



**Maria Su, Psy.D.**  
Executive Director



**Mayor Mark Farrell**

February 28, 2018

Supervisor Malia Cohen  
City and County of San Francisco Board of Supervisors Rules Committee  
c/o Alisa Somera  
1 Dr. Carlton B. Goodlett Place, Room 244  
San Francisco, Ca 94102-4689

**Re: Support for Update on Ban the Box [Police, Administrative Codes - Considering Criminal History in Employment and Housing Decisions]**

Dear Supervisor Cohen:

I am writing in support of the proposed ordinance to the legislation, which would amend the city's Police and Administrative Codes to (1) prohibit employers and housing providers from inquiring about, requiring disclosure of, or basing housing and employment decisions on convictions for decriminalized behavior, including the non-commercial use and cultivation of cannabis; (2) reduce from 20 to 5 the number of employees required for an employer to be covered by the Fair Chance Ordinance (Article 49); (3) authorize the City to impose penalties for the first violation of that Ordinance, (4) increase the penalties for subsequent violations, and (5) authorize the payment of penalties to the victims of those violations; (6) create a private right of action for the victims; and (7) amend the Administrative Code to, among other things, as defined herein, require City contractors and subcontractors to adhere to the above requirements when making decisions regarding employment of persons for work on City contracts and subcontracts.

I support the proposed amendments to the legislation. This will play a vital role in ensuring employers and housing providers consider a candidate's qualifications first—without the stigma of a conviction or arrest record in their application process. Across the nation over 150 cities and counties have adopted this initiative providing applicants a fair chance by removing conviction history, delaying background checks until the hiring process. Having access to employment and housing opportunities is a critical component to those with felony records and the formally incarcerated as they reenter society. Holding employers and housing providers accountable to fair-chance policies and increasing the penalty and fines for non-compliance will lower discrimination practices and demonstrate a commitment to providing individuals with criminal records a fair chance to live and work in San Francisco. Fair chance policies benefit everyone because they're good for families and the local community.

Let's strengthen San Francisco's commitment to equity as employers and housing providers. SF Department of Children, Youth and Their Families (DCYF), with the support of our partners, strives to make San Francisco a great place to grow up. A place where everyone can benefit from the successes of their hard work and reach their fullest potential, regardless of the social inequities they may have experienced.

Sincerely,

A handwritten signature in black ink, appearing to read "Maria Su".

Maria Su, Psy.D.  
Executive Director

**Department of Children, Youth and Their Families**  
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