



**SAN FRANCISCO  
HUMAN RIGHTS COMMISSION**

Board of Supervisors  
Public Safety Committee  
Hearing on  
LGBTQ Hate Crimes  
12/7/2017

# SAN FRANCISCO HUMAN RIGHTS COMMISSION

- The **Human Rights Commission** works to provide leadership and advocacy to secure, protect and promote human rights for all people. The Human Rights Commission was established in 1964 during the Civil Rights Movement. The Commission enforces City laws and ordinances as they relate to non-discrimination in housing, employment and public accommodations.
- The Commission's **Discrimination Division** investigates and mediates complaints of discrimination and non-compliance in employment, housing and public accommodation, as prescribed by City policy and jurisdiction. In addition, the Division is charged with implementing the Sanctuary City Ordinance by assisting the public in filing, mediating, and investigating complaints of non-compliance with the ordinance.
- The Commission's **Policy Division** collaborates closely with other governmental agencies, community-based organizations and members of the community to address a wide range of civil rights and social justice issues affecting the residents of San Francisco.

# LGBTQI VIOLENCE PREVENTION NEEDS ASSESSMENT

- In 2015, the HRC commissioned a needs assessment on violence against our LGBTQI communities in San Francisco.
- The assessment probed the following:
  - What types of violence affect LGBTQI people in San Francisco?
  - Where do LGBTQI survivors of violence seek support?
  - How do experiences of violence compare across gender, race/ethnicity, sex, age, income-level and other key demographics?
  - What are existing violence preventions services for LGBTQI people in San Francisco, and to what degree are these services able to meet the need?
  - How does LGBTQI service utilization compare across LGBTQI subgroups?
  - What are effective violence preventions models at the local and national level?
  - To what extent are “safe spaces” useful as a violence prevention model?

# LGBTQI VIOLENCE PREVENTION NEEDS ASSESSMENT

## Key Findings

- High proportions of San Francisco's LGBTQI community has experienced violence
  - 81% have experienced harassment
  - 68% have experienced physical violence
  - 48% have experienced sexual violence
  - 33% have experienced all three (harassment, physical violence, and sexual violence)
- Transgender people, particularly women of color, are significantly more likely to experience all three, as compared to cisgender people
- Transgender people, particularly women of color, are up to seven times more likely to feel unsafe and limited by safety concerns as to where to live, work, socialize, and receive health/social services
- LGBTQI people often do not report violence (62% do not report harassment, 44% physical violence, 47% sexual violence)
- Over 1/3 of LGBTQI people do not trust the police.

# LGBTQI VIOLENCE PREVENTION NEEDS ASSESSMENT

## Key Recommendations

- Increase funding for culturally competent health and social services
- Develop citywide public education campaigns on LGBTQI issues
- Implement sensitivity training for law enforcement
- Focus policy on the most vulnerable populations, including homeless, undocumented, and/or engaged in sex work
- Invest in LGBTQI coalition building

# LGBTQI COMMUNITY PARTNERSHIPS

## Violence Prevention and Intervention Services for TransLatinas in the Mission District

- **Grant Recipient:** El/La Para TransLatinas
- **Scope of Work:** Case management, community building, education/advocacy services for transgender Latinas in the Mission District

## Leadership Development and Legal/Support Services for Incarcerated and Formerly Incarcerated Transgender Persons

- **Grant Recipient:** Transgender, Gender Variant, and Intersex Justice Project
- **Scope of Work:** Leadership development, in-custody and re-entry support, and coalition building services for transgender, gender variant, and intersex people

## Transgender Coalition Building and Organizational Support Services

- **Grant Recipient:** TAJA'S Coalition (Fiscal Sponsor: Saint James Infirmary)
- **Scope of Work:** Development of a citywide transgender coordinating council, anti-violence public awareness campaigns, and leadership development for trans-serving stakeholders

## Violence Prevention and Intervention Services for LGBTQI Survivors of Violence

- **Grant Recipient:** LYRIC
- **Scope of Work:** Peer support and leadership development services for LGBTQI survivors of violence, with a focus on youth

# LGBTQI POLICY

- The HRC has been collaborating with the San Francisco Sheriff's Department to develop and implement inclusionary housing and programming policies for transgender inmates at County jails.
  - The effort stems from the historical segregation and disparate treatment of transgender inmates in detention facilities.
  - The long-term goal of the collaboration is for transgender inmates to be housed according to their gender identity (as opposed to assigned sex at birth) and housing preference.
- The HRC has been working with the San Francisco Police Department on policy areas including:
  - Prioritizing Safety for Sex Workers
  - Search Policy for Transgender and Gender-Nonconforming Persons
  - Transitioning in the Work Place Policy for Transgender and Gender-Nonconforming Officers