2016 YEAR IN REVIEW

HUMAN RIGHTS

HONORED
Communities United for Justice at the Annual Hero Awards

INTRODUCED
the Engineering for Equity Framework

CREATED
the Help Against Hate Campaign

HOSTED
More than 100 Youth at the Commission

LAUNCHED
the Black to the Future Initiative

SECURED
Funding for Multiple LGBTQI Initiatives

PUBLISHED
the Fair Chance Ordinance First Year Report

SAN FRANCISCO HUMAN RIGHTS COMMISSION ANNUAL REPORT

OUR MISSION

In 1964, the Human Rights Commission was established to uphold the policy of the City and County of San Francisco to act to give effect to the rights of every inhabitant of our city to equal economic, political and educational opportunity, to equal accommodations in all business establishments and to equal service and protection by public agencies.

It is our duty to undertake ameliorative practices to keep peace and good order and to officially encourage private persons and groups to promote and provide equal opportunity for and good will toward all people.

The Human Rights Commission enforces the following laws:

- San Francisco Police Code Article 33 (Non-discrimination in Housing, Employment and Public Accommodations)
- San Francisco Police Code Article 38 (Non Discrimination based on HIV Status)
- San Francisco Police Code Article 1.2 (Non Discrimination in Housing against Families with Minor Children)
- SF Administrative Code Chapter 12B (Non-discrimination in CCSF Contracts)
- SF Administrative Code Chapter 12C (Non-discrimination in CCSF Property Contracts)
- SF Administrative Code Chapter 12H (Sanctuary City Ordinance)
- SF Administrative Code Article 49 (Fair Chance Ordinance)

Protected Categories

San Francisco prohibits discrimination on the basis of race, color, ancestry, national origin, place of birth, sex, age, religion, creed, disability, sexual orientation, gender identity, HIV/AIDS status, familial status, weight or height. Some exceptions apply.

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DIRECTOR'S WELCOME

Dear San Francisco Residents and Visitors:

I'm honored to be working in community with you in my new role as the Executive Director of the San Francisco Human Rights Commission. Having spent four years as a Commissioner, I know the difference this Commission makes in our city and the important work ahead.

In 2016, we witnessed many human rights victories and challenges. From Flint, Michigan to North Dakota, access to water was understood as a human right. For the first time in U.S. history, a woman was voted as the party nominee for President. The documentary film 13th, which explains the connections between slavery and mass incarceration, became one of the most watched and acclaimed films of the year. Here in San Francisco, under the leadership of Mayor Edwin Lee, this city has created more affordable housing, invested substantially in our children and families, enacted dynamic violence prevention strategies and rapidly increased homeless support services. My predecessor in this office, Theresa Sparks, became the nation's first senior advisor on Transgender Initiatives. However, 2016 also challenged our core human rights values. Muslim and immigrant communities became targets in political rhetoric and for violence. Gun violence at Pulse Night Club destroyed a sanctuary for Latino LGBT Americans. The United States endured one of its most divisive elections in history, the results of which have darkened human rights, our human lights.

When you're in the dark, your eyes adjust to the darkness, but we cannot adjust to injustice. When hatred, bias, discrimination, frustration, fatigue, and ignorance begin to extinguish our fire, we must to come together and relight the fire. The light of truth must stay on. We must not be tricked into thinking someone's gender identity, economic status, sexual orientation, race, or immigration status makes them less than human. We are still human. We need to come together- burning stronger and brighter.

When I was younger, I used to complain to my grandmother about someone hurting my feelings. And she would say "Sticks and Stones break your bones but words can never harm you." I never really bought that. Because words did hurt. Words do hurt. But I've discovered that both words and sticks and stones can be powerful tools. With sticks and stones and with words, you can build a shelter, a safe space, bridges connecting people, thoughts, ideas, cultures. These tools can destroy, but we have the power to choose how use our words. Words help build strength and courage.

In our pursuit of equity, we must remember those who have been wounded or are in need of protection. Recently, a friend told me "Truth be told, it rains sticks and stones all the time. Words are like a rainstorm of sticks and stones on our hearts and our souls."

We have to protect human rights and shield the vulnerable. We have to stand united and burn bright as communities of color, as LGBT citizens, as immigrant and undocumented immigrant

brothers and sisters, as people of all of religions and creeds. We have to support those who are in need. The purpose of the Human Rights Commission is to shield people from the rainstorm of words, making sure people's rights are not violated, but to build platforms, systems and structures that uplift all people.

I'm grateful for the opportunity to uphold this mission. As you review this report and all that we accomplished together last year, I hope you will be fired up for all that's ahead. I look forward to working with you.

Sheryl Evans Davis

SAN FRANCISCO
HUMAN RIGHTS COMMISSION

COMMISSIONERS

Susan Belinda Christian
Chair

Richard Pio Roda
Vice Chair

Melanie Ampon

Eva Chan

Theodore Ellington

Hala Hijazi

Andrea Nill Sanchez

Mark Kelleher

Michael Pappas

Abby Porth

Michael Sweet

LETTER FROM THE CHAIR

Dear San Francisco Community:

Warmest thanks for your continued support of the crucial work of the San Francisco Human Rights Commission. In 2016, the Commission said good bye to long time Director Theresa Sparks and welcomed Sheryl Evans Davis as our new Executive Director. I am so personally heartened to that she took on this challenge. I know I am joined in that gratitude by my fellow SF HRC commissioners.

For more than 50 years, in San Francisco as in so many other places, while there has been progress within systems, formally equitable structures have not been adequately built in place. Far too often, there has been a dearth of accountability; losses, not gains; and perpetuation of inequity instead of an honest look at where (and whom) our systems are failing. Under the leadership of Director Davis, we will work together learning, speaking, and readying ourselves to commit to standing for real and lasting change.

Susan Belinda Christian, Esq.
Chair, San Francisco Human Rights Commission

HUMAN RIGHTS YEAR IN REVIEW

PROGRAM AREAS

Engineering for Equity

LGBT Initiatives

Black to the Future

Training and Education

Complaints of Discrimination

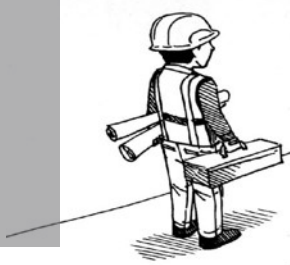
“The Human Rights Commission belongs to the Community.”

- Sheryl Evans Davis, Executive Director

ENGINEERING FOR EQUITY

"What is equity? In the simplest terms, it means fairness, which is not necessarily the same thing as equality. It's not about everybody getting the same thing, it's about everybody getting what they need in order to improve the quality of their situation."

- Cynthia Silva Parker,
Infusing Equity into the Urban Planning Process



In 2016, HRC launched its Engineering for Equity Initiative. Under the leadership of Executive Director Sheryl Davis, the Engineering for Equity Initiative has two objectives:

1. Advise City departments on how to make government services more equitable for residents
2. Ensure community involvement in the full range of government decisions

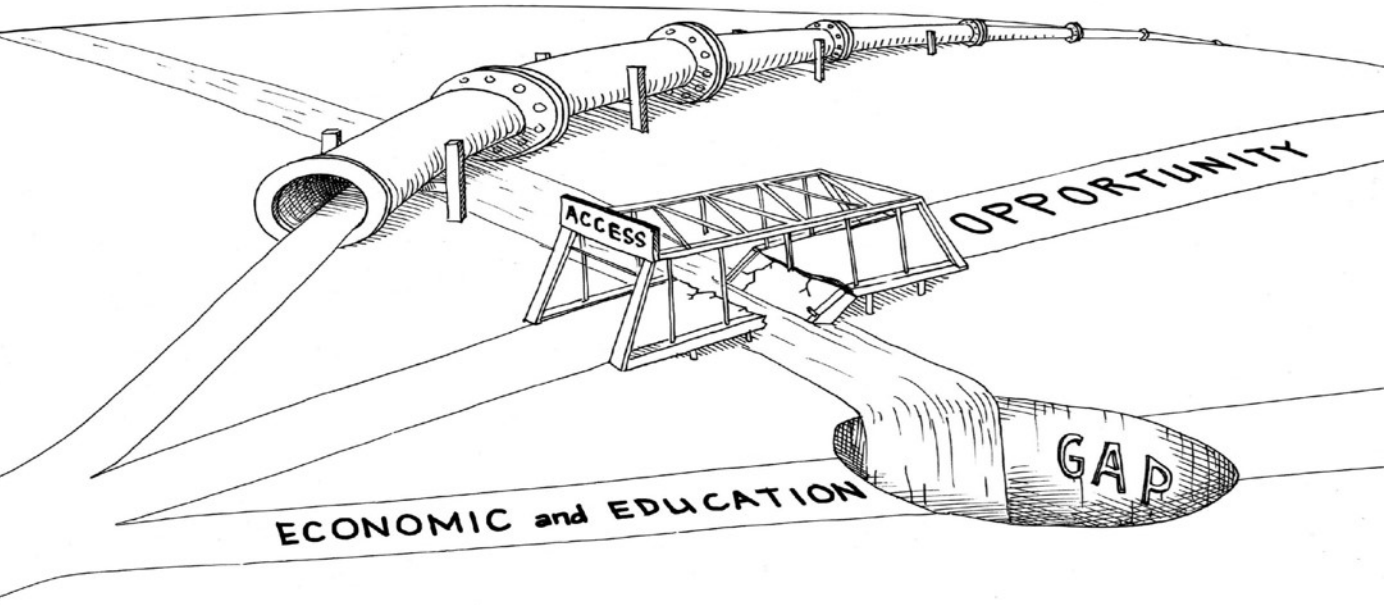
The goal of the Engineering for Equity initiative is to eliminate inequities in the community. It lays out a process and a five steps to guide the development, implementation and evaluation of department decisions.

Assess Conditions

In this systems analysis phase, the HRC works with departments to identify potential bias, differing perceptions and perspectives and explore issues of implicit bias, institutional and structural racism, social, economic and justice disparities. The foundation is based on an understanding of equity and shared definition on inclusion principles.

Build Bridges

To build bridges, the HRC works with City Departments to ensure impacted populations and stakeholder participate fully in the development and implementation of city programs. The HRC works with departments to ensure strategies are continuously evaluated for effectiveness and adaptability.



Create Ladders

Departments can create ladders by cultivating opportunities to move people and ideas upward. Strategies that address disparities include youth led discussions, developing talent and providing space for growth, and internally creating opportunities for all staff to impact and inform policy as well as ways of employees to move up the ladder.

Cultivate Collaborations

The Human Rights Commission coordinates on-going peer learning opportunities for city departments. This effort will help the city build and strengthen its equity departments. Internally departments can work together and conduct impact assessments that inform policy and decision making. Departments should share data and meet to discuss City investments and resource allocation, working together to address inequities that exist in the new system. As part of the process the partners should determine benefit and/or burden- how does will the policy increase or decrease equity?

Consider Impact

Before launching, during implementation and after completion departments must consider the impact. The Race Equity and Inclusion Action Guide highlights the need to continuously evaluate effectiveness and adapt strategies. This principle is a best practice of several local and national efforts addressing issues of inequities.

BLACK TO THE FUTURE

A CALL-TO-ACTION FOR AFRICAN AMERICAN COMMUNITY EMPOWERMENT IN SAN FRANCISCO

BLACK TO THE FUTURE is a call to action for African American community empowerment in San Francisco. It is a city-supported, community-driven collaborative that strengthens services in the areas of:

- **Family Support and Advocacy**
- **Education**
- **Health and Wellness**
- **Workforce Development**
- **Violence Prevention**

San Francisco's black residents aged 14 to 24 and 25 to 35 are known to have the highest unmet needs, and the latter group has the lowest connection to services of any cohort. Black to the Future's goal is to engage youth and young adults around a continuum of culturally competent services that consider their role in family, community and the overall landscape of San Francisco.

This publication is made possible by the generosity of the San Francisco Department of Children Youth and their Families; San Francisco Foundation; San Francisco Department of Public Health; and the Office of Mayor Edwin M. Lee.

BLACK TO THE FUTURE COMMITMENTS

A Quality Family Support and Advocacy system for African Americans in San Francisco will include:

- · Hosting regular meetings with youth and families and providing a space for community input on current events
- · Information-sharing and referrals on a range of culturally competent health and social services
- · Providing trainings and workshops on topics including housing, education, violence, poverty and police brutality
- · Addressing racial and economic disparities through policy advocacy and reform

A Quality Public Education System for African Americans in San Francisco will:

- Prioritize culturally competent educators, trauma-informed service providers, and compassionate mentoring that is inclusive and diverse
- Value the history of students, their community and racial identity
- Ensure that basic skills and self knowledge are attained;
- Address all learning styles to promote engagement, especially with those labeled truant;
- Provide job training, tutoring, and soft skills; and
- Hire and promote African American educators

A Quality Mental Health Services System for African Americans in San Francisco will:

- Remove stigma
- Educate families
- Integrate access with other services
- Meet the needs of the individual youth as well as the community
- Teach young people how to cope and deal with emotions in a healthy way

A Quality Workforce Development System for African Americans in San Francisco will:

- Provide progressive employment placement training opportunities that match the current job market for 18- to 34-year-old citizens, and persistence/perseverance.
- Provide training for summer jobs for students and permanent jobs for parents
- Connect youth to agencies, youth development programs and employers
- Create a pipeline to careers for reentry citizens

A Quality Violence Prevention System for African Americans in San Francisco will:

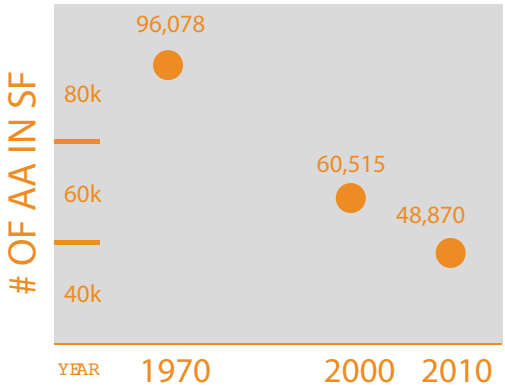
- Be client-oriented and trauma-informed
- Shift drug criminalization to drug rehabilitation
- Address trauma before it results in violence
- Address overall health and wellness
- Address the following community-identified needs: accountability, community-specific programming, space and support for youth voice, and stronger collaboration and partnership

BLACK IN SAN FRANCISCO: BY THE NUMBERS

IDENTIFYING BARRIERS TO SUCCESS AND NEEDS FOR SUPPORT

ADVOCACY & HOUSING

Declining Number of African Americans in San Francisco



1 in every 4

African Americans in SF are living in homes with the need for severe or moderate repairs.

6% of SF residents are African American.
31% of public housing residents are African American.

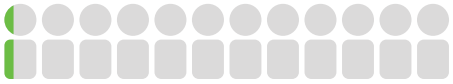
MENTAL HEALTH

30%

of African Americans are "at risk for mental health illness" due to exposure to trauma.

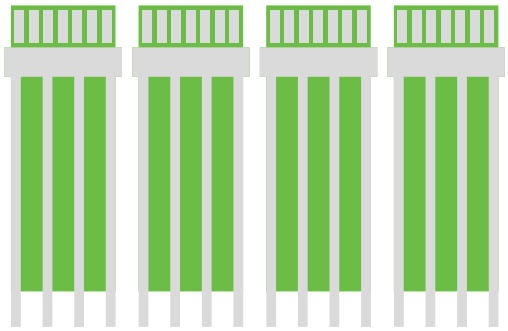
2%

of psychologists in the US are African American.

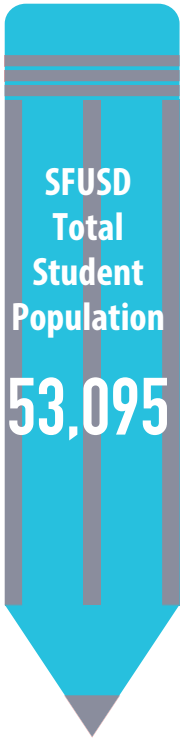


63%

of African Americans believe that depression is a personal weakness.



EDUC



Nearly 5
suspensions
referrals in
African Ameri

ATION

9%

of students are African American.

0% of all
& discipline
SFUSD are
ican students.

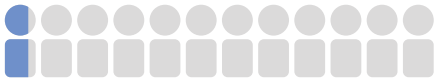
WORKFORCE DEVELOPMENT

SF Unemployment Rate

3.8%

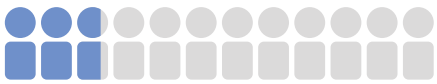
6%

of San Francisco is African American



19%

of SF's Unemployment Rate is African American.



Median Income

SF Average	$78,378
White	$95,506
Hispanic	$58,651
Asian	$66,692
African American	**$29,604**

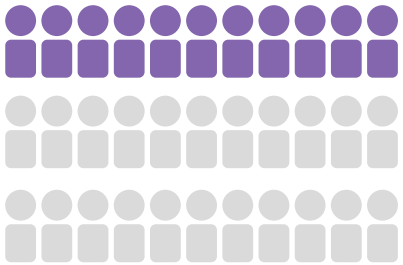
VIOLENCE PREVENTION

57%

of people in SF County Jail are African American.

32%

of African Americans in jail are between the ages of 25-36.



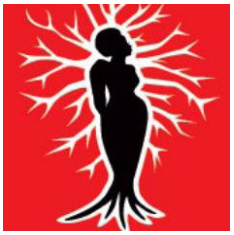
African American Offenses Classified as Violent:

65%

LGBT INITIATIVES

Violence Prevention Services for Translatinas in the Mission District

The HRC continued to work with El/La Para Translatinas, an advocacy and education organization for transgender Latinas (translatinas), on violence prevention and intervention services. The HRC provided grant funding to El/La Para Translatinas to provide services to transgender Latinas, including case management, community building, and education/advocacy.



Leadership Development and Legal/Support Services for Incarcerated and Formerly Incarcerated Transgender Persons

The HRC strengthened its partnership with Transgender, Gender-variant, and Intersex Justice Project to continue serving incarcerated and formerly incarcerated transgender people. The partnership provides City funding for the provision of leadership development, in-custody and re-entry support, and coalition building services for transgender, gender variant and intersex people.

Transgender Coalition Building and Organizational Support Services

The HRC developed a partnership with TAJA's Coalition to provide coalition building and organizational support services to transgender communities across San Francisco. The partnership, now in its second year, supports the creation of a citywide transgender coordinating council, anti-violence public awareness campaigns and leadership development for trans-serving stakeholders.

Violence Prevention Services for LGBTQI Survivors of Violence

In light of ongoing violence against the City's LGBTQI community, the HRC formed a partnership with the SF LGBT Center to provide trauma counseling, peer support groups, and leadership development services for LGBTQI survivors of violence. The partnership is in its second year and involves collaboration with a number of health and social service providers to engage survivors of violence around culturally competent services.

LGBT ADVISORY COMMITTEE

Transgender Violence Prevention Stakeholders RoundTable

The 2015 San Francisco Lesbian, Gay, Bisexual, Transgender, Queer and Intersex Violence Prevention Needs Assessment reports that San Francisco's LGBTQI population has experienced high rates of violence, especially women of color and people with disabilities within transgender communities. Though violence prevention programs exist, there is little to no coordinated effort to join forces among city agencies and service providers that serve trans communities. The purpose of this meeting was to provide a platform to share experiences, insights, and address gaps in services, training, and policies. The HRC LGBTAC will note outcomes of this meeting to inform future policy recommendations for the safety of trans and non-binary people in San Francisco.

Gender-neutral Bathrooms

The purpose of this project was to gather thematic photographic expressions representing all aspects of the LGBT community in San Francisco for the purposes of fostering greater public awareness and compassion. One of the main subject matter areas to be highlighted in this photo expression project program would be the issue of gender neutral bathrooms and equal access to bathrooms for all.

TRAINING AND EDUCATION

Anti-Hate Program: Training Middle Schoolers to be Ambassadors of Change

Twelve rising 8th graders from Saint Ignatius College Preparatory's Magis Program—a retention program for low-income, first-generation students—participated in a two-week anti-hate program at the HRC. Students learned about hate crimes and language, engaged in dialogue around Islamophobia, racism and oppression, and were trained to serve as ambassadors of the HRC's Mission to "address the causes of and problems resulting from prejudice, intolerance, bigotry and discrimination". Moreover, the program curriculum included materials from the Teaching Tolerance website, including the Academy Award Winning Documentary "Mighty Times: The Children's March". At the end of the program, students received a certificate of completion and were certified as HRC Ambassadors of Change.

Community Safety Initiative (CSI)

HRC student interns in the CSI program were educated on important topics including the Voting Rights Act, the Fair Chance Ordinance, and racism. The students also enjoyed a breadth of guest speakers, who shared their passions, stories and career trajectories. Students participated in workshops and group discussions with staff and speakers, then worked together to create projects based on the topics that interested them.

EQUITY ADVISORY COMMITTEE

CRADLE TO CAREER
Pipeline

The "Cradle to Career" subcommittee was created to research career counseling in San Francisco Public Schools. The main goal was to identify schools that offered their students formal vocational/career days. Members of the group attended three "Career Days" and participated in one. The findings of their research were to be used to work together with the San Francisco Unified School District to create a plan of action so that all schools have a formal Career/Vocational Day to inform and help guide students as they decide their future careers.

TAY-to-TECH

The "TAY to Tech" subcommittee investigated how tech companies can better access talent from the reentry population, particularly within the Transitional Age Youth (TAY) subgroup. In addition to producing an infographic with information about the Fair Chance Ordinance, the group met with members from the Reentry Council and Adult Probation, and the Mayors Office to discuss how to engage TAY in the tech sector.

RE-ENVISIONING
Public Safety

The "Renvisioning Public Safety" subcommittee focused on re-envisioning public safety to be more democratic and focused on justice particularly in low-income communities and communities of color by bringing the voice of those communities to the table. As a result, the group developed and unanimously passed a Resolution through the EAC, with specific policy recommendations to address police reform in San Francisco.

BRIDGING THE GAPS
between Community Advisory Committees

The "Bridging the Gaps" subcommittee focused on increasing equitable governance of Citizens Advisory Committees by making the application and appointment process more inclusive of traditionally disenfranchised community. This includes low-income, immigrant, and non-English-monolingual residents. As the booming Bay Area economy continues to transform the socioeconomic landscape, the struggle for governance that supports and maintains diversity becomes increasingly vital. Community Advisory Committees, (CACs) are tasked with interjecting the voice of impacted constituents for a variety of new projects in the city. Impacted by local residents, organizations, city staff, and private interests, these often controversial processes are a critical channel to interject and meet community needs.

The San Francisco Human Rights Commission proudly presents the

2016 HERO AWARDS

Celebrating

"COMMUNITIES ORGANIZING FOR JUSTICE"

in San Francisco

AWARDEES

INDIVIDUALS

Liz Jackson-Simpson • Tiffani Johnson • Cristina Mitra • Juanita MORE!
Karen Shain • Natalia Vigil • Yulanda Williams

ORGANIZATIONS

Amor for Alex Nieto • Coleman Advocates for Children and Youth • Do No Harm Coalition
The Frisco 5 • The Frisco 500 • The Idriss Stelley Foundation • Justice 4 Amilcar Perez-Lopez
Justice 4 Jessica Nelson-Williams • Justice 4 Mario Woods Coalition • Justice for Luis Góngora Pat
No New Jail SF Coalition • Roadmap to Peace Initiative • Root & Rebound • Ethnic Studies Student
Organization of San Francisco State University • United Playaz • Urban Campesinos

STUDENTS

Emir Boccara • Ethnic Studies Student Organization of San Francisco State University
Chinwendu Mbata • Rooftop Social Justice Committee

Ceremony at City Hall, Room 250 • Thursday, July 28th, 2016, 5:30 p.m.
Contact Veronica Garcia, Policy Analyst for more info • (415) 252-2513 • veronica.garcia@sfgov.org

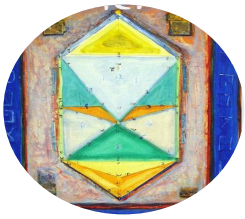
City and County of San Francisco
HUMAN RIGHTS COMMISSION
Theresa Sparks, Executive Director
Edwin M. Lee, Mayor
25 Van Ness Avenue, Room 800, San Francisco, CA 94102

Citywide Implicit Bias Curriculum

In partnership with the Department of Human Resources and the Mayor's Office of Disability, the Human Rights Commission developed curriculum for a city wide Implicit Bias training. This webinar will be required by all city employees and will be implemented by Summer 2017.

State Department International Visitors Program

The Human Rights Commission was honored to host delegations from Kenya, South Korea, Argentina, Australia, Chile, Bulgaria, India, Egypt, India, Japan, Romania, Vietnam, and South Africa. Representatives from these countries learned about HRC's LGBT violence prevention initiatives, implicit bias, and youth engagement.



Photovoice Project on Anti-Semitism

The HRC developed a photovoice project on anti-Semitism and discrimination. The project, entitled, "A Tapestry of Resilience: Wrestling with our Jewish Experience," presents the lived experience of Jewish community members in the San Francisco Bay Area through photography and narrative. The HRC worked with Jewish community members through identity-based workshops and photography trainings to bring to light issues of discrimination and resilience in the Bay Area.

Fair Chance Ordinance Initiatives Compliance Survey

In January, the HRC closed its first annual Fair Chance Compliance Survey, sent to affordable housing providers to assess the effectiveness of the law from August 13, 2014 to August 13, 2015, the first full year the FCO was in force. The FCO Compliance Survey received approximately 100 responses, representing the vast majority of affordable housing in the City. The information from the Survey was compiled into the Fair Chance Ordinance First Year Report. In addition to detailing FCO Compliance Survey responses, the report also comprehensively outlines the HRC's FCO outreach and engagement strategies, national partnerships, rule drafting discussions, and types of FCO complaints already received.

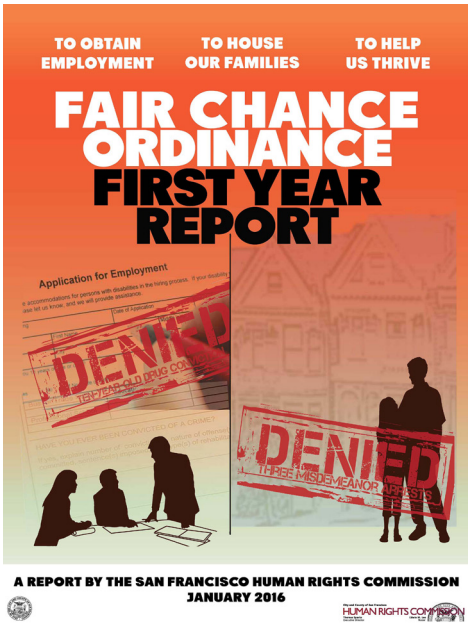
Shortly after the Fair Chance Ordinance First Year Report was released, the HRC continued its ongoing roundtable discussion sessions with affordable housing providers to assess the FCO Compliance Survey, discuss best practices, and otherwise increase competency in and streamline implementation of the FCO.

Fair Chance Grant

HRC also partnered with the Lawyers' Committee for Civil Rights (LCCR) to develop and implement FCO training programs for formerly incarcerated persons and their service providers. LCCR created substantive training material and conduct training-related presentations that effectively and accurately informed individuals about the legal rights and responsibilities under the law. LCCR convened seven FCO trainings to people with conviction records, as well as two additional FCO trainings to service providers. Individuals from this "trainee cohort" then conducted five more trainings themselves, allowing people with conviction records to provide their own FCO outreach. These trainings relayed vital information on FCO enforcement to over 150 people. At the conclusion of the grant period, LCCR also produced a report on their FCO outreach strategies, findings, and recommendations.

Fair Chance Know Your Rights Trainings

The HRC also continued conducting FCO "Know Your Rights" trainings. In 2016, such trainings took place at non-profits such as Swords to Plowshares and Community Housing Partnership; property management companies such as Caritas Management Corporation; and national real estate companies such as Equity Residential. HRC responded to inquiries from affordable housing providers, property managers, and tenants regarding the FCO on an ongoing basis. Moreover, cities around the country contact the HRC for advice on passing a similar ordinance in their jurisdictions. In addition, the HRC produced FCO "Know Your Rights" postcards and posters for dissemination throughout the City.



HRC STAFF PRESENTATIONS

Academic Institutions

Hoover Middle School
John Muir Middle School
San Jose State University
U.C. Hastings Law School
San Francisco State University Ethnic Students Association
University of San Francisco
Rooftop K-8 School
Hilltop High School
St. Ignatius High School

Citywide Organizations

Alice B. Toklas Democratic Club

City Departments

Arts Commission
Department of Children, Youth and Their Families
Ethics Commisson
Recreation and Parks Department
San Francisco Public Utilities Commission

National Networks

National Employment Law Project Criminal Records Roundtable
American Bar Association
Long Beach Boards and Commissions Institute
Urban Habitat's Boards and Commissions Leadership Institute
United Way

International Organizations

City of Amsterdam
Consulate General of Israel
Euro Pride 2016
City of Seoul Human Rights Conference

Key Trainings Attended by HRC

Seattle's Law Enforcement Assisted Diversion (LEAD) Program
National Housing Law Project Webinar on "Affirmatively Furthering Fair Housing"
"Policing the Police" Commonwealth Panel
Facing Race Advocacy Strategies
Shriver Center Webinar on Fair Housing Rights of People with Criminal Records
Applying the Racial Equity Tool Webinar

The New York Times

April 13, 2016

San Francisco Gives All a Fair Chance at Jobs, Housing

Too often terms like “ex-con,” “convicted felon,” or “addict” are used to dehumanize people or impugn credibility, thus prohibiting thoughtful examinations of attitudes, practices and public policies. As we’ve seen throughout U.S. history, decisions based on animus, and not factual data, have devastating social and economic impacts for families, particularly for African-Americans.

An estimated 70 million people in the United States — nearly one in three adults — have a prior arrest or conviction record. Although it’s common to have a record in this country, we have seen through our educational trainings, hearings and investigations at the San Francisco Human Rights Commission that we have a long way to go to dispel stereotypes. Even well-intentioned landlords and housing providers are subject to the deeply rooted biases against people with prior convictions.

We were the first city to break down barriers to both housing and employment for people with arrest and conviction records.

Like many U.S. cities, San Francisco participated in the War on Drugs, disproportionate arrests for failure to pay traffic-related fines and fees, and other “tough on crime” mass incarceration era policies that have since been proved to be systematically discriminatory and detrimental to public safety.

The city is now working to ameliorate those impacts. In 2014, San Francisco took a critical step by enacting the San Francisco Fair Chance Ordinance. With the ordinance, affordable housing providers need to assess each applicant’s individual background, instead of outright denying an applicant simply because they checked a box saying that they have a record. Recognizing the need for a comprehensive strategy, San Francisco was the first city to implement a law that addressed barriers faced by persons with arrest and conviction records in both housing and employment.

Partnering with a coalition of housing providers, law enforcement and community groups, the Human Rights Commission has increased awareness about the Fair Chance Ordinance among housing providers and disproportionately impacted communities, including African-American transgender persons and youth. Our outreach confirms this law’s importance in citywide efforts to create equity and alleviate poverty.

In 1964, San Francisco declared its policy to give equal rights of every resident of the city to economic, political and educational opportunity. Now our city collectively works together to ensure that this policy extends to persons with arrest and conviction records.

Zoë Melissa Polk is the director of policy at the San Francisco Human Rights Commission.

INTER-GOVERNMENTAL PARTNERSHIPS

HRC Collaboration with the SF Sheriff's Department

HRC worked with the SF Sheriff's Department and transgender community stakeholders to develop and implement inclusionary housing and programming policies for transgender inmates at County jails. The effort stems from the segregation and disparate treatment of transgender inmates in detention facilities. The long-term goal of the collaboration is for transgender inmates to be housed according to their gender identity (as opposed to assigned sex at birth) and housing preference.

HRC also served on the Re-Envision the Jail Workgroup. The HRC participated in monthly meetings with city departments, including the SF Health Department, SF County Courts, District Attorney's Office, Public Defender's Office and community organizations, including Legal Services for Prisoners with Children, Critical Resistance and No New SF Jail Coalition. Participants were invited to to share their expertise and bring forward their ideas for meeting the Work Group goals of reducing the jail population and closing
County Jails #3 and #4.

HRC Collaboration with SF Police Deparment

In addition to working with the SFPD on the CSI program, HRC advised the deparment on ensuring that transgender people are searched in accordance with their gender identity and search preference. HRC is also supporting LGBTQI officers in developing a "transitioning in the workplace" guide.

HRC Collaboration with SF Municipal Transit Authority

HRC advised SF MTA on its ad policy, particularly as it relates to hate speech and political speech on the City's transit vehicles. HRC helped to convene civil rights organizations across the Bay Area and shed light on the human rights impact of SF MTA policies.

COMPLAINTS OF DISCRIMINATION

Introduction to the Discrimination Division

HRC's Discrimination Complaints Investigation and Mediation Division advocates for human rights issues and enforces non-discrimination laws for the City and County of San Francisco.

Under the San Francisco ordinances HRC enforces, it is unlawful to discriminate against an individual in employment, housing, and public accommodation (such as businesses and public buildings) on the basis of race, color, national origin, ancestry, place of birth, religion, creed, sex, sexual orientation, gender identity, age, disability, marital status, familial status, source of income (including section 8), height, and weight. Further protections from discrimination are available under the Fair Chance Ordinance, which regulates the use of conviction history in employment and housing decisions; and the Sanctuary City Ordinance, which limits when City employees can ask about immigration status and cooperate with immigration enforcement agencies.

The process to investigate these complaints includes initial inquiries, formal complaint drafting, mediations, and investigations. More specific information is available through our brochures (pictured, left) and online at http://sf-hrc.org/discrimination-complaints-investigation-mediation-division-overview.

Discrimination Division Highlights for 2016

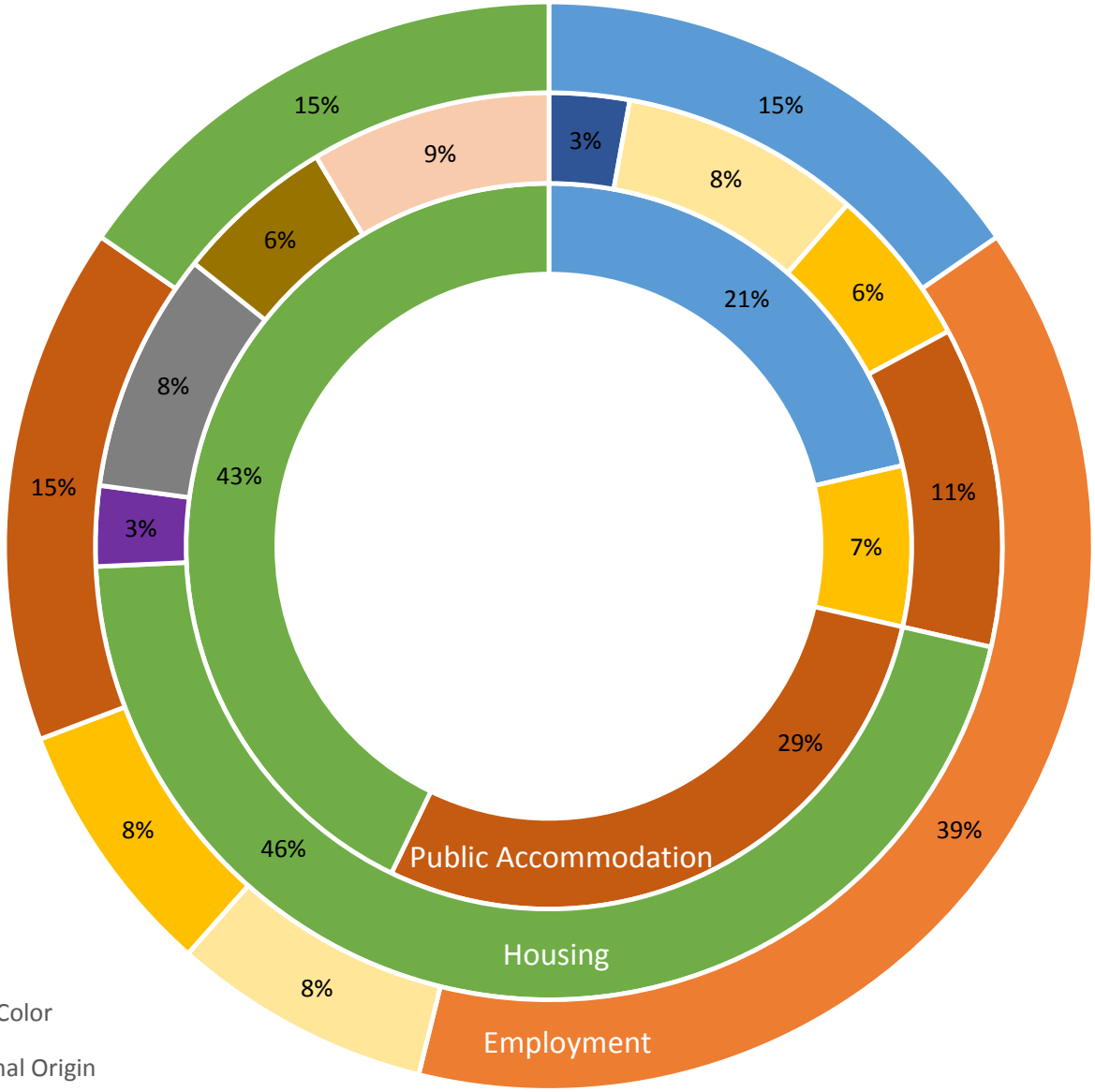
In 2016, HRC received 961 inquiries of possible discrimination in housing, employment and public accommodation. For each inquiry, HRC serves as a neutral fact finder to determine whether the agency can proceed with an intake interview or refer the individual to agencies better able to address their needs.

From these initial inquiries, 264 individual and group intake interviews were conducted. During the intake interview, HRC investigators will determine if jurisdiction exists under San Francisco non-discrimination ordinances to proceed with the drafting of a formal complaint.

Formal complaints were drafted for 54 new Complainants in 2016. As shown in the chart on the next page, the majority of these complaints were based on discriminatory actions in housing. For housing complaints filed in 2016, the most common protected class is disability. The same is also true for public accommodation complaints filed in 2016. For employment complaints filed in 2016, the most common protected class is gender identity.

After a complaint is drafted and a position statement that responds to the complaint has been received, HRC will ask the parties if they are interested in formal mediation. Trained HRC staff conduct formal mediations as a neutral third party, promoting communication between the parties to reach a mutually-agreeable resolution to the complaint. HRC mediations are free, voluntary, and confidential. In 2016, HRC staff conducted 13 mediations.

COMPLAINTS BY BASIS, 2016



- Race/Color
- National Origin
- Sex
- Sexual Orientation
- Gender Identity
- Disability
- Engagement in a Protected Activity
- Religion
- Familial Status (Housing Only)
- Source of Income (Housing Only)

Total New Employment Complaints:	7
Total New Housing Complaints:	32
Total New Public Accommodations Complaints:	12
Total New Fair Chance Ordinance Complaints (Not Pictured):	1
Total New Sanctuary City Ordinance Complaints (Not Pictured):	2
TOTAL NEW COMPLAINTS:	54

HOW DO I FILE A COMPLAINT?

The Human Rights Commission (HRC) investigates complaints under a number of City ordinances, including anti-discrimination ordinances and the Sanctuary City Ordinance. The guidelines below are generally applicable to the HRC complaint process.

TO FILE A COMPLAINT, CONTACT THE HUMAN RIGHTS COMMISSION

- In person: 25 Van Ness Avenue, 8th Floor, San Francisco, CA 94102
- By phone: (415) 252-2500
- In writing: mail to the addess above or send via email to hrc.info@sfgov.org
- Online at http://hrc.sfintranet.firmstep.com/achieveforms-node/discrimination-public-form

PARTICIPATE IN AN INTAKE INTERVIEW

- Bring any documents you have to support your claim.
- Bring contact information for the complainant (you or the person(s) filing) and respondent (the person(s) or organization(s) that discriminated against you).
- Explain how you were discriminated against and issues you are having as a result.

DETERMINATION

- HRC staff will interview you to determine if the HRC has jurisdiction to investigate your claims.

FORMAL COMPLAINT

- Depending on the nature of the case, a letter of concern or a formal complaint can be sent to the respondent, who will be required to respond in writing.

MEDIATION

- After receiving a response from the respondent, an HRC staff member may attempt to resolve the complaint through mediation.
- Mediation is a free, voluntary and confidential opportunity to reach a mutually-agreeable resolution to the complaint.
- The mediation can occur with all parties in the same room or through separate meetings with the mediator.

INVESTIGATING AND CLOSING THE CASE

- If mediation is successful and both parties reach an agreement, the HRC will close the case.
- If mediation fails or is rejected by any party, or in cases where mediation is not appropriate, HRC staff may conduct a formal investigation.
- If there is sufficient evidence of a violation, the HRC may issue a Director's Finding of Non-Compliance with the ordinance at issue and may forward it to the Board of Supervisors and the Mayor's Office.

For more information, contact the HRC.

Call us at (415) 252-2500; email hrc.info@sfgov.org; or visit www.sf-hrc.org. Thanks for reaching out!

Partnership with U.C. Hastings’ Medication Clinic

In addition to HRC staff mediations, HRC continued its partnership with the University of California, Hastings College of the Law’s Mediation Clinic to facilitate student-led mediations. HRC staff begin each semester building out the syllabus with Professor Carol Izumi, the director of the Clinic, and her two co-directors, Professors Betsy Candler (fall semester) Gail Silverstein (spring semester).

In cooperation with DFEH, HRC staff gave two lectures per semester during the class time of the Mediation Clinic and observed a two-hour student mediation role play based on an earlier HRC investigation.

After the HRC lectures and role play, two-person student mediation teams then prepare to lead an actual HRC mediation. HRC staff consult with the students and Clinic professors extensively to assist them in preparation for the mediation. The HRC investigator briefs the students on the relevant details of the case beforehand, and a separate HRC staff person observes the mediation, intervening only when necessary, and debriefs the students on their successes and challenges during the mediation.

Equal Pay Ordinance Pilot Program

HRC continued to implement the Equal Pay Ordinance (EPO), a San Francisco law that helps protect women from wage discrimination and close the pernicious "gender wage gap," the difference in pay between men and women for substantially similar work.

The EPO is the first law in the nation to require City contractors and subcontractors with 50 or more employees to submit wage data for their employees according to race, gender, and gender and race combined. Best practices for this type of data collection, taking into account employers' wide variety of data collection and reporting methods, do not currently exist.

To this end, HRC partnered with the San Francisco Controller's Office to create a Pilot Program with the goal of calibrating our data collection methods to receive the most informative and clear picture of the gender wage gap at the least expense and burden to employers.

The EPO Pilot Program was launched in December 2016 and will cycle contractors through the program on a rolling basis until June 2017. Contractors participate in the Pilot Program in two brief stages.

In the first stage, contractors upload unidentifiable employee data to a secure online database. The data requested for each employee are wages, gender, race, ethnicity, years at the company, and job title.

In the second stage, the Controller's Office conducts informational interviews with the contractor or small group discussions with other contractor peers to assist us in understanding the nuances of collecting employee data and how to create the least burdensome reporting system for contractors.

LOOKING FORWARD: 2017

HRC is proud of its 2016 accomplishments and we look forward to working with Mayor Lee on recognizing the humanity and value of all San Franciscans. In 2017, the HRC will continue to address systematic bias in the city through the Black to the Future,Engineering for Equity and the My Brother and Sister's Keeper initiatives. The HRC will partner with the SF Police Department to host community relations forums. In addition, the HRC will lead the city wide Racial Equity cohort of the Government Alliance on Racial Equity. We will expand youth programming and increase funding for underserved LGBT communities. HRC will conduct "Know Your Rights" Trainings on Sanctuary City policies. HRC will work with the Mayors Office on a citywide Help Against Hate Campaign ensure all community are protected from hate based violence and harassment.

In June, the HRC will kick off its tribute to the 50th Anniversary of the Summer of Love. Through youth programming, courageous dialogues and community engagement, HRC will, in the words of MLK, harness love and power:

"Power without love is reckless and abusive, and love without power is sentimental and anemic. Power at its best is love implementing the demands of justice, and justice at its best is power correcting everything that stands against love."

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