



SAN FRANCISCO DEPARTMENT ON THE STATUS OF WOMEN

*Creating an international model
for women's human rights in
San Francisco since 1994*

Two-time winner of the National Association of Counties
Achievement Award



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RESOURCES FOR ADVANCING THE HUMAN RIGHTS OF WOMEN AND GIRLS

Local Tools



Global Scope



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

*Mayor Gavin Newsom
Executive Director Emily M. Murase, PhD*

MISSION

The San Francisco Department on the Status of Women (Department) ensures the equitable treatment and fosters the advancement of the women and girls of San Francisco through policies, legislation, and programs that focus on populations in need.

BACKGROUND

In 1998, San Francisco became the first municipality 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). This groundbreaking Ordinance focuses on health care, employment, economic development, educational opportunities, and violence against women and girls. The Department has spent the past decade ensuring that San Francisco government takes proactive steps to end discrimination against women in employment practices, funding, and services. The United States still has not ratified CEDAW, but the Department's work has led to the development of innovative policies and tools to promote the advancement of women and girls in San Francisco and beyond.

RESOURCES

A vital component of the Department's work is to create reports and tools for the local and international community. This brochure details many of the resources the Department has produced to advance the status of women and girls. These materials as well as additional data and articles are available on the Department's website:

www.sfgov.org/dosw

GOVERNMENT PRACTICES

The local CEDAW Ordinance requires that the City and County of San Francisco examine gender, race, and other factors when making budget and program decisions. The Department has created the tools needed to ensure equality.

CEDAW in Action: Local Implementation in the City and County of San Francisco, 2010

Just over 10 years since the passage of the landmark local CEDAW Ordinance, San Francisco women are benefiting from many new government programs. This report outlines these initiatives, and describes the tools developed and deployed by San Francisco that can be used in promoting women's rights throughout the nation and the world.

Gender Analysis Guidelines

The Department created these innovative guidelines to determine if departments' policies, programs, and budgets are equitable. In addition to the step-by-step guidelines, the Department provides reports and updates about the agencies that have conducted gender analyses, the award-winning *Gender Analysis of the 2003-2004 Budget Cuts*, and the biannual *Gender Analysis of San Francisco Commissions and Boards*.



Gender Responsive Budgeting: A Path to Accountability & Data-Based Policy-Making, 2010

The only way to know if women are disproportionately affected by policy decisions is through the systematic collection of demographic data, disaggregated by gender, race, age, and other social characteristics. The Department surveyed City agencies about their data collection practices, highlighting examples of best practices.

Creating a Safer San Francisco: Integrating Multicultural Strategies to End Violence Against Women and Girls, 2007

The Department conducted a needs assessment and program review in 2007 to identify vulnerable populations and gaps in services within San Francisco's community-based response to violence against women.



First Comprehensive Report on Family Violence in San Francisco, 2009

In 2007, San Francisco became the only county to create a Family Violence Council addressing the cross-cutting issues of child abuse, domestic violence, and elder abuse. This annual report is also the first of its kind, examining criminal justice and social service statistics revealing the scope of family violence in San Francisco.

Justice and Courage: A Blueprint for San Francisco's Response to Domestic Violence, 2002

In the wake of a tragic domestic violence homicide in 2000, the Department conducted an investigation into the criminal justice response to domestic violence. Out of this work arose hundreds of recommendations and 10 years of policy reform.

Additional online resources include:

- ❖ *Directory of Social Services for Women in San Francisco*
- ❖ *Directory of Services for Survivors of Human Trafficking*
- ❖ *Service Directory for Girls*

THE STATUS OF WOMEN AND GIRLS

The Department has made understanding the status of women and girls in San Francisco a priority. These reports document how far women have come, and what remains to be done to achieve full equality for all women and girls.

The Status of Women in San Francisco, 2009

Women are 49% of the population in San Francisco. The diversity of these women is one of San Francisco's greatest strengths. This report highlights some of the elements that make San Francisco and its women so unique. Examining statistics related to ethnicity, immigration, age, educational attainment, poverty, employment and entrepreneurship, and more, the report provides valuable information for policy-makers, advocates, and the general public.



A Report on Girls in San Francisco, Benchmarks for the Future, 2003

Prior to the publication of the *Girls Report*, no single document examined data specific to San Francisco's girls. The major result of failing to disaggregate data based on gender, is that little is known about the political, social, physical and economic state of girls as separate from boys. This is the first report of its kind to specifically examine the lives and needs of girls in San Francisco.

WOMEN IN THE WORKPLACE

Though the United States has laws prohibiting discrimination in the workplace based on gender, inequality persists. The Department has developed a number of tools to address the wage gap, recruitment of women in non-traditional fields, sexual harassment, and much more.

San Francisco Gender Equality Principles Initiative

A partnership between the Department, Calvert Group Ltd., and Verite, the San Francisco Gender Equality Principles Initiative (GEP Initiative) provides companies with practical standards, tools, and resources to improve gender equality from the factory floor to the boardroom. The GEP Initiative focuses on 7 fundamental areas: employment and compensation; work-life balance and career development; health and safety; management and governance; business, supply chain and marketing practices; civic and community engagement; and transparency and accountability. Visit the GEP's interactive and informative website at: www.genderprinciples.org.



Sexual Harassment Free Workplace

Everyone has the right to work in a safe environment free of discrimination, including sexual harassment. The Department created a guide to support employees and employers in addressing harassment in the workplace. It includes frequently asked questions, how to make a report, and where to go for help.

Recruitment of Women in Non-Traditional Fields

Women remain significantly underrepresented in traditionally male-dominated occupations: in the skilled trades, women constitute less than 3% of the workforce. To counter this trend, the Department created this guide of recruitment strategies and resources aimed at employers in traditionally male fields seeking to expand their applicant pool to include women looking for non-traditional employment.

Work-Life Policies & Practices Survey Report, 2001

We know that women are often caregivers in addition to breadwinners. Balancing work responsibilities with family obligations, schooling, or other commitments can be a significant challenge. The Department surveyed City departments to determine how each incorporated principles of work-life balance into personnel policies.

VIOLENCE AGAINST WOMEN

Violence against women comes in many forms, and affects women in all corners of society. Ensuring the safety of women, in their homes, on the streets, and in the workplace, is a priority for the Department. The San Francisco-based studies included below highlight the policy reforms enacted by the Department.

Safety for All: Identifying and Closing the Gaps in San Francisco's Domestic Violence Criminal Justice Response, 2007



In a collaborative process, criminal justice personnel and community advocates gathered data, analyzed the City's criminal justice response to domestic violence, and highlighted the system-wide gaps that leave victims vulnerable. The recommendations in this report formed the basis for fundamental policy reform. A 2010 report on the implementation of Audit recommendations is available on our website.