



FISCAL YEAR 2013 -2014 **ANNUAL REPORT**

CITY AND COUNTY OF SAN FRANCISCO
DEPARTMENT ON THE STATUS OF WOMEN



LETTER FROM THE COMMISSION PRESIDENT NANCY KIRSHNER-RODRIGUEZ

Dear Friends:

It has been an honor and privilege to serve as President of the San Francisco Commission on the Status of Women since September of 2013. I want to thank my colleagues on the Commission and the dedicated staff at Department on the Status of Women for their support and leadership as we all work together to address critical issues confronting San Francisco's women and girls. In the past year, we have continued to provide strong local leadership and have also made an impact in national and international efforts to improve women's rights and opportunities.

Our significant successes included working with the Alliance for Girls and the Department on Children, Youth and Their Families to ensure that the recently passed Children's Amendment language included specific references to gender and will create a new level of direct service work for girl serving organizations.

We worked with Mayor Edwin M. Lee to begin a new city tradition of lighting City Hall purple at the beginning of Domestic Violence Awareness month and how magnificent it is for all our community agencies to see the respect for their work that this action demonstrates. With our support, the Board of Supervisors passed a first in the nation Family Friendly Workplace Ordinance. We held a conference on Child Sex trafficking that attracted participants from all over the state and launched an innovative human trafficking intervention program with community partners. In January, the Gender Equality Principles Challenge brought forward new and innovative actions by many prominent San Francisco Bay Area Companies. In February, we again joined with V-Day on the 14th to participate in One Billion Rising, a global action to end violence against women and girls.

In March, I was proud to open the Women's History celebration at the Board of Supervisors and join in the recognition of some extraordinary San Francisco Women leaders! And of course we journeyed to New York; more than 50 strong in the SF Bay Area delegation to the UN Commission on the Status of Women's 58th meeting. As they say –San Francisco was IN THE HOUSE!!! We demonstrated our solidarity with women across the globe by launching Cities for CEDAW with the Women's Intercultural Network and the NGO – CSW as a vehicle to engage other US Cities to implement a CEDAW framework in local communities. With Mayor Lee's commitment, I addressed the Women Mayors at the Annual Meeting of the US Conference of Mayors and we were able to get the Mayors to pass a resolution supporting this initiative. We now plan to move forward to update our CEDAW ordinance for the next decade.

I believe that our greatest successes come from our strong partnerships across government, and with our community non-profit and for-profit allies. Generous support from the Friends of the Commission on the Status of Women has also enabled us to expand our work on numerous issues and provide opportunities for young women policy makers to join the DOSW team as fellows and change-makers. From the Justice and Courage Report to the Cities for CEDAW Campaign, we are providing ground-breaking leadership. Thank you for supporting our team and being on the forefront of changing the way government works for women and girls.

Nancy Kirshner-Rodriguez



LETTER FROM EXECUTIVE DIRECTOR EMILY M. MURASE, PHD

Dear Friends,

As President Kirshner-Rodriguez recounts in her letter, and what is documented in the following pages, is an accounting of the key advances in women’s human rights in San Francisco and beyond, conducted by one of the strongest Commissions on the Status of Women in the country. I am often reminded of how fortunate we are to live in a City that is so committed to women’s human rights, indeed the first city in the world to enact a local ordinance reflecting the principles of the UN Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), an international bill of rights for women. Our Mayor, Mayor Edwin M. Lee, has taken the City’s commitment a step further by challenging other U.S. cities to follow our example and enact similar measures in their communities. We hope that by the time the U.S. Conference of Mayors Annual Conference comes to San Francisco in June 2015, that there will be many cities that have joined our “Cities for CEDAW” campaign.

I want to especially thank my small but mighty staff for exceptional dedication to this work. This past year, we have had to say good-bye to a number of long-time staff members. In their place, highly talented folks have brought new energy to the work of the Department. And we have benefited greatly from the steady stream of exceptional Policy Interns and Policy Fellows who have volunteered at the Department. We could not have accomplished so much without the help of many colleagues, and I would like to acknowledge the many community supporters who make our work possible.

A handwritten signature in black ink that reads "Emily M. Murase". The signature is fluid and cursive.

ABOUT THE COMMISSION

The Commission on the Status of Women was established in 1975 to ensure the equitable treatment and foster the advancement of the women and girls in San Francisco through programs, policies and legislation. The Commission is comprised of seven members appointed by the Mayor.

In 1994, the Department on the Status of Women was established when voters approved Proposition E, which created a permanent Department to carry out the mission and policies of the Commission. In 1998, San Francisco became the first city in the world to adopt a local ordinance reflecting the United Nations Convention on the Elimination of All Forms of Discrimination Against Woman (CEDAW), and international bill of rights for women and girls.

Commission Members *(Pictured right)*

Nancy Kirshner-Rodriguez, President

Andrea Shorter, Vice President

Amy Ackerman, Commissioner

Mary Jung, Commissioner

Alicia Gamez, Commissioner

Julie D. Soo, Commissions



Current Department Staff

Emily M. Murase, PhD, Executive Director

Minouche Kandel, Women's Policy Director

Stephanie Nguyen, Fiscal & Policy Analyst

Carol Sacco, Associate Director

Iris Wong, Management Assistant



Previous FY 2013-2014 Department Staff

Cynthia Vasquez, Executive Coordinator

Aimee Allison, Media & Community Affairs Director

Ann Lehman, Senior Gender Advisor

Elizabeth Laferriere, Legislative Director

Stacey Hoang, Fiscal & Development Director



FY 13-14 Year-Long Fellows and Interns

Grace Fisher, Oxford University – Policy Fellow

Tara Gamboa-Eastman, UC Berkeley – Gender Equality Principles Fellow

Kristin Snell, UC Berkeley – Policy Fellow



FY13-14 Summer Policy Interns

Sarah Scriven, Duke University

Eva Morgenstein, Smith College

Emma Williams-Baron, Reed College

Celia Mae Flinn, Claremont McKenna College



MAJOR EVENTS

San Francisco Collaborative Against Human Trafficking Conference on Ending Domestic Child Sex Trafficking August 2013

The Conference featured an original video, “A Day in the Life of a Victim of Child Sex Trafficking,” produced by Department staff, which was very well received by attendees.

CEDAW Women’s Human Rights Awards Luncheon – September 2013

The annual luncheon organized by the Friends of the San Francisco Commission on the Status of Women took place on September 30, 2013 at Julia Morgan Ballroom of the Merchants Exchange Building. The event honored 12 exceptional individuals and 1 corporation that participated in the Gender Equality Challenge. Awardees are pictured below.



© Friends of the San Francisco Commission on the Status of Women

Bottom starting from left: Susan Swan (Leadership), Marilyn Fowler (Community Building), Louise Renne (Law), Caryl Ito (Legacy), Akiko Yamazaki (Philanthropy), Top Starting from left: Patricia Bovan, Friends of Commission on the Status of Women, Marily Mondejar, President, Friends of the Commission on the Status of Women, Twitter (Corporate; Represented by Adam Messinger, CTO), Honorable Cassie Doyle (International Comity), Fabiola Kramsky, Univision, Brenda Wright (Economic Empowerment), Paul Henderson (Violence Prevention), General Antonio Taguba (Government), Dr. Emily Murase, Executive Director, Department on the Status of Women. Not pictured: Elmy Bermejo (Labor)

Domestic Violence Awareness Month – October 2013 (See page 7)

The Department organized the inaugural “Shine the Light on Domestic Violence” event to kick-off October as Domestic Violence Awareness Month. For the first time ever, City Hall was lit purple, the official color of domestic violence awareness. The event also celebrated San Francisco going 40 months without a domestic violence homicide.

Family Violence Council 5th Anniversary – November 20, 2013

Human Trafficking Awareness Month – January 2014

One Billion Rising San Francisco – February 14, 2014

The second annual One Billion Rising San Francisco took place at Civic Center on Valentine’s Day. Mayor Edwin Lee, Board of Supervisors President David Chiu, and District Attorney George Gascón joined community advocates to speak out for justice and demand an end to all forms of violence against women. As a follow-up to the event, the District Attorney’s Office and the Justice & Diversity Center of the Bar Association of San Francisco organized the inaugural free legal clinic for survivors of domestic violence & sexual assault at Hastings College of Law.

10th Annual Women’s History Month Awards Ceremony & Reception: *Celebrating Women of Character, Courage, and Commitment* – March 4, 2014

The Board of Supervisors, District Attorney George Gascón, and Mayor Edwin Lee each recognized leaders in the community who have demonstrated courage, commitment, and leadership at City Hall, followed by a reception hosted by the Friends of the San Francisco Commission on the Status of Women.

Justice & Courage Oversight Panel on Domestic Violence Policy Reform sunset – June 5, 2014

During the 12 years of the oversight panel, 120 out of 169 recommendations were implemented. The remaining 49 pending recommendations will be continued through a subcommittee of the Family Violence Council.

POLICY LEADERSHIP

United Nations Human Rights Committee

In September 2014, the Department submitted a shadow report – Report on Sex-Based Discrimination in the American Workplace – to the UN Human Rights Committee (UNHRC) under the International Covenant on Civil and Political Rights (ICCPR). This is the first time a local government agency in the United States has filed a report directly with UNHRC. In March 2014, then-Legislative Director Elizabeth Laferriere attended the 109th Session of the UNHRC and promoted the report as an educational tool for the committee and other women’s rights nonprofits.

58th Forum of NGO Committee on the Status of Women, New York

In March 2014, the Department led the San Francisco Bay Area delegation of 50 women leaders, advocates, and community activists (pictured below) to the 58th Forum of NGO Committee on the Status of Women, New York (NGO CSW 58), including **First Lady of San Francisco Anita Lee**. The Department organized two parallel sessions: “Strategies in the War Against Human Trafficking: Lessons from Peru, San Francisco, and Beyond,” and “How to Enact and Implement CEDAW Locally: Lessons from San Francisco, the First City of CEDAW.” Both events were well attended with standing-room only crowds. Commission President Nancy Kirshner-Rodriguez participated in two panels: “Sustainable Cities and Women’s Human Rights,” and “An Open Discussion on Beijing+20.”



San Francisco Delegation at NGO CSW 58, displaying the Cities for CEDAW Banner.

Cities for CEDAW Campaign

Launched at NGO CSW 58 in March 2014 with the Women’s Intercultural Network and the Department as peer leaders, this campaign aims to have 100 mayors commit to enacting local CEDAW measures in their cities by December 2015.

Cities are asked to fulfill three requirements:

1) Conduct gender analyses of the city workforce, services, and/or city budget, 1) Appoint an oversight body for the implementation of action plans, and 3) Allocate \$0.10 - \$0.25 per woman resident for full implementation of the measure.

Commission President Nancy Kirshner-Rodriguez attended the June 2014 US Conference of Mayors in Dallas, Texas and spoke at the Women’s Caucus about CEDAW and the importance of enacting local measures. Because of her outreach, the Social Criminal Justice Committee unanimously passed a resolution supporting the campaign. Department staff is currently reaching out to mayors across the country to support CEDAW at a local level.

More information about the campaign can be found at Cities4CEDAW.org.

Gender Analysis of City Departments

The Department produced the bi-annually mandated *2013 Gender Analysis of Commissions and Boards*, which analyzes the gender and ethnic diversity of San Francisco’s local Government.

The Commission reviewed gender data from four City Departments: Arts Commission, Fire Department, Department of Animal Care and Control, and Department of Children, Youth, and their Families.

WOMEN IN THE WORKPLACE

Gender Equality Principles Initiative

Following the launch of Gender Equality Challenge in April 2013, the Gender Equality Council collected submissions from nine San Francisco Bay Area companies detailing programs that benefit women in the workplace.

These practices were showcased at *Honoring Progress: The 2013 Gender Equality Practices* in January 2014 (pictured below), allowing stakeholders a chance to have in-depth discussions on how to promote gender equity in their workplaces. In partnership with Bay Area Council, the event was followed by *Gender Partnership: The Economic Imperative for the 21st Century* as part of the 21st Century Workplace Series.



*2013 Gender Equality Challenge Companies: (from left) Cynthia Jackson, **Baker & McKenzie**; Cecily Joseph, **Symantec Corporation**; Chantel Mandel, **Bayer HealthCare**; Amy Ackerman, *Commission on the Status of Women*; Cathy Campbell, **Charles Schwab**; Ann Lehman, *Department on the Status of Women*; **Keynote Speaker Barbara Krumsiek**, *Calvert Investments*; Loretta Walker, **AT&T**, Janet Van Huysse, **Twitter**; Beth Axelrod, **eBay Inc.**, Anna Walker, **Levi Strauss & Co.** and **Business for Social Responsibility**. Not pictured: **Deloitte***

Family Friendly Workplace Ordinance

The Department worked closely with the Board of Supervisors to support the Family Friendly Workplace Ordinance, which was signed into effect by Mayor Edwin M. Lee in October 2013. Sponsored by Board President David Chiu, this measure prohibits workplace discrimination in San Francisco based on parental or caregiver status, and allows all parents or caregivers the right to request flexible and predictable schedules to work around their caregiver responsibilities.

The Gender Equality Principles Initiative worked with community allies to create the Family Friendly Workplace Ordinance Business Case Fact Sheet, and Department staff continued to work with Office of Labor Standards Enforcement and Legal Aid Society – Employment Law Center in developing outreach and evaluation plan for the ordinance. The Department successfully secured \$75,000 to conduct outreach of the ordinance, which includes a capacity-building grant for a community based organization or coalition to create and implement a sustainable strategy for informing workers and employers of their work-family rights and shifting the culture around flexibility.

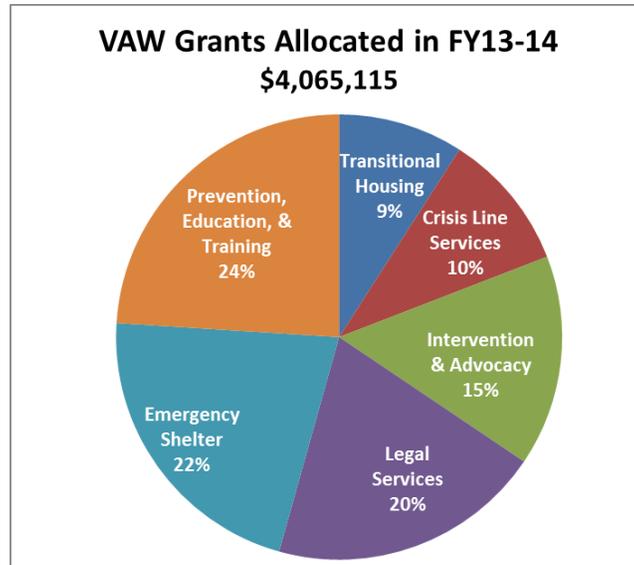
Healthy Mothers Workplace Coalition

The Healthy Mother Workplace Coalition organized the inaugural Awards for Excellence in Maternal Health and Equity, and recognized the 18 winners in September 2013 at the Healthy Mothers Workplace Awards Ceremony. Winning companies ranged in size from 4 to 8,000 employees, and included nonprofits and legal service providers, technology companies and government agencies, retail and marketing organizations, and those offering healthcare and engineering services. The Department continues to be proud of its collaboration with the Coalition, comprised of representatives from governmental agencies, nonprofits, commissions, and private sector employers.

WOMEN'S HEALTH & SAFETY

Violence Against Women (VAW) Prevention & Intervention Grants Program

The Department is proud to distribute grants totaling \$4 million fund 32 community based organizations that provide services in the six service areas shown in the chart below:



The VAW Grants Program experienced tremendous increases this year, including a 1.5% mayoral cost-of-doing-business increase to all community agencies, much needed funding for a new collaborative anti-trafficking initiative, and a supplemental from the Board of Supervisors to increase funding for domestic violence legal services and services for Spanish-speaking and transgender survivors.

The 24 agencies representing 32 programs received \$4,065,115, served 13,994 unduplicated individuals, and provided approximately 35,915 hours of supportive services. Specifically, the three emergency shelters provided 3,591 bed nights to women and their children escaping domestic violence, while three transitional housing programs and one permanent supportive housing program provided 11,607 bed nights to women seeking long-term stability. The two crisis line providers fielded 13,043 calls from 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 the Department's website.

The Department worked with ETR Associates to conduct the VAW Community Needs Assessment, which concluded at the end of FY 13 – 14. Community partners, current and former clients, and at-risk populations engaged in a thorough process to ascertain areas of programmatic strengths and needs. Results of the study contributed greatly to the VAW Prevention & Intervention Grants Program Request for Proposals.

At the Annual Partner Agency meeting in October 2013, LYRIC and El/La presented an in-service training that focused on transgender clients. Attendees had an opportunity to openly discuss challenges, tips, and best practices for serving transgender clients. The Department also introduced a revised VAW Quarterly Service Reports, which now include data collection on transgender clients demographics.

WOMEN'S HEALTH & SAFETY (CONTINUED)

Anti-Human Trafficking

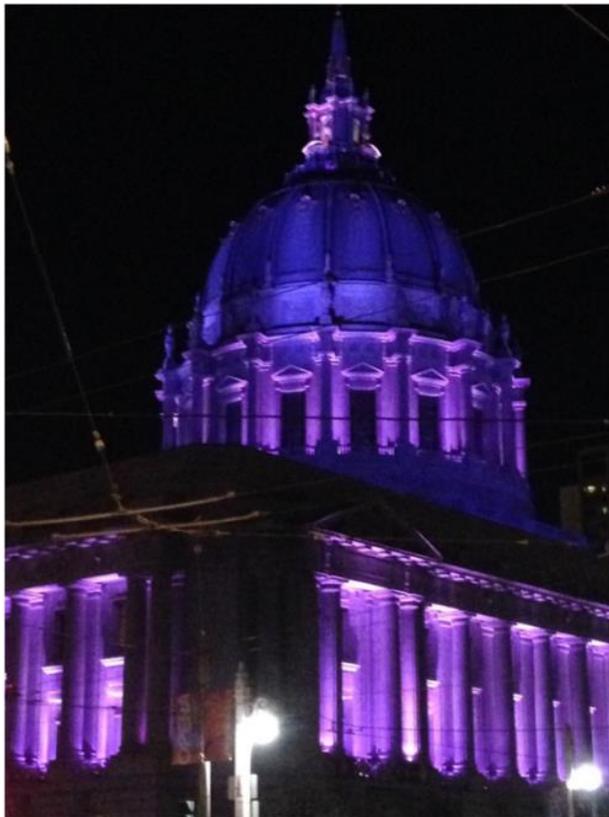
The Department organized the 3rd Annual Anti-Trafficking Teen Poster contest in the fall of 2013, and received 15 wonderful entries from middle and high school students in San Francisco. The top three winners were recognized by Deputy Chief of Staff for Public Safety of the Mayor's Office Paul Henderson at the January 10 Human Trafficking Awareness Month Kick-Off Event. U.S. Attorney for the Northern District of California Melinda Haag, District Attorney George Gascón, Police Chief Greg Suhr, and other city officials attended the event.

Together with Alameda and San Mateo Counties, the Department conducted targeted outreach for SB1193, which requires certain businesses and agencies to post an anti-trafficking poster with resources for victims and witnesses. Department staff identified over 700 San Francisco bars, hospitals, and urgent care centers that are obligated to post the notice. Following the mailing of these flyers, the Department organized a Community Day of Action to visit these organizations to check that they have fulfilled the requirement, and educate them about SB 1193.

Domestic Violence

The Department worked closely with the Department of Human Resources to improve the City and County of San Francisco's domestic violence workplace policies. Staff trained over 100 human resources staff and Department Personnel Officers; these trainings will become an annual event. The Department of Human Resources is also working with the Department on revamping the City's Violence Prevention Policy to include additional language on domestic violence.

The Family Violence Council, which is staffed by the Department, continues to meet and address domestic violence, elder abuse, and child abuse. It celebrated its 5 year anniversary on November 20, 2013. A subcommittee of the Council is addressing the remaining recommendations to be implemented as outlined by the Justice & Courage Oversight Panel, which sunset in June 2014.



For the first time ever, San Francisco City Hall was lit up purple to recognize October as Domestic Violence Awareness Month.

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