Quarterly Performance Data for FY 2015-2016
(July 1, 2015 to June 30, 2016)
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<td>Advocacy Q1</td>
<td>17-18</td>
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<td>Education, Training &amp; Awareness Q1</td>
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<tr>
<td>Public Forums and Hearings Q1</td>
<td>29</td>
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<td>Research, Analysis and Publications Q4</td>
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Agency Overview

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

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

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

Governing Laws

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

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

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

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

**HRC’s Divisions**

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

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

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

Discrimination Complaints by Type

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

Protected Classes

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

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

Discrimination Complaints Intake and Investigation Process

- Intake
- Mediation
- Investigation
- Finding

Learn more about the Discrimination Division at: http://sf-hrc.org/index.aspx?page=196
Discrimination Division Performance Data FY 15-16
Mid-Year Summary for Quarters 1 and 2

SUMMARY OF MAJOR ACTIVITIES

<table>
<thead>
<tr>
<th>Category</th>
<th>FY 15-16</th>
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<tr>
<td>Total Inquiries &amp; Intakes</td>
<td>597</td>
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<tr>
<td>New Complaints Filed</td>
<td>27</td>
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<tr>
<td>Complaints Settled</td>
<td>3</td>
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<tr>
<td>Completed Investigations Resulting in No Finding of Discrimination</td>
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</tr>
<tr>
<td>Completed Investigations Resulting in a Finding of Discrimination</td>
<td>0</td>
</tr>
<tr>
<td>Findings Appealed</td>
<td>1</td>
</tr>
</tbody>
</table>

TOP THREE PROTECTED CLASSES WITH HIGHEST FREQUENCY FOR ALL COMPLAINT TYPES:

1) Disability: 35%
2) Sex: 15%
3) Race: 11%

COMPLAINTS FILED BY COMPLAINT TYPE

- Housing: 37%
- Employment: 26%
- Public Accommodation: 37%

COMPLAINTS FILED BY COMPLAINT TYPE & PROTECTED CLASS

- Housing Complaints
- Employment Complaints
- Public Accommodation Complaints

- Weight
- Source of Income
- Sexual Orientation
- Sex
- Retaliation
- Religion
- Race
- Place of Birth
- National Origin
- Marital Status
- Height
- Gender Identity
- Familial Status
- Domestic Partner Status
- Disability
- Creed
- Color
- Ancestry
- AIDS/HIV Status
- Age
HRC's Policy division collaborates closely with City, Federal and State agencies, educational institutions, community based organizations and members of the community to address a wide range of civil rights and other related social justice issues affecting the residents of San Francisco. Below is a summary of the Policy Division’s workflow process and deliverables.

Learn more about the Policy & Social Justice Division at: http://sf-hrc.org/index.aspx?page=197
* YTD volume does not necessarily equal cumulative volume for each quarter: Because certain subjects can span various quarters, the “Year-To-Date” value for this measurement has been adjusted to include number of unique subject matters to date, rather than the cumulative sum of all subject matters covered during each quarter.

** Quarterly and YTD volumes may include meetings that fall under “Reoccurring Commission, Committee and Collaborative Meetings”: Most “Reoccurring Commission, Committee and Collaborative Meetings” are intended for their appointed members to conduct the regular business and affairs of the Commission, Committee or Collaborative holding the meeting. However, in some instances, the primary purpose of a “Reoccurring Commission, Committee or Collaborative Meeting” may be to educate or hear the views of the general public with regard to a specific subject matter. If the primary purpose of an otherwise “Reoccurring Commission, Committee and Collaborative Meeting” is to educate the general public on a particular subject matter, that meeting also qualifies as an “Education, Training & Awareness Event Sponsored or Co-Sponsored by HRC.” Alternatively, if the primary purpose of an otherwise “Reoccurring Commission, Committee and Collaborative Meeting” is to serve as a public forum for the general public, then that meeting also qualifies as a “Public Meeting and Forum by HRC in the Community.”
Discrimination Division Detailed Performance Data for FY 15-16: Q1 - Q4

Employment  Public Accommodation  Housing
Discrimination Division Detailed Performance Data – Breakdown of Major Activities

FY 15-16: Q1

**Inquiries & Intakes**: 324

**New Complaints Filed**: 16

**Complaints Settled**: 0

**On-Going Investigations as of the end of the quarter**: 59

**Completed Investigations During Quarter**: 11

**Completed Investigations w/ Finding of Discrimination**: 0

**Findings Appealed**: 1

**New Complaints by Complaint Type**:
- Public Accommodation: 38%
- Housing: 25%
- Employment: 37%

**Settled Complaints by Complaint Type**:
- Not Applicable

**Finding of Discrimination by Complaint Type**:
- Not Applicable

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

FY 15-16: Q2

Summary of Major Activities

<table>
<thead>
<tr>
<th>Activity</th>
<th>FY 15-16: Q2</th>
</tr>
</thead>
<tbody>
<tr>
<td>Inquiries &amp; Intakes</td>
<td>273</td>
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<tr>
<td>New Complaints Filed</td>
<td>11</td>
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<tr>
<td>Complaints Settled</td>
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<tr>
<td>On-Going Investigations as of the end of the quarter</td>
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<tr>
<td>Completed Investigations During Quarter</td>
<td>6</td>
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<tr>
<td>Completed Investigations w Finding of Discrimination</td>
<td>0</td>
</tr>
<tr>
<td>Findings Appealed</td>
<td>0</td>
</tr>
</tbody>
</table>

New Complaints by Complaint Type

- Employment: 35%
- Housing: 55%
- Public Accommodation: 9%

Settled Complaints by Complaint Type

- Employment: 33%
- Housing: 67%

Finding of Discrimination by Complaint Type

- Not Applicable

Findings Appealed by Complaint Type

- Not Applicable
Discrimination Division Detailed Performance Data – Breakdown of Major Activities

FY 15-16: Q3

Summary of Major Activities

- Inquiries & Intakes: 372
- New Complaints Filed: 24
- ComplaintsFiled: 3
- On-Going Investigations: 65
- Completed Investigations During Quarter: 12
- Completed Investigations w/ Finding of Discrimination: 0
- Findings Appealed: 1

New Complaints by Complaint Type

- Housing: 68%
- Employment: 9%
- Public Accommodation: 23%

Settled Complaints by Complaint Type

- Housing: 33%
- Employment: 67%

Finding of Discrimination by Complaint Type

- Not Applicable

Findings Appealed by Complaint Type

- Employment: 100%
Discrimination Division Detailed Performance Data – Breakdown of Major Activities

FY 15-16: Q4

Summary of Major Activities

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<thead>
<tr>
<th>Activity</th>
<th>FY 15-16: Q4</th>
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</thead>
<tbody>
<tr>
<td>Inquiries &amp; Intakes</td>
<td>332</td>
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<tr>
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<tr>
<td>Complaints Settled</td>
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<tr>
<td>On-Going Investigations as of the end of the quarter</td>
<td>65</td>
</tr>
<tr>
<td>Completed Investigations During Quarter</td>
<td>14</td>
</tr>
<tr>
<td>Completed Investigations w/ Finding of Discrimination</td>
<td>0</td>
</tr>
<tr>
<td>Findings Appealed</td>
<td>0</td>
</tr>
</tbody>
</table>

New Complaints by Complaint Type
- Housing: 57%
- Employment: 22%
- Public Accommodations: 50%

Settled Complaints by Complaint Type
- Housing: 100%

Finding of Discrimination by Complaint Type
- Not Applicable

Findings Appealed by Complaint Type
- Not Applicable
Discrimination Division Detailed Performance Data – Major Activities Detailed by Protected Class

FY 15-16: Q2

Not Applicable

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

FY 15-16: Q3

Findings Appealed by Protected Class

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

- Not Applicable
Discrimination Division Detailed Performance Data – Major Activities Detailed by Protected Class

FY 15-16: Q4
Policy Division Detailed Performance Data for FY 15-16: Q1 through Q4
Policy Division Detailed Performance Data – Advocacy
FY 15-16: Q1

SUMMARY OF Q1 ADVOCACY ACTIVITIES

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<tr>
<td>Number of Inter-Group Mediations</td>
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<tr>
<td>Number of Advisory Roles by Subject Matter</td>
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</table>

Resolutions & Letters of Support

- Letter in support of Resolution 71, urging the establishment of a memorial in San Francisco for Japanese “comfort women” (9/3/15)

Advisory Roles by Subject Matter

African American Community Empowerment Initiative

- Advisory meeting with Department of Human Resources on Implicit Bias Program

LGBT

- Advised the SF Sheriff’s Department on inclusionary programming and housing for transgender inmates
- Advised the City of Evanston, Illinois on creating a LGBT Community Advisory Committee
- **12(N) LGBT Youth Sensitivity and Cultural Competency Training**
  - Advised stakeholder departments regarding citywide implementation of the 12(N) Ordinance
- **Transgender Violence Prevention**
  - Advised El/La Para Translatinras, an education and advocacy organization for transgender Latinas, on development and fundraising strategies
- **Bisexual Inclusion**
  - Advised the Gay, Lesbian & Straight Education Network regarding the HRC’s Bisexual Invisibility Report
Advisory Roles by Subject Matter (Cont.)

Reducing Barriers to Housing and Employment based on Prior Arrests and Convictions
- Represented HRC at Board of Supervisor’s Rules Committee hearing on Transparent Policing Ordinance
- Advised Chicago Human Rights Commission on Fair Chance Ordinance launch and enforcement
- Advised UC Merced Professor on data collection process for Fair Chance Ordinance

Other
- Advised US State Department-related delegation of Indian journalists on human rights issues in San Francisco
- Provided consulting to Seattle Office of Civil Rights on HRC structure and mechanisms to address systematic racism
Policy Division Detailed Performance Data – Advocacy
FY 15-16: Q2

SUMMARY OF Q2 ADVOCACY ACTIVITIES

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Advisory Roles by Subject Matter

LGBT
- Advised Jewish Community Relations Council on advancing LGBT youth cultural sensitivity
- Transgender Violence Prevention
  - Advised San Francisco Public Defender’s Office on transgender cultural competency and sensitivity trainings
  - Advised San Francisco Department of Public Health on transgender health access and programming

Reducing Barriers to Housing and Employment based on Prior Arrests and Convictions
- Consultation with Columbia Legal Services of Seattle, Washington regarding Fair Chance Ordinance
- Consultation with National Housing Law Project regarding Fair Chance Ordinance

International Human Rights Law
- Consultation with San Jose State Human Rights Department regarding international law training for HRC staff

Post-9/11 Ethnic and Racial Discrimination
- Advised AAMEMSA community leaders on City government efforts against Islamophobia and post-9/11 ethnic and racial discrimination
- Meeting with Portland, Oregon Human Rights Commission regarding Islamophobia photovoice project
Advisory Roles by Subject Matter (Cont.)

Other

- Advised US State Department-related delegation of Middle Eastern and North African civil society organizations on human rights issues in San Francisco
- Advised Supervisor Scott Weiner’s office regarding youth anti-bullying awareness
- Consultation with Austin, Texas Office of Equity regarding HRC structure and enforcement responsibilities
Advisory Roles by Subject Matter

**African American Community Empowerment Initiative**
- Met with San Francisco Board of Education President and Vice President regarding BOE Resolution calling for changes to curriculum, trainings, and best practices for working with children of incarcerated parents

**LGBT**
- Advised African American community members in the Castro district regarding negative experiences with San Francisco city administration
- Advised Supervisor Mark Farrell on available HRC resources to respond to an attack on a LGBT individual in the Marina district
- Drafted file letter for SF Board of Supervisors on human rights impact of All-Gender Restroom Ordinance
- Advised SF Sheriff’s Department on inclusionary housing and programming policies for transgender inmates
- Advised TGI Justice Project, a transgender advocacy and outreach organization, on performance measurement
- Advised El/La Para Translatinastas, an outreach and education organization for transgender Latinas, on fundraising

**Human Rights Advocacy**
- Consultation with Senator Sean Ryan of Buffalo, New York regarding the formation of an HRC-like agency in Buffalo
- Advised US State Department educational delegation on human rights and social justice issues in San Francisco
Advisory Roles by Subject Matter (Cont.)

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

- Drafted letter to California Department of Fair Employment and Housing regarding proposed statewide regulations on using criminal records in employment
- Advised New York based organization Justice Now on Fair Chance Ordinance first year implementation
- Presented on institutional racism at CompassPoint
- Advised Interim Director of the Oakland Office of Race and Equity on HRC initiatives regarding African American outmigration
- Advised HRC grant recipient Lawyers’ Committee for Civil Rights on Fair Chance Ordinance outreach
Policy Division Detailed Performance Data – Advocacy
FY 15-16: Q4

Advisory Roles by Subject Matter

African American Community Empowerment Initiative
- Ongoing advisory meetings with San Francisco Department of Human Resources on implicit bias webinar

LGBT
- Advised San Francisco Sheriff’s Department on housing and programming policy for transgender inmates
- Advised Openhouse, a service provider for older LGBT adults, on transgender cultural competency trainings
- Advised SF Recreation & Parks Department on compliance with All-Gender Restroom Ordinance
- Advised City of Amsterdam on LGBT human rights issues in San Francisco
- Advised BiNet USA and office of Supervisor Mark Kelleher on bi-sexual visibility
- Advised city of Richmond, California on drafting Resolution in response to Orlando nightclub massacre

Reducing Barriers to Housing and Employment based on Prior Arrests and Convictions
- Advised Columbia legal services and Seattle advocates on Fair Chance Ordinance
- Advised Oakland City Attorney on Fair Chance Ordinance

**SUMMARY OF Q4 ADVOCACY ACTIVITIES**

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</tr>
<tr>
<td>Number of Advisory Roles by Subject Matter</td>
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</tbody>
</table>
Advisory Roles by Subject Matter (Cont.)

Reducing Barriers to Housing and Employment based on Prior Arrests and Convictions (cont.)
- Advised housing providers on Fair Chance Ordinance
- Advised San Francisco Office of Labor Standards Enforcement on Fair Chance Ordinance
- Advised Project WHAT! and San Francisco Unified School District on implementation of Board of Education resolution in support of children with incarcerated parents

Human Rights Advocacy
- Advised city of Austin, Texas on founding Office of Equity
- Ongoing meetings with California Association of Human Relations Organizations
- Advised US State Department international civil society delegation on human rights issues in San Francisco
SUMMARY OF ALL EDUCATION, TRAINING & AWARENESS EVENTS

| Number of Education, Training & Awareness Events Sponsored or Co-Sponsored by HRC | 6 |
| Number of Non-HRC Events Attended by HRC: | 2 |

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

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

- HRC Hero Awards: Commemorating the Selma to Montgomery Marches and the 1965 Voting Rights Act (8/6/2015)
- In conjunction with The Women’s Building, hosted community event on Islamophobia and post-9/11 ethnic and racial discrimination (8/12/2015)
- Convened scoring panels for Fair Chance community engagement Request for Proposal (8/19/2015)
- In conjunction with the San Francisco Coalition Against Human Trafficking, facilitated a training on the Sanctuary City Ordinance complaint process (9/16/2015)
- Met with OLSE and community groups regarding Fair Chance implementation and enforcement (9/22/2015)
- Met with San Francisco Housing Authority regarding recommendations in Human Rights Impact of War on Drugs Report

Non-HRC Events Attended by HRC

- CSI Summer Youth Graduation Program at Ella Hill Hutch (8/4/2015)
- Quarterly meeting of California Association of Human Relations Organizations (9/19/2015)
Policy Division Detailed Performance Data – Education, Training and Awareness
FY 15-16: Q2

SUMMARY OF ALL EDUCATION, TRAINING & AWARENESS EVENTS

| Number of Education, Training & Awareness Events Sponsored or Co-Sponsored by HRC | 8 |
| Number of Non-HRC Events Attended by HRC | 2 |

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

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

- Ban the Box and More: Strategies for Implementing and Enforcing Fair-Chance Laws Webinar (10/6/15)
- Roundtable regarding LGBT homelessness and housing programs (10/20/15)
- Roundtable regarding health care access for transgender patients using Medicare and Medi-Cal (11/10/15)
- Represented HRC at California Association of Human Relations Organizations regional meeting (11/13/15)
- Implicit Bias Awareness Training (11/16/15)
- Meeting with Sheriff’s Department regarding transgender cultural competency training (12/8/15)
- Meeting with Lawyer’s Committee for Civil Rights, HRC grant recipient, regarding grant timeline and activities (12/15/16)
- Meeting with Transgender Law Center and Public Defender’s Office regarding transgender cultural competency training (12/16/15)

Non-HRC Events Attended by HRC

- PolicyLink Equity Summit (10/27/15-10/29/15)
- Meeting with Mayor’s Office regarding responses to national Islamophobia (12/9/15)
**Policy Division Detailed Performance Data – Education, Training and Awareness**  
**FY 15-16: Q3**

**Education, Training & Awareness Events Sponsored or Co-Sponsored by HRC**  
*Signifies that the event was conducted during a “Reoccurring Commission, Committee or Collaborative Meeting”*

- In conjunction with Office for Labor Standards and Enforcement, coordinated and attended community group meeting regarding complaints received and presentations conducted on the Fair Chance Ordinance (2/16/2016)
- Conducted three roundtable discussions for affordable housing providers on the Fair Chance Ordinance  
  - Roundtable 1, discussing the Fair Chance Ordinance Compliance Survey (2/10/2016)  
  - Roundtable 2, discussing the Fair Chance Ordinance First Year Compliance Report (2/17/2016)  
  - Roundtable 3, discussing Fair Chance Ordinance best practices for compliance (2/24/2016)

**Non-HRC Events Attended by HRC**

- Local and Regional Government Alliance on Racial Equity for northern California (3/3/2016)  
- California Association of Human Relations Organizations meeting  
- Law-Enforcement Assisted Diversion (LEAD) Information Session with Seattle Practitioners (3/7/2016)

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

<table>
<thead>
<tr>
<th>Event Type</th>
<th>Number</th>
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<tbody>
<tr>
<td>Number of Education, Training &amp; Awareness Events Sponsored or Co-Sponsored by HRC</td>
<td>4</td>
</tr>
<tr>
<td>Number of Non-HRC Events Attended by HRC</td>
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</tr>
</tbody>
</table>
Policy Division Detailed Performance Data – Education, Training and Awareness
FY 15-16: Q4

SUMMARY OF ALL EDUCATION, TRAINING & AWARENESS EVENTS

| Number of Education, Training & Awareness Events Sponsored or Co-Sponsored by HRC | 2 |
| Number of Non-HRC Events Attended by HRC | 11 |

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

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

- HRC “anti-hate” summer curriculum for Magis program middle school students (6/20-7/1/2016)
- Discussion of autism spectrum awareness in the transgender community (5/17/2016)

Non-HRC Events Attended by HRC

- Work Group to Re-envision the Jail Replacement Project (4/8/2016 and 6/10/2016)
- Proposition 47 update and impact meeting at New American Media (4/21/2016)
- National Housing Law Project Webinar, “Affirmatively Furthering Fair Housing” (4/27/16)
- Shriver Center Webinar, “Protecting the Fair Housing Rights of People with Criminal Records: A National Reentry Week Event with HUD” (4/28/16)
- Discussion of preliminary results from Blue Ribbon Panel on Transparency, Accountability, and Fairness in Law Enforcement (5/9/2016)
- Panel on racism and white privilege in the LGBT community (5/23/2016)
- San Francisco District Attorney discussion of how communities can best navigate the pre-plea phase of prosecutions (5/24/2016)
- Shriver Center Webinar on “Advocacy Strategies for Protecting the Fair Housing Rights of People with Criminal Records” (5/25/16)
- Government Alliance on Racial Equity meeting (6/10/2016)
- Discussion on Strengthening Enforcement of the Fair Chance Ordinance (6/27/2016)
- Webinar on Facebook and social media advertisement outreach strategies (6/30/16)
Policy Division Detailed Performance Data – Public Forums and Hearings
FY 15-16: Q1

Reoccurring Commission, Committee and Collaborative Meetings Staffed by HRC

- Coordinated and staffed monthly LGBT Advisory Committee meetings and all related working group/subcommittee meetings (5 meetings).
- Coordinated and staffed monthly Equity Advisory Committee meetings and all related working group/subcommittee meetings (2 meetings).

<table>
<thead>
<tr>
<th>SUMMARY OF ALL PUBLIC FORUMS AND HEARINGS</th>
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<tbody>
<tr>
<td>Number of Reoccurring Commission, Committee and Collaborative Meetings:</td>
</tr>
<tr>
<td>Number of Public Meetings and Forums by HRC in the Community:</td>
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Policy Division Detailed Performance Data – Public Forums and Hearings

FY 15-16: Q2

Reoccurring Commission, Committee and Collaborative Meetings Staffed by HRC
- Coordinated and staffed monthly LGBT Advisory Committee meetings and all related working group/subcommittee meetings (6 meetings).
- Coordinated and staffed monthly Equity Advisory Committee meetings and all related working group/subcommittee meetings (3 meetings).

HRC Public Meetings and Forums in the Community
*Signifies that the event was conducted during an above “Reoccurring Commission, Committee or Collaborative Meeting”
- Community Workshop on anti-Semitism and discrimination (10/4/2015)
- Community Workshop on anti-Semitism and discrimination (10/25/2015)
- Community Youth Forum (11/5/15)
- Roundtable regarding health care access for transgender patients using Medicare and Medi-Cal (11/10/15)
- LGBT Youth Advocacy Forum, in collaboration with Israel Gay Youth Advocates (11/17/15)
- Community Workshop on anti-Semitism and discrimination (11/22/2015)
- Community Youth Forum (12/10/15)

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<td>Number of Reoccurring Commission, Committee and Collaborative Meetings:</td>
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<tr>
<td>Number of Public Meetings and Forums by HRC in the Community:</td>
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Policy Division Detailed Performance Data – Public Forums and Hearings
FY 15-16: Q3

SUMMARY OF ALL PUBLIC FORUMS AND HEARINGS

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<td>Number of Reoccurring Commission, Committee and Collaborative Meetings:</td>
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<tr>
<td>Number of Public Meetings and Forums by HRC in the Community:</td>
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Reoccurring Commission, Committee and Collaborative Meetings Staffed by HRC
- Coordinated and staffed monthly LGBT Advisory Committee meetings and all related working group/subcommittee meetings (1 meeting).
  - Composed two letters on behalf of the LGBTAC to sign a letter of support for California law AB 1887 (seeking to ban state-funded travel to states with laws that discriminate against LGBT individuals)
- Coordinated and staffed monthly Equity Advisory Committee meetings and all related working group/subcommittee meetings (2 meetings).
  - Coordinated EAC retreat for all members (1/23/2016)
- Coordinated 2016 Winter Retreat for Human Rights Commissioners

HRC Public Meetings and Forums in the Community
*Signifies that the event was conducted during an above “Reoccurring Commission, Committee or Collaborative Meeting”
- Third “Community Youth Forum” (2/18/2016)
- Fourth “Community Youth Forum” (4/13/2016)
- Photovoice Project Workshop with San Francisco Bay Area Jewish community members (1/13/2016)
Reoccurring Commission, Committee and Collaborative Meetings Staffed by HRC
- Coordinated and staffed monthly LGBT Advisory Committee meetings and all related working group/subcommittee meetings (3 meetings).
- Coordinated and staffed monthly Equity Advisory Committee meetings and all related working group/subcommittee meetings (2 meetings).
- Coordinated and staffed African American Community Empowerment Initiative meeting (1 meeting).

HRC Public Meetings and Forums in the Community
*Signifies that the event was conducted during an above “Reoccurring Commission, Committee or Collaborative Meeting”
- Fourth Youth-SFPD Community Relations Forum (4/14/2016)
- Roundtable discussion with Israeli Consulate General on transgender awareness (6/22/16)
Policy Division Detailed Performance Data – Research, Analysis and Publications  
FY 15-16: Q1

<table>
<thead>
<tr>
<th>Policy Initiatives Researched &amp; Analyzed by HRC</th>
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<tr>
<td><strong>LGBT</strong></td>
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<tr>
<td>- Researched violence prevention and intervention services for LGBTQI survivors of violence</td>
</tr>
<tr>
<td>- Researched legal and support services for incarcerated, and formerly incarcerated, transgender persons</td>
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<tr>
<td>- Researched multi-racial transgender organizing and coalition building in San Francisco</td>
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### SUMMARY OF ALL RESEARCH, ANALYSIS AND PUBLICATIONS

| Number of Policy Initiatives Researched & Analyzed by HRC: | 3 |
| Number of Publications: | 0 |
### SUMMARY OF ALL RESEARCH, ANALYSIS AND PUBLICATIONS

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Policy Division Detailed Performance Data – Research, Analysis and Publications
FY 15-16: Q3

Policy Initiatives Researched & Analyzed by HRC
- **LGBT**
  - Researched applicability of California law AB959 to municipal collection of gender identity and sexual orientation data
  - Researched public debate surrounding UC Regents Statement of Principles Against Intolerance
- **Reducing Barriers to Housing and Employment based on Prior Arrests and Convictions**
  - Researched FCO applicability to housing and employment decisions based on sex offender registry
  - Researched FCO applicability to former Redevelopment Agency
  - Researched FCO best practices for affordable housing providers
  - Researched the effect of *Shelby County v. Holder* on voting rights in San Francisco
- **U and T Visa Certifications**
  - Researched feasibility of HRC issuing certifications for U- and T-visa petitions

**HRC Publications**
- Fair Chance Ordinance First Year Report (February 2016)
- HRC Annual Report (February 2016)

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**SUMMARY OF ALL RESEARCH, ANALYSIS AND PUBLICATIONS**

| Number of Policy Initiatives Researched & Analyzed by HRC: | 7 |
| Number of Publications: | 2 |
Policy Division Detailed Performance Data – Research, Analysis and Publications
FY 15-16: Q4

Policy Initiatives Researched & Analyzed by HRC

- LGBT
  - Researched jail policies for transgender inmates in major New York, Los Angeles and Denver

- Reducing Barriers to Housing and Employment based on Prior Arrests and Convictions
  - Researched possible curriculums and reference materials in support of San Francisco Board of Education resolution on working with the children of incarcerated parents

- U and T Visa Certifications
  - Drafted memo on feasibility of HRC issuing certifications for U- and T-visa petitions
  - Drafted appeal brief of HUD fee waiver denial in response to FOIA request for U- and T-visa petition certification samples
  - Drafted memo on possible conflict between proposed law by Supervisor Scott Wiener and Administrative Code 12E

HRC Publications

- Column in New York Times on Fair Chance Ordinance (April 2016)
- One-pager on racial disparities in San Francisco (April 2016)
- Fair Chance Ordinance know-your-rights postcards and flyers (April 2016)
- Presentation booklet, flyer, invitations, and programs for Anti-Semitism Photovoice Project (April 2016)
- Hero Awards flyers (June 2016)

SUMMARY OF ALL RESEARCH, ANALYSIS AND PUBLICATIONS

| Number of Policy Initiatives Researched & Analyzed by HRC: | 5 |
| Number of Publications: | 5 |