FILE NO. 051047 RESOLUTION NO. 454-05

[Resolution condemning the offensive and discriminatory training video shown to San Francisco 49er players and staff and urging the San Francisco 49ers to work cooperatively and diligently with the Human Rights Commission]

Resolution condemning the offensive and discriminatory training video shown to San Francisco 49er players and staff and urging the San Francisco 49ers to work cooperatively and diligently with the Human Rights Commission to address issues of discrimination and to develop a plan of action for preventing future discrimination.

WHEREAS, The San Francisco 49ers have been a beloved San Francisco institution, winning five Super Bowl titles over the past 23 years; and

WHEREAS, On June 1st, 2005, an offensive and discriminatory tape demeaning to Asian Americans, immigrants, the LGBT community, women, and football players themselves made by public relations director Kirk Reynolds to instruct players on how to deal with the media was revealed by the San Francisco Chronicle; and

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WHEREAS, This tape, which included discriminatory images of the LGBT and Asian Communities was immediately rebuffed by the owners of the 49ers, John and Denise York, who called the tape "offensive in every manner" and continued, "we deeply regret that anyone from our organization would produce such senseless, inexcusable material," and

WHEREAS, This tape offended many in the San Francisco community, particularly leaders of the LGBT, Asian, and women's communities, and prompted a meeting between community and team leaders at the LGBT Center on Saturday June 4th; and

WHEREAS, The 49ers have had difficult periods including the homophobic remarks made by Garrison Hearst in 2002, and have since made an effort to increase diversity and sensitivity training; and

WHEREAS, When Lindsy McLean, the former 49ers trainer, publicly came out as a gay man after his retirement two years ago, he was distressed that his negative experiences in the NFL received far more attention than his positive ones; and

WHEREAS, The San Francisco 49ers lease City-owned property at Candlestick Point and therefore as a City contractor, are obligated to refrain from discriminating against their employees and members of the public. By using homophobic, sexist and racist depictions in their training materials, the San Francisco 49ers have fostered discriminatory attitudes and practices, and

WHEREAS, the City and County of San Francisco Human Rights Commission is the agency responsible for enforcing the Administrative Code provisions prohibiting discrimination by City contractors. The Commission's responsibilities include investigating and resolving complaints of discrimination, including working with City contractors to develop policies and practices to prevent discrimination, now, therefore be it

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RESOLVED, That the San Francisco Board of Supervisors condemns the offensive and discriminatory training video shown to San Francisco 49er players and staff and urges the San Francisco 49ers to work cooperatively and diligently with the Human Rights Commission to address the issues of discrimination that have arisen in association with the production and handling of the training materials and to develop a plan of action for preventing future discrimination.

City and County of San Francisco

Tails

Resolution

City Hall
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4689

File Number: 051047 **Date Passed:**

Resolution condemning the offensive and discriminatory training video shown to San Francisco 49er players and staff and urging the San Francisco 49ers to work cooperatively and diligently with the Human Rights Commission to address issues of discrimination and to develop a plan of action for preventing future discrimination.

June 14, 2005 Board of Supervisors — ADOPTED

Ayes: 10 - Alioto-Pier, Ammiano, Dufty, Elsbernd, Ma, Maxwell, McGoldrick, Mirkarimi, Peskin, Sandoval
Absent: 1 - Daly

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I hereby certify that the foregoing Resolution was ADOPTED on June 14, 2005 by the Board of Supervisors of the City and County of San Francisco.

Gloria L. Young
Clerk of the Board

Date Approved

Mayor Gavin Newsom

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