

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 by City Ordinance and became a Charter Commission in 1990.

The Commission enforces City laws and ordinances including:

- San Francisco Police Code Article 33 (Non-discrimination in housing, employment and public accommodations)
- San Francisco Police Code Article 38 (Non-Discrimination based on HIV Status)
- San Francisco Police Code Article 1.2 (Non-Discrimination in Housing against Families with Minor Children)
- SF Administrative Code Chapters 12B (Equal Pay Ordinance) and 12C (Non-Discrimination in City contracts)
- SF Administrative Code Chapter 12H (Sanctuary City Ordinance)

DEPARTMENT OVERVIEW

- The **Policy & Social Justice 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. It also coordinates the Commission's two citizen advisory committees.
- The **Discrimination Complaints Investigation and Mediation 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.

CITIZEN ADVISORY COMMITTEES

The **Lesbian Gay Bisexual Transgender Advisory Committee (LGBT AC)**, established in 1975, advises the Commission on human rights and discrimination issues as they relate to the City's LGBT communities.

The LGBT Advisory Committee's current initiatives include:

- LGBTQ Community Photo Project and Exhibit
- Transgender Violence Prevention Training

The **Equity Advisory Committee (EAC)** has advised the Commission on a wide range of issues, including: human trafficking, homelessness, environmental and criminal justice, immigration, healthcare, senior quality of life, youth and education, housing access, workforce diversity and equality of opportunity.

The Equity Advisory Committee's current issue areas include:

- TAY to Tech
- Cradle-to-Career-Pipeline
- Bridging the Gap Between Citizen Advisory Committees
- Re-Envisioning Public Safety: Providing Policy Recommendations to Limit Police Brutality and Excessive Force

BUDGET DATA SUMMARY

	2014-15	2015-16	2016-17		2017-18	
	Actual Budget	Original Budget	Proposed Budget Change from 15-16		Proposed Budget Change from 16-17	
Total Expenditures:	2,039,516	2,614,111	2,704,401	90,290	2,812,554	108,153
Staff Positions:	12	12	14	2	14	0
Major Change:	Two new staff positions in FY 16-17 and FY 17-18. The positions will help to coordinate African American community empowerment initiatives, and enforce non-discrimination ordinances under the Agency's jurisdiction.					

NEW INITIATIVES

LEGISLATION

- Equal Pay Ordinance implementation, requiring contractors and subcontractors that do business on large projects with the City to submit an Equal Pay Report on compensation paid to employees
- Fair Chance Ordinance implementation, regulating use of arrest and conviction records in housing and employment

GRANT PARTNERSHIPS

- Leadership development and support services for incarcerated and formerly incarcerated transgender persons
- Transgender coalition building services

COMMUNITY INITIATIVES

- SFPD/Youth community forums to build trust and engagement on community issues, particularly as they relate to underserved communities of color
- Community Safety Initiative to provide mentorship, training and education on human rights and social justice issues to youth from historically underserved communities