COMMUNITY HEALTH AND EQUITY COUNCIL COMMITTEE MEETING
OCTOBER 2, 2018
9:30 A.M.
MUNICIPAL PLAZA BUILDING

Members Present:	Councilmember Ana Sandoval, Chair, *District 7* Councilmember Rey Saldaña, *District 4* Councilmember Greg Brockhouse, *District 6* Councilmember Manny Pelaez, *District 8*
Members Absent:	Councilmember William Cruz Shaw, *District 2*
Staff Present:	Councilmember Rebecca Viagran; Erik Walsh, *Deputy City Manager;* Rod Sanchez, *Assistant City Manager*; Maria Villagómez, *Assistant City Manager;* Andrew Segovia, *City Attorney;* Leticia Vacek, *City Clerk;* Leticia Saenz, *Deputy City Clerk;* Chris Hebner, *Assistant City Attorney;* Shreya Shah, *Assistant City Attorney;* Colleen Bridger, *Director, Metro Health;* Jeff Coyle, *Director, Government and Public Affairs;* Michael Shannon, *Director, Development Services Department;* Alex Lopez, *Interim Chief Equity Officer, Office of Equity;* Douglas Melnick, *Chief Sustainability Officer, Office of Sustainability*; Brandon Smith, *Office of the City Clerk;* Denice F. Treviño, *Office of the City Clerk*
Others Present:	Dan Deane, *Physician*

Call to order

Chairperson Sandoval called the meeting to order.

1. Approval of the Minutes for the August 23, 2018 Community Health and Equity Committee Meeting

Councilmember Saldaña moved to approve the minutes for the August 23, 2018 Community Health and Equity Committee Meeting. Councilmember Pelaez seconded the motion. The motion carried unanimously by those present.

Citizens to be Heard

There were no citizens registered to speak.

Briefing and Possible Action on:

Item 4 was addressed at this time.

4. **Briefing on Implications and Next Steps Regarding the Draft VW Settlement Beneficiary Mitigation Plan.** [Roderick Sanchez, Assistant City Manager; Douglas Melnick, Chief Sustainability Officer, Office of Sustainability]

Douglas Melnick stated that in January 2016, the Environmental Protection Agency alleged that Volkswagen (VW) violated the Federal Clean Air Act regarding emission controls on diesel vehicles. He noted that the Texas Commission on Environmental Quality (TCEQ) would administer settlement funds of which $209 million were available to Texas. He stated that said funds would be utilized for projects which reduce nitrogen oxides (NOx) in the environment. He noted that the San Antonio Area had a proposed allocation amount of $73.5 million or 35% of the total allocation for Texas. He stated that any public agency or private business which operates emissions-producing equipment and/or vehicles may apply for funding. He noted that statewide, $31 million of the $209 million was available for light duty electric charging infrastructure and hydrogen for fueling hydrogen fuel cell vehicles. He stated that this would complement the $2 billion nationwide deployment of electric vehicle charging stations by Electrify America. He noted that the $73.5 million proposed for use in the San Antonio Area could be utilized for the repower or replacement of:

- Class 8 local freight trucks and port drayage trucks
- Class 7 -8 refuse vehicles
- Class 4-8 school bus, shuttle bus, or transit bus
- Class 4-7 local freight trucks
- Airport ground support equipment
- Forklifts and port cargo handling equipment

Mr. Melnick stated that public comments on the Draft Mitigation Plan were being taken now through October 8, 2018. He noted that TCEQ hoped to begin the grant application process by the end of 2018 and reviewed the next steps in the process.

Councilmember Pelaez suggested that the city partner with Toyota as they are leaders in electric vehicle technology.

Jeff Coyle noted that there was pressure from other Texas Cities to alter the allocations.

Councilmember Saldaña asked what was left to be accomplished. Mr. Melnick replied that the process was in public comment and the next step would be the application process. Mr. Coyle stated that the application process should come at the end of the year and awards would be made on a first come, first serve basis. He added that the turnaround would be quick.

Councilmember Brockhouse entered the meeting at this time.

Councilmember Sandoval asked what Councilmembers could do to support the process. Mr. Melnick stated that it would be advantageous to have Councilmembers participate in public engagement.

No action was required for Item 4.

Item 2 was addressed at this time.

2. **Briefing and Update on the City's Equity Strategy and FY 2019 Office of Equity Work Plan.** [Alex Lopez, Interim Chief Equity Officer, Office of Equity]

Alex Lopez stated that the purpose of the Office of Equity was to align city programs and services to promote more equitable outcomes for San Antonio Residents. She noted that the City Council amended the Non-Discrimination Ordinance in 2018 to include gender identification, sexual orientation, and Veteran status protections. She stated that the Diversion and Inclusion Office was created in 2015 and in 2016, its scope was expanded to include equity. She noted that there were three basic concepts in the Best Practice Model:

Normalize	Organize	Operationalize
• Implement a shared understanding and definitions • Operate and act with urgency/prioritize	• Build internal infrastructure • Partner across organizations and with community	• Use equity tools • Use data to develop strategies and drive results

Ms. Lopez stated that all city executives received training on implicit bias and advancing equity in 2017. She noted that several city departments participated in a pilot program where concepts were applied to different programs in the various departments. She stated that in 2017, the City Council provided policy direction to develop the FY 2018 Budget utilizing an equity lens. She noted that the FY 2018 Budget explicitly allocated funding based on greatest need. She stated that over 300 staff were trained on implicit bias and the equity impact assessment. She noted that the strategy and approach continues to receive recognition and the strategy has been included as part of the rationale for the Robert Wood Johnson Foundation's Culture of Health Prize and for the All-America City recognition that was received. She stated that the 2019 Equity Work Plan would focus on the following three key areas:

1) Staff training (Use "train-the-trainer" model)
2) Core team (Equity champions in all departments)
3) Department coordination (Resource and facilitation)

Ms. Lopez stated that quarterly reports on the 2019 Equity Work Plan would be presented to the Mayor and City Council.

Councilmember Pelaez suggested outreach to the Chambers of Commerce and associated leadership organizations.

Councilmember Saldaña asked if the Office of Equity would have some role in understanding policies developed by the Mayor's Housing Task Force. Ms. Lopez replied that Office of Equity staff would train and walk through the process with staff of the Neighborhood and Housing Services Department.

No action was required for Item 2.

3. **A Briefing and Possible Action on the Results of the City's Equity Impact Assessment on a Council Consideration Request from Councilmember Rebecca J. Viagran Related to Boards and Commissions.** [Leticia M. Vacek, City Clerk; Alex Lopez, Interim Chief Equity Officer, Office of Equity]

Ms. Lopez stated that the Equity Impact Assessment (Assessment) was a series of questions designed to integrate the consideration of equity into programs, policies, and service delivery. She noted that the assessment required the analysis of disaggregated data to better identify and understand different outcomes experienced by particular populations. She stated that it also fostered community engagement and clear articulation of purpose, goals, measurable outcomes, and strategies for successful implementation and evaluation of impact. She noted that the Assessment resulted in decisions which were accountable to the most marginalized residents' needs and priorities. She stated that in January 2018, a Council Consideration Request (CCR) was submitted by Councilmember Viagran asking that the Office of the City Clerk and the Office of Equity complete an Assessment of the process related to board and commission appointments. She noted that the Assessment was to include review of all existing processes and outreach strategies utilized to recruit, appoint, and train community members to serve on City of San Antonio boards and commissions; assess the diversity of past and current council appointments by district/councilmember; and recommend concrete steps to enhance meaningful community outreach and engagement, increase diversity and representation, and reduce implicit bias. She stated that on May 16, 2018, the CCR was discussed at the City Council Governance Committee meeting. She noted that the Governance Committee supported the staff recommendation for the final report to be presented to the Community Health and Equity Committee. She stated that the purpose of the Assessment was that boards and commissions comprised of diverse perspectives better inform the city's service delivery, policies, and produce more equitable outcomes.

Leticia Vacek stated that current recruitment strategies included attending community meetings such as SA SpeakUp, Annexation Hearings, LeadershipSA, and the Historic Homeowner's Fair. She noted that the Office of the City Clerk had enhanced current recruitment strategies and partnered with the Government and Public Affairs Department who has reached out via Next Door, Facebook, and other social media resources. She stated that other cities were surveyed related to addressing under representation/ethnic diversity but no other cities had addressed representation/ethnic diversity.

Ms. Lopez reviewed the data findings by race/ethnicity, and gender. She stated that women and people of color were appointed to boards and commissions similar to the percentages in which they applied. She noted that women and Hispanics did not apply to serve on boards and commissions in proportion to their composition of the San Antonio population. She stated that the following outcomes were desired:

1. Board and Commission Members are representative of the city demographic (by race, gender, and district).
2. Boards and commissions are culturally responsive to the unique needs of marginalized communities.
3. Residents trust that participation on city boards and commissions informs service delivery and city policy.

Mrs. Vacek listed the following goals:

1. Promote the service of women and people of color on Council-appointed boards and commissions
2. Promote service on boards and commissions as a tangible example of civic engagement

Mrs. Vacek reviewed the recommended strategies: 1) Identify and execute targeted outreach and recruitment strategies, appropriate to the specific board or commission, and with emphasis on reaching more women and people of color; 2) Review resignations and work with assigned departments to address identified challenges; and 3) Train Board and Commission Members on implicit bias, social equity, and their role as a Board Member in advancing equity.

Ms. Lopez identified the following performance measures:

Outputs:

- Number of recruitment presentations to various groups, including business, civic, or neighborhood groups
- Percentage of presentations to groups focused on reaching underrepresented populations (i.e. women and people of color)

Outcomes:

- Number of applications received
- Percentage of applications from women
- Percentage of applications from people of color
- Number of boards and commissions with an underrepresentation of women
- Number of boards and commissions with an underrepresentation of people of color

Ms. Lopez stated that staff would implement ad-hoc reporting at the time appointments were made and starting in October 2019, annual reports on recruitment efforts and performance measures would be made.

Councilmember Viagran stated that the intent of her CCR was to create access and remove barriers.

Councilmember Pelaez encouraged age diversity, and diversity of viewpoints.

Councilmember Brockhouse expressed disappointment in the City Public Service (CPS) Board appointment process. He suggested engaging potential applicants to this board to gain feedback on why they were not applying.

Councilmember Pelaez asked of the CPS Board rules. Andy Segovia stated that he would bring those back to the Committee.

Councilmember Sandoval asked of changes that might be implemented by Council Offices in terms of recruitment. Maria Villagómez stated that any changes suggested for Council Districts would be presented to the Committee. Councilmember Sandoval requested a list of minimal outreach to be performed for each vacancy.

No action was required for Item 3.

Adjourn

There being no further discussion, the meeting was adjourned at 11:07 a.m.

Ana Sandoval, Chair

Respectfully Submitted

Denice F. Treviño, Office of the City Clerk