

The logo features a central white speech bubble with a dark blue outline, containing the text. The background is a solid light blue. There are decorative elements: a cluster of small white plus signs in the top-left, a cluster of small white plus signs in the bottom-right, and two larger plus signs (one dark blue, one white) in the top-right. In the bottom-left, there are several horizontal dark blue brushstroke-like lines.

SF Human Rights Commission

**Public Safety and Neighborhood
Services Committee**

April 8, 2021

Human Rights Commission

- Community Engagement - Educate & Engage
- Civil Rights - Investigate & Mediate
- Policy and Social Justice - Advocate & Legislate

Our Approach

Community-Led



Supporting existing programs and building out new **more responsive programming**

Education



Workshops and town halls with community partners and City leadership

Landscape Analysis



Meeting with community and assisting City departments in identifying needs, gaps and best practices

Cross Racial Solidarity

HRC creates **community education and policy initiatives** to support cross-racial solidarity work and address racial inequity in SF, including hate incidents against the AAPI community, such as:

- **Equity Studies Task Force** with SFUSD
- **HRC Community Roundtable** brings together community leaders every week since the beginning of the pandemic

Cross Cultural Justice Program

A cohort of youth in the
Opportunities for All program -
focused on building a collaboration
between Black and AAPI youth to
address bias and discrimination



Community Partners

HRC is committed to advancing **community-based and multi-pronged approaches** that have also been uplifted by advocates from their decades of experience providing services and organizing

Stand Together SF

HRC works closely with community leaders and organizations that provide community services and advocacy to develop initiatives, including:

API Council

Northeast Medical Council

Japanese Community Youth
Council

Chinese for Affirmative Action

Community Youth Center of SF

SF Charity Cultural Services
Center

Museum of the African
Diaspora

Chinese Cultural Center of SF
Collective Impact

Rafiki Coalition

Faith Leaders and Coalitions



Stand Together SF

Attendees

Partners

Theme

October 2020

351

Community Partners

Strategies to address
anti-Asian discrimination

October 2020

86

District Attorney

Hate Crimes vs. Hate Incident

November 2020

384

State Superintendent Tony Thurmond

Youth Forum

December 2020

250

Jon Osaki Film Screening

Impact of racism on
Black/Asian interaction

February 2021

150

Asian Art Museum/MOAD/APA Heritage

Art and Culture as tools to
combat racism

April 2021

*Upcoming -
April 17*

Stand Together SF

Campaign for Solidarity

Strategies and Tools

Resources	Host workshops and webinars as well as school groups. The HRC works in 8 middle - and high schools
Interventions	Working directly & on the ground with CBOs and trusted messengers
Evidence-based research	Long established policy research that increased policing, surveillance, and criminalization does not increase safety for communities of color, including AAPI community
Upcoming events	Stand Together SF: Campaign for Solidarity - 4/17/2021
Community engagement	Nearly 1,000 participants/attendees for the series of virtual events and workshops
Culturally responsive and linguistically accessible	Working closely with community leaders and organizations to ensure direct services and advocacy are culturally responsive, including translation for events and for documents

COVID-19 Response



- HRC Community Roundtable
- Advocated and continue to push for wraparound services, PPE, testing, equity in vaccination through City, CCC and community partnerships
- COVID-19 Response & Recovery Racial Equity Toolkit speaks directly to the increase in anti-Asian racism because of COVID (June 2020) including:
 - Communications guidelines around anti-racism, anti-xenophobia, and anti-hate messaging
 - Information about bystander intervention training, and reporting options such as Stop AAPI Hate

Moving Forward

Expand work and coordinate across the City to address all of the following aspects of anti-AAPI violence:

Upstream

Systemic policy change and public services

Preventative education and training

In the Moment

Incident response training and information

Downstream

Victim/survivor support

Restorative and transformative justice programs



HRC Resources

SF Human Rights Commission: <https://sf-hrc.org/>

- Office of Racial Equity: <https://www.racialequitysf.org/>
- Office of Sexual Harassment and Assault Prevention:
<https://www.sharp-sf.org/>
- Opportunities for All: <https://www.opps4allsf.org/welcome>
- Stand Together SF: <https://standtogethersf.org/>

