

HUMAN RIGHTS COMMISSION

City and County of San Francisco

Daniel Lurie, Mayor

DRAFT MEETING MINUTES
December 11, 2025, 5:00 PM
San Francisco City Hall, Room 416
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

COMMISSIONERS

Leah Pimentel, Chair
Hasib Emran, Vice Chair
Eric Chang, Commissioner
Mark Kelleher, Commissioner
Monroe Lace, Commissioner
Sarah Montoya, Commissioner
Irene Yee Riley, Commissioner
Amerika Sanchez, Commissioner
Robert Sandoval, Commissioner
Michael Sweet, Commissioner
Rosie Williams, Commissioner

Mawuli Tugbenyoh

Executive Director, San Francisco Human Rights Commission

Human Rights Commission Draft Meeting Minutes – November 13, 2025

1. CALL TO ORDER AND ROLL CALL OF COMMISSIONERS

Vice Chair Hasib Emran called the meeting to order at 5:17 PM.

Roll Call:

Commission Secretary Mulkey Meyer conducted roll call.

Present:

1. Hasib Emran, Vice Chair (Acting Chair)
2. Sarah Montoya, Commissioner
3. Irene Yee Riley, Commissioner
4. America Sanchez, Commissioner
5. Michael Sweet, Commissioner
6. Rosie Williams, Commissioner

Absent:

1. Leah Pimentel, Chair
2. Eric Chang, Commissioner
3. Mark Kelleher, Commissioner
4. Monroe Lace Commissioner
5. Robert Sandoval, Commissioner

Quorum: Secretary Mulkey Meyer confirmed that a quorum was established, allowing the meeting to proceed.

Land Acknowledgment:

Commissioner Rosie Williams delivered the land acknowledgment recognizing the Ramaytush Ohlone people as the original inhabitants of the San Francisco Peninsula.

Announcements:

Commission Secretary Mulkey Meyer announced meeting location and procedures, including that public comment would be taken on each agenda item, speakers are allotted up to three minutes, remote public comment is no longer accepted, and written comments may be emailed to hrc.commission@sfgov.org at least 24 hours in advance.

2. GENERAL PUBLIC COMMENT (Discussion Item)

The **Vice Chair** opened general public comment on matters within the Commission's jurisdiction that were not on the agenda.

Secretary Mulkey Meyer announced that public comment would be accepted on matters within the Commission's jurisdiction but not on the current agenda. No members of the public came forward to provide comment.

Public Comment:

No members of the public came forward. Public comment was closed.

3. ADOPTION OF MEETING MINUTES FROM November 13, 2025 (Discussion and Action Item)

Vice Chair Hasib Emran introduced Item 3 regarding the approval of the meeting minutes from November 13, 2025.

Public Comment:

No members of the public came forward. Public comment was closed.

Commission Discussion:

Vice Chair Emran asked if any Commissioners had edits to the minutes. Hearing none, he called for a motion to approve the minutes as submitted.

Motion:

- Moved by: Commissioner Williams to adopt the November 13, 2025 minutes as submitted.
- Seconded by: Commissioner Sanchez.

Vote: Approved unanimously.

Result:

The November 13, 2025 meeting minutes were approved as submitted.

4. MATERNAL HEALTH DISPARITIES PRESENTATION – (Discussion Item)

Presenter:

Brittni Chicuata, Director of Economic Rights, San Francisco Human Rights Commission

Director Chicuata presented data demonstrating severe racial disparities in maternal and infant health outcomes in San Francisco—particularly among Black, Native, and Pacific Islander birthing people—and framed these preventable outcomes as an urgent human rights crisis requiring coordinated, community-driven, and system-level responses.

Commission Discussion:

- **Commissioner Sanchez** asked how doulas and midwives fit into the City's maternal health strategy and how low-income and unhoused birthing people can access these services.
- **Commissioner Montoya** asked whether disparities vary by hospital and how the City can promote culturally competent training and care across health systems.

- **Commissioner Williams** asked how neighborhood-level targeting could be used to direct resources to areas with the highest preterm birth rates and what additional demographic data could help identify risk factors.
- **Vice Chair Emran** highlighted intersecting barriers such as transportation, continuity of care, domestic violence, immigration status, homelessness, and language access that compound maternal health inequities.

Public Comment:

There was no public comment on this item.

Item closed.

5. RESOLUTION: ENCOURAGEMENT OF PARTICIPATION IN CITY AFFAIRS BY ALL RESIDENTS – (Action Item)

Presenter:

Commissioner **America Sanchez**, on behalf of Commissioner **Robert Sandoval**

Commissioner Sanchez presented a resolution supporting legislation to prohibit federal immigration enforcement agents from using City-owned or City-run facilities, with the intent of strengthening sanctuary protections and reducing fear and misinformation within immigrant communities.

Public Comment: No members of the public came forward. Public comment was closed.

Action:

- **Motion:** Commissioner **Yee Riley** moved to adopt the resolution.
- **Second:** Commissioner **Montoya**.

Vote:

- **Ayes:** Emran, Montoya, Yee Riley, Sanchez, Sweet, Williams
- **Noes:** None

Result: The resolution **passed unanimously (6–0)** and was approved for transmittal to the Board of Supervisors for the official record

6. EXECUTIVE DIRECTOR'S REPORT AND DEPARTMENT UPDATE – (Discussion Item)

Vice Chair Emran introduced Item 6 and invited **Executive Director Mawuli Tugbenyoh** to present on the Director's Report and department updates.

Director Tugbenyoh provided updates on RFP 100 grant contracting, the Fillmore Action Plan, reparations fund development, activities of the Office of Transgender Initiatives, interagency coordination regarding County Jail No. 2, the merger of HRC and the Department on the Status of Women into the Agency for Human Rights, and upcoming Commission and department events.

Guest Speaker:

Dr. Diana Aroche, Executive Director, Department on the Status of Women

- Dr. Aroche introduced herself, shared her background in community advocacy and city service, and affirmed her commitment to collaborating with the Human Rights Commission on women's safety, reproductive rights, immigrant protections, and broader human rights initiatives.

Commissioner Questions and Comments:

- **Commissioner Williams** expressed strong support for the relaunch of the Equity Advisory Committee and raised concerns that ongoing Prop E discussions could undermine the Commission's independence and community voice.
- **Commissioner Montoya** noted that scheduling Prop E meetings during weekday mornings limits participation by working commissioners and community members.
- **Commissioner Williams** added that scheduling meetings during Hanukkah and standard work hours raised additional equity concerns.
- **Vice Chair Emran** congratulated Director Honey Mahogany on receiving a national award and emphasized continued engagement with the American Indian community.

Public Comment:

No members of the public came forward. Public comment was closed.

7. AGENDA ITEMS FOR NEXT MEETING & CONFIRMATION OF NEXT MEETING DATE

Vice Chair Emran introduced Item 7 and invited Commissioners to propose items for the next agenda.

- Next Regular Meeting: Confirmed for Thursday, January 08, 2025, at 5:00 PM, City Hall Room 416.
- **Commissioner Williams** requested that grant updates be included on the next agenda.
- Executive Director **Tugbenyoh** stated that he will be absent from the January meeting and that **Director Aroche** will attend in his place.
- The Commission confirmed the next regular meeting date as **January 8, 2026**.

Public Comment:

No members of the public came forward. Public comment was closed.

8. ADJOURNMENT

Vice Chair **Emran** delivered closing remarks recognizing **Human Rights Day**, honoring the life and service of **Alberto Rangel**, and reaffirming the Commission's commitment to advancing civil and human rights for all San Franciscans.

A motion to adjourn was made by Commissioner **Montoya**, seconded, and approved by voice vote.

The meeting was adjourned at 6:24 PM.

Prepared by:

Jessica Lepe, Commission Secretary, SF Human Rights Commission

Dreissy Sop Reyes, Commission Secretary Aide, SF Human Rights Commission