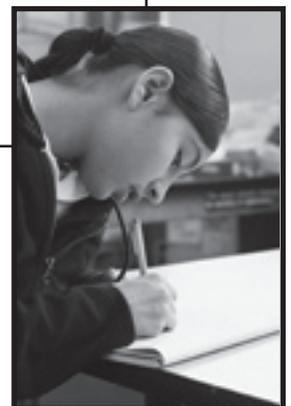


Progress in the 21st Century



*San Francisco
Commission on the
Status of Women
2007-2008*

A Message from the Executive Director December 2007

The Board of Supervisors passed the ordinance officially establishing the San Francisco Commission on the Status of Women in 1975 after years of activism and hard work on the part of San Francisco's women leaders. In 2000, the Commission produced a comprehensive report of our background and history entitled *Celebrating Our Past, Embracing our Future* (available on our website, www.sfgov.org/dosw). That report showed the groundwork laid for a new century of progress. Now, after more than 30 years spent ensuring the well-being and equality of women in San Francisco, it is time to see how far we have come since 2000.



The achievements documented in the following pages would not have been possible without the support and commitment of Mayor Gavin Newsom, the San Francisco Board of Supervisors, department heads throughout the City family, community stakeholders, and members of the public that we have engaged in our work. I want to extend a special thanks to our dedicated Commissioners and the hard-working staff of the Department. Our small staff of 7 has achieved the work of many, work that has garnered the attention of other Commissions on the Status of Women throughout the state, the country, and women's organizations across the globe.

Emily M. Murase, Ph.D.
Executive Director, Department on the Status of Women

The San Francisco Commission on the Status of Women aims to:

Foster the advancement of the status of women and girls, particularly on those issues that impact marginalized women and girls, both within City and County government and in the private sector.

Promote access and develop policy within City and County government agencies, insuring equality for women and girls.

Advocate, monitor, and propose legislation to improve the quality of women's and girl's lives.

Administer funds for the provision of emergency shelter for women and their children, other support services to survivors of domestic violence and sexual assault, and prevention education.

Provide technical assistance, information, and referrals to individuals, community organizations, businesses, and government agencies, related to women's and young women's rights and services.

Maintain an updated free Job Resource Library which is open to the public.

Work with community organizations and coalitions promoting issues which improve the quality of life for women and girls.

A Message from the President December 2007



The Status of Women in San Francisco . . .

San Francisco Population:
744,041

Number of Women:
364,279
(49%)

Number of Women on the
Board of Supervisors:
3 (27%)

City Departments with Women Leaders (partial list):

- District Attorney (elected)
- Police Department
- Fire Department
- Department of Emergency Management
- Adult Probation Department
- Port of San Francisco
- Department on the Status of Women

In this new century, the San Francisco Commission on the Status of Women has had an incredible impact on the lives of women and girls.

In 1998, the Commission began overseeing the city-wide implementation of the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). The Commission adopted CEDAW principles as the framework for our Strategic Plan. We aim to achieve gender equity using a human rights lens in all City departments and the private sector using our award-winning gender analysis tool. Since we have begun this work, San Francisco has become a beacon and inspiration for other communities statewide, nationally, and internationally.

Our Violence Against Women Prevention and Intervention (VAW) Grants Program has grown by leaps and bounds since 2000, allowing us to fund community programs serving over 13,000 women and girls in need each year. Domestic violence prevention and intervention must take a multi-pronged approach. Even as we strengthen community resources, we have also created the Justice and Courage Project to build unparalleled relationships with and between criminal justice agencies responding to domestic violence. The new Family Violence Council sets a precedent for collaboration between City and community responders to all forms of family violence. In this new century, our policies and programs seek to make San Francisco a safer community for all of its residents.

Our dedication to CEDAW means that we must also focus our attention on the rights of girls to social services and education, the rights of women to adequate health care, and the human rights of underserved communities, such as San Francisco's limited English proficient population. In this new century, we have found innovative means of addressing these issues.

The Commission is proud of the ground-breaking work that has been accomplished in a few short years. However, the Commission will not rest on its laurels. We will continue to make giant strides expanding the safety, health, economic empowerment, and human rights of women and girls as this new century progresses.

Katherine Munter
President, San Francisco Commission on the Status of Women

C E D A W

The Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) is an international human rights treaty adopted by the United Nations General Assembly in 1979. Over 185 countries have ratified CEDAW, but the United States has not. With the leadership of the Commission, San Francisco became the first city to adopt an ordinance implementing CEDAW locally in 1998.

**In this new century,
the Commission has made
the human rights
of women
and girls
a priority.**

On the Path to Gender Equity

Most people are familiar with laws prohibiting discrimination in hiring and firing. Managers know that they cannot reject a job candidate simply because of his or her gender, race, religion, etc. However, as one of the largest employers in San Francisco, City government cannot stop there. We must set an example of complete non-discrimination in all policies and procedures. To do so, we must stretch our thinking in new directions, and utilize new tools. The Gender Analysis is one such tool.

The gender analysis does not simply look at how many women a department hires or what types of jobs those women hold. It critically examines how a department recruits for positions, and how it deliberately attracts or fails to attract women to apply for open positions. It audits

the department's budget to determine whether the fiscal choices a department makes disproportionately impact women. The gender analysis tool asks departments to collect and analyze disaggregated data about their programs and services to discover how a diverse population of female residents are affected or served by that department.

This is a long process, and a hard one, and in this new century, 7 City departments have accepted the Commission's challenge, and the ordinance's mandate, to undergo a gender analysis:

- Adult Probation Department
- Arts Commission
- Department of the Environment
- Department of Public Works
- Department on the Status of Women
- Juvenile Probation Department
- Rent Board

To review the results of the gender analyses of these departments and subsequent updates, visit our website at www.sfgov.org/dosw.

Women's Rights are Human Rights



This visiting delegation from China is just 1 of many that come to the Commission to learn about our human rights and CEDAW work.

Award-Winning

When San Francisco faced a \$3 million deficit in 2003, budget cuts were unavoidable. The Commission conducted a gender analysis of the budget to determine where the cuts had a disproportionate impact on women. The gender analysis of the 2003 budget cuts won the *National Association of Counties Achievement Award* in 2006.

Taking CEDAW on the Road

As the first municipality to adopt a CEDAW Ordinance, San Francisco and the Commission on the Status of Women have become leaders in the field of human rights, both nationally and internationally.

In addition to the National Association of Counties 2006 Achievement Award for our gender analysis of the 2003 budget cuts, the Commission has received recognition and praise from numerous other cities and counties for our CEDAW work. In 2007, the United Nations requested

our participation at a CEDAW training for the Americas in Atlanta, GA.

With the success of the gender analysis tool as applied to City government, the Commission is now taking this work to the private sector. As more and more corporations are putting civic responsibility on their agendas, the Commission has the support of several non-profit and for-profit agencies in creating a set of gender equity principles for the private sector, and we will begin implementation in 2008.

**In
this
new
century,
our
local
work
has
global
impact.**

Violence Against Women

Creating Safety, Closing Gaps, Ending Violence

In 1980, the Commission on the Status of Women awarded its first grant to a community agency. That year, La Casa de las Madres received \$75,000 to support a shelter program for victims of domestic violence. In 2007, 20 community agencies will receive a total of \$2.7 million through our Violence Against Women Prevention and Intervention (VAW) Grants Program.

The right to live a life free of violence is a basic human right, just one of the rights the Commission is dedicated to preserving and protecting.

The VAW Grants Program, a pivotal facet of our violence prevention strategies, funds community agencies serving over 14,000 women and girls each year. Agencies provide services in 6 service areas: Advocacy, Crisis Lines, Education, Legal Services, Shelter Services, and Transitional Housing. These agencies offer a full spectrum of supportive services to women and girls when they need it most.

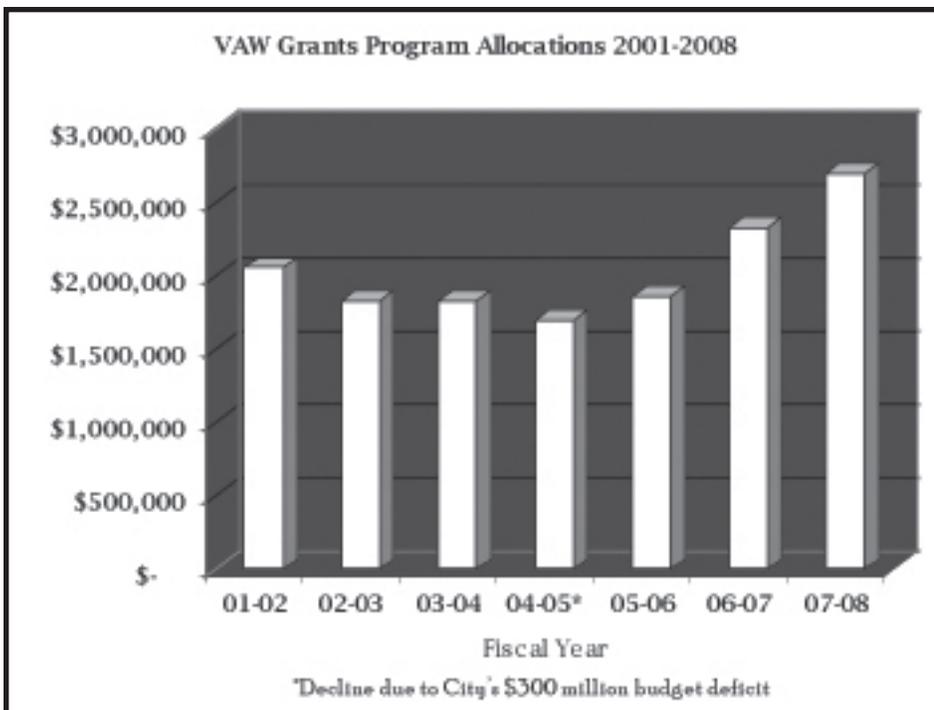
prevention strategies, funds

Community Partners Making a Difference

VAW Grants Program
Partner Agencies
FY 2007-2008

- Arab Cultural and Community Center
- Asian Pacific Islander Legal Outreach
- Asian Perinatal Advocates
- Asian Women's Shelter
- Bar Association of San Francisco Volunteer Legal Services Program
- Bar Association of San Francisco Cooperative Restraining Order Clinic
- Bay Area Legal Aid
- Community United Against Violence
- Community Youth Center
- Donaldina Cameron House
- Gum Moon Women's Residence
- Institute on Aging
- La Casa de las Madres
- Lavender Youth Recreation and Information Center (LYRIC)
- Mary Elizabeth Inn
- Mission Neighborhood Center
- Saint Vincent de Paul Society Riley Center
- San Francisco Women Against Rape
- Women in Dialogue
- WOMAN, Inc.

**In this new century,
more and more women
are receiving the services
they need.**



Justice and Courage

Making Strides Toward Systems Change

In this new century, we are closing the gaps in the system, keeping safe those most vulnerable.

Following the tragic murder of Claire Joyce Tempongko in 2000, allegedly by her ex-boyfriend, the Commission created the Justice and Courage Project to uncover the gaps in the City's response to domestic violence that victims like Claire Joyce fall through. In 2002, the Commission released *Justice and Courage: A Blueprint for San Francisco's Response to Domestic Violence*, and appointed community advocates and experts to the Justice and Courage Oversight Panel to oversee the recommendations of this report. Through the Oversight Panel, the Commission has pursued programs and initiatives aimed at improving the criminal justice response to domestic violence.

A Higher Standard of Safety and Accountability ...

In 2006, San Francisco became the first major city on the West Coast to commission a Domestic Violence Safety and Accountability Audit. Bringing together community advocates and criminal justice personnel, we took a close look at the criminal justice response to domestic violence. Examining institutions, not individuals, the Audit asked what the criminal justice system does to keep safe those victims who are most vulnerable. With unprecedented access to the internal workings of the Police Department, Sheriff's Department, Adult Probation, Department of Emergency Management, and the District Attorney's Office, **the Audit discovered 5 system-wide gaps:**

- 1. Batterer Accountability:** Efforts to hold batterers accountable to complying with court orders are lacking, compromising victim safety.
- 2. Language Access:** Victims with limited English proficiency face barriers at each stage of intervention, including limited access to interpretation, translated materials and information, and culturally competent workers.
- 3. Stalking:** Interveners throughout the system do not adequately understand the crime of stalking, and therefore do not sufficiently investigate, document, or respond to stalking cases.
- 4. Complexity of Risk:** Criminal justice responses to domestic violence incidents do not account for the complex social and cultural risk factors victims face.
- 5. Risk Assessment:** The system is not organized to help practitioners identify key factors of safety and danger in domestic violence cases, and they are therefore less able to consistently assess the danger of cases.

... Starting Now

Mayor Gavin Newsom issued an Executive Directive on July 12, 2007 mandating that all departments comply with the recommendations of the Audit. Under the guidance of the Commission's Justice and Courage Oversight Panel, system reform began immediately.

*View the full Audit Report on our website:
www.sfgov.org/dosw.*

Breaking Barriers Through Cross-Training

One method of closing the gaps identified by the Safety Audit is training. Though most criminal justice agencies have domestic violence training requirements, these are often underfunded, and staff only learn about their own agencies' procedures. Training in silos cannot close system-wide gaps. It is only through communication and collaboration, learning from one another, that

we can begin to build the linkages that will form a safety net for domestic violence victims.

The Commission partnered with the Blue Shield of California Foundation to develop a ground-breaking domestic violence response cross-training program, an innovative model that is already showing results.

Building Bridges

The Domestic Violence Response Cross-Training Institute,

launched in May 2007, has trained over 200 police officers, sheriffs, probation officers, 911 dispatchers, assistant district attorneys, and victim advocates, with more training sessions on the way.

**In this new century,
collaboration is the name of the game.**

A New Approach to Violence Prevention

Setting a Precedent

Just as domestic violence crosses all lines of race, class, religion and country, so, too, does violence occur at all ages. More than half of the children residing in a home with domestic violence are being abused themselves. Elder adults and adults with disabilities have their own unique needs when experiencing domestic violence and other forms of abuse. The connections between child abuse, domestic violence, and elder abuse are clear.

Mandated for each county by the California Attorney General, Family Violence Councils focus primarily on coordinating government and community domestic violence responders. In 2005, San Francisco's already well-organized community of domestic violence service providers requested that the Commission work with them towards creating a new Council with a wider scope.

The Commission convened a group of City officials and community providers in the

domestic violence, elder abuse, and child abuse fields to create a Council that addresses cross-cutting issues affecting all 3 separate but related groups. After 2 years of intensive planning, and the sponsorship of Mayor Gavin Newsom and Supervisors Sophie Maxwell and Michaela Alioto-Pier,

the new San Francisco Family Violence Council

began holding quarterly meetings in October 2007.

San Francisco's Girls

A Population on the Move



The Commission, taking a holistic view, has always included the needs of girls in our strategic planning. However, never has the City taken such a close look at how girls in San Francisco fare until the 2003 report,

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

Examining all aspects of the lives of girls, from demographics to education, health and safety, the *Girls Report* offers a unique insight into the status of girls and their particular needs.

In this new century, girls will have their say.

After the release of this report, found on our website at www.sfgov.org/dosw, the Commission established the Girls Committee in 2006.

An Ambitious Beginning

The 6-member Committee made up of girls ages 13 to 18 started strong, beginning their work by choosing several exciting projects:

- Serving as the youth steering committee for 2007 GiRLFeST Bay Area, an annual event aimed at violence prevention education and social action for girls.
- Creating a Girls Services Directory, sponsored by Assemblymember Fiona Ma, to be distributed at all public high schools and other youth-serving agencies.
- Updating the findings of the 2003 Girls Report for a re-release in 2008.
- Speaking out at community events and successfully passing resolutions in favor of new legislation regulating the sale of alcohol marketed toward young girls, “alcopops.”

Underserved Communities

A Healthier San Francisco

More African American women, nationally and locally, die of breast cancer than women of other ethnicities. African American women living in San Francisco's southeastern neighborhoods are no strangers to the effects of this disease. This disparity led the Commission to partner with the Susan G. Komen Foundation for the Cure, national leader in the fight against breast cancer, to host a town hall event in October 2007, "*Taking Care of Business: Getting to Know the System.*" The town hall gave community advocates tools for addressing this epidemic with their clients. The first of many such events, the Commission aims to continue in this important work to lower the breast cancer mortality rates for these most vulnerable women. The Commission's health policy also includes the ongoing fight for statewide universal healthcare.

**In this new century,
we are giving
women and girls
the tools they need.**

The Language of Safety

The Commission is proud of San Francisco's rich diversity, and has strived to address the needs of *all* its residents, including those with limited English proficiency. The Commission worked with the City Administrator, Language Line Services, and AT&T to ensure that criminal justice responders have access to high quality interpretation services. Though departments will continue to pursue in-person translation services, AT&T has donated mobile phones for first responders to use in the field to contact Language Line Services for interpretation on domestic violence cases. There is no greater barrier to safety than not being able to tell one's story. The Commission is actively working to bridge that barrier.

Read About It

Since 2000, the Commission has released a number of reports and publications to support the advancement of women and girls, all available on our website at www.sfgov.org/dosw.

Violence Against Women

- Violence Against Women and Girls in San Francisco: Meeting the Needs of Survivors, 2000
- Justice and Courage: A Blueprint for San Francisco's Response to Domestic Violence, 2002
- Domestic Violence Resource Guide, 2005
- Safety for All: Identifying and Closing the Gaps in San Francisco's Domestic Violence Criminal Justice Response, 2007

Girls

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

CEDAW

- Work-Life Policies and Practices Survey Report, 2000
- Gender Analysis Guidelines
- San Francisco Gender Analysis of City Department's Budget Cuts, 2003
- City Department Gender Analysis Reports, varying years
- Recruitment of Women in Non-Traditional Fields: An Informational Brochure, 2007

Social Services

- Directory of Social Services for Women in San Francisco, 2006

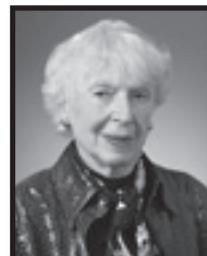
The Face of the Commission

A New Century of Women Leaders

2007-2008 Commissioners



President Katherine Munter



Vice President Carolene Marks



Andrea Evans



Kay Gulbengay



Dorka Keehn



Jing Xu Lee



Andrea Shorter

Department on the Status of Women

In 1975, only 2 staff members supported the work of the Commission. By 1994, the City recognized the importance of the Commission's mandate. That year, the Commission became a permanent entity under the City Charter by a vote of the people of San Francisco, a vote that created a partnering Department on the Status of Women to carry out the policies and programs voted on by the Commission. Today, 7 dedicated individuals work side-by-side with Commissioners to improve the lives of women and girls in San Francisco. The Department's support has allowed the Commission to broaden its scope and become an internationally-recognized policy body dedicated to the rights of women and girls.

2007-2008 Staff

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Friends
of the
Commission
on the Status
of Women

Special thanks to the Friends of the Commission on the Status of Women for their continued support over the past 30 years, and for the printing of this brochure. Founded 1976, the Friends is a nonprofit partner that promotes the Commission's work through outreach and fundraising.

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