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**San Francisco Department of Human Resources Announces New Additions to Senior Leadership Team with Appointment of Employee Relations and Equal Employment Opportunity Directors**

**San Francisco, CA** — Following an extensive and comprehensive search the Department of Human Resources announces the appointment of Amalia Martinez and Ardis Graham as Directors of the Equal Employment Opportunity and Employee Relations Divisions, respectively. Mr. Graham and Ms. Martinez bring years of experience and records of dedication and success to their roles. They complete the diverse twelve-member senior leadership team at the department.

“DHR is committed to delivering high-quality human resources services to the hardworking employees of the City and County of San Francisco”, said Carol Isen, Human Resources Director, “The addition of Mr. Graham and Ms. Martinez to our team will support DHR’s mission to ensure that our workplaces are fair, equitable, efficient and ethical.”

Ms. Martinez served as a Supervising Attorney for the Illinois Department of Human Rights (IDHR) Legal Division, where she held progressively responsible positions from 2006 to 2017. As Supervising Attorney for IDHR’s Legal Division, Ms. Martinez supervised a team of attorneys and legal associates. She managed the legal functions related to investigating and litigating charges of discrimination alleging violations of various federal laws including Title VII, the American with Disabilities Act, and the Age Discrimination in Employment Act. It was Ms. Martinez’s responsibility to ensure that the public interest was vindicated and that complainants received appropriate resolution under the Illinois Human Rights Act. Ms. Martinez worked collaboratively with the Governor’s Office, advocates, and community organizations to identify opportunities to advance the State’s policy agenda to identify, address, and eliminate unlawful discrimination.

Ms. Martinez has worked with the Department of Human Resources since 2019. First as an Employee Relations Manager and most recently as Acting Employee Relations Director. Before joining the City, Ms. Martinez worked as an Employee and Labor Relations Lead with the University of California, Berkeley starting in 2017, until beginning her career with the City.

Ms. Martinez was born and raised in Chicago along with her four siblings by a single mother, and she is fluent in English and Spanish. Ms. Martinez received her bachelor’s degree from the University of Chicago and her law degree from DePaul University.

“I am honored by this responsibility. I look forward to reforming and strengthening the City’s EEO policies and systems and restoring trust in the City’s EEO operations.” said Amalia Martinez, As EEO Director, “I am not only committed to fully and fairly enforcing EEO laws, I am also committed to the principle of Equal Employment for all employees and to fostering a work environment free of discrimination and harassment.”

Ardis Graham joins the Department of Human Resources in the middle of a wide-ranging career that includes public service, job development and grass roots organizing. Graham has been recognized as an industry leader and is an expert labor compliance contractor. Mr. Graham worked at the San Francisco Public Utilities Commission (SFPUC) for seven years where he started the stationary engineers pre-apprenticeship program, administered the Project Labor Agreement for the \$4.8 billion Water System Improvement Program (WSIP) and ensured Local and Disadvantaged Business Enterprises (LBEs and DBEs) were identified and included in construction projects. Before his work with the SFPUC, for four years Mr. Graham worked for the Office of Labor Standards and Enforcement Board (OLSE) where he ran the City’s State of California Department of Industrial Relations certified Labor Compliance Program. He also worked on prevailing wage enforcement and construction labor relations for the San Francisco Bay Area Rapid Transit District (BART).

Among Graham’s greatest accomplishments is his work as a job creator in both Philadelphia and San Francisco. At the Urban Affairs Coalition in Philadelphia he worked with the unhoused, ex-offenders and women on Temporary Aid to Needy Families (TANF) assistance to teach them life skills and to move them into meaningful employment. At the Center on Juvenile and Criminal Justice in San Francisco, he managed the Parolee Employment Program and the Ticket to Employment Program for the Disabled. In both roles he successfully moved hundreds of people into jobs that they otherwise would not have had access to.

Mr. Graham was raised in Berkeley and Oakland, California with his sister. He has a long history of advocating for equity for underrepresented communities through various academic and professional venues. He received a bachelor’s degree from UC Berkeley.

“As a strong supporter of organized labor and fair employment practices, I am thrilled to be joining the City as Employee Relations Director at this time, said Ardis Graham, DHR Employee Relations Director”, I look forward to growing the relationships that I have built over the years to advance positive and productive relationships with organized labor and our employees. There is nothing more important than ensuring the safe and prosperous working conditions of the employees who keep San Francisco moving forward.”

The Equal Employment Opportunity Division works to prevent workplace discrimination, harassment and retaliation; and evaluates, investigates and resolves complaints of employment discrimination, harassment and retaliation in violation of the City’s EEO Policy.

The Employee Relations Division is responsible for developing and managing good working relationships with organized labor and establishing a uniform and orderly method of communications between employee organizations and the City.

Martinez and Ardis will transition into their new roles in early July. The Department of Human Resources provides human resource services to approximately 60 city departments, with a total workforce of over 35,000 employees.

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