Edwin M. Lee
Mayor

Susan Belinda Christian
Chair

Mark Kelleher
Vice Chair

Sheryl Evans Davis
Faye Woo Lee
Nazly Mohajer
Michael Pappas
Richard Pio Roda
Michael Sweet

Theresa Sparks
Executive Director
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I. Message from Executive Director Theresa Sparks

The San Francisco Human Rights Commission (SFHRC) had an extremely active 2013. We encountered near record number of discrimination complaints and continued to work on some of the most significant social justice and human rights issues of our time. As we celebrate our 50th anniversary as an independent City department, we are proud that we continue to uphold San Francisco’s reputation and legacy as a beacon of human rights in the United States. It is through our chartered responsibilities of addressing all forms of discrimination, identifying the need and developing policy recommendations for City leaders and mediating conflicts resulting from tension among different communities that we are able to preserve the values of the people of San Francisco.

In one of our core functions of administering and enforcing the City’s non-discrimination ordinances, we received nearly 1,300 inquiries and intakes regarding incidents of alleged discrimination. Of those inquiries and complaints, 70% were for discrimination in housing, the remaining 30% were evenly divided between employment and public accommodations and more than a third of complaints were for discrimination due to an individual’s disability.

To address these large numbers of complaints, in 2013, the SFHRC developed and performed training in the areas of housing and workplace discrimination for government agencies, private employers and housing providers. We also performed non-discrimination and cultural competency training on the City’s sanctuary ordinance; creating fair and equitable employment and housing policies for individuals with prior arrest and conviction records; and creating a welcoming and productive workplace environment for LGBTQI employees.

The function of our Policy and Social Justice Unit is to ensure the civil rights of all persons; work cooperatively with governmental agencies, community groups and others to eliminate discrimination and reduce the effects of past discrimination; study, investigate and mediate community-wide problems resulting in intergroup tensions; and recommend changes to policy and prepare draft ordinances with respect to human rights for consideration by the Mayor and Board of Supervisors.

A few of our core projects in 2013 included addressing the issue of ongoing discrimination and violence in one of our most at risk populations, transgender-Latinas; highlighting the “Lived-Experience” of pervasive Islamaphobia in the Arab Middle Eastern Muslim and Southeast Asian (AAMEMSA) communities; continuing to develop initiatives to reverse the impacts of past discriminations, and identify on-going implicit bias, in our African American neighborhoods; facilitating the Board of Supervisor’s Task Force on the mounting crisis of LGBT aging in the City; and, reducing barriers in employment and housing for persons with prior arrest and conviction records.

After months of research and development, working side-by-side with numerous government agencies and community non-profits, we saw several significant HRC policy initiatives adopted by the Board of Supervisors and City leaders. City law enforcement agencies no longer are able to use the possession of condoms as evidence in non-trafficking related solicitation or prostitution cases, individuals with prior arrests or convictions cannot be entirely eliminated for consideration for employment or publicly-funded housing without an individualized assessment and our transgender population is free from discrimination in all City and State managed health care programs, including all transition related procedures.

Both citizens’ advisory committees sanctioned by the SFHRC, the Lesbian, Gay, Bisexual, Transgender (LGBTAC) and Equity (EAC) Advisory Committees adopted ambitious projects for each of their three work groups. The LGBTAC work groups looked at, issues relating to the Deaf and People with Disabilities, LGBT Comprehensive Immigration Reform and LGBT Economic Empowerment. The EAC work groups addressed discrimination around being Safe from Workplace Bullying, public awareness of the Federal immigration program of Deferred Action for Early Childhood Arrivals (DACA) and how discrimination can be discussed with our youth by conducting a Storytelling Series at local libraries.

As we move into 2014, SFHRC is grateful to former chair Michael Sweet for his service and we welcomed our new Chair Susan Belinda Christian. We also celebrated the 50th Anniversary of both the Civil Rights Act of 1964 and the San Francisco Human Rights Commission. We are very proud of what this agency has accomplished in the last fifty years, acknowledge that there continues to be very difficult work ahead in addressing issues of discrimination that are still embedded in much of our society and believe we are strategically positioned to be leaders in developing policy for many of the human rights issues still to be resolved.
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 1.2: Non Discrimination in Housing against Families with Minor Children

Learn more about HRC at: [www.sf-hrc.org](http://www.sf-hrc.org)
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 CHRISTIAN • SHERYL EVANS-DAVIS • MARK KELLEHER • FAYE WOO LEE  
• MICHAEL G. PAPPAS • RICHARD PIO RODA • MICHAEL SWEET

Message from HRC Chair Susan Belinda Christian and former HRC Chair Michael Sweet

Message from Susan Belinda Christian, Chair 2014

This Report provides an excellent overview of the broad array of work made possible in 2013 by an imaginative and talented staff working collaboratively with engaged members of San Francisco's diverse communities.

As we are all too aware, despite the significant achievements of the last 50 years in establishing formal equality, and despite efforts like those described in this Report, persistent structural impediments and biases have frustrated efforts to establish true substantive equity in both opportunity and outcomes in our communities.

As we envision the next chapter of the HRC's work, it is my hope that, as a Commission and as a community which truly values its diversity and the potential of all of its members, we will together find effective ways to both defend and more fully realize the human rights principles and civil liberties established under law 50 years ago by the engaged, persistent people who, in pursuit of civil equality for African Americans, sacrificed their safety and comfort to push themselves as well as their communities, courts and elected representatives to do necessary and extraordinary things.

Message from Michael Sweet, Chair 2012 -2013

I am grateful to have had the opportunity to serve as Chair of the San Francisco Human Rights Commission for the past three years. During that period the HRC has rededicated itself to its original purpose of rooting out discrimination and bias and promoting an environment of acceptance and understanding among the residents of one of the most diverse cities in the country. In 2013, we celebrated the first of three significant anniversaries – the 50th anniversary of the March on Washington. In 2014, we are looking forward to celebrating 50 years since the passage of the Civil Rights Act and 50 years since the founding of the HRC itself.

It has been an honor to serve with an outstanding group of fellow commissioners and with the support of a dedicated staff. I could not be more pleased than to have passed the gavel to Commissioner Christian, who as Chair will be a vigorous advocate on behalf of human and civil rights.
IV. 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/index.aspx?page=195

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/index.aspx?page=15

LGBTAC Key Accomplishments in 2013

In 2013, the LGBTAC and its work groups held more than 50 meetings to address, discuss and raise awareness on various current issues facing LGBT community.

Deaf and People with Disability Work Group

The LGBTAC Deaf and People with Disability Work Group met monthly in 2013 to identify means by which to increase awareness and sensitivity to the needs and issues facing the LGBT deaf and people with disabilities communities; increase services and accommodations offered to them, and create guidelines that city agencies and non-profits that receive city funding must abide by for providing services for these communities. In 2013 the workgroup hosted a panel discussion aimed at increasing awareness to the needs of the LGBT deaf and disability community in San Francisco. The panelists called for greater oversight and policy development to heighten compliance to the Americans with Disabilities Act (ADA). The panel discussion also included an examination of how reasonable public accommodation should be applied more broadly to effectuate increased equal access and inclusion for those persons living with physical and/or mental limitations.
LGBTAC Comprehensive Immigration Reform Work Group

In 2013, the LGBTAC Comprehensive Immigration Reform Work Group created a dialogue amongst a wide-range of LGBT and immigrant communities, and increased awareness of LGBT immigration issues in federal immigration reform, throughout the City of San Francisco, among local and regional stakeholders. On May 29, 2013, the Work Group facilitated a panel discussion entitled: “Why Does It Matter? A Community Conversation on LGBTQ Inclusive Comprehensive Immigration Reform.” The forum was comprised of well-informed and thought provoking leaders from the LGBT community who discussed family unity, asylum and detention issues, pathways to citizenship and other measures that greatly impact California’s diverse LGBT and immigrant communities. This event proved critical toward enhancing the public’s understanding of the vital nature of comprehensive immigration and fostering equity and inclusion for LGBT individuals and their families in the immigration debate on the federal level.

LGBTAC Economic Empowerment Work Group

The goal of the LGBTAC Economic and Empowerment Work Group was to identify, educate and create a community response to current economic climates and find means by which to promote a fiscally healthy community that could generate, protect and invest in its own resources. On July 23, 2013, the Economic and Empowerment Work Group hosted a panel discussion and community forum called “Sky High Rents-Disappearing Non Profits.” This important community forum explored the impact on the LGBTQ community as non-profit organizations, specifically those serving this community are forced to leave the city due to unaffordable rent increases on commercial spaces that house these vital and life sustaining organizations. Spearheaded by the panel discussion and public forum, this topic has become a much more wide-spread discussion amongst policy makers, city leaders and community stakeholders toward identifying solutions that would keep these organizations in the city and serving our vulnerable communities.
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.


**EAC Key Accomplishments in 2013**

In 2013, the EAC focused on three core issues - increasing awareness about Deferred Action for Early Childhood Arrivals (DACA) and increasing safety at work for low-wage immigrant women workers in San Francisco – and sponsoring various Educational Equity Reading Series to promote educational equity.

**EAC Increasing Awareness about Deferred Action for Early Childhood Arrivals (DACA) Work Group**

In June 2012, President Obama signed a memo calling for deferred action for childhood arrivals, or DACA. Through this program, certain undocumented youth who came to the U.S. as children and who have pursued education or military service in the United States can be granted a two-year deportation reprieve, along with work authorization. The DACA subcommittee began DACA advocacy by interviewing DACA legal service providers to assess need. Upon learning about the underutilization of legal services available to eligible youth in San Francisco, the Equity Advisory Committee chose to focus efforts on connecting eligible youth with service providers. In July, the DACA subcommittee drafted a letter that the Human Rights Commission submitted to the Mayor and Board of Supervisors in support of declaring September 4, 2013 Deferred Action for Childhood Arrivals (DACA) Day. On September 10, 2013 the Board of Supervisors passed a resolution that September 4, 2013 be declared "DACA Day". Learn more at: [http://sf-hrc.org/resolutions-letters-support](http://sf-hrc.org/resolutions-letters-support)

On September 4, 2013 a DACA Day Resource Fair was held at the Mission City College campus. Supervisors Campos and Chiu provided opening remarks, and legal service providers and city agencies had tables and provided pre-screening information.

**EAC Storytelling Series at the Bayview Library**

In response to African American out-migration from San Francisco, the EAC put on an African American literary series at the Bayview Public Library. Over four weeks, EAC members read stories, shared experiences and engaged parents on history, community and the importance of education.
Throughout the year, the Safe at Work subcommittee held series of focus groups with different stakeholders to engage in a dialogue about the safety and dignity of low-wage immigrant women workers in San Francisco and the impact that workplace sexual harassment and violence has on these women. After collecting information from union organizers, attorneys, and direct service providers the committee organized a panel discussion entitled “Safe at Work: Reducing Workplace Harassment and Violence for Low-Income and Immigrant Women.” Through the panel discussion, held on November 7, 2013, the EAC solicited testimony from low-wage immigrant women workers who have survived sexual harassment and sexual assault in the workplace, listened to people’s stories and documented the impact of this epidemic, particularly the impact on the psychological and economic stability of women and their families. Moreover, the hearing explored how cultural factors and strong fears of retaliation deter women from reporting the harassment and/or assault, and how language barriers and lack of training about workplace policies and procedures serve as obstacles to these women being educated about their rights. In addition, the EAC requested that speakers make recommendations and propose changes in the workplace and local policy changes that can directly address this issue. This testimony will be documented in a report and used as an advocacy tool for continued education and outreach on this issue.
Legacy Award for Lifetime Achievement in Human Rights Advocacy

Dr. Clarence B. Jones

Former personal counsel, advisor, draft speech writer and close friend of Dr. Martin Luther King, Jr.; Diversity Scholar Visiting Professor, University of San Francisco; Scholar in Residence at the MLK Institute, Stanford University.

Individual Leadership in Civil Rights and Economic Justice Advocacy

Paul Day, Manager of Events and Communications, Office of Diversity and Outreach, UCSF.

Linda Evans, Organizer, Legal Services for Prisoners with Children (retired).

Don Marcos, Executive Director, Mission Hiring Hall.

Kimiah Tucker, Workforce Director, Magic Zone.

Organizations Advancing Civil Rights and Economic Justice

Asian Americans Advancing Justice, Asian Law Caucus, for promoting a fair and equitable society for all by working for civil rights of Asian Americans, Pacific Islanders and other underserved communities.

Homeless Prenatal Program, for seizing the motivational opportunity created by pregnancy and parenthood to help families recognize their strengths to transform their lives.

Bayview Hunters Point Senior Services Inc., for ensuring the health of the primarily African American population that live in the Bayview Hunters Point Community.

Students Advancing Civil Rights and Economic Justice

Veronica Garcia, Student, SF State University; Public Service Aide, SFPUC; Program Coordinator, Moms Making A Change at Coleman Advocates for Children and Youth.
The LGBT Aging Policy Task Force

On May 24, 2012, the San Francisco Board of Supervisors passed unprecedented legislation establishing one of the first LGBT Aging Policy Task Forces in the nation. The Task Force investigates issues affecting San Francisco’s LGBT seniors and makes policy recommendations to the Board of Supervisors.


LGBT Aging Policy Task Force 2013 Survey Results

In 2013, the LGBT Aging Policy Task Force formed subcommittees on Health and Social Services, Housing and Legal Assistance. Each subcommittee researched the needs of LGBT seniors in its particular issue area and drafted preliminary recommendations to ensure the long-term health and well-being of LGBT seniors. The Task Force will present its final recommendations to the Board of Supervisors in 2014. In addition, the Task Force spearheaded a first of its kind survey of over 600 San Francisco seniors (60 and above). The survey, sponsored by the Department of Aging and Adult Services and supported by the Human Rights Commission, was conducted by noted University of Washington professor and researcher, Dr. Karen Fredrickson-Goldsen. Striking in the results was the fact that survey participants were dramatically more likely to live alone than are other San Francisco's senior populations. Furthermore, most participants indicated that they did not have children or that their children were not available to provide help. Fewer than one in ten indicated that they had planned for informal care-giving arrangements. It is estimated that there are 20,000 LGBT seniors living in San Francisco and that number is expected to rise significantly as the baby boom generation ages. Karen Fredrickson-Goldsen, the survey’s lead researcher at the University of Washington, said "The fact that so many LGBT seniors live alone and do not have family support as they age creates an atypical picture of aging in America. In addition, many survey respondents report experiences of discrimination based on their sexual orientation and gender identity, thus creating a layer of separation and distrust of some programs designed to help the elderly." San Francisco Mayor Edwin M. Lee stated "This first of its kind survey will help San Francisco understand the needs of this rapidly growing segment in our City's population," said Mayor Ed Lee. "The survey will allow us to consider facts and data as we create policies to help LGBT seniors, and we are looking forward to the recommendations of the LGBT Senior Policy Task Force early next year." The next steps for the Task Force include reviewing the survey results, and conducting several focus groups and public meetings in order to make specific, concrete recommendations to the Board of Supervisors early next year.

San Francisco says goodbye to LGBT Aging Policy Task Force Vice Chair and Housing Advocate Jazzie Collins

Dedicated trans rights and economic equality activist and LGBT Aging Policy Task Force Vice Chair Jazzie Collins passed away on July 11, 2013. Ms. Collins was honored in June in the State Assembly for LGBT History Month, she was on the board of the annual Trans March, and active on many projects. On September 12, 2013 the Commission honored Ms. Collins through reflecting on her legacy and passing a resolution commemorating her contributions to the City of San Francisco. Ms. Collins will be deeply missed by all those who had the privilege to know her.
V. Collaboratives and Coalitions

HRC is proud to staff and/or participate in various multi-agency collaboratives and coalitions representing a broad array of government and non-government agencies all working together toward common, mutually agreed-upon goals involving issues of human rights and social justice.

**SF Collaborative against Human Trafficking (SFCHAT)**

The San Francisco Collaborative Against Human Trafficking (SFCAHT) has a membership of over 30 agencies representing a broad array of nongovernmental organizations, government agencies, law enforcement agencies, service providers, educators, and community members. In 2013, HRC hosted two events related to raise awareness on human trafficking: “Human Trafficking 101: What does modern day human trafficking really mean and how can YOU help combat it?” and “Identifying HT Victims and bringing their Traffickers to Justice.” In addition, HRC helped organize the SFCAHT’s 2013 Conference to End Child Sex Trafficking which was held on August 9, 2013.

**Coalition Against Hate Violence (CAHV)**

HRC staffs the San Francisco Coalition Against Hate Violence (CAHV), which is comprised of a broad array of government and civil society organizations working to end hate incidents and hate crimes in San Francisco. CAHV meets quarterly to share information, allow for networking opportunities among members and develop educational programs and outreach opportunities to combat hate incidents and hate crimes. In 2013, CAHV convened leaders from the San Francisco District Attorney’s Office, SFPD, SF LGBT Center, Transgender Law Center, National Center for Lesbian Rights, Not in Our Town, and faith communities to discuss stronger engagement with at-risk communities and expediting the reporting and investigating of hate crimes.

VI. 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/index.aspx?page=196

Discrimination Complaints Intake and Investigation Process

Discrimination Complaints by Type

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

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 Staff

Mullane Ahern, Program Director

Mullane Ahern is the Program Director for the Discrimination Investigations & Mediations Division. Prior to joining the HRC in 2010, Ms. Ahern worked for the DC Office of Human Rights in Washington, DC. She holds a BA in Spanish for International Service from the Catholic University of America in Washington, DC.

Bianca Polovina, HRC Representative

Bianca Polovina is a California-licensed attorney and holds degrees from UC San Diego (B.A.) and UC Hastings (J.D.). Bianca has been involved with the Human Rights Commission since 2009, serving twice as a legal intern and as a member of the LGBT Advisory Committee from 2010-2013. Prior to joining HRC as staff, Bianca was an associate at a small San Francisco litigation law firm.

Matthew Oglander, HRC Representative

Matthew holds a BA from Stanford University and a J.D. from UCLA. Prior to joining HRC, Matthew worked as a Testing Coordinator and Bilingual Housing Counselor at Fair Housing of Marin, a Legal Interviewer at the SF Bar Association’s Lawyer Referral Service and a labor union representative investigating complaints of discrimination by unionized hotel and casino workers.
Discrimination Division 2013 Calendar Year Performance Data

In 2013, HRC received close to 1300 inquiries of possible discrimination in housing, employment and public accommodation. For each inquiry, HRC was able to counsel each complainant either by phone or in person, provide them with guidance and, where appropriate, refer them to agencies better able to address their needs. Of the nearly 1300 complainant inquiries received, 123 (nearly 10%) led to HRC filing formal complaints on behalf of the complainants, of which 18 (or 15%) resulted in a settlement. As shown below, 70% of the complaints filed by HRC were predicated on discriminatory actions in housing and the three protected classes raised most frequently across all complaint types were disability (36%), race (15%) and national origin (10%).

For a quarterly breakdown of all activities by HRC's Discrimination Division, please go to:
Beginning in 2013, HRC began to offer the most up-to-date training available, customized to the specific needs of an organization. These trainings are designed to teach employers, businesses and housing providers how to reduce the likelihood of expensive lawsuits stemming from unlawful workplace and/or housing practices while promoting smart, respectful business and/or housing practices. Learn more at: http://sf-hrc.org/index.aspx?page=214

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.
- **Transgender Law 101**: Complying with State and Local Discrimination Laws related to Transgender Persons.
- **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.

Prior Arrests and Convictions

- **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.
VII. 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/index.aspx?page=197](http://sf-hrc.org/index.aspx?page=197).

**Policy and Social Justice Division Staff**

**Zoë Polk, Director of Policy and Social Justice Division**

Zoë Polk is a California licensed attorney with a BA degree in government from Georgetown University and a JD from St. John’s University School of Law. Ms. Polk oversees the enforcement of the Sanctuary City Ordinance, the HRC Law Clinic and HRC’s initiative to reduce discrimination based on prior convictions. She is also the lead Coordinator for HRC's Equity Advisory Committee (EAC). Before joining HRC, Ms. Polk focused on federal civil rights litigation and taught law at UC Hastings and the East Bay Community Law Center. In addition, Ms. Polk has worked for the National Democratic Institute for International Affairs and served as a consultant to the UN Special Representative to the Secretary General for Children and Armed Conflict.

**David C. Miree, Policy Coordinator**

David C. Miree has a BA in Political Science from the University of Tennessee/Knoxville, an MPA in Public Administration and a J.D. from UT College of Law. Mr. Miree has served as counsel to clients from marginalized communities at both administrative and trial levels. Mr. Miree joined HRC’s Policy & Social Justice Division in 2011 and is the lead coordinator for the agency's African American Community Empowerment Initiative (AACEI). In addition, Mr. Miree manages HRC’s communications and media relations. Prior to joining the HRC, Miree served as the Deputy Director of Communications and Deputy Director of Public Affairs for the City and County of San Francisco Mayor's Office.

**Nadia Babella, Policy Coordinator**

Nadia Babella is a California and Florida licensed attorney with a BA degree in philosophy from U.C. Berkeley and a JD degree from UC Hastings. Ms. Babella’s primary areas of focus are LGBT rights, post 9/11 racial and religious profiling, and criminal justice reform. She is also the lead Coordinator for HRC's LGBT Advisory Committee (LGBTAC). Prior to working at HRC, Ms. Babella taught law and worked as an immigration attorney. Ms. Babella has also worked as an adjudicator with the San Francisco Asylum Office. Throughout her career, Ms. Babella has strived to address the roots of discrimination and bring the voices of community coalitions to policy makers.

**Sneh Rao, Policy Coordinator**

Sneh Rao oversees HRC’s violence prevention initiatives and staffs the San Francisco Coalition Against Hate Violence and LGBT Aging Policy Task Force. Before joining HRC, Mr. Rao was a director at an international human rights organization and worked on a range of policy issues affecting Latin America, including labor rights, immigrant rights, and economic development. He also served as a fellow with the Thomas J. Watson Foundation and researched health and human rights issues affecting sex workers in South Africa, Brazil, and Spain. Mr. Rao graduated magna cum laude from Macalester College and holds a Master in Public Policy from Harvard University’s John F. Kennedy School of Government.
HRC’s Policy Division had a very successful year building upon previous successes and launching new initiatives. HRC continued to address African American Out-migration through working with local leaders and community members on its African American Community Empowerment Initiative. In 2013, HRC commemorated the 50th Anniversary of the March on Washington for Jobs and Freedom by honoring local heroes who, through their work, carry forward the goals and spirit of the March. In response to recent statistics on the overrepresentation of African American youth in special education, HRC worked with local partners to put on the Special Education Clinics in the Bayview and Fillmore communities. HRC continued to engage youth through our second annual “Spring Break at HRC” and Summer Mentorship series. Moreover, HRC continues to work with other City agencies to enforce the 12(N) Ordinance for the city’s LGBTQ youth. In addition, the HRC renewed its partnership with UC Hastings College of Law and hosted Social Justice Lawyering Clinic for the second year. New in 2013, HRC launched a Summer Law Clinic. After a competitive application process, HRC selected five students from local law schools and trained those students on human rights law and enforcement. HRC continued to push the dialogue on criminal justice, through education and outreach on the localization of the War on Drugs and the barriers faced by persons with arrest and conviction records. Finally, HRC remains committed to reducing hate speech and hate violence through its leadership of the San Francisco Coalition Against Hate Violence, enforcement of the Sanctuary City Ordinance, and through its work to end racial and religious profiling. Throughout 2013, HRC facilitated various meetings between the trans Latina community and SFPD to increase reporting of hate incidents and hate crimes. In addition, HRC formed a steering committee of leaders from African, Arab, Middle-Eastern, Muslim, and South Asian community to respond to hate speech on Muni bus advertisements.

2013 marked an active year for the Policy & Social Justice Division, whose staff collectively:

- Issued 2 resolutions & letters of support.
- Served as mediator in 6 unique matters stemming from intergroup conflicts.
- Served as advisors to City agencies, Board of Supervisors and non-profits on more than 20 unique social justice issues and/or initiatives.
- Researched and analyzed nearly 30 policy initiatives and social justice issues presented to the Commission.
- Sponsored and/or represented HRC at nearly 100 educational or community events (See Section IX, “HRC Outreach and Presence in the Community”).

For a quarterly breakdown of all activities by HRC’s Policy & Social Justice Division, please go to:
Launched in 2012, the African American Community Empowerment Initiative was convened to specifically 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.

Special Educational Clinic

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, commenced 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. The clinics address school discipline, special education services, discrimination and advocacy.

Spring Break at HRC

For the second year in a row, the HRC provided summer internship preparation during the San Francisco Unified School District’s Spring Break.

Throughout the week, students participated in workshops on identifying summer internship opportunities, interviewing, making a good first impression, and getting promoted.

Next Steps

In 2014 the HRC will continue to initiate practical strategies and initiatives intended to foster increased socio and economic empowerment for the African American population in San Francisco. The HRC anticipates hosting a series of community forums and job fairs to promote greater inclusion of this often underserved community. The agency is also on the path to continue to facilitate a number of youth development and leadership programs intended to enhance the quality of life for African American youth including a mentorship series and job preparedness and training modules.
Translatina Violence Prevention

San Francisco has long been a safe haven for people who have faced discrimination, exclusion and violence. Despite this reputation, many residents continue to experience violence and lack support in seeking relief from its myriad effects. One such community in San Francisco involves transgender Latinas (“trans Latinas”). Trans Latinas, particularly those who are monolingual, face a wide range of barriers in achieving true safety in San Francisco. In response, and throughout 2013, HRC facilitated various meetings between the trans Latina community and SFPD to increase reporting of hate incidents and hate crimes. HRC also convened the first of a series of discrimination clinics aimed at combating discrimination against transgender persons in housing, employment and public accommodations. In addition, thanks to the efforts of Supervisor Campos, HRC was able to secure $200,000 from the Board of Supervisors to fund community-based organizations working on violence prevention. After issuing an Request for Proposals in September 2013, a review panel determined that El/La Para trans Latinas, an education and advocacy organization that works closely with the trans Latina community, was strongly positioned to carry out the grant objectives. In 2014, HRC will work with El/La Para trans Latinas in order to meet the case management, community building and education and outreach needs of trans Latinas in the Mission.

Violence Prevention through Safe Spaces

Beginning in 2014, and thanks to funding secured in 2013 as a result of the efforts of Supervisor Campos, HRC will begin forming partnerships with community-based organizations to launch “safe spaces” at places of worship in the Mission District, Tenderloin and SOMA. Safe spaces involve HRC working with community-based organizations to engage at-risk groups around violence prevention and intervention services. At designated safe spaces, HRC will facilitate discrimination complaint intakes, linkage with health and social service providers, “Know Your Rights” trainings on City laws and policies, and peer-to-peer support. Safe spaces will allow HRC to use the reach and resources of community-based organizations to increase awareness on violence prevention and continue building partnerships between at-risk groups, civil society organizations, and government agencies.
Reducing Barriers for Persons with Prior Arrest and Conviction Records

On April 14, 2011, HRC supported a legislative proposal to reduce barriers for persons with arrest and conviction records, noting that doing so is a key factor in decreasing recidivism. Throughout 2013, HRC continued to advocate for reduced barriers for persons with arrest and conviction records. The agency received multiple inquiries from City residents regarding their rights when they are denied housing or employment because of their conviction history. While the HRC has no jurisdiction to investigate these claims, we continue to provide employers and housing providers with best practices for ensuring every applicant is fairly evaluated. HRC also created and gave know your rights presentations to transitional aged youth with criminal backgrounds. Through film screenings, power point presentations and reviewing job announcements, youth were given tips on answering questions about their criminal histories using honest, professional and successful language. In addition, HRC participated in the quarterly Criminal Records Roundtable. The purpose of this meeting was for civil rights organizations around the country to share best practices for reducing discrimination against persons with arrest and conviction records. Finally, HRC worked with City departments including the Mayor’s Office of Housing and the Department of Human Resources to contribute to local legislation and regulations on criminal background checks.

Human Rights Impact of the War on Drugs

HRC staff worked with the Commission to create a record of the 2012 War on Drugs hearing. Looking ahead in 2014, HRC, in partnership with Mo Magic, will convene a monthly Youth Reading Group on the War on Drugs - considered by many to be akin to the Jim Crow laws of the last century. Transitional aged youth with contacts within the criminal justice system will attend a two-hour workshop on criminalization, reentry and civil rights. The goal of the workshop will be to youth to think critically about how to revitalize families and communities most impacted by the War on Drugs.
Governing Race Equity Network

Beginning in 2013, HRC has partnered 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 partnership, the HRC strengthens alliances, builds organizational and institutional skills and commitment, shares promising practices and develops and implements policies that promote racial equity.

Project Homeless Connect

In 2013 HRC partnered with Project Homeless Connect to hold the first ever LGBT Homeless Connect. 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 LGBTQ Youth Sensitivity and Cultural Competency Training Module

HRC is charged with enforcing Chapter 12N of the SF Administrative Code which requires all City departments to provide LGBT sensitivity training to any staff who has direct contact with youth or whose work directly affects youth. Since 2011, HRC - in conjunction with the City’s Youth Commission and Department of Public Health (DPH) - has renewed efforts to support trainings on LGBTQ issues for youth-serving city departments and contractors. To date, efforts have resulted in the creation of a web-based module whereby City staff can obtain LGBT sensitivity training as required by City law. In 2014, HRC will join other City agencies to establish a steering committee that will evaluate the current training materials for their relevancy and efficacy.

Sanctuary City Outreach and Training

HRC is charged with working with all City agencies, community organizations and nonprofits to raise awareness about Sanctuary City Ordinance and its enforcement. In 2013, HRC developed a “Sanctuary City 101” training curriculum for new arrivals to the City. A copy of this training was provided to the Mexican Consulate for distribution to new immigrants and consulate visitors. Also in 2013, the City of Toronto requested formal comments from the HRC regarding possible implementation of its own Sanctuary City laws. The Commission analyzed Toronto’s proposed legislation and issued a response.

AAMEMSA Community Impact Assessment

In 2013, HRC coordinated a city-wide response to hateful MUNI advertisements which equated Arabs and Muslims with “savages.” It formed an Oversight Committee, comprised of representatives from the HRC, SF District Attorney’s Office, Department of Public Health, Asian Law Caucus, Council on American-Islamic Relations and Islamic Networks Group, that determined that proceeds from the MUNI ads should be used create a tool to evaluate the community impact assessment of anti-Arab and anti-Muslim bias in San Francisco. In 2014, HRC will engage members of the Arab, African, Middle-Eastern, Muslim, and South Asian (AAMEMSA) community to assist in determining the extent and impact of anti-Arab and anti-Muslim in San Francisco.
VIII. HRC Legal Clinics

**HRC Summer Law Clinic**

In 2013, HRC hosted 5 law students from local law schools for its first 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 HRC’s initiatives to reduce barriers for persons with arrest and conviction records, and first amendment rights versus hate speech. HRC staff also trained the students on the theories of discrimination, how to conduct intake, tenants’ rights, referrals and legal writing. The agency developed intern training materials, including protocols on professionalism, legal writing from a neutral perspective, and interacting with members of the public. These protocols have served as a model for other City departments, including the Department of Human Resources.

"Before working for the HRC, I had never been required to take a neutral stance in a legal dispute. This was difficult for me because my law school training constantly challenged me to argue in favor of a particular viewpoint, and because each case often was clearly skewed (whether correctly or misleadingly) in favor of one party. Therefore, I appreciated the challenge of keeping my mind open and learning both sides to each case, and refraining from making any sort of decision without adequate evidence." – 2013 Summer Law Clerk

“I was extremely happy with the diversity of my assignments. In one summer I was able to manage cases, meet with clients, draft complaint documents, draft legal memos and reports … conduct a small survey, compile a list of community resources for parents with children placed in special education, draft a letter to the Salvadoran president regarding transgender violence, and create a training for affordable housing providers concerning discrimination against persons with prior arrest and conviction records.” – 2013 Summer Law Clerk

**Social Justice Lawyering Clinic with UC Hastings Law School**

For the second year in a row, the HRC partnered with UC Hastings’ Social Justice Lawyering Clinic to examine the broad range of persuasive strategies that lawyers and other advocates use when engaging in social change work. This year, students conducted a human rights impact assessment of the CASE Act (Anti Human Trafficking legislation formerly known as Proposition 35). Over six months they conducted interviews with community members and City officials and researched the enforcement provisions of the law. At the end of the semester, the students hosted a focus group of law enforcement, advocates, and union organizers to develop strategies to minimize any unintended consequences of the CASE Act. The students provided a final report to the Commission summarizing their findings and recommendations. In 2014, HRC will work with UC Hastings to train students on mediation. HRC staff will instruct students on mediation for HRC’s discrimination intake cases and students will shadow HRC investigators as they mediate cases.
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 2013, the forums provided practical information on the development, implementation and enforcement of local human rights laws.

2. Coordinated Opening Ceremony for 2013 Human Trafficking Awareness Month in San Francisco’s City Hall sponsored by SFCAHT, Human Rights Commission, and Department of Status of Women. Special Guests: Mayor Ed Lee and Supervisor Carmen Chu. (1/15/13).
4. Moderated a panel discussion on the impact of the War on Drugs by the National Lawyers’ Guild at the Practising Law Institute. (1/18/13).
5. Attended the Police Commission meeting regarding First Amendment issues and JTTF. (1/23/13).
8. Identifying HT Victims and bringing their Traffickers to Justice: Free forum by the Dept. of Homeland Security, in conjunction with HRC. (1/31/2013).
9. Participated in a public forum at the Tenderloin Recreation Center to hear concerns by the community, including school children, bus drivers, and MUNI riders, with respect to the impact of the Muni bus ads labeling Muslims as “Savages”. (1/31/13).
10. As part of the US State Department International Visitors Program, met with French delegates to discuss the role of the public sector and civic engagement in Human Rights advocacy and Ukrainian delegates to discuss the meaning and roles of due process and right to free assembly in American democracy. (1/31/13, 2/06/13).
11. Participated in various events related to Black History Month, including: Black History Month Read-In at Rosa Parks Elementary; Mayor’s Office of Neighborhood Services Conversation Series; and the Black History Month closing ceremony featuring Keynote Speaker Willie Brown. (2/04/13, 2/27/13, 2/28/13).
13. Presentation of HRC’s Anti-Bullying Efforts: Presentation to student representatives from Galileo High School regarding HRC’s recent anti-bullying efforts. (2/21/2013)
14. Participated in a conference by the SAGE Project on the Swedish model for combating trafficking. (2/22/13).

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

17. Hate Violence Brownbag Lunch Series: In conjunction with the SFDA, the Coalition Against Hate Violence, Defamation League, Council on American Islamic Relations, and Not in our Town, presented and discussed recent incidents of hate violence in San Francisco. (3/8/2013).

18. LGBT Inclusion in Immigration Reform: Presentation by LGBTAC Immigration Workgroup on reforming immigration laws to be more LGBT inclusive. (3/19/2013).

19. Cyber-bullying of LGBT Youth: Presentation by LGBTAC member Scott S. Milagro-Fotre on current issues and efforts to combat cyber-bullying of LGBT Youth. (3/19/2013).

20. Represented HRC at the Mayor’s Youth Advocacy Day program. (3/20/13).


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

24. Lectured at San Francisco State University about the social impact of the housing and employment barriers faced by persons with prior arrests and convictions and the legal issues stemming from recent Muni bus ads depicting Muslims as savages. (4/3/13)

25. Coordinated “Safety in the Mission” - A series of community discussions regarding instituting greater City anti-violence measures with a focus on the Transgender Community. Attendees includes Supervisor Campos and staff, Members of El La Para Trans Latinas; Reverend Richard Smith of St. John’s the Evangelist; City of Refuge, SFPD, SFDPH, Mayor’s Office on Violence Prevention, SF DA, SF Youth Commission, LYRIC, DIVAS, Community United Against Violence, API Wellness Center, Mission Neighborhood Resource Center, Mission Economic Development Agency, Castro Community on Patrol, St. James Infirmary, Transgender Law Center, USDOJ, Sisters of Perpetual Indulgence, and Women’s Community Clinic. (4/19/13, 5/17/13, 6/7/13).

26. Attended a Fair Housing Symposium hosted by Project Sentinel featuring workshops and discussion in the field of fair housing. (4/12/13).


28. Education: Know Your Legal Rights Clinics: An on-going clinic designed to educate minority families with children on their legal rights with regard to accessing programs for children with special needs in the San Francisco Unified School District. Location: John Muir Elementary School. (5/14/13).

29. Represented HRC at “All Things Law Expo: An Exhibition of Opportunities in Law in the Bay Area.” (5/16/13).

30. Hosted student visitors from St. Francis School in Portland, Oregon to discuss HRC’s work with regard to current anti-discrimination initiatives and various social justice issues. (5/17/13).

Continued on next page
31. Hosted LGBTAC’s panel discussion on Increasing Awareness and Exploring the Needs of LGBT Deaf People and People with Disabilities in San Francisco. (5/21/13).


34. Conducted a one week training to prepare law students participating in HRC’s summer internship program in analyzing complaints made by San Francisco residents pursuant to local anti-discrimination laws. (6/3-6/7/2013).

35. In collaboration with SPUR, USF and SFUSD, conducted a City Youth Leadership Forum to educate youth on better understanding and navigating the public policy process. (6/7/13).

36. Participated in Legal Advocacy Mentorship Day at Flood Mansion featuring San Francisco attorneys, including the City’s Public Defender Jeff Adachi, speaking to youth interested in attending careers in law. (6/20/13).

37. Attended “Racial Profiling in 21st Century Pluralistic Society” featuring Resident Imam Abu Qadir Al-Amin of the San Francisco Muslim Community Center; Rev. Dr. Amos C. Brown, Pastor of Third Baptist Church and San Francisco President of the SF Chapter of the NAACP; and Professor Jack Glaser, Ph.D. from the Goldman School of Public Policy at University of California, Berkeley. (6/24/13).

38. Hosted the US State Department and Institute of International Education to educate their program participants (which included diplomats/politicians/press/educators from Argentina, Australia, Bulgaria, Croatia, Egypt, China, Hong Kong, Israel, Japan, Kuwait, Liberia Mexico, Nepal, Palestinian Authority, Peru, Portugal, Russia, Singapore, Spain, Turkey, US Mission to the African Union, and Vietnam) on the City’s anti-discrimination laws and HRC’s recent and past policy initiatives. (6/27/13).


40. Facilitated various community meetings with the monolingual trans-Latina community to discuss their relationship with the City family and law enforcement and to assist with the nuances of filing complaints of discrimination and reporting hate crimes. (7/2/13, 7/16/13, 8/14/13, 8/21/13).

41. Held community meeting at Koret Auditorium to discuss Results from Groundbreaking Survey on LGBT Seniors in SF. (7/9/2013).

42. Attended the International Association of Human Rights Agencies Western Region conference. (7/10/2013).

43. Held “Setting the Record Straight on Section 8”: A brown bag luncheon discussing source of income protections under San Francisco law with regard to housing. (7/18/2013)

44. Coordinated and staffed the LGBTAC Economic and Empowerment panel discussion and community forum on the impact of “Sky High Rents” on LGBT non-profits in San Francisco. (7/23/13).

45. Conducted a presentation to various San Francisco Housing Providers on how they can reduce barriers for persons with arrest and conviction records in housing. (7/25/2013).


47. In collaboration with the Department on the Status of Women, coordinated the SFCAHT 2013 Conference to End Child Sex Trafficking. (8/9/2013).

49. In conjunction with the San Francisco State University Family Acceptance Project, facilitated the screening of the film "Families Are Forever" which discussed the large financial contributions by the Church of Latter Day Saints to the 2008 Proposition 8 campaign which resulted in banning same-sex marriages in California. (8/14/13)

50. In conjunction with USF and the Mayor's Office, organized the 2013 HERO Legacy Award Presentation at USF awarding Dr. Clarence B. Jones HRC's Legacy Award for his past and ongoing work to address discrimination against African Americans. (8/20/13).

51. Facilitated "Safety in the Mission District" roundtable, held at El/La's office in the Mission District, in order to strengthen the relationship between law enforcement and the trans-Latina community. Community members discussed safety concerns and SFPD provided key information on "Know Your Rights" and law enforcement protocol around hate violence prevention and response. (8/21/13).

52. Attended annual convening of International Association of Official Human Rights Agencies. (8/25/13 to 8/26/13).

53. Organized and led the 2013 HERO Award Ceremony at City Hall Board of Supervisors Chamber. (8/28/13).

54. Coordinated Deferred Action for Early Childhood Arrivals Day during which legal service providers and city departments convened at the City College Mission campus to assist undocumented students in filing for federal immigration relief, also known as Deferred Action for Early Childhood Arrivals. (9/4/13)

55. Hosted quarterly meeting of the Northern California Fair Housing Coalition at HRC. (9/12/13)

56. In conjunction with the LGBTAC, hosted presentations by California State Senator Mark Leno and Julie Dorf, Senior Advisor at Council for Global Equality, who discussed local efforts to protest Russia's anti-LGBT policies, which include applying pressure on the State of California pension funds to divest their interests in Russian real estate ventures and using the 2014 Winter Games as leverage to bring about greater exposure to the issue. (9/17/13)

57. Conducted LGBT Cultural Competency Training for faculty at 5 Keys Charter. Training included visit to San Bruno jail and observation of faculty interaction with students and colleagues. (9/18/13)

58. Conducted LGBT Cultural Competency Training for Impact Bay Area. (9/19/13)

59. In conjunction with the Lawyers' Committee for Civil Rights and Mo' Magic, conducted HRC's ongoing Special Education Clinics whereby community advocates inform the public on how to access free education in San Francisco. (9/25/13, 9/26/13)

60. Organized the Regional Conference of the California Association of Human Rights Organizations (CAHRO) on inter-municipal cooperation and capacity-building around human rights work in northern California. Attendees included Northern California Human Relations organizations from Palo Alto, Mountain View, Richmond, Alameda, Sonoma, Santa Clara, Santa Rosa. (9/27/13)

61. Facilitated various community meetings with the monolingual trans-Latina community to discuss their relationship with the City family and law enforcement and to assist with the nuances of filing complaints of discrimination and reporting hate crimes. (7/2/13, 7/16/13, 8/14/13, 8/21/13).

62. Community Meeting at Koret Auditorium to discuss Results from Groundbreaking Survey on LGBT Seniors in SF. (7/9/13).

63. Attended the International Association of Human Rights Agencies Western Region conference. (7/10/13).
64. Represented HRC and presented at San Francisco’s first ever LGBT Homeless Connect designed to connect homeless LGBT persons with medical, dental, employment and housing services in a large, one-day, walk-in event. (10/7/13).


66. In conjunction with the LGBTAC, hosted API Pride Law Fund Fellow working on LGBT domestic violence issues at API Legal Outreach who briefed the LGBTAC on domestic violence issues within the LGBT community and discussed his community education and outreach efforts all as a part of Anti-Domestic Violence Month (October). (10/15/13).

67. Presented to sixth grade class at James Lick Middle School on human rights rule making and application. (10/16/13).

68. Participated in USF’s “Stakeholder Community Forum: Pathways to Success for Urban Communities with a Focus on Housing”. (11/4/13).

69. “Safe at Work: Reducing Workplace Violence towards Low Income and Immigrant Women.” Held at the San Francisco Public Library Main Branch, District 6. (11/7/13).

70. Participated in Corporation on Supportive Housing Training: New Tenant Screening and Selection Policies for Owners and Managers of LOSP-funded Supportive Housing. (11/12/13).

71. Served as the Keynote Speaker at the City of Stockton (CA) 5th Annual Transgender Day of Remembrance. (11/17/13).

72. In conjunction with the LGBTAC, hosted Bevan Dufty, Director of Housing Opportunity, Partnerships and Engagement (HOPE) who briefed the LGBTAC on the status of LGBT Homelessness in San Francisco including the results from the 2013 city-wide homeless count, the success of the recent “LGBT Connect”, and the HOPE Office’s role in housing advocacy for LGBT youth and communities of color. (11/19/13).

73. Special Education Clinics: In conjunction with Lawyers Committee for Civil Right, Mo Magic, Coleman Advocates for Children and Youth, continued to offer free, legal education clinics in the Bayview and Fillmore Districts aimed at educating parents, students and direct service providers on how to leverage the law to identify and create community based solutions in schools. The clinics address school discipline, special education. (12/2/13, 12/9/13, 12/16/13).

74. Co-led a discrimination clinic with El/La, a community-based organization serving transgender Latinas, to conduct “Know Your Rights” training on discrimination in housing, employment and public accommodations. (12/4/13).


* * *
In 2013, HRC hosted various delegates from around the world participating in the State Department’s International Visitors Program. Program participants included diplomats, politicians, press, and educators from Argentina, Australia, Bulgaria, Croatia, Egypt, China, Hong Kong, Israel, Japan, Kuwait, Liberia Mexico, Nepal, Palestinian Authority, Peru, Portugal, Russia, Singapore, Spain, Turkey, US Mission to the African Union, and Vietnam. The goal of each event was to educate participants on San Francisco’s anti-discrimination laws and HRC’s recent and past policy initiatives. (January 31, February 6, and June 27, 2013).
In the Fall of 2013, HRC hosted the Honorable Luigi de Magistris, Mayor of Naples, Italy. During his visit, Mr. De Magistris addressed the Commission regarding the need for greater cooperation around the promotion and protection of human rights. His presentation to HRC was subsequently followed by a Memorandum of Understanding between HRC and the Naples Department of Equal Opportunities whereby both agencies identified means by which to work closely together to advance and promote human rights globally. (October 24, 2013)
HRC 2013 Hero Awards commemorating the 50th anniversary of the March on Washington for Jobs and Freedom (8/28/13)

HRC presenting the 2013 HERO Legacy Award for Lifetime Achievement in Human Rights Advocacy to Dr. Clarence B. Jones (8/20/13)

Left to right, HRC Commissioners Faye Woo Lee, HRC Vice Chair Susan Belinda Christian, Dr. Clarence Jones, Former HRC Commissioner Linda F. Richardson, Dr. Joseph Marshall
In September 2013, the Honorable Senator from California, Mark Leno (D-SF) and Julie Dorf, Senior Advisor, Council for Global Equality, led an LGBTAC discussion on the State’s grassroots response to Russia’s draconian LGBT laws and widespread human rights violations. (9/17/13).
Mo’ Magic’s 2013 Lawyers Mentorship Series Panel at Flood Mansion – a program designed to expose youth to a myriad of careers and mentors. The event was organized by HRC Commissioner Sheryl Davis and her organization Mo’ Magic. At the event, HRC staff David Miree spoke to the young audience about the various pathways to the practice of law and the different avenues lawyers can pursue after law school. (6/20/2013).
In September 2013, HRC and the FRIENDS of the SFHRC sponsored the California Association of Human Relations Organizations (CAHRO) regional meeting of Northern California. Attendees included Northern California Human Relations organizations from Palo Alto, Mountain View, Richmond, Alameda, Sonoma, Santa Clara, and Santa Rosa, with opening remarks by former Chair Michael Sweet and a keynote address by District Attorney George Gascon. (9/27/2013)
Throughout 2013, HRC coordinated “a series of community discussions regarding instituting greater City anti-violence measures with a focus on the Transgender Community. Attendees included Supervisor Campos and staff, Members of El La Para Trans Latinas; Reverend Richard Smith of St. John’s the Evangelist; City of Refuge, SFPD, SFDPH, Mayor’s Office on Violence Prevention, SF DA, SF Youth Commission, LYRIC, DIVAS, Community United Against Violence, API Wellness Center, Mission Neighborhood Resource Center, Mission Economic Development Agency, Castro Community on Patrol, St. James Infirmary, Transgender Law Center, USDOJ, Sisters of Perpetual Indulgence, and Women’s Community Clinic. (4/19/13, 5/17/13, 6/7/13, 8/21/13).
Outreach and Presence in the Community (continued)

Policy staff Zoë Polk lecturing at UC Santa Cruz about the historical and future evolution of American anti-discrimination laws, the social impact of the housing and employment barriers faced by persons with prior arrests and convictions and the legal issues stemming from recent ads depicting Muslims as savages. (3/5/13)
Outreach and Presence in the Community (continued)

Spring 2013 Legal Interns (Social Justice Lawyering Clinic with UC Hastings Law School)

Summer 2013 Legal Interns (HRC Law Clinic)

Fall 2013 Legal Interns (HRC Law Clinic)
X. The Friends of 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.

2013 was a great year for Friends of SFHRC! HRC Commissioner Mark Kelleher and several former Friends leaders, along with new board members, renewed this important means of support for HRC priorities not funded through public sources. A huge accomplishment for 2013 was the design and launch of a new website. Keeping up with tradition, Friends of SFHRC also held the 22nd Annual HRC/Giants Game and Tailgate Picnic benefiting the HRC Summer Internship Program. Family and friends gathered at McCovey Cove for a great day in the sun, followed by a home team win! In September, Friends of SFHRC held a “Kick-off” party to celebrate HRC’s 50th Anniversary at the Jazz Heritage Center’s LushLife Gallery. A good time was had by all. Guests included Mr. Edward Osgood, first president of the HRC and HRC’s other Directors, along with commissioners from other Northern California human rights groups. To learn more about FRIENDS, or to become a member, please go to: www.friendsofsfhrc.org.

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