“It is hereby declared that the policy of the City and County of San Francisco is to act to give effect to the rights of every inhabitant to equal economic, political and educational opportunity.”

—San Francisco Administrative Code Chapter 12A
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2015 Highlights included increased visibility to HRC initiatives via reports and tool kit sharing, innovative collaborations and relevant community engagement.

50 %
Growth in Community Based Grant Funding

150
San Francisco City Supervisory staff participated in Implicit Bias Training

5
Reports published in 2015
About the Human Rights Commission

The San Francisco Human Rights Commission continues to collaborate with communities to promote equity, eradicate bias and uphold San Francisco’s non-discrimination values.

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

In 2015, HRC welcomed new opportunities to deepen our engagement with San Francisco communities. Through our grant funding opportunities, the HRC supports and collaborates on efforts to address violence towards transgender individuals and the greater LGBT community. In addition, the HRC aims to increase access and comprehension of the Fair Chance Ordinance (FCO). The HRC issued a call for proposals for training formerly incarcerated individuals on the ordinance. In addition, the HRC issued funding to follow up on findings from our LGBT Violence Prevention Initiative.

The HRC Discrimination Division took on new responsibility with the city’s Equal Pay Ordinance. Passed by the San Francisco Board of Supervisors in December 2015, December 2014, the ordinance will be enforced by the HRC. The law requires contractors and subcontractors that do business on large projects with the City to submit an Equal Pay Report on compensation paid to employees and establishes an Equal Pay Advisory Board. The Equal Pay Advisory Board analyzes and recommends the best methods of data collection to identify wage gaps based on gender and race, while minimizing the burden on City contractors in providing the data.

In partnership with the Mayor’s Office and the Department of Human Resources, the Commission also launched its Neuroscience in Cognitive Decision Making program. Aimed at identifying unconscious biases and improving city services, this pilot training was offered to city executive and managerial staff. Given the positive feedback for the program, the HRC anticipates expanding it in 2016.

In 2015, the Human Rights Commission increased community grant funding to address violence, achieve transgender empowerment, and increase civil rights access.
A Year of Empowerment

In 2015, San Francisco faced many of the same issues other urban areas are facing nationally: Islamophobia, anti-Semitism, systemic racism, violence against lesbian, gay, bisexual and transgender individuals, xenophobia and inequality. With each of these challenges the City renewed its commitment to our fundamental core values of the elimination of discrimination, bias and intolerance in all of its forms.

With the leadership of the Mayor and the support of the Board of Supervisors, HRC worked with other city agencies and community groups to pilot a program to introduce all City Department Heads, including Police, Fire, Transit, Social Services, Human Resources and others to the concept of Implicit Bias. This pilot was so successful that the City has committed to train up to 10,000 City employees on dangers of internalized Implicit Bias.

This year, HRC issued more than $700,000 in grants to community-based organizations to address the chilling rate of violence in the transgender community by focusing on community and leadership development, in-custody and transitional services for TRANS inmates, violence, safety and trauma counseling in the TRANS-Latina community and LGBT anti-violence capacity building. These programs in conjunction with City funding for TRANS employment services, universal health benefits for transgender residents and systematic HIV prevention services makes San Francisco the unquestioned leader world-wide for transgender programming.

HRC’s groundbreaking Photovoice project, in collaboration with numerous community organizations and leaders, illuminated the human impact of sustained Islamophobia. The project demonstrated how the esoteric concept of Islamophobia truly impacts the daily lives of our Arab, Muslim and Sikh friends, neighbors and associates. A similar project addressing systemic discrimination in the form of Anti-Semitism is reaching its conclusion and will be formally presented in early 2016. These are two examples of projects that are part of our “Lived-in San Francisco Series” looking at how many of our residents still face bias and discrimination in their daily lives in one of the most prosperous urban areas in the country.

In 2015, HRC developed significantly more programming to mediate impressions, relationships and understandings among our youth of color and law enforcement. Moreover, the HRC joined the District Attorney’s Office, Public Utilities Commission as well as Facebook, Google to offer youth an opportunity to develop skills, access to resources and create and implement solutions for community challenges.

2015 proved to be the most productive and rewarding in all my years affiliated with the San Francisco Human Rights Commission. I am extremely proud of our staff and their commitment to the lives of the people of this great City. I am also extremely gratified by the involvement and response we received from such varied communities, neighborhoods and individuals throughout the City.

Proceeding into 2016, we stay committed to the people of San Francisco and will work as hard as ever to insure that their rights are valued, maintained and held sacred.

Theresa Sparks
Executive Director
The San Francisco Human Rights Commission

Susan Christian
Chair
Citywide Implicit Bias Program, Commission Lead
HRC Hero Awards, Chair
HRC Equity Advisory Committee, Chair

Sheryl Davis
Vice Chair
Community Safety Initiative Internship, Commission Lead
HRC Hero Awards, Chair
HRC Equity Advisory Committee, Chair
HRC Human Rights Impact of War on Drugs Commission Lead
Fair Chance Ordinance Community Engagement, Commission Lead

Mark Kelleher
Commissioner
Bisexuality Awareness, Commission Lead
HRC LGBT Advisory Committee, Chair

Michael G. Pappas
Commissioner
HRC LGBT Advisory Committee, Chair

Richard Pio Roda
Commissioner
HRC Islamophobia PhotoVoice Project, Commission Lead
HRC LGBTQI Violence Prevention Grant Funding Initiatives, Commission Lead
HRC Human Rights Impact of War on Drugs Commission Lead

Abigail Porth
Commissioner
Appointed December 2015

Michael Sweet
Commissioner
HRC Equity Advisory Committee, Chair
Policy Division

The Policy Division collaborates closely with other governmental agencies, community-based organizations and members of the public to address a wide range of civil rights and other social justice issues affecting the residents of San Francisco.

2015 Hero Awards
The HRC Equity Advisory Committee (EAC) put out a public call for nominations for individuals, organizations and students to engage the city on the collective importance of recent civil rights victories and achievements in San Francisco. This year, the Commission’s annual Hero Awards celebrated the fiftieth anniversary of the 1965 Voting Rights Act and Selma to Montgomery Marches. Recognizing those who advance, uphold and embody the values of the civil rights movement, the HRC and the EAC selected individuals, organizations and students whose commitment to equity and their courageous contributions in the field of civil rights and economic justice have positively impacted the multicultural communities of San Francisco. The awards presentation took place on the fiftieth anniversary of when President Lyndon B. Johnson signed the 1965 Voting Rights Act into law.
Racial Justice

Implicit Bias Training
In conjunction with the San Francisco Mayor’s Office and the Department of Human Resources (DHR), the San Francisco Human Rights Commission instituted a three-part pilot program conducted in April, June and November 2015 that explored the nature and impact of implicit bias in the workplace. The critically acclaimed training was moderated by renowned subject matter expert Kimberly Papillon, an attorney and a Senior Education Specialist at the California Judicial Council’s Administrative Office of the Courts in the Education Division. Ms. Papillon facilitates awareness training on implicit bias cognitive theory both nationally and internationally, working with executive- and management-level staff in the public as well as private sector.

Governing for Racial Equity
HRC continued its service on the Governing for Racial Equity Network Steering Committee. Through this network, HRC advised peer agencies, learned enforcement and outreach strategies and strengthened regional relationships. In addition, HRC collaborated with network partners to host the annual “Governing for Racial Equity” Conference. Attended by more than 200 officials representing more than 25 municipalities around the country, the conference curriculum focused on tools for advancing racial equity. Workshops included “Countering Bias in Hiring,” “Incorporating Equity and Social Justice into Major Capital Projects,” and “Working for Digital Equity in Our Communities.”

Representatives from San Francisco, including the San Francisco Public Utilities Commission Community Benefits Division attended the conference.

Islamophobia

Photovoice Project
The HRC also conducted a photovoice project on Islamophobia and post-9/11 ethnic and racial discrimination. Photovoice is a social science research method that allows participants to share their stories through photography and narrative.

The project, entitled “Living in an Unfinished America: Shared Experiences of Discrimination and Resilience by Arab, Muslim, and Sikh Americans,” showcases the lived experiences of Arab, Muslim and Sikh community members through photography and narrative. The project debuted at San Francisco City Hall and was subsequently exhibited at The Women’s Building.

Youth Empowerment

Community Safety Initiatives
Over the summer, the HRC had the privilege of hosting over twenty youth interns through the Community Safety Internship Program. The Program was developed with the public/private sector and in collaboration with Hope SF, Magic Zone, Facebook, LinkedIn, SFPD and the Mayor’s Office.

Youth who participated in the program learned about the Fair Chance Ordinance, the Voting Rights Act and key moments within the civil rights movement. The overall goals of the program were to offer youth a summer job, train youth with the necessary skills to succeed in law
Community Safety Initiatives (cont’d)

enforcement and public safety and build bridges to support violence prevention in communities with disproportionate contact to violence.

SFPD/Youth Community Forums

These forums brought together SFPD, youth, and a wide range of community stakeholders to discuss issues of trust and safety between them. It was inspiring to see a wide breadth of individuals come together and truly build community. Each breakout group highlighted the need and desire to have more of these forums, speaking volumes to the relationship building that take place between youth and police officers there.

Fair Chance Ordinance

HRC launched several initiatives aimed at increasing access to and competency in the Fair Chance Ordinance. In partnership with the National Employment Law Project, the Seattle Office of Civil Rights and the Washington, D.C. Office of Human Rights, the HRC published two white papers, “Best Practices in Fair-Chance Enforcement” and “Fair-Chance Implementation Case Studies for Government Agencies.”

In partnership with the National League of Cities and NELP, the HRC participated in a webinar exploring enforcement strategies for Fair Chance laws. Marketed to civil rights compliance agencies around the country, the webinar was attended by over 75 local government representatives.

On July 1, 2015, with funding designated by Supervisor London Breed, the Human Rights Commission solicited proposals from nonprofit organizations to conduct comprehensive community-based outreach to persons with arrest and conviction records in San Francisco. The funding was issued in recognition that despite HRC’s outreach, many San Francisco residents are still unaware of the FCN and the new rights and responsibilities that accompany it.

War on Drugs

The HRC plans to issue a follow-up report after meeting with city agencies regarding community recommendations issued previously in the HRC’s report, “Community Voices: The Human Rights Impact of the War on Drugs.” The seven city agencies named in the report are the SFPD, Office of the District Attorney, DPD, Sheriff’s Department, Adult Probation, Juvenile Probation, and Housing Authority. For each of these agencies, the follow-up report will include: 1) agency responses to the recommendations, 2) current programs and policies the agency is undertaking to address the recommendations, 3) best practices in other jurisdictions, and 4) HRC’s concluding observations and recommendations.

In 2015, the HRC met with the SFPD, Office of the District Attorney, Housing Authority and Department of Public Health and obtained their responses to these community recommendations. In 2016, the HRC will meet with the Sheriff’s Department, Adult Probation and Juvenile Probation.
Anti-Semitism

Photovoice Project
The HRC began working with local Jewish community members to launch a photovoice project on discrimination and resilience in Jewish communities. The HRC provided photography training to community members and hosted a series of workshops for them to explore their experiences with discrimination and resilience. The project will culminate in community photo exhibits that share life experiences of Jewish community members with the public at large.

BiseXual Awareness
Building off the 2011 HRC Report, “Bisexual Invisibility: Impacts and Recommendations,” the HRC began working with BiNet USA to develop strategies to promote bisexual awareness. After convening leaders in the Bisexual community, five goals were identified: train LGBT Organizations on

LGBTQI

Survivors of Violence
The HRC announced a new partnership with the SF LGBT Center to provide critical support services to LGBTQI survivors of violence. Despite San Francisco’s reputation as a safe haven for LGBTQI persons, the City’s LGBTQI population continues to experience high rates of interpersonal violence and harassment. According to the HRC’s recent needs assessment on LGBTQI violence prevention, high proportions of LGBTQI community members have experienced physical violence (68%), sexual violence (48%) and harassment (81%).

Human Trafficking

In 2015, the HRC issued its Proposition 35 Report. The report examines major changes in California human trafficking laws as a result of Proposition 35, the Californians Against Sexual Exploitation (CASE) Act, focusing on the concerns of community members subject to the CASE Act’s enforcement provisions.

Bisexual inclusion, increase access to funding, provide media training, develop leadership and identify one major LGBT Organization to house Bisexual work.

These include specific communities of immigrants, youth, sex workers and laborers who are opposed to or have been negatively impacted by the CASE Act. In addition, the report looks at how enforcement of the CASE Act may affect people differently based on social classifications such as race, class, gender, age, sexual orientation and gender identity. In response to these concerns, the Mayor’s Task Force on Anti-Human Trafficking has sought to ameliorate the impact of enforcement of anti-trafficking laws such as the CASE Act on children, monolingual immigrants and sex workers.
Transgender Initiatives

Translatex Violence Prevention
The HRC continued working with El/La Para Translatinas to address ongoing discrimination and hate violence against the City’s trans latina community. Translatinas, particularly those who are monolingual, face a wide range of barriers in achieving safety in San Francisco. The HRC’s partnership with El/La Para Translatinas provides for critical violence prevention and intervention services to translatinas, including case management, education/advocacy and community-building activities.

Transgender Coalition Building
The HRC developed a two-year partnership with TAJA’s Coalition to advance multi-racial coalition building among the full range of San Francisco’s transgender and gender non-conforming communities. TAJA’s Coalition was founded in early 2015 to connect and empower trans-serving organizations and leaders across San Francisco. The HRC will fund TAJA’s Coalition and support the creation of a citywide transgender coordinating council, anti-violence public awareness campaigns and leadership development for trans-serving stakeholders.

Services for Incarcerated and Formerly Incarcerated Transgender Persons
The HRC launched an initiative with the Transgender, Gender Variant, and Intersex (TGI) Justice Project to provide services to transgender persons involved with the criminal justice system. The collaboration will provide legal and support services for incarcerated TGI people, leadership development and re-entry support for recently released and formerly incarcerated TGI people and alliance building with other organizations working for racial, economic and gender justice.
Advisory Committees and Subcommittees

Equity Advisory Committee

Diversity and Tech
This subcommittee has decided to focus on returning citizens and their barriers to employment after release from incarceration, specifically within the Tech Industry. The subcommittee’s goal is to assist with the HRC’s Fair Chance Ordinance trainings, both in expanding the audience for these trainings and revising presentation materials to better engage with potential employers. The subcommittee hopes to facilitate at least three trainings at tech companies in San Francisco, to educate them about returning citizens and the tools at their disposal to engage and employ members of this population.

Dismantling School-to-Prison-Pipelines
This subcommittee is developing a survey to send to teachers in the San Francisco Unified School District (SFUSD) to gain their perspective on disciplinary practices and policies at their schools. Additionally, the subcommittee will produce a pamphlet for parents, teachers, students and community members to use with resources SFUSD provides.

Re-Vision of a Healthy Criminal Justice System
This subcommittee works to share stories they have captured from African Americans about how they have been impacted by African American outmigration from San Francisco. They plan to share the five stories they have captured on “StoryCorps.” The subcommittee is also developing a “Bias Checklist” to distribute to neighborhood watch groups that have volunteers who unwittingly profile people of color in their pursuit of public safety.

LGBT Advisory Committee

LGBT Homelessness and Housing
The LGBT Advisory Committee, in partnership with Project Homeless Connect (PHC), hosted a public roundtable discussing the City’s ongoing efforts to address chronic homelessness, in particular the impact of homelessness and lack of affordable housing for the LGBT community and LGBT Youth. The roundtable discussion also included a presentation regarding PHC’s 2015 homeless survey, to be used as a resource tool to better address the needs of the chronic homeless population in San Francisco. Also featured was a presentation on how the City’s tech community is responding to homelessness by creating more LGBT-friendly mobile apps such as SEE/ME to help homeless LGBT persons identify LGBT-friendly housing facilities, shelters, programs and services.

Transgender Healthcare Access Panel Discussion and Public Forum
The LGBT Advisory Committee, in partnership with the National Center for Lesbian Rights (NCLR) and the City’s LGBT Center, hosted a public forum on health care accessibility for transgender patients, especially those relying on Medicare and Medi-Cal when seeking transition-related surgeries. The forum featured an expert panel of advocates, policy makers and health care providers working on the front lines of improving access to health care for the transgender community, particularly for those individuals seeking access to qualified physicians and programs and services that accept Medi-Care and Medi-Cal insurance coverage toward confirmation surgery and other transition-related treatment.
Discrimination Division

One of the most important aspects of HRC’s work is addressing individual complaints of discrimination. In 2015, the Discrimination Division continued to provide efficient, individualized and high-quality service to complainants and respondents in its neutral fact-finding investigations of discrimination under San Francisco law. In addition to meeting with individuals at the HRC’s office, educating the parties to an investigation, and mediating claims to reach a mutually-beneficial solution for all parties, the Discrimination Division conducted trainings in the community to provide outreach and education on current anti-discrimination ordinances. It is the goal of the agency to ensure all San Franciscans understand the protections and responsibilities of the City’s anti-discrimination laws.

NEW COMPLAINTS BY BASIS, 2015

- Total New Employment Complaints: 21
- Total New Housing Complaints: 34
- Total New Public Accommodations Complaints: 13
- Total New Fair Chance Ordinance Complaints (Not Pictured): 3
- TOTAL NEW COMPLAINTS: 71
## Discrimination Division: Four Year Overview

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<td>1,560</td>
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<td>Housing Complaints</td>
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<td>Employment Complaints</td>
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<td>Public Accommodation Complaints</td>
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<td>Fair Chance Ordinance Complaints</td>
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<td>Letters of Concern</td>
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The HRC continues to receive housing complaints with greater frequency than any other category. The Discrimination Division also received additional complaints through the implementation of the Fair Chance Ordinance, it enforces. These complaints created more opportunities for the HRC to work with housing providers to ensure compliance with this new law. In addition, the HRC continued its partnership with University of California, Hastings College of the Law Mediation Program. HRC staff served as guest lecturers and instructed thirty students on mediation tactics. Students learned about the importance of neutrality, recognizing implicit bias and how to practice LGBT cultural competency. Currently in its third year, this collaboration has become an important component of the Discrimination Division’s community engagement.
Equal Pay Ordinance

In 2015, the Discrimination Division was proud to participate in the implementation of the Equal Pay Ordinance. Introduced by Supervisor David Campos, the ordinance requires contractors and subcontractors that do business on large projects with the City to submit an Equal Pay Report on compensation paid to employees. The ordinance also establishes an Equal Pay Advisory Board. The task of the Equal Pay Advisory Board is to analyze and recommend the best methods of data collection that will identify wage gaps based on gender, race and gender and race combined, and that will minimize the burden on City contractors in providing this data. In 2015, seven Equal Pay Advisory Board members were appointed to work closely with the HRC to fulfill the goals and duties set forth in the Equal Pay Ordinance.

About the Equal Pay Advisory Board
Beginning in April 2015, the Equal Pay Advisory Board (“EPAB” or “Advisory Board”) held public meetings at least once each month. The Advisory Board gathered input from experts in the public and private sectors in order to incorporate findings from relevant laws and initiatives on pay equity and wage discrimination in the development of San Francisco’s reporting model. The EPAB formed work groups to research and define key terms of the Equal Pay Report including “race,” “sex,” “compensation” and “scope of coverage.” The HRC, which supports the Advisory Board, engaged stakeholders within City government for information and assistance in the realm of City contracting. HRC formed a work agreement with the Office of the Controller for continued research on data collection and development of a reporting model. HRC enlisted the Department of Human Resources to explore the possibility of conducting an internal pilot study of the City’s workforce and worked with the Office of the City Attorney to propose amendments to the legislation.

Key Findings and Recommendations from San Francisco Equal Pay Advisory Board Report to the Board of Supervisors
Efforts to bridge pay gaps are emerging at all levels of government, existing laws requiring Equal Pay Reports from contractors are extremely limited and nascent.

Current categorization of race/ethnicity used by the federal government has proven to be limited and/or confusing to many. In the absence of racial/ethnic categories with which people identify, significant numbers of people decline to respond or identify as “other” when surveyed. Define race/ethnic categories by drawing on the U.S. Census’s current categories and incorporating new categories that research has demonstrated are relevant in today’s society.

The persistent disparity in pay between men and women is known as the “gender wage gap.” The terms “sex” and “gender” are often used interchangeably, but should be understood distinctly. By limiting the categorization to only male and female, many reporting structures fail to account for gender nonconforming individuals who may identify as both or neither gender.

Developing a successful Equal Pay Report reporting model requires technical expertise beyond that of the EPAB, specifically in the areas of labor and economics, statistics, technology, and City contracting. The Office of the Controller is uniquely qualified to develop and test an analytical model for the Equal Pay Report, and has agreed to do so. The EPAB will develop a model for the Equal Pay Report by June 2016 in accordance with the Project Plan between the HRC and the Office of the Controller.

San Francisco would benefit from conducting an internal analysis of compensation data by race and sex within its own workforce. Studying its own workforce will enable the City to gain insight into the practical application of equal pay reporting requirements and identify the most effective methodologies for data collection and analysis; understand the challenges and concerns that may arise for Contractors and develop the tools and framework needed for success; strengthen understanding of wage gaps and improve the quality of publicly available wage data; and lead by example as a model employer and gain the moral authority to require equal pay reports of its contractors.
Every individual has the right to a discrimination-free environment in their workplace and in their home.
Our Team

Theresa Sparks  
Executive Director

Zoë Polk  
Director  
Policy and Social Justice Division

Mullane Ahern  
Director  
Discrimination Division

Noah Frigault  
Investigator and Policy Analyst

David Miree  
Policy and Communications Analyst

Sneh Rao  
Director and Senior Policy Advisor

Veronica Garcia  
Policy Analyst

Matthew Oglander  
Investigator and Mediator

Alma Tam  
Payroll and Budget Analyst

Gloria Lopez  
Receptionist

Bianca Polovina  
Investigator and Mediator

Mary Tramil  
Policy Analyst