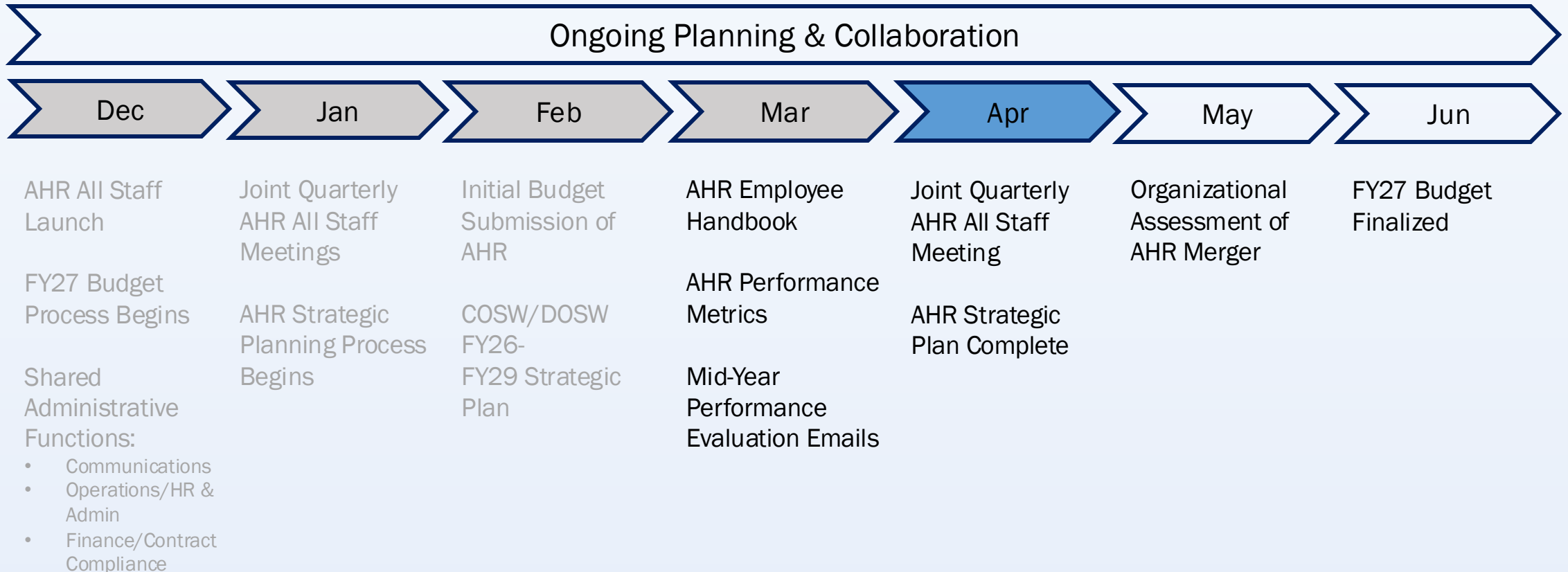




Human Rights Commission Department Strategic Planning

April 9, 2026

Looking Ahead



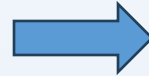
A Multi-Year Plan was developed over time, informed by the Leadership Team and guided by the work happening today.

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COMMISSION**

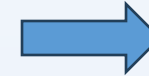
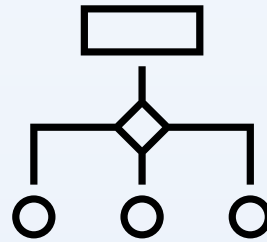


Mission Statement

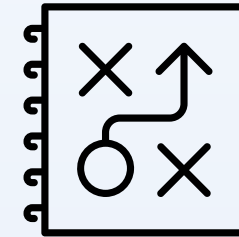
**SAN FRANCISCO
HUMAN RIGHTS
COMMISSION**



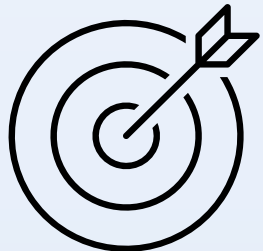
Org Charts



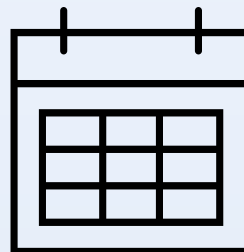
Division Scopes of Work



Org, Division, &
Individual Goals



Multi-Year Plan



Division Org & Staffing Plans

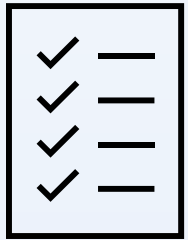




HRC Strategic Planning

What Has Informed the Plan?

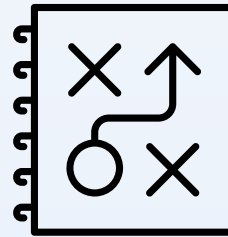
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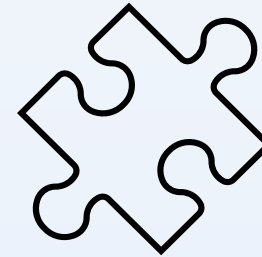
Existing Plans



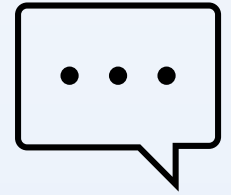
Division Work Plans



Scopes of Work

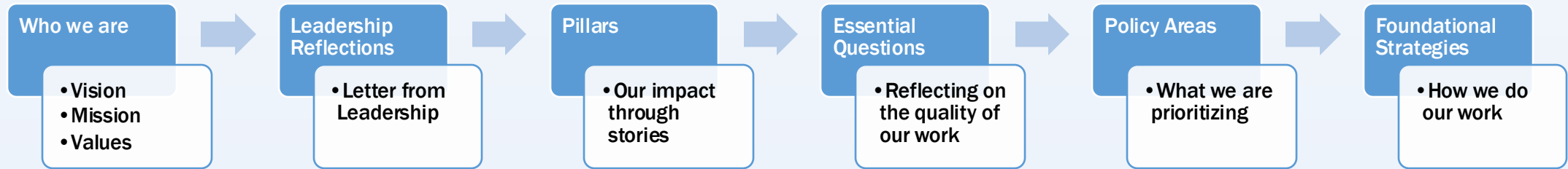


Citywide Strategies

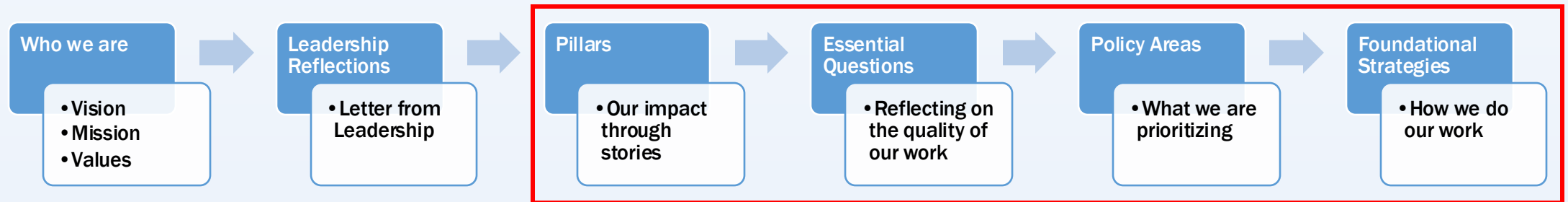


Division Feedback

What's Going Into the Plan?



Feedback Focus





PILLARS

We Protect Your Rights
We Advance Equity
We Partner with Community
We Invest in San Francisco

**ESSENTIAL
QUESTIONS**

Who are we reaching?
How effectively are we working?
Are we centering community?
What is our impact?
Do we see gaps closing?
Are we sharing what we learn?
Is our work built to last?



| | |
|---|--|
| <p>POLICY AREAS</p> | <p>Strengthen Civil Rights, Uphold the Law Champion Equity, Accessibility, and System Accountability Invest in Communities and Expand Opportunity Create Safe, Healthy, and Thriving Communities Amplify Community Voices Promote Human Rights Through Education</p> |
| <p>FOUNDATIONAL STRATEGIES</p> | <p>Build Coalitions Provide Direct Services Advise on Policy Utilize Data & Develop Reports</p> |