

HUMAN RIGHTS COMMISSION

City and County of San Francisco

Daniel Lurie, Mayor

DRAFT MEETING MINUTES

October 9, 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 – October 9, 2025

1. CALL TO ORDER AND ROLL CALL OF COMMISSIONERS

Chair Leah Pimentel called the meeting of the San Francisco Human Rights Commission to order at 5:08 PM on Thursday, October 9, 2025, in San Francisco City Hall, Room 416.

Chair Pimentel welcomed attendees and thanked everyone for joining. She then directed Commission Secretary Lepe to conduct roll call.

Roll Call:

Commission Secretary Lepe conducted roll call.

Present:

1. Leah Pimentel, Chair
2. Hasib Emran, Vice Chair
3. Eric Chang, Commissioner
4. Mark Kelleher, Commissioner
5. Monroe Lace, Commissioner
6. Sarah Montoya, Commissioner
7. Irene Yee Riley, Commissioner
8. Amerika Sanchez, Commissioner
9. Robert Sandoval, Commissioner
10. Rosie Williams, Commissioner

Absent:

1. Michael Sweet, Commissioner

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

Announcements:

- Chair Pimentel welcomed Commissioner Eric Chang to his first meeting.
- The Chair expressed appreciation for the Commissioners' service and acknowledged the work of HRC staff preparing materials for the meeting.

Land Acknowledgment:

Vice Chair Hasib Emran delivered the Ramaytush Ohlone Land Acknowledgement, recognizing the Ramaytush Ohlone as the original and continuing stewards of the San Francisco Peninsula. He affirmed their responsibilities as caretakers of the land and honored the ancestors, elders, and relatives of the Ramaytush community, affirming their sovereign rights as First Peoples.

2. GENERAL PUBLIC COMMENT (Discussion Item)

Chair Pimentel introduced Item 2 and opened the floor for general public comment on matters within the Commission's jurisdiction but not on the agenda.

Secretary Lepe reminded attendees that each speaker would be allotted three minutes and could state their name for the record if desired.

Speaker:

- **Thierry** – Expressed disagreement with the concept of human rights, raising broad concerns about government integrity and accountability. The speaker urged collective action to address systemic issues.

Commission Response:

Vice Chair Emran thanked the speaker for their remarks and for participating in public comment.

Hearing no additional speakers, Vice Chair Emran closed general public comment.

3. ADOPTION OF MEETING MINUTES FROM JULY 10, 2025 (Discussion and Action Item)

Chair Pimentel introduced Item 3 regarding the approval of the meeting minutes from September 11, 2025.

Public Comment:

Secretary Lepe opened the floor for public comment. No members of the public came forward. Public comment was closed.

Commission Discussion:

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

Motion:

- Moved by Commissioner Robert Sandoval to adopt the September 11, 2025 minutes as submitted.
- Seconded by Commissioner Sarah Montoya.

Vote:

Motion adopted by unanimous voice vote. No opposition or abstentions recorded.

Result:

The September 11, 2025 meeting minutes were approved as submitted.

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

Chair Pimentel introduced Item 4 and invited **Executive Director Mawuli Tugbenyoh** to deliver the Director's Report and department updates.

Director's Report:

Director Tugbenyoh began by welcoming Commissioners and recognizing Commissioner Eric Chang at his first meeting. He also acknowledged recent community observances, including Rosh Hashanah, Yom Kippur, LGBTQ History Month, and Hispanic Heritage Month, highlighting their importance to San Francisco's diverse communities.

Department Updates:

- **RFP 100:** Evaluations were completed for over 200 proposals. A Notice of Intent to Award was issued on October 3 to approximately 70 organizations. The protest period closes October 10 at 5:00 PM, after which negotiations will begin. Materials, training resources, and score sheets are publicly available online.
- **Office of Transgender Initiatives (OTI):** The Transgender Advisory Committee met the week of September 15 to reaffirm San Francisco's sanctuary city status for transgender and gender-diverse communities. OTI co-hosted a Shakespeare in the Park event with Diamond Wave and The Transgender District. The office is analyzing Sexual Orientation and Gender Identity (SOGI) data from 2018–2024 and beginning collection for 2025.
- **Youth & Workforce Initiatives:** HRC participated in the My Brother's Keeper Alliance and the OEWD Workforce Alignment Youth Consortium to align youth engagement and workforce pathways across departments. The Opportunities for All (OFA) fall and spring programs are being finalized.
- **Proposition E Streamlining Task Force:** Reviewing more than 140 City boards and commissions. A meeting scheduled for October 15, 2025, will review health and equity bodies, including HRC, LGBTQ+ Advisory Committee, DOSW, and Immigrant Rights Commission. No changes are currently recommended for HRC. Final recommendations are expected by February 2026.
- **Stand Together Bay Area Fund:** HRC joined Mayor Daniel Lurie, Oakland Mayor Barbara Lee, and local partners to launch a \$10 million regional fund supporting immigrant and refugee families.

Commission Discussion:

- Commissioners inquired about DOSW staffing and structural changes. Director Tugbenyoh explained that staff are now part of the new Agency for Human Rights and that any future charter amendments would require voter approval.
- Commissioner Williams commended Director Tugbenyoh for his leadership and successful transition to permanent Executive Director.

- Vice Chair Emran congratulated Director Tugbenyoh and welcomed Commissioner Chang, expressing optimism for the Commission’s continued work.

Public Comment:

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

5. UPDATE ON DEPARTMENT RESTRUCTURING (Discussion Item)

Chair Pimentel introduced Item 5 and invited **Executive Director Mawuli Tugbenyoh** and **Deputy Director Phil Kim** to present an update on department restructuring.

Presentation Overview:

Director Tugbenyoh reported that the merger of the Human Rights Commission and the Department on the Status of Women (DOSW) had been approved by the Mayor and Board of Supervisors, forming the new Agency for Human Rights. The current presentation focused on HRC’s structure, with a broader overview—including DOSW—to follow at a future meeting. He announced the Mayor’s appointment of Dr. Diana Aroche as Director of DOSW, noting her extensive experience in equity, youth development, and public affairs.

Department Structure:

- **Core Administrative Division:** Finance, Operations (including IT and HR), and Communications; includes a new Data & Analysis Team for performance tracking and compliance.
- **Community Initiatives Division:** Programs & Community Development (e.g., Opportunities for All, Black to San Francisco); Grants Administration managing DKI, Bold and Visible, and OFA portfolios.
- **Policy & Anti-Discrimination Division:** Civil Rights Division, Office of Racial Equity (ORE), and Office of Transgender Initiatives (OTI).

Division Leads:

- Communications: Devi Zinzuvadia
- Operations: Amelia Martinez-Bankhead
- Finance: Samuel Thomas
- Programs & Community Development: Jessica Campos
- Grants Administration: Vallie Brown
- Office of Transgender Initiatives: Honey Mahogany
- Office of Racial Equity: Interim Supervisor Brittnei Chicuata
- Civil Rights Division: Interim Supervisor Brittnei Chicuata

- Data & Analysis Team: Two analysts reporting to Deputy Director Phil Kim

Commission Discussion:

Commissioners Williams, Montoya, Sanchez, Sandoval, Riley, and Emran expressed support for the new structure, commending its focus on accountability, clarity, and women's equity. Director Tugbenyoh confirmed that approximately \$125,000 has been reserved for Women's History Month and Domestic Violence Awareness Month events.

Public Comment:

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

6. AGENDA ITEMS FOR NEXT MEETING & CONFIRMATION OF DATE

Chair Pimentel introduced Item 6 and invited Commissioners to propose items for the next meeting agenda.

Discussion:

- The next regular meeting will be held on **Thursday, October 23, 2025, at 5:00 PM** in City Hall Room 416.
- Commissioner Sanchez proposed inviting Dr. Diana Aroche, Director of DOSW, to provide introductory remarks in recognition of Domestic Violence Awareness Month.
- Commissioner Williams requested an update on RFP 100 at the November meeting following the close of the protest period.
- Chair Pimentel suggested revisiting a previously postponed recognition item.

Public Comment:

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

7. AGENDA ITEMS FOR NEXT MEETING & CONFIRMATION OF DATE

Chair Pimentel introduced Item 7 and invited final remarks prior to adjournment.

Vice Chair Emran acknowledged Fleet Week and offered condolences for a recent tragedy involving a family in District 7, calling for community unity and compassion.

Commissioner Eric Chang introduced himself formally, noting his background as a federal prosecutor, San Francisco resident since 2019, and father of two daughters. He expressed gratitude for the warm welcome and enthusiasm for serving on the Commission.

Motion to Adjourn:

- Moved by Commissioner Irene Yee Riley.
- Seconded by Commissioner Amerika Sanchez.
- Vote: Adopted by acclamation.

Result:

The October 9, 2025, regular meeting of the San Francisco Human Rights Commission was adjourned at 6:02 PM.

Prepared by:

Jessica Lepe, Commission Secretary, SF Human Rights Commission

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