



## Annual Report

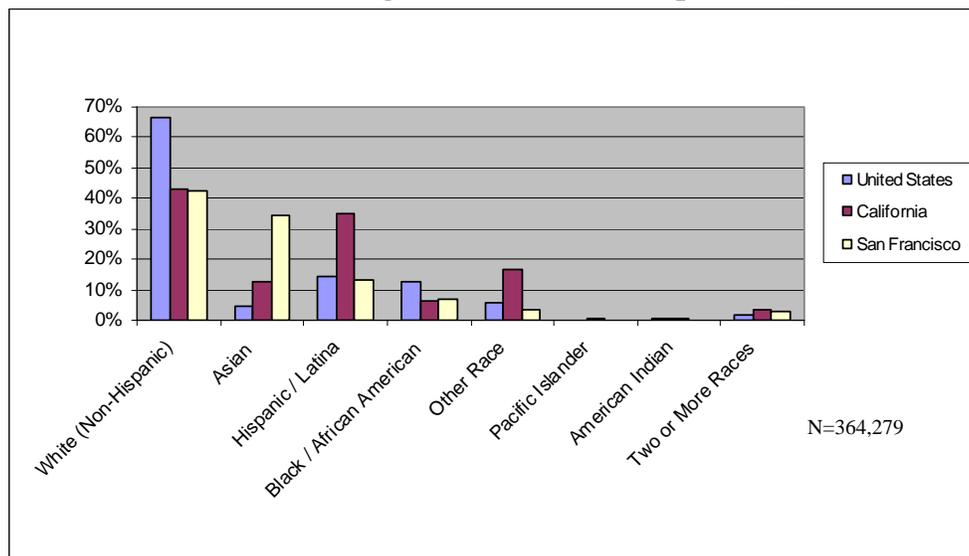
Fiscal Year 2008-2009

In Fiscal Year 2008-2009 (FY08-09), the Department on the Status of Women (Department) made significant strides toward accomplishing the goals set out in the Strategic Plan adopted by the Commission on the Status of Women in September 2008. The activities of the Department over the past 12 months have been set in the context of the current status of women’s lives in San Francisco. The majority of the statistics and indicators found in this annual report have been discussed in more detail in the Department’s 2009 *Report on the Status of Women in San Francisco*. This format shows the value of the work of the Department, and how the Department touches the lives of women and girls everyday while carrying out our mission of *ensuring the equitable treatment and fostering the advancement of women and girls throughout San Francisco through policies, legislation, and programs, both within City and County government and in the private sector, that focus on populations in need.*

### Race, Ethnicity, and Immigration Status

*Women represent 364,279 of San Francisco’s 744,041 total residents (49%). Of the 364,279 females that live in San Francisco, 42% are White, 34% are Asian, 13% are Latina, and 7% are African American. San Francisco has over twice the percentage of Asian residents than both the nation (5%) and California (13%). Of the immigrant women residing in San Francisco, more than half are originally from Asia (66%), followed by Latin America (19%). This trend is opposite state and national patterns.*

**Race as a Percentage of Total Female Population, 2006**



Source: U.S. Census, 2006.

San Francisco has a very large percentage of Asian American women, and the programs and policies carried out by the Department reflect an emphasis in serving this population. For example, of the 29,388 women and girls served through the Department’s Violence Against Women Prevention and Intervention (VAW) Grants Program, 19% are Asian or Pacific Islanders, 19% are Hispanic/Latina women, and 16% White/Caucasian women. Many of the Partner Agencies focus on providing culturally competent services to immigrant women, and 26% of the clients served speak a primary language other than English.

The Department worked closely with the Office of Language Services to apply for funding for an introductory Spanish language class for criminal justice personnel, first offered in the fall of 2008. The goal was to improve language fluency in responders and court staff to be better able to respond to monolingual or limited English proficient victims of domestic violence. This introductory project was an enormous success, with the participants requesting that City College and the Office of Language Services develop a follow-up course. In January, criminal justice employees were offered the choice of an introductory Cantonese or Spanish class, and work began on a Spanish language course with content about domestic violence woven into the language education. Additionally, the Department served on a coalition that supported the Police Department in creating its first brochure for the public providing information about language assistance services.

**Age**

*San Francisco’s population of girls falls well below both state and national levels.*

**Age as a Percentage of the Total Female Population, 2006**

Location	Total Females	0-17	18-64	65 and Over
United States	51,963,545	30%	63%	7%
California	18,232,274	26%	68%	6%
San Francisco	364,279	15%	76%	9%

Source: U.S. Census, 2006.

**Poverty**

*Asian women make up the highest percentage (32%) of those in the lowest poverty brackets (0-299% FPL). In 2007, the poverty rate in female-headed households (23% of the total households in San Francisco) was almost double than that of 2-parent homes, reaching 15%.*

The Commission on the Status of Women held a hearing entitled “**The Current Economic Crisis: Impact and Recommendations for San Francisco’s Women and Girls**” on March 25, 2009. Several key themes arose from the testimony. Families headed by single women are most vulnerable to economic hardship. Women represent a disproportionate number of low-wage workers, earn \$.78 on the dollar compared to men, and are more likely to use the public services that are being cut. Yet women also hold the key to economic recovery. The speakers at the hearing agreed that by investing in low-income women, the City can both support families and jumpstart the economy. Many of the speakers focused their recommendations on two key areas: targeting women for training and hiring for new jobs created by the stimulus fund and strengthening the public safety

net for low and no income families. In succeeding months, the Commission heard follow-up presentations from a variety of City departments regarding their plans to utilize federal Stimulus funding, and how San Francisco's women might benefit. As a part of the City-wide efforts, the Department sought Stimulus funding from the Office of Violence Against Women to support transitional housing services for domestic violence survivors.

### **Homelessness**

*Women represent approximately 14% of San Francisco's homeless population. Among the 375 homeless women counted in 2007, 47% were African American and Black and 38% were White. It is important to note that it is incredibly challenging to count the homeless population, and the homeless women in San Francisco are likely underrepresented by these figures.*

In addition to the economic development initiatives the Department has undertaken (see below), the Department addresses the issue of homelessness through the VAW Grants Program and the work of Partner Agencies, the 24 community-based agencies the Department currently funds. Women escaping abusive relationships are often left with few resources, and require the short-term emergency shelter, long-term transitional housing, and permanent supportive housing offered by Partner Agencies in order to avoid making the choice between living on the streets or returning to a violent home.

Many of the women served through the VAW Grants Program are very low income. The Department does not currently collect income data from Partner Agencies, and cannot comment at this time on how many of the lowest income survivors are served. This is an important area for future research.

In FY08-09, the Department advocated for the creation of a women-only permanent supportive housing facility after the closing of the privately operated Marian Residence. The Department worked with the Human Services Agency in the Request for Qualifications design and proposal evaluation, and is pleased to say that a new women-only facility will be opening in FY09-10. Additionally, the Department expanded services to meet the needs of homeless women by awarding funding to the Glide Foundation in the FY08-11 VAW Grants Program.

### **Employment**

*In 2005, 63% of women participated in the San Francisco labor force, representing 46% of the total labor force in the City. San Francisco ranks among America's top 3 cities (with Washington D.C. and New York City) for women's entrepreneurship.*

**Women’s Entrepreneurship, San Francisco, 2002**

Women in Charge of Businesses		Rank in Study
Woman-owned businesses per 10,000 residents	306	2
Number of all woman-owned businesses	127,385	6
Annual pay per woman-owned business employee	\$28,900	7
Annual revenues per woman-owned business	\$164,500	23
Employees per woman-owned business	7.7	59

Source: Bizjournals, 2007; drawn from the 2002 Federal Economic Census.

The Department’s newest economic development initiative, the San Francisco Gender Equality Principles (GEP) has made significant progress over the course of FY08-09. The GEP Initiative is an expansion of the Department’s award-winning gender analysis tool, brought to the private sector to ensure gender equality in San Francisco’s businesses, non-profits, and other private sector entities. During FY08-09, the Department worked with partners Verite and Calvert to host 3 GEP Initiative Roundtables with the 17 companies who have signed on to develop usable benchmarks for gender equality within the private sector. Roundtables have addressed 1) Health, Safety, and Freedom from Violence, 2) Management and Governance, and 3) Work-Life Balance and Career Development. The GEP Initiative received funding from Symantec to hire a web designer to create an interactive website that companies will be able to use to track progress and access tools once all the indicators have been finalized. The work continues in FY09-10, with a legal webinar entitled “Moving Beyond Quotas” to discuss legal issues surrounding diversity initiatives, and the 4<sup>th</sup> roundtable addressing Employment and Compensation.

**Wages and Occupations**

*Women, on average, earned 78% of men’s earnings in San Francisco, a pattern that is mirrored nationally. In terms of educational attainment, the pay gap is the largest for women with graduate or professional degrees, with these women earning 66% of men’s earnings. The pay gap also differs by race, widening tremendously for women of color. The average man earns approximately double the salary of the average Latina woman.*

*Historic patterns of occupational segregation still persist in San Francisco, with many occupations largely male or largely female. Careers in computers, mathematics, architecture, and engineering are almost 75% male, while personal care and healthcare support are more than 75% female. Construction and maintenance industries employ less than 10% women. Within the City and County of San Francisco, women are more highly represented in lower-paying jobs, such as clerical positions.*

**Pay Gap in San Francisco by Race, 2006**

Race	Median Annual Earnings	Percentage of Men’s Earnings
White Women	\$40,846	88%
Asian Women	\$29,082	63%
Black or African American Women	\$26,654	58%
Hispanic or Latina Women	\$23,894	52%

Source: American Community Survey, U.S. Census Bureau, 2006.

The data shows that gender segregation in the workplace persists, even in City government. The Department has been addressing this disparity by using the gender analysis tool developed as part of the Department's 10-year implementation of the Women's Human Rights Ordinance (CEDAW).

Last August, the Department conducted a workshop on gender responsive budgeting with the Mayor's Budget Office. Though gender responsive budgeting practices were not implemented in the FY09-10 budget preparation process, the Mayor's Budget Office did request information from City departments regarding their capacity to collect disaggregated data about constituents, as well as current data collection practices. The Department spent the summer of 2009 analyzing the submissions, and will release a report in the fall of 2009. The Department will continue working with the Mayor's Budget Office to use the information collected to create a City-wide gender budgeting protocol.

Additionally, the Commission has heard updates from several departments that conducted gender analyses, including the Rent Board, the Department of the Environment, and the Adult Probation Department. The Housing Authority also presented statistical data related to its women employees and the women in its programs. The Department began the 2009 Gender Analysis of Commissions and Boards, per the 2008 Charter Amendment, to be released in August 2009. The Department updated the *Recruitment of Women in Non-Traditional Fields* brochure, and continued its monitoring of sexual harassment claims within the City.

**Education**

*In both San Francisco and California, the enrollment rate of girls exceeded the enrollment rate of boys for most advanced courses in math and science. San Francisco girls drop out of school at the same rate as boys, about 2% for the San Francisco Unified School District.*

*Not only are more women going to college than men, more women are obtaining associates, bachelors, and master's degrees. San Francisco in particular has one of most highly educated female populations in the nation. In 2006, about 1/3 of the female population over 25 had a bachelor's degree, about twice the rate of California (19%) and the United States (17%). College attendance varies significantly by race. Whites (40%) are more than 2 times likely to have a bachelor's degree when compared to Blacks (18%) and Latinos (16%). Asians also lag behind Whites, with just 24% of the female population obtaining a bachelor's degree. When examining the attainment of a master's degree, Whites are more than twice as likely as Asians, and more than 3 times as likely as Blacks and Latinos to have acquired one.*

**Attainment of Bachelor's Degree by Race, 2007**

Race	Percentage with Degree
White Women	40%
Asian Women	24%
Black or African American Women	18%
Hispanic or Latina Women	16%

Source: U.S. Census Bureau, 2007.

The Department found it necessary to suspend activities related to girls, including the Girls Committee, after losing a significant level of staffing over the past 2 years. A final project of the Girls Committee, the *Directory of Services for Girls*, was completed. Unfortunately, though Assemblywoman Fiona Ma had initially agreed to print copies of the *Directory* for distribution, the State budget situation did not allow her to carry out this step. However, the Department placed the *Directory* on its website for downloading, and printed a small number of copies for local agencies working with girls. The Department also hosted a Girls Service Providers Roundtable in November 2008 to discuss issues related to girls in the juvenile justice system.

## Leadership

*Among elected and appointed officials in San Francisco, women have high representation in various areas. While not achieving parity, the criminal justice arena, along with boards, commissions, and taskforces, are made up of 48% and 44% women, respectively. Women also make up 88% of the San Francisco Unified School District Board of Education. The Board of Supervisors lags behind in female representation with only 3 (27%) women elected to the 11 member board as of 2009.*

The Department sees the advancement of women in leadership roles as a core component of our mission. The Department co-hosted the Women's Policy Summit in September 2008, and followed that event with a roundtable on the City's budgeting process in January 2009. The Department hosted the annual Women's History Month event on March 3, 2009, and in June 2009, the Department supported the Friends of the Commission on the Status of Women in hosting the Women in City Leadership Luncheon to honor retiring Police Chief Heather Fong. All of these events served to engage women in City leadership and policy-making.

## Violence Against Women - Criminal Justice Response

*In FY07-08, 911 dispatchers fielded 6,084 domestic violence calls. During the same time period, the Police Department's Domestic Violence Response Unit received 4,588 domestic violence cases, investigating 1,653 of them. The District Attorney's Office received 1,553 felony cases of domestic violence. Of those 444 were pled, and 23 were brought to trial, with 15 convictions resulting. The Adult Probation Department received 256 new cases in 2008, bringing the total caseload to 556 for that year.*

The Justice and Courage Project seeks to create a seamless criminal justice response to domestic violence. To achieve this, the Justice and Courage Oversight Panel developed a list of priorities at its July 2008 retreat, including: batterer accountability, safe housing for domestic violence survivors, comprehensive training to members of criminal justice agencies, language access for limited-English speaking domestic violence survivors, stalking awareness and response, judicial participation, safety and accountability audit implementation and replication, and implementation of JUSTIS.

The Domestic Violence Victim Safety and Accountability Audit, conducted in 2006, identified 68 recommendations to improve the criminal justice and Citywide response to domestic violence, and to help close the gaps identified in the Audit Report. Some recommendations are system-wide and

others are department-specific. The Oversight Panel formed the Audit Implementation Committee after the release of the audit to support the departments and the system in implementing these recommendations. By the close of FY08-09, the Audit Implementation Committee successfully implemented 21 of the 68 recommendations, or 31%. After careful review and consideration, another 8 (12%) have been tabled as outside the scope of departments or not a best practice for San Francisco. Many of the remaining 39 recommendations (57%) have been partially implemented and significant progress has been made toward completion. The agencies participating in the Audit have all shown commitment and dedication to ensuring the safety of victims and the accountability of those that choose to batter.

The Department completed all sessions of the Domestic Violence Response Cross-Training Institute in FY07-08, and received the final evaluation report from Mark Morris Associates in November 2008. MMA stated: *“The evaluators are satisfied that the Institute represents an important advance in the governmental response to the serious problem of domestic violence. The Institute could serve as a model or template for other communities and criminal justice systems.”* The National Association of Counties agreed, and awarded the City and County of San Francisco a 2009 Achievement Award for this project in June.

### **Violence Against Women – Community Response**

*In FY07-08, community agencies responded to 24,632 crisis and informational calls made to the 3 domestic violence shelters and the dedicated domestic violence crisis line in San Francisco, WOMAN, Inc.*

The Department partnered with the Department of the Environment to launch the first annual *Call to Action: Recycle Your Old Cell Phones and Help a Woman in Need* cell phone drive to highlight the month of October as Domestic Violence Awareness Month. Focusing on City departments and employees, the Department collected 688 cell phones for recycling during the month-long drive. Cell phones are refurbished and distributed to survivors of domestic violence to support them in finding safety.

The Department carried out all necessary monitoring of Violence Against Women Prevention and Intervention (VAW) Grants Program Partner Agencies. It is important to note how the economic crisis affected grantees, such as high call volumes on the crisis lines, an increase in turn-aways at the shelters, and a general increase in requests for services.

**VAW Grants Program Service Summary, FY08-09**

<b>Services</b>	<b>Advocacy</b>	<b>Crisis Line</b>	<b>Education</b>	<b>Legal Services</b>	<b>Shelter</b>	<b>Trans. Housing</b>	<b>Total</b>
Accompaniment	985	-	96	339	159	63	<b>1,642</b>
Advocacy	900	98	290	-	245	94	<b>1,627</b>
Case Management	2,530	-	401	-	635	560	<b>4,126</b>
Counseling - Individual	3,494	-	91	-	497	441	<b>4,523</b>
Counseling - Group	532	-	216	-	774	67	<b>1,589</b>
Crisis Intervention	-	3,904	-	-	-	-	<b>3,904</b>
Education	305	705	11,906	68	-	363	<b>13,347</b>
Information & Referrals	229	-	599	-	-	-	<b>828</b>
Legal Services	-	-	-	7,491	-	-	<b>7,491</b>
Outreach	162	348	1,685	-	-	7	<b>2,202</b>
Technical Assistance	426	476	2,730	854	-	-	<b>4,486</b>
<b>Total Service Hours</b>	<b>9,563</b>	<b>5,531</b>	<b>18,014</b>	<b>8,752</b>	<b>2,310</b>	<b>1,595</b>	<b>45,765</b>
<b>Total Bednights</b>	-	-	-	-	<b>3,950</b>	<b>13,307</b>	<b>17,257</b>
Shelter Turnaways	-	-	-	-	1,034	347	1,381
<b>Total Crisis Calls</b>	<b>906</b>	<b>18,481</b>	-	-	-	-	<b>19,387</b>
<b>Individuals Served<sup>1</sup></b>	<b>4,527</b>	<b>18,372</b>	<b>6,567</b>	<b>1,422</b>	<b>122</b>	<b>89</b>	<b>31,099</b>

A Graduate Intern with the Department during FY08-09 conducted a 24-hour count of domestic violence survivors with the Department’s VAW Grants Program Partner Agencies in March 2009. The Census of Domestic Violence Services in San Francisco, carried out on March 12, 2009, attempted to ascertain community-specific help-seeking patterns of domestic violence survivors, as well as the level of unmet need. Through the VAW Grants Program, the Department funds 34 community programs at 25 agencies providing services to survivors of domestic violence and sexual assault, including 24-hour crisis lines, emergency shelter, transitional housing, legal assistance, advocacy services, and prevention education. Of the 25 agencies the Department funds, 15 participated in the 2009 Census.

According to the Census, 601 individuals received services on March 12. Participating emergency shelter and transitional housing programs reported serving 103 adults and children during the survey period. Another 498 individuals received non-residential services such as counseling, legal assistance and support groups. Domestic violence crisis lines offer vital information, resources, safety planning, and support for family members and survivors of domestic violence. On the Census Day domestic violence hotlines answered a call every 4.5 minutes. Local domestic violence programs offered training about domestic violence prevention and early intervention to 29 San Franciscans. During the one-day count, 199 individuals seeking services were unable to receive what they needed. Over 73% of those who were unable to be served on the Census Day were survivors in need of emergency shelter or transitional housing. The Census offers some insight into the expressed need in San Francisco in a 24-hour period. From this, we can gather an idea of the help-seeking patterns of San Francisco survivors of domestic violence. The Department will

<sup>1</sup> The number of individuals served in this chart reflects both the direct clients served by programs (29,388) as well as non-clients, such as service providers receiving technical assistance or training from a Partner Agency (1,780).

continue to monitor the needs of women survivors of violence and address those needs through the VAW Grants Program, as possible.

The Family Violence Council convened 4 meetings in FY08-09, with meeting topics covering an overview of death review teams, trauma recovery services for survivors of family violence, the Public Defender’s Children of Incarcerated Parents Program, an exploration of intervention services for perpetrators of family violence, the Department of Public Health’s training and protocol development for digital photo documentation of injuries, and the *First Comprehensive Report on Family Violence in San Francisco, 2009*. The *Report on Family Violence* is the first of its kind to attempt to determine the scope of child abuse, domestic violence, and elder and dependent adult abuse in San Francisco.

Human trafficking is an egregious violation of human rights. The Department is committed to help fight the crime and ensure that victims receive the supportive services they need. To this end, the Department partnered with the Human Rights Commission and the Jewish Coalition to End Human Trafficking to co-host the first San Francisco Community Forum on Anti-Trafficking on February 21, 2009. Over 100 attendees participated in the Community Forum, receiving and sharing information about the City’s preventive and protective measures for victims of human trafficking, the current needs of victims that remain unaddressed, and issues surrounding prosecution of traffickers. As a result of the Community Forum, the Department, together with its co-conveners, produced a Resource Guide with detailed information about organizations that provide services for victims of human trafficking.

**Health Care**

*Middle-class families both locally and nation-wide are increasingly unable to afford health insurance, a trend that leads to delayed response to problems that may lead to major illness at which treatment is more difficult and costly. Mortality would decrease by 5-15% if those that were uninsured were given health insurance. In addition, the study found that there are about 18,000 excess deaths for adults 25-64 associated with lack of health insurance. The majority of women in San Francisco without health insurance are Asian (11.2%) followed by white (7.0%) and African American (4.6%).*

**Women without Health Insurance by Ethnicity, San Francisco, 2005**

Ethnicity	Percent without Insurance Coverage
Asian American	11.2
White	7.0
African American	4.6
Latina	3.9
<b>All races</b>	<b>7.7</b>

Data source: CHIS, 2005

Commissioner Carolene Marks continued to provide leadership in several areas related to women’s health during FY08-09, including the development of a resource pamphlet in conjunction with a coalition addressing the high mortality rate of African American women diagnosed with breast cancer, as well as meeting with groups working to ensure the health needs of transgendered

individuals are being met. Additionally, the Department began conversations in the fall of 2008 with the Mental Health Advisory Board to address the unique mental health needs of women. However, due to staffing constraints, the Department is unable to provide support for health initiatives at this time.

### **Women's Human Rights Promotion and Resources**

To promote our groundbreaking work in the area of women's human rights, the Department has presented information about the CEDAW Women's Human Rights Ordinance and related work at the following gatherings or media outlets:

- Featured online exhibit at the International Museum of Women, September 2008
- United Nations Institute for Training and Research International Forum, September 2008
- Association of California Commission on the Status of Women retreat, November 2008
- Women's Institute for Leadership Development, January 2009
- Article about CEDAW implementation in winter issue of *Ms. Magazine*, January 2009
- California State Employee's Association Women's Conference, March 2009
- United Nations Commission on the Status of Women and Global Compact, March 2009
- Santa Cruz Commission on the Status of Women, April 2009
- California Women's Agenda Central California Women's Summit, April 2009

New resources developed for the community during FY08-09 include:

- *Service Directory for Girls, 2008*
- *Directory of Social Services for Women in San Francisco, 2009*
- *Report on the Status of Women in San Francisco, 2009*
- *Census of Domestic Violence Services in San Francisco, 2009*
- *First Comprehensive Report on Family Violence in San Francisco, 2009*