

**COMMUNITY HEALTH AND EQUITY  
COUNCIL COMMITTEE SPECIAL MEETING  
FEBRUARY 17, 2020  
10:00 A.M.  
MUNICIPAL PLAZA BUILDING**

<b>Members Present:</b>	Councilmember Ana Sandoval, Chair, <i>District 7</i> Councilmember Roberto Treviño, <i>District 1</i> Councilmember Jada Andrews-Sullivan, <i>District 2</i> Councilmember Adriana Rocha Garcia, <i>District 4</i> Councilmember Manny Pelaez, <i>District 8</i>
<b>Staff Present:</b>	Dr. Colleen Bridger, <i>Assistant City Manager</i> ; Carlos Contreras, <i>Assistant City Manager</i> ; Ed Guzman, <i>Deputy City Attorney</i> ; Melody Woosley, <i>Director, Human Services Department</i> ; Alejandra Lopez, <i>Interim Director, Economic Development Department</i> ; Jenny Hixon, <i>Violence Prevention Manager, Metro Health</i> ; Nancy Cano, <i>Office of the City Clerk</i>
<b>Others Present:</b>	Alicia Lemar, <i>Analyst, HomeBase</i>

**Call to Order**

Chairwoman Sandoval called the meeting to order.

**1. Approval of the Minutes for the January 23, 2019 Community Health and Equity Committee Meeting.**

Councilmember Rocha Garcia moved to approve the Minutes of the January 23, 2019 Community Health and Equity Council Committee Meeting with changes stated. Councilmember Treviño seconded the motion with the changes as read. The motion carried unanimously.

**2. A briefing on the implementation of priority policy recommendations received from the SA2020 Commission on Education, San Antonio Youth Commission, and the Higher Education Student Advisory Board.** [Colleen M. Bridger, MPH, PhD, Assistant City Manager; Melody Woosley, Director, Human Services]

Melody Woosley explained that in August 2019, the SA2020 Commission on Education, the San Antonio Youth Commission and the Higher Education Student Advisory Board identified their priority areas to develop policy recommendations on how the City could improve equity, access and coordination in the four major internship programs it funded. She reported that the Higher Education Student Advisory Board expressed challenges in filling Board seats and proposed restructuring or consolidation of Commissions for all three organizations.

Ms. Woosley presented the SA2020 Commission's Priority Policy Recommendations:

- Address equity and gaps in services – Expand outreach, include students with disabilities, implement 10 Ambassador slots in the summer
- Invest in website to support Internship Programs – Explore shared website with Summer Internship Collaborative partners
- Trauma Informed Care Approach – Offer training for staff, partners and employers, implement for Summer 2020
- Standardize pre/post surveys to assess expected outcomes – Create standardized pre/post survey, implement for Summer 2020

Ms. Woosley presented the San Antonio Youth Commission's Priority Policy Recommendations:

- Teen Voter Challenge – Create a challenge in each Council District, educate teens on the importance of voting, promote teen participation in May 2020 elections
- Town Hall Meetings for Students – Provide opportunities for input on key issues, identify as SASpeak up events
- Teen Mental Health – Implement South San Antonio High School Teen Initiatives across the City to improve teen mental health awareness community wide

Ms. Woosley presented the Higher Education Student Advisory Board's Priority Policy Recommendations:

- Streamline Board Member appointment process – Current process is lengthy, only 5 seats filled since creation, and only 4 seats were filled for the first two years
- Recommend new process and bylaws for City Council consideration in May 2020
- Proposed restructuring of SA2020 Commission on Education, San Antonio Youth Commission and High Education Student Advisory Board – Restructure or consolidate all three Commissions to improve participation and reduce overlap.

Ms. Woosley stated that the Department of Human Services (DHS) provided a facilitator to assist with 2020 plans and all three Commissions identified the benefits of remaining separate bodies. All three Commissions did not recommend consolidation, but agreed to restructuring if a recommendation was made from City Council. Ms. Woosley presented the Commissions' recommendations:

- Recommend remaining separate
- Proposed Commission changes – Revise appointment process for Higher Education Advisory Board, Update the mission and goals of the San Antonio Youth Commission, and Change SA2020 Commission on Education name and focus areas

Ms. Woosley provided Next Steps for the Commissions:

- March 2020: Review Community Health and Equity Council Committee (CHEC) briefing with the Commissions
- March – May 2020: Continue implementation of recommendations
- April 2020: Brief CHEC on proposed bylaws and Commission changes

- May 2020: City Council consideration of revised bylaws

Councilmember Andrews-Sullivan stated that Council District 2 was eager to develop a youth summer program to educate youths on municipal government with the goal of creating a Youth City Council with members selected from all Council Districts through their school districts. She proposed the hosting of a City Council Youth Day conducted in City Council Chambers for teens to express their priority recommendations. She asked if City could provide more part-time internships for college students. She asked for opportunities for homeless teen participation. She requested materials for Council Districts to distribute at youth centers to engage teens in the various programs and offer assistance with the application process. Ms. Woosley stated she would follow up on all requests and provide materials to distribute.

Councilmember Rocha Garcia asked if the Higher Education Advisory Board designated seats for representatives from the 11 colleges in San Antonio. Ms. Woosley stated that one seat was assigned for each Council District and that staff was working with the local colleges and universities to obtain at least three nominations from each. She noted that the process to do was lengthy and time consuming.

Councilmember Pelaez asked if there was a tracking process once teens no longer served on the Youth Commission. He asked if the Youth Commission provided training and skills for the appointed teens. Ms. Woosley replied that tracking was in place for Ambassador Internship Program and that tracking would be implemented for the Youth Commission. Ms. Woosley affirmed that the Commission provided a number of learning experiences for the teen members.

Chairwoman Sandoval asked for more information how Councilmembers could get involved and asked for specific strategies to expand recruitment of ambassadors. She asked what target populations the Commissions reached out to. Ms. Woosley stated that Commission members would conduct outreach at various Fiesta activities to educate on voter engagement. She stated that the Commission would provide more information to Councilmembers for engagement in the future Voter Challenge Program. Ms. Woosley added that staff worked closely with all local colleges and universities and each had a student recruitment office to promote and post opportunities for local students. She added that staff engaged with colleges and universities from other states to go beyond Council District boundaries. Ms. Woosley stated that the Youth Commission Programs were not income-based and there were no set targets. She noted that a higher priority was placed for first-generation college students and students who obtained the San Antonio Education Partnership Scholarship; thereafter, the Application Panel filled the 200 student slots from a diverse pool that reflected the community based on demographics.

### **3. A briefing by the consultant HomeBase on the development of a Homeless Community Plan.** [Colleen M. Bridger, MPH, PhD, Assistant City Manager; Melody Woosley, Director, Human Services]

Alicia Lehmar reported that HomeBase attended and facilitated 70 meetings with approximately 500 stakeholders throughout the City. She identified multiple strengths of the City's Homeless Response System.

Ms. Lehmar provided areas of improvement identified by Stakeholders with concerns:

1. Continuum of housing and services:

- Need for a more robust continuum of shelter, housing and services for persons experiencing homelessness
- Continuum from prevention to permanent and affordable housing
- Importance of new and expanded housing and service options reflecting local realities and needs

2. Unsheltered homelessness:

- Concerns regarding unsheltered homelessness in the Downtown District, encampments, vehicular homelessness, and experiences of mental health challenges in public
- Concerns for health and safety of people residing in unsheltered situations, as well as for neighbors, tourists, and local industries impacted by unsheltered homelessness

3. Coordination and Communication:

- Need for increased coordination and communication at community, provider, and system levels
- Different Stakeholders hold different information regarding resources and opportunities to address homelessness, but this knowledge is not always shared by all relevant Stakeholders
- Homeless service providers, including faith-based community, expressed a desire for improved coordination to avoid duplication of services and improve cross-agency referrals

4. Cross-System Partnerships to Prevent and End Homelessness:

- HomeBase meetings brought together Stakeholders that touch persons experiencing homelessness including: faith-based organizations, the criminal justice system, health care providers, and local business sectors, such as tourism and hospitality
- Universally, Stakeholders expressed a desire to play a more substantial role in efforts to prevent and end homelessness in San Antonio

5. Funding for Homelessness Housing, and Services:

- Stakeholders expressed concern that more funding will be needed to develop new shelters, permanent supportive housing, affordable housing, and supportive services
- Stakeholders felt there was a lack of flexible funding in San Antonio to develop new, innovative interventions to reflect the reality of homelessness and housing
- Stakeholders expressed concern over whether existing funds are being utilized to the best of their ability

## 6. Serving Subpopulations of Persons Experiencing Homelessness:

- Stakeholders expressed the need for distinct interventions and strategies to address needs of specific subpopulations of persons experiencing homelessness
- Particular populations of focus identified by Stakeholders include seniors, persons with histories of criminal justice involvement, survivors of domestic violence and youths

Ms. Lehmar provided HomeBase's Preliminary Recommendations:

- Increase investment in community-based housing and service options
- Expand the homeless outreach clinician pilot program and continue to build upon positive encounters between persons experiencing homelessness and law enforcement
- Conduct an analysis of frequent users of public resources and systems of care
- Develop detailed prioritization policies and targeted interventions to most effectively connect persons experiencing unsheltered homelessness to stable housing

Ms. Lehmar provided HomeBase's Next Steps:

### 1. February – March 2020:

- Continue analysis of San Antonio's Homeless Response System, including homeless access points, gaps/barriers to care, best practices, system mapping, and qualitative and quantitative data review
- Continue to identify and define recommendations and strategies for action
- Create a marketing plan and a 5-10 year Homeless Strategic Plan
- Build support for the Homeless Strategic Plan in coordination with cross-system Stakeholders

### 2. April 8, 2020: Present the Homeless Strategic Plan to City Council

### 3. April – September 2020: Provide technical assistance on implementation of the Homeless Strategic Plan

Councilmember Rocha-Garcia asked for specific goals of the 5-10 year Homeless Strategic Plan. She asked of efforts made to address the college homeless subpopulation with local colleges and universities; she asked of efforts made to address the veteran homeless subpopulation with the local Veterans Administration (VA). She asked for a comparison of Homeless Strategic Plans of peer cities. Ms. Lehmar replied that the Recommendations would focus on reducing homelessness in the City and how to improve San Antonio's Homeless Response System in areas of improved communication and coordination. Ms. Lehmar stated that HomeBase was working with San Antonio's Youth Homeless Demonstration Program to align efforts with college homelessness and develop strategies; she affirmed that HomeBase had plans to meet with the VA for veteran homeless strategies. Ms. Lehmar stated that best practices of other communities would be provided in the recommended Homeless Strategic Plan in April. She acknowledged that other cities presented different local realities and recommendations would be made to adapt to San Antonio's distinct experiences.

Councilmember Andrews-Sullivan asked if an inventory of local vacant apartment buildings and hotel was conducted to identify to additional shelter for the homeless; she asked if an electronic database

system would be created to track and inventory homeless individuals receiving assistance and resources from Partner Agencies within the City's Homeless Response System; she asked where funds formerly received from Texas Veterans Commission were redirected to. Ms. Lehmar stated that research of additional shelter inventory would be provided in the final recommendations; she added that the Homeless Management Information System (HMIS) database within the City's Homeless Response System would be utilized to track homeless individuals as they interacted with hospitals, the criminal justice systems, and various Partner Agencies to maximize and streamline efforts to ensure efficiency to direct and provide adequate resources. Ms. Lehmer replied that HomeBase had not investigated where former homeless funds were redirected to and she would look into the matter. She added that faith-based organizations filled many funding gaps and that outreach to partner with more business and non-profits was in progress.

Councilmember Treviño voiced concern for frustrated residents in identified hotspots along the IH-10 corridor that requested an enforcement approach to address homeless encampments and debris; he requested that the Homeless Strategic Plan include recommendations to address homeless encampment concerns; he requested recommendations to deploy and increase the number of available Portable Shower System in each Council District. Ms. Lehrman stated final recommendations would include investing in shelter and housing services which would have a net benefit for the entire public. She added that national trend information showed that investing in housing services resulted in lower public costs and increased the number of residents moving from homelessness to stable housing. She emphasized that such a holistic approach would also save the City money that could be reinvested into the community. Ms. Lehrman stated that final recommendations would include proposals to best maximize mobile shower resources communitywide.

Councilmember Pelaez suggested input from the Innovation and Technology Department to provide innovative solutions and recommendations to propose and homelessness strategies and lend support. He suggested input from the Intergovernmental Relations Council Committee to provide grant appropriation funding assistance. He suggested input from the Economic and Workforce Development Council Committee which recently received a business proposal that included incentivized hiring of individuals from Haven for Hope.

Chairwoman Sandoval requested that staff provide a strong marketing and education campaign about the need for affordable housing and an equitable and compassionate portrayal of residents who live in affordable housing.

**4. A briefing by the San Antonio Metropolitan Health District on the progress made on the Status of Women Report.** [Colleen Bridger, MPH, PhD, Assistant City Manager; Dawn Emerick, EdD, Director, Health]

Jenny Hixon stated that the Status of Women Report was released in May 2019 and she reported on progress the City made in addressing specific initiatives within four categories:

- 1. Overview of Health and Well-Being Category:** The infant mortality rate was higher in Bexar County than Travis, Dallas and Harris Counties; there were major racial disparities in mortality from heart disease, liver disease, cancer and stroke; women in the highest income quartile had a life-expectancy of more than five years longer than women in the bottom income quartile.

**New initiatives developed for the Health and Well-Being Category:** Healthy Families Network Strategic Plan; Healthy Start Dad's Program; South Trauma Informed Care Consortium.

2. **Overview of Violence and Safety Category:** The number of women murdered by male intimate partners tripled between 2012 and 2017; San Antonio consistently has a higher rape rate than Texas overall; San Antonio has the highest rape rate when compared to Austin, Dallas and Houston; and the homicide rate of women in Bexar County doubled between 2012 and 2017.

**New initiatives developed for the Violence and Safety Category:** Collaborative Commission on Domestic Violence; Love Is . . . Domestic Violence Communications Campaign; Too Good for Violence School Based Violence Prevention; Trauma Informed Teaching Cohort; Pilot project at apartment complex in District 5.

3. **Overview of Economic Opportunities Category:** Women represent 47% of San Antonio workforce; at any given education level, median earnings of men were higher than women; women were less likely than men to be employed (63% vs. 88%); women were more likely than men to live in poverty (16% vs. 10%); and women experienced significant disparities by race/ethnicity in the high-school dropout rate, median earnings, and home ownership.

**New initiatives developed for the Economic Opportunities Category:** In FY 2020, EDD will apply subcontracting goals specifically for Women-Owned businesses; FY 2021 and FY 2022 Requests for Proposals (RFP) would request information from non-profit agencies regarding gender pay parity and gender awareness training policies and will prioritize services for women of color

4. **Overview of Political Participation Category – Boards and Commissions:** 44% of Committee members across 81 San Antonio Boards and Commissions were women; majority of City Councilmembers are women; 73% of Department of Human Services (DHS) Committee positions were held by women; coverage for childcare and travel support was provided for Committee Members; and 60% of Small Business Advocacy Committee (SBAC) and 100% Diversity Action Plan Committee (DAP) were women.

Councilmember Treviño cited recent studies from the eviction lab and research by Matthew Desmond which showed that Black and Latina women with low incomes were evicted at alarmingly higher rates than other racial groups due to factors such as having children, low wages and landlord/tenant gender dynamics. The subordination of women imposed by men-centered housing models produces evictions and is reinforced and structured by instances of social and structural violence. Women's experiences of evictions were associated with increased vulnerability to physical and sexual harm, drug-related risks and cycles of eviction. Research suggests that at least two years after the eviction, mothers still experience significantly higher rates of material hardship and depression than peers.

Ms. Hixon stated Haven for Hope reported that half of homeless families they assisted were due to eviction and the other half were due to domestic violence. She added that many homeless families due to eviction were headed by single mothers that were also victims of domestic violence which prevented them from full access to economic opportunities.

Councilmember Andrews-Sullivan asked if there was a correlation between post-partum depression and the local suicide rate for woman; she requested information on rental rate disparities between single mothers and single males, if any. Ms. Hixon stated that the Healthy Start Program expanded its Post-

Partum Depression Program to include a curriculum that provided prenatal support and resources for expectant parents to address potential post-partum issues. She stated she would provide a link to Healthy Start Program. She added that the majority of gun deaths in the community were by suicide and she would analyze the data for further information on female suicides related to post-partum depression.

Councilmember Rocha Garcia recognized Coaches as a role model, especially for males, and suggested that Coaches be included as a resource for information distribution. She asked if educators were provided access to the Status of Women Report for the upcoming Women's History Month and for the Girls Empowerment Summit in March 2020. Ms. Hixon stated opportunities to distribute the Status of Women Report would be further explored.

Chairwoman Sandoval asked if minority or women-owned businesses were identified in the City's bidding process. She asked for further information on funding for minority or women-owned businesses. Alejandra Lopez stated that women enterprise goals were included in the City's solicitations but not were not traditionally included in construction contracts or non-professional services, such as janitorial or landscaping contracts. She added that specific goals would be included in future construction contracts or non-professional services. Ms. Lopez stated that the City partnered with LiftFund for an interest buy-down program and more focus would be applied for minority and women-owned businesses.

#### **Future Agenda Items**

#### **Adjourn**

There being no further discussion, the meeting was adjourned at 12:17 p.m.

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*Ana Sandoval, Chairwoman*

*Respectfully Submitted*

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*Nancy Cano  
Office of the City Clerk*