

To Whom it May Concern,

My name is Michelle Fox Wiles, from November 2012 to July 2014 I worked at Downtown Streets Team. Before November 2012 even ended Chris Richardson had tried to kiss me while falling over drunk at a holiday party and I had been told (by Chris and heard by 3 other men including my supervisor Andrew Hening) that I had only gotten my job because the girl who interviewed me before me was too attractive and would have been a distraction.

This was supposed to be my dream job, I was 23 years old and full of hope, ambition, and naivete.

During the day when the sexual harassment was more discreet and the drinking was light I learned to love my job, I was good at it. I celebrated successes, like where my 32 year old client who had 41 felonies got a job offer on the spot at a job fair I convinced him to go to, last I was able to confirm he had been promoted several times to become a training supervisor and had gotten partial custody of his son who was his main motivation. I helped a man whose dream job ([link](#)) was to work for a city, get a job working for YOUR city. We cried together out of excitement because he finally felt hope. I helped a young girl who is obsessed with all things mysterious, spooky, or weird land her dream job at the Winchester Mystery House and got to see her in action on a tour.

I believe that our most vulnerable residents can be aided with programs like Downtown Streets Team. I believe in the power of work, a place to be, and cities stepping up to help their most vulnerable residents with things like shelter, food, and employment.

What I can't square is who you're allowing to lead this charge and not be held accountable. There have been multiple corroborated stories of sexual harassment, a frat like drinking culture, wage discrimination, and more. This has been done under your watch, with your money. Imagine what good that money could do if there was a leadership change? Imagine what it would be like to hold Chris and Eileen accountable. Imagine what it would be like for my 23 year old self to be able to come to work with a clear understanding of her job, one that didn't require her to drink or pretend that she didn't understand that the people who got promoted were nothing like her, that they were getting paid more than her for equal work, and that her best route to a promotion was to flirt with someone.

There hasn't even been a public apology from the Richardsons, Chris is back to negotiating contracts with his (male) cronies at the City of San Jose. Eileen has continued to call these allegations salacious while admitting no fault. Owen Byrd, the head of their board heard the worst of the worst stories in their "independent investigation" and told the media the over a dozen women who provided testimonies were exaggerating.

My requests from you in descending order are to deny funding until the following conditions are met:

1. The removal of Eileen Richardson and Chris Richardson from DST leadership
2. A public apology from the Board of Directors of DST
3. Oversight parameters in place including an annual audit of all funds, salaries, and promotions, and any employee complaints related to their pay, gender, sexuality, race, or any other protected distinction.

I look forward to you being the positive change we deserve,

Michelle Fox Wiles