



FY26 & FY27 Proposed Budget

Human Rights Commission

June 12, 2025

DRAFT
AS OF JUNE 6, 2025



Rooted in community, the Human Rights Commission works in service of the City's anti-discrimination laws by protecting civil rights, upholding dignity, and advancing equitable outcomes in San Francisco.

Our *Supportive Development Plan* continues to guide our restructuring

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*STABILIZE DEPARTMENT
INITIATIVES*

REGAIN PUBLIC TRUST

*IMPROVE ORGANIZATIONAL
STRUCTURE*

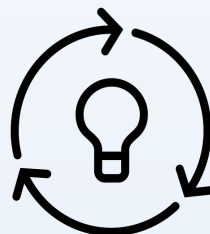
*ADDRESS STAFF AND RESOURCE
NEEDS*

We have instituted key changes to stabilize our operations and sustain our impact

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Internal Quality
Controls



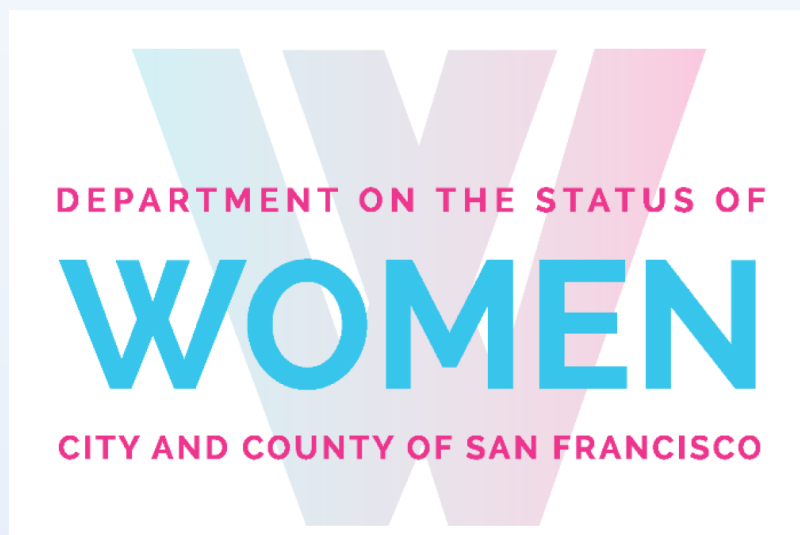
Organization-Wide
Restructuring



Enhanced Grant
Management

**DOSW merger reflects a strategic effort
to strengthen our collective mission and
expand the impact of our shared work**

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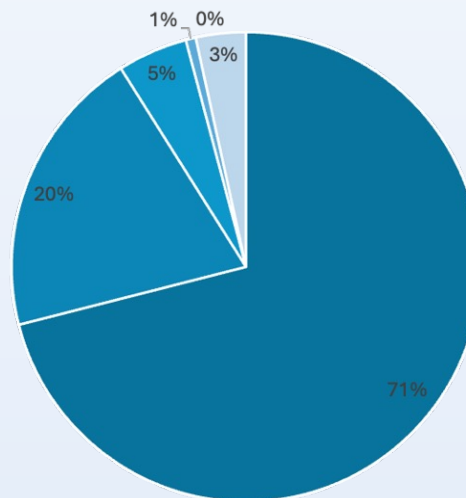
HRC remains committed to equitable investment, community-centered grantmaking, and operational integrity

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FY26 Budget by Category

- Grants
- Salaries + Fringe
- Services of Other Departments
- Non-Personnel Services
- Materials + Supplies
- Total



We have invested in sustainable staffing and grant compliance infrastructure to position HRC for long-term success

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Cost Savings Achieved

- Staff restructuring to align with organizational need
- Administrative streamlining and process improvements
- Consolidation of DOSW reduces duplication

Renewed Investments

- Enhanced grant management capacity through analyst positions
- New financial compliance position for oversight of 50+ grants
- Professional development and staff training

\$17.6M in annual grants reflect a renewed multi-year commitment to our communities

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Health & Well-Being

- Mental health, maternal health, food access, and housing stability

Workforce & Education

- Job training, youth development, early learning, and college access

Arts & Culture

- Support for artists, cultural institutions, and community storytelling

Foundation Empowerment Grants RFP

- Smaller-grants and technical support for smaller CBOs to build sustainability and readiness for future funding

Fiscal discipline and operational integrity are core principles to our Grant Management Staffing strategy

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Improved Grantee Support

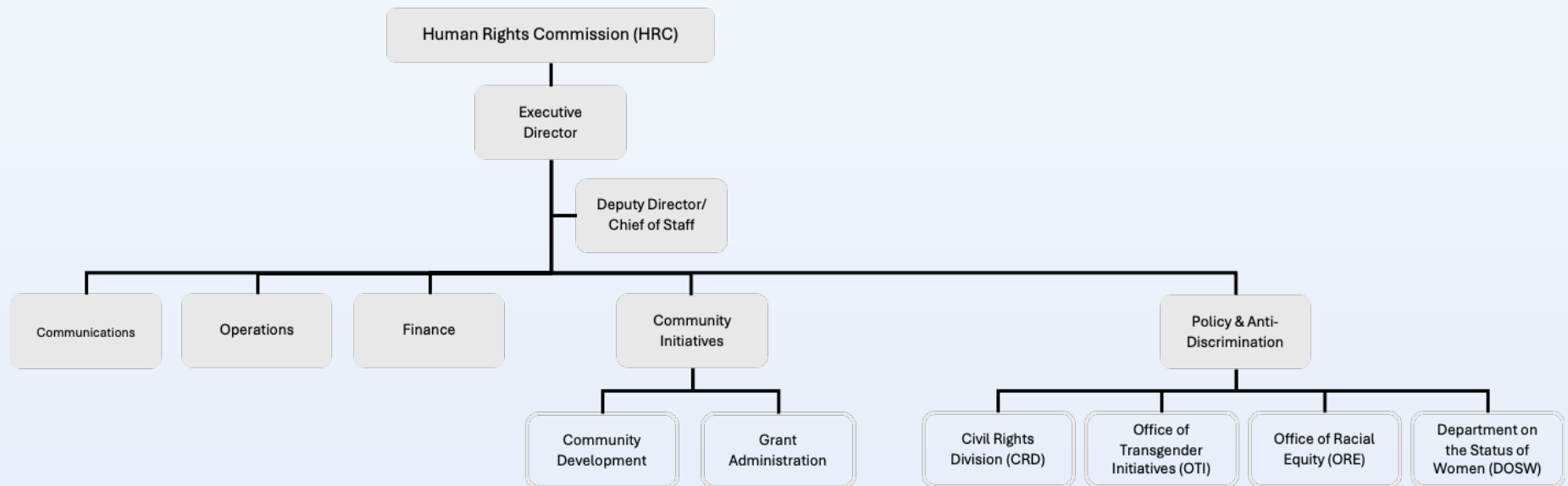
Clear Deliverables

Strong Compliance

High Impact Grantmaking

We are pursuing a staffing plan that ensures role clarity, sustainability, and accountability

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Thank you.