

File # 190619 190620  
Received in Committee  
6/12/19  
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## HRC Mission

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.

**Advocate for human and civil rights;**

**Investigate and mediate discrimination complaints;**

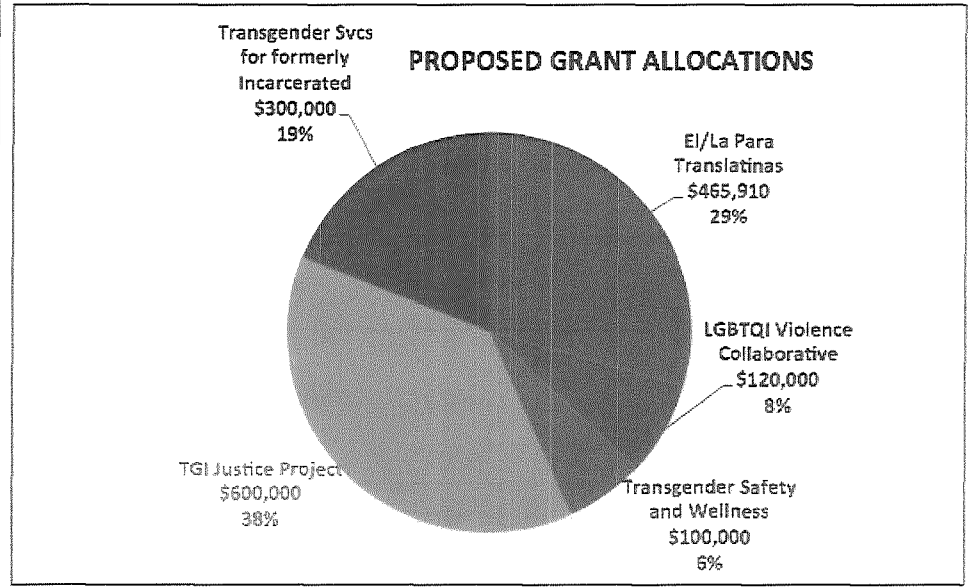
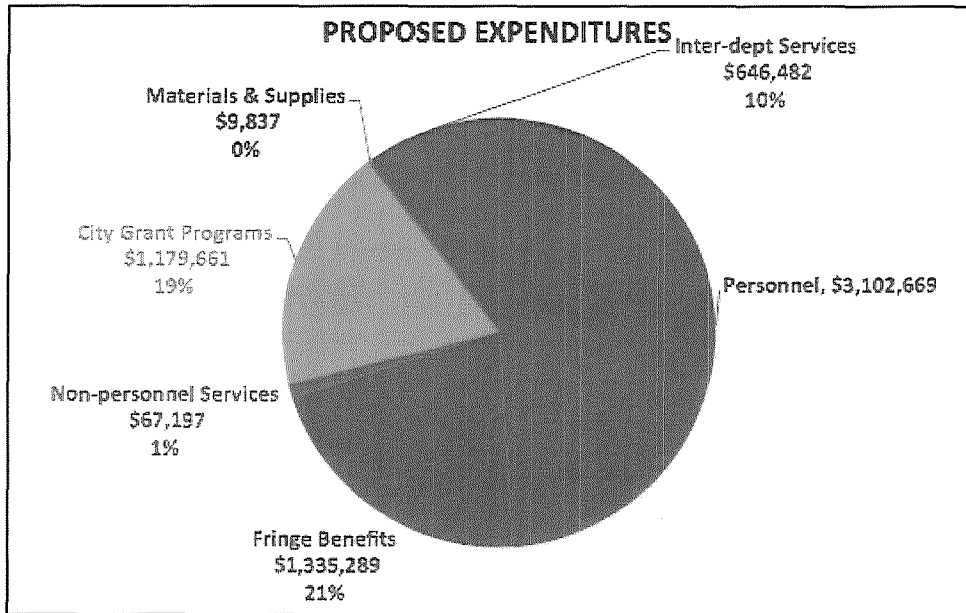
**Resolve community disputes and issues involving individual or systemic illegal discrimination; and**

**Provide technical assistance, information and referrals to individuals, community groups, businesses and government agencies related to human rights and social services.**



*Strategic Goals*  
*Disrupt systems of inequity*  
*Amplify Community Voice*



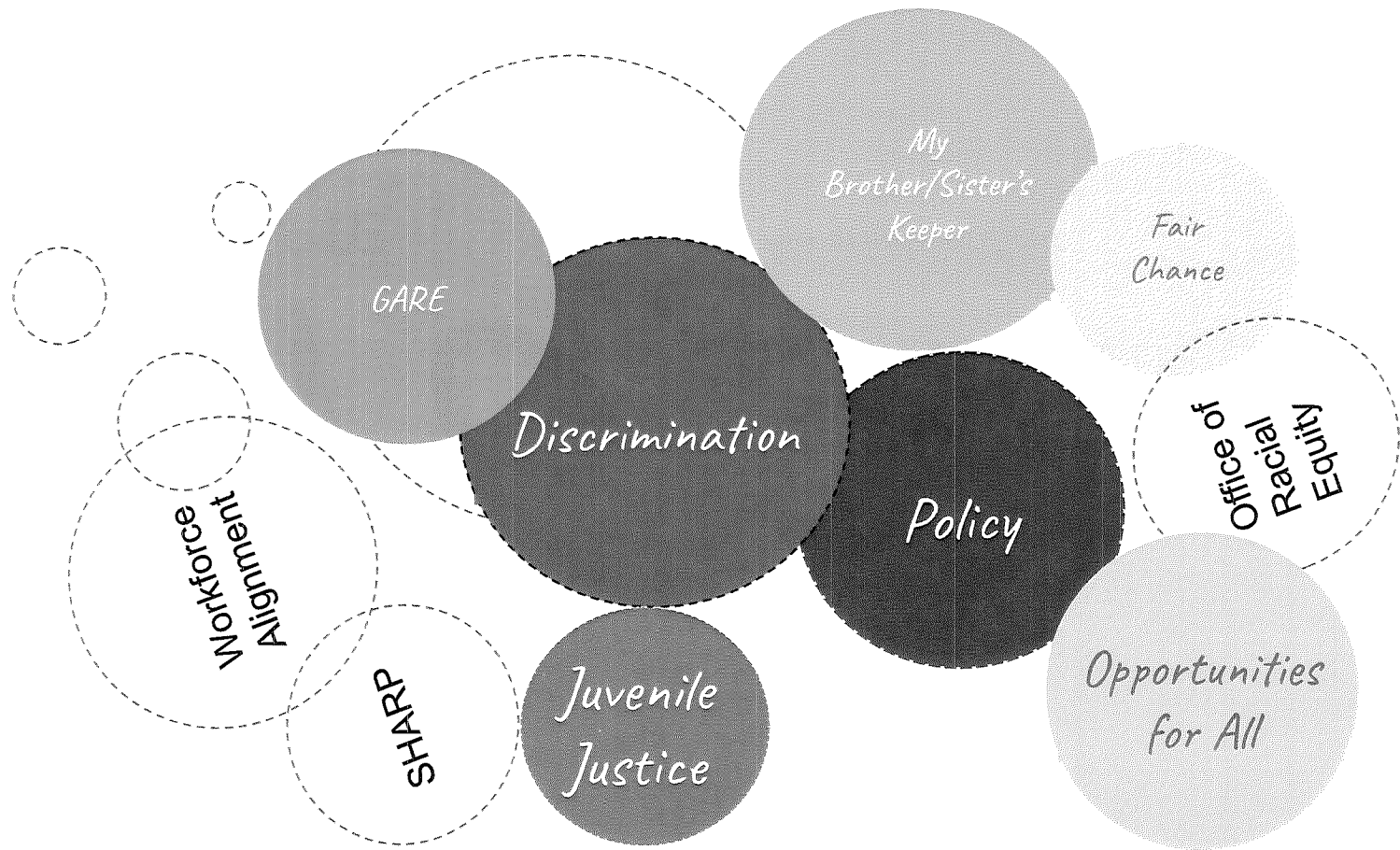


	2018-19	2019-20		2020-21	
	Original Budget	Proposed Budget	Change from 18-19	Proposed Budget	Change from 19-20
<b>Total Expenditures:</b>	\$4,741,736	\$6,341,135	\$1,599,399	\$5,905,464	(\$435,671)
<b>Total FTE:</b>	20.4	26.20	6.16	28.04	1.84

## Our Major Initiatives - who they serve

Discrimination	People victimized by discriminatory behavior
Fair Chance	Formerly incarcerated
GARE	Focuses on strategies to achieve racial equity and advance opportunities for all
Juvenile Justice	Youth and Greater community
MBSK	Service providers, Families, Schools, Youth of color
Office of Racial Equity	City employees, residents and visitors
Opps4All	Youth 13 - 24
Policy	Greater community
SHARP	Victims of rape and sexual harassment

# Building a network focused on systems change



6.76

Changes in FTE

*Opportunities for All (Workforce Alignment)*

*Office of Racial Equity*

*Annualize Positions*

# Growth

*Opportunities for All (Workforce Alignment)*

*Office of Racial Equity*

*Juvenile Justice Reform*

*Diverse Pathways*

*School Groups (Middle School)*

# Performance Measures



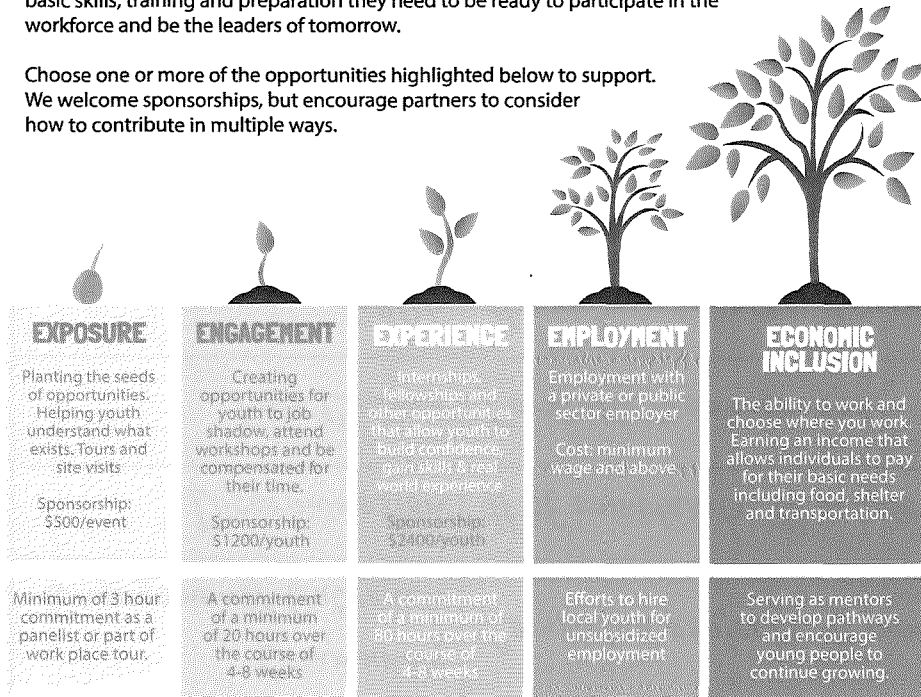
<i>Community Engagement/ Outreach</i>	<i>Completed projects, # community events, # people engaged,</i>
<i>Discrimination</i>	<i># of complaints, # people need additional support, trends in complaints</i>
<i>Fair Chance</i>	<i>Formerly incarcerated</i>
<i>GARE</i>	<i># applicants, attendance, # people complete, # stay connected, surveys</i>
<i>Juvenile Justice</i>	<i>Qualitative, community engagement, recommendations, impact</i>
<i>MBSK</i>	<i># youth engagedd, #service providers, attendance, feedback/surveys, review of goals</i>
<i>Opps4All</i>	<i># youth reached, neighborhoods and schools served, # employers, # industries, impact, partnerships, pipelines</i>
<i>Policy</i>	<i>Measure impact - is anyone better off?</i>

# OPPORTUNITIES FOR ALL

## Pathways to Economic Inclusion for Youth

Early learning and work-based learning opportunities are important to prepare youth for the future of work. We are creating opportunities to help all of our youth get the basic skills, training and preparation they need to be ready to participate in the workforce and be the leaders of tomorrow.

Choose one or more of the opportunities highlighted below to support. We welcome sponsorships, but encourage partners to consider how to contribute in multiple ways.



**PLANTING SEEDS OF OPPORTUNITY AND PREPARING YOUNG PEOPLE TO REAP THE HARVEST**

# Partners

- **SFUSD: AAALI, Black Star, CTE**
- **BACR**
- **Chalk**
- **Code Tenderloin**
- **«Dev Mission»**
- **Excelsior Boys and Girls Club Hope SF**
- **Jamestown**
- **Project Level**
- **SFPD**
- **Young Women's Freedom Center**

# Race /Ethnicity

Native Hawaiian or Pacific

1.8%

Asian American (South

10.7%

Hispanic or

18.3%

White

8.3%

Black or African American

18.1%

African

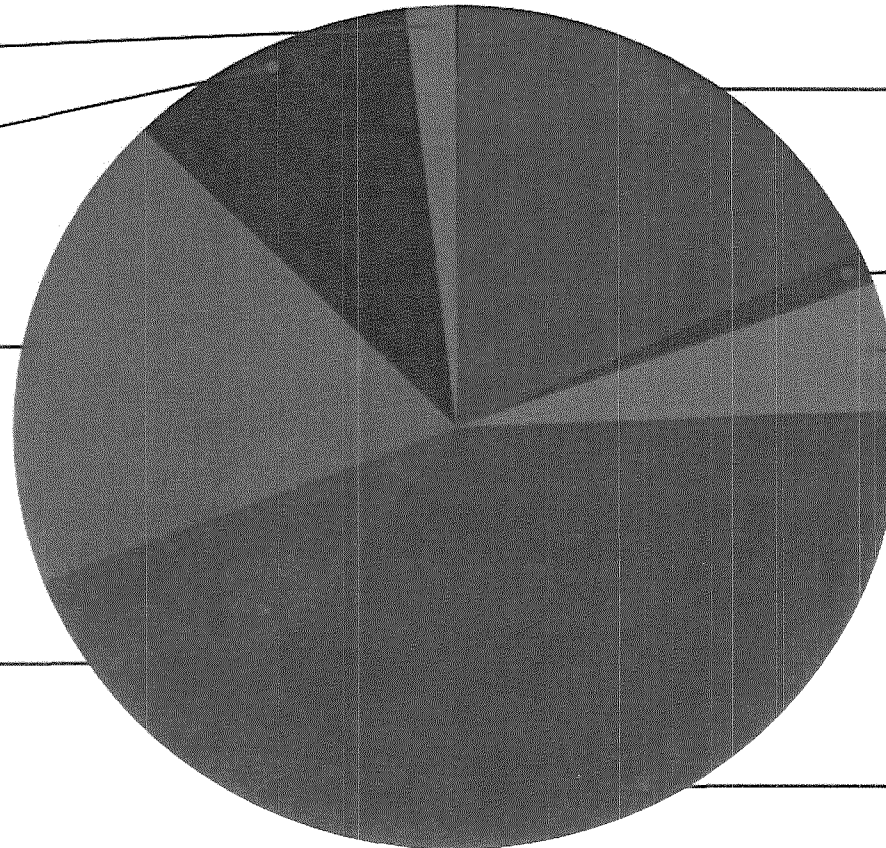
1.4%

I do not wish to disclose

4.9%

Asian American (East Asian)

36.5%



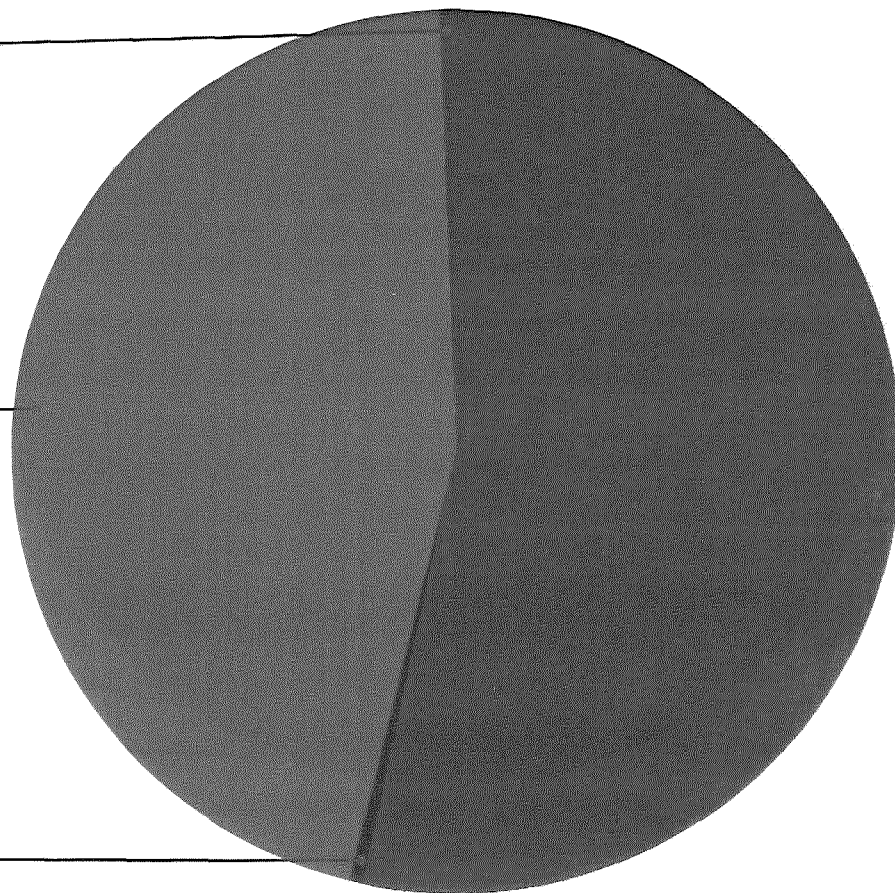
# Gender

Prefer not to say  
0.5%

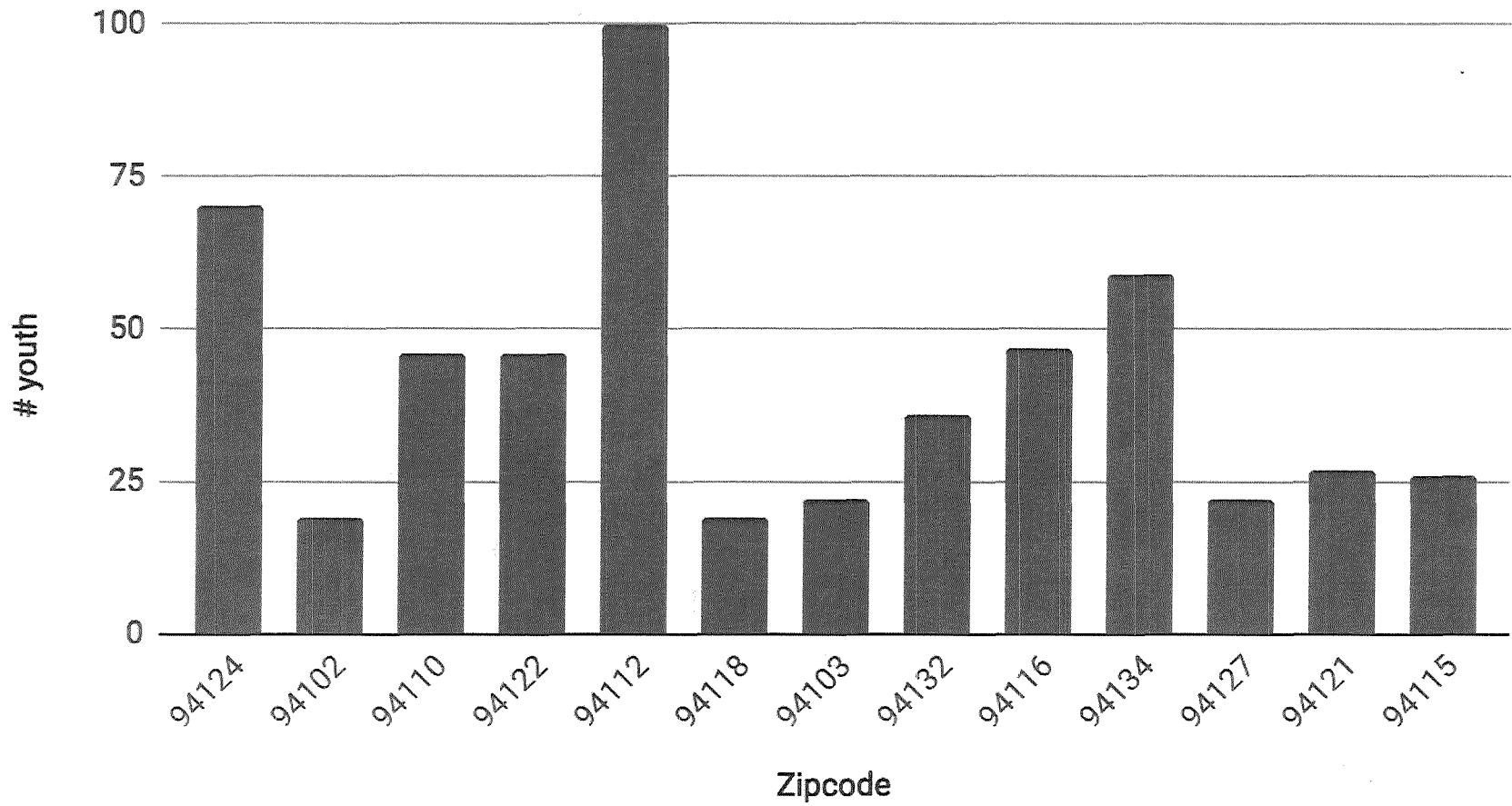
Male  
45.5%

Female  
53.3%

Gender variant/non-conf...  
0.5%



# # youth by Zip Code



# Number of Jobs

