



Mayor Edwin M. Lee

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



Executive Director  
Emily M. Murase, PhD



Fiscal Year 2011-2012

# ANNUAL REPORT



## FY11-12 Highlights

- **New family violence codes adopted by the 911 Emergency Telephone System**
- **80% drop in domestic violence homicides since 2000**
- **The Gender Equality Principles Initiative receives the Work-Life Balance Award for Continent America from the Italian government**

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## Letter from the Commission President Kay Gulbengay

I am extremely proud of the work accomplished by the Commission and the Department this year:

- Advocating for girls in San Francisco;
- Standing up for victims of domestic violence;
- Promoting women's leadership in the private sector; and
- Making the case for a United Nations Fifth World Conference on Women.

I want to acknowledge the hard work and dedication of my fellow Commissioners, and our partnership with the Friends of the Commission on the Status of Women who continue to support our work on behalf of San Francisco's women and girls. This year, our Gender Equity Principles Initiative received well-deserved global recognition and will continue to define the standards for gender equity in the public and private spheres. Congratulations to all for an excellent year!

For the past 2 years, I was privileged to serve as Commission President, and to bring my relationships and knowledge from many years in City Hall to my work with the Commission. Newly elected Commission President Julie Soo and Vice President Nancy Kirshner-Rodriguez will no doubt continue to carry on the progress we have made in advancing the rights of women, girls, and children in San Francisco in the upcoming year.

## Letter from the Department Executive Director Emily M. Murase, PhD



This past year has been a turning point for the Department. After laboring for years to shine a light on family violence, we worked collaboratively with the Department of Emergency Management to implement new codes to identify child abuse, elder abuse, and stalking calls for the first time. Our dedicated efforts since the first meeting of the Gender Equality Principles Initiative in 2008 to improve gender equality in the workplace has engaged dozens of leading Fortune 500 companies here in the Bay Area, and attracted international attention. In May, I was invited to Milan, Italy to accept the International WorkLife Balance Award from the Lombardy Regional Government for our Initiative. In partnership with the Friends of the Commission, we hosted Senior Advisor to President Barack Obama Valerie Jarrett and now Chief of Staff to First Lady Michelle Obama Tina Tchen during Secretary of State Hillary Clinton's Women and the Economy Summit, convened in San Francisco last fall. These are just a few highlights from a year that reflected the culmination of decades of painfully incremental advances, occasional setbacks, but continued focus on our efforts to advance the human rights of women and girls of San Francisco and beyond.

We bid good-bye to Associate Director Anu Menon who is pursuing a new chapter in her career, but not after establishing a sound foundation for the effort to pursue a 5th U.N. World Conference on Women, among many contributions to the Department. We welcomed Stacey Hoang as the Fiscal and Development Manager and Aimee Allison as the Community and Media Affairs Director. While we continue to be challenged by the loss of a full-time policy analyst in domestic violence the previous year, we are making do with what we have. I want to recognize my small but mighty staff who step up above and beyond the call of duty every day to advance our work.

## Commission on the Status of Women

The Commission on the Status of Women was established by the San Francisco Board of Supervisors in 1975 after years of advocacy on the part of the San Francisco women's community. The Commission's mission is to ensure equitable treatment and foster 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. The Commission is composed of 7 individuals appointed by the Mayor to 4-year renewable terms.



**Kay Gulbengay**  
*President*



**Julie D. Soo**  
*Vice President*



**Rebecca Prowda**  
*Commissioner*



**Alicia Gamez**  
*Commissioner*



**Stephanie Simmons**  
*Commissioner*



**Nancy Kirshner-Rodriguez**  
*Commissioner*



**Andrea Shorter**  
*Commissioner*

## Department on the Status of Women

In 1994, San Francisco voters approved Proposition E, which created a permanent City Department on the Status of Women to carry out the policies of the Commission.

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

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

**Ann Lehman, Policy Director**

**Anu Menon, Associate Director**

**Carol Sacco, Grants Administrator**

**Cynthia Vasquez, Commission Secretary**

**Stacey Hoang, Fiscal & Development Manager**



## 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 for women and girls. Using the CEDAW framework, the Department organizes its work under three primary headings—Women’s Human Rights, Women’s Health & Safety, and Women in the Workplace—and carried out the mission of the Commission in a variety of ways during Fiscal Year 2011-2012 (FY11-12).



Staff Cynthia with interns Alex, Elexus, and Janet at the Women’s History Month event.

### Budget and Staffing

In FY11-12, the Department had 6 permanent staff (4.76 full-time equivalents), 7 fellows and interns, and operated with a budget of \$3,521,239. Of this, 78% (\$2.8 million) were allocated directly to the Violence Against Women Prevention and Intervention (VAW) Grants Program to local non-profit agencies serving women and their children.

Much of the Department’s work would not have been possible without our very qualified interns and fellows: University of Chicago graduate and Fulbright Scholar **Janet Connor**, YouthWorks intern **Elexus Hunter**, University of San Francisco law student **Alexandra Ledyard**, UC Los Angeles graduate **Helen Lei**, Connecticut College student **Natalie Liener**, and UC Berkeley Graduate School of Social Work graduate **Katherine Ray**. **Sook-Ja Kim**, Director of the Family Policy Division of the Ministry of Gender Equality & Family in South Korea, concluded her 18-month fellowship at our Department at the end of June.

### New at the Department

The Department went through three major changes this fiscal year:

1. We **moved our offices** one floor up and now have our own conference room for the first time.
2. Thanks to the Department of Technology team led by Denise Debrunner, we **launched our new website** in April for a more updated and user-friendly look. Moreover, our new calendar page provides a new platform for community members to keep abreast of the many upcoming events related to advancing the rights of women.
3. Thanks to Al Perez, the Department now has its own **logo that reflects the collaborative nature of our work**. You should be seeing more of our logo in the near future through our increased social media and web presence.



NEW Department logo!

## WOMEN’S HUMAN RIGHTS

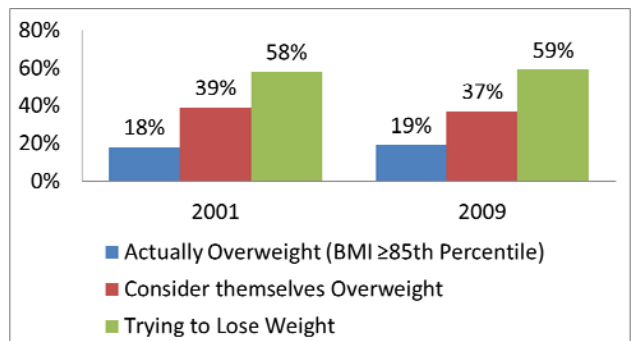
### 2012 Girls Report

With much gratitude to interns Janet Connor, Stephanie Taube, Hannah Chan, and Alexandra Ledyard, “*An Update on Girls in San Francisco: A Decade of Success and Challenges*” and *Addendum* was publicly released during the June *Girl Up Town Hall*. This was followed by a Commission hearing where over 20 representatives gave recommendations. From the hearing, the Commission adopted 4 key recommendations--2 of which are already underway.

1. **Increase girls participation in science, technology, engineering, and math (STEM).**
2. **Improve outcomes for LGBTQ youth.**
3. **Decrease dating violence.**
4. **Decrease disproportionality of African American/Latina girls in the juvenile justice and foster care systems.**

Go to our website at [www.sfgov.org/dosw](http://www.sfgov.org/dosw) to read the executive summary and the full report.

### Self-Weight Perception among High School Girls

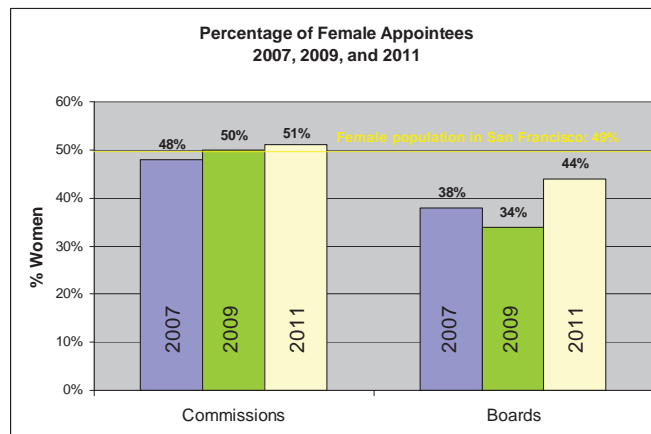




## WOMEN'S HUMAN RIGHTS (continued)

### 2011 Gender Analyses of City Commissions and Boards

Per a 2007 City Charter amendment, the Department is mandated to conduct a gender analysis of the City's commissions and boards every two years. The findings from the biennial **2011 Gender Analysis of San Francisco Commissions and Boards Report** suggest that commission appointments are generally reflective of the demographic makeup of the City, but that Board appointments of females are not. Overall, there are more African American and Caucasian appointees and fewer Asian and Latino appointees as compared to the 2010 San Francisco population. The report represents data from the 51 commissions and boards that provided gender information of its boards and commissioners to the 311 Information Directory Department. For a full analysis, please visit [www.sfgov.org/dosw](http://www.sfgov.org/dosw).



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

The Department is fortunate to have the support of the Friends of the Commission on the Status of Women (Friends), a private nonprofit organization dedicated to raising awareness and funding in support of the work of the Commission and the Department. Through the Friends' leadership, the Department hosted the following:

- **2011 CEDAW Awards Luncheon** where 320 guests gathered to celebrate the work of the 12 honorees for promoting and advancing women and girls issues (October).
- **Conversation Luncheon with UNESCO Director-General Irina Bokova** where 60 local women leaders gathered to discuss the need for greater science and math education and career opportunities for women (pictured right) (March).
- **Women's History Month** celebration to honor 18 women, each nominated by the Mayor or a member of the Board of Supervisors, for their work and dedication to the City (March).



### 5th World Conference on Women (5WCW)

The Department dedicated resources this year to building upon the local grassroots effort for a United Nations Fifth World Conference on Women. As the first city to enact a local CEDAW Ordinance and the birthplace of the United Nations, San Francisco has emerged as a leading voice promoting the international gathering to address today's most pressing issues – including human trafficking and science and technology education and careers for women and girls. Representatives of the Department have traveled from City Hall to corporate board rooms to share the vision that this seminal conference would reinvigorate the U.S. women's movement and assess international progress in implementing the 1995 Beijing Platform for Action. The U.N. General Assembly may consider a resolution to hold a conference in 2015, and although the State Department and White House hold the ultimate decision on whether to support the conference, San Francisco continues to support the gathering. The 5WCW team of activists and academics, organized by the Department, have been meeting monthly over the past year to strategize and organize to support the effort.

**5WCW panelists inside the UN Room during the 2012 UN COSW Parallel Sessions after presenting to a group of over 60 individuals.**



The Department partnered with the Women's Intercultural Network to organize a delegation of about 20 women who traveled to New York in February for the UN Commission on the Status of Women Parallel Sessions to promote the hosting of a 5WCW in San Francisco. Hundreds of buttons and flyers were distributed. Dr. Murase spoke on the panels "Women. Create. Change: Proposed 5<sup>th</sup> World Conference on Women in San Francisco in 2015," and "The Pursuit of Work-Life Balance Among Korean, Filipina, and American Women."



## WOMEN'S HEALTH & SAFETY

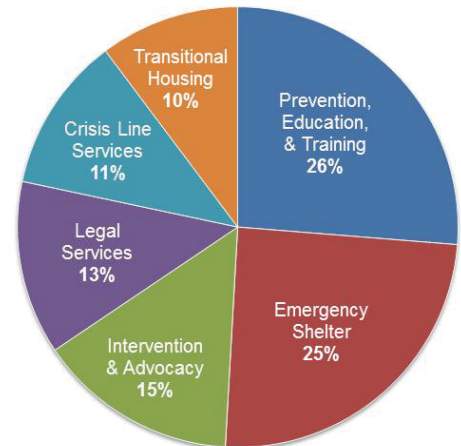
### VAW FY11-12 Outcomes:

40,908	Hours of supportive services
29,434	Number of unduplicated individuals served
16,614	Number of crisis line calls
5,228	Number of shelter bed nights
1,493	Number of individuals turned away from shelters
19,029	Number of transitional housing bed nights

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

This fiscal year was the start of a new 3-year grant cycle for the Department's Violence Against Women Prevention and Intervention Grants Program. The 24 agencies representing 31 programs received a total of \$2,780,259, and served **29,434 unduplicated individuals** and provided **40,908 hours of supportive services**. In addition, the 3 emergency shelters provided 5,228 bed nights to women and their children escaping domestic violence; the 4 transitional and permanent supportive housing agencies provided 19,029 bed nights to women seeking long-term stability; and the 2 crisis lines fielded 16,614 calls for victims of domestic violence and sexual assault. For the full summary and a list of the Partner Agencies, please visit [www.sfgov.org/dosw](http://www.sfgov.org/dosw).

VAW Grants Allocated in FY11-12  
\$2,780,259



The Mayor has publicly committed to maintaining the current funding level and an additional 2% cost-of-doing business increase for our VAW partner agencies for the next 2 years.

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

The San Francisco Collaborative Against Human Trafficking (SFCaHT) was formed in 2009 following the Community Forum on Human Trafficking, and is a partnership among the Department, the Human Rights Commission, and the Jewish Coalition to End Human Trafficking. SFCaHT met quarterly in FY11-12 to learn about developments, community reports, and legislation on human trafficking.

Due to minimal staffing from both departments, SFCaHT held its inaugural Teen Poster Contest with the theme "Taking Action Against Abuse: From Bystanders to Upstanders" instead of a month-long awareness campaign.

The winning poster submitted by Doreen Pacini, a 9<sup>th</sup> grader from Ruth Asawa School of the Arts.



The 2012 contestants with Commander Michael Biel, Executive Director Emily Murase, Supervisor Carmen Chu, Board of Supervisors' President David Chiu, Mayor's Education Advisor Hydra Mendoza, and Human Rights Commission Director Teresa Sparks.

On National Human Trafficking Awareness Day, January 11, 2012, SFCaHT held an awards ceremony at City Hall's North Light Court to

raise awareness about human trafficking and to recognize students who submitted posters. For more information about the collaborative, visit [www.sfcaht.org](http://www.sfcaht.org).

## WOMEN'S HEALTH & SAFETY (continued)

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



Anti-domestic violence advocates rallying at City Hall.

The Justice & Courage Oversight Panel was established in 2002 to seek a seamless criminal justice response to domestic violence cases. Despite the loss of a full-time policy analyst, the Department continued to convene quarterly meetings at the urging of the 7 panel members - **Andrea Shorter (Chair)**, **Kathy Black**, **JaMel Perkins**, **Antonio Ramirez**, **Dion Roberts**, **Ken Theisen**, and **Beverly Upton**. All meetings are open to the public and the agenda and minutes are available at [www.sfgov.org/dosw](http://www.sfgov.org/dosw).

Highlights from the year's achievements and work include:

- Successful advocacy of priority for domestic violence victims seeking Section 8 housing vouchers.
- Successful advocacy to ensure that the Police Department's Domestic Violence Response Unit remains at the Hall of Justice.
- Monitoring of the Claire Joyce Tempongko and other domestic violence homicide cases.
- Participating in and monitoring the progress of the JUS.T.I.S. Governance Council.
- Meeting with Department Heads from 8 departments: Human Services Agency, Human Resources, Emergency Management, Public Defender, District Attorney, Sheriff, Police, and Adult Probation.
- Monitoring the domestic violence case involving newly-elected Sheriff Ross Mirkarimi.

There were **7,721** domestic violence calls to 911 and **3,734** domestic violence cases reported to the Police Department in FY 11-12.

### Family Violence Council Tackles the City's #1 Crime

The San Francisco Family Violence Council is an advisory body composed of government officials and community leaders engaged in the prevention and intervention against child abuse, domestic violence, and elder abuse. The Council meets quarterly to coordinate services and improve communication between the 3 communities, analyze trends related to family violence locally and nationally, and advise local officials about the trends and issues. The Department staffs and coordinates the work of the Council which meets quarterly.

As a result of a recommendation in the *2010 Comprehensive Report on Family Violence in San Francisco*, the Department of Emergency Management implemented new 911 call codes specific to child and elder abuse in February 2011 and reported on the

number of those calls for the first time this fiscal year. Due to the loss of a full-time domestic violence policy analyst, the Department did not have sufficient staffing to continue this important work, so **Dr. Leigh Kimberg** from the Department of Public Health and Council Co-Chair **Kathy Baxter** from the Child Abuse Prevention Center stepped up and engaged graduate student **Suzanne Bischaney** to collect data and write the *2011 Comprehensive Report on Family Violence in San Francisco*. The 2011 report is expected to be released in November 2012.

### FAMILY VIOLENCE COUNCIL

*Addressing Violence throughout the Lifespan*

### Comprehensive Report on Family Violence in San Francisco 2010

The Council elected **Minouche Kandel**, staff attorney at Bay Area Legal Aid, as its representative to the San Francisco Sentencing Commission, newly formed to develop a strategy for handling former state inmates who will be released to county custody due to the State's Realignment Program. The Council is honored to be recognized for its work and to have a seat on the Sentencing Commission.

In support of key community leaders who have worked tirelessly against domestic violence, the Department hosted a Open House for anti-domestic violence community members in April.





## WOMEN IN THE WORKPLACE



**Executive Director Emily and Policy Director Ann accepts the 2012 International Work-Life Balance Award in Milan, Italy.**

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

FY11-12 was a great year for the GEP Initiative. Not only did the Advisory Working group whittle down the number of indicators from about 450 to a more manageable 100, the **Initiative won the 2012 International Work-Life Balance Award for Continent America** from the Lombardy Regional Government of Italy.

The GEP Initiative is a groundbreaking program that helps companies around the world achieve greater gender equality and build more productive workplaces through practical implementation of the 7 principles developed in partnership with Calvert Asset Management, one of the largest families of socially responsible mutual funds, and Verite, a non-profit international human rights monitoring agency. The self-assessment tool benchmarks actions companies can take to create gender equality from the factory floor to the boardroom. It also includes a searchable database of resources, available for free at [www.genderprinciples.org](http://www.genderprinciples.org).

### GEP Initiative Resources

- Take the New 2-Minute GEP Quiz and see how you do.
- Listen to the KQED interview about the GEP with Policy Director Ann Lehman during Secretary Clinton's Women and the Economy Summit.
- Access resources from the GEP Roundtables.

The San Francisco GEP Initiative was selected as the best project in the American continent from among 147 total entries, in part because of the initiative's innovative use of technology tools to assess work-life standards and offer best practices. The award was given by the Lombardy Regional Government in its effort to stem Italy's population decline by focusing on better work-life balance policies for families.

In addition, the GEP Initiative held successful

and well-attended roundtables and forums in FY11-12 on the following topics: "Policy Recommendations on Women and the Economy for Secretary Clinton's APEC Summit," "How to Comply with the New Anti-Human Trafficking Law," and "Gender and Generations Work-Life: What are Best Practices and Biggest Challenges?" To access resources on these topics, please visit [www.genderprinciples.org](http://www.genderprinciples.org).



**Participants at the GEP Roundtable on Human Trafficking.**

### Workplace Policy on Domestic Violence

As one of the city's largest employers, the City and County of San Francisco has a responsibility to ensure clear policies and protocols to keep its employees safe on the job. For this reason the Department continues to push for a citywide workplace policy on domestic violence. The citywide policy that the Department drafted in 2010 continues to be the focus of this work.

### The Business Case for Lactation Accommodation Forum

The Department partnered with the San Francisco Breastfeeding Promotion Coalition; the Department of Public Health; Women, Infants, and Children; the Small Business Commission; the federal Office of Women's Health; SF Health Improvement Partnerships; and UCSF to organize the Business Case for Lactation Accommodation Forum. The Forum was attended by over 50 representatives and provided an opportunity to discuss how employers can promote health and gender equity in the workplace, as well as hand-on information and resources for employers endeavoring to improve lactation accommodation for women and babies. The "Healthy Mother Workplace Taskforce" was developed and the Department continues to engage in this effort to develop best practices for employers.



**Valerie Jarrett, Senior Advisor to President Obama, at the GEP Initiative's Roundtable for the White House on Women and Girls.**



## OUTREACH AND COMMUNITY ENGAGEMENT

Based on our innovative and groundbreaking, the Department is often invited by various groups to speak about our work. In FY11-12, the Department reached thousands of individuals through the following events:

- Hosted a panel discussion and cocktail reception for the **APEC-WES** delegates on San Francisco's groundbreaking work in advancing women's human rights.
- Partnered with the Bay Area Council and the Commonwealth Club to host a policy dialogue to discuss "**Success Through Financial Inclusion & Empowering Environment**" and "**Tech Women: Closing the Gap.**"
- Presented a gender analysis of the 2009 Fire Department Exam to the San Francisco Fire Commission.
- Coordinated the Annual Cell Phone drive to collect old cell phones from city employees to raise awareness and highlight October as **Domestic Violence Awareness Month**. Last year over 300 phones were collected. Good working phones are refurbished and distributed to women escaping domestic violence.
- Provided an overview of the GEP Initiative at the Filipina Women's Summit, a national gathering of over 100 professional women.
- Hosted open houses to connect women with the **U.S. National Committee to U.N. Women** and anti-violence advocates working in the community.
- Brainstormed with Tradeswomen, Inc. on how to increase women's participation in the trades.
- Connected the Department of Child Support Services to our VAW Partner Agencies by educating case management staff about DCSS services and programs for domestic violence survivors.
- Interviewed by **Forbes Magazine** on the GEP Initiative and the Columbia Law School's Human Rights Institute on ways human rights are being used in the U.S.
- Testified at the Berkeley City Council meeting in support of Berkeley passing its own CEDAW ordinance.
- Participated in a conference call with the **White House** and the **U.S. Department of Labor** regarding the role of women in America's economic recovery.
- Provided technical advice on CEDAW to the New York Women's Association, Santa Cruz Commission on the Status of Women, Women's Initiative for Self Employment, and others.
- Was a featured speaker at the **2012 Human Rights Institute** in New York City to discuss San Francisco's work implementing CEDAW.
- Presented on "**Human Trafficking: Problems and Major Issues**" at the International Women's Day Human Trafficking and Women's Rights Symposium hosted by the United Nations Association USA-East Bay Chapter.
- Emceed the **Affordable Healthcare Act Rally with House Leader Nancy Pelosi**.

### Department Outreach by the Numbers:

1,667	Educated and trained about gender equality and CEDAW
155	Reached on policies and programs impacting healthcare
277	Reached on policies and programs that promote access to education and social services for girls
370	Educated and trained about human trafficking

### Commissioners and staff speaking at various functions throughout the year.



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



*Improving the Lives of Women in San Francisco since 1975.*

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