



Agency for Human Rights

**FY 2026–27 & FY 2027–28
Two-Year Proposed Budget**

Budget & Appropriations Committee | June 2026

**SAN FRANCISCO
HUMAN RIGHTS
COMMISSION**



Vision & Purpose

"A San Francisco free of discrimination, where all people have equal opportunity to thrive."

The Agency for Human Rights (AHR) confronts discrimination, upholds civil and human rights, and aligns systems with community-centered solutions to advance equitable outcomes for all San Franciscans.



What AHR Does

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The Agency for Human Rights works in service of four interconnected areas of City life — protecting rights, investing in communities, advancing equity, and building visibility for those who have been historically marginalized.

We Uphold Your Rights

- Investigate discrimination and enforce civil rights protections
- Enforce the **Fair Chance** and **Sanctuary City** Ordinances
- Uphold the rights of women, LGBTQ+, immigrant, and marginalized communities

We Invest in San Francisco

- **\$26M in RFP 100 grants** over two years for neighborhood services, cultural programming, violence prevention, and workforce
- **Opportunities for All (OFA)** places ~2,000 youth annually
- **Anti-human trafficking** and income pilots supported at risk youth and women, avoiding exploitation & economic need driven crime
- ~\$1.5M annually in **LGBTQ+ programming**

We Advance Equity

- Launch of **Women's Agenda**: citywide initiative advancing gender equity through policy leadership and cross-departmental collaboration
- Address systemic barriers and expand opportunity through the Office of Racial Equity and the Office of Transgender Initiatives
- Expand opportunity and accountability through equity-focused policies

We Partner with Community

- Convene and support community through public forums & educational initiatives to build inclusion & civic engagement
- Build coalitions and partnerships to address community priorities and advance civil rights
- Lead anti-discrimination awareness campaigns that promote belonging and safety

Demand on Human Rights Work Increasing

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Civil Rights Complaints

- CRD Open cases increased 84% since FY2022
- Open Cases:
FY23: 493
FY26: 907 (est.)
- Average investigation caseload per investigator increased ~85%



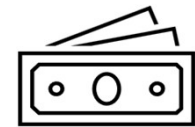
Status of Women

- 21 states have passed abortion bans
- Women in SF earn 79 cents for every dollar earned by men, 21% income gap
- 50% of recent maternal deaths in San Francisco were Black mothers
- 100+ Mothers & trauma impacted women received microgrants & guaranteed income



Anti-LGBTQ+ Impacts

- 778 Anti-Trans bills introduced nationwide in 2026
- 62% of transgender adults report experiencing discrimination
- 2/3 of transgender and non-binary people report difficulty accessing healthcare
- 4% Increase in TGD Point-in-Time homelessness count since 2022



Grant Administration

- AHR administers more than 70 grant agreements
- City-required site monitoring, compliance review, and technical assistance requirements have increased

AHR At-A-Glance

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\$29.5M

Total Appropriation

FY 2026–27 proposed
(inc. \$1.8M Children's Baseline reappropriation)

48

Total FTE

HRC 42 + DOSW 6
proposed for FY 2026–27

~2,000

Youth Served Annually

OFA paid internships and fellowships

\$26M+

RFP 100 Grants (2 years)

Community-based organizations citywide

-\$13.6M

Consecutive Reductions

Since FY 2024-25

350+

At-risk youth served

Through DOSW anti-human trafficking
programs and collaborations

60%

Share of Citywide DKI*

AHR now primary steward of remaining
Dream Keeper Initiative funds

900+

Open Discrimination Cases

Projected by end of FY26

21

Women's Agenda Action Plans

Departments who have submitted
As part of Women's Agenda

*As of FY 2025-26

FY 2026-27 & FY 2027-28 Proposed Budget

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Component	FY 2025-26 Current	FY 2026-27 Proposed	FY 2027-28 Proposed
HRC (General Fund Sources = GFS)	\$27.8M	\$22.3M	\$21.4M
DOSW (GFS)	\$1.3M	\$1.5M	\$1.6M
CFA/OFA State Grant (Non-GFS)	\$4.9M	\$3.9M	\$3.9M
Children's Baseline Reappropriation	—	\$1.8M	—
TOTAL APPROPRIATION	\$34.0M	\$29.5M	\$26.9M

Net Budget Reductions



Key Context

AHR has absorbed consecutive years of net **general fund** budget reductions. All told, the agency has lost \$13.6 million — **nearly 40 cents out of every dollar** since FY 2024-25. At the same time, more people are relying on the agency's services, not fewer.

\$5.2M in Programmatic Reductions

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Program	FY 2025-26	Reduction	FY 2026-27
OFA (YouthWorks Component)	~\$3.0M	-\$2.0M	~\$1.0M
Empowerment Grants (RFP 101)	\$7.0M	-\$0.5M	\$6.5M
Juneteenth Activities	\$1.2M	-\$0.5M	\$0.7M
Additional reductions	—	~-\$2.2M	TBD
TOTAL		-\$5.2M	

*Human trafficking and self-sufficiency grants previously supported through DOSW are ending due to the non-renewal of funding. This will reduce access to community-based services focused on survivor stability, economic mobility, and long-term self-sufficiency.

**The California Department of Social Services (CDSS) Commercially Sexually Exploited Children (CSEC) Pilot Continuum Grant has ended due to the expiration and non-renewal of state and federally funded grant support. The grant funded program coordination, evaluation, and contracted services supporting commercially sexually exploited children and youth.

Preserved Programming

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\$26M+

RFP 100 Grants (2 years)

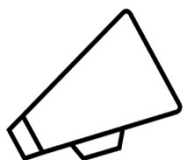
Community-based organizations citywide



~2,000

Youth Served

OFA paid internships and fellowships



\$1.5M

Bold and Visible

Improving safety, health, and economic stability of gender-expansive and immigrant communities*



\$1.2M

Maternal Health

Addressing maternal health disparities

Consecutive Cycles of Staffing Reductions

	FY 2024-25	FY 2025-26 Current	FY 2026-27 Proposed	FY 2027-28 Proposed
HRC	56.0	46.0	42.0	41.0
DOSW	10.7	6.0	6.0	6.0
AHR TOTAL	66.7	52.0	48.0	47.0

Inclusive of off-budget positions

Capacity At Risk

Every part of AHR has absorbed the reduction of 15 positions over the past two budget cycles. What remains is the minimum necessary to carry out the agency's legal obligations and deliver on its commitments to grantees and the public.



Thank You

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