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ANNUAL REPORT 2014

SAN FRANCISCO HUMAN RIGHTS COMMISSION

Celebrating 50 Years of Human Rights Leadership
and Advocacy

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I. Message from Executive Director Theresa Sparks

In 2014, the Human Rights Commission celebrated its 50th Anniversary and had one of its most innovative and transformative years to date. After more than three years of advocacy, the HRC celebrated the passage of the Fair Chance Ordinance, the first legislation in the country to end arbitrary discrimination against persons with arrest and conviction records in both employment and housing. We launched our Violence Prevention program and administered crucial financial support to some of San Francisco's most underserved and vulnerable communities. We leverage social media to effectively engage community on the Commission's work. And we continued to professionally and efficiently carry out our most central duty –mediating and investigating cases of discrimination.

The HRC also increased our regional, national and international presence through taking leadership roles on the California Human Relations Organizations and the Governing for Equity Network. As a member of the University of California LGBT Taskforce, I carry forward HRC's mission to systematically increase LGBTQ cultural competency. On International Human Rights Day, I had the honor of representing the HRC at the United Nations Headquarters in New York, where I addressed an international audience on HRC's work with LGBT seniors, youth and families.

As we reflected on the storied history and achievements of the HRC over the last year and the last 50 years, we also developed plans for continuing to protect civil rights for the next 50 years. We are invested in honoring the legacy of our collective civil rights victories. We pledge to remain engaged and proactive.

Theresa Sparks
Executive Director



II. Agency History and Governing Laws

The San Francisco Human Rights Commission (“HRC”) provides leadership and advocacy in securing, protecting and promoting human rights for all people. For over 50 years, HRC has grown in response to San Francisco’s mandate to address the causes of and problems resulting from prejudice, intolerance, bigotry and discrimination. HRC has the good-faith and commitment of San Francisco’s leaders to be an independent voice of human rights protection for all people and, again and again, leads the way on groundbreaking initiatives in the realm of human and civil rights. To that end, HRC:

- **Advocates** for human and civil rights;
- **Investigates and mediates** discrimination complaints;
- **Resolves community disputes** involving individual or systemic illegal discrimination; and
- **Provides technical assistance**, information and referrals to individuals, community groups, businesses and government agencies related to human rights and social services.

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. Today, 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 49: Procedures for Considering Convictions and Arrests and Related Information in Employment and Housing Decisions

Article 1.2: Non Discrimination in Housing against Families with Minor Children

III. The Commission

The Mayor of San Francisco is authorized to appoint up to eleven Commissioners to the Human Rights Commission. The Commission sets policy and communicates that policy to the Executive Director who in turn is responsible for its execution. Current Commissioners appointed to the HRC are:

SUSAN B. CHRISTIAN • SHERYL EVANS-DAVIS • MARK KELLEHER • FAYE WOO LEE
• MICHAEL G. PAPPAS • RICHARD PIO RODA • MICHAEL SWEET

Message from HRC Chair Susan Belinda Christian

We enter 2015 inspired and invigorated by all of the events of 2014. This report reviews the successes the Commission has had in 2014 and provides a preview and foundation for the initiatives we are excited about in 2015. Our Commission continues our campaign to honor and carry forward the dreams and accomplishments of the 1960's Civil Rights Movement. In 2015, we will commemorate the 50th Anniversary of the 1965 Voting Rights Act. Moreover, building on our mission to ensure equitable access to city services, we will launch our Implicit Bias Training program for city departments. This training program will assist departments in conducting community engagement that is relevant and addresses the needs of San Francisco's diverse population. I remain honored to work with my dedicated colleagues on the Commission and the innovative department staff. I look forward to continuing to uplift and strengthen our amazing city.

Susan Belinda Christian
Commission Chair



Commissioner Faye Woo Lee Retires after 10 Years of Service on the HRC

First appointed in 2004, Commissioner Faye Woo Lee has been integral to many of the important achievements of the Human Rights Commission in last decade. With expertise in culturally competent and affordable healthcare as well as child welfare, Commissioner Lee led the HRC on its Education as a Human Rights Initiative as well as its engagement with local schools. She also co-chaired the Commission's Equity Advisory Committee and provided advice and support on many of the committee's initiatives including increasing literacy rates, addressing the needs of seniors and increasing workplace safety for low income immigrant women. Admired by her fellow commissioners and staff, Commissioner Lee maintained strong relationships with residents throughout San Francisco's multicultural communities. The Commission joins the entire city in thanking Commissioner Lee for her service.



IV. 2014 HIGHLIGHTS: Awards and Recognitions



PROFILE IN COURAGE



**Theresa Sparks, Executive Director,
San Francisco Human Rights Commission**

- Champion of LGBT Civil Rights and Local Business Enterprises
- United States Navy Veteran
- Member, Board of Directors, Horizons Foundation
- Former President, San Francisco Police Commission
- Former CEO, Good Vibrations
- Grand Marshall of the 2008 San Francisco Pride Parade

40th Anniversary



The HRC won several awards in 2014 including:

- Certificate of Honor from District Attorney George Gascon to Commissioner Sheryl Evans Davis
- The Golden Gate Business Association's Profile Encourage Award to Executive Director Theresa Sparks
- The LGBT Center's BOLD Award for HRC's violence prevention initiatives.
- San Francisco State University's Disabled Students Association Leadership Award
- Five Keys Charter School Certificate of Appreciation
- 2014 Alice B Toklas Legend Award: Theresa Sparks

2014 HIGHLIGHTS: COMMUNITY ENGAGEMENT



The Human Rights Commission was proud to join the Mayor and Board of Supervisors at the Annual Martin Luther King Breakfast and the citywide Black History Month Celebration 2014.

2014 HIGHLIGHTS: COMMUNITY ENGAGEMENT



The Human Rights Commission took part in the 45th annual San Francisco Pride Celebration & Parade

2014 HIGHLIGHTS: COMMUNITY ENGAGEMENT



The Human Rights Commission joined Mayor Edwin Lee, Senator Mark Leno, Supervisors David Chu, Jane Kim, David Campos, and Scott Weiner the San Francisco Trans March.

2014 HIGHLIGHTS: DIGITAL OUTREACH



San Francisco Human Rights Commission
Posted by Zoë Polk [?] · May 6

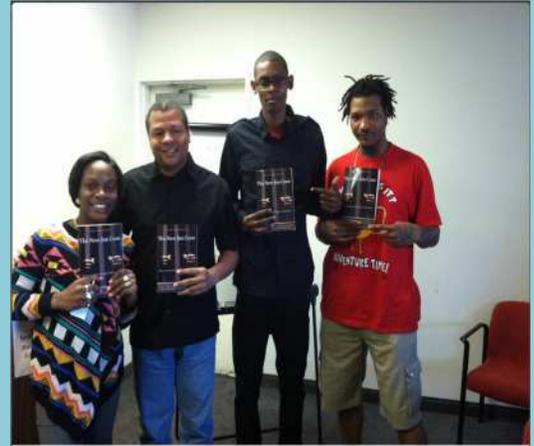
Today we remember, Yick Wo v. Hopkins, an 1886 case that struck down San Francisco's discriminatory ordinance against Chinese laundry owners. It was the first case where the United States Supreme Court ruled that a law that is race-neutral on its face, but is administered in a prejudicial manner, is an infringement of the U.S. Constitution. While it would be decades before this ruling would actually become a reality for American communities of color, we honor San Franciscan Yick Wo for his courage and for standing up for justice.

#happyAsianAmericanPacificAmericanHeritageMonth

104 people reached

Boost Post

Like · Comment · Share



SF Human Rights (@SFHumanRights · Feb 9)
We were so honored to have EPD Streets from the @sfelder participate in our New Jim Crow reading group today! [je.walter.com/PT0278p](#)

SF Human Rights @SFHumanRights · Sep 24

Affirming communities bring out the best in #bisexuals. Check out this one bibrigade.org/whats-bi-briga... #bimedia #bipride #BiDay #BiVisibilityDay

👍 1 🌟 1

San Francisco Human Rights Commission
Posted by Zoë Polk [?] · April 9

Supervisor Scott Wiener addresses the HRC Equity Advisory Committee the state of housing in District 8.



161 people reached

Boost Post

Like · Comment · Share



San Francisco Human Rights Commission shared San Francisco LGBT Community Center's photo.
Posted by Zoë Polk [?] · November 20

We hope you'll join us at the SF LGBT Center tonight in honor of Transgender Day of Remembrance.



72 people reached

Boost Post

Like · Comment · Share

Leveraging social media, HRC reached an audience over 1,000 with an average of 5 new followers per week.

2014 HIGHLIGHTS: DIGITAL OUTREACH

San Francisco Human Rights Commission
Posted by Zoë Polk [?] · May 14 · Edited

Thank you to everyone who made our *Brown v. Board of Education at 60* event last night a success! Special thanks to our moderator, Kimberly Thomas Rapp, Executive Director of the Lawyers' Committee for Civil Rights of the San Francisco Bay Area for moderating a thoughtful and provocative panel! We look forward to continuing to partner with LCCR on Education Equity Initiatives! — with Sheryl Evans Davis and Susan Belinda Christian.



551 people reached

Boost Post

Like · Comment · Share

26 2 1 Share

San Francisco Human Rights Commission
Posted by Zoë Polk [?] · March 31 · Edited

The San Francisco Human Rights Commission joins California and communities across the world in remembering Cesar Chavez today. The farmer worker and civil rights activist co-founded the National Farm Workers Association with Dolores Huerta (pictured left). Si Se Puede!



121 people reached

Boost Post

Like · Comment · Share

4 2 Shares

SF Human Rights retweeted

Charles Radcliffe @charles_rad · Dec 10

Big thanks to our amazing speakers at today's #AllFamilies LGBT event at the UN 'Love Is A Family Value' #rights365

Mary Lambert, Kopya Kaoma, KENITA PLACIDE and 3 others



5 10

View more photos and videos

In addition to press releases, the HRC website, and advisory committee engagement, HRC used online tools including Facebook, Twitter, and Mail Chimp to increase our reach in San Francisco

2014 HIGHLIGHTS: DIGITAL OUTREACH

San Francisco Human Rights Commission
Posted by Zoë Polk (7) · August 13 · Edited

Like many of you, we are concerned by the events in Ferguson, Missouri. As we follow the news reports and online discourse on the matter, we continue to reflect on 50th anniversary of the Civil Rights Act, the hopes and expectations of the 1963 Marchers on Washington and the promises that must be kept. We're also reflecting on the triumph of our 2014 HRC Hero Award winners and the important work they do everyday in San Francisco communities. Please join the HRC in identifying ways to lift up these heroes and the ways they evince the best of San Francisco.



80 people reached [Boost Post](#)

San Francisco Human Rights Commission
Posted by Zoë Polk (7) · February 21

Like many of you, we love artwork that celebrates the beauty and diversity of our city. Some of our favorite works were done by 19th century African American artists Nelson Primus and Grafton Tyler Brown. In 1859, Primus, a portraitist, found his inspiration in the faces of San Francisco's people. In 1878, Brown published the "The Illustrated History of San Francisco," which consisted of 72 topographical images of the city. #HappyBlackHistoryMonth



65 people reached [Boost Post](#)

Like · Comment · Share 3 Share

San Francisco Human Rights Commission
Posted by Zoë Polk (7) · March 20

"We need strong voices, courageous spokespeople and we need them to be visible. Laverne Cox is one of those individuals emerging as our face, our voice and our integrity." The HRC Team was so proud when Director Theresa Sparks took the stage last night!



454 people reached [Boost Post](#)

Like · Comment · Share 6 3 Shares

San Francisco Human Rights Commission changed their profile picture.
Posted by Zoë Polk (7) · October 11 · Edited



discrimination is scary!

this person pledges not to wear a racist, sexist, homophobic, transphobic, or ableist costume this halloween.



Transgender Law Center

HRC's online presence enabled us to more effectively engage the city's diverse communities and increase San Franciscans understanding of the work of the HRC.

FAIR CHANCE ORDINANCE INFORMATION SESSIONS FOR AFFORDABLE HOUSING APPLICANTS AND TENANTS



The Human Rights Commission (HRC) will host monthly sessions for **AFFORDABLE HOUSING APPLICANTS AND TENANTS** on the Fair Chance Ordinance/Article 49 of the Police Code. HRC staff will answer questions and provide information regarding applicants' rights under the law.

LOCATION:
San Francisco Human
Rights Commission
25 Van Ness Avenue
Suite 800
San Francisco CA 94114

DATES:
August 20
September 17
October 29
November 19
December 17

All sessions will be at
5:00 p.m.

To RSVP: email
zoe.polk@sfgov.org

For more information on the Fair Chance Ordinance, visit:
<http://sf-hrc.org/article-49-san-francisco-police-code-fair-chance-ordinance>

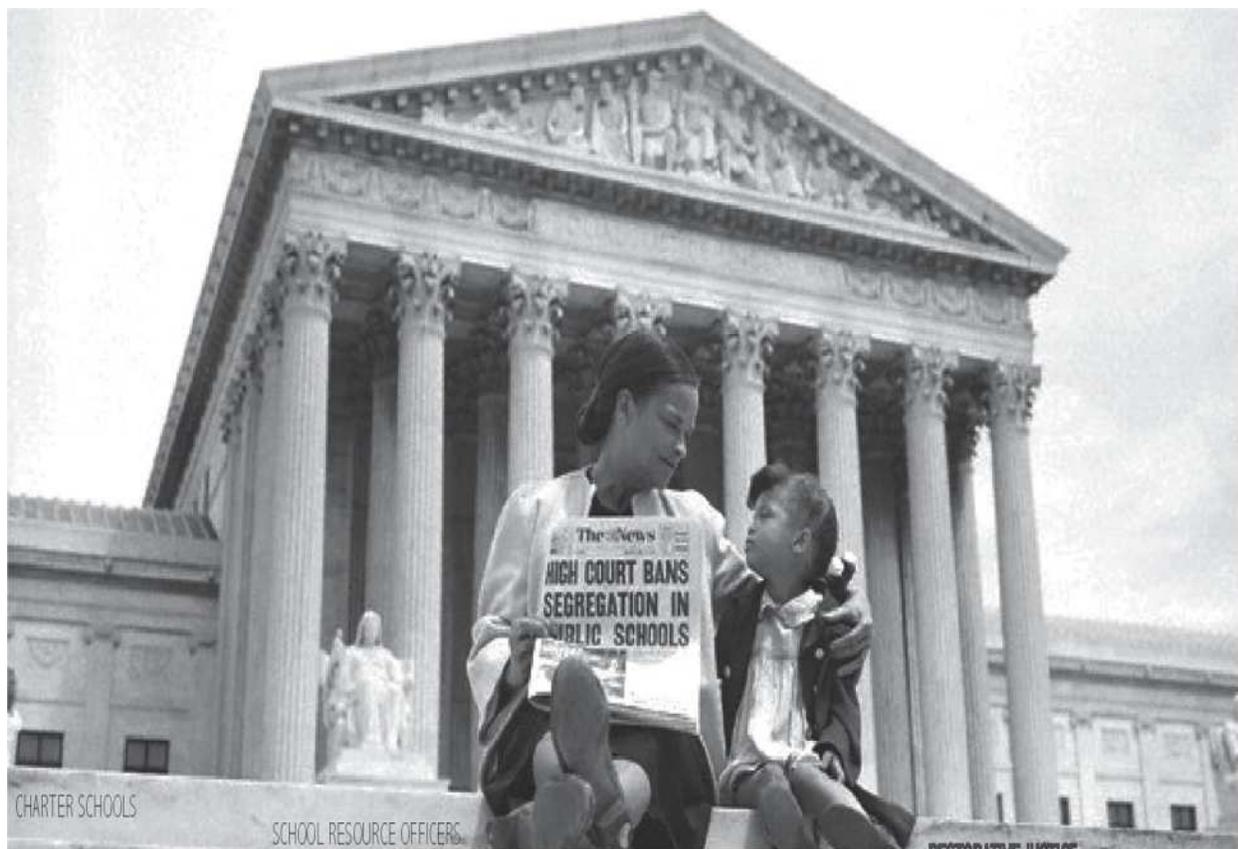


APPRECIATIONS

In 2014, the HRC hosted information sessions for tenants as well as housing providers on the Fair Chance Ordinance. One participant offered the following feedback:

"Thanks for including me as part of the Fair Chance roundtable discussion. I appreciate the clarification and guidance from HRC and the comments from the roundtable participants. It made it easier to guide my staff to properly revise the various application forms and resident selection plans to make sure we are in compliance with the Fair Chance Ordinance."

2014 HIGHLIGHTS: OUTREACH AND AWARENESS CAMPAIGNS



CHARTER SCHOOLS

SCHOOL RESOURCE OFFICERS

RESTORATIVE JUSTICE

OVER-REPRESENTATION OF STUDENTS
OF COLOR IN SPECIAL EDUCATION

FREE MUNI FOR YOUTH

SCHOOL DISCIPLINE

ELIEZER WILLIAMS et al
v. STATE OF CALIFORNIA

DESEGREGATION BUSING

RETENTION OF
AFRICAN AMERICAN TEACHERS

PROPOSITION 209

SCHOOL LOTTERY SYSTEM

ETHNIC STUDIES

SOLUTIONS NOT SUSPENSIONS

BROWN v BOARD of EDUCATION at 60

Examining Racial Equity in
Education in San Francisco

The San Francisco Human
Rights Commission and the
Lawyers' Committee for Civil
Rights of the San Francisco
Bay Area present:



California Historical Society

678 Mission St.

San Francisco, CA 94105

Tuesday, May 13, 2014

5:00 - 6:00pm: Student Video Testimonials

6:00 - 8:00pm: Panel Discussion

Please RSVP at

brownvboardat60.eventbrite.com

MCLE Credit Provided

The San Francisco Human Rights Commission and the Lawyers' Committee for Civil Rights invited legal experts, academics and community members to discuss the continuing legacy of Brown v. Board of Education and the successes and challenges of achieving racial equity in the San Francisco schools.

2014 HIGHLIGHTS: OUTREACH AND AWARENESS CAMPAIGNS

The San Francisco Human Rights Commission
PRESENTS:

HERO AWARDS 2014

COMMEMORATING
THE 50TH ANNIVERSARY OF THE
1964 CIVIL RIGHTS ACT
AND 50 YEARS OF THE
SAN FRANCISCO HUMAN RIGHTS COMMISSION

**NOMINATIONS/APPLICATIONS
WILL BE ACCEPTED UNTIL 5:00PM
ON JULY 7, 2014.**

Awards Presentation on
JULY 24, 2014 AT 5:30PM.



San Francisco Human Rights Commission
25 Van Ness Ave. Room 800 • San Francisco, CA 94102-6033
(415) 252.2500 • www.sf-hrc.org

To submit an application/nomination form or for more information please contact Zoë Polk at zoepolk@sfgov.org.

In 2013, the HRC launched a multi-year campaign to remember the important civil rights victories of the 1960's and engage the city on the collective importance of recent human rights achievements in San Francisco. This year, the HRC honored the 50th Anniversary of the 1964 federal Civil Rights Act.

2014 HIGHLIGHTS: REFLECTIONS



*** STATEMENT ***

Human Rights Commission Celebrates the Life and Work of Dr. Maya Angelou

Poet, Civil Rights Activist, and Internationally Beloved Intellectual will be remembered as an important figure in San Francisco's African American History

May 28, 2104, San Francisco, CA: The HRC joined Mayor Edwin Lee and the San Francisco Human Rights Commission in honoring the life of Dr. Maya Angelou with the following statement:

“Dr. Angelou’s beautiful tribute to San Francisco in one of her famous work, I Know Why The Caged Bird Sings remains one of the most beautiful and passionate writings about our city. As a teenager, Dr. Angelou relocated to San Francisco during the Great Migration, a movement when over 6 million African American families left the Jim Crow South for a better life in the North and the West. She describes her experience movingly:

“In San Francisco, for the first time, I perceived myself as part of something...The city became for me the ideal of what I wanted to be asa grownup. Friendly but never gushing, cool but not frigid or distant, distinguished without the awful stiffness.”

“To me a 13 year old Black girl, stalled by the South and Southern Black life style, the city was a state of beauty and a state of freedom...I became dauntless and free of fears, intoxicated by the physical fact of San Francisco. Safe in my protecting arrogance, I was certain that no one loved her as impartially as I.”¹

After attending George Washington High School, Mission High School, and California Labor School, Dr. Angelou became San Francisco’s first African American female streetcar conductor. Over several pages, she talks about the challenges she faced and her determination to become a “conductorette.” When she was finally given the job, she states “on a blissful day I was hired as the first Negro on San Francisco streetcars.”¹

Today, as we reread Dr. Angelou’s poems, recall the first time we heard her speak, and reflect on the impact she had on our lives, let’s also remember Dr. Angelou as a San Franciscan, and a person whose potential was nurtured in our great city. As the Human Rights Commission works to stem African American Out-Migration, we maintain the ideal that San Francisco can be a state of beauty and state of freedom for everyone. We are grateful to Dr. Angelou for a lifetime of lyrical witnessing and we honor her legacy by recommitting ourselves to human rights and human dignity for all.”

¹ Angelou, Maya. I Know Why the Caged Bird Sings. New York: Ballantine Books 2009. Pgs 211-212

² Id at 264-270

V. HRC HERO AWARDS 2014

Legacy Award for Lifetime Achievement in Human Rights Advocacy

Linda Brooks Burton (*post-humous*)

Managing librarian of the Bayview Library for 15 years and, a 30-year veteran of the San Francisco Public Library

Individual Leadership in Civil Rights

Christine Harris

Board of Directors, Jazz Heritage Center. Started “The Musician’s Project” to educate local and new residents of the Fillmore District about the impact jazz made in the Fillmore community.

Mary Wardell-Ghirarduzzi

Vice Provost & Chief Diversity and Community Engagement Officer at University of San Francisco, leverages the USF mission and commitment to diversity and inclusion to strengthen the campus for students, faculty and staff and expands the university's community engagement, particularly for multicultural and marginalized communities.

Monetta White

Entrepreneur and Owner of 1300 Restaurant, Community Leader advancing Economic Development in Fillmore District, Community Youth Job Training and Professional Development Mentor.

Rodney Williams

Retired San Francisco Police Department Officer, one of first African Americans to integrate the SFPD in 1955. First African American to achieve the rank of Inspector in the SFPD.



The 2014 HERO Awards

HRC’s HERO awards recognized local heroes for their outstanding contributions in the field of civil rights. Nominees are submitted by the community, and finalists are selected by HRC’s Equity Advisory Committee based on their demonstrated commitment to human rights, community service and fostering positive change among the City’s diverse communities.

HRC’s 2014 Hero Awards commemorated the 50th anniversary of the Civil Rights Act by recognizing organizations and individuals who advance civil rights and embody the spirit and legacy of the Civil Rights Movement. The awards presentation took place on the 50th Anniversary of when Mayor John F. Shelley signed ordinance 209-64, creating the HRC.

HRC presented the awards on July 24, 2014. Attended by over 150 members of the public, this event provided an opportunity for all to reflect on the continued relevance of the Civil Rights Act.

2014 HERO Awards *(continued)*

Organizations Advancing Civil Rights

The Economic Opportunity Council

The Economic Opportunity Council of San Francisco (EOC) is a private, nonprofit corporation that was established under the Economic Opportunity Act of 1964, and was designated by the Board of Supervisors to operate the Community Services Program. This mission of the Agency is to address poverty in San Francisco.

The Fair Chance Campaign

Coalition of community based organizations including, the Lawyers Committee for Civil Rights, National Employment Law Project, Community Housing Partnership, All of Us or None and Legal Services for Prisoners with Children, to reform the background check process for employment and city-subsidized affordable housing in San Francisco.

The Lawyers' Committee for Civil Rights

Combining direct legal services, policy advocacy, and impact litigation strategies, Lawyers' Committee for Civil Rights of the San Francisco Bay Area advances the rights of immigrants, refugees and communities of color, with a specific focus on low income communities and a long-standing commitment to African Americans.

USCF First Generation Support Services

The UCSF First Generation Student Support Services Office (FG2C) helps support the university's diverse student population, as they gain valuable, firsthand culturally competent healthcare experience with underserved and marginalized communities in San Francisco.

Student Advancing Civil Rights

Robert Bell

Apprentice Student with the Sheet Metals Union.

The Graduates and Current Students of 100% College Prep/Bayview Association for Youth

Since 1999, the Bayview Association for Youth has created a cadre of college ready and eligible low-income minority students who enter and complete post-secondary institutions.

DeAnthony Jones

Senior at Sacramento State University



VI. The Policy & Social Justice Division

HRC's Policy & Social Justice Division collaborates closely with other governmental agencies, 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. For more information, visit: <http://sf-hrc.org/policy-social-justice-division-overview>



2014 Overview and Performance Data

HRC's Policy and Social Justice Division continues to proactively implement initiatives aimed at increasing awareness, connecting community with government and eliminating discrimination in San Francisco. In 2014, after more than 4 years of advocacy, the HRC celebrated the passage of the Fair Chance Ordinance, legislation that **reduced arbitrary discrimination against persons with arrest and conviction records** in employment and housing. In addition, the Policy Division **launched a Grant Administration program** that has provided funding to address violence against monolingual Transgender Latinas in the Mission District and address violence in the LGBT community. In collaboration with the Seattle Office of Civil Rights and the Portland Office of Equity the HRC **planned and hosted the 2014 Governing for Racial Equity Conference**, a convening that was attended by more than 400 municipal human rights department employees from the around the country. In collaboration with BiNet USA, the HRC leveraged social media to **increase awareness on the needs of bisexuals**. In recognition of the continuing importance of 20th century civil rights victories, the HRC led citywide efforts to **commemorate the 50th Anniversary of the 1964 Civil Rights Act and the 60th Anniversary of the Brown v. Board of Education Supreme Court Case**. The HRC continued its partnership with the University of California Hastings School of Law by **launching a Mediation Clinic**, to train students on human rights mediation. Throughout the year, the Policy and Social Justice Division worked with community and city partners to engage with under-served populations, increase the HRC's presence at community events and join local and national conversations on human rights practice and policy.

2014 marked an active year for the Policy & Social Justice

Division, whose staff collectively:

- Conducted more than 15 information sessions on the newly issued "Fair Chance Ordinance," including sessions aimed to receive stakeholder input before drafting rules of procedure.
- Issued Resolution commemorating the 1964 Civil Rights Act at the 2014 Annual Hero Awards
- Served as advisors to City agencies, Board of Supervisors and non-profits on more than 20 unique social justice issues and/or initiatives, including violence prevention in the LGBT Community
- Researched and analyzed nearly 30 policy initiatives and social justice issues presented to the Commission, such as increasing Bisexual Visibility
- Sponsored and/or represented HRC at nearly 100 educational or community events (See Section IX, "HRC Outreach and Presence in the Community").

San Francisco Human Rights Commission 2014 Annual Report

Policy Division Deliverables



For a quarterly breakdown of all activities by HRC's Policy & Social Justice Division, please go to:
<http://sf-hrc.org/budget-reports-performance-data-annual-reports>.

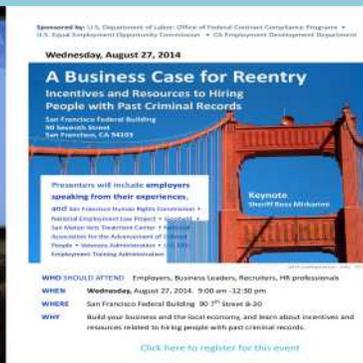
HRC Celebrates the Passage of the Fair Chance Ordinance

In 2014, Mayor Edwin Lee signed the Fair Chance Ordinance into law and the San Francisco Human Rights Commission (HRC) celebrated the success of its three year public awareness campaign to reduce barriers for persons with arrest and conviction records.



Since 2011, the HRC voted unanimously to send a letter to the Board of Supervisors and the Mayor urging them to pass a law to reduce barriers for persons with arrest and conviction records in housing and employment. Following this historic vote, the HRC conducted a public awareness campaign and “Best Practices” trainings in order to educate stakeholders on the disproportionate impact that the overbroad usage of criminal background checks has on communities of color. In addition, HRC staff engaged transitional aged youth through internships and interactive workshops, including The New Jim Crow Book Club and “How to Apply for a Job when you have an Arrest and Conviction Record.” Beginning in 2012, the HRC launched an examination into the “The Human Rights Impact of the War on Drugs.” This effort was organized in response to feedback derived from HRC outreach. Moreover, the HRC reinstated Cultural Competency Trainings, including a module examining stereotypes against persons with arrest and conviction records. Through engaging employees and supervisors on biases and the facts, we found that people are willing to be challenged on their previously held beliefs and open to changing their hiring and renting practices.

Following the passage of the Fair Chance Ordinance, HRC has worked in collaboration with community groups, the Office of Labor Standards and Enforcement and the Mayor’s Office of Housing to increase awareness about the new rights and requirements of the Fair Chance Ordinance. HRC staff have conducted weekly trainings and information sessions for formerly and currently incarcerated individuals, service providers, affordable housing providers and employers.



NOTICE TO TENANTS, HOUSING APPLICANTS, AND AFFORDABLE HOUSING PROVIDERS
CITY AND COUNTY OF SAN FRANCISCO

San Francisco Police Code Article 49 - Fair Chance Ordinance (FCO) Protections for People with Prior Arrests or Conviction Records.
Under the Fair Chance Ordinance (FCO), you have the right to:

- 1) **Have all of your other qualifications for affordable housing decided BEFORE your housing provider knows anything about your prior arrest or conviction record.**
- 2) **Not be asked about your prior record through a rental application form.**
- 3) **Be provided with a copy of this notice before your housing provider runs your background report.**
- 4) **Not have any other following "off limits" categories requested or considered:**
 - Arrests that did not result in conviction
 - Participation in a diversion or deferral judgment program
 - Expunged, judicially dismissed, invalidated or otherwise insupportable convictions
 - Juvenile record
 - A conviction more than 7 years old
 - An infraction
- 5) **Have your record assessed individually, in which only the "directly-related" convictions and unresolved arrests in your record are considered. (See below footnote for a definition of directly-related)**
- 6) **Be provided with a copy of the background report and told which conviction or unresolved arrests is the basis for the potential denial. You have 14 days to respond orally or in writing to show that you shouldn't be denied. You can respond by:**
 - Painting out any inaccuracies in the report.
 - Providing evidence of rehabilitation. Evidence of rehabilitation include satisfying parole/probation, receiving education/training, participating in alcohol/drug treatment programs, letters of recommendation, age you were convicted.
 - Explaining any mitigating factors about the circumstances of the conviction. Mitigating factors include physical or emotional abuse, coercion, untreated abuse/mental illness that led to the conviction.
- 7) **Call the Human Rights Commission to understand your rights or file a complaint (within 90 days of violation) without any negative action or retaliation taken against you by your Housing Provider.**

Under the FCO, a housing provider must:

- 1) Post this notice prominently on a website and any location frequently visited by tenants or housing applicants.
- 2) State in all advertisements that the provider will consider qualified applicants with criminal histories.
- 3) Ensure that background checks do not contain any "off limits" categories referenced above.
- 4) Conduct an individualized assessment and consider only "directly-related" convictions and unresolved arrests in light of other evidence, any evidence of rehabilitation, mitigating factors, or inaccuracy in the report.
- 5) Before taking a negative action such as A) Eviction, B) Failing or refusing to rent or lease property to an individual, C) Failing or refusing to add a household member to an existing lease, or D) Refusing any tenant subsidy, the housing provider MUST give the individual a copy of the background report and identify the particular conviction or unresolved arrests on which the negative action is based.
- 6) Give the individual 14 days to respond orally or in writing to provide evidence of rehabilitation, mitigating factors, or inaccuracy in the report, delay any negative action for a reasonable time, and reconsider in light of the applicant's response. Notify the individual of any final negative action.
- 7) Retain tenant applications and pertinent data and records relating to this Ordinance for 3 years.

For more information, contact the Human Rights Commission at (415) 253-2980 or email: hrc_info@hrc.org

NOTICE * AVISO * 給租戶 * PASABABI

AVISO A LOS INQUILINOS, SOLICITANTES DE VIVIENDA, Y PROVEEDORES DE VIVIENDA ECONÓMICA
CITY AND COUNTY OF SAN FRANCISCO

Artículo 49 del Código Político de San Francisco: Protecciones conforme a la Ordenanza de Oportunidad Justa (FCO) para personas con antecedentes de arrestos o condenas

Conforme a la Ordenanza de Oportunidad Justa (FCO), usted tiene el derecho de:

- 1) **Tener todos sus demás calificaciones para la vivienda económica decididas ANTES de que el proveedor de vivienda esté enterado de su historial de arrestos o condenas anteriores.**
- 2) **Que no se le pida nada sobre su historial de arrestos o condenas anteriores a través de un formulario de solicitud de vivienda económica.**
- 3) **Que se le proporcione una copia de este aviso antes de que el proveedor de vivienda solicite la verificación de sus antecedentes.**
- 4) **Que no se solicite ni se considere ninguna de las categorías siguientes prohibidas:**
 - Arrestos que no resultaron en condena
 - Participación en un programa de justicia alternativa o de falta de culpa
 - Condenas conculadas, judicialmente desestimadas, invalidadas o de otro modo declaradas insustentables
 - Antecedentes de delincuencia juvenil
 - Una condena de más de 7 años de antigüedad
 - Una infracción
- 5) **Que su historial sea evaluado individualmente, en el que sólo se toman en cuenta las condenas y los arrestos no resueltos que están "directamente relacionados". (Ver la definición de Directamente relacionados en la nota de pie de página abajo)**
- 6) **Que se le proporcione una copia del informe de verificación de antecedentes y le digan cuál condena o arresto no resuelto es el fundamento de la negativa potencial. Usted tiene 14 días para responder oralmente o por escrito para demostrar que usted no se le debería negar. Usted puede responder:**
 - Indicando cualquier inexactitud en el informe.
 - Proporcionando evidencia de rehabilitación. La evidencia de rehabilitación incluye haber cumplido con las condiciones de libertad condicional, haber recibido educación/training, haber participado en programas de justicia alternativa o de falta de culpa, haber recibido cartas de recomendación, la edad a la que usted fue condenado.
 - Explicando cualquier factor atenuante sobre las circunstancias de la condena. Los factores atenuantes incluyen maltrato físico o emocional, coacción, y abuso/ enfermedad mental no tratada que condujo a la condena.
- 7) **Llamar a la Comisión de los Derechos Humanos para entender sus derechos o presentar una queja (dentro de los 90 días siguientes a la violación) sin que el proveedor de vivienda tome ninguna acción negativa o represalia en contra de usted por parte de su proveedor de vivienda.**

Conforme a la FCO, un proveedor de vivienda debe:

- 1) **Publicar este aviso prominentemente en su sitio web y en cualquier lugar visitado frecuentemente por los inquilinos o solicitantes de vivienda.**
- 2) **Mencionar en todos los avisos que el proveedor toma en consideración a los solicitantes calificados con antecedentes penales.**
- 3) **Asegurarse de que las verificaciones de antecedentes no incluyan ninguna de las categorías prohibidas mencionadas.**
- 4) **Conducir un análisis de evaluación individualizado y considerar solamente las condenas y los arrestos no resueltos "directamente relacionados" a la luz de otros factores, cualquier evidencia de rehabilitación, factores atenuantes, o inexactitud en el informe.**
- 5) **Antes de realizar una acción negativa como A) Evicción, B) No rentar o arrendar la propiedad a una persona, o negarle a aceptar, C) No aceptar un subarrendador, D) Rechazar o negarse a aceptar un miembro de un hogar existente, E) Rechazar cualquier subsidio de vivienda, o F) Rechazar cualquier subsidio de vivienda, el proveedor de vivienda DEBE dar a la persona una copia del informe de verificación de antecedentes penales e identificar la condena o arresto no resuelto en el que se basa la acción negativa.**
- 6) **Dar a la persona 14 días para responder oralmente o por escrito para proporcionar evidencia de rehabilitación, factores atenuantes, o inexactitud en el informe, retrasar cualquier acción negativa por un tiempo razonable, y reconsiderar su decisión a la luz de la respuesta del solicitante. Notificar a la persona de cualquier acción negativa final.**
- 7) **Conservar los archivos de los inquilinos, los datos y registros pertinentes relacionados con esta Ordenanza por 3 años.**

Para más información, contacte con la Comisión de Derechos Humanos al (415) 253-2980 o por correo electrónico a hrc_info@hrc.org

給租戶、住房申請人及可負擔住房提供者的通知
CITY AND COUNTY OF SAN FRANCISCO

三藩市公平機會法例(FCO)保護有犯罪紀錄的人士
根據以看被錄取名單記錄的人士

根據機會平等條例 (FCO)，您有以下權利：

- 1) **您所有的其他資格條件在您的住房提供者知道您的任何犯罪紀錄之前，應先被決定。**
- 2) **您不應被要求通過租務申請表格提供有關您的任何犯罪紀錄。**
- 3) **您應在您的住房提供者要求您提供背景報告之前，收到一份此通知的副本。**
- 4) **您不應被要求考慮以下任何類別：**
 - 那些沒有導致定罪
 - 參加任何分案或延期判決
 - 撤銷、司法裁決、無效或其他方式被認為不可靠的定罪
 - 青少年紀錄
 - 超過7年的定罪
 - 任何輕微罪行
- 5) **您的紀錄應個別評估，而且只考慮那些「直接相關」的定罪及尚未結案的未結案紀錄。(請參閱下方註釋中對「直接相關」的定義)**
- 6) **您應收到一份背景報告的副本，並被告知哪項定罪或尚未結案的未結案紀錄是拒絕您的理由。您有14天的時間作出回應，或親口或書面說明您不應被拒絕。您可以通過以下方式回應：**
 - 指出報告中任何不準確之處。
 - 提供恢復證據。恢復證據包括滿足假釋條件、獲得教育/培訓、參加藥物治療計劃、推薦信、年齡等。
 - 解釋任何減輕罪行的因素。減輕因素包括身體或精神虐待、脅迫、未經治療的未治療的心理健康狀況。
- 7) **您應與人權委員會(Human Rights Commission)了解您的權利或提交投訴(在90天內)。在您的投訴不因此對您採取任何負面行動。**

根據機會平等條例(FCO)，住房提供者必須：

- 1) **在網站及所有向住房申請人常去的任何地點張貼此通知。**
- 2) **在所有向住房申請人常去的任何地點張貼此通知。**
- 3) **確保背景報告不包含任何「禁止類別」。**
- 4) **進行個人評估。考慮其他證據和尚未結案的未結案紀錄。在考慮背景報告時，應考慮以下因素：**
 - 恢復證據，包括任何恢復證據。
 - 減輕因素，包括任何減輕因素。
 - 任何減輕罪行的因素。
- 5) **在採取任何負面行動之前，應先向申請人提供一份背景報告的副本，並告知其拒絕的理由。您應給申請人14天的時間作出回應，或親口或書面說明您不應被拒絕。您可以通過以下方式回應：**
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- 6) **保留所有租戶檔案、數據和記錄，包括與此條例有關的所有資料，至少保留三年。**

For more information, contact the Human Rights Commission at (415) 253-2980 or email: hrc_info@hrc.org

PARA DE SUA OPORTUNIDADE, APRESENTA SE CANDIDATO, AT SOLICITANTE DE VIVIENDA ECONOMICA
LONDONO AT COUNTY OF SAN FRANCISCO

Artículo 49 del Código Político de San Francisco: Protecciones conforme a la Ordenanza de Oportunidad Justa (FCO) para personas con antecedentes de arrestos o condenas

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In compliance with the 2014 Fair Chance Ordinance, HRC issued a public notice of rights and responsibilities translated into languages spoken by more than 5% of the city's population.

HRC International Initiatives

International Human Right Agreements

In 2014, the HRC established partnerships with the Cities of Naples, Italy and the Amsterdam, Netherlands to collaborate on human rights practices.

Collaboration with City of Amsterdam

Since March, HRC has been working with the City of Amsterdam to strengthen human rights cooperation between San Francisco and Amsterdam. When Amsterdam's Mayor van der Laan visited San Francisco in April, HRC hosted community meetings to brief the Mayor on transgender violence prevention and LGBT initiatives in San Francisco. HRC has since continued to advise Amsterdam policymakers on human rights issues such as LGBT seniors' needs, LGBT suicide prevention, and transgender violence prevention.

Collaboration with City of Naples

Since Naples' Mayor Luigi di Magistris visited San Francisco in October 2013, HRC has been working with the City of Naples to increase human rights cooperation between San Francisco and Naples. HRC led the effort to develop a Memorandum of Understanding (MOU) between HRC and Naples' Department of Equal Opportunities. The MOU calls for both agencies to exchange best practices and protocols as they relate to discrimination in housing, employment, and public accommodations.

Using International Human Rights in a Local Context

In September of 2014, HRC staff presented at the 87th Annual California Bar Association Conference on a panel entitled "Update on International Treaties on Discrimination Against Women and Civil & Political Rights Laws in California." Staff presented on how international human rights doctrines and instruments help HRC's work. In particular, the "International Convention on the Elimination of All Forms of Racism" provides a broader, more far reaching framework to address racial disparities. The instrument obligates governments to take "special measures" to modify policies that result in racial disparities, regardless of the intent of the actors. In the upcoming year, HRC hopes to partner with Dr. William Armaline at San Jose State University and other local human relations commissions to explore expanding the use of an international human rights framework to conduct local analysis and recommendations.

U.S. State Department International Visitors Program

For more than 5 years, the HRC has partnered with the U.S. State Department to host international delegations of human rights leaders. In 2014, the HRC met with over fifty individuals from Algeria, Somalia, Turkey, Uganda, Yemen and other countries all over the world. HRC Commissioners, Executive Director and staff lead interactive conversations on human rights law and practice in San Francisco.



HRC National and Regional Collaboratives

Governing For Racial Equity Network

Continuing a partnership formed in 2013, HRC the HRC works with the Seattle Office of Civil Rights and the Portland Office of Equity and Human Rights on the Governing for Racial Equity Network. Through this collaboration, the HRC strengthens alliances, builds organizational and institutional skills and commitment, shares promising practices and develops and implements policies that promote racial equity. The HRC also served on the steering committee of the 2014 Governing for Racial Equity conference and led workshops on “Connecting Youth to Jobs”, “From Inspiration to Action: A Report Back from the 2012 GRE Conference” and “Creating Race and Social Justice Immunity.” Moreover, HRC gave specific provide guidance on best practices and strategies for implementing our programs including our 3 year campaign to honor anniversaries of civil rights milestones including the March on Washington, Brown v. Board of Education, the Civil Rights Act and the Voting Rights Act. We also provided recommendations derived from focus groups we conducted to identify the specific needs of LGBT Seniors of Color. In addition, HRC strengthened existing partnerships and created new relationships with important allies including the Madison, Wisconsin Department of Human Rights and the Boston Office of Civil Rights.



California Human Relations Organizations

The San Francisco Human Rights Commission hosted the 2014 California Association of Human Relations Organizations (CAHRO) Statewide Training Conference: “Uniting California for Human Relations and Human Rights.” This important event brought together human rights and human relations organizations, agencies and commissions from around the state to examine contemporary and emerging issues in human rights advocacy as well as to share best practices. The 2014 CAHRO Conference featured guest speakers including California Congresswoman Jackie Speier and Assemblymember Tom Ammiano. Human Rights Commissioners and staff organized and served as panel speakers on discussions on various topics including Mental Health & Law Enforcement, Racial Justice, Immigration, Youth & Human Rights in California, Human Trafficking, Transgender Nondiscrimination Training & Law Enforcement.



African American Empowerment Initiative

Launched in 2012, the African American Community Empowerment Initiative aims to address, prevent and remediate the negative impact of the “out-migration” of the African American community in San Francisco and finally implement the findings and recommendations of numerous reports, spanning more than two decades, which examine the parity of the African American community in San Francisco.

African American Read In

In honor of Black History Month, the HRC participated in the 2014 African American Read In. Committee members donated and read books on African American culture and history to elementary school classrooms around the city.



Education Equity Clinics

Beginning in 2013, HRC, in collaboration with the Lawyers Committee for Civil Rights, Mo Magic, Coleman Advocates for Children and Youth and the San Francisco Public Defenders Office, continued providing 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. In 2014, the clinics addressed bullying, special education services, discrimination and advocacy.

Mayoral Diversity Stakeholder Forums

The Mayoral Stakeholder Community Forums were created to help advance the inclusion and engagement of diverse, disconnected, and disproportionately impacted San Franciscans in the public discourse, economic opportunities and vibrant social life of the city. Each forum will highlight the best and most innovative ventures, policies, and programs that advance diversity in the San Francisco Bay Area.



Next Steps

In 2014, the HRC will work in collaboration with the Mayor’s Office and the Department of Human Resources to conduct citywide implicit bias trainings. These trainings will engage city employee participants on

- Learning how unconscious reactions and thoughts affect leadership or management style,
- Recognizing unconscious attitudes and preferences,
- Applying policies, accessing resources, succession planning, and implementing new practices and innovations in the workplace can be helped or hurt by unconscious processes, biases and preferences,
- Identifying ways to increase fairness and equity, guided by science

Violence Prevention Initiatives

Translatina Violence Prevention

In 2014, HRC continued working with the City's translatina community to address ongoing discrimination and hate violence. HRC partnered with El/La Para Translatinas, an advocacy and outreach organization for transgender Latinas, to deliver violence prevention and intervention services to the translatina community in the Mission District. The HRC administered \$200,000 in grant funding for services such as case management, education and advocacy, and community building events. HRC also facilitated conversations between the translatina community and SFPD in order to increase reporting of hate incidents and hate crimes.



Community Needs Assessment on LGBT Violence Prevention

In 2014, HRC partnered with the San Francisco LGBT Center to conduct the City's first community needs assessment on LGBT violence prevention. The assessment stems from ongoing violence against LGBT communities and takes a closer look at questions of safety, particularly as they relate to physical violence, sexual violence and harassment. Through a focus group of LGBT service providers, a community safety survey and in-depth interviews, HRC gathered information on the types of violence that affect LGBT people, where survivors of violence seek support, and how experiences of violence compare across LGBT subgroups and demographics. The HRC will use findings from the assessment to address service gaps at the local level.

Reducing Violence Against Sex Workers

The HRC joined the Commission on the Status of Women, the District Attorney's office, SFPD, and community based organizations in an important dialogue to decrease violence against sex workers. Sex workers are particularly targeted for sexual and physical assault because perpetrators know that they fear law enforcement and will be reluctant to report when they are victims of crime. The dialogues are intended to reach an agreement whereby sex workers who are victims of crime can report them without fear of being prosecuted for engaging in sex work. The group hopes to use the "condoms as evidence" agreement as a model to reach an understanding. The condoms as evidence policy enacted 2 years ago states that police will not confiscate or use the presence of condoms as evidence of sex work in order to promote the greater public health and safety concerns of reducing sexually transmitted disease and unwanted pregnancies. In addition to participating in these dialogues, in 2014 the HRC continued the work and update a report on the human rights impact assessment of the CASE Act (Anti Human Trafficking legislation formerly known as Proposition 35) and to examine international human rights instruments addressing this issue. The HRC hopes to release the report in 2015.

Initiatives Fostering Inclusion

LGBTQ Homeless Connect



In 2014 HRC partnered with Project Homeless Connect to hold the second annual LGBTQ Connect. Building on the transformative model of Project Homeless Connect, LGBTQ Connect is a one-day, multi-service event for members of the LGBTQ Community who lack stable housing or face barriers that contribute to current or imminent homelessness. The Commission advised homeless connect and other city departments on how to ensure volunteers interacted with participants in a sensitive, professional and culturally competent manner



12(N) City Ordinance Implementation and Compliance Initiative

Since 2011, the San Francisco Human Rights Commission (HRC) in conjunction with the City's Youth Commission and Department of Public Health (DPH) have renewed efforts to support the implementation of the 12(N) City Ordinance related to LGBTQ Youth Sensitivity and Cultural Competency Training for city-wide departments, contractors, and service providers. In April 2014, the San Francisco Human Rights Commission, along with the SF Youth Commission convened a series of stakeholder meetings with representatives from City Departments as part of a 12(N) Working Group advocating for LGBTQ Youth Inclusiveness and creating "Safe Spaces" in response to the 12(N) City Ordinance Implementation and Compliance Initiative.



Bisexual Inclusion

The HRC joined GLAAD and BiNet USA's Bisexual Awareness Week to help draw attention to the public policy concerns of bisexual people while also celebrating the great resiliency of bisexual culture and community. The HRC also worked closely with BiNet USA and the National Center for Lesbian Rights to host a gathering of bisexual leaders to discuss the bisexual movement and future goals and aspirations. In the upcoming year, the HRC will continue its work with bisexual leaders to implement the following project:

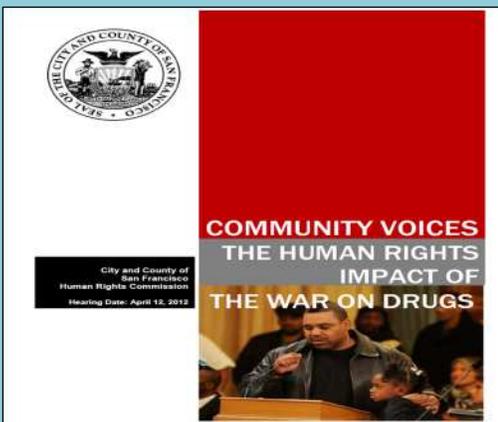
- 1) Train Bay Area LGBT organizations on bisexual inclusion and increase in bisexual programming;
- 2) Develop leadership within the bisexual community;
- 3) Provide media training and coordinated messaging on bisexual inclusion;
- 4) Increase access to funding for bisexual programs; and
- 5) Look for a major LGBT organization to act as an incubator to house ongoing bisexual work.



Impact Assessment Initiatives

Human Rights Impact of War on Drugs

In 2014, the HRC published a groundbreaking report entitled “Community Voices: The Human Rights Impact of the War on Drugs.” The report captured the personal story of those prosecuted in the War on Drugs, their family members, community-based organizations, academics, employment attorneys, youth activists, immigration and civil rights advocates. The testimonies were provided to the HRC at a hearing held in 2012. Three major themes emerged at the hearing: 1) the need to examine the War on Drugs through a racial justice lens, 2) the need to shift emphasis from a criminal justice approach to a public health approach, and 3) the need to redress the life-time effects of post-conviction discrimination. In 2014, the HRC forwarded the findings and recommendations that emerged from the hearing to the various departments in order to solicit their input and feedback as to the effectiveness and feasibility of the community recommendations. Commissioners and staff have been engaged in continued dialogue with City departments regarding the concerns raised at the hearing. The HRC will publish a report that will include the information gained from these dialogues and that will document evidence-based, best practices employed by City departments (including SFPD, District Attorney’s Office, DPH, Adult and Juvenile Probation and the Public Defender’s Office) to curb and redress the human rights impact of the War on Drugs.



Post 9/11 Discrimination Against AAMEMSA Communities

In 2014, HRC worked with San Francisco’s Arab, Muslim and Sikh communities to develop a citywide response to Islamophobia and post-9/11 ethnic and racial discrimination. In collaboration with community and faith-based organizations, HRC developed a photovoice project to share stories of discrimination and resilience through photography. The project involves Arab, Muslim and Sikh community members participating in identity-based workshops and taking photos that represent their lived experience as Arab, Muslim or Sikh. The project will culminate in community photo exhibits that share participants’ photos and increase public awareness around post-9/11 discrimination and resilience. Community partners include the Arab Cultural & Community Center, Asian Law Caucus, Council on American-Islamic Relations, Islamic Networks Group, Sikh Coalition, San Francisco Department of Public Health, and San Francisco District Attorney’s Office.

The poster features a decorative vertical border on the left with intricate geometric patterns in blue, red, and gold. The main text is in black and red. At the top right, there is an illustration of a camera. The poster lists participation requirements and provides contact information for Sneh Rao at the San Francisco Human Rights Commission. A large red question "WILL YOU SHARE YOUR STORY?" is prominently displayed in the lower right section. The bottom right corner features the Human Rights Commission logo.

San Francisco Human Rights Commission
Community Project on Post-9/11 Ethnic and Racial Discrimination

The San Francisco Human Rights Commission is seeking participants for a community-based photo project that will highlight the lived experience of individuals who have encountered Islamophobia or post-9/11 ethnic/racial discrimination, including discrimination against Arab and Sikh communities.

Participants will volunteer to take pictures and engage in critical dialogue about their experience with discrimination. They will also identify coping strategies and community strengths that help to build resilience and counter the negative health effects and consequences of discrimination. Photos and stories will be used to educate the community through photo exhibits.

PARTICIPATION REQUIREMENTS:

- Attending four, 3-5 hour workshops
- Taking and sharing photos
- Participating in small group discussions

NO PRIOR PHOTOGRAPHY EXPERIENCE REQUIRED

**RACIAL PROFILING?
DISCRIMINATION?
STEREOTYPING?
HARASSMENT?
BULLYING?**

WILL YOU SHARE YOUR STORY?

For more information, contact Sneh Rao at the San Francisco Human Rights Commission, (415) 252-2525

HUMAN RIGHTS COMMISSION

Diversity, Sensitivity & Cultural-Competency Training for Businesses, Employers and Housing Providers

In 2014, the HRC conducted trainings for startup technology firms, city departments, nonprofit organizations, large and small employers. The topics ranged from “Transgender Cultural Competency” to “Creating a Safe and Discrimination Free Work Environment.”



Learn more at: <http://sf-hrc.org/diversity-sensitivity-and-cultural-competency-training-businesses-employers-and-housing-providers>

Overview of Trainings Offered by HRC

Compliance with Anti-Discrimination Laws in Employment, Housing and Public Accommodation

- **Workplace Discrimination 101:** How Employers can comply with Federal, State and Local Employment Laws.
- **Housing Discrimination 101:** How Housing Providers can comply with Federal, State and Local Fair Housing Laws.
- **Disability Discrimination 101:** Disability Discrimination and Reasonable Accommodations Requirements for Businesses, Employers and Housing Providers.
- **Setting the Record Straight on Section 8:** How Housing Providers can ensure Compliance with Fair Housing Laws with regard to Persons with Section 8 Vouchers.

Sanctuary City Ordinance Compliance

- **Compliance with San Francisco’s Sanctuary City Ordinance Requirements:** What San Francisco City Agencies and Organizations with Undocumented Members Need to Know.

Cultural Competency and Sensitivity Training

- **LGBTQ Cultural Competency and Sensitivity Training:** Creating workplace environments where all employees and clients are treated with dignity and respect.
- **Bisexual Inclusion Training:** Increasing awareness about bisexual health needs and creating a respectful inclusive environment for all bisexual persons.

Fair Chance Ordinance

- **Employees and Tenants with Prior Arrests and Convictions Discrimination:** How Employers and Housing Providers can avoid Arbitrary Discrimination against Employees or Tenants with Arrest and Conviction Records.

APPRECIATIONS

“The HRC trainer was fabulous. I really appreciated her research and knowledge on our company.” – 2014 Training Evaluation Form

“I really liked the respectful environment and role playing exercises the trainer created. They were very relevant and informative. We appreciate it.” 2014 Training Evaluation Form

VII. The Discrimination Complaints Investigation & Mediation Division

HRC’s 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. Learn more at: <http://sf-hrc.org/discrimination-complaints-investigation-mediation-division-overview>

Discrimination Complaints Intake and Investigation Process



Discrimination Complaints by Type



Protected Classes under SF City Law

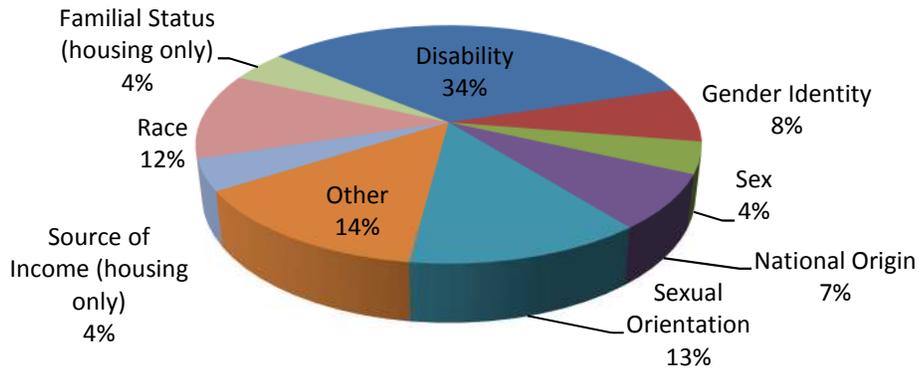
- Age
- Disability
- Familial Status
- Gender Identity
- Height / Weight
- National Origin / Ancestry
- Place of Birth
- Religion / Creed
- Race / Color
- Sex
- Sexual Orientation
- Source of Income

Discrimination Division Overview

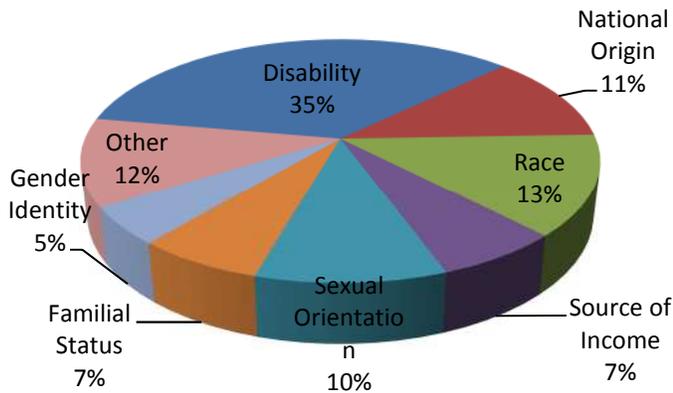
Action	2014	2013	2012
Inquiries and Intakes	1353	1560	1479
New Complaints of Discrimination	86	121	105
- Housing Complaints	56	74	64
- Employment Complaints	12	21	17
- Public Accommodations Complaints	17	26	24
- Sanctuary City Complaints	1	0	0
Cases Mediated	18	n/a	n/a
Cases Settled	15	18	15

Discrimination Division 2014 Performance Data (cont'd)

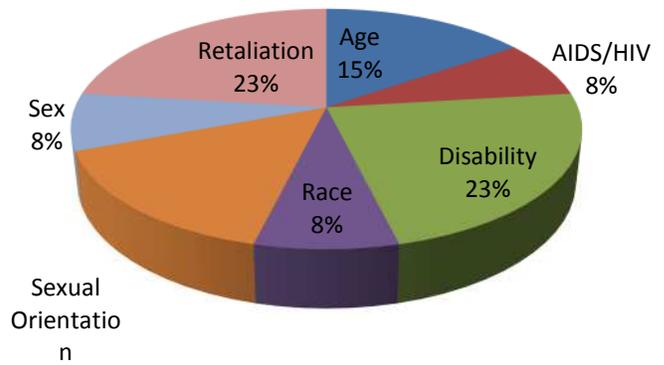
All Complaints by Basis



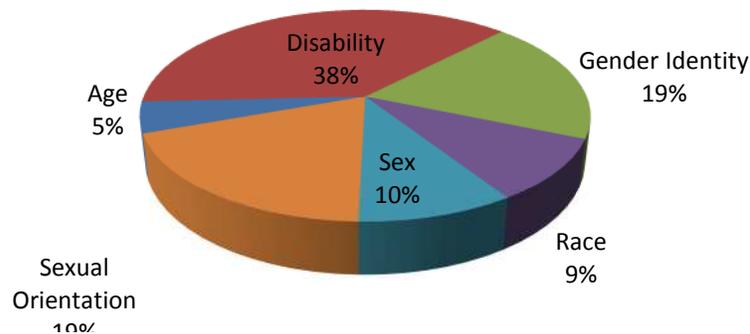
Fair Housing Complaints



Employment Complaints



Public Accommodations Complaints



HRC tracks and monitors the nature and frequency of discrimination claims investigated by area and by protected class. A breakdown of complaints by protected class reveals that disability is the most prevalent basis for claims at HRC, followed by LGBT-based complaints (sexual orientation and/or gender identity), race, and national origin. As indicated above, the majority of claims received by HRC are fair housing complaints.

Discrimination Division 2014 Performance Data (cont'd)

Inquiries and Intakes

During the last fiscal year, the Human Rights Commission addressed over 1300 inquiries and intakes concerning discrimination. HRC evaluates each claim brought to the department with a thorough review process. Generally, this entails an interview and discussion between HRC staff and the person making the complaint. If the issues presented appear jurisdictional, HRC conducts an extensive intake interview which may result in filing of a formal complaint of discrimination, and identification of and referral to all appropriate resources suited to address the person's complaint. In the last fiscal year, 86 formal complaints of discrimination were filed with HRC. If the issues raised in the complaint are not within the HRC's jurisdiction, the HRC provides the member of the public with referrals to resources better suited to address the problem and/or dismisses the complaint.

Investigations

Procedurally, an investigation commences once a formal complaint of discrimination is signed and served upon the parties. HRC investigators act as neutral and independent fact-finders, and not as advocates for either party. Generally, HRC's investigative tools and techniques are modeled after those of the US Department of Housing and Urban Development (HUD), the US Equal Employment Opportunity Commission (EEOC), and the California Department of Fair Employment and Housing (DFEH). Investigative practices commonly include written requests for all information and evidence related to the discrimination complaint; gathering witness testimony; collection of rebuttal statements; conducting interviews and site visits; and legal analysis. Upon completion of the investigation, HRC provides the parties with a written determination and finding as to whether the evidence supports the claim. If there exists probable cause to conclude that unlawful discrimination occurred, HRC provides recommendations that seek to eliminate the unlawful discriminatory practices and may pursue other enforcement mechanisms as outlined in the City's Ordinances. For those cases in which there is not sufficient evidence to support a probable cause finding of discrimination, the complaint is administratively closed, and the HRC may still issue recommendations in its finding.

Substantively, HRC investigations require extensive and highly sensitive communications with individuals and families bringing the complaint, and with San Francisco business owners and housing providers. Discrimination investigations require qualitative analysis and understanding of the social and historical context in which complaints arise. Complaints are often embedded in the issues addressed by HRC's Policy and Social Justice Division, such as violence against Transgender Latinas, LGBT Aging, African American Community Empowerment, Sanctuary City, and Transgender Health Care.

APPRECIATIONS

"I would like to thank you and your office for extending your support on my discrimination issue. I am glad to report that my housing application has finally, and successfully, passed the housing providers application process. I am scheduled to move into a 2 bedroom unit on August 11, 2014. I am certain that the letter which you had forwarded to the Leasing Department, and, reminding them of Fair Chance Ordinance played as a positive and defining influence in this approval process. I appreciate people like you and your organization who assist in the supervising and monitoring of such laws. You deserve recognition. It is admirable to be a part of a charter whose focused on equality and fairness of everyone, and without a doubt, you should be proud of the part you play. Every person deserves the equal chance as the next, and I am glad you are there to try and see that everybody is given that chance." - excerpt from 2014 email to HRC Discrimination Staff

Discrimination Division 2014 Performance Data (cont'd)

Mediation

In addition to investigation, HRC also encourages parties to engage in an alternative dispute resolution process. Mediation is a voluntary, informal, and non-adversarial process designed to help the disputed parties reach a mutually acceptable agreement. HRC mediators act as a neutral third party to facilitate the resolution of the complaint. Mediation is entirely free and confidential, and is largely successful in achieving resolution. Of the complaints mediated by HRC in the last fiscal year, over 80% resulted in settlement agreements.

Closures

HRC completed a record number of case closures in 2014, with 91 cases closed. These include both investigations and settlements through successful mediation efforts.

Public Awareness Campaign

In April 2014, HRC began sending email notices in response to online housing advertisements stating that Section 8 Housing Choice vouchers would not be accepted. HRC initiated this project to raise awareness among housing providers about San Francisco's housing subsidy protections. Many housing providers have mistakenly relied on interpretations of California state law - which does not prohibit discrimination against housing subsidy beneficiaries - and wrongly concluded that such discrimination was permissible in San Francisco. The HRC email notices explain that San Francisco's local ordinance (Police Code Article 33, Section 3304) prohibits discrimination on the basis of 'source of income,' which is defined to include Section 8, and other government housing subsidies.

To date, HRC has sent 76 email notices in response to advertisements stating that Section 8 would not be accepted. HRC has received 13 written responses and one response by telephone. The majority of the responses have been positive and thanked HRC for providing information about the law. The housing providers who have responded include several licensed real estate agents who stated that they were not aware of the protection for housing subsidies under San Francisco's ordinance, and that they would share the information with their colleagues in the real estate industry.

HRC has also recently begun sending email notices in response to housing advertisements on Craigslist indicating an occupancy restriction (such as "single tenant only") or a preference (such as "best for singles or couples") that may disqualify or discourage applicants with children, who are protected from housing discrimination under San Francisco Police Code Article 1.2 as well as state and federal laws.

<p style="text-align: center;">What should you do if a housing provider is not in compliance with the law?</p> <p style="text-align: center;"><i>The Human Rights Commission works to provide leadership and advocacy to secure, protect and promote human rights for all people. The Human Rights Commission was established in 1964 by City Ordinance and became a Charter Commission in 1990.</i></p> <p>Contact Us! Human Rights Commission 25 Van Ness Ave Suite 800 San Francisco, CA 94118 Phone (415) 252-2500 Fax (415) 252-5764 www.sf-hrc.org</p> <p style="text-align: center;"></p>	<p style="text-align: center;">Know Your Rights!</p> <p style="text-align: center;">Setting the Record Straight on Section 8</p> <p style="text-align: center;">San Francisco Human Rights Commission www.sf-hrc.org</p> <p style="text-align: center;"></p>	<p>Did you know...</p> <p>A landlord in San Francisco CANNOT refuse to rent to you because you use a Section 8 voucher.</p> <p>It's the Law. It's a violation of local law (San Francisco Police Code Section 3304) for a housing provider to treat Section 8 differently than other sources of income. This law only applies to housing in the City and County of San Francisco.</p> <p>Know Your Rights! Understand your rights and know when a housing provider is not complying with the law.</p> <p>How can you tell if a housing provider is violating the law? Separate FACT from FICTION:</p> <ul style="list-style-type: none"> ❌ A San Francisco landlord can legally refuse to accept Section 8 vouchers. FACT: A landlord may not refuse to rent to you or refuse to continue existing tenancy just because a Section 8 voucher. ❌ A landlord can legally check your credit history and references. FACT: A landlord can refuse to rent to you due to poor credit history, poor reviews, or a history of failing to pay your rent. ❌ A landlord can agree to accept your Section 8 voucher, on the condition that you pay a higher security deposit. FACT: A landlord may not change the terms of a lease based on your voucher. Rental terms and conditions should be offered equally to all sources of the property, regardless of source of income. ❌ A landlord can legally deny you housing because they PREFER to rent to someone with another source of income. FACT: A landlord cannot state that they prefer a certain source of income over another. A landlord must treat lawful sources of income equally. ❌ A landlord can legally refuse your Section 8 voucher because the requirements are "too much work." FACT: A landlord may not refuse to rent to you because they don't want to comply with the requirements of the Section 8 program. <p>❖ A landlord outside of San Francisco can refuse to accept your Section 8 voucher. FACT: San Francisco's housing law only applies to housing providers in the City and County of San Francisco. Check with your city or county government about local housing laws near you.</p> <p>❖ A landlord can legally ask you how much your monthly income is. FACT: A landlord may ask you about your income, and verify that you have a lawful source of income. Also, a landlord may refuse to rent to you if your total income is not enough. However, a landlord cannot refuse to include your rental assistance amount in their rent.</p> <p>What is source of income? Your "source of income" is where your money comes from. San Francisco law defines "source of income" to include government-subsidized rental assistance, such as a Section 8 voucher, and all other lawful sources of income.</p>
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VIII. Citizen Advisory Committees

Citizen advisory committees are an integral and vitally important component of the HRC, providing for community involvement and opportunity for in-depth study and exploration of issues. The role of the advisory committees is to provide advice and assistance to the Commission by developing and examining ideas and issues within the jurisdiction of the Commission. Learn more at: <http://sf-hrc.org/advisory-committees-overview>



The LGBT Advisory Committee

The LGBT Advisory Committee (LGBTAC) was established in 1975. The Committee provides assistance and advice to the Commission regarding discrimination against the LGBT communities, advocates for the civil rights of persons with AIDS/HIV, and educates the LGBT communities about a diverse range of issues that impact their communities. Learn more at: <http://sf-hrc.org/lgbt-advisory-committee-lgbtac>

LGBTAC Key Accomplishments in 2014

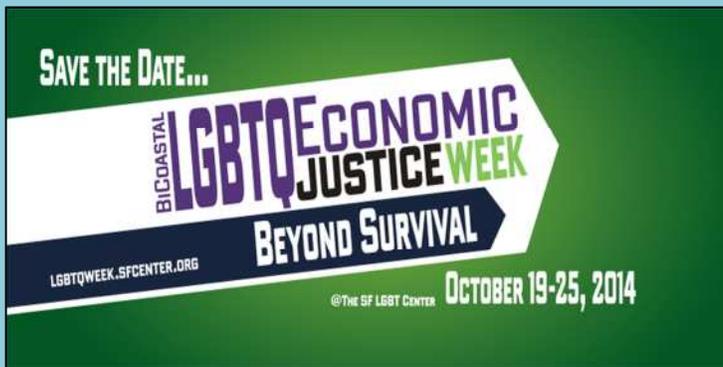
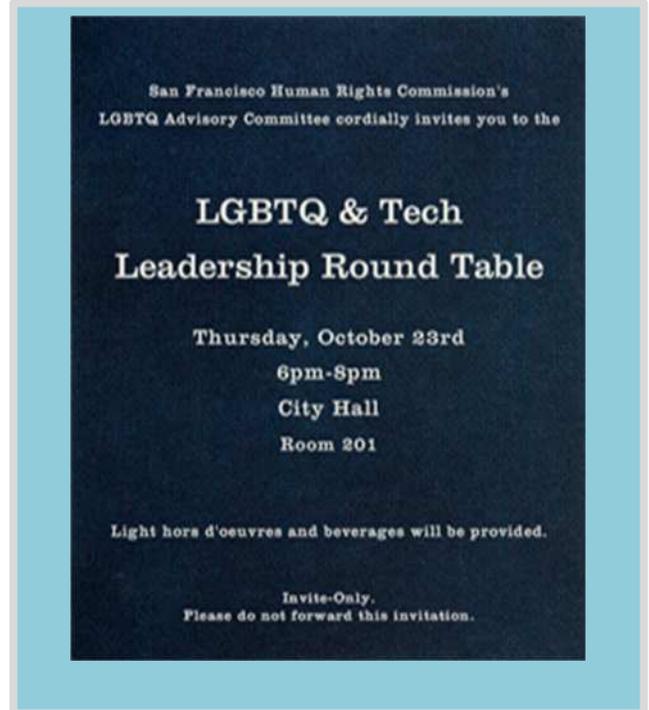
Empowerment of Trans* Women of Color and Immigrant Trans* Women

In 2014, the Empowerment of Trans* Women of Color and Immigrant Trans* Women Working Group of the LGBT Advisory Committee took on the challenge to address the fact that this community remains disproportionately targeted for violence at personal, institutional, and organizational levels. The Trans Empowerment Working Group set out to partner and engage with city agencies, law enforcement, community based organizations, and stakeholders with the intent to advance policy recommendations for institutional change; increase comfort and safety, decrease institutional violence, foster urgency in police response, improve institutional responsiveness and remove access barriers to city and community services for trans* women of color and immigrant trans* women. Leadership of this working group was cited in the prestigious Trans 100 Listing of accomplished Trans individuals from across the country.



Bridging the Relationship between the LGBT Community and the Tech Sector

In 2014, the LGBT Community and Tech Working Group convened a roundtable panel discussion that included leaders from some of the industry's most notable tech companies, representatives from essential non-profit service providers and community leaders. This roundtable discussion was intended to bring stakeholders together to foster a constructive dialogue regarding creating a collaborative aimed at bridging the gap between the Tech & LGBT communities in an effort to address issues including advancing diversity, inclusion and representation of the LGBT community in the Tech Sector. The **LGBT and Tech Leadership Roundtable** was considered the first of its kind toward creating a sustainable and continued relationship aimed at establishing a Community Tech ally mapping protocol and establishing shared spaces to ignite mutually beneficial relationships and partnerships.



Economic Wellness for LGBT Middle Income San Franciscans

In 2014 the Economic Wellness Working Group convened a Community and Stakeholder Panel Discussion and Public Forum featuring representatives from the San Francisco Mayor's Office of Housing, housing activists, senior housing specialists, and community members affected by the housing affordability crisis in San Francisco and across the country. The panel focused on solutions toward improving the economic wellness of the City's LGBT Community in areas such as home ownership and to advance greater access to the City's Affordable and Inclusionary Housing Programs.



The Equity Advisory Committee

The Equity Advisory Committee (EAC) tackles a wide range of issues, including homelessness, criminal justice, immigration reform, healthcare, senior quality of life, youth and education, workforce diversity and equality of opportunity.

Learn more at: <http://sf-hrc.org/equity-advisory-committee-eac>

EAC African American Out Migration

The African American Out Migration subcommittee convened to address findings and recommendations in the reports on the declining population of African Americans in San Francisco. Committee members worked together to create a speaker series to shed light on past initiatives and make recommendations for future actions. Moreover, the subcommittee partnered with the San Francisco Public Library Bayview Branch and NPR's Storycorps to capture the stories of San Francisco's African American residents and to raise awareness about their experiences. The Committee worked with the HRC to adopt a resolution commemorating the 1964 Civil Rights Act and pledging to work to stabilize the black population in San Francisco.



Housing Unaffordability in San Francisco

The Housing Unaffordability subcommittee used traditional research and storytelling to help shape popular understanding of the complex problem of housing shortage in San Francisco. Their goal was to help all residents, including advocates, to better understand and address the structural forces that underlie the city's housing crisis. They worked with community based organizations, tenants and displaced San Franciscans to document the stories of people of color, the elderly, people with disabilities, those with lower incomes, and members of the queer community who have been impacted by the housing crisis. Using the stories and photos of these individual, the committee created a public installation show casing this issue.



IX. HRC Legal Clinics and Fellowships

HRC Summer Law Clinic

In 2014, HRC hosted 4 law students and one college student for its second summer law clinic. The goal of this clinic was to provide students with a greater understanding of human rights policymaking and enforcement at local government level. Throughout the summer, students received training and first-hand practice on the laws that govern HRC, including Article 33, Chapter 12, the Sanctuary City Ordinance, the Sunshine Act, and the Brown Act. In addition, the students were introduced to policymaking at HRC, including interactive discussions on the Fair Chance Ordinance and first amendment rights versus hate speech.



APPRECIATIONS

"I had such a great time working with you and your wonderful colleagues last summer, and the experience really helped prepare me for the subsequent internship and Elder Law clinic in my last year of law school." – 2014 Summer Law Clerk

"I really loved working for HRC this past summer and really felt like this was the first job I've had where I got to actually work on meaningful policy issues." – 2014 Summer Law Clerk

HRC Legal Fellowships

HRC's legal fellowship program enables recent law school graduates to engage with municipal law and practice. Under the supervision of Policy and Social Justice Division Staff attorneys, fellows work on specific projects that build their skills in research, writing, and oral presentations.



Mediation Clinic with UC Hastings Law School

In 2014, HRC partnered with UC Hastings' Mediation Clinic to train students on local human rights law and mediation. HRC staff served as in class room guest lecturers and led students in interactive discussions on LGBT Cultural Competency, Implicit Bias, and local human rights law. Students shadowed HRC investigators and learned how to mediations are conducted in discrimination cases. At the end of their semester and under the supervision of HRC staff, students co-facilitated mediations.



X. HRC Presence in the Community

HRC is charged with providing technical assistance, information and referrals to individuals, community groups, businesses and government agencies related to human rights and social services. Below are the various educational and public forums either hosted or attended by HRC in 2014, the forums provided practical information on the development, implementation and enforcement of local human rights laws.

1. Represented the HRC and the City at the Annual Martin Luther King Jr. Parade and Festival (1/20/2014)
2. Presented at National Commission on **Voting Rights** Hearing San Francisco, California (1/30/2014)
3. Participated in **Public Interest/Public Sector Career Day**, University of California Hastings College of Law (2/1/2014)
4. Represented HRC and the Equity Advisory Committee at San Francisco Education Fund’s **African American Read In** (2/7/2014)
5. Represented HRC at the citywide **Black History Month** Celebration San Francisco (2/7/2014)
6. Attended District Attorney Commemoration of Black History Month (2/19/2014)
7. Represented HRC at **Black History Month** Cultural Experience at San Francisco City Hall (2/26/2014)
8. Coordinated and participated in **Mayoral Stakeholder Forum: Diversity Innovation, and Jobs of the Future** (3/7/2014)
9. Presented at **Youth Empowerment** Fund of the S.F. Department of Children, Youth, and Their Families San Francisco's Youth Advocacy Day (3/19/14)
10. In conjunction with the Seattle Office of Civil Rights and the Portland Office of Equity, organized and presented at the 2014 Governing for **Racial Equity** Conference (GRE) (3/24-3/26/2014)
11. Represented HRC at the **Transgender Day of Visibility** – San Francisco LGBT Center (3/31/2014)
12. Facilitated the San Francisco - Amsterdam Cooperation Town Hall meetings at El/La Para and LGBT Center (4/19/2014)
13. Represented HRC at the community screening of “New Black” at African American Cultural Center (4/10/2014)
14. Facilitated **Jewish Community Project on anti-Semitism**, with Jewish Community Relations Council (4/10/14)
15. Coordinated and presented at **Mayor's Community Stakeholder's Forum: Diversity in Employment and Engagement** Roundtable at University of San Francisco (4/11/2014)
16. Represented HRC at the San Francisco **Immigrant Family Day** at San Francisco City Hall (4/15/2014)

Continued on next page



Outreach and Presence in the Community (continued)

16. Conducted 12(N) LGBTQ Youth Sensitivity Training and Cultural Competency Training (4/17/2014)
17. Organized and presented at **LGBT Aging Policy Task Force** hearing at Board of Supervisors Chambers (4/17/2014)
18. Represented HRC at the Lavender Youth Recreation and Information Center Open House Event (4/17/2014)
19. Represented HRC at UC Berkeley - Latent and Manifest **Islamophobia**: Multimodal Engagements with the Production of Knowledge (4/17/2014)
20. Coordinated and participated in **Jewish Community Project on anti-Semitism**, with Jewish Community Relations Council (4/23/2014)
21. Organized and presented at the **2014 California Association of Human Relation Organizations (CAHRO)** Statewide Training Conference "Uniting California for Human Relations and Human Rights" (4/25/2014)
22. In conjunction with the Lawyers Committee for Civil Rights and Coleman Advocates for Youth and Families, organized and presented at **Education Equity Clinic: Special Considerations of Second English Language Learners** (5/5/2014)
23. Presented at Mayor's Office of Housing Counseling Working Group regarding implementation of Article 49 of the San Francisco Police Code/ Fair Chance Ordinance (7/11/2014)
24. Hosted Community Stakeholder Meeting on Developing a Needs Assessment on **LGBT Violence Prevention** (7/22/2014)
25. Organized the HRC Hero Awards 2014 Commemorating the 50th Anniversary of the 1964 Civil Rights Act (7/24/2014)
26. Conducted roundtable Discussion with Affordable Housing Providers on rules of enforcement for Article 49/ Fair Chance Ordinance (7/29/2014)
27. American Indian Movement-West (AIM-WEST) Meeting on **Native American human rights issues** (7/31/2014)
28. In conjunction with the National Association for the Advancement of Colored People and the U.S. Equal Employment Opportunity Commission, represented HRC and presented at "A Business Case for **Reentry**: Incentives and Resources to Hiring People with Past Criminal Records" (Sponsored by NAACP and EEOC) (8/27/2014)
29. Represented HRC at the "Creating a Climate For **Sex Workers to Feel Safe** Reporting Violence", SF District Attorney's Office (8/29/2014)

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Outreach and Presence in the Community (continued)

31. Coordinated and participated in **Jewish Community Project on anti-Semitism**, Jewish Community Relations Council (5/9/2014)
32. In conjunction with the Lawyers Committee for Civil Rights and Coleman Advocates for Youth and Families **Education Equity Clinic: Discrimination and Harassment in Schools** (5/12/2014)
33. Organized and presented at HRC's **Brown v. Board of Education at 60: Examining Racial Equity** in San Francisco (5/12/2014)
34. Served as panelist at "**Confronting Intolerance** Today: A Panel Discussion on LGBT Rights and Global Efforts to Promote Tolerance and Respect" at Consulate General of the Netherlands, (5/14/2014)
35. Participated in "**The Shades of Bayview**" project to collect stories and photos from residents at SF Bayview Public Library (5/18/2014)
36. Presented at Mo'Magic's Law and Public Safety Mentorship Panel for transitional aged youth (5/19/2014)
37. Attended "**Getting and Keeping a Job When You Have a Criminal Record**" – San Francisco LGBT Center (5/22/2014)
38. Represented HRC at the Bi-Conic, LGBT Historic Society Celebrates Four Decades of Bisexual Activists at the GLBT History Museum (5/29/2014)
39. Participated in MINDDRIVE Raise Your Hand Tour (6/6/2014)
40. Organized **African Arab Middle East Muslim South Asian Community Meeting** (6/6/2014)
41. Coordinated and served as panel speaker "Seize the Moment: California Reentry Law Conference 2014" (6/13/2014)
42. Organized **African Arab Middle East Muslim South Asian Community Meeting** (6/23/2014)
43. Attended "**Framing Sexuality and Identity**" California Institute of Integral Studies (6/24/2014)
44. Represented HRC at "Celebrating and Collaborating: The **50th Anniversary of the Civil Rights Act of 1964**" (6/25/2014)
45. Participated in "Getting Bi: **Unpacking Bi-Erasure & Creating a Culture of Inclusion,**" California Institute of Integral Studies (6/26/2014)

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Outreach and Presence in the Community (continued)

46. Participated in **San Francisco PRIDE Parade "Color Our World With Pride"** - HRC Contingent (6/29/2014)
47. Represented HRC at the Equal Justice Society Commemoration of the 50th Anniversary of the Civil Rights Act of 1964 (7/2/2014)
48. Facilitated meeting with El/La Para TransLatinas, an education and advocacy organization for **transgender Latinas** (7/8/2014)
49. Organized Community Stakeholder Meeting on Developing a Needs Assessment on **LGBT Violence Prevention** (9/10/2014)
50. Presented at the 87th Annual California Bar Association Conference on a panel entitled "Update on International Treaties on Discrimination against Women and Civil & Political Rights Laws in California." The presentation focused on HRC's use of the "**International Convention on the Elimination of All Forms of Racism**" and other international instruments in our advocacy. (9/11/2014)
51. Participated in Planning Meeting for **LGBTQ Homeless Connect** (9/18/2014)
52. Conducted outreach coordination meeting with Office of Labor Standards and Enforcement (9/22/2014)
53. Hosted information Session on Article 49 for Affordable Housing Providers (9/24/2014)
54. Participated in **Bisexuality Awareness Week** (9/21-9/27/2014)
55. Attended and presented at First Bay Area Regional Assembly of Human Rights Commissions (9/29/2014)
56. Hosted **U.S. State Department International Visitor and Leadership Program** (9/30/2014)
57. Organized meeting with San Francisco Police Department and El/La Para TransLatinas (10/1/2014)
58. Presented at Mo Magic Community in Conversation Breakfast regarding new protections under Fair Chance Ordinance (10/8/2014)
59. Conducted **LGBT Cultural Competency Training** for UC Hastings Mediation Clinic (10/9/2014)
60. Served as panel speaker at **Introduction to San Francisco Human Rights Law** at University of San Francisco Law School (10/10/2014)
61. Represented HRC at **LGBT Economic Justice Week: Beyond Survival** (10/19-10/25/2014)
62. Coordinated and participated in California Association of Human Relations Organizations' "**Building the Field of Human Relations in California**" (10/20/2014)
63. Conducted outreach coordination meeting with Office of Labor Standards and Enforcement (10/27/2014)
64. Participated in **Voter Protection Awareness** on Election Day in the Bayview District (11/4/2014)
65. Presented at Mo Magic and Collective Impact to service providers on Fair Chance Ordinance (11/20/2014)



Outreach and Presence in the Community (continued)

66. Presented at Project 360 Health Right Peer Reentry Navigation Network on Fair Chance Ordinance (11/17/2014)
67. Participated in 2014 Peer Reentry Resource Fair at San Francisco County Jail (11/24-11/25/2014)
68. Conducted presentation at Sonoma State University regarding process for passing and the enforcement provisions of the **Fair Chance Ordinance** (11/24/2014)
69. Facilitated outreach coordination meeting with Office of Labor Standards and Enforcement (11/25/2014)
70. Organized Youth Dialogue on Ferguson shooting (12/4/2014)
71. Presented at Sisters Program a Project 360 regarding Fair Chance Ordinance (12/11/2014)
72. Hosted Fair Chance Ordinance Information Session for Affordable Housing Providers(12/17/2014)

###



XI. Our Team



Human Rights Commission Staff

Theresa Sparks, Executive Director,

Mullane Ahern, Director of Discrimination Division

Zoë Polk, Director of Policy and Social Justice Division

Nadia Babella, Analyst, Policy and Social Justice Division

Gloria Lopez, Receptionist

David Miree, Analyst, Policy and Social Justice Division

Matthew Oglander, Investigator

Bianca Polovina, Investigator

Sneh Rao, Grants Coordinator and Budget Analyst, Policy and Social Justice Division

Alma Tam, Payroll and Operations

Mary Tramil, Analyst Policy and Social Justice Division



XII. The Friends of San Francisco Human Rights Commission

Friends of SFHRC

SAN FRANCISCO
HUMAN RIGHTS COMMISSION

The Friends of San Francisco Human Rights Commission (“Friends of SFHRC”) is an all-volunteer, non-profit, community-based organization dedicated to helping to expand human rights and civil protections for which San Francisco is known world-wide. Friends of SFHRC helps provide the “margin of excellence,” beyond what is capable with diminishing public funding, to assist the commission and its staff to seek out and engage innovative opportunities to advance human rights, research and understand best practices, as well as to refine and promote new best practices developed here in San Francisco. Friends of SFHRC is proud of its long history of providing small, but carefully-targeted grants to broadcast crucial public hearings and to support legal and policy interns, professional development, timely forums and community leader awards. Friends of SFHRC raises funding through annual events and the generosity of many individuals, at all levels of support, along with community organizations and businesses.