HUMAN RIGHTS COMMISSION

City and County of San Francisco

Daniel Lurie, Mayor

DRAFT MEETING MINUTES

October 8, 2026, 5:00 PM

San Francisco City Hall, Room 416

1 Dr. Carlton B. Goodlett Place

San Francisco, CA 94102

COMMISSIONERS

Leah Pimentel, Chair
Sarah Montoya, Vice Chair
Eric Chang, Commissioner
Abdo Hadwan, Commissioner
Mark Kelleher, Commissioner
Irene Yee Riley, Commissioner
Megan Rohrer, Commissioner
Amerika Sanchez, Commissioner
Robert Sandoval, Commissioner
Michael Sweet, Commissioner
Rosie Williams, Commissioner

Mawuli Tugbenyoh

Executive Director, San Francisco Agency for Human Rights

1. CALL TO ORDER, ANNOUNCEMENTS, AND ROLL CALL OF COMMISSIONERS

The meeting was called to order at approximately 5:01 PM by Chair Leah Pimentel at San Francisco City Hall, Room 416, for the regular meeting of the San Francisco Human Rights Commission on October 8, 2026. Roll call was conducted and a quorum was confirmed.

Administrative announcements were provided regarding the in-person meeting format, public comment procedures, and meeting operations. Commissioner Robert Sandoval read the Ramaytush Ohlone Land Acknowledgment.

At the initial roll call, Chair Leah Pimentel and Commissioners Abdo Hadwan, Mark Kelleher, Irene Yee Riley, Megan Rohrer, and Robert Sandoval were present. Vice Chair Sarah Montoya and Commissioners Eric Chang, Amerika Sanchez, Michael Sweet, and Rosie Williams were absent. Vice Chair Montoya arrived during Agenda Item 3 and was entered into the record as present.

2. GENERAL PUBLIC COMMENT

The Chair opened General Public Comment for matters within the Commission's jurisdiction and not on the agenda.

A member of the public, identifying himself as a former Human Rights Commission employee, urged Commissioners to critically examine Department leadership, the reorganization of the Civil Rights Division, the alignment of Department actions with the agency mission, and the Commission's oversight role.

A member of the public requested restoration of remote public comment, stronger efforts to connect San Francisco residents with contracting and employment opportunities, future discussion of health insurance affordability and access, and attention to the effects of artificial intelligence on employment.

No additional speakers appeared. Public comment was closed.

3. ADOPTION OF MEETING MINUTES FROM SEPTEMBER 24, 2026 MEETING (Discussion and Possible Action Item)

The Commission reviewed the draft minutes from the September 24, 2026 meeting. Vice Chair Sarah Montoya was entered into the record as present at the beginning of this item.

Public comment was opened. No members of the public provided comment. Public comment was closed.

DRAFT

A motion was made and seconded to adopt the September 24, 2026 meeting minutes.

Motion:

- Moved by Commissioner Irene Yee Riley to adopt the September 24, 2026 meeting minutes.
- Seconded by Vice Chair Sarah Montoya.

Result:

- The motion passed without opposition.

Following approval of the minutes, the Commission approved a change in the order of business to hear Agenda Item 5 before Agenda Item 4. Staff also announced that Agenda Item 6, National Midwifery Week, would be continued to a future meeting because the scheduled presenter was ill and unable to attend.

5. OPPORTUNITIES FOR ALL (OFA) (Discussion Item)

The Commission took Agenda Item 5 out of order before Agenda Item 4. Jessica Campos, Director of Programs and Community Engagement for the Agency for Human Rights, introduced Kameisha James, Programs Manager for Opportunities For All (OFA), who presented an overview of the program and an update on Summer 2026 activities.

The presentation described OFA as a workforce initiative serving San Francisco youth and young adults ages 13 through 24 through paid internships, work-based learning, career exploration, professional development, mentorship, and pathways to employment and education. Staff explained that participants must live in or attend school in San Francisco and that the program does not use GPA or economic status as eligibility barriers.

For Summer 2026, staff reported that OFA served 1,414 interns. Programming included the OFA Academy for younger participants and the Black to San Francisco (B2SF) fellowship, which served 30 fellows. OFA worked with 69 partner organizations, including 41 community-based organizations, 22 City departments, and six private-sector partners, across 80 placement sites.

Staff also reviewed geographic participation and noted that District 10 represented the largest share of participants, while District 2 had no participants in the data presented. For Fall 2026, OFA expected approximately 200 interns with 27 returning partners. Staff also highlighted Change SF, a partnership with UCSF focused on public and community health, which selected 10 finalists from 143 applicants, and identified equity, transparency, accountability, quality, and impact as program principles.

Commissioners asked about longer-term outcomes for participants, career and industry matching, outreach in District 2, partnerships with unions and construction pathways, mentorship opportunities, and the program's funding structure. Staff stated that participant outcome data could be compiled for a future update, described efforts to connect older

participants to City employment resources, and explained that the program is supported by both State funding and City General Fund dollars. Staff reported $4.9 million in State grant funding for the current program year and $3.9 million per year for the next two-year funding cycle.

Public comment was opened. A member of the public requested additional focus on District 2 and participants ages 17 through 24, asked for data on employment outcomes after internships, and raised questions about participants who live outside San Francisco and the relationship between internships and regular employment opportunities. Public comment was closed.

Commissioners thanked the OFA and community engagement teams and encouraged continued partnership opportunities for Commissioners, community organizations, mentors, and employers. No formal action was taken on this item.

4. SOLE SOURCE GRANT - SF PRIDE (Discussion and Possible Action Item)

The Commission returned to Agenda Item 4 and received a presentation regarding a proposed sole source grant of up to $850,000 to San Francisco Pride, retroactive from July 1, 2026 through June 30, 2027, to support the June 2027 San Francisco Pride Celebration and Parade.

Commissioner Mark Kelleher described San Francisco Pride as an important part of the City's identity and a visible affirmation of LGBTQ rights, belonging, and safety. He noted funding pressures affecting Pride celebrations, San Francisco Pride's long history of producing the event, and the organization's established community relationships, permitting experience, and capacity to manage a celebration of this scale.

Chief Financial Officer Samuel Thomas explained that competitive grantmaking is generally the default process, but staff determined that a sole source approach was appropriate because of the event's specialized requirements, the organization's demonstrated capacity, and the need for advance planning. He stated that retroactive approval would permit reimbursement of eligible costs incurred beginning July 1, 2026.

Staff further explained that the grant would remain subject to the same administrative safeguards used for other Agency grants, including negotiation of a formal agreement, a defined scope of services and Appendix B, deliverables and performance measures, reporting requirements, an approved budget of eligible costs, invoice review, and the requirements applicable to Agency grantees.

Public comment was opened. A representative of San Francisco Pride urged approval, described Pride as part of the civic infrastructure of San Francisco's LGBTQ community, discussed the event's economic and community impact, and emphasized accountability for public funds and

continued investment in LGBTQ organizations, artists, performers, and event staff. Public comment was closed.

Commissioners expressed support for the grant and reflected on the history of San Francisco Pride, the diversity of the LGBTQ community, the significant coordination and public-safety work required to produce the event, and the importance of preserving an accessible public celebration.

A motion was made to approve the proposed sole source grant to San Francisco Pride.

Motion:

- Moved by Commissioner Mark Kelleher to approve the proposed sole source grant to San Francisco Pride for up to $850,000, retroactive from July 1, 2026 through June 30, 2027.

Roll Call Vote:

- Ayes: Pimentel, Montoya, Hadwan, Kelleher, Riley, Rohrer, and Sandoval.
- Noes: None.

Result:

- The motion was approved unanimously by all Commissioners present.

6. NATIONAL MIDWIFERY WEEK (Discussion Item)

Staff announced that the National Midwifery Week presentation would be continued to a future meeting because the scheduled presenter was ill and unable to attend. No discussion or formal action was taken on this item.

7. FILIPINO HERITAGE MONTH (Discussion Item)

The Commission received a presentation from MC Canlas, Historian with SOMA Pilipinas, recognizing the history and contributions of San Francisco's Filipino community. Mr. Canlas clarified that October is observed as Filipino American History Month and discussed the distinction between history and broader heritage observances.

The presentation reviewed aspects of Philippine and Filipino American history, including U.S.-Philippine relations, migration, discrimination, community identity, and the continuing importance of documenting historical experiences that can otherwise be overlooked or erased.

Mr. Canlas discussed the history of Filipino communities in San Francisco, including Manilatown, the Fillmore, and the South of Market, and described the development of SOMA Pilipinas as a cultural framework and cultural district. He emphasized the effects of displacement and gentrification, the importance of community institutions and cultural spaces, and the role of history in strengthening belonging and civic participation.

Public comment was opened. A member of the public thanked the presenter and requested that the Commission review the language-access information in its meeting materials, including the availability of Filipino translations and anticipated language-access updates. A second member of the public expressed support for celebrating Filipino culture, encouraged continued community engagement, and also requested Filipino or Tagalog translation in meeting materials. Public comment was closed.

The Commission recognized MC Canlas for decades of service, leadership, advocacy, historical preservation, and community-building on behalf of San Francisco's Filipino community and presented him with a certificate of recognition. Commissioners thanked Mr. Canlas for the presentation, reflected on the history of Manilatown and Filipino labor organizing, and encouraged continued education about Filipino history in San Francisco.

No formal action was taken on this item.

8. EXECUTIVE DIRECTOR'S REPORT AND DEPARTMENT UPDATES (Discussion Item)

Executive Director Mawuli Tugbenyoh provided updates from Agency divisions, including the Office of Transgender Initiatives, the Office of Racial Equity, and the Civil Rights Division, as well as upcoming Agency events and community activities.

The Executive Director reported that the Office of Transgender Initiatives was working with community and City partners on updated citywide gender diversity training and noted an upcoming public community event at the Trans District office. He also reported that the Office of Racial Equity had convened a National Midwifery Week summit focused on midwifery, maternal health outcomes, and the Strong Starts initiative, with more than 150 attendees.

The Executive Director also discussed the Civil Rights Division's participation in an October 1 Government Audit and Oversight Committee hearing concerning evictions, habitability, affordable-housing recertification, payment processing, and resident safety at several properties. He stated that the hearing had been continued to December for additional testimony and follow-up.

Upcoming activities highlighted in the report included community events in mid-October, an Ella Hill Hutch playground cleanup, an open house and community barbecue at the Ella Hill Hutch Community Center, and a partner mixer at Mission Language Vocational School. The Executive Director also reminded the public that discrimination complaints and alleged violations within the Agency's jurisdiction may be submitted through the Agency's website, by phone or email, or in person.

Public comment was opened. A member of the public criticized the report for not discussing the recently released Flock investigation report, raised concerns about the report's findings, timing,

and treatment of contractor access to automated license plate reader information, and urged Commissioners to closely review the investigation. A second member of the public requested an accessible summary of the report, further discussion of the Flock contract and Agency grants, and consideration of moving the Executive Director's report earlier in future meetings. Public comment was closed.

A Commissioner asked how residents may report possible housing discrimination when landlords appear to change requirements in ways that affect low-income applicants. The Executive Director stated that complaints may be filed through the Agency website, by telephone or email, or in person. No formal action was taken on this item.

9. AGENDA ITEMS FOR THE NEXT MEETING AND CONFIRMATION OF THE NEXT MEETING DATE (Discussion Item)

The Commission discussed agenda items for the next meeting and confirmed the next regular meeting date of Thursday, October 22, 2026.

Staff previewed planned presentations for the October 22 meeting, including a presentation involving the Sheriff's Department, Department of Police Accountability, Department on the Status of Women, and Human Rights Commission regarding work at the women's jail facility, as well as a presentation concerning the Sanctuary City Ordinance report discussed during the meeting. Staff also noted that a reparations presentation was scheduled for November 12, 2026.

Commissioners requested additional explanation of the Commission's role and authority in relation to the Flock investigation, the report's findings, and the use of automated license plate reader data. Commissioners also discussed inviting representatives of Flock and the San Francisco Police Department, and requested more information about how City contracting requirements and Sanctuary City policies apply to contractors and City departments. Staff stated that SFPD participation was already being planned and that the additional requests could be incorporated into the upcoming hearing.

Public comment was opened. A member of the public urged the Commission to examine the Flock investigation more broadly, including the process used to prepare the report, the Commission's authority to ask questions and make recommendations, and possible additional hearings or resolutions. Public comment was closed.

No formal action was taken on this item beyond discussion of future agenda items and confirmation of the October 22 meeting date.

10. ADJOURNMENT

The Chair thanked Commissioners, staff, presenters, and members of the public for their participation and reminded attendees that the next regular meeting would be held on October 22, 2026.

A motion to adjourn was made and seconded and passed without opposition. The meeting was adjourned at approximately 6:47 PM.

Prepared by:

Jessica Lepe, Commission Secretary, SF Human Rights Commission

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

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