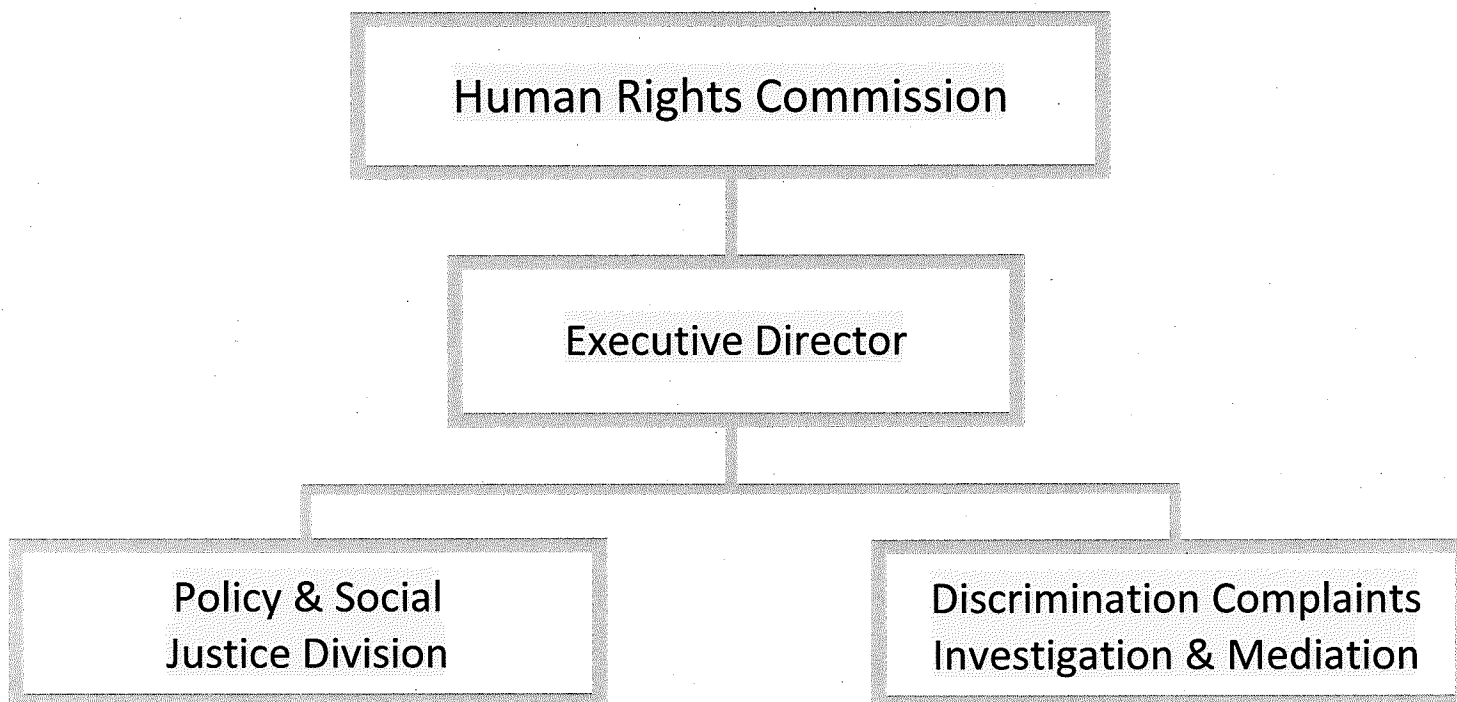


## SAN FRANCISCO HUMAN RIGHTS COMMISSION ORGANIZATIONAL STRUCTURE



**SAN FRANCISCO HUMAN RIGHTS COMMISSION  
DISCRIMINATION DIVISION**

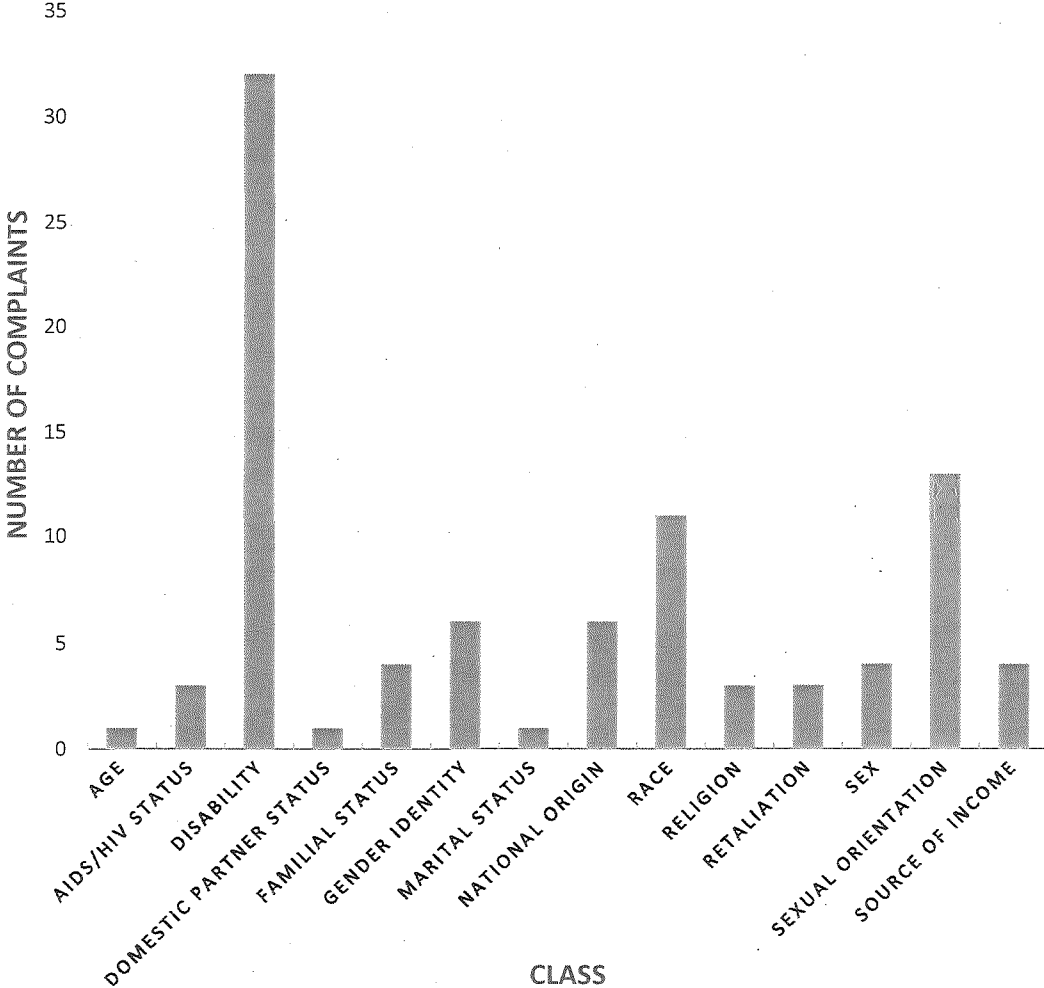
## Performance Measures

	2013-14	2014-15	2014-15	2015-16	2016-17
	Actual	Target	Projected	Target	Target
<b>Discrimination Division</b>					
<b>Address complaints of discrimination in employment, housing and public accommodations within the City and County of San Francisco</b>					
• Total Inquiries & Intakes	1,353	1,000	1,000	1,000	1,000
• Total Number of Complaints Filed	86	100	60	100	100
• Total Number of Complaints Filed and Settled	15	10	25	10	10

**SAN FRANCISCO HUMAN RIGHTS COMMISSION  
DISCRIMINATION DIVISION**

**NEW COMPLAINTS  
FILED**

The largest number of complaints filed with the HRC in FY 2013-14 related to Disability. These complaints comprised 34 percent of all filed with HRC.



# **SAN FRANCISCO HUMAN RIGHTS COMMISSION POLICY & SOCIAL JUSTICE DIVISION**

## **Community Advisory Committees**

- LGBT Advisory Committee
  - *LGBT Housing and Homeless, Transgender Health Access, Administrative Reform*
- Equity Advisory Committee
  - *African American Outmigration, Affordable Housing Crisis*
- Equal Pay Advisory Board

## **Programs and Initiatives**

- Fair Chance Ordinance Outreach, Education, and Advocacy
- LGBTQI Community Needs Assessment on Violence Prevention
- Translatina Violence Prevention and Intervention Services
- Photovoice Project on Post-9/11 Ethnic and Racial Discrimination
- Human Rights Impact of the War on Drugs
- Reducing Violence Against Sex Workers
- Community Project on Anti-Semitism
- Combatting Bisexual Invisibility
- Equal Pay Ordinance (No. 251-14)
  - Requires City contractors to submit Equal Pay Report
- Anti-Discriminatory Housing Policies Ordinance (No. 161-14)
  - Requires information from project sponsors on anti-discriminatory housing policies

## **Community, Employment, and Housing Trainings**

- LGBT Cultural Competency and Sensitivity
- Setting the Record Straight on Section 8
- Fair Chance Ordinance Compliance
- Sanctuary City Ordinance Compliance
- Workplace Discrimination 101
- Housing Discrimination 101
- Disability Discrimination 101

**SAN FRANCISCO HUMAN RIGHTS COMMISSION  
BUDGET OVERVIEW**

## Budget Data Summary

	2013-14	2014-15	2015-16		2016-17	
	Actual Budget	Original Budget	Proposed Budget	Change from 2014-2015	Proposed Budget	Change from 2015-2016
<b>Total Expenditures</b>	<b>1,651,404</b>	<b>2,147,380</b>	<b>2,364,111</b>	<b>216,731</b>	<b>2,409,244</b>	<b>45,133</b>
<b>Total FTE</b>	<b>12</b>	<b>12</b>	<b>12</b>	<b>0</b>	<b>12</b>	<b>0</b>

## **SAN FRANCISCO HUMAN RIGHTS COMMISSION MAJOR CHANGES FROM PRIOR YEAR BUDGET**

### **➤ Funding Increase for Translatina Violence Prevention**

- FY 15-16 and FY 16-17 proposed budget includes \$200,000 for translatina violence prevention**
- Funding will support violence prevention and intervention services for transgender Latinas in the Mission District**
- Services include case management and linkage; community building; and education and advocacy**