



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

SAN FRANCISCO
HUMAN RIGHTS
COMMISSION



*STABILIZE DEPARTMENT
INITIATIVES*

REGAIN PUBLIC TRUST

*IMPROVE ORGANIZATIONAL
STRUCTURE*

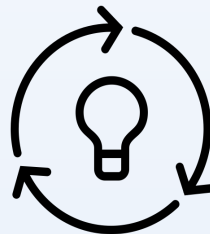
*ADDRESS STAFF AND RESOURCE
NEEDS*

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

SAN FRANCISCO
HUMAN RIGHTS
COMMISSION



Internal Quality
Controls



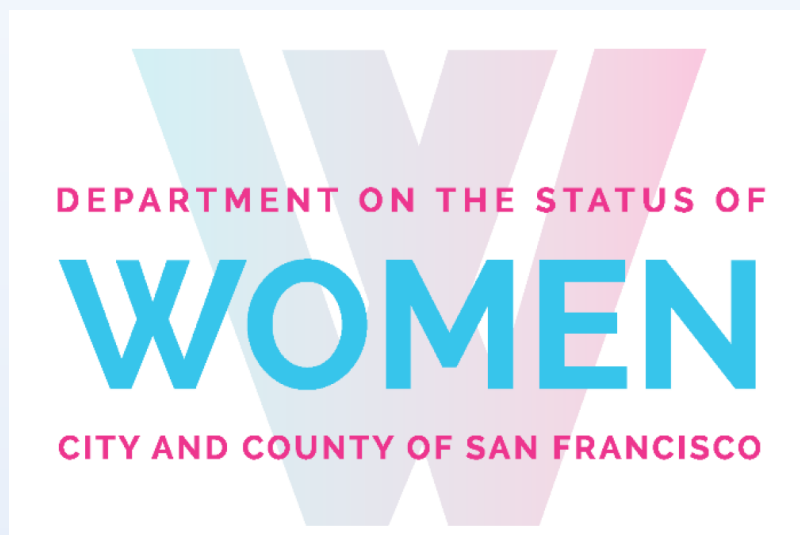
Organization-Wide
Restructuring



Enhanced Grant
Management

**DOSW merger reflects a strategic effort
to strengthen our collective mission and
expand the impact of our shared work**

**SAN FRANCISCO
HUMAN RIGHTS
COMMISSION**



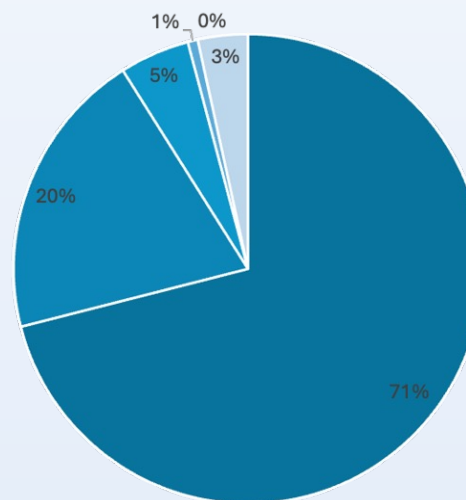
HRC remains committed to equitable investment, community-centered grantmaking, and operational integrity

SAN FRANCISCO
HUMAN RIGHTS
COMMISSION



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

SAN FRANCISCO
HUMAN RIGHTS
COMMISSION



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

SAN FRANCISCO
HUMAN RIGHTS
COMMISSION



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

SAN FRANCISCO
HUMAN RIGHTS
COMMISSION



Improved Grantee Support

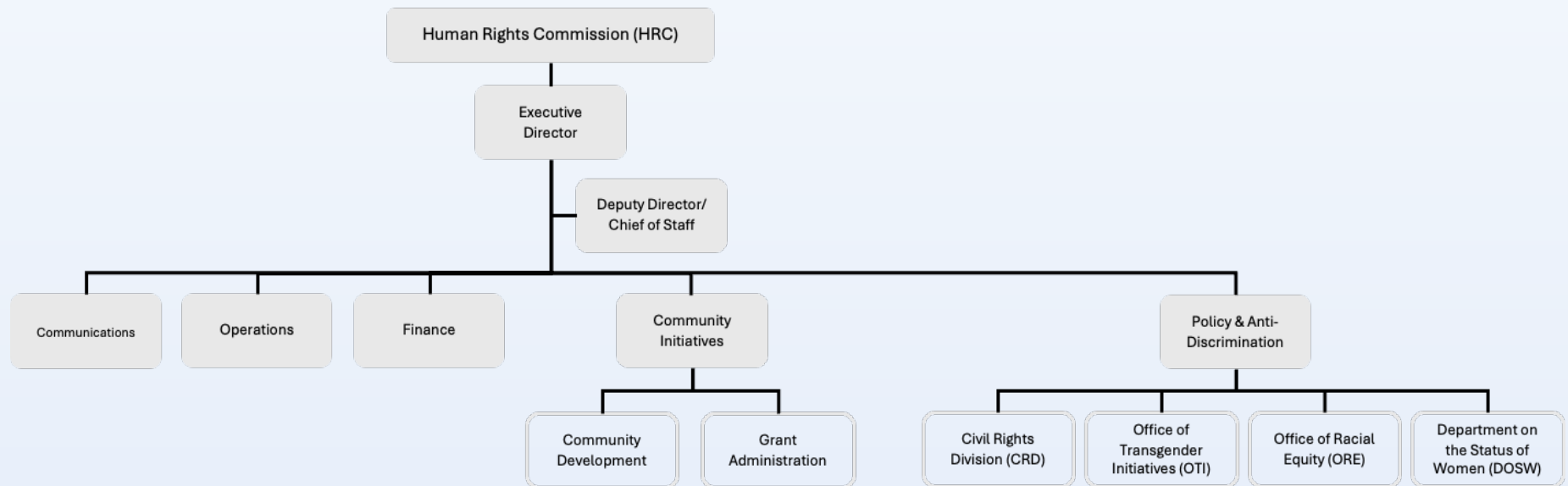
Clear Deliverables

Strong Compliance

High Impact Grantmaking

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

**SAN FRANCISCO
HUMAN RIGHTS
COMMISSION**





Thank you.