The San Francisco Human Rights Commission (“HRC”) provides leadership and advocacy in securing, protecting and promoting human rights for all people. HRC’s Charter mandated powers and duties include, but are not limited to:

- Studying, investigating, and mediating all incidents of discrimination and intergroup tension;
- Preparing, encouraging and coordinating programs of voluntary affirmative action;
- Preparing and disseminating educational materials relating to prejudice and discrimination; and
- Providing guidance and technical assistance private persons, public agencies and private institutions.

HRC performs its Charter mandated duties and obligations through various divisions, each of which work independently and jointly to advocate, protect and promote human rights for all people. The data presented in this report relates to various performance data tracked and reported with respect to each of HRC’s four divisions during FY 2011-12.

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</thead>
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<td>34-37</td>
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</tbody>
</table>
14B Compliance Division – Certification Data

FY 11-12 Q1

**All Certified Firms by Certification Type**
- Total Number of LBE, NPE and PUC-LBE Certified Firms: 1410
- LBE and NPE Certified Firms: 85%
- PUC-LBE Certified Firms: 15%

**LBE and NPE Certified Firms by Ownership Type**
- WBE Owned Firms: 279
- MBE Owned Firms: 487
- OBE Owned Firms: 428

**PUC-LBE Certified Firms by Ownership Type**
- WBE Owned Firms: 14
- MBE Owned Firms: 88
- OBE Owned Firms: 114

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**LBE Certified Firm**: Refers to a firm that meets the requirements of Chapter 14B and is head-quartered in San Francisco. This certification may be utilized to meet Chapter 14B subcontracting goals and/or obtain bid discounts on all CCSF contracts subject to Chapter 14B.

**NPE Certified Firm**: Refers to a non-profit entity that meets the requirements of Chapter 14B and is head-quartered in San Francisco. This certification may be utilized to meet Chapter 14B subcontracting goals and/or obtain bid discounts on all CCSF contracts that are subject to Chapter 14B.

**PUC-LBE Certified Firm**: Refers to a firm that meets the requirements of Chapter 14B and is head-quartered in the SFPUC Hetch Hetchy Waterway Region. This certification may be utilized to meet Chapter 14B subcontracting goals and/or obtain bid discounts solely on SFPUC contracts that are subject to Chapter 14B, related to the Hetch Hetchy Waterway System and involve the sale of goods and services in construction, building material supplies and trucking and hauling.

**MBE Owned Firm**: Refers to a minority-owned LBE and PUC-LBE certified firm whose minority owner(s) own at least 51% of the firm.

**WBE Owned Firm**: Refers to a woman-owned LBE and PUC-LBE certified firm whose woman owner(s) own at least 51% of the firm.

**OBE Owned Firm**: Refers to all firms whose majority owners are neither women nor minorities.
**LBE Certified Firm:** Refers to a firm that meets the requirements of Chapter 14B and is head-quartered in San Francisco. This certification may be utilized to meet Chapter 14B subcontracting goals and/or obtain bid discounts on all CCSF contracts subject to Chapter 14B.

**NPE Certified Firm:** Refers to a non-profit entity that meets the requirements of Chapter 14B and is head-quartered in San Francisco. This certification may be utilized to meet Chapter 14B subcontracting goals and/or obtain bid discounts on all CCSF contracts that are subject to Chapter 14B.

**PUC-LBE Certified Firm:** Refers to a firm that meets the requirements of Chapter 14B and is head-quartered in the SFPUC Hetch Hetchy Waterway Region. This certification may be utilized to meet Chapter 14B subcontracting goals and/or obtain bid discounts solely on SFPUC contracts that are subject to Chapter 14B, related to the Hetch Hetchy Waterway System and involve the sale of goods and services in construction, building material supplies and trucking and hauling.

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**WBE Owned Firm:** Refers to a woman-owned LBE and PUC-LBE certified firm whose woman owner(s) own at least 51% of the firm.

**OBE Owned Firm:** Refers to all firms whose majority owners are neither women nor minorities.
**14B Compliance Division – Certification Data**

**FY 11-12 Q3**

### All Certified Firms by Certification Type

- **LBE and NPE Certified Firms**: 85%
- **PUC-LBE Certified Firms**: 15%
- **Total Number of LBE, NPE and PUC-LBE Certified Firms**: 1485

### LBE and NPE Certified Firms by Ownership Type

- **WBE Owned Firms**: 300
- **MBE Owned Firms**: 503
- **OBE Owned Firms**: 455

### PUC-LBE Certified Firms by Ownership Type

- **WBE Owned Firms**: 16
- **MBE Owned Firms**: 92
- **OBE Owned Firms**: 119

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**LBE Certified Firm**: Refers to a firm that meets the requirements of Chapter 14B and is head-quartered in San Francisco. This certification may be utilized to meet Chapter 14B subcontracting goals and/or obtain bid discounts on all CCSF contracts subject to Chapter 14B.

**NPE Certified Firm**: Refers to a non-profit entity that meets the requirements of Chapter 14B and is head-quartered in San Francisco. This certification may be utilized to meet Chapter 14B subcontracting goals and/or obtain bid discounts on all CCSF contracts that are subject to Chapter 14B.

**PUC-LBE Certified Firm**: Refers to a firm that meets the requirements of Chapter 14B and is head-quartered in the SFPUC Hetch Hetchy Waterway Region. This certification may be utilized to meet Chapter 14B subcontracting goals and/or obtain bid discounts solely on SFPUC contracts that are subject to Chapter 14B, related to the Hetch Hetchy Waterway System and involve the sale of goods and services in construction, building material supplies and trucking and hauling.

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**OBE Owned Firm**: Refers to all firms whose majority owners are neither women nor minorities.
**LBE Certified Firm:** Refers to a firm that meets the requirements of Chapter 14B and is head-quartered in San Francisco. This certification may be utilized to meet Chapter 14B subcontracting goals and/or obtain bid discounts on all CCSF contracts subject to Chapter 14B.

**NPE Certified Firm:** Refers to a non-profit entity that meets the requirements of Chapter 14B and is head-quartered in San Francisco. This certification may be utilized to meet Chapter 14B subcontracting goals and/or obtain bid discounts on all CCSF contracts that are subject to Chapter 14B.

**PUC-LBE Certified Firm:** Refers to a firm that meets the requirements of Chapter 14B and is head-quartered in the SFPUC Hetch Hetchy Waterway Region. This certification may be utilized to meet Chapter 14B subcontracting goals and/or obtain bid discounts solely on SFPUC contracts that are subject to Chapter 14B, related to the Hetch Hetchy Waterway System and involve the sale of goods and services in construction, building material supplies and trucking and hauling.

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**WBE Owned Firm:** Refers to a woman-owned LBE and PUC-LBE certified firm whose woman owner(s) own at least 51% of the firm.

**OBE Owned Firm:** Refers to all firms whose majority owners are neither women nor minorities.
**Number of Contracts Monitored by HRC**

- **All Contracts Types**: 423
  - Construction Contracts: 54%
  - Professional Services Contracts: 45%
  - General Services Contracts: 1%

**Contracts Monitored by HRC by Contract Type and Agency**

- **Construction Contracts**: 54%
- **Professional Services Contracts**: 45%
- **General Services Contracts**: 1%

**Minimum Dollars Awarded to LBE, PUC-LBE & NPE Firms**

- **All Contracts Types**: $12,428,931
  - General Services Contracts: 3%
  - Professional Services Contracts: 12%
  - Construction Contracts: 85%

**Minimum Dollars Awarded to LBE, PUC-LBE & NPE Firms by Contract Type and Agency**

- **General Services Contracts**
- **Professional Services Contracts**
- **Construction Contracts**

**Includes all awarded and active contracts monitored by HRC during the referenced reporting period. Does not include contracts which have not yet been awarded during the referenced reporting period. Contracts reported must either (A) comply with the minimum LBE subcontracting goals established by HRC pursuant to Chapter 14B or pursuant to a voluntary commitment by the contract awarding city agency or (B) have received waivers from the subcontracting goal requirements of Chapter 14B but require further monitoring by HRC.

**Limited to new contracts awarded during referenced reporting period. Figures based on minimum subcontracting goals (in dollars) established by HRC for winning LBE and Non LBE prime contractors pursuant to Chapter 14B or pursuant to a voluntary commitment by the contract awarding city agency. For a more detailed analysis of actual dollars awarded to LBE, PUC-LBE and NPE Certified firms, visit http://sf-hrc.org/index.aspx?page=128.**
**14B Compliance Division – Contract Data**

**FY 11-12 Q2**

**Number of Contracts Monitored by HRC**

<table>
<thead>
<tr>
<th>Contract Type</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Construction Contracts</td>
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</tr>
<tr>
<td>Professional Services Contracts</td>
<td>45%</td>
</tr>
<tr>
<td>General Services Contracts</td>
<td>1%</td>
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</table>

**Contracts Monitored by HRC by Contract Type and Agency**

**Minimum Dollars Awarded to LBE, PUC-LBE & NPE Firms**

<table>
<thead>
<tr>
<th>Contract Type</th>
<th>Amount</th>
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<td>Construction Contracts</td>
<td>$12,824,257</td>
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<tr>
<td>Professional Services Contracts</td>
<td>$1,245,073</td>
</tr>
<tr>
<td>General Services Contracts</td>
<td>$1,245,073</td>
</tr>
</tbody>
</table>

**Minimum Dollars Awarded to LBE, PUC-LBE & NPE Firms by Contract Type and Agency**

**Includes all awarded and active contracts monitored by HRC during the referenced reporting period. Does not include contracts which have not yet been awarded during the referenced reporting period. Contracts reported must either (A) comply with the minimum LBE subcontracting goals established by HRC pursuant to Chapter 14B or pursuant to a voluntary commitment by the contract awarding city agency or (B) have received waivers from the subcontracting goal requirements of Chapter 14B but require further monitoring by HRC.**

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**Number of Contracts Monitored by HRC**

- **All Contracts Types**: 500
- **Construction Contracts**: 55%
- **Professional Services Contracts**: 44%
- **General Services Contracts**: 1%

**Contracts Monitored by HRC by Contract Type and Agency**

- **General Services Contracts**
- **Professional Services Contracts**
- **Construction Contracts**

**Minimum DollarsAwarded to LBE, PUC-LBE & NPE Firms**

- **All Contracts Types**: $77,759,565
- **Construction Contracts**: 90%
- **Professional Services Contracts**: 10%
- **General Services Contracts**: 0%

**Minimum Dollars Awarded to LBE, PUC-LBE & NPE Firms by Contract Type and Agency**

- **General Services Contracts**
- **Professional Services Contracts**
- **Construction Contracts**

**Includes all awarded and active contracts monitored by HRC during the referenced reporting period. Does not include contracts which have not yet been awarded during the referenced reporting period. Contracts reported must either (A) comply with the minimum LBE subcontracting goals established by HRC pursuant to Chapter 14B or pursuant to a voluntary commitment by the contract awarding city agency or (B) have received waivers from the subcontracting goal requirements of Chapter 14B but require further monitoring by HRC.**

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14B Compliance Division – Waiver Data
FY 11-12 Q1

14B Waivers by Waiver Type (All Agencies)

- Total 14B Waivers Reviewed (Count): 60
- Total 14B Waivers Reviewed (Count) for Withdrawn: 9%
- Total 14B Waivers Reviewed (Count) for Denied: 3%
- Total 14B Waivers Reviewed (Count) for Granted: 88%

Number of 14B Waivers Granted by Waiver Type

- Total 14B Waivers Granted (Count): 4

Dollar Value of 14B Waivers Granted by Waiver Type

- Total 14B Waivers Granted ($): $45,608,854

Average Dollar Value by 14B Waivers Granted by Waiver Type

- Average Dollar Amount of Sole Source 14B Waivers Granted ($): $660,720
- Average Dollar Amount of Emergency 14B Waivers Granted ($): $1,031,390
- Average Dollar Amount of Subcontracting Goals 14B Waivers Granted ($): $338,927
- Average Dollar Amount of Public Entity 14B Waivers Granted ($): $786,360
- Average Dollar Amount of All 14B Waivers Granted ($): $786,360
14B Compliance Division – Waiver Data

FY 11-12 Q3

<table>
<thead>
<tr>
<th>14B Waivers by Waiver Type (All Agencies)</th>
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<tbody>
<tr>
<td>Total 14B Waivers Reviewed (Count)</td>
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<tr>
<td>Total 14B Waivers Withdrawn (Count)</td>
</tr>
<tr>
<td>Total 14B Waivers Denied (Count)</td>
</tr>
<tr>
<td>Total 14B Waivers Granted (Count)</td>
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</tbody>
</table>

<table>
<thead>
<tr>
<th>Number of 14B Waivers Granted by Waiver Type</th>
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<tbody>
<tr>
<td>Total 14B Waivers Granted (Count)</td>
</tr>
<tr>
<td>Total Public Entity 14B Waivers (Count)</td>
</tr>
<tr>
<td>Total Sole Source 14B Waivers (Count)</td>
</tr>
<tr>
<td>Total Emergency 14B Waivers (Count)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Dollar Value of 14B Waivers Granted by Waiver Type</th>
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<tbody>
<tr>
<td>Total 14B Waivers Granted ($)</td>
</tr>
<tr>
<td>Total Public Entity 14B Waivers Granted ($)</td>
</tr>
<tr>
<td>Total Sole Source 14B Waivers Granted ($)</td>
</tr>
<tr>
<td>Total Emergency 14B Waivers Granted ($)</td>
</tr>
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</table>

<table>
<thead>
<tr>
<th>Average Dollar Value by 14B Waivers Granted by Waiver Type</th>
</tr>
</thead>
<tbody>
<tr>
<td>Average Dollar Amount of Sole Source 14B Waivers Granted ($)</td>
</tr>
<tr>
<td>Average Dollar Amount of Emergency 14B Waivers Granted ($)</td>
</tr>
<tr>
<td>Average Dollar Amount of Subcontracting 14B Waivers Granted ($)</td>
</tr>
<tr>
<td>Average Dollar Amount of Public Entity 14B Waivers Granted ($)</td>
</tr>
<tr>
<td>Average Dollar Amount of All 14B Waivers Granted ($)</td>
</tr>
</tbody>
</table>
14B Compliance Division – Waiver Data
FY 11-12 Q4

14B Waivers by Waiver Type (All Agencies)

Total 14B Waivers Reviewed (Count) 64
Total 14B Waivers Withdrawn (Count) 0%
Total 14B Waivers Denied (Count) 2%
Total 14B Waivers Granted (Count) 100%

14B Waivers by Action and Agency

Total 14B Waivers Withdrawn (Count)
Total 14B Waivers Denied (Count)
Total 14B Waivers Granted (Count)

Number of 14B Waivers Granted by Waiver Type

Total 14B Waivers Granted (Count) 61
Total Sole Source 14B Waivers (Count) 1%
Total Subcontracting Goals 14B Waivers (Count) 78%
Total Public Entity 14B Waivers (Count) 2%
Total Emergency 14B Waivers (Count) 3%

Dollar Value of 14B Waivers Granted by Waiver Type

Total 14B Waivers Granted ($) 61,996,866
Total Sole Source 14B Waivers Granted ($) 58%
Total Subcontracting Goals 14B Waivers Granted ($) 40%
Total Public Entity 14B Waivers Granted ($) 1%
Total Emergency 14B Waivers Granted ($) 3%

Average Dollar Value by 14B Waivers Granted by Waiver Type

Average Dollar Amount of Sole Source 14B Waivers Granted ($) $776,949
Average Dollar Amount of Emergency 14B Waivers Granted ($) $2,167,920
Average Dollar Amount of Subcontracting Goals 14B Waivers Granted ($) $240,000
Average Dollar Amount of Public Entity 14B Waivers Granted ($) $2,567,500
Average Dollar Amount of All 14B Waivers Granted ($) $1,049,129
14B Compliance Division – Prop Q Payments
FY 11-12 Q1

Prop Q Payments to 14B Certified Firms v. Non 14B Certified Firms

Total Prop Q Payments by All agencies: $20,701,722

Prop Q payments to 14B Certified Firms 14%

Prop Q payments to Non 14B Certified Firms 86%

Prop Q Payments to 14B Certified Firms v. Non 14B Certified Firms
14B Compliance Division – Prop Q Payments
FY 11-12 Q2

Total Prop Q Payments by All agencies: $14,112,148

Each Agency's Prop Q payments as % of All Agencies' Prop Q Payments

Each Agency's Prop Q payments to 14B Certified Firms as % of All Agencies' Prop Q Payments to 14B Certified Firms

Each Agency's Prop Q payments to Non 14B Certified Firms as % of All Agencies' Prop Q Payments to Non 14B Certified Firms

Prop Q Payments to 14B Certified Firms v. Non 14B Certified Firms

14B Compliance Division – Prop Q Payments FY 11-12 Q2
14B Compliance Division – Prop Q Payments
FY 11-12 Q3

Prop Q Payments to 14B Certified Firms v. Non 14B Certified Firms

Total Prop Q Payments by All agencies: $13,280,600
14B Compliance Division– Prop Q Payments
FY 11-12 Q4

Total Prop Q Payments by All agencies: $16,322,104
12B Compliance Division – Vendor Data
FY 11-12 Q1

**EBO v. Non EBO Compliant Vendors**

- Active and Inactive Vendors: 49,851 (EBO Compliant) – 44,585 (Non EBO)
- Active Vendors Only: 15,457 (EBO Compliant) – 14,927 (Non EBO)
- Active Vendors who are Required to be EBO Compliant: 8,904 (EBO Compliant) – 9,280 (Non EBO)

**EBO Compliant CCSF Vendors: Benefits Data**

- Offer Benefits to Employees (41%)
- No Benefits due to No Employees (40%) – 6,124
- Do not offer Benefits to Employees (19%) – 2,998

**EBO Compliant CCSF Vendors: Employee Data**

- EBO Compliant Vendors with No Employees (41%)
- EBO Compliant Vendors with Employees (59%) – 49,851

**EBO COMPLIANT VENDORS BY NUMBER OF EMPLOYEES**

- No employees (41%)
- 1-499 Employees (50%)
- 500-999 Employees (2%)
- 5000+ Employees (1%)

Total Number of Employees Employed by EBO Compliant Vendors: 1,812,345
12B Compliance Division – Vendor Data
FY 11-12 Q2

EBO v. Non EBO Compliant Vendors

EBO Compliant CCSF Vendors: Benefits Data
- Offer Benefits to Employees: 41%
- No Benefits due to No Employees: 6,195 (40%)
- Do not offer Benefits to Employees: 3,060 (19%)

EBO Compliant CCSF Vendors: Employee Data
- EBO Compliant Vendors with No Employees: 60%
- EBO Compliant Vendors with Employees: 40%

EBO Compliant Vendors by Number of Employees
- No employees: 40%
- 1-499 Employees: 56%
- 500-4999 Employees: 2%
- 5000+ Employees: 1%

Total Number of Employees Employed by EBO Compliant Vendors: 3,911,755
San Francisco Human Rights Commission FY 11-12 Quarterly Performance Data

12B Compliance Division – Vendor Data
FY 11-12 Q3

EBO v. Non EBO Compliant Vendors

- EBO Compliant
- Non EBO Compliant

Active and Inactive Vendors
- 15,911
- 49,623

Active Vendors Only
- 15,023
- 44,715

Active Vendors who are Required to be EBO Compliant
- 8,904
- 9,282

EBO Compliant CCSF Vendors: Benefits Data

- Offer Benefits to Employees: 41%
- No Benefits due to No Employees: 39%
- Do not offer Benefits to Employees: 20%

EBO Compliant CCSF Vendors: Employee Data

- EBO Compliant Vendors with Employees: 60%
- EBO Compliant Vendors with No Employees: 40%

EBO COMPLIANT VENDORS BY NUMBER OF EMPLOYEES

- No employees: 40%
- 1-499 Employees: 56%
- 500-4999 Employees: 2%
- 5000+ Employees: 1%

Total Number of Employees Employed by EBO Compliant Vendors: 4,046,289

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12B Compliance Division – Vendor Data
FY 11-12 Q4

EBO v. Non EBO Compliant Vendors

EBO Compliant CCSF Vendors: Benefits Data

- Offer Benefits to Employees: 41%
- Do not offer Benefits to Employees: 20%
- No Benefits due to No Employees: 39%

EBO Compliant CCSF Vendors: Employee Data

- EBO Compliant Vendors with No Employees: 40%
- EBO Compliant Vendors with Employees: 60%

EBO Compliant Vendors by Number of Employees

- No employees: 40%
- 1-499 Employees: 57%
- 500-4999 Employees: 2%
- 5000+ Employees: 1%

Total Number of Employees Employed by EBO Compliant Vendors: 4,192,447
### 12B Compliance Division – Waiver Data

**FY 11-12 Q1**

#### 12B Waivers by Waiver Type (All Agencies)

<table>
<thead>
<tr>
<th>Total 12B Waivers Reviewed (Count)</th>
<th>67</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total 12B Waivers Denied (Count)</td>
<td>4</td>
</tr>
<tr>
<td>Total 12B Waivers Granted (Count)</td>
<td>62</td>
</tr>
</tbody>
</table>

#### 12B Waivers by Waiver Type and Agency

- **Total 12B Waivers Denied (Count)**: 4
- **Total 12B Waivers Granted (Count)**: 62
- **Total 12B Waivers Granted ($)**: $18,344,979

#### Number of 12B Waivers Granted by Waiver Type

<table>
<thead>
<tr>
<th>Total 12B Waivers Granted (Count)</th>
<th>62</th>
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<tbody>
<tr>
<td>Total No Potential Contractors Comply 12B Waivers (Count)</td>
<td>16%</td>
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<tr>
<td>Total Public Entity 12B Waivers (Count)</td>
<td>16%</td>
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<tr>
<td>Total Emergency 12B Waivers (Count)</td>
<td>0%</td>
</tr>
<tr>
<td>Total Government Bulk Purchasing 12B Waivers (Count)</td>
<td>2%</td>
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</tbody>
</table>

#### Dollar Value of 12B Waivers Granted by Waiver Type

<table>
<thead>
<tr>
<th>Total 12B Waivers Granted ($)</th>
<th>$18,344,979</th>
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<tbody>
<tr>
<td>Total No Potential Contractors Comply 12B Waivers Granted ($)</td>
<td>0%</td>
</tr>
<tr>
<td>Total Public Entity 12B Waivers Granted ($)</td>
<td>66%</td>
</tr>
<tr>
<td>Total Emergency 12B Waivers Granted ($)</td>
<td>0%</td>
</tr>
<tr>
<td>Total Government Bulk Purchasing 12B Waivers Granted ($)</td>
<td>2%</td>
</tr>
</tbody>
</table>

#### Average Dollar Value by 12B Waivers Granted by Waiver Type

- Average Dollar Amount of Sole Source 12B Waivers Granted
- Average Dollar Amount of Emergency 12B Waivers Granted
- Average Dollar Amount of Public Entity 12B Waivers Granted
- Average Dollar Amount of No Potential Contractors Comply 12B Waivers Granted
- Average Dollar Amount of Bulk Purchasing 12B Waivers Granted
- Average Dollar Amount of Sham/Shell Entity 12B Waivers Granted
- Average Dollar Amount of All 12B Waivers Granted

<table>
<thead>
<tr>
<th>Average Dollar Amount ($)</th>
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<tr>
<td>Total Sole Source 12B Waivers Granted ($)</td>
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<tr>
<td>Total Emergency 12B Waivers Granted ($)</td>
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<tr>
<td>Total Public Entity 12B Waivers Granted ($)</td>
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<td>Total No Potential Contractors Comply 12B Waivers Granted ($)</td>
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<td>Total Government Bulk Purchasing 12B Waivers Granted ($)</td>
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<td>Total Sham/Shell Entity 12B Waivers Granted ($)</td>
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<tr>
<td>Total 12B Waivers Granted ($)</td>
<td>$317,976</td>
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</table>
12B Compliance Division – Waiver Data
FY 11-12 Q2

12B Waivers by Waiver Type (All Agencies)

Number of 12B Waivers Granted by Waiver Type

Dollar Value of 12B Waivers Granted by Waiver Type

Average Dollar Value by 12B Waivers Granted by Waiver Type

San Francisco Human Rights Commission FY 11-12 Quarterly Performance Data
San Francisco Human Rights Commission FY 11-12 Quarterly Performance Data

12B Compliance Division – Waiver Data

FY 11-12 Q3

12B Waivers by Waiver Type (All Agencies)

- Total 12B Waivers Reviewed (Count)
- Total 12B Waivers Denied (Count)
- Total 12B Waivers Withdrawn (Count)
- Total 12B Waivers Granted (Count)

12B Waivers by Waiver Type and Agency

- Total 12B Waivers Withdrawn (Count)
- Total 12B Waivers Denied (Count)
- Total 12B Waivers Granted (Count)

Number of 12B Waivers Granted by Waiver Type

- Total 12B Waivers Granted (Count)
- Total Sole Source 12B Waivers Granted (Count)
- Total Emergency 12B Waivers Granted (Count)
- Total Public Entity 12B Waivers Granted (Count)
- Total No Potential Contractors Comply 12B Waivers Granted (Count)
- Total Government Bulk Purchasing 12B Waivers Granted (Count)
- Total Sham/Shell Entity 12B Waivers Granted (Count)

Dollar Value of 12B Waivers Granted by Waiver Type

- Total 12B Waivers Granted ($) 24,463,414
- Total Sole Source 12B Waivers Granted ($) 685,283
- Total Emergency 12B Waivers Granted ($) 1,470,013
- Total Public Entity 12B Waivers Granted ($) 124,260
- Total No Potential Contractors Comply 12B Waivers Granted ($) 1,065
- Total Government Bulk Purchasing 12BWaivers Granted ($) 0
- Total Sham/Shell Entity 12B Waivers Granted ($) 0

Average Dollar Value by 12B Waivers Granted by Waiver Type

- Average Dollar Amount of Sole Source 12B Waivers Granted
- Average Dollar Amount of Emergency 12B Waivers Granted
- Average Dollar Amount of Public Entity 12B Waivers Granted
- Average Dollar Amount of No Potential Contractors Comply 12B Waivers Granted
- Average Dollar Amount of Bulk Purchasing 12B Waivers Granted
- Average Dollar Amount of Sham/Shell Entity 12B Waivers Granted
- Average Dollar Amount of All 12B Waivers Granted

Table containing data on Total 12B Waivers Reviewed, Total 12B Waivers Denied, Total 12B Waivers Withdrawn, Total 12B Waivers Granted, Total 12B Waivers Reviewed, Total 12B Waivers Denied, Total 12B Waivers Withdrawn, Total 12B Waivers Granted, Number of 12B Waivers Granted by Waiver Type, Total 12B Waivers Granted ($), and Average Dollar Value by 12B Waivers Granted by Waiver Type.
12B Compliance Division – Waiver Data
FY 11-12 Q4
Discrimination Division – All Activities Data
FY 11-12 Q1

Discrimination Division: Summary of All Activities

- Total Inquiries & Intakes: 290
- Total Complaints Filed: 19
- Total Complaints Filed and Settled: 7
- Non Settled Complaints: Finding of Discrimination: 0
- Total Findings Appealed: 0

Discrimination Division – All Activities Data

Complaints Filed by Complaint Type
- Housing: 63%
- Employment: 21%
- Public Accommodation: 16%

Complaints Filed and Settled by Complaint Type
- Housing: 72%
- Employment: 14%
- Public Accommodation: 14%

Non Settled Complaints:
Finding of Discrimination by Complaint Type
- NA

Findings Appealed by Complaint Type
- NA
Discrimination Division – All Activities Data
FY 11-12 Q2

Discrimination Division: Summary of All Activities

- Total Inquiries & Intakes: 271
- Total Complaints Filed: 25
- Total Complaints Filed and Settled: 8
- Non Settled Complaints: Finding of Discrimination: 0
- Total Findings Appealed: 0

Complaints Filed by Complaint Type
- Housing: 68%
- Employment: 24%
- Public Accommodation: 8%

Complaints Filed and Settled by Complaint Type
- Employment: 38%
- Housing: 62%

Non Settled Complaints: Finding of Discrimination by Complaint Type
- NA

Findings Appealed by Complaint Type
- NA

San Francisco Human Rights Commission FY 11-12 Quarterly Performance Data
Discrimination Division – All Activities Data

FY 11-12 Q3

Complaints Filed by Complaint Type

- Housing: 60%
- Public Accommodation: 32%
- Employment: 9%

Complaints Filed and Settled by Complaint Type

Non Settled Complaints:
Finding of Discrimination by Complaint Type

Findings Appealed by Complaint Type

NA
Discrimination Division – All Activities Data
FY 11-12 Q4
Discrimination Division – Activity Details by Protected Class Data

FY 11-12 Q1

Complaints Filed by Complaint Type and Protected Class*

- Public Accommodation Complaints
- Employment Complaints
- Housing Complaints

* Special Note: A complaint can be based on more than one protected class.

Complaints Filed and Settled by Complaint Type and Protected Class*

- Public Accommodation Complaints
- Employment Complaints
- Housing Complaints

* Special Note: A complaint can be based on more than one protected class.
Discrimination Division – Activity Details by Protected Class Data

FY 11-12 Q2

* Special Note: A complaint can be based on more than one protected class.
Discrimination Division – Activity Details by Protected Class Data
FY 11-12 Q3

* Special Note: A complaint can be based on more than one protected class.
Discrimination Division – Activity Details by Protected Class Data
FY 11-12 Q4

* Special Note: A complaint can be based on more than one protected class.
Policy Division – All Activities Data
FY 11-12 Q1

- 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.

- Released initial guidelines for preventing discrimination against persons with arrest and criminal records (PACR).
- Commenced research into issues related to Environmental Justice.

- Staffed monthly meetings for the LGBT and Equity Advisory Committees.
- Launched the African American Leadership Council.
- 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

- 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.
- Participated in quarterly meetings with the Coalition against Hate Violence.
- Participated in quarterly meetings with the San Francisco Collaborative against Human Trafficking.
Policy Division – All Activities Data
FY 11-12 Q2

- 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.
- Released the initial draft of the status of the implementation of the recommendations made by the 2011 AAMEMSA Report.
- Coordinated and staffed “Beyond the Castro: Expanding Services to LGBT Communities”.
- 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.
- Participated in quarterly meetings with the Coalition against Hate Violence.
- Participated in quarterly meetings with the San Francisco Collaborative against Human Trafficking.

- Staffed monthly meetings by the LGBT, Equity Advisory and the newly created African American Leadership Council Committees.
- 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.
- Launched the first annual Human Rights Commission “HERO” Awards.
Meeting with Department of Public Health to discuss necessity for including transgender health care in HealthySF.

- Released final draft of the Report on the Implementation of the Recommendations made by the 2011 AAMEMSA Report
- Made initial proposal to the SF International Airport to notify travelers on their rights against racial and religious profiling.
- Performed research on “End Racial Profiling Act”.
- Published the 2012 Hate Crimes Directory of Services for Victims of Hate Violence.

Staffed monthly meetings by the LGBT, Equity Advisory and African American Leadership Council Committees.
- 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.

- 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.
- Participated in quarterly meetings with the Coalition against Hate Violence.
- Participated in quarterly meetings with the San Francisco Collaborative against Human Trafficking.
Policy Division – All Activities Data
FY 11-12 Q4

- Issued an Executive Directive affirming the City’s commitment to the retention of the African American Community and the recommendations found in the 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.
- 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”.
- Staffed monthly meetings by the LGBT, Equity Advisory and African American Leadership Council Committees.
- Collaborated with Pac Heights Commercial District seeking to develop positive relations with City’s LGBT community.
- Corresponded with private employers and government contractors on the overbroad use of criminal background checks.
- Collaborated with SF Interfaith Coalition for Human Rights on Sanctuary City ordinance enforcement.
- Met with Supervisor Weiner and DPH regarding discrimination against Transgendered persons in Healthy SF.
- Met with visitors from Belarus on human trafficking issues.
- Participated in quarterly meetings with the Coalition against Hate Violence.
- Participated in quarterly meetings with the San Francisco Collaborative against Human Trafficking.
- Held hearing on the Human Rights Impact of the War on Drugs.
- Attended community meetings on 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 with City departments on replicating Super Bowl anti-trafficking campaigns for the America’s Cup in San Francisco.