

# San Francisco Human Rights Commission

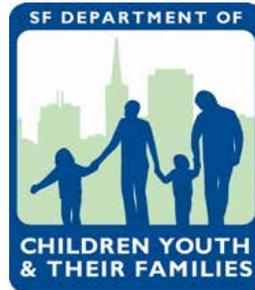


# 2017 Annual Report



# Thanks

to our 2017 Community Partners



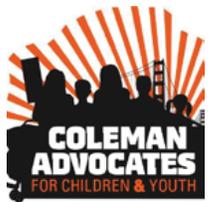
HELLMAN FOUNDATION



LOCAL AND REGIONAL GOVERNMENT ALLIANCE ON RACE & EQUITY



The Education Trust-West



UNIVERSITY OF SAN FRANCISCO

CHANGE THE WORLD FROM HERE



1300 ON FILMORE

BLACKROCK

THE SF LGBT CENTER

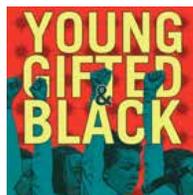
TRUMARKURBAN



San Francisco Public Library



TAJA'S COALITION



LYRIC CENTER FOR LGBTQQ YOUTH



hackthehood

San Francisco Department of Public Health



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# 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. For more info, visit [sf-hrc.org](http://sf-hrc.org).

# Director's Welcome

While 2017 sometimes felt like a daily dose of trauma for opportunity communities in San Francisco and nationally, there were moments to celebrate, and moments of empowerment and resistance.

Now more than ever, the San Francisco Human Rights Commission must work to advance equity for the benefit of all.

As we maintain hope in 2017 and beyond, let us take greater aim toward the goals highlighted in these pages and our year's work. We remain inspired and dedicated to the mission of equity and nondiscrimination, bridge building, and maximizing community input to move San Francisco forward. We hope you too will find inspiration in our work.



In Community,

Sheryl Evans Davis  
Executive Director

# Our Commissioners



Susan Belinda Christian  
Chair



Melanie  
Ampon



Eva  
Chan



Theodore  
Ellington



Hala  
Hijazi



Andrea  
Nill Sanchez



Mark  
Kelleher



Michael  
Pappas



Abby  
Porth



Michael  
Sweet

# Letter from the Chair

In 2017, the Human Rights Commission was proud to continue to advance equity in the City and County of San Francisco. We deepened the work of our ongoing initiatives including Transgender Violence Prevention, My Brother and Sister's Keeper, Help Against Hate, and Engineering for Equity. In addition, we launched new programs to meet the evolving needs of our city. I am grateful to Director Sheryl Davis welcoming more people to the HRC office through the Community Conversations series. We were honored to partner with San Francisco State to host our Summer Equity Summit, which showcased the work of our youth participating in the Community Safety Initiative.

This year we also said good bye to our Mayor, Edwin Lee. We will carry on his vision: to create a diverse, equitable, and inclusive city, and uphold a local government that understands and is committed to achieving equity for all underrepresented groups.

Thank you Director Davis for overseeing such important work. Thank you to my colleagues on the commission for their commitment to making this city an equitable place for all. Thank you to the HRC staff who work every day to uphold the values of equity, inclusion, and tolerance. Onward!

In Community,



**Susan Belinda Christian**  
Chair



FROM

# Revolution





# EDUCATION EQUITY SUMMIT

February 6 and 7, 2017

HRC kicked off 2017 with two days of workshops, panels, and performance. "From Resolution to Revolution: An Education Equity Summit" was held on February 6 and 7 at Google's San Francisco headquarters and featured thought leaders in education, community, local government, and tech.

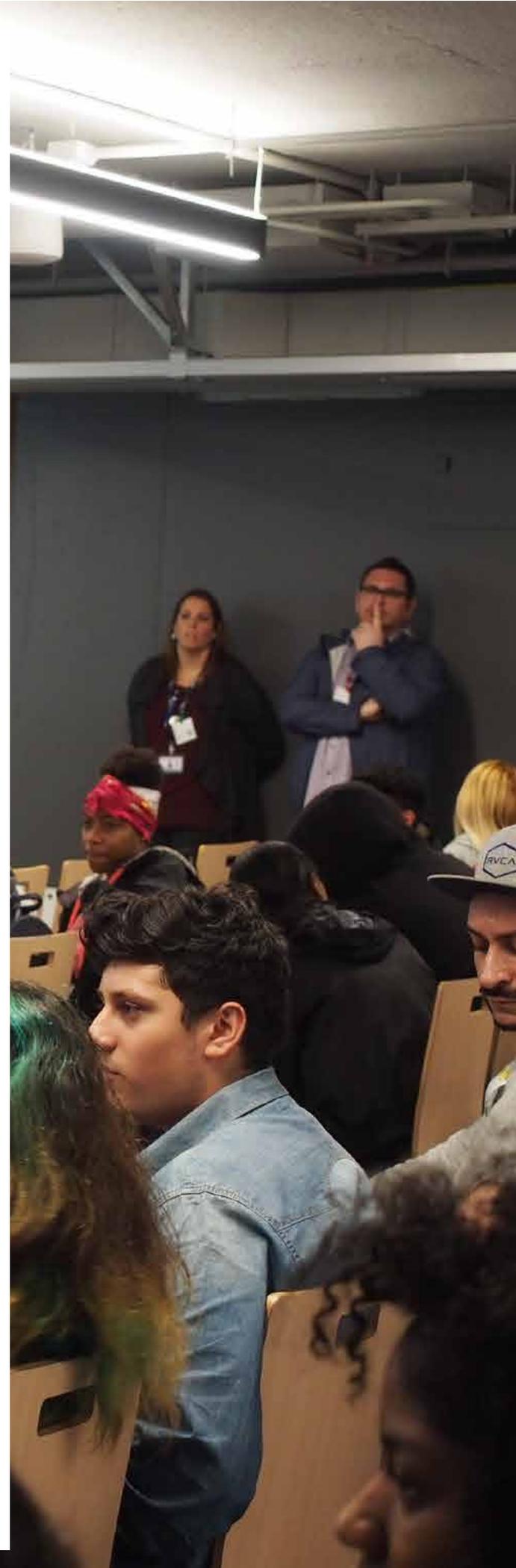
TO

# REVOLUTION

Legislation is often limited to a brief sketch of how the system should work to create equity and opportunity for all; implementation does not always follow. HRC's Summit highlighted the push to "make it happen," showcasing people, ideas, and communities at the vanguard of the movement for equity in San Francisco and across the country.

On day one, participants chose from seven breakouts including a poetry workshop with the acclaimed author and performer Daniel Beaty, who also opened the Summit. Lateefah Simon, President of the Akonadi Foundation and Director for District 7 on the BART Board of Directors, sat with the Panel on Transportation and Public Transit Equity. Poet Chinaka Hodge led students through a series of prompts to inspire a creative approach to writing their elected officials. HRC hosted a star panel on Equity in Education, followed by a Youth Panel on Equity in Education featuring Project WHAT!

Six more workshops were held on day two of the Summit, including a writers' workshop with D. Watkins, the acclaimed author and Editor at Large for Salon, a panel on PolicyLink's exciting Alliance for Boys and Men of Color, and a panel on Lessening the Stigma of A Record: New Developments in Ban the Box. Other panels featured George Gascón, San Francisco District Attorney; Jeff Kositsky, Director, San Francisco Department of Homelessness and Supportive Housing; Jodi L. Schwartz, Executive Director, LYRIC; Zakiya Harris, Chief Education Officer, Hack the Hood; and Janetta Johnson, Executive Director, TGI Justice Project. Performances from Young, Gifted and Black and Loco Bloco finished the Summit on a high note.





# Community Safety Initiative 2017

The Community Safety Initiative (CSI) Program is a safe space for youth to learn, live, and dream without the fear of ridicule, judgment, or low expectations. Rising 9th graders and above join an eight-week summer cohort with a career focus that meets their interests and get paid for leadership opportunities and experiences that can lead to future success. Youth develop skills, build relationships and learn about careers in law enforcement, technology, hospitality, and other industries struggling to address issues of diversity and inclusion.

# School Partners

In the summer of 2017, HRC worked with 125 youth in the CSI program. Those youth attend the following schools:

**Asawa School of the Arts**  
**Balboa H.S.**  
**Burton H.S. (6)**  
**City College of San Francisco**  
**Downtown H.S.**  
**Galileo H.S. (3)**  
**Gateway Charter H.S.**  
**Ida B. Wells (2)**  
**Immaculate Conception Academy**  
**KIPP SF College Prep**

**Lincoln H.S. (2)**  
**Mercy H.S.**  
**Mission H.S.**  
**O'Connell H.S.**  
**San Francisco State University**  
**School of the Arts Academy**  
**Summit Shasta H.S.**  
**Wallenberg H.S.**  
**Washington H.S. (3)**  
**Youth Chance Charter**

*Note: for Transitional Age Youth (TAY), there is no school enrollment.*

Other schools that CSI students attend or attended:

**Archbishop Riordan H.S.**  
**Balboa H.S.**  
**Bay Area Technology School**  
**El Cerrito H.S.**  
**June Jordan H.S.**  
**Leadership Charter H.S.**

**Lowell H.S.**  
**Mission H.S.**  
**San Leandro H.S.**  
**St. Ignatius H.S.**  
**Stockton H.S.**

Schools and organizations HRC partners with for CSI trainings:

**AP Giannini M.S.**  
**Mission Dolores Academy**  
**Wallenberg H.S.**  
**Rooftop Alternative School**  
**Bernal Gateway**  
**Project WHAT!**  
**San Francisco Unified School District Counseling Department**



## Empowering Youth

Three cohorts of youth worked at San Francisco Police Department headquarters for eight weeks of summer 2017. During that time, 30 interns and their six staff leads worked with the Community Engagement Division to consider how to improve community and police relations. Each cohort developed a project to highlight resources and share recommendations on improving interactions between youth of color and police.

Youth also partnered with SFPD to create resources and develop practices that include a know your rights video and tee shirt for young people, an activity guide, and websites and social media that highlight strategies for engagement.

Links to the projects for the cohorts working with SFPD:

### **SFPD Cohort 1**

<https://twitter.com/xclusiveyouth>

<https://www.instagram.com/exclusive.youth>

### **SFPD Cohort 2**

<http://sfpdcohort2.wixsite.com/home>

### **SFPD Cohort 3**

<https://m.youtube.com/watch?v=Ob2VkJHTdk>

To help create positive relations between youth and police, the cohorts went on weekly visits to a variety of SFPD units. Cohorts connected with police, spoke with them about their work, and participated in community building exercises. Youth participants felt strongly the police should do more of these types of activities in the future, to engage with additional young people— beyond those they know and are connected with from their shared work— in a more complete and positive light.



## SFPD Visits

**June 21, 2017**

Tactical Unit

24 youth

7 officers

**June 28, 2017**

SFO (Airport Unit)

26 youth

3 officers

**July 5, 2017**

Marine Unit

19 youth

7 officers

**July 12, 2017**

Marin Headlands Hike

23 youth

8 officers

# Holistic Approaches

Expanding on the work HRC launched with NOBLE (National Organization of Black Law Enforcement Executives), in 2017 HRC continued to engage SFPD on a variety of holistic approaches.

SFPD met with HRC and the San Francisco Alliance for My Brother & Sister's Keeper (MBSK) to learn more about the life-course framework and consider it in their work. HRC presented at an all-hands meeting with 50 senior level officers, inviting them to participate in our equity workshops and consider hosting workshops at their local stations.

HRC is also working with the University of San Francisco and Stanford University's SPARQ Lab to survey officers' knowledge of intervention techniques as well as attitudes towards youth.

In addition, HRC continued its work with seven schools and community based organizations to train youth leaders. Some of these workshops were siloed to allow space for honest conversations about race and bias, as well as time for personal reflection. Officers were invited to engage in additional workshops. Youth have had important one-on-one conversations with police throughout the process.

To date, more than 50 officers and 100 youth have participated in education workshops and activities. Themes and approaches include Racial Equity Results Based Accountability, Healing and Hope in the Urban Community, and Power and Privilege.

Youth also presented their recommendations to Anand Subramanian, Chair of the San Francisco District Attorney's Blue Ribbon Panel on Transparency, Accountability and Fairness in Law Enforcement and Senior Director at PolicyLink. Chair Subramanian encouraged the youth to push and make sure their work with SFPD was mutually beneficial and encouraged the police to rethink how they see and engage youth.



## **Dr. David Stovall and Candice Wicks-Davis**

On June 30, 2017, HRC partnered with the Museum of the African Diaspora to host a discussion with Dr. David Omotoso Stovall. Dr. Stovall is professor of Educational Policy Studies and African American Studies at the University of Illinois at Chicago.



Candice Wicks-Davis, of Antique Edutainment, opened with a moving solo performance. Dr. Stovall followed with a conversation and history lesson on race, equity, and social justice in education. After the discussion, Dr. Stovall signed copies of his new book, *Born Out of Struggle: Critical Race Theory, School Creation, and the Politics of Interruption*.

## **College and Career Fair**

Also on June 30, HRC hosted its annual CSI College and Career Fair at LinkedIn's San Francisco campus. The Fair is designed for high school and transitional age youth to explore numerous career and college opportunities. Moreover, the Fair focuses on helping participants learn what an employer values in its employees and what colleges are looking for in potential students. The event provided job seekers and college applicants a chance to ask questions, share their interests, and network with employers and college recruiters. Dozens of employers tabled to meet with participants. In addition, a photographer was on site to produce headshots.



Through making connections with potential employers, college recruiters, mentors, and peers, HRC assists youth in building strong networks that ultimately help them reach success with a host of people from different sectors.

To help promote the event, on June 29 and 30, 2017, HRC hosted a two-day dance workshop with Ashley Everett, Beyoncé's Dance Captain. Ms. Everett also participated in a panel to start the Fair with Candice Antique, Je'Meshia Wade from the Department of Children, Youth & Their Families, and Orlando White, a Workplace Community Specialist from LinkedIn. The event kickoff also included a drumming circle led by Instituto Familiar de la Raza.





## Summer Learning Day

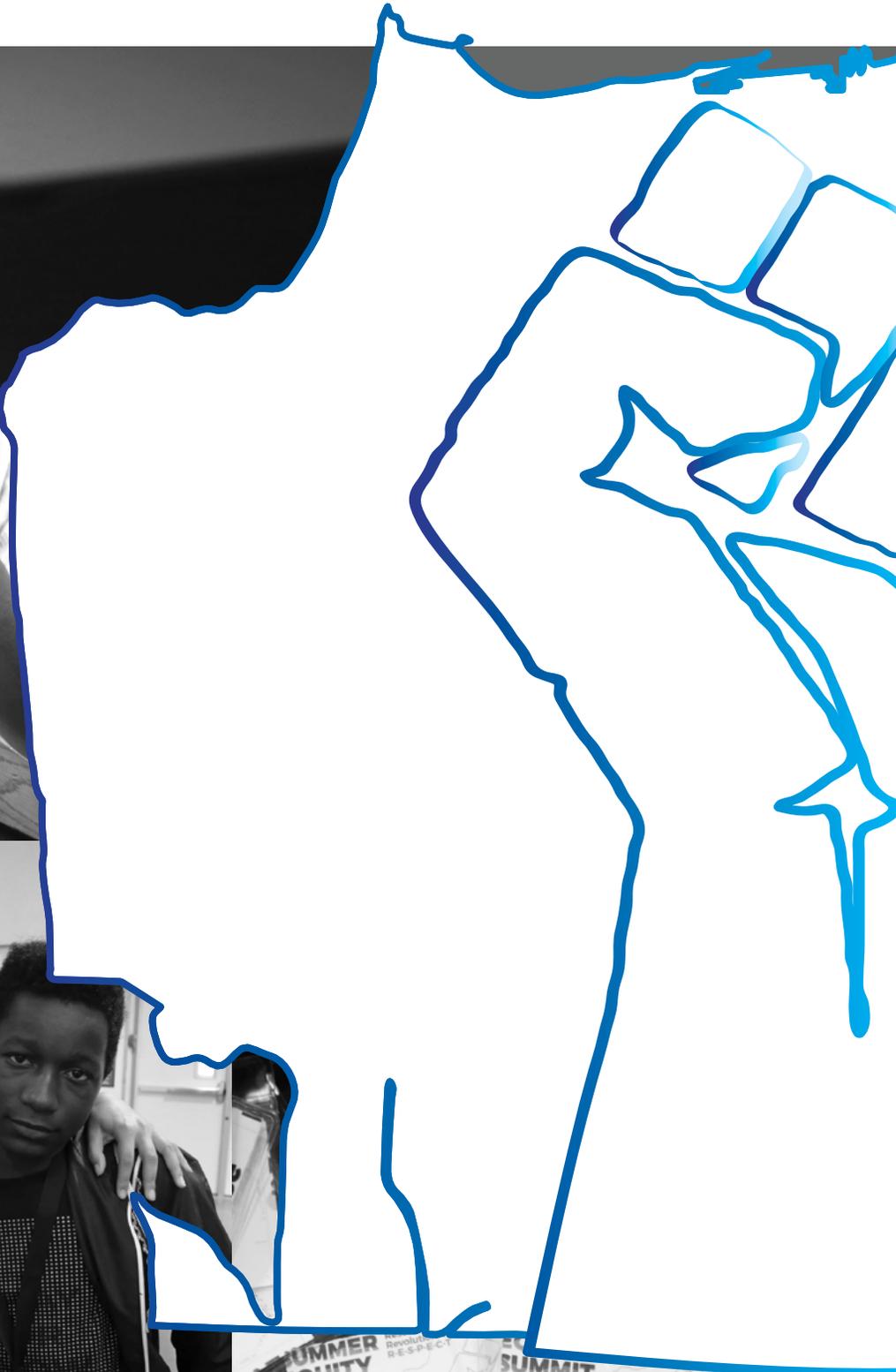
National Summer Learning Day highlights the importance of keeping kids learning, safe and healthy every summer, ensuring they return to school in the fall ready to succeed. Mo' MAGIC has hosted San Francisco's Summer Learning Day event since 2010. On July 13, 2017, HRC partnered with Mo' MAGIC, Collective Impact, Young Community Developers, Black to the Future, and Third Baptist Church to address the inequities many youth face during the summer months and the impact that the lack of access to food, safe spaces, and quality learning programs has on their success.

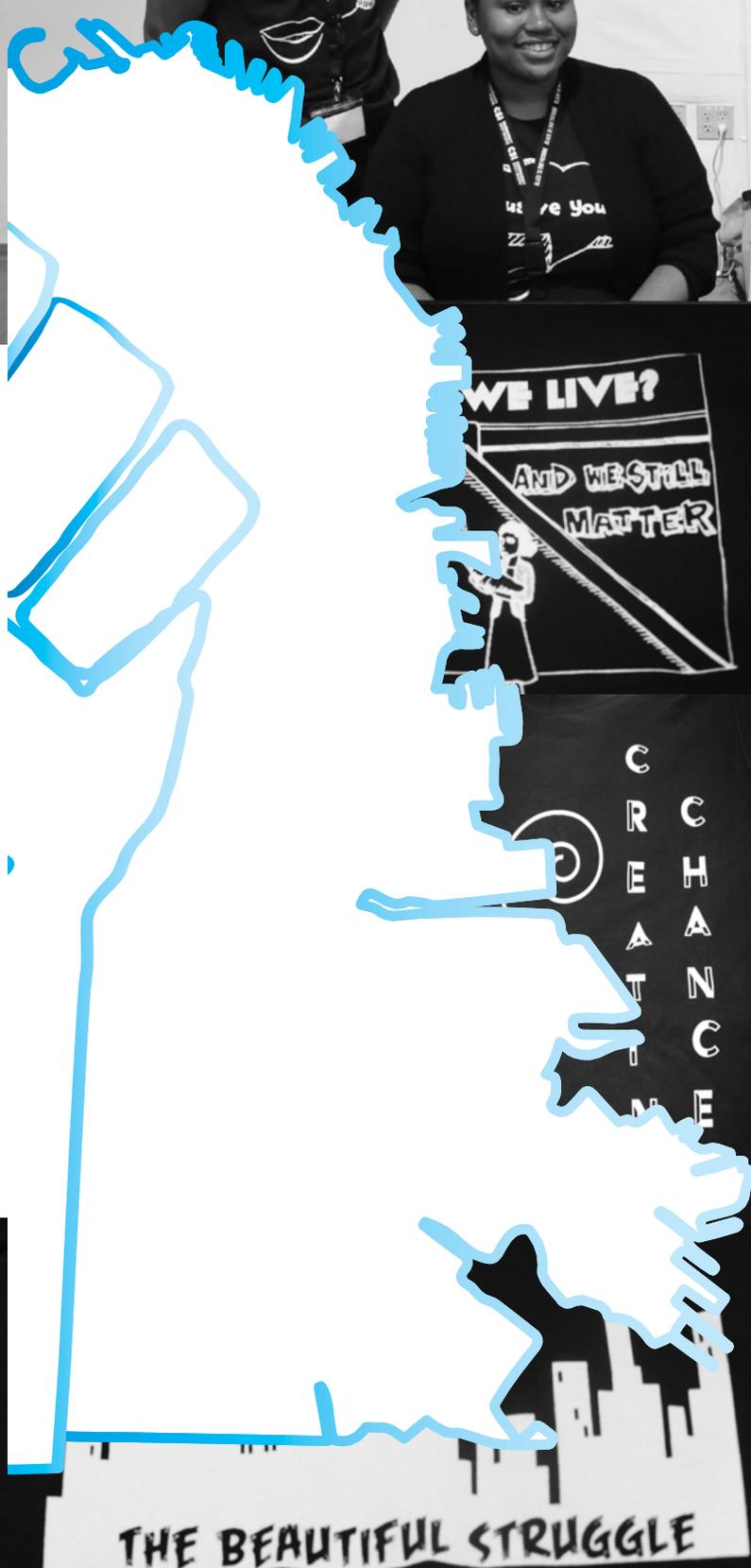
Summer Learning Day featured workshops on these compelling issues throughout the day, including multiple workshops with Kwame Alexaner, a poet, educator, and bestselling author, as well as a performance by Bi Bi, an actress, model, rapper, and dancer.

Later in the day, participants joined Dee1 for an enlightening performance and conversation on equity in education. Dee-1 is a former middle-school teacher from New Orleans who saw hip hop's ability to inspire and entertain its listeners, so he quit teaching and found success as a rapper.

# SUMMER EQUITY SUMMIT

Resolution, Revolution, & R-E-S-P-E-C-T



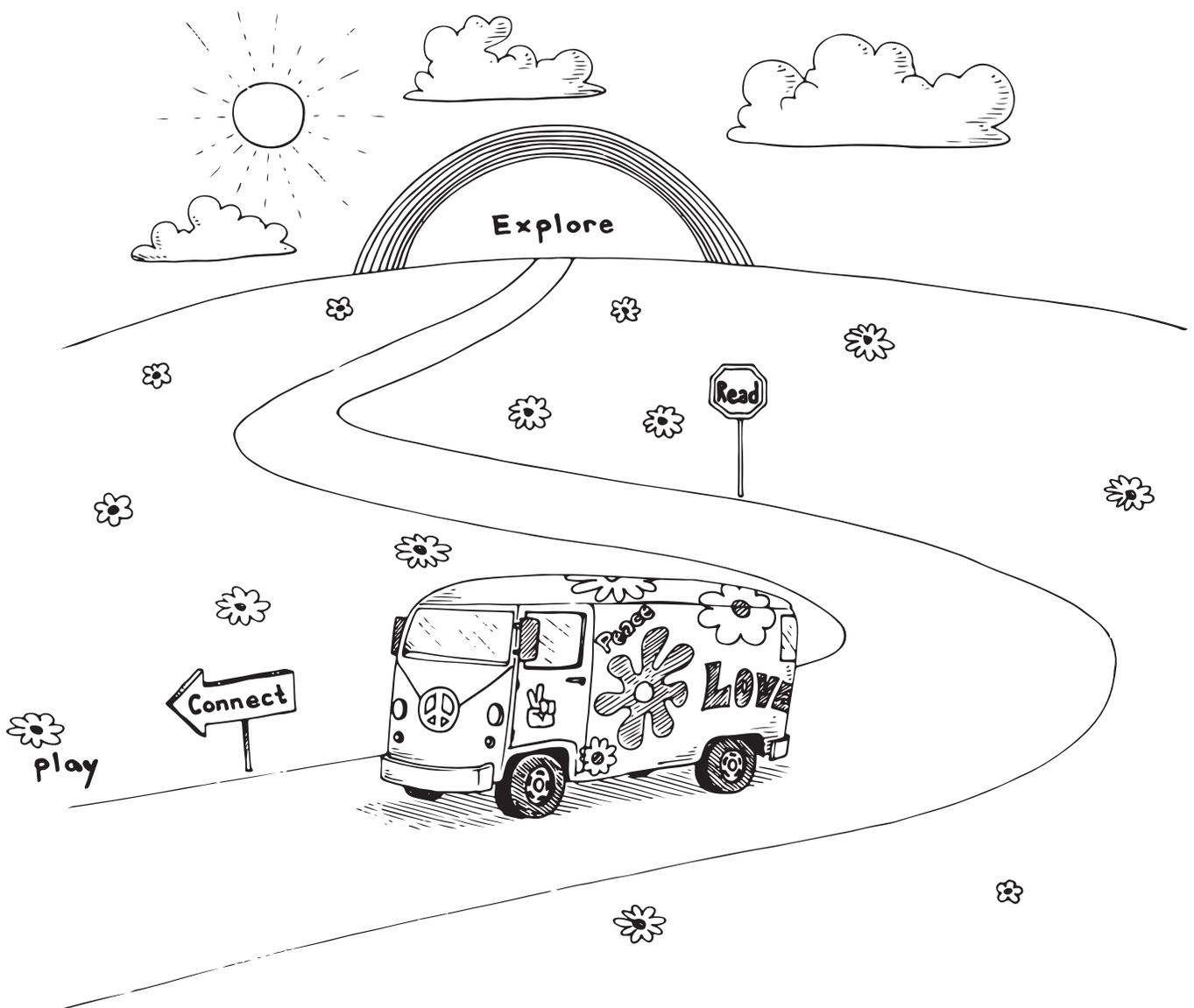




HRC hosted its Summer Equity Summit at San Francisco State University on July 27, 2017. This all-day event featured seven workshops from luminaries such as D. Watkins; Bree Picower, Associate Professor at Montclair State University and creator of the Six Elements of Social Justice curriculum; Jahi of PE2.0; and Project Rebound. Equity panels featured Maria Su, Executive Director, San Francisco Department of Children, Youth & Their Families; Fred Blackwell, Executive Director, San Francisco Foundation; Susana Cáceres, Executive Director, El/La Para TransLatinas; Jeff Kositsky; and Neva Walker, Executive Director, Coleman Advocates for Children and Youth. Alicia Garza, Special Projects Director for the National Domestic Workers Alliance and Black Lives Matter co-founder, gave a powerful keynote. Throughout the day, CSI youth gave their final presentations to the large crowd.



# Everybody Reads! Summer of Love



The Everybody Reads! program was created to better address the impact of summer learning loss on the achievement gap, providing books and literacy support to youth and their families during the summer months. Participants received copies of books, strategies for engaging youth, incentives for reading, and opportunities to connect with other families around the city.

In 2017, HRC worked with service providers in San Francisco and West Contra Costa County. With support from the Hellman Foundation, HRC served over 1,500 children, 60 families, and 85 community-based organizations through a variety of family engagement activities. The program engaged primarily Latino and African American youth, and the majority of families served through family engagement activities are Spanish bilingual. While most participants were returning families, a significant number of new families joined the cohort this past summer. Many participating families come from Hillcrest Elementary School in the Excelsior. Other participants are from the Magic Zone summer program. Of the 85 organizations that participated in these trainings and workshops, 90% of them are based in high-need communities, serving youth from low-income and minority households. Many of these youth are dealing with issues of bias, discrimination, and marginalization.

Educators from communities and schools want to support youth and help them find their pathway to success. As part of Everybody Reads!, HRC drives these efforts, leading “train the trainer” workshops for educators on the program. Staff also supported the Heart to Heart Summer Reading Program, an annual effort wherein K-8 students from three Western Addition summer camps attend a five-week literacy development program based at Schools of the Sacred Heart. In 2017, this program served 175 youth.

## **Reading Guides**

HRC distributes two guides in English and Spanish, one for families and one for service providers, along with copies of the books included in each summer series. Professor Helen Maniates from the University of San Francisco School of Education helped develop this year’s reading guides, along with the San Francisco Public Library. The family guide shares a booklist, and activities to do before, in the process and after reading a book. In 2017, HRC distributed over 1,600 books. Many families were grateful to receive books in Spanish and for the opportunity to work with our Spanish bilingual staff. Service providers often showed palpable excitement when they realized the books are theirs to take, or when they gain a new strategy from HRC trainings. Nearly every participant was eager to gain new tools, resources, and support.

## **The Everybody Reads! Framework**

Traditional testing, lessons, and structures are sending youth out of the classroom,

missing instructional time and defining their self-worth in response to their environment. Through use of diverse lessons, books, songs, and poetry, HRC offers young people the freedom to believe they are smart, valuable, and can succeed. HRC incorporates the focus areas of *read*, *connect*, *explore*, and *play* into a framework for these project-based learning essentials.

- *Read*: summer learning loss can account for up to 50% of the academic achievement gap. Each summer, students can lose three months of reading growth. Over the five summers between kindergarten and fifth grade, that can put them almost two years behind their grade level.
- *Connect*: empower youth with tools to advance equity and social justice.
- *Explore*: an opportunity to experience the joy of discovery and mastery.
- *Play*: time for creativity, and to develop social, emotional, cognitive and physical well-being.

Stories can contribute to building children's resilience. The authors of the books in the Everybody Reads! program speak to us about developing a positive identity, becoming aware of others and aware of injustices, and taking action against injustice. They show children taking action and making history. Lessons are designed to create interest and provide context for each book. Suggested activities expand upon the story to empower students and share what they have learned.

## **Impact**

Through the Everybody Reads! program, 85% of pilot program families report spending more time reading together. In 2017, families turned in 303 reading logs, each representing 1,200 minutes of reading, a total of 6,060 reading hours.

HRC will continue to improve implementation and scope of the Everybody Reads! program through Summer 2018 and beyond. Staff has already submitted a research proposal to the San Francisco Unified School District to gain a better understanding of the needs and impact of programming on participants. HRC is also working with SFUSD to offer professional development opportunities for teachers, holding additional trainings to share strategies on engaging youth who are sometimes challenging, but undeniably full of promise. HRC will expand its service delivery and rebuild connections with families who have continued their participation in the program. HRC will also partner with several community based organizations and city agencies to increase support for the wraparound services needed to support the youth and their families participating in the program.

# The Help Against Hate Campaign

In response to the 2016 presidential election and the concomitant rise in hate violence and threats of hate violence that came with it, HRC partnered with the San Francisco District Attorney's Office and the Mayor's Office to launch the Help Against Hate Campaign.

The Campaign first produced know your rights resource cards with information on City resources to report hate violence or threats. These were printed in four languages and widely disseminated at HRC events throughout the year. HRC also participated in tailored trainings and outreach events discussing the HRC's hate crimes jurisdiction as well as other resources available to survivors.

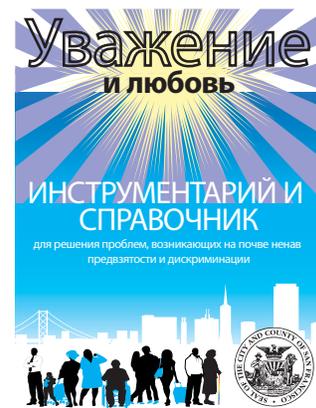
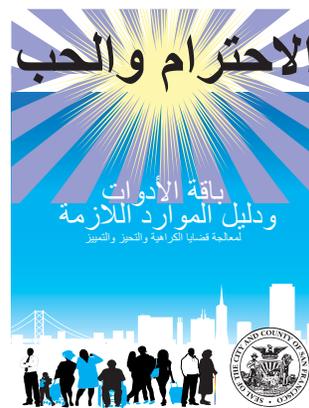
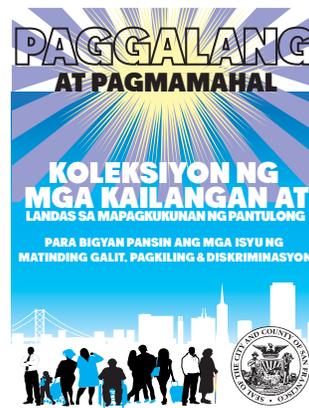
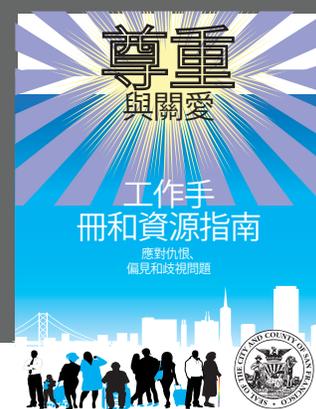
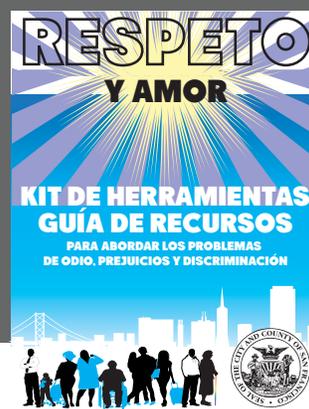
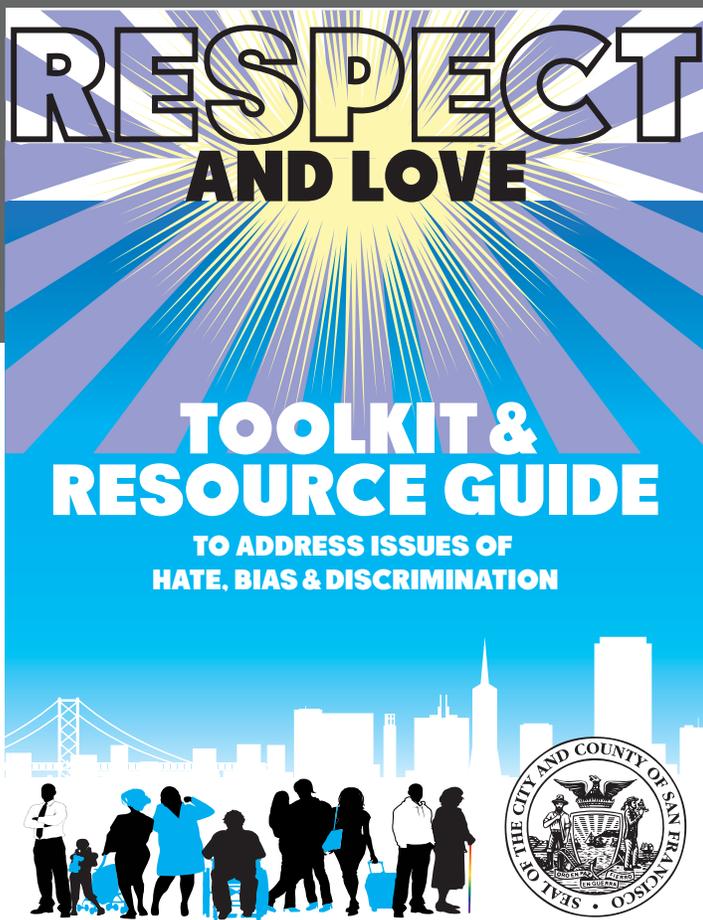


**HELP AGAINST  
HATE**

**AYUDA CONTRA  
EL ODIO**

**反對仇恨**

**المساعدة  
لمواجهة  
الكرهية**



## Respect and Love: Toolkit & Resource Guide

As part of the Help Against Hate Campaign, HRC also designed a “Respect and Love Toolkit & Resource Guide” with more information on hate crimes, hate violence, and discrimination, as well as a particular focus on issues of concern to undocumented immigrants and mixed status immigrant families. The Toolkit was released in seven languages and widely disseminated at HRC events throughout the year. HRC also conducted tailored trainings and outreach to educate affected community members and ensure a wider reach for the Toolkit.



## Help Against Hate Stations

In response to the White Supremacist rally planned in San Francisco for August 26, 2017, HRC partnered with five organizations to host alternative events to provide love, support and inclusion in the face of hate. These “Help Against Hate Stations” were hosted at the Bayview YMCA, Coleman Advocates for Children and Youth, Curran House, Museum of the African Diaspora, and SOMArts. Help Against Hate Station locations and participant numbers:

**Bayview YMCA**, 1601 Lane St. (Bayview-Hunters Point): 16 sign-ins

**Coleman Advocates for Children and Youth**, 459 Vienna St. (Excelsior): 14 sign-ins

**Curran House**, 145 Taylor St. (Tenderloin): 41 sign-ins

**Museum of the African Diaspora**, 685 Mission St. (Financial District): 20 sign-ins

**SOMArts**, 934 Brannan St. (South of Market): 16 sign-ins

107 people signed into Help Against Hate Stations in total, and more were reached who did not sign in. At each station, participants were asked to write or draw messages of love and support on a scroll of paper. They received HRC’s “Respect & Love Toolkits” as well as “Help Against Hate” resource cards in multiple languages and additional information on the HRC’s initiatives and investigative processes. Participants also received children’s books with messages of empowerment and love by or about people of color.

The Stations dovetailed with existing programming or additional programming to

enhance HRC's message and participant experiences. For example, Stations at the Museum of the African Diaspora and SOMArts were chosen to coincide with empowering art exhibitions such as "The Black Woman is God: Divine Revolution." At the Museum of African Diaspora, a robust and diverse turnout of children, tourists, and community members participated in the creation of multiple pieces of artwork centered around love and peace.

At Curran House, a group discussion on White Supremacy was held to coincide with the Help Against Hate Station, facilitated by HRC staff, local activist Sharen Hewitt, and Professor James Taylor of the University of San Francisco. Participants at Curran House found the discussion "open," "honest" and "very helpful;" one participant said that the messages HRC collected "should be part of a permanent exhibit."

Coleman Advocates for Children and Youth was also a Station partner. Parents, youth, guardians, and volunteers all created bilingual messages of love, unity and peace. Multiple generations of families drew, wrote, and created with each other. Some guardians did not know how to read, but that did not stop them from proudly drawing and creating messages of love with their children. Coleman Staff also took time to create their own messages. While some messages took a political stance against Trump's messages of hate, other images included messages with hearts and pride in diversity. As attendees left the Station they expressed their gratitude for the time and space to build with others and address hate in this way.



**#UNITE**  
**#UNITE**  
**AGAINST**  
**HATE**

**#UNITE**  
**AGAINST**  
**HATE**

**#UNITE**  
**#UNITE**  
**AGAINST**  
**HATE**

# Rallies

HRC also partnered with the Mayor's office to promote two rallies in response to the White Supremacist rally planned for August 26, 2017.

## **Unite Against Hate Rally, August 25, 2017**

On Friday, August 25, 2017, a free "Unite Against Hate" rally was held at Civic Center Plaza. Community leaders, faith-based representatives, local labor members, and city officials energized hundreds of attendees, celebrating our San Francisco values of compassion, love, and inclusiveness. The rally rejected the racist rhetoric and violence from previous White Supremacist demonstrations, including in Charlottesville, Virginia on August 12, 2017 that left an anti-hate protester dead and dozens injured. Congresswoman Jackie Speier, Senator Scott Weiner, Board of Supervisors President London Breed, and Mayor Lee also spoke.

HRC managed invitations and social media for the event and produced a variety of "Unite Against Hate" posters and tee shirts for participants. HRC's work was featured on CNN and the HRC's rally posters can still be seen in many business windows in the City, attesting to the slogan's popularity.

## **Peace, Love, and Understanding Rally, August 26, 2017**

On August 26, 2017, a second rally was held, "Peace, Love, and Understanding: A Gathering Against Hate." The free event also took place in Civic Center Plaza after a march from the Castro District involving thousands of people. Director Davis was one of the three keynote speakers for the rally, which also featured other local leaders as well as musical performances.



# LGBT Initiatives

HRC deepened its commitment to San Francisco's LGBT community through vastly expanded funding and services in 2017. The ongoing need and urgency of this work is highlighted in numbers:

**\$4,000,000**

Amount of grant funding HRC has provided to transgender leadership, violence prevention, and capacity building since 2013

**2,609**

Black and Latina transgender women murdered internationally since 2008

**300**

People marched in the 2017 Trans March towards reclaiming Pride.

**327**

Transgender women of color murdered internationally in 2017 alone

**260**

Attendees at the 2017 Transgender Day of Visibility

**102**

Transgender women killed in the United States since 2012

**200**

Transgender women who have collectively received support services from HRC-funded programs

**11**

Neighborhoods where HRC grant recipients have conducted programming

**5**

HRC trainings in 2017 with the San Francisco Police Department and Sheriff's Department on transgender cultural competency

## 2017 HRC Grant Partnerships



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

The HRC strengthened its partnership with TGIJP (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. Based in the Tenderloin district, TGIJP is a grassroots advocacy organization that encourages the leadership of formerly and currently incarcerated transgender people in social justice and direct service delivery. Through a peer based framework, the organization is able to provide advocacy from lived experiences and rapport with individuals who are currently incarcerated locally, throughout the state, and nationally.



### **Transgender Coalition Building and Organizational Support Services**

The HRC developed a partnership with TAJA's Coalition (Transgender Advocates for Justice & Accountability) to provide coalition building and organizational support services to transgender communities across San Francisco. The partnership, now in its third year, supports the creation of a citywide transgender coordinating council, anti-violence public awareness campaigns, and leadership development for trans-serving stakeholders. The Coalition features active participation of 16 Bay area organizations seeks to prioritize and center their efforts in the eradication of violence against transgender people. The group launched a city-wide campaign on Bart/Muni and billboards that highlighted the realities of Black transgender women who are most vulnerable to violence.



## **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, education/advocacy, and legal support for monolingual transgender immigrants. Based in the Mission District, El/La Para TransLatinas is a peer based organization that is centered in honoring the cultures of transgender Latinas, while providing supportive services that encourage a familial style of advocacy, peer navigation services, and social network empowerment.



## **Violence Prevention Services for LGBTQI Survivors of Violence**

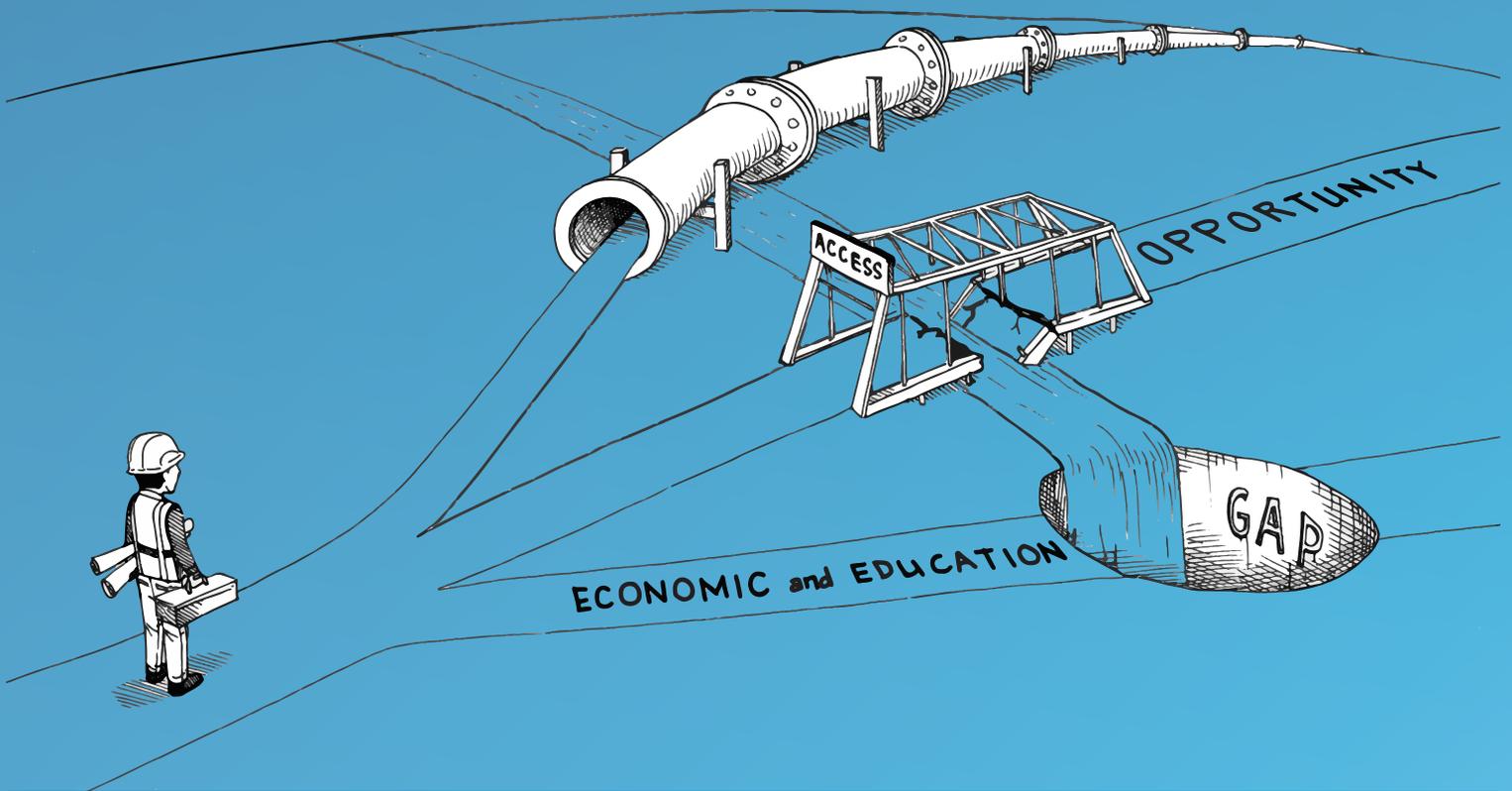
In light of ongoing violence against the City's LGBTQI community, the HRC formed a partnership with the Lavender Youth Recreation and Information Center (LYRIC) to provide trauma counseling, peer support groups, and leadership development services for LGBTQI survivors of violence. The partnership involves collaboration with a number of health and social service providers to engage survivors of violence around culturally competent services.



ASIAN & PACIFIC ISLANDER  
WELLNESS CENTER

## **Transgender Safety and Wellness Services**

San Francisco's diverse transgender and gender nonconforming communities continue to experience high rates of violence, harassment, suicide, and discrimination; as well as a wide range of barriers in accessing employment, housing, and healthcare. The HRC is kicking off a partnership with the Asian & Pacific Islander Wellness Center to address these issues through safety and wellness services for San Francisco's transgender community. The project will feature a mentorship and emerging leadership academy, and centralized coordination of city-wide transgender empowerment events, such as the annual Trans March, Transgender Day of Visibility, and Transgender Day of Visibility. These city-wide events are essential towards empowerment of marginalized populations, and their efforts highlight visibility of transgender issues at a broader level.



# Engineering for Equity

HRC's "Engineering for Equity" Program was created to ensure City services and resources are leveraged to achieve equitable outcomes for all. The program has two objectives: 1) advise City departments on how to eliminate disparities in public services and 2) ensure community involvement in the full range of government decisions.

# The Engineering for Equity Blueprint

Engineering for Equity consists of customized consultations with city department leaders around their service area. There are five components in the Engineering for Equity program: 1) Assess Conditions, 2) Build Bridges, 3) Create Ladders, 4) Cultivate Collaboration and 5) Consider Impact. This framework provides questions and key points to consider when making public policy decisions, strengthening public programs, or expending city resources in service to San Francisco's communities.

## Why Engineering for Equity?

Engineers design, construct, and maintain structures, materials, and systems while considering the limitations imposed by practicality, regulation, safety and cost. The Engineering for Equity framework invites city departments to create and uphold transformational systems and approach actual and perceived limitations with innovation. HRC believes that city government has the tools to create resilient communities and lay foundations that uplift all.

## HRC is Here to Help

HRC partners with city departments, community based organizations, and other stakeholders to design, construct, and uphold structures founded to create equitable outcomes for all. To that end, HRC has collaboratively worked through this guide with San Francisco departments, equipping them with specific tools and strategies, including decision making structures and results based accountability measures, that best value community expertise and partnership.

## Why Do We Need Community Investment?

Community Investment is vital to creating equitable public policies— that is, services and programs that are relevant and impactful. City departments must work in partnership with community to achieve meaningful results as well as ensure community expertise and ownership in any plan. HRC works with City departments to leverage resources and services to create community partnerships that yield mutual value.



## Government Alliance on Race and Equity

Through its Engineering for Equity initiative, in 2017, San Francisco became a member of the Government Alliance on Race and Equity (GARE), a national network of government working to achieve racial equity and advance opportunities for all. GARE is a membership network of leadership from jurisdictions in 30 states and more than 100 cities that provides tools and resources to put theory into action.

In 2017, HRC provided training, support, and consultations to 15 City departments on how to implement a racial equity framework. Moreover, HRC assisted departments in setting up the infrastructure to support ongoing racial equity analysis of programs and policies as well as peer to peer learning.

In 2018, the HRC will oversee two cohorts of more than 50 City employees representing 20 City departments in the GARE program.

### Citywide Terms

Engineering for Equity requires a shared language.

**Equity:** Full and equal access to opportunities, power and resources so that all people may thrive and prosper, regardless of demographics.

**Community:** Stakeholders across San Francisco's diverse neighborhoods who are either benefited or burdened by public policies.

**HELP AGAINST  
HATE**

# COMMUNITY CONVERSATIONS



In response to the White Supremacist rally planned for August 26, 2017, HRC developed an ongoing series of conversations about race, hate speech, and discrimination. These “Community Conversations” are meant to inspire courageous dialogue on issues of equity and direct action in a healing space, with an opportunity for participants to express love and provide help against hate.

Community Conversations were held weekly for the remainder of the year and continue in 2018.

# Community Conversations 2017 Calendar

8/23/17

**Civil Rights Movements in San Francisco** with Rev. Arnold Townsend, Associate Minister, Without Walls Church; Vice President, San Francisco NAACP  
Co-hosted with the Department of Police Accountability

8/30/17

**The Impact and Trauma of Racism** with Denise Boston, Ph.D., Dean of Diversity and Inclusion, California Institute of Integral Studies

9/6/17

**Update: Civil Rights Movements in San Francisco** with Rev. Arnold Townsend, Associate Minister, Without Walls Church; Vice President, San Francisco NAACP

9/13/17

**Drumming Circle with Roadmap to Peace** with Arturo Carrillo and Chris Reyes, Roadmap to Peace

9/20/17

**Stories of Resilience** with Veronica Garcia, Policy Analyst, San Francisco Human Rights Commission

9/27/17

**What if I'm Cisgender, White, Heterosexual, or All Three? Intersections, Privilege and Fierce Ally-ship!** with Tarah Fleming, Education Director, Our Family Coalition



10/4/17

**Accessing Higher Education While Incarcerated** with Jason Bell, Director, Project Rebound

10/11/17

**Undocumented and Unafraid: Local Perspectives on the Immigrant Rights Movement** with Angela Chan, Policy Director and Senior Staff Attorney, Criminal Justice Reform Program, Asian Americans Advancing Justice - Asian Law Caucus; Prishni Murillo, Senior Program Specialist, Department of Children, Youth & Their Families; Clementine Ntshaykolo, Co-director/DOJ Accredited Representative, African Advocacy Network; and Leticia Silva, Counselor, Latino Services Network, Co-founder, Voice of Immigrants Demonstrating Achievement (VIDA), City College of San Francisco

10/18/17

**Power & Privilege** with Sheryl Evans Davis, Executive Director, San Francisco Human Rights Commission and Denise Boston, Ph.D., Dean of Diversity and Inclusion, California Institute of Integral Studies

10/25/17

**On Race, Rage & Protection: Discussing Race & Reality** with Darrick Smith, Ed.D., Assistant Professor of Educational Leadership, Co-director, Transformative School Leadership Program, University of San Francisco



11/1/17

**Self-Care** with Denise Boston, Ph.D., Dean of Diversity and Inclusion, California Institute of Integral Studies



11/8/17

**Artists as Activists & Healers** with Sheryl Evans Davis, Executive Director, San Francisco Human Rights Commission and Denise Boston, Ph.D., Dean of Diversity and Inclusion, California Institute of Integral Studies



11/15/17

**Surviving in SF: Stories of Resilience (Men of Color)** with Luis M. Aroche, Family Support Navigator, Our Children Our Families Council and Brandon Johnson, United Playaz

11/22/17

**HRC Potluck: More Stories of Resilience**

11/29/17

**Intersectionality** with Ilana Kaufman, Public Affairs and Civic Engagement Director, East Bay, Jewish Community Relations Council

# My Brother & Sister's Keeper

## MBSK Milestones

1. All children will enter school cognitively, physically, socially, and emotionally ready.
2. All children will read at grade level by 3rd grade.
3. All youth will graduate from high school.
4. All youth complete post-secondary education or training.
5. All youth out of school are employed.
6. All youth remain safe from violent crime and receive second chances.

In late 2014, responding to President Obama's call for cities to develop a "cradle-to-career" strategy for young people of color, the City and County of San Francisco, along with the San Francisco Unified School District and the San Francisco Foundation, joined President Obama's My Brother's Keeper Community Challenge. Due to the needs of not only our young men of color, but also our young women of color, San Francisco formed the My Brother and Sisters's Keeper Alliance as a call to action and adopted six milestones.



HRC developed four strategies in 2017 to address each of the MBSK milestones: 1) the MBSK Champions Board; 2) Community Collaboratives; 3) Life Course Pilots; and 4) Justice Policy Reform. HRC also held numerous Racial Equity Results Based Accountability (RBA) Workshops to develop real accountability and performance measures for the initiative.

## **MBSK Champions Board**

Key MBSK partners, representing City agencies, community collaboratives, community business organizations, and affected community members, met about once a month to compare notes, collaborate on a common vision, and steer the Board and its representative organizations towards the six milestones.

## **Community Collaboratives**

Meaningful community partnerships are vital to the success of MBSK. Through MBSK, HRC also works with collaboratives that have already established relationships with key stakeholders. In this “Community Collaboratives” work, HRC strategizes for the populations served; other community partners the collaborative works with; outcomes each collaborative reached or sought; and how we can work together to create consistent communication, share knowledge, work on policy recommendations, and support one another in our work. In 2017, HRC’s Community Collaboratives partners were Black to the Future, Roadmap to Peace, United Playaz, and the Pacific Islander Taskforce.

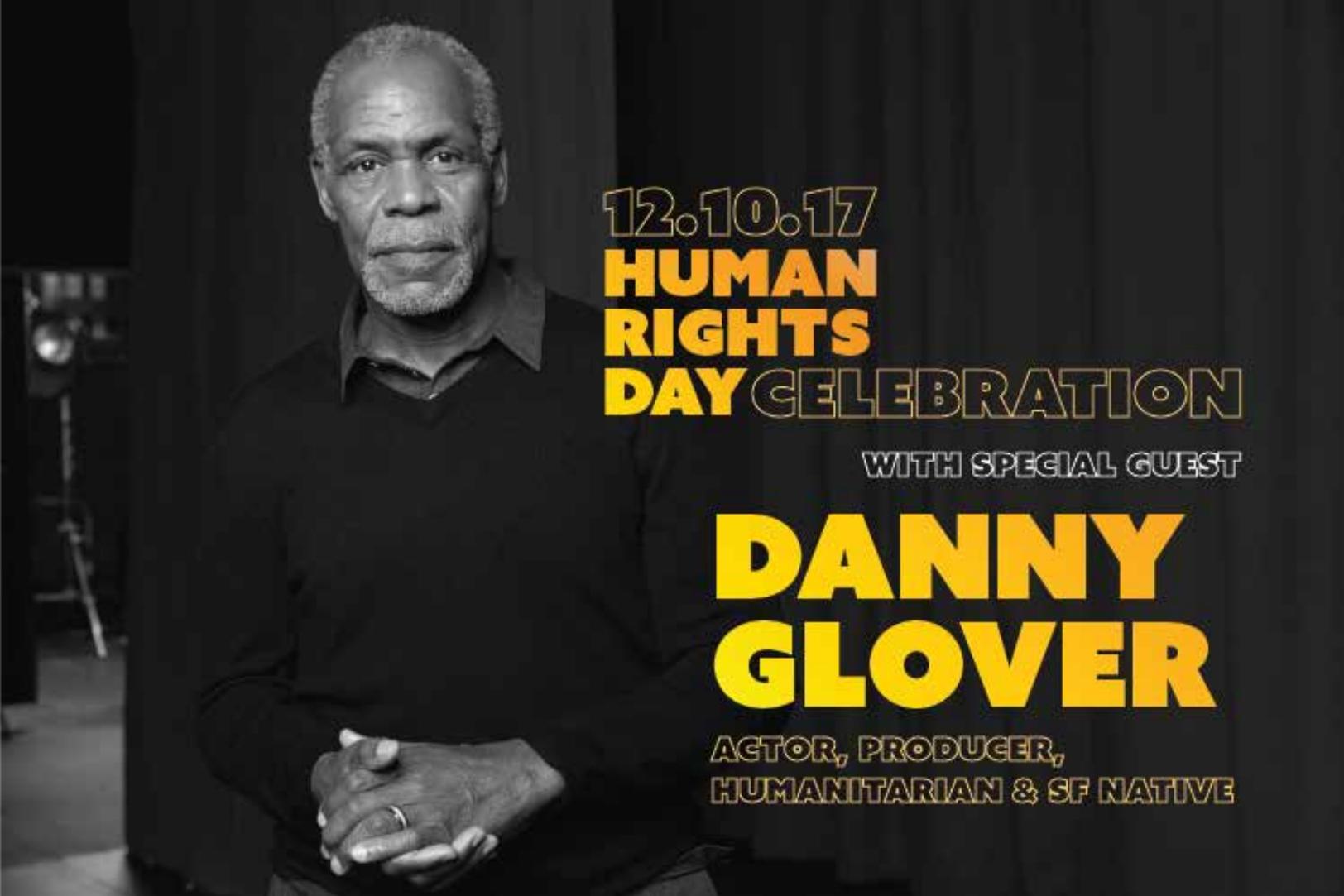
## **Life Course Pilots**

MBSK partners have a collective responsibility to improve the life outcomes of African American students in San Francisco. Life Course Pilots involve individuals and families in a streamlined referral system, trauma-informed life course plans, and data collection to understand, scale, or discontinue practices over long periods. In 2017, Life Course Pilots included the African American Postsecondary Pathway, Everybody Reads, HOPE SF TAY Achiever Project, IPO Family Program, Project 500, The Fatherhood Program, and Village Roundtable.

## Justice Policy Reform

MBSK is also focused on partnering with community and youth to engage with law enforcement bodies and develop policies and strategies that address the systemic and structural racism that disproportionately affects people of color. One of the programs is the Community Safety Initiative (CSI), a safe place for underserved youth to learn, live, and dream without fear of ridicule, judgment, or low expectations. CSI provides support and resources to develop community engineers who can build bridges, pipelines and pathways for themselves and their communities to reach a better future. In 2017, CSI partners included San Francisco Adult and Juvenile Probation, Sheriff's Department, Police Department, Stanford University, and the University of San Francisco.





12.10.17  
**HUMAN  
RIGHTS  
DAY** CELEBRATION

WITH SPECIAL GUEST

**DANNY  
GLOVER**

ACTOR, PRODUCER,  
HUMANITARIAN & SF NATIVE

## **MBSK Speaker Series Launch and International Human Rights Day Celebration**

In December 2017, HRC launched a new speaker series to overlap the HRC and MBSK missions. These community discussions feature thought leaders in social justice sharing their insights on current affairs and systemic institutional problems.

Human Rights Day is observed every year on December 10th to commemorate the day in 1948 that the United Nations General Assembly adopted the Universal Declaration of Human Rights. In 2017, Human Rights Day kicked off a yearlong campaign to celebrate the 70th anniversary of this groundbreaking document.

To coincide with these milestones, HRC's first MBSK Speaker Series event featured Danny Glover, the actor, humanitarian, and San Francisco native who is well respected for his wide-reaching community activism and philanthropic efforts.



An award ceremony was also held to celebrate local leaders' contributions to human rights. HRC gave an award to Janetta Johnson, Executive Director of the Transgender, Gender Variant, and Intersex Justice Project, for her promotion and advancement of human rights for all people.

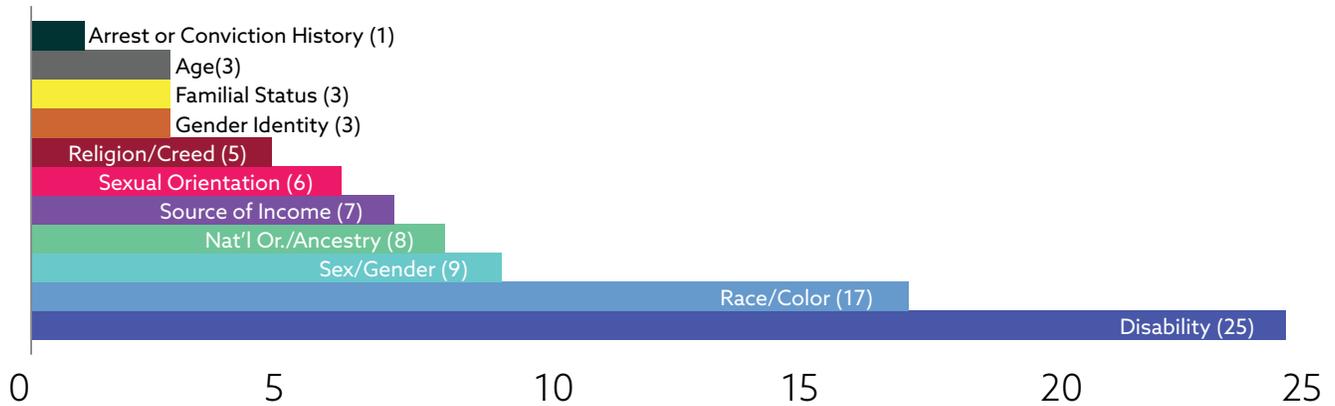
In March 2018, we will host Constance Rice, the trailblazing civil rights attorney who has worked with LAPD and made tremendous contributions throughout her career— from counsel during the Watts Gang truce to the landmark case that resulted in billions of dollars being spent to improve the Los Angeles bus system.

We are also excited to host Dr. Cornel West in the spring. Dr. West's seminal book *Race Matters* will be 25 years old next year; he will join us in conversation on April 27, 2018 at the Nourse Theater.

# Discrimination Investigations and Mediations

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 these ordinances, 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/Housing Choice Vouchers), 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.

# 2017 Discrimination Division Highlights



Complaint frequency by protected class

**637**

Unique public inquiries answered

**230**

Intakes conducted

**65**

Complaints filed

**20**

Formal mediations held

**16**

Discrimination trainings led

# Noteworthy Cases

- HRC staff negotiated a settlement between a young man experiencing homelessness and a local shelter that had dismissed him from its long-term supportive housing facility. The Complainant alleged that the shelter had removed him from the housing program in retaliation for him getting an emotional support animal to alleviate symptoms from his disability. The Complainant further alleged that the housing facility staff had made derogatory comments to and about him in reference to his HIV diagnosis and the Complainant felt very upset about the circumstances surrounding his dismissal.

HRC's in-person mediation process provided him and the shelter officials with an opportunity to hear each other's concerns and resolve the matter in a way that was satisfactory to both sides. The shelter allowed the Complainant to re-apply to the long-term housing program under the condition that he complete a trial period in their short-term facility without incident. Both sides also apologized for incidents that had previously occurred, and vowed to move forward with a clean slate. The Complainant accepted the shelter's terms and was able to return to the long-term program.

- HRC received a report from a member of the public that a club in San Francisco was turning away guests of the same sex at the door if unaccompanied by the opposite sex. HRC contacted the club and requested proof of an immediate change of door policy. Within a month the club had instituted a new policy and trained its staff that sex discrimination would not be tolerated at the door under any circumstances.
- HRC informally mediated a claim for a housing applicant who believed he was denied housing in a new development as a result of past incarceration. The HRC contacted the housing provider and the applicant was permitted to resubmit more detailed documentation explaining his circumstances. Shortly after, he was approved for a below market rate unit, where he now lives.



**UC HASTINGS**  
COLLEGE OF THE LAW  
EST. 1878

## UC Hastings Mediation Clinic Partnership

The Discrimination Division continued its partnership with the Mediation Clinic of the University of California, Hastings College of the Law for the spring and fall 2017 semesters. Mediation Clinic students work in two-person teams to study dispute resolution theories, develop communication skills and process management techniques, and apply that learning to actual HRC mediations.

HRC staff worked with Professors Carol Izumi, Gail Silverstein, and Betsy Candler to develop the 2017 Mediation Clinic syllabus and guest lectured at two classes each semester. The students also role-played an anonymized HRC discrimination complaint under HRC staff guidance.



## Community Boards Training

Community Boards is the oldest public conflict resolution center in the United States and a San Francisco institution. They conduct specialized mediations that emphasize personal connection, active listening, and the rebuilding of human relationships.

The value of this model for HRC mediations is apparent to all Discrimination Division staff, who each signed up for a 40-hour "Basics of Mediation" training as part of their professional development in 2017. The training covered important, overlapping concerns for HRC mediators including conflict management styles, factors influencing effective communication, and addressing core values in complainants' identities.

# Our Advisory Committees



## LGBT Advisory Committee Projects

### LGBT Economic Resilience

An important issue to the 2017 LGBT Advisory Committee is LGBT economic resilience. To that end, the Committee sought to promote development of LGBT-owned small businesses, with a particular focus on women, trans individuals, and people of color. The Committee partnered with the University of San Francisco Masagung Graduate School of Management for space to connect these individuals with successful LGBT business owners from the area and train participants on good business practices. The Committee also worked with city agencies to create an

2017

### LGBTAC Members

Diane Alcalá  
Tre Allen  
Carissa Avalos  
Jim Carroll  
Felipe Flores  
Tracy Garza  
Bruce Ito  
Douglas Lam  
R. Gary McCoy  
Pau Crego Walters  
Richard Whipple  
Andrea Wise  
Evan Xu

incentive strategy designed to assist in the economic resilience of LGBT owned businesses. Future plans include conducting a mini-business accelerator program aimed at helping LGBT-owned small businesses get started; and creating a networking platform to connect all LGBT professionals in San Francisco.

## **San Francisco LGBTQ Immigrant Assessment**

In 2017, the Committee also launched a needs assessment of the City's LGBTQ immigrant community. The project identified the size and scope of this population as well as their legal immigration needs. The Committee will also develop recommendations based on the needs assessment to better support LGBTQ immigrants in San Francisco. These recommendations will center funding, policy, capacity building, and increasing cultural humility.

### **2017**

#### **EAC Members**

Julia Arroyo  
Madison Auble  
Ana Avilez  
Nora Brereton  
Elaine Ellis  
Rebecca Fan  
De'Anthony Jones  
Erin Kellerhals  
Alejandra Martinez  
Fernando Márquez  
Adam Mehis  
Ivellisse Morales  
Tomi Onatunde  
Azalea Renfield  
Chris Reyes  
Dairo Romero  
Edward Rosenbaum  
Ayushi Roy  
Jennifer Salerno  
Vanessa Slavich  
Jessica Zhao

## **Equity Advisory Committee Projects**

HRC received the largest number of applications ever for its 2017 EAC cohort. The cohort chose to spend the year focusing on three major issue areas: housing and displacement in San Francisco; engineering equity in education; and decriminalizing homelessness, mental health, substance use, and conviction history.

### **Housing and Displacement Subcommittee**

The EAC's Housing and Displacement Subcommittee convened to assist communities directly impacted by displacement. The Subcommittee developed a human rights-based platform for housing and homelessness that HRC and the City can adopt for future work. This effort included working with the City's Department of Homelessness and Supportive Housing to establish a city-wide "Compassion Campaign" focusing on ways to decrease and eventually eradicate the experience of homelessness in the City and County of San Francisco.

## Equity in Education Subcommittee

In light of the recent change in federal administration, the EAC also sought to determine the most pressing equity issues impacting opportunity communities in San Francisco Unified School District (SFUSD). The Equity in Education Subcommittee drafted resolutions and promoted their adoption by the San Francisco Board of Education and SFUSD. These resolutions incorporate the words and spirit of a number of internationally recognized human rights instruments, such as the Convention on the Rights of the Child or CRC to protect the human rights of SFUSD's most marginalized children and youth. The Subcommittee also took special care to engage with Director Davis and HRC staff on a gap analysis of HRC's current Engineering for Equity and equity in education work, to avoid duplication and better focus their resources.

## Decriminalizing the City's Most Vulnerable

Decriminalizing homelessness, mental health, substance use, and conviction history was also a major focus in 2017. The EAC drafted strategies and training modules on decriminalizing these most vulnerable communities for the San Francisco Police Academy. The recommendations from these trainings were designed to be adapted for other service agencies as well.



# Our Staff

## **Sheryl Evans Davis, Executive Director**

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Mullane Ahern, Director, Discrimination Complaints  
Investigation and Mediation Division

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Jun Liang

Amelia Martinez-Bankhead

Matthew Oglander

Rebecca Oyama

Aria Sa'id



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