



# 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*

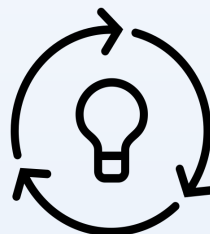
*ADDRESS STAFF AND RESOURCE  
NEEDS*

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

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Internal Quality  
Controls



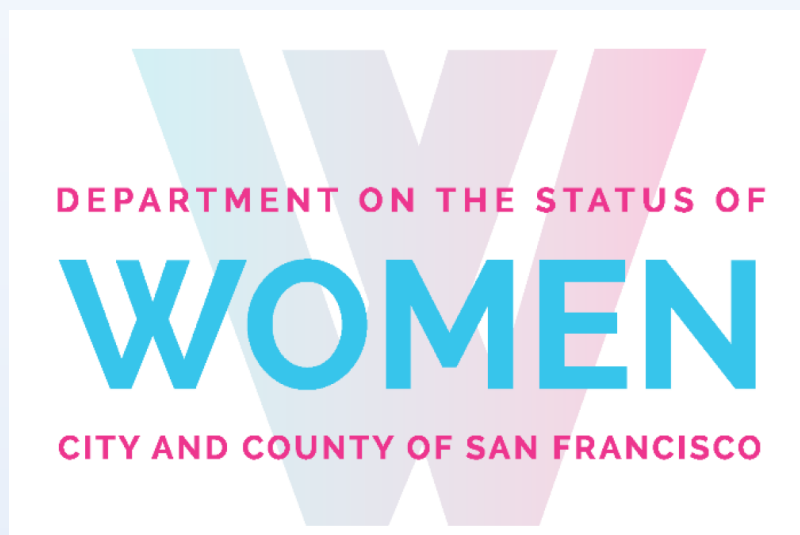
Organization-Wide  
Restructuring



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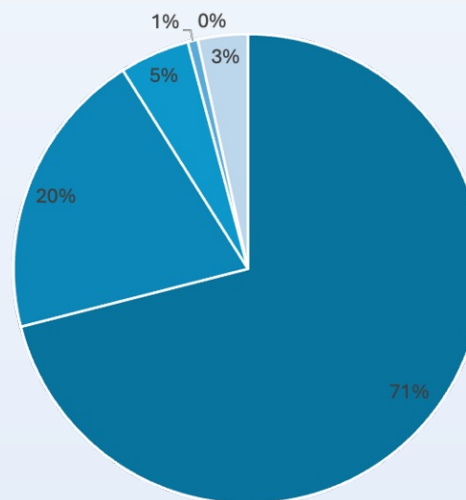
# HRC remains committed to equitable investment, community-centered grantmaking, and operational integrity

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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

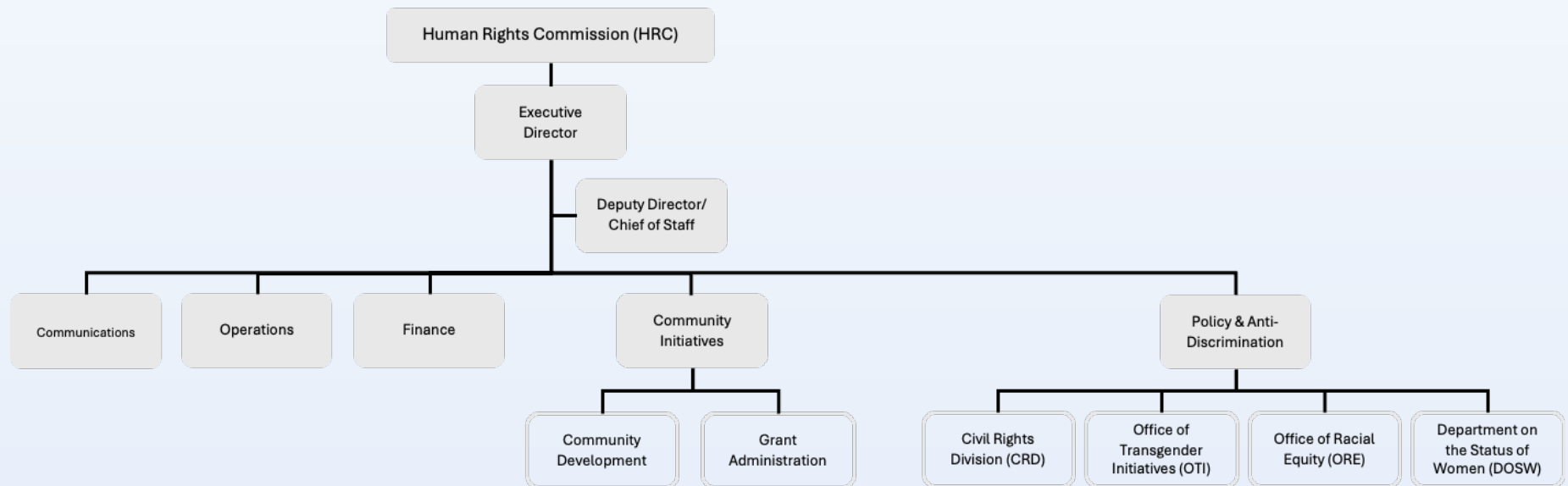
Clear Deliverables

Strong Compliance

High Impact Grantmaking

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

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**Thank you.**