

# Fiscal Year 2012-2013 ANNUAL REPORT



Mayor Edwin M. Lee

City and County of San Francisco  
Department on the Status of Women



Executive Director  
Emily M. Murase, PhD

## Letter from the Commission President

**Julie D. Soo**



This past year has been a landmark year for the Commission. We have always maintained that the issues we champion, from women's right to freedom from violence to gender equality in the workplace, are city-wide issues, and indeed global issues. In December, we participated in the first joint meeting of the Commission on the Status of Women with the Police Commission where we declared victory in the fight to eliminate domestic violence homicides in San Francisco. From what used to be an average of about 10 such homicides per year, we were able to eliminate all domestic violence homicides in 2012. This was possible only through the joint efforts of our community-based Partner Agencies and city agencies, including social services and law enforcement, under the umbrella of the Family Violence Council.

To start 2013 on a strong foundation, I initiated bringing City Hall to the Mission District and Chinatown to host listening sessions on how we could better serve agencies and their clients who are largely limited-English proficient immigrants. These sessions reaffirmed that different approaches and outreach are necessary for our immigrant communities with regard to violence prevention and that comprehensive family services upon arrival is the most efficient use of funds, from both monetary and human resource perspectives. In February, I joined Mayor Ed Lee and District Attorney George Gascón for "One Billion Rising" in San Francisco, our contribution to Eve Ensler's V-Day international movement to stand up to violence against women that was broadcast around the world. In April, we held the first joint meeting of our Commission with the Small Business Commission in order to focus on the economic empowerment of women. Childcare stands as a large barrier for women entrepreneurs. And, in May, the Commission hosted experts in the area of women veterans, highlighting the needs of this underserved group.

I want to thank my colleagues on the Commission for advancing this work, and to staff for their dedicated efforts. Special thanks to the Friends of the Commission on the Status of Women who have been such strong partners to the Commission.

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### FY12-13 Highlights

- ◆ **ZERO (0) domestic violence homicides**
- ◆ **TWO (2) joint commission meetings**
- ◆ **21% increase in funding to address violence against women**



The Commission on the Status of Women was established in 1975 to ensure equitable treatment and foster the advancement of women and girls in San Francisco through policies, legislation, and programs. The Commission is composed of 7 members appointed by the Mayor for 4-year terms, and meets monthly on the 4th Wednesday at City Hall.

## San Francisco Commission on the Status of Women

### FY12-13 Commissioners

**Julie D. Soo**, President

**Nancy Kirshner-Rodriguez**, Vice President

**Alicia Gamez**, Commissioner

**Kay Gulbengay**, Commissioner

**Rebecca Prowda**, Commissioner

**Andrea Shorter**, Commissioner

**Stephanie Simmons**, Commissioner

## Letter from the Department Executive Director

**Emily M. Murase, PhD**



The past year was marked by significant challenges and opportunities. A city-wide crisis focused on the issue of domestic violence required our full attention. Working closely with our community-based and city partners, in particular Mayor Ed Lee, Board of Supervisors President David Chiu, and Supervisor Malia Cohen, we were able to secure additional funds to address violence against women, both to expand direct services to women experiencing violence and to restore a staff position dedicated to our anti-violence policy efforts. We were so pleased to welcome Minouche Kandel as the Women's Policy Director at the end of the fiscal year.

Human trafficking also became a front-burner issue and the Department was asked to partner with the Mayor's Office to staff a city-wide task force on human trafficking. Our update to the *Girls Report* demonstrated gaps in services for LBTQ young women and we have forged ties with the newly formed Alliance for Girls, a consortium of girl-serving community-based agencies.

Our influence continued to make a difference outside of San Francisco. Department staff led a large delegation of eminent women who traveled to the March meeting of the United Nations Commission on the Status of Women in New York to discuss economic empowerment, human trafficking, and anti-violence efforts in San Francisco. At the same time, the New York Women's Agenda launched a new workplace initiative based on the San Francisco Gender Equality Principles Initiative. In April, we launched a new Challenge to highlight model practices that advance gender equality in the workplace.

We continue to be a **small but mighty** Department. Read on for details of our accomplishments this year.

*The Department  
was established in  
1994 by San  
Francisco voters.*

## Department on the Status of Women

### Department Staff

**Emily M. Murase, PhD**, Executive Director

**Aimee Allison**, Media & Community Affairs  
Director

**Stacey Hoang**, Fiscal & Development Director

**Minouche Kandel**, Women's Policy Director

**Ann Lehman**, Women's Human Rights Specialist

**Carol Sacco**, Senior Grants Administrator

**Cynthia Vasquez**, Executive Coordinator

### FY12-13 Fellows

**Jane Bernard-Powers, PhD**, SFSU Prof. (ret.)

**Elizabeth Laferriere**, Georgetown University

**Christine Lee**, USF School of Law

**Lina Malova**, SF State University

**Stephanie Nguyen**, UC Berkeley

**Katherine Ray**, UC Berkeley

**Nancy Rock**, Marketing Consultant

**Johanna Saenz**, SF State University

**Christine Wagner**, University of Michigan

**Nawz Zahir**, Columbia University



### FY12-13 Interns

**Emma Brenner-Bryant**, Tufts University

**Hannah Chan**, UC Los Angeles

**Natalie Liener**, Connecticut College

**Anh "Yumi" Nguyen**, George Washington  
High School

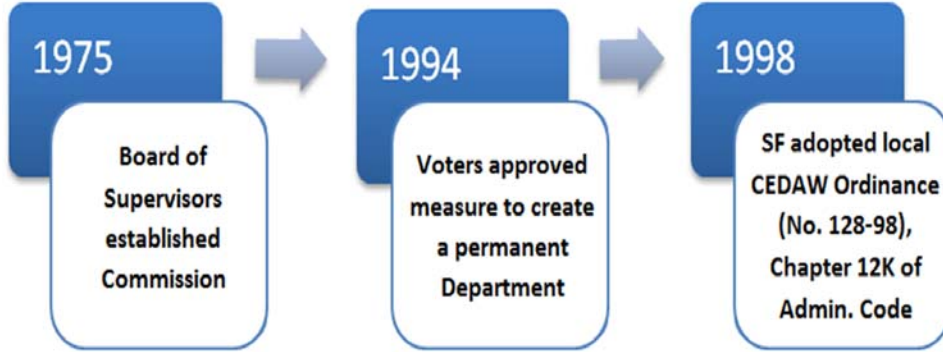
**Jasmine Perez**, Galileo Academy of  
Sciences & Technology

**Alexandra Skewes-Cox**, University of  
Colorado, Boulder



ABOUT THE SAN FRANCISCO DEPARTMENT ON THE STATUS OF WOMEN

In 1994, San Francisco voters approved a local measure to create a permanent Department on the Status of Women (Department) to carry out the policies of the Commission. Four years later, in 1998, San Francisco became the first city in the world to adopt a local ordinance reflecting the principles of the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), an international bill of rights



of the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), an international bill of rights

for women and girls. During Fiscal Year 2012-2013 (FY12-13), which is July 1, 2012 to June 30, 2013, the Department continued to use the CEDAW framework to organize its work under three primary categories—Women’s Human Rights, Women’s Health & Safety, and Women in the Workplace—to carry out the mission set forth by the Commission.

Commission vs. Department vs. Friends

**COMMISSION ON THE STATUS OF WOMEN**  
A 7-member governmental policy body appointed by the Mayor.

**DEPARTMENT ON THE STATUS OF WOMEN**  
A city department that executes the strategic plan set forth by the Commission.

**FRIENDS OF THE COMMISSION ON THE STATUS OF WOMEN**  
An independent non-profit organization that fundraises to support the work of the Commission and the Department.

Budgeting and Staffing

FY12-13 was a great year for the Department. Through an anti-domestic violence Supplemental Ordinance proposed by Board President David Chiu, in conjunction with the support of the domestic violence community, the Department increased its staff by 1 full-time position, increased its Violence Against Women Prevention and Intervention (VAW) Grants Program for legal services by almost \$300,000, and allocated \$50,000 to an anti-domestic violence campaign. In addition, the



Board President David Chiu, Executive Director Emily Murase, and DA's Chief of Victim Services Maria Bee with the domestic violence community after a budget hearing regarding supplemental funds to domestic violence services.

VAW Partner Agencies saw a 2% cost-of-doing business increase to its contracts. Overall, VAW contracts increased by 21% from FY11-12.

During the fiscal year, the Department’s 7 staff conducted much of the work with the assistance of its 16 dedicated fellows and interns. Senior Grants Administrator Carol Sacco has done a tremendous job coordinating the Department’s internship program and finding these highly skilled individuals.

## Connections to Women Nationally and Globally

In October, the Department partnered with the Women's Intercultural Network (WIN), which has consultative status to the United Nations, to go to New York to meet with State Department officials Laura Phipps and Peggy Kerry, Kazakhstan Ambassador Byrganym Aitimova, Liberian Ambassador Marjon V. Kamara, and top staff at UN Women to discuss a global women's conference.

In February, the Department and WIN led 25 Bay Area delegates to the UN Commission on the Status of Women's 57<sup>th</sup> Session in New York and organized three workshops, "Partnership Models to End Domestic Violence," "Local Solutions to End Human Trafficking," and "Microfinance and Gender Equality in the Workplace." While in New York, Women's Human Rights Specialist Ann Lehman, and Media and Community Affairs Director Aimee Allison also attended the UN Global Compact Conference and met with Avra Siegel, Deputy Director of the White House Council on Women and Girls, to discuss the Gender Equality Challenge.

Overall, FY12-13 posed a challenge for the Department's efforts in supporting a 5th World Conference on Women (5WCW). Even with all the dedicated efforts of the Steering Committee, strong opposition to a 5WCW stemming from fear that the Beijing Platform for Action would be at risk proved too great of a barrier to proceed as originally planned. Instead, efforts will be refocused on organizing a national women's agenda connected to international standards.



2013 Delegates

## Events Promoting Women's Human Rights - Sponsored by the Friends of the Commission

The Friends of the Commission on the Status of Women is an all-volunteer 501(c)(3) non-profit membership organization dedicated to raising awareness and funding in support of the work of the Commission and the Department. In FY12-13, the Friends hosted the following two annual events:

- 2012 CEDAW Women's Human Rights Awards Luncheon, "Inspiring An Equal Future,"** where more than 300 guests celebrated the work of 10 honorees (majority pictured below) who promoted and advanced women and girls issues: **Brenda Yee** (Health), **Christine Bronstein** (Community Building), **Deloitte** (Corporate Leadership), **Esta Soler** (Claire Joyce Tempongko Memorial), **Fabiola Kramsky** (Media), **Janet Reilly** (Philanthropy), **Dr. Jean Shinoda Bolen** (Global), **Neesha Hathi** (Leadership), **Weili Dai** (Technology), and **Honorable Willie L. Brown, Jr.** (Legacy).



**reception, "Women Inspiring Innovation Through Imagination: Celebrating Women in Science, Technology, Engineering and Mathematics,"** is an annual event to honor women for their work and dedication in the community. Thirteen women, each nominated by the Mayor, the Board of Supervisors, or the District Attorney, were honored this year in March.



### Timeline of Major Events in FY 2012-2013

- Sept. 24, 2012** 2012 CEDAW Women’s Human Rights Awards Luncheon: *Inspiring an Equal Future* (1)
- Sept. 27, 2012** GEP Roundtable: *Genderize Your Marketing: What You Don’t Know Could Cost You*
- Oct. 15, 2012** Workplace Domestic Violence Policy Press Conference with Supervisor Eric Mar
- Oct. 21, 2012** Justice & Courage Oversight Panel 10-Year Anniversary
- Nov. 1, 2012** COSW Strategic Planning Retreat
- Dec. 5, 2012** Joint meeting with the Commission and the Police Commission
- Dec. 13, 2012** Peace at Home Press Conference with Mayor Ed Lee
- Jan. 15, 2013** 2013 Human Trafficking Awareness Month Opening Ceremony
- Feb. 14, 2013** One Billion Rising San Francisco (2)
- Mar. 19, 2013** 9th Annual Women’s History Month Awards Ceremony & Reception: *Inspiring Innovation Through Imagination: Celebrating Women in Science, Technology, Engineering, and Mathematics* (3)
- Apr. 8, 2013** Joint meeting with the Commission and the Small Business Commission
- Apr. 15, 2013** Gender Equality Challenge Launch (4)
- May 9, 2013** Healthy Mothers Workplace Coalition Launch
- May 21, 2013** GEP Roundtable: *Trafficking, Supply Chains & Gender*



1. From left: Commission President Julie Soo, Executive Director Emily Murase, CEDAW Honoree Esta Soler, Friends President Marily Mondejar, CEDAW Honoree Fabiola Kramsky, Stefanie Medious, Heidi Swartz, and District Attorney George Gascón.



2. From left: Commission President Julie Soo, Executive Director Emily Murase, V-Day Executive Director Susan Swan, Friends President Marily Mondejar, and Ken Marquis.



3. Community Leaders and Women’s History Month Honorees.



4. Women’s Human Rights Specialist Ann Lehman at City Hall.



Clockwise from top left: Friends Board Members Stephanie Block and Shinta Lim, Commissioner Andrea Shorter, and guests at the CEDAW VIP Reception; Staff and volunteers tabling at the One Billion Rising San Francisco event; Commission President Julie Soo at the Roe v. Wade rally; Fellows and staff at the CEDAW registration table; Department farewell luncheon for summer fellows and interns; Staff and fellows with the Swedish Minister of Gender Equality Delegation; and Commission Vice President Nancy Kirshner-Rodriguez and Futures Without Violence’s Rachael Smith Fals at the CEDAW Luncheon.





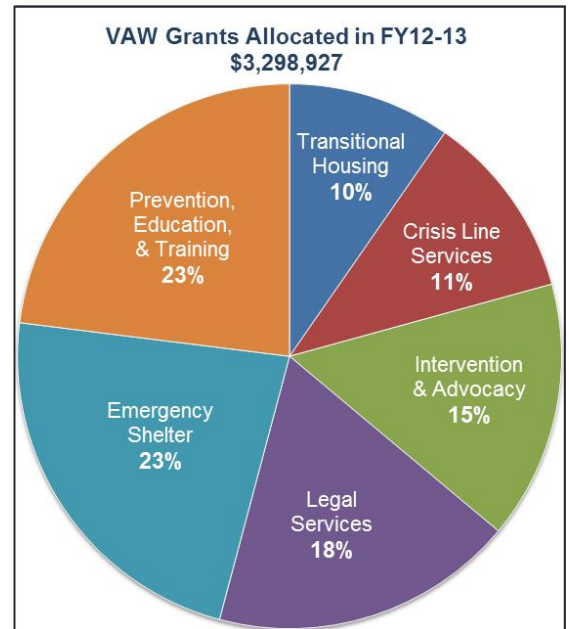
## Violence Against Women Prevention & Intervention (VAW) Grants Program

Many positive developments transpired in FY12-13 for the VAW Grants Program. Not only did our Partner Agencies see an overall increase of 21% in funding from the previous year, but it was also the first time that VAW grant funding surpassed \$3 million!

The increases were the result of several actions: a Supplemental Ordinance proposed by Board President David Chiu to increase funding for domestic violence legal services, a one-time add back of \$250,000 by the Board of Supervisors, and a 2% cost-of-doing-business increase to all community agencies by the Mayor.

The 24 agencies representing 31 programs received \$3,298,927, served **19,585 unduplicated individuals**, and provided **39,116 hours of supportive services**. Specifically, the 3 emergency shelters provided **6,814 bed nights** to women and their children escaping domestic violence; the 4 transitional and supportive housing agencies provided **15,029 bed nights** to women seeking long-term stability; and the 2 crisis line providers fielded **18,261 calls** for domestic violence and sexual assault victims.

For additional details about the VAW Grants Program or to see a list of the Partner Agencies, please visit [www.sfgov.org/dosw](http://www.sfgov.org/dosw).



## San Francisco Collaborative Against Human Trafficking (SFCaHT) Addressing Modern Day Slavery



Human trafficking survivor Minh Dang speaks at City Hall for the 3rd Annual Human Trafficking Awareness Month event.

The San Francisco Collaborative Against Human Trafficking (SFCaHT) was formed in 2009 in a partnership among the Department, the Human Rights Commission, and the Jewish Coalition to End Human Trafficking. Joined by more than 20 governmental agencies, the Collaborative meets quarterly to share developments, community reports, and legislation on human trafficking. In addition to its quarterly meetings, SFCaHT:

- Held its annual planning retreat in August to determine activities and goals for the upcoming year.
- Hosted a forum on California State Proposition 35: *The Californians Against Sexual Exploitation Act* to better educate voters about the pros and cons of the proposition.
- Kicked-off the 3<sup>rd</sup> Annual Human Trafficking Awareness Month commemoration with Mayor Ed Lee, Supervisors Carmen Chu and Malia Cohen, Commission President Julie Soo, Commission Vice President Nancy Kirshner-Rodriguez, Police Chief Greg Suhr, Adult Probation Chief Wendy Still,

and Human Rights Commissioners Doug Chan and Nazly Mohajer.

- Held its 2<sup>nd</sup> Annual Teen Poster Contest *“Taking Action Against Abuse: From Bystanders to Upstanders.”*
- Started preparing and planning for the August 2, 2013 SFCaHT Conference on Child Sex Trafficking.

For more information about the collaborative, visit [www.sfcaht.org](http://www.sfcaht.org).



Mayor Ed Lee with the 1st Place winners of the 2013 SFCaHT Poster Contest: Community Youth Center, Young Asian Women Against Violence.



## Justice & Courage Oversight Panel to Oversee Domestic Violence Policy Reform



Panel Member Antonio Ramirez addressing the Commissioners.

The Justice and Courage Oversight Panel hit a couple of major milestones this year. Not only did the Panel celebrate its 10-year anniversary in October, but it also marked the first year domestic violence homicides were eliminated in San Francisco. In FY12-13, the Oversight Panel held quarterly meetings, and continued taking leadership positions on important domestic violence issues city-wide.

The Oversight Panel is a policy body led by 7 panel members - **Commissioner Andrea Shorter** (Chair), **Kathy Black**, **JaMel Perkins**, **Antonio Ramirez**, **Dion Roberts**, **Ken Theisen**, and **Beverly Upton** – all of whom are community experts in the field of domestic violence. All meetings are open to the public and the agenda and minutes are available at [www.sfgov.org/dosw](http://www.sfgov.org/dosw). A summary of the past year's achievements include:

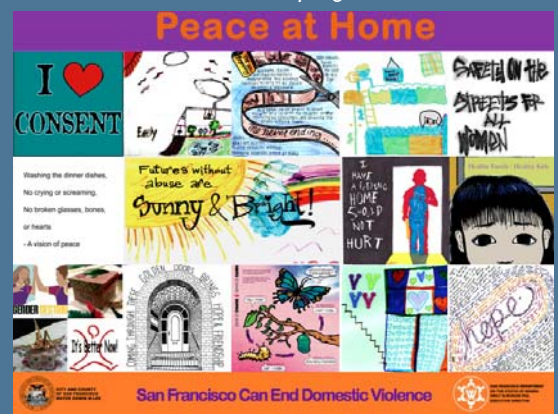


- Meetings with Superior Court Judge Patrick Mahoney and Presiding Judge Cynthia Lee.
- Continued development of an officer-involved domestic violence policy.
- Advocacy for the adoption of a city-wide domestic violence policy and city-wide Memorandum of Understanding on Domestic Violence.
- Advocacy for the reauthorization of the Violence Against Women Act.
- Continued monitoring of the Tari Ramirez case in which the second degree murder charge on the domestic violence homicide of Claire Joyce Tempongko was overturned in appeal. Ultimately, with advocacy by the domestic violence community, the California Supreme Court reinstated the second degree murder conviction.

## Family Violence Council

The San Francisco Family Violence Council is an advisory body composed of 21 government and community organization members engaged in countering child abuse, domestic violence, and elder abuse. Led by Tri-Chairs **Beverly Upton** (domestic violence), **Kathy Baxter** (child abuse), and **Talitha Guinn** (elder abuse), the Council meets quarterly to coordinate services, improve communication, analyze trends, and advise local officials about effective responses to family violence.

Images submitted by the DV agencies for the City's anti-domestic violence campaign "Peace at Home."



FVC Council Tri-Chair Beverly Upton addresses a crowd and the media during the annual Mother's Day Press Conference on domestic violence.

In FY12-13, the Council released the 2011 *Comprehensive Report on Family Violence in San Francisco* with 9 recommendations that included data collection enhancement, joint trainings, factsheet on how to recognize signs of family violence, joint outreach campaign, continued support of a multidisciplinary response to family violence, creation of a victim/survivor program within the Adult Probation Department, and collaboration between the District Attorney's Victim Services and SafeStart.



## Gender Equality Principles Initiative (GEP) - Creating a Fair Workplace for Women

Over the course of FY12-13, the Gender Equality Principles Initiative (Initiative) expanded and improved. The Initiative refined its internal infrastructure and marketing strategy, developed its social media presence, expanded beyond San Francisco, and unveiled a major new project called the Gender Equality Challenge to promote model business practices.

This year, to help advance the dialogue on workplace equality, the Initiative convened and launched new roundtables. In September, the Initiative held the "Genderize Your Marketing: What You Don't Know Could Cost You" Roundtable. This event was developed as part of the 3% Conference organized for female creative directors from across the country. In May, the Initiative, Verité, and the Friends co-sponsored a second roundtable on "Trafficking, Supply Chains, and Gender" and its connection to California's 2010 anti-human trafficking law. The Initiative was also promoted at many external events, including the Professional Business Women of California's annual conference, local human rights trainings, the launch of the New York Women's Business Principles, and shared with the U.S. Department of Labor and the White House Council on Women and Girls.

On April 15, 2013, the Initiative launched the Gender Equality Challenge to motivate organizations to join the effort to advance gender equality in the San

# GENDER EQUALITY CHALLENGE

BUILDING A 21<sup>ST</sup> CENTURY WORKPLACE

Francisco Bay Area and to improve the working environment for all women and men. The Challenge aims to collect and highlight gender-responsive model practices that can be

measured, shared, and replicated. More information on the Challenge and the Initiative can be found at [www.genderprinciples.org](http://www.genderprinciples.org).

The Gender Equality Council consists of 17 members including representatives from Deloitte; Gap, Inc.; Levi Strauss & Co.; Symantec Corporation; McKesson Corporation; Center for Talent Innovation; and Catalyst.



Women's Human Rights Specialist Ann Lehman was invited to sit on a panel at the New York Women's Agenda to talk about the Gender Equality Principles (GEP).



From Left: Gap's Antoine Andrews, Levi Strauss' Jeffrey Thompson, Executive Director Emily Murase, Supervisor Malia Cohen, BOS President David Chiu, Mayor's Press Secretary Christine Falvey, and Deloitte Partner Teresa Briggs at the City Hall launch of the Gender Equality Challenge.



*From Left: Beverly Upton, Kathy Black, District Attorney George Gascón, Emcee Fabiola Kramsky, First Lady Anita Lee, Executive Director Emily Murase, BOS President David Chiu, V-Day Executive Director Susan Swan, Friends President Marily Mondejar, Supervisor Scott Weiner, Supervisor Jane Kim, Commission President Julie Soo, Supervisor John Avalos, Supervisor Malia Cohen, Supervisor David Campos, Mayor Ed Lee, Supervisor Norman Yee, Mayor's staff Diana Oliva-Aroche, and Supervisor Eric Mar at the One Billion Rising San Francisco event at City Hall on February 14, 2013.*

## Women/Girls and Science, Technology, Engineering, and Math (STEM)

In partnership with Mills College, the Department sponsored research by graduate student Nicole Sowers. The resulting report *"Effective Strategies to Increase Girls' Success in STEM Education"* shows that, although women fill close to half of all U.S. jobs, they hold less than 25% of STEM (Science, Technology, Engineering, and Math) jobs. Specifically in San Francisco, the research revealed low enrollment and a substantial disparity between male and female students enrolled in computer programming classes in public schools - 2% of boys and 1% of girls. This disparity may partially be explained by the fact that only 5 out of the 19 high schools in the district offered programming classes. To address this gap, the San Francisco Unified School District implemented a few new initiatives such as professional development in STEM for teachers, and special STEM summer camp for underrepresented students.

Recommendations to increase girls' success in STEM education include (1) professional development to train teachers in girl-friendly pedagogy, (2) female role models in the classroom, (3) participate in local STEM collaboratives, (4) increase course availability in high school, (5) and improve STEM content in K-8 education.



*Women's Human Rights Specialist Ann Lehman with Alliance for Girls' Executive Director Emma Mayerson at the S.H.E Conference "Championing Safe, Healthy and Empowered Girls" in February.*

## Healthy Mothers Workplace Coalition



The Healthy Mothers Workplace Coalition, comprised of representatives from governmental agencies, non-profits, commissions, and private sector employers, was created to tackle inequities in workplace and city policies that affect working mothers in San Francisco. The Coalition has spent the past year building strategic community partnerships, speaking at various community stakeholder events, creating a Maternal Leave and Return Toolkit, and launching its website, [www.healthymothersworkplace.org](http://www.healthymothersworkplace.org). In May, the Coalition unveiled its Healthy Mothers Workplace Award assessment tool, an application that was created after analyzing months of input from community leaders and data on relevant policies worldwide. This application requires employers completing an organizational self-assessment of its policies related to parental leave, lactation accommodation, and work-family balance. Organizations that fulfill the award requirements will be honored with the Healthy Mothers Workplace Award for Maternal Health and Equity.

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San Francisco Department  
on the Status of Women



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**IMPROVING THE LIVES OF WOMEN IN SAN FRANCISCO SINCE 1975.**



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