



# Government Audit & Oversight Committee Report

Human Rights Commission

October 17, 2024

# Introduction



## HRC Vision and Mission

The San Francisco HRC works in service of the City's anti-discrimination laws to further racial solidarity, equity, and healing.

# Overview of the HRC



## Civil Rights Division (CRD)

Enforcing anti-discrimination laws in housing, employment, and public accommodations.

## Economic Rights Division (ERD)

Promoting economic equity and mobility for marginalized communities.

## Office of Racial Equity (ORE)

Combating institutional racism within the City's internal systems and public services.

## Office of Transgender Initiatives (OTI)

Advocating for the rights and well-being of transgender and gender non-conforming communities.

## Dream Keeper Initiative (DKI)

Addressing historical inequities in Black communities across housing, education, public safety, healthcare, and economic mobility.

## Outreach and Engagement Division

Strengthening community ties and supporting families through youth development, education equity, and public safety programs.

# HRC-Specific DKI Programs



## PROGRAM

## SCOPE

### ***BRIGHTER FUTURES 1.0***

Supporting Black families in San Francisco through trauma-informed care, workforce development, and family services.

### ***COMMUNITY INNOVATIONS***

Addressing urgent community needs through innovative projects, with a focus on sustainable change.

### ***CAPACITY BUILDING***

Strengthening the organizational capacity of community-based groups for long-term sustainability.

### ***NARRATIVE SHIFT***

Changing public discourse to elevate marginalized voices, particularly Black San Franciscans.

# Steps the HRC Is Taking



## 1. Temporary Pause on New Grant Issuance:

- All non-executed grants paused until further notice
- Developing a structured review process for all grants to ensure fairness, compliance, and transparency.

## 2. Training and Capacity Building:

- Retraining staff on grant management, conflict-of-interest policies, and compliance with City purchasing rules.
- Completed department-wide Prop Q training and scheduled additional sessions on ethical purchasing and decision-making.

## 3. Internal Controls:

- Suspended discretionary spending, events, and programming until new processes are fully implemented.
- Instituted new expense pre-approval processes and strict oversight of procurement activities.
- Implemented stricter invoice processing procedures, requiring detailed documentation and receipts for all expenses.

# Oversight Next Steps



## 1. Audits:

- A **Prop Q Audit** has also been initiated to review HRC purchases, verifying compliance with City procurement processes and improving financial controls.
- The CON City Services Auditor (CSA) has initiated a Collective Impact Audit to review grant agreements with Collective Impact, ensuring compliance with City rules and financial accountability.

## 2. Accounting Support:

- The Controller's Office (CON) has deployed its Financial Accounting Support Team (FAST) to assist HRC with accounting and financial oversight during the transition period.
- HRC's delegated purchasing authority has been suspended, with all procurement activities now subject to oversight by the Office of Contract Administration (OCA).

## 3. Process Evaluation and Recommendations:

- CON City Performance is scoping an engagement to evaluate and improve procurement and compliance processes.
- Providing ongoing support to ensure long-term improvements in operational efficiency and transparency.

## 4. Investigations and Oversight:

- The City Attorney's Office is conducting an investigation into financial improprieties, with findings expected to guide further corrective actions.

# Looking Forward—Moving Ahead



**Commitment to DKI**

**Enhanced Financial Oversight**

**Collaboration with City Partners**

**Training and Capacity Building**

**Transparency and Public Engagement**

**Rebuilding Trust**



Thank you.