San Francisco Human Rights Commission
FY12–14 Budget Presentation to
the Board of Supervisors

June 18, 2012

Theresa Sparks
Executive Director
## Agenda

<table>
<thead>
<tr>
<th>Topic</th>
<th>Slide Number(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agency Background</td>
<td>3</td>
</tr>
<tr>
<td>*Divisions and Programs</td>
<td>4</td>
</tr>
<tr>
<td>*FY12–14: Budget Outlook</td>
<td>5</td>
</tr>
<tr>
<td>*FY12–14: Sources</td>
<td>6–8</td>
</tr>
<tr>
<td>*FY12–14: Uses</td>
<td>9</td>
</tr>
<tr>
<td>*FY12–14: Positions</td>
<td>10–12</td>
</tr>
<tr>
<td>Current Projects and Initiatives</td>
<td>13–16</td>
</tr>
<tr>
<td>Discrimination Division FY11–12 Performance Data</td>
<td>17</td>
</tr>
<tr>
<td>Policy Division FY11–12 Performance Data</td>
<td>18–19</td>
</tr>
<tr>
<td>*Job Creation and Summer Youth Employment Opportunities</td>
<td>20–21</td>
</tr>
</tbody>
</table>

* Denotes topics requested by Supervisor Carmen Chu
Agency Background

The San Francisco Human Rights Commission provides leadership and advocacy in securing, protecting and promoting human rights for all people.

- Sanctuary City Enforcement
- Hate Crime Coalition
- Human Trafficking Collaborative
- Anti-Bullying Programs

- Studies, investigates and mediates all incidents of discrimination and intergroup tension.
- Prepares, encourages and coordinates programs of voluntary affirmative action.
- Prepares and disseminates educational materials relating to prejudice and discrimination.
- Provides guidance and technical assistance private persons, public agencies and private institutions.

Established: 1964

Charter Commission: 1990
## Divisions and Programs

**FY 11–12**

- Policy & Inter-Group Tension Resolution Division
- Discrimination Complaints Investigation & Mediation Division
- Chapter 12B Equal Benefits Division
- Chapter 14B Local Business Enterprise Division
- Surety Bond and Financing Assistance Division

**Total Program Areas: Five**

**FY 12–14**

- Policy & Inter-Group Tension Resolution Division
- Discrimination Complaints Investigation & Mediation Division
- **12B Equal Benefits Division moved to Administrative Services under the General Services Agency**
- **14B LBE Division moved to Administrative Services under the General Services Agency**
- **Surety Bond Division moved to Risk Management under the General Services Agency**

**Total Program Areas: Two**
## FY12–14: Budget Outlook

### HRC Budget Historical Comparison

<table>
<thead>
<tr>
<th></th>
<th>2010-2011</th>
<th>2011-2012</th>
<th>2012-2013</th>
<th>2013-2014</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Actual</td>
<td>Original Budget</td>
<td>Proposed Budget</td>
<td>$ Chg from 2011-12</td>
</tr>
<tr>
<td><strong>Positions</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total Authorized FTEs (ASO)</td>
<td>41.00</td>
<td>41.00</td>
<td>12.00</td>
<td>-29.00</td>
</tr>
<tr>
<td>Non-Funded FTEs (Includes off budget and attrition FTEs)</td>
<td>(7.42)</td>
<td>(7.48)</td>
<td>0.00</td>
<td>0.00</td>
</tr>
<tr>
<td>Net Operating Positions/Funded FTEs</td>
<td>33.58</td>
<td>33.52</td>
<td>12.00</td>
<td>-21.52</td>
</tr>
<tr>
<td><strong>Sources</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Charges for Services</td>
<td>264</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Work Order Recoveries</td>
<td>$5,134,986</td>
<td>$4,907,977</td>
<td>$647,946</td>
<td>$(4,260,031)</td>
</tr>
<tr>
<td>General Fund Support</td>
<td>$292,484</td>
<td>$933,501</td>
<td>$1,215,774</td>
<td>$282,273</td>
</tr>
<tr>
<td>Sources Total</td>
<td>$5,427,734</td>
<td>$5,841,478</td>
<td>$1,863,720</td>
<td>$(3,977,758)</td>
</tr>
<tr>
<td><strong>Uses-Operating Expenditures</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Salaries, Wages &amp; Fringe Benefits</td>
<td>$3,979,347</td>
<td>$4,487,571</td>
<td>$1,628,086</td>
<td>$(2,859,485)</td>
</tr>
<tr>
<td>Overhead (020 Character/CALCAP)</td>
<td>$284,307</td>
<td>$49,896</td>
<td>-</td>
<td>$(49,896)</td>
</tr>
<tr>
<td>Professional &amp; Contractual Services (021 Character)</td>
<td>$421,118</td>
<td>$396,345</td>
<td>$34,300</td>
<td>$(362,045)</td>
</tr>
<tr>
<td>Materials &amp; Supplies (041 Character)</td>
<td>$12,848</td>
<td>$21,575</td>
<td>$5,000</td>
<td>$(16,575)</td>
</tr>
<tr>
<td>Debt Service (070 Character)</td>
<td>$20,000</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Services of Other Departments (081 Character)</td>
<td>$710,114</td>
<td>$886,091</td>
<td>$196,334</td>
<td>$(689,757)</td>
</tr>
<tr>
<td>Uses-Operating Expenditures Total</td>
<td>$5,427,734</td>
<td>$5,841,478</td>
<td>$1,863,720</td>
<td>$(3,977,758)</td>
</tr>
<tr>
<td><strong>Uses by Program Recap</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Human Rights Commission</td>
<td>$5,427,734</td>
<td>$5,841,478</td>
<td>$1,863,720</td>
<td>$(3,977,758)</td>
</tr>
<tr>
<td>Uses by Program Recap total</td>
<td>$5,427,734</td>
<td>$5,841,478</td>
<td>$1,863,720</td>
<td>$(3,977,758)</td>
</tr>
</tbody>
</table>
FY12–14: Sources

All Sources

All Sources: Year to Year Comparison

- Total Budget: 68% decrease over FY11-12
- Total Budget: 4% increase over FY12-13

General Fund Support v. Work Order Recoveries

- GF: 30% increase over FY11-12
- GF: 4% increase over FY12-13
- WO: 87% decrease over FY11-12
- WO: 4% decrease over FY12-13

2010-2011: $5,427,470, $292,484
2011-2012: $5,841,478, $933,501
2012-2013: $1,863,720, $1,215,774
2013-2014: $1,938,155, $1,224,717

All Sources: Year to Year Comparison

- Total Budget: 68% decrease over FY11-12
- Total Budget: 4% increase over FY12-13

San Francisco Human Rights Commission FY 2012-14 Budget Presentation to the Board of Supervisors
### FY12–14: Sources

**12B/14B and Surety Bond Work Order Funds**

<table>
<thead>
<tr>
<th>12B/14B WOF Fund Recoveries (FY12–14)</th>
<th>FY 12–14</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>BY Original Amount</td>
<td>BY Mayor Amount</td>
<td>Change over BY Original Amount ($)</td>
</tr>
<tr>
<td>EXP REC FR AIRPORT (AAO)</td>
<td>086AC</td>
<td>525,783</td>
</tr>
<tr>
<td>EXP REC FR ADMINISTRATIVE SERVICES (AAO)</td>
<td>086AD</td>
<td>28,730</td>
</tr>
<tr>
<td>EXP REC FR BLDG INSPECTION (AAO)</td>
<td>086BI</td>
<td>42,387</td>
</tr>
<tr>
<td>EXP REC FR ENVIRONMENT (AAO)</td>
<td>086EV</td>
<td>57,870</td>
</tr>
<tr>
<td>EXP REC FR GENERAL HOSPITAL (AAO)</td>
<td>086HG</td>
<td>209,939</td>
</tr>
<tr>
<td>EXP REC FR LIBRARY (AAO)</td>
<td>086LB</td>
<td>11,033</td>
</tr>
<tr>
<td>EXP REC FR PORT COMMISSION (AAO)</td>
<td>086PO</td>
<td>216,332</td>
</tr>
<tr>
<td>EXP REC FR PUBLIC TRANSPORTATION (AAO)</td>
<td>086PT</td>
<td>129,279</td>
</tr>
<tr>
<td>EXP REC FR PUBLIC WORKS (AAO)</td>
<td>086PW</td>
<td>888,551</td>
</tr>
<tr>
<td>EXP REC FR REAL ESTATE (AAO)</td>
<td>086RE</td>
<td>116,364</td>
</tr>
<tr>
<td>EXP REC FR REC &amp; PARK (AAO)</td>
<td>086RP</td>
<td>85,246</td>
</tr>
<tr>
<td>EXP REC FR SHERIFF (AAO)</td>
<td>086SH</td>
<td>49,253</td>
</tr>
<tr>
<td>EXP REC FR HUMAN SERVICES (AAO)</td>
<td>086SS</td>
<td>62,272</td>
</tr>
<tr>
<td>EXP REC FROM 15D (AAO)</td>
<td>086TI</td>
<td>88,661</td>
</tr>
<tr>
<td>EXP REC FR PUC (AAO)</td>
<td>086UC</td>
<td>1,765,071</td>
</tr>
<tr>
<td>EXP REC FR MAYOR (NON-AAO)</td>
<td>087MY</td>
<td>60,034</td>
</tr>
<tr>
<td><strong>TOTAL 12B/14B WOF Fund Recoveries</strong></td>
<td><strong>4,336,805</strong></td>
<td><strong>-4,336,805</strong></td>
</tr>
</tbody>
</table>

**SURETY BOND FUND Recoveries (FY12–14)**

<table>
<thead>
<tr>
<th>FY 12–14</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>BY Original Amount</td>
<td>BY Mayor Amount</td>
</tr>
<tr>
<td>EXP REC FR AIRPORT (AAO)</td>
<td>85,455</td>
</tr>
<tr>
<td>EXP REC FR ADMINISTRATIVE SERVICES (AAO)</td>
<td>21,364</td>
</tr>
<tr>
<td>EXP REC FR PORT COMMISSION (AAO)</td>
<td>37,076</td>
</tr>
<tr>
<td>EXP REC FR PUBLIC TRANSPORTATION (AAO)</td>
<td>85,455</td>
</tr>
<tr>
<td>EXP REC FR PUBLIC WORKS (AAO)</td>
<td>85,456</td>
</tr>
<tr>
<td>EXP REC FR REC &amp; PARK (AAO)</td>
<td>42,727</td>
</tr>
<tr>
<td>EXP REC FR PUC (AAO)</td>
<td>213,639</td>
</tr>
<tr>
<td><strong>TOTAL SURETY BOND FUND Recoveries</strong></td>
<td><strong>571,172</strong></td>
</tr>
</tbody>
</table>

Beginning FY12–13, the General Services Agency will oversee Chapter 12B Equal Benefits Program, Chapter 14B LBE Program, and Chapter 14B Surety Bond Program. All work orders between HRC and the above-mentioned agencies will now be redirected to Administrative Services (who will be overseeing Chapter 12B Equal Benefits and Chapter 14B LBE Programs) and Risk Management (who will be overseeing Chapter 14B Surety Bond Program).
In the proposed budgets for fiscal years 2013 and 2014, HRC’s overhead and staff will be funded by a combination of General Fund support and work order recoveries from Administrative Services. The work order recoveries from Administrative Services in FY 2012–14 is intended to facilitate the transfer of functions and assist GSA in matters previously dealt with by HRC over the last two decades with regard to the Equal Benefits, LBE and Surety Bond Programs.

**New Funding Sources?**

Beginning in FY12–13, HRC will seek new funding sources which will include one or more of the following:

- **Dedicated funding source** similar to those secured by other City agencies, including the Department of Environment, the Arts Commission, the Rent and Arbitration Board and the Department of Building Inspections.

- **Federal grants** from various federal agencies, including HUD, Department of Justice and Department of Labor.

- **Private grants** from various private foundations which share the vision and goals of the SFHRC through the assistance of the newly reconstituted Friends of HRC.
FY12–14: Uses

Summary of All Expenditures

Year to Year Comparison

<table>
<thead>
<tr>
<th></th>
<th>2011-2012</th>
<th>2012-2013</th>
<th>2013-2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Salaries, Wages &amp; Fringe Benefits</td>
<td>13%</td>
<td>-64%</td>
<td>4%</td>
</tr>
<tr>
<td>Overhead, Professional &amp; Contractual Services and Materials &amp; Supplies</td>
<td>-35%</td>
<td>-92%</td>
<td>0%</td>
</tr>
<tr>
<td>Debt Service</td>
<td>-100%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Services of Other Departments</td>
<td>25%</td>
<td>-78%</td>
<td>0%</td>
</tr>
<tr>
<td>Total</td>
<td>8%</td>
<td>-68%</td>
<td>4%</td>
</tr>
</tbody>
</table>
FY 12–14: Positions

Changes to Authorized and Funded FTEs

**Total Authorized FTEs (ASO)**

<table>
<thead>
<tr>
<th>Year</th>
<th>Authorized FTEs</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010-2011</td>
<td>41.00</td>
</tr>
<tr>
<td>2011-2012</td>
<td>41.00</td>
</tr>
<tr>
<td>2012-2013</td>
<td>12.00</td>
</tr>
<tr>
<td>2013-2014</td>
<td>12.00</td>
</tr>
</tbody>
</table>

**Net Operating Positions/Funded FTEs**

<table>
<thead>
<tr>
<th>Year</th>
<th>Funded FTEs</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010-2011</td>
<td>33.58</td>
</tr>
<tr>
<td>2011-2012</td>
<td>33.52</td>
</tr>
<tr>
<td>2012-2013</td>
<td>12.00</td>
</tr>
<tr>
<td>2013-2014</td>
<td>12.00</td>
</tr>
</tbody>
</table>

FY 12–14:
64% reduction in *funded* FTEs

FY 12–14:
71% reduction in *authorized* FTEs
FY12–14: Positions
Transfer of Functions from HRC to General Services Agency

Total staff remaining at HRC (all boxes in green): 12

- Executive Secretary I, 1480
- Department Head II, 1061
- Principal Administration Analyst, 1824
- Vacant Manager III, 1031

Total staff transferred to General Services Agency (all boxes in grey): 29

- Finance and Operations Coordinator, 2081
- Payroll Clerk, 1223
- Senior Clerk Typist, 1428
- Manager IV, 1052

Position Details:

Policy & Inter-Group Tension Resolution Division:
- Coordinator, 2001
- Coordinator, 2001
- Representative, 2006

Discrimination Complaints & Mediation:
- Coordinator, 2001
- Representative, 2006
- Representative, 2006

Chapter 12B Equal Benefits Division:
- Vacant Contract Compliance Officer II, 12B
- Vacant (Surety Bond Program Division)
- Vacant with Temp Backfill

Chapter 14B Local Business Enterprise Division:
- Contract Compliance Officer III, 2002
- Contract Compliance Officer III, 2002
- Vacant (Surety Bond Program Division)
- Vacant

Future Positions:
- Contract Compliance Officer, 2002
- Contract Compliance Officer, 2002
- Vacant Representative, 2006
FY12–14: Positions
HRC’s Two-Year Organizational Chart and ASO Summary

<table>
<thead>
<tr>
<th>Class</th>
<th>Title</th>
<th>FTE Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>0962</td>
<td>Department Head II</td>
<td>1</td>
</tr>
<tr>
<td>1220</td>
<td>Payroll Clerk</td>
<td>1</td>
</tr>
<tr>
<td>1426</td>
<td>Senior Clerk Typist</td>
<td>1</td>
</tr>
<tr>
<td>1450</td>
<td>Executive Secretary I</td>
<td>1</td>
</tr>
<tr>
<td>2991</td>
<td>Coordinator</td>
<td>4</td>
</tr>
<tr>
<td>2992</td>
<td>Contract Compliance Officer</td>
<td>1</td>
</tr>
<tr>
<td>2996</td>
<td>Representative</td>
<td>3</td>
</tr>
<tr>
<td></td>
<td><strong>Total</strong></td>
<td><strong>12</strong></td>
</tr>
</tbody>
</table>

* Also performs Commission Secretary functions.
** Also performs all FAMIS accounting, purchasing and back up to front desk functions.
The African American Leadership Council

In 2012, HRC’s policy group under the direction of Executive Director Theresa Sparks formally launched the African American Leadership Council (AALC). AALC, composed entirely of the members of the community, will serve as a conduit between the African American Community and City government to create measures by which to address “Black Flight”, ensure that the needs of this community are heard, and improve the quality of life for African Americans in San Francisco.

2012 African American Community Empowerment Initiative

**Purpose:** Address, prevent and remediate the negative impact of the “out-migration” of the African American community in San Francisco by implementing the findings and recommendations of numerous reports, spanning more than two decades, which examine the parity of the African American community in San Francisco.

**Outcome:** Ensure greater inclusiveness and representation of the African American community at the policy and decision-making level where the community is disproportionately impacted and foster the retention of African Americans to San Francisco, a city renowned for its diverse and multicultural landscape and its commitment to the inclusion of all its ethnic communities toward the City’s overall economic viability, industry and commerce.

**Process:**
- Establish a city-wide cultural competency and sensitivity action plan to counter the popular sentiment that San Francisco does not embrace or support the African American community at the same level of other ethnic communities in the City.
- Create a Minority Youth Economic, Civic and Vocational Internship/Mentorship Program to groom young African Americans to become leaders in their communities.
- Develop a mechanism whereby City leaders and agencies have to inform the community of any potential action plans that advance the City’s commitment to implement the recommendations found in the various equity and disparity reports.
- Create opportunities for African American community stakeholders to experience the behind the scenes methodology by which public policy is created.
- Direct greater resources to Community Benefits Organizations and non-profits that can assist in community development and economic growth.
**HRC “HERO” Awards**

Established in 2012, HRC’s HERO awards recognizes local “unsung heroes” for their outstanding contributions in the field of human rights advocacy and for local organizations whose programming advances equity in education for youth in vulnerable communities throughout the City and County of San Francisco. Nominees are submitted by the community; finalists are selected based on their demonstrated commitment to human rights, community service and fostering positive change in and throughout the City’s diverse and multicultural communities.

**HERO Legacy Award for Lifetime Achievement in Human Rights Advocacy**

- **Reverend Amos Brown** – Pastor, Third Baptist Church and President, NAACP (San Francisco Chapter); 2009 Mayor’s Task Force on African American Out-Migration.
- **Aileen Hernandez** – Civil Rights Activist and Chair, 2009 Mayor’s Task Force on African American Out-Migration.
- **Doris Ward** – Former County Supervisor and Assessor; 2009 Mayor’s Task Force on African American Out-Migration.
- **Espanola Jackson** – Southeast Community Facility Commission and Community Icon.

**HERO Award for Outstanding Contribution in Human Rights Advocacy**

- **Jose Romero** – Bayview Hunters Point Community Activist and LGBT Youth/Diversity Advocate
- **Karena Franses** – MSW, LCSW- Social Worker, Compassion Specialist and Advocate for persons living with HIV/AIDS

**HERO Award for Outstanding Contribution toward Equity in Education**

- **The Omega Boys Club Leadership Academy** – Provides academic development and life skills education, including college preparation and scholarship support serving youth in marginalized communities in San Francisco.
- **Japanese Community Youth Council (JCYC) Educational Hub** – Assists low income youth that have the potential to be the first generation of their family to graduate from high school and enroll in a program of postsecondary education.
Current Projects and Initiatives

**LGBT Initiatives**

**LGBTQ Youth Workgroup**
Empower LGBTQ youth and ensure that they are receiving quality services at school to better promote healthier lives. Create a system of accountability for all components of Resolution No. 912-8A3; identify any gaps in services to ensure LGBTQ youth are adequately served; and generate a report to document all findings.

**LGBT & Faith Communities**
Create a dialogue between the LGBT community and faith communities to build mutual respect and create channels in which LGBT groups and faith groups can work together to identify common issues.

**Beyond Castro**
Highlight issues of race and ethnicity in the LGBT community and increase awareness and inclusivity for programs and services that meet specific and unique needs of the LGBT community in District 10, the Mission, and the Tenderloin.

**LGBT Housing Group**
Identify and provide policy recommendations to address the issues faced by the homeless and marginally housed LGBT community, with a particular focus on people living with disability and HIV/AIDS. Provide specific policy recommendations to policy makers to increase safety, opportunity and access for this group.

**Impact of Bisexual Invisibility**
Increase awareness within the LGT and heterosexual communities that dismissal, lack of recognition, and suppression of bisexual identity has serious consequences on bisexuals’ health, economic well-being, and funding for bi organizations and programs.
Other Initiatives

Sanctuary City Ordinance Enforcement and Drop the “I–Word” Campaign

**Purpose:**
Enforce San Francisco’s Sanctuary Ordinance, investigate all complaints of discrimination by city employees and educate the public about discrimination faced by undocumented immigrants.

**Process:**
Work with all City agencies, community organizations and non profits to raise awareness about SCO and its enforcement. Document daily uses of “illegal immigrant” in local media and educate the public and the local media regarding the marginalizing and dehumanizing impact of use the term “illegal” instead of “undocumented” when referring to this segment of the population.

Sanctuary City Ordinance Enforcement and Drop the “I–Word” Campaign

Profiling of Arab, African, Middle Eastern, Muslim and South Asians Communities at the Airport

**Purpose:**
Promote fair and equal treatment at San Francisco airport for travelers and lessen inappropriate questioning and searching based on race, religion or national origin, and other protected categories.

**Process:**
Create accountability and provide know your rights information to travelers. Document instances of profiling of Arab, African, Middle Eastern, Muslim and South Asians and other communities traveling through SFP. Work with TSA and CBP to improve conditions for travelers and advise them of their rights. Provide training to TSA and CBP on cultural competency and best practices.

Reduce Barriers for Persons with Prior Arrest and Conviction Records

**Purpose:**
Reduce barriers to employment and housing for persons with prior arrest and conviction records given that studies consistently show that despite relatively equal rates of drug use among racial/ethnic groups, people of color, particularly African Americans and Latinos, are disproportionately arrested, prosecuted, and sent to prison for drug crimes and, as such, are disproportionately and unfairly impacted by such barriers.

**Process:**
Continue holding hearings amongst all stakeholders. Submit HRC’s findings and policy recommendations to federal, state and local policy makers, including U.S. Equal Employment Office, and Department of Housing and Urban Development.

Youth Sensitivity and Cultural Competency Training Module

**Purpose:**
Raise anti–bullying awareness through education and training pursuant to Chapter 12N of the San Francisco Administrative Code which requires all City departments to provide lesbian, gay, bisexual, transgender sensitivity training to all staff who have direct contact with youth, or whose work directly affects youth. San Francisco is the first city in the country currently involved in a project of this nature.

**Process:**
Collaborate with the San Francisco Youth Commission, the Department of Public Health and Bayview Hunters Point Center for Arts Technology (BAYCAT) to create a web based module that will be conceptually similar to the “Its Gets Better” video series.
Discrimination Division
FY11-12 Performance Data

Number of Inquiries and Intakes:
1560

Complaint Type Most Filed or Settled by HRC:
Housing Complaints

Protected Class Most Raised in Any Complaint Type Filed or Settled:
Discrimination based on Disability

Complaints Filed by Complaint Type

Housing 62%
Employment 15%
Public Accommodation 23%

Complaints Settled by Complaint Type

Housing 67%
Employment 27%
Public Accommodation 6%

Complaints Filed by Complaint Type and Protected Class

Complaints Settled by Complaint Type and Protected Class

San Francisco Human Rights Commission FY 2012-14 Budget Presentation to the Board of Supervisors 17
Policy Division
FY11-12 Performance Data

Education, Training & Awareness

- Staffed monthly meetings by the LGBT, Equity Advisory and the newly created African American Leadership Council Committees.
- Staffed the 2012 Global Commission on HIV and the Law.
- Made various presentations to United States Congresswoman Jackie Spier, Coalition for Safe San Francisco and Stanford University regarding the finds and recommendations of the 2011 AAMEMSA report.
- Launched youth mentorship and internship program
- Conducted 12(N) City Ordinance Youth Sensitivity and Cultural Competency training.
- Served as advisors to the Jewish Community Relations Council, the San Francisco Inter-Faith Council, and Mayor’s Office on removing a ban on circumcision from the November 2011 ballot
- Launched the Comprehensive Transgender Healthcare Initiative.
- Coordinated tour of SFPD’s Special Victims Unit for members of the San Francisco Collaborative against Human Trafficking.
- Made presentations to the Immigrant Legal Defense Network and the Interfaith Coalition for Immigrant Rights on San Francisco’s Sanctuary City Ordinance.
- Coordinated tour of SFPD’s Special Victims Unit for members of the San Francisco Collaborative against Human Trafficking.
- Made presentations to the Immigrant Legal Defense Network and the Interfaith Coalition for Immigrant Rights on San Francisco’s Sanctuary City Ordinance.
- Collaborated with DPH and SF Youth Commission to create City-Wide Training Module for the 12(N) City Ordinance related to youth sensitivity and cultural competency
- Collaborated with local retail outlet in Pac Heights Commercial District seeking to develop and increase positive community relations with City’s LGBT community.
- Corresponded with private employers and government contractors regarding the impact of overbroad use of criminal background checks.
- Collaborated with San Francisco Interfaith Coalition for Human Rights regarding Sanctuary City ordinance enforcement.
- Met with Supervisor Weiner and Department of Public Health regarding discrimination against Transgendered persons in Healthy SF.
- Met with visitors from Belarus on human trafficking issues.

Advocacy

- Investigated the first of its kind complaint based on the Sanctuary City Ordinance.
- Investigated and mediated various transgender discrimination complaints.
- Launched the formal implementation of the recommendations made in the 2011 AAMEMSA Report.
- Issued various letters to CA State Assembly in support of Domestic Workers’ Bill of Rights.
- Launched the formal implementation of recommendations made by HRC’s 2011 Bisexuality Invisibility Report.
- Meeting with Department of Public Health to discuss necessity for including transgender health care in HealthySF.
- Issued an Executive Directive affirming the City’s commitment to the retention and reinvestment of the African American Community and the implementation of the recommendations found in the equity and disparity reports from 1993–2010.
- Issued letter for formal adoption by the HRC Commissioners on HRC’s support of the Trust Act.
- Issued letter to Minnesota Department of Human Rights regarding discrimination of African American Transgender inmates.
- Issued letter to HUD regarding barriers to housing for persons with convictions.
- Presented the School Board Curriculum Subcommittee with HRC resolution for LGBTQ student rights.
- Issued letter for formal adoption by the HRC Commissioners on the creation of a task force for LGBT Seniors.
Public Forums, Meetings & Hearings

- Participated in quarterly meetings with the Coalition against Hate Violence.
- Participated in quarterly meetings with the San Francisco Collaborative against Human Trafficking.
- Coordinated and staffed "Beyond the Castro: Expanding Services to LGBT Communities".
- Coordinated and staffed various forums and community meetings on reducing barriers for “Persons with Prior Arrest or Convictions” (PACR).
- Coordinated and staffed Beyond Marriage Forum to discuss the need for recognizing unrecognized familial relationships.
- Represented HRC in the Building Communities of Trust forum held by FBI and Homeland Security.
- Coordinated and staffed various forums on reducing barriers for “Persons with Prior Arrest or Convictions” (PACR).
- Coordinated and staffed the panel discussions on the stigmatization and criminalization of persons with HIV.
- Met with San Francisco Housing Development Corporation and members of the community on foreclosure prevention in San Francisco’s Bayview District.
- Coordinated a hearing before the Board of Supervisors to discuss needs of LGBT seniors.
- Coordinated panel discussions with the Commonwealth Club on the needs of LGBT seniors.
- Held hearing on the Human Rights Impact of the War on Drugs
- Attended various community meetings regarding supporting immigrant rights, including Immigrant Rights Day and the San Francisco Foundation’s Building Inclusive Community’s
- Coordinated panel on LGBT housing
- Attended BOS Government Audit Committee meeting on LGBT senior task force legislation.
- Participated in Coalition for Safe San Francisco retreat
- Participated in meetings w City departments on replicating Super Bowl anti-trafficking campaigns for the America’s Cup in San Francisco.

Research, Analysis & Publications

- Released initial guidelines for preventing discrimination against persons with arrest and criminal records (PACR).
- Made initial proposal to the SF International Airport to notify travelers on their rights against racial and religious profiling.
- Published the 2012 Hate Crimes Directory of Services for Victims of Hate Violence.
- Commenced research into issues related to Environmental Justice.
- Conducted weekly interviews with female inmates with drug convictions at San Francisco County Jail to determine impact of War on Drugs on this segment of the community.
- Determined means by which to replicate the Super Bowl anti-trafficking campaigns for the America’s Cup in San Francisco.
- Researched and analyzed how to minimize the impact of foreclosures on the African American Community in San Francisco.
- Analyzed possibility and means by which to pass legislation in San Francisco similar to the “End Racial Profiling Act”
# Internship Opportunities

<table>
<thead>
<tr>
<th>Name of Program</th>
<th>Start/End Dates</th>
<th>Total Number of Interns Served</th>
<th>Ages of Youth Served</th>
<th>Eligibility Criteria</th>
<th>Purpose</th>
<th>Wages/Stipends</th>
</tr>
</thead>
<tbody>
<tr>
<td>DCYF</td>
<td>Every Summer</td>
<td>1 per summer</td>
<td>See DCYF guidelines</td>
<td>See DCYF guidelines</td>
<td>Clerical and Special Projects</td>
<td>See DCYF guidelines</td>
</tr>
<tr>
<td>Project Pull</td>
<td>Every Summer</td>
<td>2 per summer</td>
<td>See Project Pull guidelines</td>
<td>See Project Pull guidelines</td>
<td>Clerical and Special Projects</td>
<td>See Project Pull guidelines</td>
</tr>
<tr>
<td>Public Interest Law Program</td>
<td>Summer, Fall, Winter school semesters</td>
<td>2 per semester</td>
<td>18+</td>
<td>Law/graduate students with interest in public policy and social justice</td>
<td>Assist with legal research, legal writing, policy analysis and organizing panels and hearings</td>
<td>$0 - students to receive academic credit</td>
</tr>
<tr>
<td>UC Hasting Social Justice Lawyering Clinic</td>
<td>Fall and Winter school semesters</td>
<td>2 per semester</td>
<td>18+</td>
<td>Law/graduate students with interest in public policy and social justice</td>
<td>Assist with legal research, legal writing, policy analysis and organizing panels and hearings</td>
<td>$0 - students to receive academic credit</td>
</tr>
<tr>
<td>African American Leadership Council</td>
<td>Summer, Fall, Winter school semesters</td>
<td>1 per semester</td>
<td>18+</td>
<td>College/graduate students with interest in public policy and social justice</td>
<td>Assist with legal research, legal writing, policy analysis and organizing panels and hearings</td>
<td>$0 - students to receive academic credit</td>
</tr>
<tr>
<td>Housing, Employment and Public Accommodation Discrimination Division</td>
<td>Summer, Fall, Winter school semesters</td>
<td>1 - 2 per semester</td>
<td>18+</td>
<td>College/graduate students with interest in policy or law</td>
<td>Assist with legal research, legal writing, policy analysis and organizing panels and hearings</td>
<td>$0 - students to receive academic credit</td>
</tr>
</tbody>
</table>

## Total Number of Interns for FY11–12: 18
The UC Hastings/HRC Law Clinic

In 2011, HRC established the UC Hastings/HRC Law Clinic, a joint collaboration between HRC and UC Hastings Social-Change Lawyering and Community Group Advocacy Clinic which teaches law students how to intersect their passion for social justice with various themes, such as lawyers as problem-solvers, lawyers as intermediaries and client-centered lawyering. The first culmination of this collaborative was a public hearing held on April 12, 2012 on “The Human Rights Impact of the War on Drugs”. Working with HRC staff throughout the school semester, law students conducted research, interviewed city law enforcement executives, and developed a marketing strategy on the impact the national War on Drugs has had in San Francisco. In addition, they met with and obtained recommendations from community leaders, criminal justice experts, persons with drug convictions and direct service providers.

San Francisco Human Rights Commission FY 2012-14 Budget Presentation to the Board of Supervisors 21