b> Sheltered: 859   Unsheltered: 1,902	<b>UNION CITY</b> Sheltered: 0   Unsheltered: 40
<b>BERKELEY</b> Sheltered: 308   Unsheltered: 664	<b>EMERYVILLE</b> Sheltered: 0   Unsheltered: 29
<b>HAYWARD</b> Sheltered: 84   Unsheltered: 313	<b>NEWARK</b> Sheltered: 42   Unsheltered: 28
<b>FREMONT</b> Sheltered: 197   Unsheltered: 282	<b>DUBLIN</b> Sheltered: 0   Unsheltered: 21
<b>LIVERMORE</b> Sheltered: 102   Unsheltered: 141	<b>PLEASANTON</b> Sheltered: 0   Unsheltered: 18
<b>ALAMEDA</b> Sheltered: 94   Unsheltered: 110	<b>PIEDMONT</b> Sheltered: 0   Unsheltered: 0
<b>ALBANY</b> Sheltered: 0   Unsheltered: 66	<b>UNINCORPORATED</b> Sheltered: 26   Unsheltered: 194
<b>SAN LEANDRO</b> Sheltered: 54   Unsheltered: 55	<b>TOTAL</b> Sheltered: 1,766   Unsheltered: 3,863

#### Household Breakdown



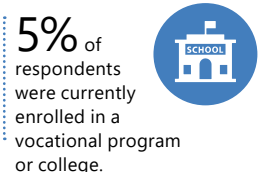
#### Foster Care



#### Justice System Involvement



#### Post K-12 Education



## Self Reported Health

Current health conditions affecting housing stability or employment of the

(Note: Multiple response question, numbers will not total to 100%)



41%

Psychiatric or emotional conditions



36%

Chronic health problems



29%

Post-Traumatic Stress Disorder



27%

Physical disability



26%

Drug or alcohol abuse



10%

Traumatic brain injury



5%

AIDS/HIV related

## Disabling Conditions

Respondents reported the number of conditions that limited their ability to maintain work or housing. Many reported multiple conditions.

17% of survey respondents reported having one disabling condition.

12% of survey respondents reported having two disabling conditions.

18% of survey respondents reported having three disabling conditions.

## First Homelessness Episode



39% Yes  
61% No

40% of those experiencing homelessness for the first time were homeless for one year or more

## Age at First Episode of Homelessness

13%	21%	34%
0-17	18-24	25-39
16%	15%	2%
40-49	50-64	65+

## Primary Cause of Homelessness (Top 6 Responses)

57%	16%	12%
Money Issues	Personal Relationships	Mental Health Issues
12%	10%	6%
Substance Use Issues	Physical Health Issues	Incarceration

## What Might Have Prevented Homelessness (Top 4 Responses)

42%	36%
Rent Assistance	Employment Assistance
24%	22%
Benefits/Income	Mental Health Services

## Not Interested in Housing

2%



Only 2% of survey respondents said they were not interested in Independent, Affordable Rental Housing or Housing with Supportive Services.



## Duration of Current Episode of Homelessness

6%  
30 days or less

36%  
1-11 months

58%  
1 year or more

## Services and Assistance



73% of survey respondents reported receiving benefits

## Services Currently Accessing (Top 6 Responses)

69%	49%	30%
Free Meals	Emergency Shelter	Health Services
22%	16%	12%
Drop-in Center	Mental Health Services	Job Training/ Employment Services

## Reasons for Not Accessing Shelter Services (Top 6 Responses)

41%	40%	29%
They are full	Bugs and germs	They are too crowded
22%	20%	18%
Concerns for personal safety	There are too many rules	They are too far away

## \*Subpopulation Definitions

### Chronically Homeless

An individual with a disabling condition or a family with a head of household with a disabling condition who:

- » Has been continuously homeless for 1 year or more and/or;
- » Has experienced 4 or more episodes of homelessness within the past 3 years.

### Veterans

Persons who have served on active duty in the Armed Forces of the United States. This does not include inactive military reserves or the National Guard unless the person was called up to active duty.

### Families

A household with at least one adult member (persons 18 or older) and at least one child member (persons under 18).

### Unaccompanied Children

Children under the age of 18 who are homeless and living without a parent or legal guardian.

### Transition-Age Youth

Young adults between the ages of 18 and 24 years old.

Alameda County will release a comprehensive report of The EveryOne Home 2017 Homeless Count and Survey in Summer 2017. For more information about EveryOne Home and effort to address homelessness in Alameda County please visit [www.EveryOneHome.org](http://www.EveryOneHome.org)

Source: Applied Survey Research. (2017). Alameda County Homeless Census & Survey. Watsonville, CA.

# CITY OF FREMONT

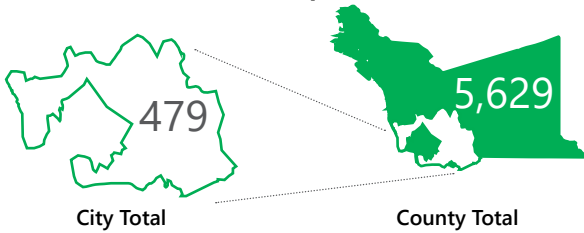
## 2017 EVERYONE COUNTS

### HOMELESS POINT-IN-TIME COUNT AND SURVEY

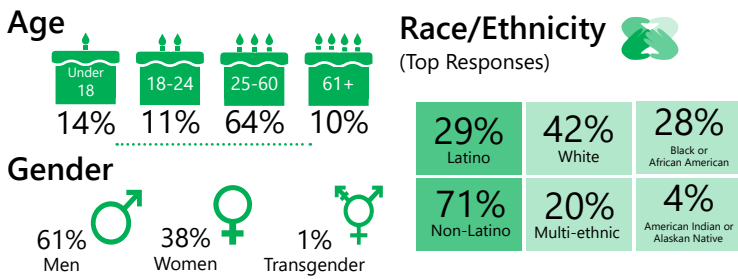
Every two years, during the last 10 days of January, communities across the country conduct comprehensive counts of the local homeless populations in order to measure the prevalence of homelessness in each local Continuum of Care.

The 2017 Alameda County Point-in-Time Count was a community-wide effort conducted on January 30, 2017. In the weeks following the street count, a survey was administered to 168 unsheltered and sheltered homeless individuals in Fremont, in order to profile their experience and characteristics.

#### 2017 Homeless Census Population



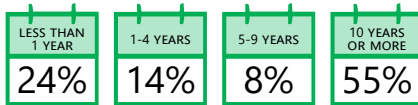
#### 2017 Sheltered/Unsheltered Population



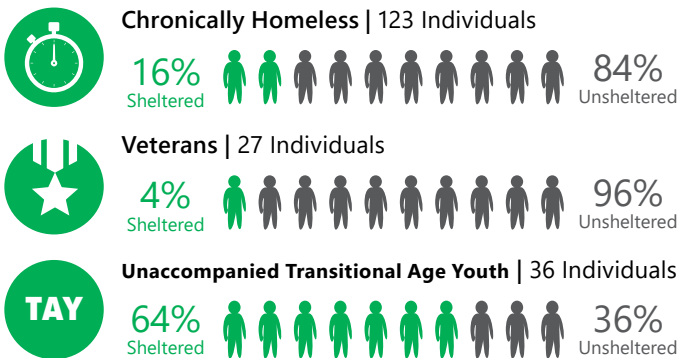
#### Residence Prior to Homelessness



#### Length of Time in Alameda County



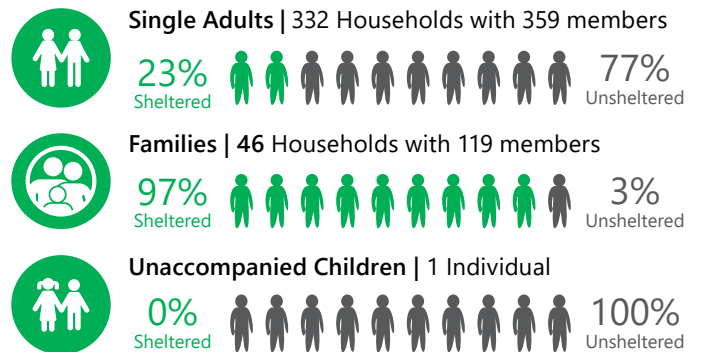
#### Subpopulations



#### 2017 Sheltered/Unsheltered Population by City

<b>OAKLAND</b> Sheltered: 859 Unsheltered: 1,902	<b>UNION CITY</b> Sheltered: 0 Unsheltered: 40
<b>BERKELEY</b> Sheltered: 308 Unsheltered: 664	<b>EMERYVILLE</b> Sheltered: 0 Unsheltered: 29
<b>HAYWARD</b> Sheltered: 84 Unsheltered: 313	<b>NEWARK</b> Sheltered: 42 Unsheltered: 28
<b>FREMONT</b> Sheltered: 197 Unsheltered: 282	<b>DUBLIN</b> Sheltered: 0 Unsheltered: 21
<b>LIVERMORE</b> Sheltered: 102 Unsheltered: 141	<b>PLEASANTON</b> Sheltered: 0 Unsheltered: 18
<b>ALAMEDA</b> Sheltered: 94 Unsheltered: 110	<b>PIEDMONT</b> Sheltered: 0 Unsheltered: 0
<b>ALBANY</b> Sheltered: 0 Unsheltered: 66	<b>UNINCORPORATED</b> Sheltered: 206 Unsheltered: 194
<b>SAN LEANDRO</b> Sheltered: 54 Unsheltered: 55	<b>TOTAL</b> Sheltered: 1,766 Unsheltered: 3,863

#### Household Breakdown



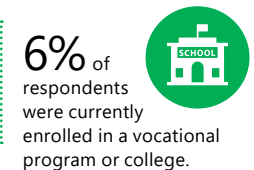
#### Foster Care



#### Justice System Involvement



#### Post K-12 Education





## Health Conditions

Current health conditions affecting housing stability or employment.

(Note: Multiple response question, numbers will not total to 100%)



32%

Psychiatric or emotional conditions



25%

Chronic health problems



23%

Drug or alcohol abuse



20%

Post-Traumatic Stress Disorder



19%

Physical disability



7%

Traumatic brain injury



1%

AIDS/HIV related

## Disabling Conditions

Respondents reported the number of conditions that limited their ability to maintain work or housing. Many reported multiple conditions.

18% of survey respondents reported having one disabling condition.

11% of survey respondents reported having two disabling conditions.

12% of survey respondents reported having three or more disabling conditions.

## First Homelessness Episode



48% Yes  
52% No

47% of those experiencing homelessness for the first time were homeless for one year or more

## Age at First Episode of Homelessness

12% 0-17	13% 18-24	34% 25-39
20% 40-49	18% 50-64	3% 65+

## Primary Cause of Homelessness (Top 6 Responses)

60% Money Issues	15% Substance Use Issues	13% Person Relationship Issues
8% Physical Health Issues	6% Incarceration	6% Mental Health Issues

## What Might Have Prevented Homelessness (Top 4 Responses)

40% Rent Assistance	31% Employment Assistance
23% Benefits/Income	20% Mental Health Services

## Not Interested in Housing

6%



Only 6% of survey respondents said they were not interested in Independent, Affordable Rental Housing or Housing with Supportive Services.



## Duration of Current Episode of Homelessness

9%  
30 days or less

36%  
1-11 months

55%  
1 year or more

## Services and Assistance



81% of survey respondents reported receiving benefits

## Services Currently Accessing (Top 6 Responses)

62% Free meals	45% Emergency shelter	29% Health services
28% Drop-in center	13% Legal assistance	12% Mental health services

## Reasons for Not Accessing Shelter Services (Top 6 Responses)

35% They are full	25% Bugs and germs	18% They are too far away
17% They are too crowded	17% Too many rules	13% There is nowhere to store my stuff

## \*Subpopulation Definitions

### Chronically Homeless

An individual with a disabling condition or a family with a head of household with a disabling condition who:

- » Has been continuously homeless for 1 year or more and/or;
- » Has experienced 4 or more episodes of homelessness within the past 3 years.

### Veterans

Persons who have served on active duty in the Armed Forces of the United States. This does not include inactive military reserves or the National Guard unless the person was called up to active duty.

### Families

A household with at least one adult member (persons 18 or older) and at least one child member (persons under 18).

### Unaccompanied Children

Children under the age of 18 who are homeless and living without a parent or legal guardian.

### Transition-Age Youth

Young adults between the ages of 18 and 24 years old.

City of Fremont will release a comprehensive report of The EveryOne Home 2017 Homeless Count and Survey in Summer 2017. For more information about EveryOne Home and effort to address homelessness in Alameda County please visit [www.EveryOneHome.org](http://www.EveryOneHome.org)

Source: Applied Survey Research. (2017). Alameda County Homeless Census & Survey. Watsonville, CA.

## Standards for Credit on the MEI

Scoring for the 2017 MEI will remain unchanged from the [2016 MEI](#).

Please see the 2017 MEI scorecard available [here](#).

In total, the MEI will continue to reflect 100 standard points and 20 bonus points.

### SECTION I. NON-DISCRIMINATION LAWS

Non-Discrimination in Private Employment, Housing, and Public Accommodations (Up to 30 points). This category evaluates whether a city has an enforceable non-discrimination ordinance that expressly covers sexual orientation and gender identity and applies to private employment, housing, and public accommodations citywide. In each category (private employment, housing, and public accommodations), cities receive 5 points for explicitly prohibiting discrimination on the basis of sexual orientation and 5 points for expressly prohibiting discrimination on the basis of gender identity. A 3-point deduction is applied for protections that contain carve-outs prohibiting individuals from using facilities consistent with their gender identity. Up to six points will be deducted for religious exemptions that single out sexual orientation and/or gender identity.

- **Required Documentation:** Copy of relevant municipal code provision(s).

### SECTION II. MUNICIPALITY AS EMPLOYER

Non-Discrimination in City Employment (6 points for sexual orientation/6 points for gender identity). Whereas Section I assesses private employment citywide, this section evaluates non-discrimination protections for city employees (public employment). To qualify for credit, the city must have an enforceable non-discrimination ordinance or policy that expressly applies to all municipal employees and explicitly includes sexual orientation and gender identity.

- **Required Documentation:** Copy of relevant municipal code provision(s) or city equal employment opportunity policy.

Transgender-Inclusive Healthcare Benefits (6 points). To obtain credit in this category, the city must offer at least one municipal employee health insurance plan that expressly covers transgender healthcare needs, including gender-affirming procedures, hormone therapy, mental health care and other gender-affirming care. The lack of express exclusions for these services is not sufficient for credit because this care is routinely not covered. For more information on extending transgender-inclusive health care benefits to city employees, read our issue brief [here](#) or at [www.hrc.org/mei](http://www.hrc.org/mei).

- **Required Documentation:** Copy of city employee health insurance plan benefits booklet.

City Contractor Non-Discrimination Ordinance or Policy (3 points for sexual orientation/3 points for gender identity). This refers to a city law or policy that requires all businesses the city contracts with for goods or services to have an employee non-discrimination policy that expressly covers sexual orientation and gender identity. Partial credit may be awarded in instances where the city has no qualifying ordinance or policy but consistently includes a contractor non-discrimination provision in all contracts with businesses, or when a city gives a bidding preference to businesses with a qualifying employee non-discrimination policy.

- **Required Documentation:** Copy of relevant municipal code provision(s) or city policy.

BONUS: Inclusive Workplace (2 bonus points). This section assesses whether a municipality has LGBTQ-specific programming to attract LGBTQ applicants and promote diversity in the workplace. Cities will receive credit if they have any one of the following: an LGBTQ employee pride alliance or resource group, LGBTQ-inclusive diversity training for all city staff, or a recruitment program that actively advertises available positions to the LGBTQ community.

- **Required Documentation:** Confirmation from city human resources department of an LGBTQ employee pride alliance or resource group; copy of LGBTQ-inclusive all-staff diversity training; or documentation of recruitment efforts directed to the LGBTQ community.

### SECTION III. MUNICIPAL SERVICES

Human Rights Commission (5 points). Credit is awarded in this section if the city has a community-facing body tasked with eliminating discrimination and educating the public on issues of diversity and inclusion. To these ends, the commission can hold community discussions, screen movies, present panels, take public comment, advise city leaders and develop policies and strategies to make the city more inclusive. The commission must be active and meet regularly.

- **Required Documentation:** Copy of relevant municipal code provision(s) or link to city human rights commission website.

LGBTQ Liaison to City Executive (5 points). To earn credit in this category, the city must have an officially designated liaison to the LGBTQ community who reports to the city executive and whose designation as LGBTQ liaison and contact information is posted on the city website. An LGBTQ liaison serves as an accessible and friendly ear to the city's LGBTQ community and elevates LGBTQ-related concerns to the city executive and other city officials. LGBTQ persons who work in the city executive's office do not qualify for credit in this category unless they serve as the official LGBTQ liaison and meet the above criteria. This role may be assigned to existing city staff. Additionally, the LGBTQ liaison to the city executive cannot double for credit as an LGBTQ police liaison (which is rated in Part IV), given the unique function of each of these divisions of city government.

- **Required Documentation:** A link to the city website displaying the LGBTQ liaison's title and contact information.

Enumerated Anti-Bullying School Policies (3 points for sexual orientation/3 points for gender identity). A city will be awarded points in this section if the school district that serves the city (1) has an anti-bullying policy that expressly covers sexual orientation and gender identity, OR (2) has an anti-harassment policy that explicitly covers sexual orientation and gender identity AND explicitly includes bullying. Where there are multiple school districts within city limits, credit will only be given at the local level if at least 75% of students within these school districts are covered by qualifying anti-bullying policies. Lastly, points are awarded if the state in which a city is located has a statewide anti-bullying law that expressly includes sexual orientation and gender identity (however, the total points for this section cannot exceed 6 points even if qualifying protections exist on both the state and local level).

- **Required Documentation:** A copy of the anti-bullying policy for all school districts that serve the city.

BONUS: Non-Discrimination Ordinance Enforcement by Human Rights Commission (2 bonus points). Where, in addition to the functions listed above, a Human Rights Commission has the authority to conciliate, issue a right to sue letter, or otherwise enforce citywide non-discrimination protections, that commission will earn two bonus points in addition to the five standard points awarded above.

- **Required Documentation:** Copy of relevant municipal code provision(s) or link to city human rights commission website.

BONUS: City provides services to/supports LGBTQ youth (2 bonus points). Cities should offer services designed to address the unique needs of LGBTQ youth, who often face higher rates of bullying, harassment and rejection after coming out. Cities can earn credit here by (1) directly providing services targeted to LGBTQ youth, (2) funding organizations that provide these services, OR (3) providing other meaningful types of support (such as in-kind support, subsidized use of city facilities, etc.) to community organizations that provide services designed for LGBTQ youth. For LGBTQ youth resources, visit <http://www.hrc.org/resources/topic/children-youth>.

- **Required Documentation:** (1) A record of the city's support for the qualifying service (ex: A copy of the current city budget showing city funding for a community organization that provides the qualifying service) AND (2) Documentation of how the service qualifies (ex: A link to the city-supported community organization describing the service that is targeted to LGBTQ youth).

BONUS: City provides services to/supports LGBTQ homeless individuals (2 bonus points). LGBTQ individuals – particularly youth – are disproportionately impacted by homelessness. Cities can earn credit in this section by (1) directly providing services targeted to LGBTQ homeless individuals, (2) funding organizations that provide these services, OR (3) providing other meaningful types of support (such as in-kind support, subsidized use of city facilities, etc.) to community organizations that provide

services or resources targeted to LGBTQ homeless individuals. For more LGBTQ homelessness resources, visit <http://www.hrc.org/resources/lgbt-youth-homelessness>.

- **Required Documentation:** (1) A record of the city's support for the qualifying service (ex: A copy of the current city budget showing city funding for a community organization that provides the qualifying service) AND (2) Documentation of how the service qualifies (ex: A link to the city-supported community organization describing the service that is targeted to LGBTQ homeless individuals).

BONUS: City provides services to/supports LGBTQ elders (2 bonus points). As LGBTQ individuals age, they encounter unique health, social and cultural challenges. Cities can earn credit in this section by (1) directly providing services targeted to LGBTQ elders, (2) funding organizations that provide these services, OR (3) providing other meaningful types of support (such as in-kind support, subsidized use of city facilities, etc.) to community organizations that provide services or resources targeted to LGBTQ elders.

- **Required Documentation:** (1) A record of the city's support for the qualifying service (ex: A copy of the current city budget showing city funding for a community organization that provides the qualifying service) AND (2) Documentation of how the service qualifies (ex: A link to the city-supported community organization describing the service targeted to LGBTQ elders).

BONUS: City provides services to/supports people living with HIV or AIDS (2 bonus points). HIV continues to disproportionately impact segments of the LGBTQ community. Cities can earn credit in this section by (1) directly providing services for people living with HIV or AIDS, (2) funding organizations that provide these services, OR (3) providing other meaningful types of support (such as in-kind support, subsidized use of city facilities, etc.) to community organizations that provide services or resources targeted to individuals living with HIV or AIDS. For resources on HIV and AIDS, visit <http://www.hrc.org/resources/topic/hiv-aids>.

- **Required Documentation:** (1) A record of the city's support for the qualifying service (ex: A copy of the current city budget showing city funding for a community organization that provides the qualifying service) AND (2) Documentation of how the service qualifies (ex: A link to the city-supported community organization describing the service targeted to people living with HIV or AIDS).

BONUS: City provides services to/supports transgender-specific programming (2 bonus points). Transgender individuals face disproportionate levels of discrimination, stigma and systemic inequality. Cities can earn credit in this section by (1) directly providing services targeted to transgender residents such as employment programs, post-incarceration re-entry programs, and violence prevention programs; (2) funding organizations that provide these services; OR (3) providing other meaningful types of support (such as in-kind support, subsidized use of city facilities, etc.) to community organizations that provide services or resources targeted to the transgender community. For resources on the transgender community, please visit <http://www.hrc.org/resources/topic/transgender> and review

the 2015 MEI issue brief entitled Anti-Transgender Violence: What Cities Can Do available here or at [www.hrc.org/mei](http://www.hrc.org/mei).

- **Required Documentation:** (1) A record of the city’s support for the qualifying service (ex: A copy of the current city budget showing city funding for a community organization that provides the qualifying service) AND (2) Documentation of how the service qualifies (ex: A link to the city-supported community organization describing the service that is targeted to transgender residents).

#### SECTION IV. LAW ENFORCEMENT

LGBTQ Police Liaison or Task Force (10 points). To get credit in this category, the city must have an officially designated liaison from the police department to the LGBTQ community (or a police task force charged with addressing LGBTQ issues) whose designation as LGBTQ liaison and contact information is posted on the police department’s website. An LGBTQ police liaison serves as an accessible and friendly ear to the city’s LGBTQ community and elevates LGBTQ-related concerns to the police chief and other city officials. LGBTQ police officers, including high-ranking officers, do not qualify for credit in this category unless their service as liaison is part of their official job and the required information is published online. Partial credit will be awarded if the entire police force was recently trained on LGBTQ issues.

- **Required Documentation:** A link to the police department website displaying the LGBTQ police liaison’s title and contact information.

Reported 2015 Hate Crimes Statistics to the FBI (12 points). To qualify for points in this section, the city must report hate crimes statistics to the FBI in all categories, including sexual orientation and gender identity, and either:

Report a positive number of hate crimes in any category in 2015 (i.e. report more than “0” for hate crimes reported in any one or more of the protected categories), OR

Report zero hate crimes in 2015 AND have reported a positive number of hate crimes in any one or more of the protected categories some year in the past five years of published reports. This second prong is to recognize that while statistically, it is possible that no hate crimes of any kind occurred in a small city one year, it is highly improbable that no hate crimes of any kind occurred in a city in the past five years of published FBI hate crimes reports.

## SECTION V. RELATIONSHIP WITH THE LGBTQ COMMUNITY

Leadership's Public Position on LGBTQ Equality (0-5 points). This section grades, on a sliding scale from zero to five points, how pro-equality the city leadership is in its public statements. City leadership includes the city executive, city council, and other government officials. These statements may include joining a pro-equality association such as Mayors Against LGBT Discrimination, coming out publicly in favor of LGBTQ rights, supporting LGBTQ community organizations publicly, attending a pride parade, speaking out against anti-LGBTQ legislation, partnering with LGBTQ groups to create solutions to city problems, etc. It also includes comments made during city council meetings or at other public events.

- **Required Documentation:** Links to recent news articles, photographs of city leadership at LGBTQ events, op-eds, Facebook posts, tweets, etc.

Leadership's Pro-Equality Legislative or Policy Efforts (0-3 points). This section grades, on a sliding scale from zero to three points, how actively the city has been pursuing pro-equality legislation and policies. This includes ordinances introduced (whether passed or not), city policies, and pro-equality city council resolutions and proclamations.

- **Required Documentation:** Links to news articles, copies of ordinances and policies, or a written summary from city officials demonstrating recent pro-equality legislative and policy efforts.

BONUS: Openly LGBTQ Elected or Appointed Municipal Officials (2 bonus points). Appointed or elected city officials who are openly LGBTQ will qualify the city for two bonus points in this category. While the city should seek to employ LGBTQ persons at all levels of government, this criterion specifically addresses city officials who are well-known in the public eye like the mayor, vice mayor, city manager, vice city manager, and members of the city council. A state or federal elected representative from the city does not qualify.

- **Required Documentation:** Links to relevant news articles, for example.

BONUS: City Tests Limits of Restrictive State Law (4 bonus points). This category (formerly called "Resisting Dillon's Rule") only applies to cities located in states with statewide laws that restricts cities' authority to pass LGBTQ-inclusive ordinances. Such cities that take distinct actions to push back against state limits to their ability to pass pro-equality laws will qualify for four bonus points in this section. Cities can advocate against restrictive state law through council resolutions or declarations and engagement with state legislators. For more information on preemption laws, please see the 2016 MEI issue brief entitled Power Struggles and Preemption here or at [www.hrc.org/mei](http://www.hrc.org/mei).

- **Required Documentation:** Links to relevant news articles, copies of council resolutions or declarations, summaries of state-level advocacy by city officials, etc.

# CITY OF FREMONT

## Boards, Commissions, and Committees Attendance Record

### HUMAN RELATIONS COMMISSION

Suzanne Shenfil

Member	Meeting Dates							
	01/23/2017	02/27/2017	03/20/2017	04/17/2017	05/15/2017	06/19/2017		
MEETING TYPE	R	R	R	R	R	R	R	R
Paddy Iyer	P	A	P	P	P			
Dr. Sonia Khan	P	P	P	P	P			
Dharminder Dewan	A	P	P	E	P			
John Smith	P	P	P	P	P			
Lance Kwan	P	P	A	P	P			
Patricia Montejano	P	P	P	P	P			
Tejinder "TJ" Dhami	P	P	P	P	A			
John Nguyen-Cleary	P	E	P	E	P			
Julie Moore	P	P	P	P	P			

**Attendance Codes**

P - Present    A - Absent    E - Excused Absence

**Meeting Codes**

R - Regular Meeting    S - Special Meeting    L - Lack of Quorum    C - Cancelled Meeting for lack of business

**\* Due to lack of Quorum, absence does not affect eligibility.**

Commissioners can not have two unexcused meetings in a row in a one year time frame AND

Commissioners can not have three unexcused meetings in a 6 month time period. Jan - June and July - December

Attachment 13.1



## 2017 HRC Scheduled Meetings

February 27, 2017	Regular Meeting	7:15 Training Room
February 22, 2017	Regular Meeting	7:15 Training Room
March 20, 2017	Regular Meeting	7:15 Training Room
April 17, 2017	Regular Meeting	7:15 Training Room
May 12, 2017	Health Fair	Senior Ctr 9:00 a.m. 1:00 p.m.
May 15, 2017	Regular Meeting	7:15 Training Room
June 19, 2017	Regular Meeting	7:00 Training Room
June 2017	Pride Parade	
July 17, 2017	Regular Meeting	7:00 Training Room
August 21, 2017	Regular Meeting	7:00 Training Room
September 18, 2017	Regular Meeting	7:00 Training Room
October 16, 2017	Regular Meeting	7:00 Training Room
October 2017	Make A Difference Day	
November 20, 2017	Regular Meeting	7:00 Training Room
November 2017	Warming Center to Open	
December 18, 2017	Regular Meeting	7:00 Training Room