Quarterly Performance Data for FY 2013-2014
(July 1, 2013 to June 30, 2014)
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Agency Overview

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

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).

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

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.

Learn more about the Policy & Social Justice Division at: http://sf-hrc.org/index.aspx?page=197
**Policy Division Performance Data FY 13-14**  
**Year-to-Date Summary as of December 31, 2013**

<table>
<thead>
<tr>
<th>Advocacy</th>
<th>Education, Training &amp; Awareness</th>
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<tr>
<td>Number of Resolutions &amp; Letters of Support</td>
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<tr>
<td>Number of Inter-Group Mediations</td>
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<tr>
<td>Number of Advisory Roles by Subject Matter</td>
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<table>
<thead>
<tr>
<th>Research, Analysis and Publications</th>
<th>Public Forums and Hearings</th>
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<tbody>
<tr>
<td>Number of Policy Initiatives Researched &amp; Analyzed by HRC</td>
<td>10*</td>
</tr>
<tr>
<td>Number of Publications</td>
<td>3</td>
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<tr>
<td>Number of Education, Training &amp; Awareness Events Sponsored or Co-Sponsored by HRC</td>
<td>17**</td>
</tr>
<tr>
<td>Number of Non-HRC Events Attended by HRC</td>
<td>8</td>
</tr>
<tr>
<td>Number of Reoccurring Commission, Committee and Collaborative Meetings</td>
<td>81</td>
</tr>
<tr>
<td>Number of Public Meetings and Forums by HRC in the Community</td>
<td>16**</td>
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</tbody>
</table>

* 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 13-14: Q1 - Q4

Employment

Public Accommodation

Housing
Discrimination Division Detailed Performance Data – Breakdown of Major Activities

FY 13-14: Q1

Summary of Major Activities

- Inquiries & Intakes: 354
- New Complaints Filed: 16
- Complaints Settled: 3
- On-Going Investigations as of the end of the quarter: 120
- Completed Investigations During Quarter: 6
- Completed Investigations w/ Finding of Discrimination: 0
- Findings Appealed: 0

New Complaints by Complaint Type

- Housing: 75%
- Employment: 12%
- Public Accommodation: 13%

Settled Complaints by Complaint Type

- Employment: 33%
- Housing: 67%

Finding of Discrimination by Complaint Type

- NA

Findings Appealed by Complaint Type

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

FY 13-14: Q3

Not Yet Available
Discrimination Division Detailed Performance Data – Breakdown of Major Activities

FY 13-14: Q4

Not Yet Available
Discrimination Division Detailed Performance Data – Major Activities Detailed by Protected Class

FY 13-14: 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 13-14: Q2

#### New Complaints by Protected Class

- **Weight**: 50%
- **Source of Income**: 40%
- **Sexual Orientation**: 30%
- **Sex**: 20%
- **Retaliation**: 10%
- **Religion**: 5%
- **Race**: 20%
- **Place of Birth**: 10%
- **National Origin**: 5%
- **Marital Status**: 5%
- **Height**: 15%
- **Gender Identity**: 5%
- **Familial Status**: 5%
- **Domestic Partner Status**: 5%
- **Disability**: 5%
- **Creed**: 5%
- **Color**: 5%
- **Ancestry**: 5%
- **AIDS/HIV Status**: 5%
- **Age**: 5%

#### Settled Complaints by Protected Class

- **Weight**: 50%
- **Source of Income**: 40%
- **Sexual Orientation**: 30%
- **Sex**: 20%
- **Retaliation**: 10%
- **Religion**: 5%
- **Race**: 20%
- **Place of Birth**: 10%
- **National Origin**: 5%
- **Marital Status**: 5%
- **Height**: 15%
- **Gender Identity**: 5%
- **Familial Status**: 5%
- **Domestic Partner Status**: 5%
- **Disability**: 5%
- **Creed**: 5%
- **Color**: 5%
- **Ancestry**: 5%
- **AIDS/HIV Status**: 5%
- **Age**: 5%

#### Findings of Discrimination by Protected Class

- **Weight**: 100%
- **Source of Income**: 90%
- **Sexual Orientation**: 80%
- **Sex**: 70%
- **Retaliation**: 60%
- **Religion**: 50%
- **Race**: 40%
- **Place of Birth**: 30%
- **National Origin**: 20%
- **Marital Status**: 10%
- **Height**: 5%
- **Gender Identity**: 5%
- **Familial Status**: 5%
- **Domestic Partner Status**: 5%
- **Disability**: 5%
- **Creed**: 5%
- **Color**: 5%
- **Ancestry**: 5%
- **AIDS/HIV Status**: 5%
- **Age**: 5%

#### Findings Appealed by Protected Class

- **Weight**: 100%
- **Source of Income**: 90%
- **Sexual Orientation**: 80%
- **Sex**: 70%
- **Retaliation**: 60%
- **Religion**: 50%
- **Race**: 40%
- **Place of Birth**: 30%
- **National Origin**: 20%
- **Marital Status**: 10%
- **Height**: 5%
- **Gender Identity**: 5%
- **Familial Status**: 5%
- **Domestic Partner Status**: 5%
- **Disability**: 5%
- **Creed**: 5%
- **Color**: 5%
- **Ancestry**: 5%
- **AIDS/HIV Status**: 5%
- **Age**: 5%
Discrimination Division Detailed Performance Data – Major Activities Detailed by Protected Class

FY 13-14: Q3

Not Yet Available
Discrimination Division Detailed Performance Data – Major Activities Detailed by Protected Class

FY 13-14: Q4

Not Yet Available
Policy Division Detailed Performance Data for FY 13-14: Q1 through Q4
Policy Division Detailed Performance Data – Advocacy
FY 13-14: Q1

Summary of All Advocacy Activities

<table>
<thead>
<tr>
<th>Activity</th>
<th>Count</th>
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</thead>
<tbody>
<tr>
<td>Number of Resolutions &amp; Letters of Support</td>
<td>2</td>
</tr>
<tr>
<td>Number of Inter-Group Mediations</td>
<td>4</td>
</tr>
<tr>
<td>Number of Advisory Roles by Subject Matter</td>
<td>13</td>
</tr>
</tbody>
</table>

Resolutions & Letters of Support
- Resolution commemorating the 50th Anniversary of the March on Washington for Jobs and Freedom and renewing the Human Rights Commission’s commitment to civil rights and economic justice for all. (9/12/13)
- Resolution Commemorating the Life and Achievements of Jazzie Collins. (9/12/2013)

Inter-Group Mediations
- Mediated alleged violations of Sanctuary City Ordinance by the San Francisco Housing Authority. (7/2013)
- Conducted multiple mediation sessions between the SFPD and various transgender community-based organizations to address and reduce the monolingual transgender communities' reluctance to file police reports due to past and ongoing experiences and interactions with law enforcement, fears related to immigration and deportation, and barriers in communication stemming from not speaking English. (7/2013-8/2013)
- Initiated mediation between the African American Chamber of Commerce (AACC) and SFTravel, formerly the SF Convention and Visitors Bureau, concerning AACC’s allegations that SF Travel is not promoting traditionally black neighborhoods in San Francisco in a manner similar to its promotion of other ethnic communities, such as Chinatown. (7/2013-8/2013)
- Initiated discussion with members of the Ohlone Rumsen Carmel Tribe and various City departments regarding concerns of ongoing institutional discrimination around establishing an Ohlone Cultural Center in the Candlestick Point development project. (8/2013)

Advisory Roles by Subject Matter
AAMEMSA
- Continued to facilitate meetings with the AAMEMSA community to discuss a study on the health effects of post 9/11 discrimination and hate speech on AAMEMSA communities.
<table>
<thead>
<tr>
<th>Policy Division Detailed Performance Data – Advocacy</th>
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<tbody>
<tr>
<td>FY 13-14: Q1 (Continued)</td>
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**Advisory Roles by Subject Matter (continued)**

### African American Community Empowerment Initiative
- Organized and facilitated numerous meetings with the African American Chamber of Commerce, SFTravel, Local 2 (Hotel and Hospitality Workers), the NAACP and others to discuss possible elements of institutional discrimination against the African American community. Work in progress, keeping the Mayor’s office informed of issue.
- Collaborated with Seattle’s Office of Equity Programs on developing more comprehensive and effective racial equity and social empowerment programs to address on-going out migration issues related to the African American Community in San Francisco.
- Debriefed San Francisco members of the NAACP on the ongoing work of HRC with regard to addressing the concerns of the African American Community.

### Human Rights Impact of the War on Drugs
- Advised San Francisco sentencing Commission on HRC’s hearing and research.
- Advised Seattle Law Enforcement Assisted Diversion Program regarding HRC’s research and analysis on the human rights impact of the War on Drugs.

### LGBT
- Continued discussion with the University of California Office of the President Task Force on LGBT Inclusion and Environment on greater inclusion of LGBT students and addressing issues of discrimination on UC campuses. Consulting will continue quarterly until Summer 2015.
- Facilitated various meetings with Congressional staff, community members and pro-bono legal staff regarding alleged serious discrimination and death-threats against LGBT individuals in Cameroon resulting in the issuance of emergency visas to the United States for asylum.
- Briefed the Offices of Supervisors David Campos and Jane Kim on the work of the LGBT Advisory Committee’s Economic Empowerment Work Group, which includes convening a panel on “Sky High Rents and Disappearing Non-Profits” and making policy recommendations to prevent non-profit displacement.
- Upon request of AIDS Legal Referral Panel, drafted and submitted formal request to the President of El Salvador regarding on-going violence against LGBTI persons in El Salvador.
- **Transgender Specific Issues:**
  - Collaborated with Transgender Law Center, Just Detention International and Sheriff’s Department on LGBT prison housing regarding the Federal Prison Rape Enforcement Act, a new Federal mandate that creates new standards for the housing of all jail populations, including LGBT prisoners.
  - Collaborated with the San Francisco General Services Agency and Department of Real Estate regarding the establishment of gender-neutral bathrooms throughout City-owned buildings.
  - In collaboration with the community based organization El/La, facilitated various meetings between the transgender community and law enforcement regarding violence prevention, discrimination reporting and the community’s relationship with law enforcement.
  - Met with members of the African American transgender community to educate them on how they can utilize HRC’s expertise around housing, employment and public accommodations discrimination. More meetings are planned as direct listening sessions in the Tenderloin and SOMA.
Advisory Roles by Subject Matter (continued)

- In collaboration with the Transgender Law Center, assisted a San Francisco County transgender inmate in obtaining medically necessary hormone treatment while incarcerated.

- **12(N) LGBT Youth Sensitivity and Cultural Competency Training**
  - Coordinated with DPH and Youth Commission regarding the usage of the 12(N) LGBT Youth sensitivity and cultural competency training video for Alameda County Alameda County Behavioral Health Care Services.
  - Collaborated with the San Francisco Youth Commission Director regarding status and next steps related to 12(N) City Ordinance.

Non Discrimination and Cultural Sensitivity

- Provided SFMTA Hearing Section with recommendations for ensuring all hearing officer customer contact is in compliance with the City’s non-discrimination laws.
- Provided suggested language to Homeless Connect for the LGBT Cultural Competency trainer information cards.
- Advised City of Toronto’s Social Development, Finance and Administration Division regarding San Francisco Sanctuary City Ordinance and the possible implementation of a similar law in Toronto.

Reducing Barriers to Housing and Employment based on Prior Arrests and Convictions

- **Ban the Box Legislation:**
  - Collaborated with Sheriff Mirkarimi, the Mayor’s office, Department of Human Resources and Department of Public Health on the cost/benefit of encouraging employers, contractors and housing providers to not pre-judge individuals who have been previously incarcerated by determining eligibility for the position or housing unit on all other factors prior to running a criminal background check.
  - In response to an inquiry from the Wall Street Journal, provided in-depth analysis of the City and County of San Francisco’s historic and current positions regarding “Ban the Box” legislation as it relates to the hiring policies of City agencies.

- Drafted department response to File 130568 Ordinance amending the Administrative Code to require that City contractors, and their subcontractors, not discriminate against employees or applicants based on criminal history and refrain from asking applicants about criminal history as part of their initial application for employment.
- Collaborated with regional partners, including Seattle Office of Civil Rights and Portland Human Rights Commission, on a Criminal Records Roundtable Discussion.
- Advised Mayor’s Office of Housing and National Housing Law Project on HRC’s education and outreach on reducing barriers to housing for persons with arrest and conviction records.

Sanctuary City Ordinance

- Advised City of Toronto’s Social Development, Finance and Administration Division regarding San Francisco Sanctuary City Ordinance and the possible implementation in Toronto, Canada of a law similar to San Francisco’s Sanctuary City Ordinance.
Advisory Roles by Subject Matter (continued)

Special Education Legal Clinics:
- Collaborated with various service providers, including Lawyers Committee for Civil Right, Mo Magic, and Coleman Advocates for Children and Youth, regarding improving format and curriculum for HRC’s Education Legal Clinics, held routinely in conjunction.

Trust Act
- Advised Community United Against Violence regarding HRC’s continued support for the Trust Act which limits the state’s cooperation with Secure Communities, a federal program that allows the Department of Homeland Security to access fingerprints taken by local police, to screen detained individuals for immigration status and to request that law enforcement agencies hold them if they’re found to be undocumented.

Violence Prevention
- Conducted various meetings with the District Attorney’s Office and Mayor’s Office of Neighborhood Services on the creation of a Hate Crime Coalition in San Francisco.
- Conducted various meetings with El/La, a community-based organization, and SFPD to address violence against monolingual trans-Latinas in the Mission District and to strengthen the relationship between law enforcement and the trans-Latina community.

Other
- In conjunction with various San Francisco organizations, including the Tenderloin Neighborhood Development Corporation and members of the Market Street for the Masses Coalition, collaborated on how to address the growing number of non-profits being forced to leave San Francisco as a result of increasing rental rates in the San Francisco’s commercial real estate market.
- Met with the Founding Director European Agency for Strategic Intelligence and International Visitor Leadership Program to discuss past and future relationships and the HRC’s continued willingness to host foreign delegations for the express purpose of the exchange of ideas, concepts and possible training curricula.
- Participated in weekly meetings with Seattle Office of Civil Rights, King County Office of Civil Rights and Open Government, and Portland Office of Equity and Human Rights in the preparation and planning of the 2014 Governing Race Equity Conference which will be held on March 24-25, 2014 in Portland, Oregon.
Policy Division Detailed Performance Data – Advocacy
FY 13-14: Q2

SUMMARY OF ALL ADVOCACY ACTIVITIES

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<tr>
<th>Activity</th>
<th>Number</th>
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<tbody>
<tr>
<td>Number of Resolutions &amp; Letters of Support</td>
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<tr>
<td>Number of Inter-Group Mediations</td>
<td>3</td>
</tr>
<tr>
<td>Number of Advisory Roles by Subject Matter</td>
<td>12</td>
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Resolutions & Letters of Support
- None

Inter-Group Mediations
- Continued mediations between the African American Chamber of Commerce (AACC) and SFTravel, formerly the SF Convention and Visitors Bureau, concerning AACC’s allegations that SF Travel is not promoting traditionally black neighborhoods in San Francisco in a manner similar to its promotion of other ethnic communities, such as Chinatown. (10/17/13, 10/21/13, 11/5/13, 12/19/13).
- Continued mediation sessions between the SFPD and various transgender community based organizations concerning the communities' reluctance to file police reports due to past transgender discrimination by law enforcement, fear of immigration issues, historically poor language skills interacting with translatinas and ongoing beliefs of bias by SFPD officers. (11/8/13).
- Commenced mediating concerns of possible institutional discrimination by the San Francisco Fire Department against LGBT firefighters. (10/17/13)

Advisory Roles by Subject Matter

African American Community
- Conducted various planning and strategy meetings with HRC Commissioner and representatives from SFPUC regarding creation of programs and events related to the on-going African American Community Empowerment Initiative.
- Met with San Francisco Travel regarding that agency’s commitment to greater outreach to the African American Community and its efforts to address potential systematic discrimination in San Francisco related to the tourism and hospitality industry.
Advisory Roles by Subject Matter (continued)

- Collaborated with HRC Commissioners and representatives from SFPUC and the San Francisco Planning & Urban Research Association (SPUR) regarding collaborative effort related to establishing a City Youth Leadership week for students in vulnerable communities in the City with the intent to help them better understand the civic and political process and how this could have a positive impact toward enhancing the quality of life for their communities and families.
- Organized and facilitated numerous meetings with the African American Chamber of Commerce, SF Travel, Local 2 (Hotel and Hospitality Workers), and others to discuss possible elements of institutional discrimination against the African American community. Work in progress, keeping the Mayor’s office informed of issue.
- Held meetings with community members to discuss Marcus Books, Inc. San Francisco store eviction.

Human Trafficking
- Participated in various Mayor’s Task Force on Human Trafficking meetings.
- Attended various SF Collaborative Against Human Trafficking (SFCAHT) planning meetings.

LGBT
- Met with Democratic Leader Nancy Pelosi to discuss CCSF strategies regarding the ENDA, Employment Non-Discrimination Act
- Facilitated various meetings with SOMA transgender community regarding violence prevention, discrimination reporting and relationships with law enforcement.
- Met with Jody Schwartz, LYRIC, to discuss coordination of community needs assessment.
- Met with Alice B. Toklas Democratic Club Chair and Board for discussions pertaining to alleged institutional discrimination by city department(s).
- Participated in planning meetings with LGBT Homeless Connect.
- Collaborated with the Office of California Secretary of State regarding potential State legislation related to a HRC report drafted by the LGBTAC titled “Beyond Marriage: Unrecognized Family Relationships” which puts forth policy considerations aimed at creating greater legal protections and recognition of LGBT unrecognized families and extended familiar structures as experienced in the LGBT community.

Transgender Specific Issues
- Collaborated with University of California and HRC LGBT Task Force regarding recommendations for Transgender Inclusion.
- Collaborated with Transgender Law Center, Just Detention International and Sheriff’s Department on prison housing in relationship to the Federal Prison Rape Enforcement Act, a new Federal mandate impacting all incarceration facilities nationwide. PREA creates new standards for the housing of all jail populations including LGBT prisoners.
- Collaborated with the San Francisco General Services Agency and Department of Real Estate regarding gender neutral bathrooms throughout City owned buildings.
- Met with Mani B. Mitchell, E.D., Director of ITANZ, Intersex Trust Aotearoa New Zealand and David Strachan, former LGBTAC member and member of BOD of the US Intersex Association, to discuss HRC’s Intersex report and to explore ways in which HRC can work with New Zealand on this issue.

12(N) LGBT Youth Sensitivity and Cultural Competency Training
- Collaborated with Supervisor John Avalos’ Office in conjunction with the Youth Commission and DPH regarding policy development and next steps toward system-wide implementation in 2014.
Policy Division Detailed Performance Data – Advocacy  
**FY 13-14: Q2 (Continued)**

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<tr>
<th>Advisory Roles by Subject Matter (continued)</th>
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</table>

**Reducing Barriers to Housing and Employment based on Prior Arrests and Convictions:**
- **Ban the Box Legislation:** Continued to collaborate with Sheriff Mirkarimi, Transgender Law Center, NCLR and Just Detention on issues concerning the implementation of the Prison Rape Enforcement Act in local jail facilities. Involved phone consultation and webinars as well. Ongoing.
- Advised People Organized to Win Employment Rights regarding reducing barriers for persons with arrest and conviction records.
- Advised National Housing Law Project on Training for screening tenants.
- Held an informational session with the Stanford School White Board fellows advising them on human rights public policy and enforcement.

**Sanctuary City Ordinance**
- Advised San Francisco Police Department regarding jurisdiction and enforcement of sanctuary city complaints.

**Special Education Clinic**
- Collaborated with Coleman Advocates, Lawyers Committee for Civil Rights, and Public Defenders Office to establish outreach strategy and curriculum for the Special Education clinics.

**Violence Prevention**
- Coordinated and moderated Coalition Against Hate Violence meeting with the District Attorney’s Office.
- Continued to collaborate with El/La, a community-based organization, and SFPD to address violence against monolingual transgender Latinas in the Mission District and to strengthen the relationship between law enforcement and the trans Latina community.
- Met with Department of Justice, Community Relations Specialist, Carol A. Russo to discuss possible DOJ/HRC Collaboration.
- Met with Reverend Richard Smith to discuss creating a “Safe House” in the Mission at a local church.

**Other:**
- Advocacy for the Homeless: met with community groups (Western Regional Advocacy Project, SF Coalition on Homelessness, St. Anthony’s Foundation) to discuss how to decriminalize being homeless.
- Collaborated with the Mayor’s Office of Protocol and the Consulate General of Italy on the proposed Memorandum of Understanding for the Promotion and Protection of Human Rights.
- Participated in California Association of Human Relations Organizations Board meetings and coordinated Northern California human relations planning groups for 2014 meeting.
- Presented to Youth Commission on Equity Advisory Committee recruitment and tenure.
- Advised Department of Human Resources on HRC’s Internship recruitment, training and orientation process for possible replication across other City agencies.
Policy Division Detailed Performance Data – Advocacy
FY 13-14: Q3

Not available yet
Policy Division Detailed Performance Data – Advocacy

FY 13-14: Q4

Not available yet
### SUMMARY OF ALL EDUCATION, TRAINING & AWARENESS EVENTS

| Number of Education, Training & Awareness Events Sponsored or Co-Sponsored by HRC | 10 |
| Number of Non-HRC Events Attended by HRC: | 3 |

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

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

- “Setting the Record Straight on Section 8”: A brown bag luncheon discussing source of income protections under San Francisco law with regard to housing. (7/18/2013)
- Conducted a presentation to various San Francisco Housing Providers on how they can reduce barriers for persons with arrest and conviction records in housing. (7/25/2013)
- Conducted Employment Discrimination 101 and LGBT Cultural Competency trainings for Arriba Juntos. (7/30/2013, 8/6/2013)
- In collaboration with the Department on the Status of Women, coordinated the SFCAHT 2013 Conference to End Child Sex Trafficking. (8/9/2013)
- Hosted quarterly meeting of the Northern California Fair Housing Coalition at HRC. (9/12/2013)
- In conjunction with the LGBTAC, hosted presentations by California State Senator Mark Leno and Julie Dorf, Senior Advisor at Council for Global Equality, who discussed local efforts to protest Russia’s anti-LGBT policies, which include applying pressure on the State of California pension funds to divest their interests in Russian real estate ventures and using the 2014 Winter Games as leverage to bring about greater exposure to the issue. (9/17/2013)
- Conducted LGBT Cultural Competency Training for faculty at 5 Keys Charter. Training included visit to San Bruno jail and observation of faculty interaction with students and colleagues. (9/18/13)
- Conducted LGBT Cultural Competency Training for Impact Bay Area. (9/19/2013)
- Conduct on-going intern trainings, including writing and presenting seminars and workshops. (Ongoing)

### Non-HRC Events Attended by HRC

- Attended the International Association of Human Rights Agencies Western Region conference. (7/10/2013)
- Attended the American Bar Association’s Hearing on Stand Your Ground Laws. (8/9/2013)
Policy Division Detailed Performance Data – Education, Training and Awareness
FY 13-14: Q2

SUMMARY OF ALL EDUCATION, TRAINING & AWARENESS EVENTS

<table>
<thead>
<tr>
<th>Description</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of Education, Training &amp; Awareness Events Sponsored or Co-Sponsored by HRC</td>
<td>7</td>
</tr>
<tr>
<td>Number of Non-HRC Events Attended by HRC</td>
<td>5</td>
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</tbody>
</table>

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

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

- In conjunction with the LGBTAC, hosted API Pride Law Fund Fellow working on LGBT domestic violence issues at API Legal Outreach who briefed the LGBTAC on domestic violence issues within the LGBT community and discussed his community education and outreach efforts all as a part of Anti-Domestic Violence Month (October). (10/15/13).*
- Presented to sixth grade class at James Lick Middle School on human rights rule making and application. (10/16/13).
- In conjunction with the LGBTAC, hosted Bevan Dufty, Director of Housing Opportunity, Partnerships and Engagement (HOPE) who briefed the LGBTAC on the status of LGBT Homelessness in San Francisco including the results from the 2013 city-wide homeless count, the success of the recent “LGBT Connect”, and the HOPE Office’s role in housing advocacy for LGBT youth and communities of color. (11/19/13).*
- Special Education Clinics: In conjunction with Lawyers Committee for Civil Right, Mo Magic, Coleman Advocates for Children and Youth, continued to offer free, legal education clinics in the Bayview and Fillmore Districts aimed at educating parents, students and direct service providers on how to leverage the law to identify and create community based solutions in schools. The clinics address school discipline, special education. (12/2/13, 12/9/13, 12/16/13).
- Co-led a discrimination clinic with El/La, a community-based organization serving transgender Latinas, to conduct “Know Your Rights” training on discrimination in housing, employment and public accommodations. (12/4/13).

**Non-HRC Events Attended by HRC**

- Represented HRC and presented at San Francisco’s first ever LGBT Homeless Connect designed to connect homeless LGBT persons with medical, dental, employment and housing services in a large, one-day, walk-in event. (10/7/13).
- Participated in USF’s “Stakeholder Community Forum: Pathways to Success for Urban Communities with a Focus on Housing”. (11/4/13)
Non-HRC Events Attended by HRC (continued)

- Participated in Corporation on Supportive Housing Training: New Tenant Screening and Selection Policies for Owners and Managers of LOSP-funded Supportive Housing. (11/12/13).
- Served as the Keynote Speaker at the City of Stockton (CA) 5th Annual Transgender Day of Remembrance. (11/17/13).
Policy Division Detailed Performance Data – Education, Training and Awareness

FY 13-14: Q3

Not Yet Available
Policy Division Detailed Performance Data – Education, Training and Awareness
FY 13-14: Q4

Not Yet Available
Reoccurring Commission, Committee and Collaborative Meetings Staffed by HRC
- Coordinated and staffed bi-monthly Commission meetings (2 meetings).
- Coordinated and staffed monthly LGBT Advisory Committee meetings and all related working group/subcommittee meetings (9 meetings).
- Coordinated and staffed monthly Equity Advisory Committee meetings and all related working group/subcommittee meetings (6 meetings).
- Coordinated and staffed monthly African American Leadership Council meetings and all related working group/subcommittee meetings (2 meetings).
- Coordinated and staffed monthly LGBT Aging Policy Task Force meetings and all related working group/subcommittee meetings (9 meetings).
- Served as HRC liaison for AAMESA/Coalition for Safe San Francisco meetings (1 meeting).
- Served as HRC liaison for Friends of HRC meetings and all related working group/subcommittee meetings (2 meetings).

HRC Public Meetings and Forums in the Community
*Signifies that the event was conducted during an above “Reoccurring Commission, Committee or Collaborative Meeting”
- Facilitated various community meetings with the monolingual trans-Latina community to discuss their relationship with the City family and law enforcement and to assist with the nuances of filing complaints of discrimination and reporting hate crimes. (7/2/13, 7/16/13, 8/14/13, 8/21/13)
- Community Meeting at Koret Auditorium to discuss Results from Groundbreaking Survey on LGBT Seniors in SF. (7/9/2013)*
- Coordinated and staffed the LGBTAC Economic and Empowerment panel discussion and community forum on the impact of “Sky High Rents” on LGBT non-profits in San Francisco. (7/23/13)*
Policy Division Detailed Performance Data – Public Forums and Hearings
FY 13-14: Q1 (continued)

HRC Public Meetings and Forums in the Community (continued)

- In conjunction with the San Francisco State University Family Acceptance Project, facilitated the screening of the film "Families Are Forever" which discusses the large financial contributions by the Church of Latter Day Saints to the 2008 Proposition 8 campaign which resulted in banning same-sex marriages in California. (8/14/2013)
- In conjunction with USF and the Mayor’s Office, organized the 2013 HERO Legacy Award Presentation at USF awarding Dr. Clarence B. Jones HRC’s Legacy Award for his past and ongoing work to address discrimination against African Americans. (8/20/2013)
- Facilitated “Safety in the Mission District,” held at El/La’s office in the Mission District, in order to strengthen the relationship between law enforcement and the trans-Latina community. Community members discussed safety concerns and SFPD provided key information on “Know Your Rights” and law enforcement protocol around hate violence prevention and response. (8/21/2013)
- Organized and led the 2013 HERO Award Ceremony at City Hall Board of Supervisors Chamber. (8/28/2013)
- Coordinated Deferred Action for Early Childhood Arrivals Day during which legal service providers and city departments convened at the City College Mission campus to assist undocumented students in filing for federal immigration relief, also known as Deferred Action for Early Childhood Arrivals. (9/4/2013)
- In conjunction with the Lawyers' Committee for Civil Rights and Mo’ Magic, conducted HRC’s ongoing Education Law Clinics whereby community advocates inform the public on how to access free education in San Francisco. (9/25/2013, 9/26/2013)
- Staffed and led the Regional Conference of the California Association of Human Rights Organizations (CAHRO) on inter-municipal cooperation and capacity-building around human rights work in northern California. Attendees included Northern California Human Relations organizations from Palo Alto, Mountain View, Richmond, Alameda, Sonoma, Santa Clara, Santa Rosa. (9/27/2013)
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 (8 meetings).
- Coordinated and staffed monthly Equity Advisory Committee meetings and all related working group/subcommittee meetings (12 meetings).
- Coordinated and staffed monthly African American Leadership Council meetings and all related working group/subcommittee meetings (7 meetings).
- Coordinated and staffed monthly LGBT Aging Policy Task Force meetings and all related working group/subcommittee meetings (7 meetings).
- Served as HRC liaison for AAMESA/Coalition for Safe San Francisco meetings (5 meetings).
- Served as HRC liaison for SF Coalition Against Violence meetings (1 meeting).
- Served as HRC liaison for SF Collaborative Against Human Trafficking (2 meetings).
- Served as HRC liaison for Mayor’s Task Force on Human Trafficking meetings (1 meeting).
- Served as HRC liaison for Friends of HRC meetings (1 meetings).
- Served as HRC liaison for California Association of Human Relations Organizations meetings (2 meetings).

HRC Public Meetings and Forums in the Community

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

- “African American Storytelling and Reading Series in the Bayview” held at Bayview Public Library, District 10. (10/11/13, 10/1/13, 10/25/13).
- “Safe at Work: Reducing Workplace Violence towards Low Income and Immigrant Women.” Held at the San Francisco Public Library Main Branch, District 6. (11/7/13).
Not Yet Available
Policy Division Detailed Performance Data – Public Forums and Hearings
FY 13-14: Q4

Not Yet Available
Policy Division Detailed Performance Data – Research, Analysis and Publications
FY 13-14: Q1

Policy Initiatives Researched & Analyzed by HRC

- **March on Washington**: Researched 1963 events and milestones for HRC Resolution Commemorating the March on Washington and for Mayoral Proclamation
- **File 130568 Ordinance**: Reviewed File 130568 Ordinance amending the Administrative Code to require that City contractors, and their subcontractors, not discriminate against employees or applicants based on criminal history and refrain from asking applicants about criminal history as part of their initial application for employment.
- **Sanctuary City Ordinance**: Reviewed Sanctuary City Ordinance and enforcement rules in conjunction with the resolution of two sanctuary city complaints.
- **HRC mediation rules and procedures**: Reviewed HRC mediation rules and procedures, including confidentiality requirements, for possible collaboration on mediation clinic with UC Hastings.
- **Violence Prevention**: Researched violence prevention strategies at the local level, including models for effective outreach, education and engagement with the trans-Latina community.
- **AAMEMSA Communities**: Researched AAMEMSA/Jewish community relations in San Francisco, including controversy around and community/government response to hateful MUNI bus ads.
- **Hate Crimes**: Researched LGBT hate crimes statistics in San Francisco and compared them to state and national data.

Publications

- Drafted and released Letter of Support for DACA Day in San Francisco. (7/15/2013)
- Published HRC’s **FY 2012-13 Performance Measures** (Fiscal Year: July 1, 2012 to June 30, 2013).

Summary of all Research, Analysis and Publications

| Number of Policy Initiatives Researched & Analyzed by HRC | 7 |
| Number of Publications | 2 |
Policy Initiatives Researched & Analyzed by HRC

- **City ID Program**: Researched the City ID program and its potentially adverse impact on transgender community dealing with name and gender change on city issued IDs.
- **Gender Neutral Bathrooms**: Researched and followed up with the National Center for Lesbian Rights regarding guidelines on gender neutral bathrooms and public accommodations for transgender individuals.
- **AAMEMSA Communities**: Researched the extent and impact of discrimination against AAMEMSA communities and government efforts to address discrimination at the local and national levels.
- **Violence Prevention**: Researched violence prevention and intervention strategies and how to create community-based “safe spaces” for marginalized groups in San Francisco.
- **Criminal Justice System Reform**: In conjunction with Mo Magic, reviewing The New Jim Crow to create a training curriculum for transitional aged youth with contacts with the criminal justice system.

Publications

- Published HRC’s **Q1 Performance Data for FY 2013-14** (Fiscal Year: July 1, 2013 to June 30, 2014).
Policy Division Detailed Performance Data – Research, Analysis and Publications
FY 13-14: Q3

Not Yet Available
Policy Division Detailed Performance Data – Research, Analysis and Publications
FY 13-14: Q4

Not Yet Available