Quarterly Performance Data for FY 12-13
(July 1, 2012 to June 30, 2013)
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Agency Overview

The Human Rights Commission (HRC) works to provide leadership and advocacy to secure, protect and promote human rights for all people. HRC was established in 1964 by City Ordinance and became a Charter Commission in 1990.

The roots of HRC go back to 1964 when the modern day civil rights movement manifested in San Francisco through demonstrations against hotels, supermarkets, drive-in restaurants and automobile showrooms that discriminated against African Americans. In early 1964, Mayor John F. Shelley appointed an Interim Committee on Human Relations, which subsequently recommended to the Board of Supervisors that a permanent Human Rights Commission be established. In July 1964, the Board of Supervisors passed the recommendation, and Mayor Shelley signed an ordinance establishing the Human Rights Commission. From 1964, the Human Rights Commission grew in response to City government's mandate to address the causes of and problems resulting from prejudice, intolerance, bigotry and discrimination. The Mayor and the Board of Supervisors gave the Human Rights Commission more and broader powers and duties to address these problems, and passed additional ordinances, which were implemented by the Human Rights Commission. In June 1990, the voters of San Francisco established the Human Rights Commission as a Charter Commission (see Section 3.699-5 of the Charter).

Learn more about HRC at: www.sf-hrc.org

Governing Laws

HRC performs its Charter mandated obligations and duties pursuant to the following City ordinances and laws:

San Francisco Charter
- Article IV, Section 4.107: HRC as a Charter agency

San Francisco Administrative Code
- Chapter 12A: Powers and Duties of HRC
- Chapter 12B: Non-discrimination in CCSF Contracts
- Chapter 12C: Non-discrimination in CCSF Property Contracts
- Chapter 12H: Sanctuary City Ordinance
- Chapter 12N: LGBT Youth Sensitivity Training

San Francisco Police Code
- Article 33: Non-discrimination in Housing, Employment and Public Accommodations
- Article 38: Non Discrimination based on HIV Status
- Article 1.2: Non Discrimination in Housing against Families with Minor Children

HRC’s Divisions

As of July 1, 2012, HRC functions through two primary divisions: The Discrimination Complaints Investigation & Mediation Division (“Discrimination Division) and the Policy & Social Justice Division. Both divisions work together to:

- Advocate for human and civil rights;
- Investigate and mediate discrimination complaints;
- Resolve community disputes and issues involving individual or systemic illegal discrimination; and
- Provide technical assistance, information and referrals to individuals, community groups, businesses and government agencies related to human rights and social services.
Discrimination Complaints & Investigation Division Overview ("Discrimination Division")

The Discrimination Division investigates and mediates complaints of discrimination and non-compliance in employment, housing and public accommodation, as prescribed by City policy and jurisdiction. In addition, the Division is charged with implementing the Sanctuary City Ordinance by assisting the public in filing, mediating, and investigating complaints of non-compliance with the ordinance.

Discrimination Complaints by Type

- Employment Discrimination
- Housing Discrimination
- Public Accommodation Discrimination
- Sanctuary City Ordinance Enforcement

Protected Classes

- Age
- Disability
- Familial Status
- Gender Identity
- Height / Weight
- National Origin / Ancestry
- Place of Birth
- Religion / Creed
- Race / Color
- Sex
- Sexual Orientation
- Source of Income

*Note: Protected classes will vary depending on discrimination complaint type.

Discrimination Complaints Intake and Investigation Process

- Intake
- Mediation
- Investigation
- Finding

Discrimination Division Performance Data Year-to-Date Summary
FY 12-13: Q1 through Q4

SUMMARY OF MAJOR ACTIVITIES

<table>
<thead>
<tr>
<th>Total Inquiries &amp; Intakes</th>
<th>New Complaints Filed</th>
<th>Complaints Filed</th>
<th>Completed Investigations Resulting in No Finding of Discrimination</th>
<th>Completed Investigations Resulting in a Finding of Discrimination</th>
<th>Findings Appealed</th>
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<tr>
<td>1560</td>
<td>121</td>
<td>23</td>
<td>18</td>
<td>0</td>
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TOP THREE PROTECTED CLASSES WITH HIGHEST FREQUENCIES FOR ALL COMPLAINT TYPES:
(1) DISABILITY: 38%
(2) RACE: 13%
(3) SEX: 11%

COMPLAINTS FILED BY COMPLAINT TYPE

<table>
<thead>
<tr>
<th>Public Accommodation</th>
<th>Housing</th>
<th>Employment</th>
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</thead>
<tbody>
<tr>
<td>22%</td>
<td>61%</td>
<td>17%</td>
</tr>
</tbody>
</table>

COMPLAINTS FILED BY COMPLAINT TYPE & PROTECTED CLASS

- Weight
- Source of Income
- Sexual Orientation
- Sex
- Retaliation
- Religion
- Race
- Place of Birth
- National Origin
- Marital Status
- Height
- Gender Identity
- Familial Status
- Domestic Partner Status
- Disability
- Creed
- Color
- Ancestry
- AIDS/HIV Status
- Age

San Francisco Human Rights Commission Quarterly Performance Data for FY 12-13 (July 1, 2012 to June 30, 2013)
HRC's Policy division collaborates closely with City, Federal and State agencies, educational institutions, community based organizations and members of the community to address a wide range of civil rights and other related social justice issues affecting the residents of San Francisco. Below is a summary of the Policy Division's workflow process and deliverables.

### San Francisco Human Rights Commission Quarterly Performance Data for FY 12-13 (July 1, 2012 to June 30, 2013)

#### FY 12-13: Q1 through Q4

**Advocacy**
- Number of Resolutions & Letters of Support: 2
- Number of Inter-Group Mediations: 4
- Number of Unique Advisory Roles by Subject Matter: 34*

**Education, Training & Awareness**
- Number of Education, Training & Awareness Events Sponsored or Co-Sponsored by HRC: 36**
- Number of Non-HRC Events Attended by HRC: 40

**Research, Analysis and Publications**
- Number of Unique Policy Initiatives Researched & Analyzed by HRC: 25*
- Number of Publications: 18

**Public Forums and Hearings**
- Number of Reoccurring Commission, Committee and Collaborative Meetings: 133
- Number of Public Meetings and Forums by HRC in the Community: 17**

* YTD volume does not necessarily equal cumulative volume for each quarter: Because certain subjects can span various quarters, the “Year-To-Date” value for this measurement has been adjusted to include number of unique subject matters to date, rather than the cumulative sum of all subject matters covered during each quarter.

** Quarterly and YTD volumes may include meetings that fall under “Reoccurring Commission, Committee and Collaborative Meetings”: Most “Reoccurring Commission, Committee and Collaborative Meetings” are intended for their appointed members to conduct the regular business and affairs of the Commission, Committee or Collaborative holding the meeting. However, in some instances, the primary purpose of a “Reoccurring Commission, Committee or Collaborative Meeting” may be to educate or hear the views of the general public with regard to a specific subject matter. If the primary purpose of an otherwise “Reoccurring Commission, Committee and Collaborative Meeting” is to educate the general public on a particular subject matter, that meeting also qualifies as an “Education, Training & Awareness Event Sponsored or Co-Sponsored by HRC”. Alternatively, if the primary purpose of an otherwise “Reoccurring Commission, Committee and Collaborative Meeting” is to serve as a public forum for the general public, then that meeting also qualifies as a “Public Meeting and Forum by HRC in the Community:”
Discrimination Division Detailed Performance Data for FY 12-13: Q1 through Q4

Employment  Public Accommodation  Housing
Summary of Major Activities

New Complaints by Complaint Type
- Housing: 66%
- Public Accommodation: 24%
- Employment: 10%

Settled Complaints by Complaint Type
- NA

Finding of Discrimination by Complaint Type
- NA

Findings Appealed by Complaint Type
- NA
Summary of Major Activities

Inquiries & Intakes: 359
New Complaints Filed: 25
Complaints Settled: 10
On-Going Investigations as of the end of the quarter: 68
Completed Investigations During Quarter: 10
Completed Investigations w/Finding of Discrimination: 0
Findings Appealed: 1

New Complaints by Complaint Type
- Housing: 64%
- Employment: 20%
- Public Accommodation: 16%

Settled Complaints by Complaint Type
- Employment: 30%
- Housing: 70%

Finding of Discrimination by Complaint Type
- NA

Findings Appealed by Complaint Type
- Housing: 100%
Discrimination Division Detailed Performance Data – Breakdown of Major Activities

FY 12-13: Q3

Summary of Major Activities

New Complaints by Complaint Type

Settled Complaints by Complaint Type

Finding of Discrimination by Complaint Type

Findings Appealed by Complaint Type

Summary of Major Activities

- Inquiries & Intakes: 354
- New Complaints Filed: 26
- Complaints Settled: 7
- On-Going Investigations as of the end of the quarter: 70
- Completed Investigations During Quarter: 4
- Completed Investigations w/ Finding of Discrimination: 0
- Findings Appealed: 0

New Complaints by Complaint Type:

- Housing: 58%
- Employment: 15%
- Public Accommodation: 27%

Settled Complaints by Complaint Type:

- Employment: 57%
- Housing: 43%

Finding of Discrimination by Complaint Type:

- NA

Findings Appealed by Complaint Type:

- NA
Discrimination Division Detailed Performance Data – Breakdown of Major Activities

FY 12-13: Q4

Summary of Major Activities

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<th>Category</th>
<th>Value</th>
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<td>Inquiries &amp; Intakes</td>
<td>358</td>
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<tr>
<td>New Complaints Filed</td>
<td>41</td>
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<tr>
<td>Complaints Settled</td>
<td>6</td>
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<tr>
<td>On-Going Investigations as of the quarter</td>
<td>84</td>
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<tr>
<td>Completed Investigations During Quarter</td>
<td>4</td>
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<tr>
<td>Completed Investigations w Finding of Discrimination</td>
<td>0</td>
</tr>
<tr>
<td>Findings Appealed</td>
<td>0</td>
</tr>
</tbody>
</table>

New Complaints by Complaint Type

- Housing: 59%
- Employment: 22%
- Public Accommodation: 19%

Settled Complaints by Complaint Type

- Housing: 50%
- Employment: 17%
- Public Accommodation: 33%

Finding of Discrimination by Complaint Type

- NA

Findings Appealed by Complaint Type

- NA
Discrimination Division Detailed Performance Data – Major Activities Detailed by Protected Class

FY 12-13: Q1

New Complaints by Protected Class

Settled Complaints by Protected Class

Findings of Discrimination by Protected Class

Findings Appealed by Protected Class
Discrimination Division Detailed Performance Data – Major Activities Detailed by Protected Class

FY 12-13: Q3

New Complaints by Protected Class

Settled Complaints by Protected Class

Findings of Discrimination by Protected Class

Findings Appealed by Protected Class
Discrimination Division Detailed Performance Data – Major Activities Detailed by Protected Class

FY 12-13: Q4

New Complaints by Protected Class

Settled Complaints by Protected Class

Findings of Discrimination by Protected Class

Findings Appealed by Protected Class

San Francisco Human Rights Commission Quarterly Performance Data for FY 12-13 (July 1, 2012 to June 30, 2013)
Policy Division Detailed Performance Data for FY 12-13: Q1 through Q4
Policy Division Detailed Performance Data – Advocacy
FY 12-13: Q1

Resolutions & Letters of Support
- Passed resolution supporting California SB 1172, which prohibits mental health providers from engaging in sexual orientation change efforts with patients less than 18 years of age.
- Advised Board of Supervisors on resolution regarding including transgender coverage in Healthy San Francisco; resolution adopted on July 24, 2012.

Inter-Group Mediations
- Successfully mediated a pilot program by various City agencies and community-based organization to discontinue the use of condoms as evidence in prostitution related crimes.

Advisory Roles by Subject Matter
- Testified at Joint Hearing on the disparities in education in SF and the impact on African American Students in the SFUSD.
- Advised the Board of Supervisors on resolution to provide transgender health care inclusion in Healthy San Francisco.
- Advised MTA on community concerns regarding Muni Ads depicting Palestinians, Arabs, and Muslims as “savages”.
- Advised USF staff on how to include community members in school board candidate forum.
- Advised SFPD regarding revisions to Sanctuary City training.
- Advised SF Reentry Council on the City’s efforts to reduce barriers for persons with prior arrest and conviction records.
- Collaborated with SFPD regarding the possible underreporting of crimes committed against transgender individuals.
- In connection with the 12(N) Committee Meeting and Bayview Hunters Point Center for Arts and Technology (BAYCAT), participated in developing a pre and post evaluation survey tool by which to evaluate the newly completed LGBTQ Cultural Competency and Sensitivity Training Video.

SUMMARY OF ALL ADVOCACY ACTIVITIES

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<th>Count</th>
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<tr>
<td>Number of Inter-Group Mediations:</td>
<td>1</td>
</tr>
<tr>
<td>Number of Advisory Roles:</td>
<td>8</td>
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</table>
Resolutions & Letters of Support
- NA

Inter-Group Mediations
- Continue to work with DPW and the LGBT community on developing a non-discriminatory policy regarding the types of flags which may occasionally fly in place of the historic and iconic rainbow flag located at the intersection of Castro and Market Streets.
- Continue to work with AAMEMSA community to determine means by which to address and remediate concerns regarding Muni Ads depicting Palestinians, Arabs, and Muslims as “savages”.

Advisory Roles by Subject Matter
- Testified at Health Commission on transgender health care inclusion in Healthy San Francisco.
- Collaborated with SF District Attorney’s office regarding violence against San Francisco’s transgender community and related safety issues.
- Advised Controller’s Office on inclusion of new demographic categories in the City’s biannual survey, including: (i) the inclusion of “Arab, Middle Eastern, South Asian” as a category under “race”; (ii) the inclusion of questions related to one’s self-identified “gender identity”.
- Collaborated with DPH on conducting a study on the health effects of post 9/11 discrimination and hate speech on AAMEMSA communities.
- Collaborated with the Lawyers’ Committee for Civil Rights on creating new programs in the Bayview and Fillmore neighborhoods, including an educational legal clinic, an economic justice clinic and a new incubator program for starting a small business.
- Collaborated with SPUR to develop a governance and public policy youth camp.
- Advised members of the LGBT Aging Policy Task Force on developing an outreach and media plan for the LGBT Aging Policy Task Force.
- Presented Mayor’s office with status update of HRC’s continuing efforts with regard to the African American Empowerment Initiative.
- Presented City’s 311 on HRC’s current outreach efforts with regard to communities of color.

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<thead>
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<th>SUMMARY OF ALL ADVOCACY ACTIVITIES</th>
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<td>Number of Advisory Roles:</td>
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Policy Division Detailed Performance Data – Advocacy
FY 12-13: Q3

Summary of All Advocacy Activities

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<tr>
<td>Number of Advisory Roles:</td>
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Resolutions & Letters of Support
- None

Inter-Group Mediations
- Mediated stipulation between the District Attorney’s and Public Defender’s Office to permanently **discontinue the use of condoms as evidence in misdemeanor prostitution cases**. Mediation participants included representatives from: HRC, St. James Infirmary, SAGE Project, UC Hastings, Office of Supervisor David Campos, DPH, St. James Infirmary, DA’s Office, SFPD, OCC, Public Defender’s Office, HRW, and Mayor’s Office.

Advisory Roles by Subject Matter
- Submitted to the Mayor’s Department of Legislative and Government Affairs **HRC’s recommendations with regard to amending FEHA** so as to no longer preempt local agencies from seeking reimbursement from EEOC and HUD for complaints handled by HRC involving federally protected classes.
- Held follow-up meetings with Public Defender’s Office, District Attorney, SFPD, DPH, Office of Citizens Complaints, Human Rights Watch, St James Infirmary, SAGE Project with city officials and community members to **discontinue the use of condoms as evidence in prostitution cases**.
- Held various meetings with MUNI, Department of Public Health, and community based organizations (including Asian Law Caucus, Council on American Islamic Relations, Arab Resource and Organizing Center, Arab Cultural Community Center, American Muslims for Palestine, and Human Impact) on possible **impact study of post 9/11 discrimination of AAMEMSA communities**.
- Held various meetings with District Attorney’s Office, Public Defender’s Office, SAGE Project, St. James Infirmary, Asian Pacific Islander Legal Outreach on the **human rights impact of the CASE ACT** (Proposition 35 Anti-Trafficking Act).
- Collaborated with Shelter Monitoring Committee on developing and implementing **recommendations to address discrimination experienced by LGBT shelter residents in San Francisco**, with a focus on transgender residents.
- Collaborated with the Youth Commission and Department of Public Health on **piloting the 12(N) Youth Sensitivity and Cultural Competency Training module** on DPH staff.

(continued on next page)
Advisory Roles by Subject Matter (continued)

- Held various meetings with Reentry Council, other government agencies (Seattle Office of Civil Rights; Office of Civil Rights in Madison, Wisconsin; and the Human Relations Division of Kansas City, Missouri) and various community groups (All of or None, Lawyers’ Committee for Civil Rights, National Employment Law Project), on HRC’s efforts with regard to reducing barriers for persons with arrest and conviction records with regard to employment and housing.
- Advised Police Commission on HRC’s work on African American outmigration as it relates to high arrest rates in African American community.
- Advised the San Francisco Planning and Urban Renewal Association on possibility of creating a summer academy for youth impacted by African American Outmigration.
- In collaboration with the Lawyer’s Committee on Civil Rights, Coleman Advocates, Mo’ Magic, and Public Defenders Office, advised members of the Fillmore community on education disparities for African American youth with regard to accessing special education in San Francisco Unified School District system.
- Held various meetings with members of the African American community and other stake-holders on the African American Community Empowerment Initiative’s recent efforts in developing “Incubator Enterprise Zones” in the Fillmore and Bayview districts.
- Collaborated with the Sheriff’s Department, Transgender Law Center, NCLR, SF Health Commission and Just Detention International on the need for greater cultural sensitivity with regard to transgender housing and related quality of life issues in shelters and the penal system.
- As part of the newly formed Bay Area Anti Bullying Coalition, collaborated with various organization members on recent anti-bullying efforts throughout the Bay Area.
- Assisted the LGBT Aging Policy Task Force on developing effective outreach methods with respect to their recently launched survey of the senior LGBT population in San Francisco.
- Collaborated with SPUR, Mo’ Magic, USF and the Jewish Community Relations Council on creating a week long “Youth Leadership Forum” that will provide underserved youth first-hand experience with the public policy process.
- Collaborated with City Attorney’s Office on the impact, if any, of State anti-discrimination laws on housing discrimination complaints based on source of income as prescribed by City Law.
- Collaborated with the DA’s Office to work with community groups to address violence faced by monolingual transgender persons in the Mission District.
- Collaborated with Office of President of University of California on how to effectuate greater LGBT inclusion and sensitivity on UC campuses.
## Policy Division Detailed Performance Data – Advocacy

### FY 12-13: Q4

<table>
<thead>
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<th>Summary of All Advocacy Activities</th>
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<tr>
<td>Number of Resolutions &amp; Letters of Support:</td>
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<td>Number of Inter-Group Mediations:</td>
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<tr>
<td>Number of Advisory Roles:</td>
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### Resolutions & Letters of Support
- None

### Inter-Group Mediations
- None.

### Advisory Roles by Subject Matter
- Advised University of California Office of President LTBTQ Environment & Inclusion Task Force on various issues related to increasing LGBT inclusion and cultural competency on UC Campuses.
- Met with Supervisor Weiner, Health Commissioner Cecilia Chung, SF Department of Public Health and Healthy SF on how to provide the LGBT and Transgender communities with greater access to health care.
- Advised various SF officials and organizations, including University of California Office of President LTBTQ Environment & Inclusion Task Force, Mayor’s Office, SF Department of Public Health and the Alachua County Board of County Commissioners in Gainesville, Florida regarding the need for gender neutral public restrooms and communal facilities as they relate to instituting an anti-discrimination policy based on sexual orientation and gender identity.
- Held various meetings with the Sheriff’s Office, National Center for Lesbian Rights, Transgender Law Center, Health Commissioner Cecilia Chung, and Just Detention International regarding the implications of the Prison Rape Enforcement Act (PREA) with regard to transgender inmates and to develop a strategy for a pilot program that can properly integrate incarcerated transgender inmates with the general penal population and, eventually, society upon release.
- Advised various organizations and San Francisco officials regarding ongoing violence against monolingual, Spanish speaking transgender populations in the Mission, as well as transgender populations in the Mission, Tenderloin and South of Market.

(continued on next page)
Advisory Roles by Subject Matter (continued)

- Advised the Department of Human Resources about possible implications of amending the Administrative Code to prohibit City contractors and their subcontractors from discriminating against employees or applicants based on criminal history and refrain from asking applicants about criminal history as part of their initial application for employment. Also advised various BOS aides regarding HRC’s ongoing efforts to reduce barriers for persons with arrest and conviction records.

- Presented before the BOS Neighborhood Services and Safety Committee on HRC’s efforts related to the enforcement and compliance of the 12(N) Youth Sensitivity and Cultural Competency Training Ordinance. Also collaborated with Gwayt Gstack, a local teen-inspired talent agency, to create an anti-bullying awareness campaign targeting youth.

- Coordinated various meetings with public employees group regarding the creation of an anti-bullying in the workplace coalition and/or a related public employee assistance program that would specifically address this issue.

- Met with Islamic Network Group, Council on American Islamic Relations, SF Department of Public Health, SF Municipal Transit Authority, SF District Attorney’s Office, Asian Law Caucus, Anti-Defamation League, SF State University Center for Constitutional Rights, and California Institute of Integral Studies to develop an impact study of post 9/11 discrimination of AAMEMSA communities.

- Held various meetings with HRC Commissioner Sheryl Davis, Coleman Advocates, SF MagicZone, Angela Jenkins from the Equity Advisory Committee, RNB Entertainment Group, and other community members to discuss jobs and economic development within the African American Community and review next steps toward implementation of findings and recommendations from the African American Out Migration Report.

- Testified on behalf of Assemblyman Tom Ammiano regarding AB336 which specifies that possession of condoms shall not be used as evidence that a defendant was engaged in prostitution or loitering with intent to commit prostitution. Also advised the Center for HIV Law and Policy in New York City on HRC’s efforts to stop the use of condoms as evidence when prosecuting prostitution related crimes. Met with Supervisor Campos, Human Rights Watch, SF District Attorney’s office, SF Police Department, SF Department of Public Health and St. James Infirmary to discuss outreach efforts to roll out new information to the general public regarding the discontinued use of condoms as evidence in the prosecution of prostitution cases.

- Collaborated with Department on the Status of Women on the upcoming August 9, 2013 Conference to Combat Child Sex Trafficking by the San Francisco Collaborative Against Human Trafficking.

- Advised Lawyers Committee for Civil Rights on Sanctuary City Ordinance compliance and complaint process.

- Collaborated with City Attorney’s Office on how to apply San Francisco’s housing laws which prohibit discrimination based on source of income to housing providers who refuse to rent to an individual receiving financial assistance through the Federal government’s Section 8 voucher program.

- Advised Seattle Office of Human Rights on HRC’s organizational structure, budget and various performance metrics for possible adoption and/or application by their agency.
## Policy Division Detailed Performance Data – Education, Training and Awareness
### FY 12-13: Q1

### Education, Training & Awareness Events Sponsored or Co-Sponsored by HRC

*Signifies that the event was conducted during a “Reoccurring Commission, Committee or Collaborative Meeting”*

- HIV Prevention in AAPI Communities (September 18, 2012).
- Understanding San Francisco’s **Sanctuary City Ordinance**, presented to the San Francisco Immigrant Legal Education Network (July 19, 2012).
- The work of the **Trevor Project** (July 17, 2012).
- U.S. State Department **International Leadership Education Program** reception (July 11, 2012).
- **Minority Youth Summer Internship & Mentorship** education and training events, including a career day (July 11, 2012, July 18, 2012 and July 20, 2012).

### Non-HRC Events Attended by HRC

- Community Development and **Job Creation in District 5**. (September 20, 2012).
- General Plans and Housing Elements: **Equitable Plans at the Local Level** hosted by Urban Habitat (September 18, 2012).
- **Gentrification and Dislocation** hosted by UC Berkeley and Asian Pacific Environmental Network (September 18, 2012).
- **Affordable Housing and Anti-Dislocation Policies** hosted by East Bay Asian Local Development Corporation and San Francisco Mayor’s Office of Housing (September 18, 2012).
- United States **Stop Bullying Summit** (September 14, 2012).
- **Death Penalty and Juvenile Detention** hosted by Equal Justice Initiative (September 5, 2012).
- Lawyers Committee for **Civil Rights Second Chance Legal Clinic** (August 28, 2012).
- Bay Area **Anti-Bullying Coalition Conference** (July 18, 2012 and August 9, 2012).
- Instituting **Effective Health and Wellness Strategies in Communities of Color** (July 14, 2012).

### SUMMARY OF ALL EDUCATION, TRAINING & AWARENESS EVENTS

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<tbody>
<tr>
<td>Number of Education, Training &amp; Awareness Events Sponsored or Co-Sponsored by HRC</td>
<td>8</td>
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<tr>
<td>Number of Non-HRC Events Attended by HRC</td>
<td>10</td>
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Policy Division Detailed Performance Data – Education, Training and Awareness
FY 12-13: Q2

SUMMARY OF ALL EDUCATION, TRAINING & AWARENESS EVENTS

| Number of Education, Training & Awareness Events Sponsored or Co-Sponsored by HRC | 3 |
| Number of Non-HRC Events Attended by HRC: | 9 |

Education, Training & Awareness Events Sponsored or Co-Sponsored by HRC

*Signifies that the event was conducted during a “Reoccurring Commission, Committee or Collaborative Meeting”

- Presentation by Community United Against Violence (CUAV) on its work with LGBTQ immigrant survivors of violence (November 27, 2012).*
- Panel Discussion on Californians Against Sexual Exploitation (CASE) Act: Curbing human trafficking or further diminishing the rights of victims? (October 15, 2012).
- Presentation to Seattle Office of Civil Rights on HRC efforts to date with regard to reducing barriers for persons with prior arrests and convictions. (December 11, 2012).

Non-HRC Events Attended by HRC

- SFFD Holiday Toy Drive (December 7, 2012).
- Roundtable discussion with various national human rights organizations on reducing barriers for persons with prior arrests and convictions. (October 22, 2012).
- Sex Workers Symposium on “Building Bridges in The Sex Industry” by CAL-PEP (October 19, 2012).
- Moderated “War on Drugs in California” panel by the Lawyers’ Committee for Civil Rights, featuring San Francisco District Attorney George Gascón. (October 11, 2012).
- Youth Commission Hearing regarding 12(N) Ordinance (October 1, 2012).
### Education, Training & Awareness Events Sponsored or Co-Sponsored by HRC

*Signifies that the event was conducted during a “Reoccurring Commission, Committee or Collaborative Meeting”

- **Human Trafficking 101**: What does modern day human trafficking really mean and how can YOU help combat it? (2 Forums). A free educational forum by HRC. (1/15/2013 and 2/6/2013).
- **Identifying HT Victims and bringing their Traffickers to Justice**: Free forum by the Dept. of Homeland Security, in conjunction with HRC. (1/31/2013)
- **Existing and Proposed Human Trafficking Legislation**: A free educational panel discussion by the SFDA in conjunction with SFCAHT’s Policy Subcommittee and HRC. (2/27/2013).
- **LGBT Seniors in San Francisco**: Presentation and discussion of current data on San Francisco LGBT seniors by LGBT Aging Policy Task Force guest speaker Karen Fredriksen-Goldsen, PhD., Director of the Institute for Multigenerational Health at the School of Social Work, University of Washington. (1/8/2013).
- **LGBT Inclusion in Immigration Reform**: Presentation by LGBTAC Immigration Workgroup on reforming immigration laws to be more LGBT inclusive. (3/19/2013).
- **Cyber-bullying of LGBT Youth**: Presentation by LGBTAC member Scott S. Milagro-Fotre on current issues and efforts to combat cyber-bullying of LGBT Youth. (3/19/2013).
- **“The House I Live In”**: Movie screening and Lecture: In conjunction with City Arts and Lectures, lectured on the impact of prior arrest and conviction records with regard to employment and housing prior to screening of the film “The House I live In”, a penetrating look inside America's criminal justice system, revealing the profound human rights implications of U.S. drug policy. (3/25/2013).
- **Hate Violence Brownbag Lunch Series**: In conjunction with the SFDA, the Coalition Against Hate Violence, Defamation League, Council on American Islamic Relations, and Not in our Town, presented and discussed recent incidents of hate violence in San Francisco. (3/8/2013).

### SUMMARY OF ALL EDUCATION, TRAINING & AWARENESS EVENTS

| Number of Education, Training & Awareness Events Sponsored or Co-Sponsored by HRC | 17 |
| Number of Non-HRC Events Attended by HRC | 15 |

*(continued on next page)*
Policy Division Detailed Performance Data – Education, Training and Awareness  
FY 12-13: Q3 (Continued)

Education, Training & Awareness Events Sponsored or Co-Sponsored by HRC (Continued)

- **Education: Know Your Legal Rights Clinics:** An on-going clinic designed to educate minority families with children on their legal rights with regard to accessing programs for children with special needs in the San Francisco Unified School District. Locations: Mo' Magic in the Fillmore District and Bayview Opera House in the Bayview District. (1/23/2013, 3/19/2013).

- **Spring Break at HRC:** A one-week, full-time training program designed to teach minority and African American youth the skills they will need to obtain gainful summer employment. Topics: How to Search for Jobs; Applying for Jobs when you have a Prior Arrest or Conviction Record; How to Fill Out Job Applications; and Succeeding at Job Interviews. (3/25/2013, 3/26/2013, 3/27/2013, 3/28/2013, 3/29/2013)

- **Presentation of HRC’s Anti-Bullying Efforts:** Presentation to student representatives from Galileo High School regarding HRC’s recent anti-bullying efforts. (2/21/2013)

Non-HRC Events Attended by HRC

- Presented to Shelter Monitoring Committee meeting **HRC’s recommendations to address discrimination experienced by LGBT shelter residents in San Francisco**, with a focus on transgender residents. Location: City Hall Room 408. (1/16/13).

- Police Commission meeting regarding **First Amendment issues and JTTF**. (1/23/13).

- Conference by the Black Women for Wellness on the **impact of the CASE ACT** (Proposition 35 Anti-Trafficking Act). (2/8/13).

- Conference by the SAGE Project on the **Swedish model for combating trafficking**. (2/22/13).

- Public forum at the Tenderloin Recreation Center to hear concerns by the community, including school children, bus drivers, and MUNI riders, with respect to the **impact of the Muni bus ads labeling Muslims as “Savages”**. (1/31/13).

- Moderated a **panel discussion on the impact of the War on Drugs** by the National Lawyers' Guild at the Practising Law Institute. (1/18/13).

- Lectured at UC Santa Cruz about the historical and **future evolution of American anti-discrimination laws**, the social impact of the housing and employment barriers faced by persons with prior arrests and convictions and the legal issues stemming from recent ads depicting Muslims as savages. (3/9/2013).

- **Mayor’s Youth Advocacy Day program.** (3/20/13).

- **DA’s Youth Mentorship Program Kick-Off at Burton High School.** (1/28/13).

- As part of the US State Department International Visitors Program, met with French delegates to discuss **the role of the public sector and civic engagement in Human Rights advocacy** and Ukrainian delegates to discuss **the meaning and roles of due process and right to free assembly** in American democracy. (1/31/13, 2/06/13).

- Participated in various events related to Black History Month, including: **Black History Month Read-In at Rosa Parks Elementary; Mayor’s Office of Neighborhood Services Conversation Series; and the Black History Month closing ceremony featuring Keynote Speaker Willie Brown.** (2/04/13, 2/27/13, 2/28/13).
**Policy Division Detailed Performance Data – Education, Training and Awareness**  
**FY 12-13: Q4**

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### SUMMARY OF ALL EDUCATION, TRAINING & AWARENESS EVENTS

| Number of Education, Training & Awareness Events Sponsored or Co-Sponsored by HRC | 8 |
| Number of Non-HRC Events Attended by HRC | 6 |

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**Education, Training & Awareness Events Sponsored or Co-Sponsored by HRC**

*Signifies that the event was conducted during a “Reoccurring Commission, Committee or Collaborative Meeting”*

- **Conducted non-discrimination in employment trainings for United Human Services Agency** employees and their supervisors. (4/25/13, 5/2/13).
- **Education: Know Your Legal Rights Clinics**: An on-going clinic designed to educate minority families with children on their legal rights with regard to accessing programs for children with special needs in the San Francisco Unified School District. Location: John Muir Elementary School. (5/14/13).
- **Hosted student visitors from St. Francis School in Portland, Oregon** to discuss HRC’s work with regard to current anti-discrimination initiatives and various social justice issues. (5/17/13).
- Hosted LGBTAC’s panel discussion on **Increasing Awareness and Exploring the Needs of LGBT Deaf People and People with Disabilities in San Francisco**. (5/21/13).*
- In conjunction with Out4Immigration and HRC’s LGBTAC, hosted a panel discussion entitled: *"Why does it Matter?" A Community Conversation on LGBTQ Inclusive Comprehensive Immigration Reform*. (5/29/13).*
- **Conducted a one week training to prepare law students participating in HRC’s summer internship program** in analyzing complaints made by San Francisco residents pursuant to local anti-discrimination laws. (6/3-6/7/2013).
- In collaboration with SPUR, USF and SFUSD, conducted a **City Youth Leadership Forum** to educate youth on better understanding and navigating the public policy process. (6/7/13).
- **Hosted the US State Department and Institute of International Education** to educate their program participants (which included diplomats/politicians/press/educators from Argentina, Australia, Bulgaria, Croatia, Egypt, China, Hong Kong, Israel, Japan, Kuwait, Liberia Mexico, Nepal, Palestinian Authority, Peru, Portugal, Russia, Singapore, Spain, Turkey, US Mission to the African Union, and Vietnam) on the City’s anti-discrimination laws and HRC’s recent and past policy initiatives. (6/27/13).

*(continued on next page)*
Non-HRC Events Attended by HRC

- **Lectured at San Francisco State University** about the social impact of the housing and employment barriers faced by persons with prior arrests and convictions and the legal issues stemming from recent Muni bus ads depicting Muslims as savages. (4/3/13)
- **Attended a Fair Housing Symposium hosted by Project Sentinel** featuring workshops and discussion in the field of fair housing. (4/12/13)
- **Represented HRC at “All Things Law Expo: An Exhibition of Opportunities in Law in the Bay Area.”** (5/16/13)
- **Participated in Legal Advocacy Mentorship Day at Flood Mansion** featuring San Francisco attorneys, including the City’s Public Defender Jeff Adachi, speaking to youth interested in attending careers in law. (6/20/13).
- **Attended “Racial Profiling in 21st Century Pluralistic Society”** featuring Resident Imam Abu Qadir Al-Amin of the San Francisco Muslim Community Center; Rev. Dr. Amos C. Brown, Pastor of Third Baptist Church and San Francisco President of the SF Chapter of the NAACP; and Professor Jack Glaser, Ph.D. from the Goldman School of Public Policy at University of California, Berkeley. (6/24/13).
- **Coordinated HRC’s participation in the 2013 San Francisco PRIDE Parade and Celebration.** (6/30/13).
Policy Division Detailed Performance Data – Public Forums and Hearings  
FY 12-13: Q1

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<tr>
<th>SUMMARY OF ALL PUBLIC FORUMS AND HEARINGS</th>
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<tr>
<td>Number of Reoccurring Commission, Committee and Collaborative Meetings:</td>
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<tr>
<td>Number of Public Meetings and Forums by HRC in the Community:</td>
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Reoccurring Commission, Committee and Collaborative Meetings Staffed by HRC
- Coordinated and staffed bi-monthly Commission meetings (4 meetings).
- Coordinated and staffed monthly LGBT Advisory Committee meetings and all related working group/subcommittee meetings (13 meetings).
- Coordinated and staffed monthly Equity Advisory Committee meetings and all related working group/subcommittee meetings (3 meetings).
- Coordinated and staffed monthly African American Leadership Council meetings and all related working group/subcommittee meetings (8 meetings).
- Coordinated and staffed quarterly San Francisco Collaborative Against Human Trafficking meetings and all related working group/subcommittee meetings (4 meetings).
- Served as HRC liaison for monthly Coalition for Safe San Francisco meetings and all related working group/subcommittee meetings (3 meetings).

HRC Public Meetings and Forums in the Community
*Signifies that the event was conducted during an above “Reoccurring Commission, Committee or Collaborative Meeting”

- Cross-departmental and community-based -organization dialogue on use of condoms as evidence of prostitution. (September 20, 2012)
- Youth Panel on SFUSD LGBTQ Student Experiences (September 18, 2012).*
- Discussion on the Needs of LGBT Senior in District 10 (August 28, 2012).*
- Community Forum in the San Francisco Mission District on the needs of LGBTQ Seniors of Color (July 26, 2012).*
Policy Division Detailed Performance Data – Public Forums and Hearings
FY 12-13: Q2

SUMMARY OF ALL PUBLIC FORUMS AND HEARINGS

| Number of Reoccurring Commission, Committee and Collaborative Meetings: | 26 |
| Number of Public Meetings and Forums by HRC in the Community: | 2 |

Reoccurring Committee and Collaborative Meetings Staffed by HRC
- Coordinated and staffed bi-monthly Commission meetings (5 meetings).
- Coordinated and staffed monthly LGBT Advisory Committee meetings and all related working group/subcommittee meetings (7 meetings).
- Coordinated and staffed monthly Equity Advisory Committee meetings and all related working group/subcommittee meetings (3 meetings).
- Coordinated and staffed monthly African American Leadership Council meetings and all related working group/subcommittee meetings (1 meeting).
- Coordinated and staffed quarterly San Francisco Collaborative Against Human Trafficking meetings and all related working group/subcommittee meetings (6 meetings).
- Staffed monthly LGBT Aging Policy Task Force meetings and all related working group/subcommittee meetings (3 meetings).
- Served as HRC liaison for monthly Coalition for Safe San Francisco meetings and all related working group/subcommittee meetings (1 meeting).

HRC Public Meetings and Forums in the Community

*Signifies that the event was conducted during an above “Reoccurring Commission, Committee or Collaborative Meeting”
- Special Commission Meeting in the Mission District: Spotlight on the "O’Connell Best Practices Club" at John O’Connell High School. (October 25, 2012).*
- Beyond Castro Discussion Series: An Exploration of Issues for LGBT and Same Gender Loving Residents Living in San Francisco's District 10 (October 16, 2012).*
Policy Division Detailed Performance Data – Public Forums and Hearings
FY 12-13: Q3

Reoccurring Committee and Collaborative Meetings Staffed by HRC

- Coordinated and staffed bi-monthly Commission meetings (7 meetings).
- Coordinated and staffed monthly LGBT Advisory Committee meetings and all related working group/subcommittee meetings (10 meetings).
- Coordinated and staffed monthly Equity Advisory Committee meetings and all related working group/subcommittee meetings (8 meetings).
- Coordinated and staffed monthly African American Leadership Council meetings and all related working group/subcommittee meetings (4 meetings).
- Coordinated and staffed quarterly San Francisco Collaborative Against Human Trafficking meetings and all related working group/subcommittee meetings (9 meetings).
- Staffed monthly LGBT Aging Policy Task Force meetings and all related working group/subcommittee meetings (7 meetings).
- Served as HRC liaison for monthly Coalition for Safe San Francisco meetings and all related working group/subcommittee meetings (3 meetings).

HRC Public Meetings and Forums in the Community

*Signifies that the event was conducted during an above “Reoccurring Commission, Committee or Collaborative Meeting”

- Coordinated Opening Ceremony for 2013 Human Trafficking Awareness Month in San Francisco's City Hall sponsored by SFCAHT, Human Rights Commission, and Department of Status of Women. Special Guests: Mayor Ed Lee and Supervisor Carmen Chu. (1/15/13).

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Policy Division Detailed Performance Data – Public Forums and Hearings
FY 12-13: Q4

Reoccurring Committee and Collaborative Meetings Staffed by HRC
- Coordinated and staffed bi-monthly Commission meetings (6 meetings).
- Coordinated and staffed monthly LGBT Advisory Committee meetings and all related working group/subcommittee meetings (10 meetings).
- Coordinated and staffed monthly Equity Advisory Committee meetings and all related working group/subcommittee meetings (7 meetings).
- Coordinated and staffed monthly African American Leadership Council meetings and all related working group/subcommittee meetings (3 meetings).
- Coordinated and staffed quarterly San Francisco Collaborative Against Human Trafficking meetings and all related working group/subcommittee meetings (1 meeting).
- Staffed monthly LGBT Aging Policy Task Force meetings and all related working group/subcommittee meetings (6 meetings).

HRC Public Meetings and Forums in the Community
*Signifies that the event was conducted during an above “Reoccurring Commission, Committee or Collaborative Meeting”
- Coordinated “Safety in the Mission” - A series of community discussions regarding instituting greater City anti-violence measures with a focus on the Transgender Community. Attendees include Supervisor Campos and staff, Members of El La Para Trans Latinas; Reverend Richard Smith of St. John's the Evangelist; City of Refuge, SFPD, SFDPH, Mayor's Office on Violence Prevention, SF DA, SF Youth Commission, LYRIC, DIVAS, Community United Against Violence, API Wellness Center, Mission Neighborhood Resource Center, Mission Economic Development Agency, Castro Community on Patrol, St. James Infirmary, Transgender Law Center, USDOJ, Sisters of Perpetual Indulgence, and Women's Community Clinic. (4/19/13, 5/17/13, 6/7/13).
- Human Rights Commission Special Meeting at Bessie Carmichael Elementary School. (5/23/13).*
Policy Division Detailed Performance Data – Research, Analysis and Publications
FY 12-13: Q1

Policy Initiatives Researched & Analyzed by HRC

- Analyzed human rights implications of use of condoms as evidence.
- Analyzed and issued internal memo on hate speech in the context of First Amendment jurisprudence and, more specifically, with regard to the Muni Bus Ads depicting Muslims and Arabs as “savages”.
- Analyzed and issued internal memo on human rights impact of San Francisco’s proposed Stop and Frisk program.
- Researched and developed training curriculum for LGBT asylum cases (Research Phase).
- Launched the development of an HRC produced anti-bullying prevention and awareness video (Research Phase).
- Drafted initial recommendations to address issues affecting LGBT community housing.
- Drafted initial hearing report for “Human Rights Impact of War on Drugs” and convened workgroup to provide recommendations.
- Convened workgroup to provide recommendations on legislative proposal to reduce barriers for persons with arrest and conviction records; drafted compliance guidelines.
- Drafted initial training module for SFPD on Sanctuary City.

Publications

- In conjunction with DPH, completed 12(N) Ordinance LGBTQ Cultural Competency and Sensitivity Training Video.
- Published HRC’s FY 2011-12 Performance Measures (Fiscal Year: July 1, 2011 to June 30, 2012).
Policy Division Detailed Performance Data – Research, Analysis and Publications
FY 12-13: Q2

Policy Initiatives Researched & Analyzed by HRC
- Initiated research on the health effects of post 9/11 discrimination and hate speech on AAMEMSA communities.
- Researched first amendment and discrimination issues related to existing policies regarding the types of flags which may occasionally fly in place of the historic and iconic rainbow flag located at the intersection of Castro and Market Streets.
- In conjunction with Jewish Community Relations Council and Bay Area Anti-Bullying Coalition, identifying all existing anti-bullying measures and resources in the Bay Area.
- Researching the possibility of developing a work-place anti-bullying program.
- In conjunction with Lawyers’ Committee for Civil Rights, All of us or None, and National Employment Law Project, researching means by which to broaden outreach for developing legislation on reducing barriers for persons with prior arrests and convictions.

Publications
- Update to African American Community Empowerment Initiative Progress Report (December 10, 2012).
- 2013 Directory of Services Available to Survivors of Human Trafficking in the Bay Area (December 2012).
- Published HRC’s FY 2012-13 Q1 Performance Measures (July 1, 2012 to September 30, 2012).
Policy Division Detailed Performance Data – Research, Analysis and Publications
FY 12-13: Q3

Summary of All Research, Analysis and Publications

| Number of Policy Initiatives Researched & Analyzed by HRC | 9 |
| Number of Publications | 6 |

Policy Initiatives Researched & Analyzed by HRC

- Researched and submitted to the Mayor’s Department of Legislative and Government Affairs HRC’s recommendations with regard to amending FEHA so as to no longer preempt local agencies such as HRC from seeking reimbursement from EEOC and HUD for complaints handled by HRC which include classes protected under Federal law.
- In conjunction with the LGBT Advisory Committee, researched and drafted recommendations to improve conditions for housing for homeless and marginally LGBT community members.
- Researched social impact of use of condoms as evidence in prostitution related cases.
- Researched human rights impact of CASE Act (Proposition 35 Anti-Trafficking Act).
- Researched parameters for conducting a post 9/11 discrimination impact study. Consulted with academics and researchers and community based organizations.
- Researched Newark, NJ’s 2012 “Ban the Box” Ordinance which restricts any company, corporation, job placement and referral agencies and public employers with five or more employees from conducting any inquiries into the criminal history of an applicant until a conditional offer of employment has been extended and a determination has been made by the employer that the relevant position is of such sensitivity that an inquiry into the applicant’s criminal history is required.
- Researched California and Federal laws regarding rights to access to special education.
- Researched applicability and possible adoption of a toolkit developed by the City of Seattle Office for Civil Rights and the Seattle Race and Social Justice Initiative to measure the social impact of social justice policies and initiatives.
- Researched developing policies to address and restrict anti-bullying in the workplace.

Publications

- Drafted and published recommendations to improve conditions for housing for homeless and marginally LGBT community members. (1/15/2013).
- Published SFCAHT’s Monthly Newsletters and Calendar of Events. (1/1/2013, 2/1/2013, 3/1/2013).
- Published HRC’s FY 2012-13 Q2 Performance Measures (October 1, 2012 to December 31, 2012).
- Published HRC’s 2012 Annual Report (Calendar Year: January 1, 2012 to December 31, 2012)
Policy Initiative Researched & Analyzed by HRC

- Commenced initial research into the development of a point-based index or matrix by which to properly measure the due diligence of businesses with regard to a broad range of human rights issues important to San Francisco residents.
- Researched the legal implications of same-sex marriage on family and work issues in preparation of the pending SCOTUS ruling on DOMA and California’s Proposition 8.
- Evaluated and assessed the City’s position with regard to the impact of increasing rent on the ability of non-profits to continue operating in San Francisco; interviewed Todd Rufo, Director of MOED, and Joaquin Torres, Deputy Director, MOED.
- Commenced the development of an outreach campaign whereby HRC can educate San Francisco residents on local housing laws that protect Section 8 voucher holders.
- Researched and confirmed citations for all findings and recommendations contained in HRC’s War on Drugs Community Report.
- Reviewed Department of Human Service Agency’s new proposed rules for family shelters, and attended Board of Supervisor’s Hearing on the rules in order to ascertain if new rules violate sanctuary city ordinance.
- As part of HRC’s continued efforts to reduce barriers for persons with prior arrests and convictions in employment and housing, researched policies and procedures of San Francisco’s public housing providers; developed a set of best business practices for employers; and developed HRC intake questions that effectively address the needs of people who believe they have experienced employment discrimination based on prior arrest and convictions.

Publications

- Completed initial draft report on HRC’s findings regarding the human rights impact of Proposition 35, Californians Against Sexual Exploitation Act.
- Published HRC’s FY 2012-13 Q3 Performance Measures (January 1, 2012 to March 30, 2012).