

25-YEAR REPORT  
*1999-2000 Annual Report*



# anniversary

*Celebrating Our Past  
Embracing Our Future*



San Francisco  
Commission and  
Department  
on the Status  
of Women

5th  
anniversary

*Commission and Department  
on the Status of Women*



25-YEAR REPORT  
*1975-2000*

San Francisco  
Commission and Department  
on the Status of Women



25-YEAR REPORT  
and  
1999-2000 ANNUAL REPORT

Willie L. Brown, Jr., Mayor

1999 - 2000 COMMISSION MEMBERS

Ximena Delgado

*President\**

Juanita Miles

*President*

Carolene Marks

*Vice President*

Dorka Keehn  
*Commissioner*

Andrea Shorter  
*Commissioner*

Emily Murase  
*Commissioner*

Valerie Tulier  
*Commissioner*

\*Resigned in January 2000

## *Dedication*

*This 25-Year Report is dedicated to the many women and girls who have made great advancements both personally and professionally, and whose courageous actions began the process for improving access and equal opportunities for women. Their dedication and commitment have helped advance the cause for women and girls throughout San Francisco and the nation.*



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## **DISCLAIMER**

Throughout this 25-year report we have recorded many of our accomplishments along with those of other women's organizations. We have tried to be inclusive, but a lack of information may have prevented us from including everything possible. We apologize if we have omitted any organizations or vital information, and do not in any way suggest that they are not important or significant.

## *Mission Statement*

*The mission of the San Francisco Commission and Department on the Status of Women (COSW and DOSW) is to ensure equal treatment of women and girls in San Francisco and foster their socioeconomic, political, and educational advancement through policies, legislation, and programs, especially for women and girls in need.*

*The Commission was established in 1975 by resolution of the Board of Supervisors. In 1994, the citizens of San Francisco passed Proposition E to make the Commission a permanent Department under the City Charter.*

## *General Purpose*

*Throughout the last 25 years the San Francisco Commission and Department on the Status of Women has dedicated itself to many causes on behalf of women. Specifically, we have sought to:*

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

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

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

Support programs that increase public awareness and understanding of violence against women.

Administer funds for the provision of emergency shelters for women and their children, and support services for survivors of domestic violence and sexual assault.

Monitor complaints of unlawful and unequal treatment of women.

Promote public education and awareness to prevent sexual harassment and discrimination against women.

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

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



# City & County of San Francisco Commission on the Status of Women

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Commissioner

## Message from the President

Welcome to the Commission and Department on the Status of Women's 25-year anniversary.

We have come a long way in the past 25 years! I have been a member of the Commission on the Status of Women for two years and in January of 2000 became its Chair. During this time I have witnessed the dedication of the Department staff and other Commission members and am very proud to be part of that dedication. These diverse groups of women are committed to improving the lives of women and girls in San Francisco and eliminating barriers that do not allow for full participation in society.



Within my own community, I have fought for quality of life changes for women for many years. I began my struggle for quality childcare in the Haight Ashbury district about 25 years ago with my own young children. More recently, I have been fighting to keep recovery homes and shelters for women-especially those women with children-open and funded.

Last year, the San Francisco Commission and Department on the Status of Women hosted the National Association of Commissions for Women annual convention here in San Francisco. Women from across our nation were in attendance. It was clear from that experience that San Francisco is a leader and a role model. I have learned that women need to unite, focus, and concentrate our efforts to keep improving the quality of life for all women. And finally, I learned how important it is to raise women's issues to the forefront of national attention to ensure our continued development and growth. I believe that the strength of our unity is in our diversity.

I would like to take this opportunity to thank all of the sung and unsung heroines who, in the course of these past 25 years and before, have contributed to the development of the Commission and Department, making it what it is today. Your dedication and commitment have made a lasting contribution to improving the lives of the citizens of San Francisco.

Sincerely yours,

**JUANITA MILES**



## *Message from* the Executive Director

This report represents 25 years of the Commission and Department on the Status of Women's history, including our 1999-2000 Annual Report. As part of our history, we have tried to include as much information about other women's organizations and events that have paved the way to develop our organization.



My personal history in the women's movement began in 1975 in the Latino community with a group of women who wanted to work on issues of domestic violence. Isolated from the traditional women's movement, we believed that violence against women was unique to the Latino community. We were soon joined by many women from all sectors of the women's community who knew different. It was then that I began to call myself a "feminist." This word had more meaning, and accurately described the efforts I was involved with. I was working with other women toward a common cause. For me, feminism became synonymous with "humanism"; understanding that working on women's issues was to ensure that the human rights of women are respected and protected.

All of our work during the last 25 years would have not been possible without the support of the many women and government officials throughout our history. However, based on my own history with the Commission and Department, I want to thank Mayor Willie Brown in particular and the outgoing women on the Board of Supervisors, especially Supervisors Kaufman, Teng, and Katz for their continuous work and support of women's issues. It is with great sadness that I see these women leave and not be replaced by the leadership of other women. More work needs to be done to encourage our women and girls to run for political office and for the rest of our community to support the election of more women to these positions.

Sincerely,

**SONIA E. MELARA**

San Francisco  
Commission and Department  
on the Status of Women



1999-2000 DEPARTMENT STAFF MEMBERS

Sonia E. Melara  
*Executive Director*

Rosario Navarrette  
*Assistant Director*

Kit Chau  
*Commission Secretary*

Mabel Lew  
*Accountant*

Ann Courtright  
*Personnel Analyst*

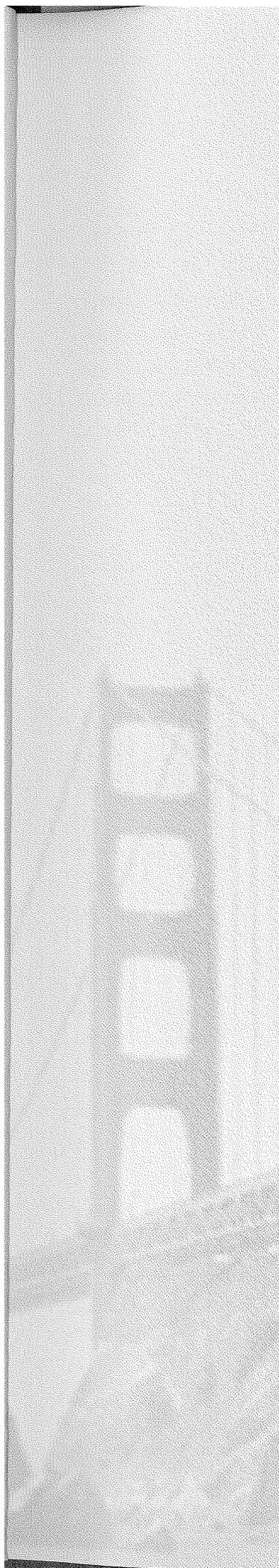
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*Coordinator of Special  
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## 1975-1980 The Beginning Years

*Many local and national events and organizations led to the formation of the San Francisco Commission and Department on the Status of Women in 1975.*

*Prompted by the actions of many individuals and organizations, President John F. Kennedy established the President's Commission on the Status of Women in 1961. Eleanor Roosevelt was its first chair. Its 1963 report recommended that each state form a similar commission. In 1970, these commissions formed the Interstate Association of Commissions on the Status of Women (IACSW). IACSW held annual meetings from 1969 until 1975. It subsequently became the National Association of Commissions for Women (NACW) and expanded to include county and local government commissions. Today, NACW's mission is to serve as the national voice for state, county, and local commissions for women; to develop, conduct, and promote research and training; to facilitate communication and cooperation on issues affecting women and their families; and to provide support, technical assistance, and expertise to impact public policy.*

*A meeting, held at San Francisco's Glide Memorial United Methodist Church, resulted in the formation of the San Francisco Bay Area Women's Coalition.*

In Sacramento, the California State Legislature established the California State Commission on the Status of Women in 1965. Senator Milton Marks was a strong supporter of women's rights and issues. His support was instrumental as he participated with the legislation to create the Commission. Its directive was to develop recommendations that would enable women to maximize their contributions to society. Specifically, the State Commission was charged to make recommendations on state laws regarding the civil and political rights of women, including pensions, tax requirements, property rights, marriage and dissolution of marriage provisions, and similar matters including the effect of social attitudes and pressures as well as economic considerations in shaping the roles to be assumed by women in society.

### **Birth of the San Francisco Commission on the Status of Women**

The San Francisco Commission on the Status of Women was first created by an ordinance introduced by former Supervisor Dorothy von Beroldingen, the second woman to serve on the San Francisco Board of Supervisors, and signed by former Mayor Joseph L. Alioto in 1975. (Clarissa S. McMann was the first woman to serve on the San Francisco Board of Supervisors. She was appointed on November 16, 1953, and subsequently elected into office in November 1955 and November 1959. She later resigned in 1966.) In 1994, San Francisco residents voted for the Commission to become a permanent City and County Department.

Contributing to the establishment of the San Francisco Commission was an event organized

by the National Organization for Women (NOW), which in 1968 called on its chapters to reach out to other women's organizations. A meeting, held at San Francisco's Glide Memorial United Methodist Church, resulted in the formation of the San Francisco Bay Area Women's Coalition. In the early 1970s, San Francisco members of this Coalition, noting that practically all of the City's commissioners were men, decided to form their own "shadow" government. They monitored commission meetings to learn procedures concerning agenda, public comment, personnel, and budget. People, including public officials, began to notice the rising need to address women's issues. In 1973, Mayor Alioto included in his administration a Women's Committee on the Status of Women. In 1974, the Women's Coalition began to campaign for an official city Commission on the Status of Women. Joined by the Mayor's Committee and other women's groups, the campaign's supporters packed the Board of Supervisors' Chamber and eventually overcame the opposition raised by some Board members. A Commission on the Status of Women was finally authorized.

Supervisors' aides and representatives of the Women's Coalition worked out the process for selecting the first eleven member Commission on the Status of Women. Each Supervisor could make one nomination, and the Mayor would make the final appointments. From the list submitted by the Board of Supervisors, the Mayor appointed eleven women. These Commissioners had varying terms of one, two, or three years, and served at the pleasure of the Mayor. In July 1975, the beginning of the City's fiscal year, the first COSW members took office and held their first meeting. Ilse Grier, who had chaired

Mayor Alioto's committee, was elected Chair; Carolyn Reilly became Vice-Chair. Mayor Alioto gave a small budget to COSW. Support abounded from numerous women's groups, coalitions, and other commissions.

The newly established San Francisco Commission on the Status of Women was charged to identify those areas that limited women's full participation and to take steps to alleviate the barriers, thereby promoting the equality of women and men. To accomplish this, the Commission originally created seven standing committees: Criminal Justice, Housing, Education, Employment, Legislation, Special Projects, and Health/Child Care. Minority Outreach and Media/Public Relations were added as Committees during fiscal Year 1976-77. One special project became the Resource Talent Bank, which broadened the outreach of the Commission to gather the resumes of qualified women for public appointment. These working committees were staffed with volunteers from the community who were dedicated to the concept of equality for all persons.

Susan Heller was hired as the first Coordinator (now called Executive Director) for the Commission. She structured the staff and committees after the Human Rights Commission model. Each committee was chaired or co-chaired by commissioners who sought community volunteers for input to research and to propose policy issues for consideration by the Commission. The City budget allowed for only two paid civil service positions: coordinator and assistant coordinator. Supplemental staff came from the federally funded Comprehensive Employment Training Act (CETA) program. This allowed for staff to be assigned to assist com-

mittees by taking minutes, coordinating agendas, and researching issues. In the early days, the budget allotment was about one-quarter of one percent of the City's total budget. Clearly, this was not representative of the 53% majority population the Commission served.

Women from all walks of life flocked to the Commission office. Ms. Heller and her small staff were deluged with offers of help from women in the media, women in business, women on welfare, teachers who wanted speakers for their classrooms, college students who wanted to be accredited interns, and women who wanted to serve on Commission committees. Word about the Commission spread rapidly.

Around the same period, the Coalition to Open Protective Services (COPS) was formed to assist women with the process of becoming police officers. They provided support and referrals. The Coalition included many community organizations that joined with other groups to insist on sensitivity training for all officers to confront sexism, racism, and homophobia within their ranks.

In December 1975, George Moscone was elected Mayor of San Francisco, ushering in a great period of change to the City. In his inaugural speech he pledged to run an open administration allowing for "thoughtful and well-designed growth." During a time of struggles to maintain San Francisco as it was, he was looking toward making positive changes and differences in City Hall for all of San Francisco's communities.

In 1976, Del Martin became chair of the Commission. The Commission's projects began to grow and diversify. In April 1976, the Friends of the Commission on the Status of Women was

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formed. Helen Fama was its first chair. This nonprofit committee served as the fund raising arm of the Commission. In June 1976, the Friends held their first meeting and elected 15 members to the Board of Directors. The Friends' membership grew to over 200 members. At the same time, the first issue of *WomeNews* was published. Edited by Carol McCollister and printed quarterly, it was mailed to hundreds on the ever-growing COSW mailing list. Also, from 1975 to 1978, Commissioner Nikki King, chair of the Employment Committee, hosted a half-hour monthly radio show on *Issues of Concern to Women* for Intercom, a KNBR public affairs program, thanks to Director Jane Morrison.

Significant for women's increased participation in politics, in 1976, Proposition D was introduced and passed in San Francisco. This legislation stated that there had to be at least one woman on the most important commissions, including the Airport, Police, Fire, and Planning Commissions. As a result, the number of women on many high profile, powerful commissions increased. The passage of this legislation gave the Commission its first major triumph. Mayor Moscone appointed two women and three men to the Police Commission, and three women and two men to the Fire Commission. This practice has continued to present day, and women now constitute close to 50% of all commissioners and serve on some of the largest commissions, departments, and advisory bodies throughout San Francisco's government.



In 1976, Mayor Moscone appointed a new set of commissioners to COSW, appointing its first male commissioner, Tony Rothschild. Mayor Moscone also appointed more women to traditionally all male positions (seats) throughout the City. He was also the first Mayor to appoint minorities, women, and gays to city posts in large numbers. "I think the legacy of inclusiveness, which I believe was the hallmark of

George's approach to politics, remains and will never change," said Rudy Nothenberg, who served as Deputy Mayor under Mayor Moscone.

The Commission began to hold community meetings which provided extensive outreach to women in

neighborhoods who otherwise might not have been able to access monthly meetings. Reproductive freedom was an important issue for many people at the time, as were equal rights for many communities.

#### **SUPPORT FOR THE COMMISSION ON THE STATUS OF WOMEN**

In January 1977, the Board of Supervisors held a hearing to study the phasing out of the Commission on the Status of Women. Opposition existed toward the Commission, as members of the Board of Supervisors attacked its composition as token participation of minority women. More than 200 women attended the hearing to show their support for the Commission. Supervisor von Beroldingen again stood up for the Commission and wholeheartedly argued that inflexible attitudes still made the Commission necessary.

## COSW PLACED UNDER HUMAN RIGHTS COMMISSION

Dr. Catherine Smallwood succeeded Ms. Heller as coordinator from late 1977 to 1980. At the time, the Commission became involved in a high-profile internal conflict. Discussions were held about abolishing the Commission.

However, rather than eliminating the Commission, after review it was agreed to place it under the Human Rights Commission (HRC).

Before the Commission was placed under the Human Rights Commission, Gladys Sandlin was appointed Interim Director of the Commission. Mayor Feinstein asked Ms. Sandlin to produce a report to the Mayor's Office demonstrating the Commission's efficiency and cost effectiveness. After Ms. Sandlin and her staff produced the report, she stepped down as Director.

Grant Mickins became Executive Director after the Commission was placed under the Human Rights Commission. Mayor Feinstein appointed eleven new Commissioners, including Ms. Sandlin. All former COSW civil service positions were abolished and the staff replaced. In addition, the Commissioners' power over the staff was removed.

The Commission endured the threat of its instability. In the process, it paved the way for the establishment of other women's organizations in San Francisco.

## Emergence of Groups to Address Women's Issues

### WOMEN IN PRISON

During this period, there was an increased focus on the needs of incarcerated women, whose numbers began to rise in the prison population.

A women's jail study group was formed to study the practices of the local women's prison system. VISTA Volunteers who were working in jails looked at women's rights and developed women's groups to address the needs of incarcerated women.

### DOMESTIC VIOLENCE PROGRAMS

The Commission began funding domestic violence programs in 1980 with money from the General Fund. These programs have continued to support women and their children for many years. La Casa de las Madres, which had asked the City for financial assistance, was the first program to be funded. It was granted \$75,000 to be administered by the Commission on the Status of Women. Today, La Casa de las Madres continues to receive funds administered by the Commission, and they continue to provide shelter to battered women and their children.

### LA CASA DE LAS MADRES

La Casa de las Madres, the first shelter for battered women, was established in 1976 to meet the needs of women who needed to leave a violent situation. The idea for the shelter originated in the San Francisco Mission District's Latino community. Its founder, Marta Segovia Ashley, felt great concern for these women and their families. Under attack by members of her community, Ashley argued, "Any part of a culture that depends upon or uses violence isn't worth saving. That part of our culture that is violent and oppressive needs to be amputated in the same way as an arm or leg needs to be amputated when gangrene sets in. When violence erupts in a marriage, the husband and wife need to be separated before a pattern of violence takes hold of the rest of the family. We

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want to preserve that part of the family and the culture that is non-violent."

As the Latino women explored San Francisco for a house and possible funding, they learned that domestic violence was not limited to the Latino community. Other women from various backgrounds and cultural communities within the city responded readily to the project. Within a year the coalition had grown from 8 to 30 committed women with expertise in health care, counseling, children's programs, law, public relations, and fund raising.

In 1976, COSW Commissioner Del Martin published her book, *Battered Wives*. It was the first major report to be published on domestic violence. Ms. Martin not only detailed first-hand experiences from victims, but also acknowledged the failures within the legal and social systems. She examined as well the larger impact male aggression against women has in society as a whole.

**WOMEN ORGANIZED TO MAKE ABUSE NON-EXISTENT, INC. (W.O.M.A.N., INC.)**

W.O.M.A.N., Inc. has operated since 1978 as a community-based, multi-service agency serving battered women and their children in San Francisco and the larger Bay Area. In recognizing that domestic violence is connected to other forms of oppression, W.O.M.A.N., Inc.'s mission is to confront all violence against all women, including the following forms of personal and institutional violence: domestic violence, sexism, racism, homophobia, classism, ageism, and able-bodyism. This mission is pursued through the primary goals of assisting battered women and their children in securing safety and in building stable, violence-free

lives. Toward these ends, the following services are provided: a 24-hour crisis line, advocacy, individual and group counseling, legal assistance, Latina services, lesbian/bi/transgender services, and community education and outreach.

**THE FAMILY VIOLENCE PREVENTION FUND (FVPPF)**

The Family Violence Prevention Fund was first established with a federal grant in 1980 as a project under the San Francisco District Attorney's Office to address domestic violence. It was initially called the Family Violence Project, but later changed its name to the Family Violence Prevention Fund (FVPPF) and became an independent nonprofit organization in 1989. FVPPF developed pioneering prevention strategies in the fields of justice, public education, child welfare, and health. Today it works to end domestic violence and help women and children whose lives have been devastated by abuse. FVPPF challenges lawmakers to take domestic violence seriously, educates judges to protect all victims of abuse, and advocates for laws to help battered immigrant women. It also works with health care providers and employers to identify and aid victims of abuse, helps communities support children from violent homes, and shows Americans how to help end domestic violence. FVPPF programs and policies have won countless awards and have been replicated around the world.

**NIHONMACHI LEGAL OUTREACH (NLO)**

In 1975, the establishment of Nihonmachi Legal Outreach (NLO) set out to provide multi-lingual and culturally appropriate services long overdue to the Asian and Pacific Islander community.

NLO volunteers served lunch at senior nutrition programs, answered telephones at youth agencies, served as receptionists at community drop-in centers, and provided legal services. Seniors, youth, and survivors of family violence were among NLO's first clients. Thus, NLO developed a commitment to a grass roots community-based service for those with extraordinary needs. Hallmarks of NLO's services since its inception include the provision of services in the client's language of choice; culturally sensitive services; services at a site convenient to clients, especially if not ambulatory; services that aid a client in making decisions rather than dictating a course of action; and holistic services in collaboration with other service providers. Today, with offices in San Francisco and Oakland, a staff of fourteen, and over 140 volunteers, NLO's mission remains strong.

**THE CALIFORNIA ABORTION AND REPRODUCTIVE RIGHTS ACTION LEAGUE (CARAL)**

The California Abortion and Reproductive Rights Action League (CARAL) is a nonprofit pro-choice organization working to ensure that all California women have access to the full range of reproductive health options, including safe, legal abortion. CARAL was founded in 1978 by people concerned with protecting the right of all women to a full range of reproductive choices. CARAL organizes pro-choice activists to respond to any threats against reproductive health and rights. CARAL engages in grassroots, legislative, political, and electoral work. The CARAL Pro-Choice Education Fund, a 501 (c)(3) organization, serves as the pro-choice activist's



educational resource. The CARAL-North Choice PAC participates in voter registration campaigns, endorses pro-choice candidates, and educates the public on candidates' positions on choice. CARAL is an affiliate of the National Abortion and Reproductive Rights Action League (NARAL), founded over 30 years ago. CARAL and NARAL work together to defend and protect a woman's right to choose — providing a united pro-choice front in California.

**THE SAN FRANCISCO WOMEN'S FOUNDATION (TWF)**

The San Francisco Women's Foundation (TWF) was established in 1979. Today it is the oldest and largest philanthropic fund for women in the western United States. It was created in response to the inequity of funding directed toward women and girls throughout the United

States. At the time of its establishment, less than 1% of philanthropic dollars in the entire country went to programs aimed at specifically addressing the needs of women and girls. In its 20 years of service, TWF is proud to have awarded grants to over 550 organizations, helping over \$6 million worth of dreams come true.

Presently, The Women's Foundation supports organizations that serve low-income women and girls throughout California, primarily in the 50 counties in northern and central California, and, more recently, on the Mexican side of the U.S./Mexico border. It funds programs for preventing violence against women and girls, girls' leadership, health, and economic justice. It also targets programs that promote and protect the human rights of women and girls in the civil,

*CARAL is a nonprofit pro-choice organization working to ensure that all California women have access to the full range of reproductive health options, including safe, legal abortion.*

*In our nation's Capitol, on March 22, 1972, the U.S. Senate, by a vote of 84 to 8, approved the banning of discrimination on the basis of sex, and sent the measure to the states for ratification.*

political, economic, and social arenas. In addition to making grants, The Women's Foundation helps individuals, organizations, and institutions collaborate their efforts toward creating the changes necessary for achieving gender equality and social justice. TWF has maintained a close relationship with the Commission in its 21 years of service.

#### OTHER HISTORICAL MILESTONES DURING THIS PERIOD

In our nation's Capitol, on March 22, 1972, the U.S. Senate, by a vote of 84 to 8, approved the banning of discrimination on the basis of sex, and sent the measure to the states for ratification. The very next year, on January 22, 1973, the Supreme Court ruled with a 7-2 vote, that states may not ban abortions during the first three months of pregnancy and may regulate, but may not ban, abortions during the second trimester.

In 1976, California elected its first female State Senator, Rose Anne Vuich of Fresno County, and the first female African American, State Assembly Member Diane Watson of Los Angeles. The displaced Homemakers bill was signed into law in June of 1978. The "Taxpayers Revolt (Prop 13, the Jarvis-Gann Amendment)" was passed, the Equal Rights Amendment was being fought, and the NWPC Equal Rights Amendment Fund concentrated in electoral activity in key unratified states.

The year 1978 was a historical year in San Francisco politics. In January 1978, Dianne Feinstein was elected president of the San Francisco Board of Supervisors. In the first district supervisorial elections held in San Francisco since 1898, Harvey Milk and Dan White were elected to the Board. This brought

about historical participation and more diversity to the Board, as the first openly homosexual person was elected to office in San Francisco. On November 27, 1978, Supervisor Dan White shot and killed Mayor Moscone and Supervisor Milk at their City Hall offices. Board President Feinstein automatically became Acting Mayor and was subsequently elected by her Board colleagues to serve out Mayor Moscone's term, becoming the first woman Mayor in the history of San Francisco.

#### WOMEN'S HISTORY PROGRAMS

As recently as 1977, women's history was virtually unknown as a study topic in K-12 curricula. To address this omission, the Education Task Force of the Sonoma County Commission on the Status of Women initiated a "Women's History Week" and sponsored programs for local schools.

From the beginning it was clear that teachers faced two major obstacles in introducing women's history to their students. These obstacles were their own limited knowledge of the subject and a lack of suitable teaching materials. In 1981, Rep. Barbara Mikulski (D-MD) and Sen. Orrin Hatch (R-UT) co-sponsored the first Joint Congressional Resolution for National Women's History Week. That same year, the National Women's History Project (NWHP) was founded to promote women's history in schools, communities, and workplaces throughout the country. In 1984, the NWHP announced the formation of the Women's History Network, an organization of educators, community and workplace organizers, librarians, and others interested in promoting multicultural women's history.

The idea of celebrating the unique, multicultural history of women the United States has captured the imaginations of ten of thousands of individuals and organizations throughout the nation. Each year programs and activities in schools and communities have increased as information and program ideas have been shared. Significantly, in 1987 Congress declared the entire month of March as National Women's History Month.

#### INTERNATIONAL WOMEN'S DAY

As the women's movement was gaining momentum, plans were made to celebrate International Women's Day on March 8th, 1970, in many major cities around the United States. The first International Women's Day occurred in 1857, when women from the garment and textile industry in New York staged a demonstration to protest low wages, the 12-hour working day, and increased workloads. Police broke up their march. Some women were arrested and others were trampled in the confusion. Years later, in March 1869, these women formed their own union and called again for their demands to be met. In 1908, thousands of women from the needles trade industry demonstrated for the same demands. In 1910, the German labor leader, Clara Zetkin, proposed that March 8th be proclaimed International Women's Day in memory of those women's earlier struggles to better their lives. Over the next sixty years, March 8th was celebrated mostly in European countries. By 1967, the day began to be celebrated by some groups in the United States.

#### LOS ANGELES COMMISSION ON THE STATUS OF WOMEN

The Los Angeles Commission on the Status of Women was also established by ordinance by

the City Council and the Mayor in 1975. In 1980, the Commission was made a permanent department of the City of Los Angeles. Today it seeks to assure all women the opportunity for full and equal participation in the affairs of City government and promotes the general welfare of women in the Los Angeles community. The Los Angeles Commission is authorized to inform and advise the Mayor and City Council of the needs and problems faced by women in the City of Los Angeles, with special emphasis given to women in City government; investigate problems and conditions adversely affecting women and recommend programs that offer women in the City of Los Angeles a greater opportunity and ability to pursue life choices without discrimination; propose methods of alleviating inequities in pay and job opportunities between men and women; promote awareness of changing life patterns, opportunities, and responsibilities of women; and maintain an active liaison with citizen groups concerned about identifying and removing obstacles to the development of a woman's full potential.

#### OTHER WOMEN'S ORGANIZATIONS EMERGE

Prior to and during this period, we experienced many events as well as the birth of other women's organizations including the Black Women Organized for Action, the Feminist Credit Union, and Soroptimist International. These events and organizations contributed greatly to the development of the San Francisco Department and Commission on the Status of Women.

In 1972, the Federal Education Amendment, which was most noted for Title IX, mandated equal funding for women's academics and ath-

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letics. It included the Women's Educational Equity Act (WEEA) from which many organizations like PAAWBAC (Pacific Asian American Women Bay Area Coalition) were established. As an extension of Title IX, WEEA's goal was to provide equal opportunities for Asian Pacific women to assess and advocate changes to improve their status in society. From the beginning, PAAWBAC's statewide and national conferences addressed issues such as health, employment, and immigration. Over the last 20 years, the issues addressed by PAAWBAC have evolved and expanded to include concerns such as media perceptions and representations of Asians. Other recurring themes addressed by PAAWBAC include Asian women's leadership, supporting Asian women in business and the arts, and a panel focusing on entrepreneurship. PAAWBAC has also played a key role in increasing Asian women's involvement in the policy-making arena. From local to state agencies and commissions, PAAWBAC and its members have represented Asian women's issues and participated in planning for positive societal change.

#### THE WOMEN'S BUILDING

San Francisco Women's Centers (SFWC) was created in 1971 to act as an incubator for emerging Bay Area women's projects. To minimize the geographic isolation of these organizations, in 1979 SFWC purchased The Women's Building (TWB), a four story brick building located in the heart of the Mission district and accessible to low-income women and women of color. During the last twenty years TWB has built a rich legacy as a catalyst for women's community-based

development and empowerment, leveraging the use of our facility to foster collaboration and coalitions. They are proud of the role they have played in San Francisco as a community resource, as an incubator, and as a force for social change. The Women's Building supports

the important work of community organizations that provide critical social, advocacy, and cultural services by renting office space at less than half the current market value. They also offer free bilingual (English and Spanish) services that provides critical access to resources for employment, housing, health care, domestic violence,

childcare and parenting, sexual harassment, and legal services.

#### SAN FRANCISCO WOMEN AGAINST RAPE (SFWAR)

SFWAR was established in 1973 to support survivors of rape and sexual assault and their friends and family members, during a time of increasing awareness of the prevalence of sexual assault. At their inception, SFWAR was an all volunteer organization, operating a rape crisis hot-line for approximately 20 hours a week. Over the past 25 years they have grown to expand to offer comprehensive rape crisis intervention, adult and teen prevention and education programs, individual counseling, and survivor support groups. It uses education and community organizing as tools of prevention. The organization believes in self-empowerment and supports each survivor in the choices that she or he makes. SFWAR also believes that sexual assault exists within a web of many types of oppression. It is committed to working against



all oppression as a part of the process of ending sexual assault.

### NATIONAL WOMEN'S POLITICAL CAUCUS (NWPC)

The San Francisco Chapter of the National Women's Political Caucus (NWPC) was established in 1972 following a meeting of the National Organization in San Francisco. The first national planning meeting to establish the National Women's Political Caucus was held in Washington D.C. on June 9, 1971 and was attended by 60 women. One month later in July 1971, an organizing conference was held in Washington D.C. with more than 300 women from 26 states and the District of Columbia to formulate the groundwork for future political action. In October of 1971, the first California meetings of the National Women's Political Caucus were held in Los Angeles and again in December in San Francisco, resulting in the San Francisco chapter of NWPC. From the beginning, caucus organizers agreed that an organization that was democratic and open to all women, one that was inclusive and not exclusive, was the goal.

### THE WOMEN'S BUREAU

The Women's Bureau is the single unit at the Federal government level exclusively concerned with serving and promoting the interests of working women. It was authorized by public Law 66-259 in June 1920. Specifically, the mandate states "It shall be the duty of said bureau to formulate standards and policies which shall promote the welfare of wage-earning women, improve their working conditions, increase their efficiency, and advance their

opportunities for profitable employment."

Central to its mission is the responsibility to advocate and inform women directly and the public as well, of women's work rights and employment issues. The Women's Bureau champions the concerns of working women through the leadership of its director, deputy director, and the efforts of a dedicated national and regional staff.

To ensure that the voices of working women are heard, and their priorities represented in the public policy arena, the Women's Bureau: alerts women about their rights in the workplace; proposes policies and legislation that benefit working women; researches and analyzes information about women and work; and reports its findings to the President, Congress and the public.

From its organizational position in the Office of the Secretary, the Bureau participates in the development of Department of Labor (DOL) policy, legislation and regulations along with other agencies within the Department. This role was reaffirmed by the May 1995 issuance of Secretary's Order 3-95, Coordination and Direction of Department of Labor Programs Affecting Women, which confirms, "all components of the Department of Labor have the responsibility to work cooperatively to ensure that their missions fully address the needs and concerns of women in the labor force." Given that 60 million women are now in the labor force and that many new workforce entrants will be women, the Women's Bureau is a vital partner in assisting the Department of Labor to meet its mandate of preparing the American workforce for the future.

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February 8, 1992

SF Independent

# Supes Hear Tales of Sex Harassment

## Harassment

from page 1

regulation in the past, increased costs of compliance.

Proponents of tougher harassment laws, however, argue that allowing harassment to continue would be more expensive in the long run due to legal costs and lost time of women who take time off as a result of being harassed.

### Personal testimonies

During an oftentimes emotional hearing before the Board of Supervisors' City Services Committee Tuesday, dozens of women gave personal testimony of being sexually harassed, or of the effect the problem generates for women in general.

Julia Lopez, general manager of the Department of Social Services, spoke about the time she sought a raise to achieve pay equality with her male counterparts for government job she held in New Mexico. A superior said the only way she'd get the raise was if she had sex with him. She refused and threatened to resign, but ended up getting the raise with the governor's help.

Before this week, said Lopez, she had told only her best friend about the incident.

"As a result of what happened I felt assaulted. I felt disgust, and I was angry at myself because by keeping silent I was an accomplice in (the harasser's) charade," said Lopez.

By Rachel Gordon

Calling sexual harassment "epidemic" in San Francisco, Supervisor Roberta Achtenberg on Monday will introduce legislation to strengthen local laws prohibiting workplace harassment of women.

"The city has a responsibility to address the abuse faced by women in the workplace," said Achtenberg. "We must revoke this cloak of secrecy which shrouds this topic, and we must take significant steps to change both attitudes and laws if women are to be guaranteed equality in the workplace."

Achtenberg and representatives from the city's Commission on the Status of Women charge that the city's current sexual harassment law is flawed, lacking a uniform policy from department to department on how to investigate complaints and punish offenders.

Perhaps more importantly, they say, supervisors in the city's workforce do not take the issue seriously enough, letting chronic problems continue unabated.

The proposed legislation includes:

- having the Commission on the Status of Women regularly monitor sexual harassment complaints received by city agencies, boards, commissions and departments — all of which would be expected to submit monthly detailed reports on the cases and work with the commission on handling such complaints.

In addition, the city attorney would submit regular reports of settlements of sexual harassment lawsuits and claims.

The proposal is intended to



Louette Colombaro

create more uniformity in the handling and resolution of complaints.

- hiring another staff member for the Commission on the Status of Women to monitor compliance with the sexual harassment law. The cost would be \$45,139 a year.

- allocating \$74,952 a year to provide multilingual and multicultural outreach workers in community-based programs to address sexual harassment.

According to mayoral spokesman Stephen Bloom, Mayor Frank Jordan has not yet decided whether to support the new legislation.

Although the city's business interests have yet to take a stand on the proposed law, they generally have opposed increased government

See Harassment, page 2

received more than 300 calls from women in both the private and public sectors who complained of being harassed in the workplace.

Commission staff said some discrepancy between the number of formal complaints filed with Civil Service by city employees and the number of allegations they receive can be attributed to the lack of faith in the current system, where complaints can sometimes take months to resolve.

For example, a case involving female police officers alleging that a superior officer sexually harassed them has been working its way through the system for the past year-and-a-half years.

The Police Department, however, is not the only department with problems. A fire captain has been suspended 60 days for allegedly harassing a female officer under his command.

Other departments with a lot of complaints, according to women's commission employee Judith Kline, include the Department of Health, Municipal Railway, Probation and the Library.

"There really are problems in every department," she said.

Workplace sexual harassment complaints have been increasing since the passage of the law on the Status of Women.



## 1981-1985 The Challenging Years

*The first half of the 1980s saw women rising to new levels of visibility and responsibility, even though the Equal Rights Amendment was ultimately defeated in 1982 after a ten-year struggle. On September 21, 1981, the Senate confirmed the appointment of Sandra Day O'Connor as an Associate Justice of the United States Supreme Court in a 99-0 vote. She became the first woman ever appointed to that body. On June 18, 1983, Sally Ride became the first American woman to travel in space when the space shuttle Challenger was launched from Cape Canaveral, Florida. In 1984, Walter Mondale won the Democratic presidential nomination and selected Representative Geraldine Ferraro (D-NY) as his candidate for vice president. Ms. Ferraro was the first woman to run on a presidential ticket.*

*NCBW was considered the organization of choice for African American women who understood the needs of their communities and possessed the required skills to develop solutions.*

**THE NATIONAL COALITION OF 100 BLACK WOMEN, INC. (NCBW)**

The National Coalition of 100 Black Women, Inc. (NCBW) was formed in 1980 to improve the lives of African American women. NCBW was considered the organization of choice for African American women who understood the needs of their communities and possessed the required skills to develop solutions. Its objectives were to serve as advocates for African American women and teens; provide effective networks for African American women leaders; enable African American women to be a visible force in economic, social, and political arenas; help the next generation of under-utilized African American women learn about unexplored career opportunities through modeling and mentoring; develop and position African American women in leadership roles within the community; recognize the historical achievements of all African Americans, especially women; form alliances with established organizations in the community; and focus on self-help and enrichment for African American women. NCBW supports a number of community organizations that provide services in the areas of domestic violence, welfare-to-work programs, homelessness, heart disease, cancer, AIDS, and education.

**OLDER WOMEN'S LEAGUE (OWL)**

In 1980 the Older Women's League (OWL) was established during one of the pre-conferences held around the country in preparation for the third White House Conference on Aging, which

was held in 1981 in Washington, D.C. At the pre-conference in Des Moines, Iowa, Tish Sommers noted that little attention was being paid to the ways in which aging was different for women. She called for a special "ad hoc" meeting to discuss this concern. OWL has been a voice for the concerns of midlife and older women ever since.

**DOMESTIC VIOLENCE PROGRAMS**

One of the areas that has been a focus of the Commission and Department has been violence against women and girls. Concern for women's safety has traditionally been an issue that the



Commission and Department felt information and services were critical. Efforts to educate women on personal safety, self-defense, etc. were not only sponsored by the Commission and Department but were topics of discussion at

Commission hearings in conjunction with prevention. In 1980 La Casa de las Madres approached then Mayor Diane Feinstein for funding by the City. This funding would be for services to battered women and their children in need of emergency shelter once leaving an abusive relationship. Mayor Feinstein called to request the Commission to administer the funding. The \$75,000 received by La Casa de las Madres was the first City monies to be allocated for providing services for those experiencing domestic violence. This amount has now increased to the current total of \$1,850,000 from our Department alone. Other departments such as the Department of Public Health (DPH)

and the Mayor's Office of Community Development also provide funding for services to those experiencing domestic violence. In years that followed, with the support of the community, particularly from anti-violence agencies, an increase in funding also resulted in an increase in programs and domestic violence services. Through the administration of these funds, the Commission and Department in subsequent years became the entity recognized as a leader and expert on identifying and addressing violence against women through legislation, policy, and services.

In 1982, state legislation mandated that 50% of marriage license fees collected by the City and County of San Francisco be designated for emergency shelters for battered women to increase available funds. The Commission on the Status of Women was appointed by the Board of Supervisors to administer the money collected from marriage license fees for domestic violence prevention programs. Much of the focus and work of the Commission at this time was already aimed at eradicating domestic violence. This infusion of new funds gave rise to renewed development and uniting of community organizations.

Founded in 1982, the San Francisco Domestic Violence Consortium became a network of 16 domestic violence service agencies that came together with the goal of providing high quality, coordinated, and comprehensive services to San Francisco's victims of domestic abuse. The services of the individual agencies include emergency shelters, transitional housing, crisis lines, counseling, prevention programs, education, and legal assistance. Services are available

in the many different languages of San Francisco's diverse population.

Throughout the years, one of the main activities of the San Francisco Domestic Violence Consortium (SFDVC) has been networking. SFDVC agencies share information, learn about issues that impact their work, and coordinate their services and activities with a particular focus on public funding, specifically coordinating grant proposals and doing advocacy to emphasize the importance of funding domestic violence services.

Today the San Francisco Domestic Violence Consortium includes the following agencies: Asian Perinatal Advocates, Asian Women's Shelter, Bay Area Legal Aid (formerly known as San Francisco Neighborhood Legal Assistance Foundation), Center for Special Problems, Community United Against Violence, Cooperative Restraining Order Clinic, Donaldina Cameron House, Family Violence Prevention Fund, Family Violence Project, Jewish Family and Children's Services, MOVE (Men Overcoming Violence), Nihonmachi Legal Outreach, P.O.C.O.V.I., Riley Center of St. Vincent de Paul, Volunteer Legal Services Program/Bar Association of San Francisco, and W.O.M.A.N., Inc.

#### CAMERON HOUSE

In 1874, the Cameron House was established. Through programs of intervention and prevention it played a major role in reshaping the expectations of Asian immigrant survivors of domestic violence from helpless victimization to that of creative liberation. The scope of its services has evolved over the years, resulting in a comprehensive agency. Acknowledging the need for a holistic approach to wellness,

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ate danger.*

Cameron House has brought together programs to address the needs of individual clients. These programs have included pre-marital counseling, social events for singles, media outreach, English classes, citizenship preparation, employment readiness, and support group meetings. Collaboration with sister agencies has strengthened its approach, making it possible to include emergency shelter, legal services, and organized advocacy. Participation in consortiums and networks serves to enhance the role of Cameron House in the richly diverse service community. Cameron House's association with the Commission and Department on the Status of Women has also resulted in leveraging additional support from private and public funding sources.

#### ROSALIE HOUSE

Rosalie House, established in 1983 as part of the St. Vincent de Paul Society, admits women and children who are victims of physical, sexual, or emotional abuse, with priority going to those in immediate danger. Referrals come from hospitals, police, and social services agencies, and by word of mouth. Rosalie House is a six-week, 20-bed emergency shelter facility. Services available to residents include shelter, food, individual and group counseling, case management services, parenting groups, job readiness and placement, transitional counseling, and a children's program. Women and children continue to receive counseling and attend group support meetings throughout their stay. This support is vital for a family coping with the emotional effects of violence and separation, in addition to the practical problems of establishing a new way of life without the battering partner. Because of the comprehensive

approach of qualified, committed staff members, 70% of the residents are able to move to non-violent environments. By offering services to victims in crisis, Rosalie House provides a bridge between violence and a secure, fulfilling life.

#### WOMEN'S HALL OF FAME OF SAN MATEO COUNTY

In 1984, the San Mateo Commission of the Status of Women and the San Mateo County Board of Supervisor's established a permanent Women's Hall of Fame of San Mateo County to recognize outstanding women, their achievements, and their contributions to the overall well-being of San Mateo County and its citizens. The Women's Hall of Fame is open to all women who live or work in San Mateo County and are 18 years or older. The Women's Hall of Fame is a first in the State of California. In 1993, "Young Women of Excellence" was added to the Hall of Fame to provide visibility and empowerment to young women for their accomplishments in community service, academic achievement, and acts of courage and perseverance in their daily lives. Since its inception, the Hall of Fame has honored over 140 women for their contributions to San Mateo County.

#### WOMAN WARRIOR PROGRAM

In 1983, PAAWBAC established the *Woman Warrior Awards* to recognize "unsung heroines" for their accomplishments and service to the community. The term "woman warrior" evolved from the ancient Chinese story of Fa Mu Lan, daughter of a retired army general. Her father was called on to quell a rebel uprising, but he was too old to respond. Fa Mu Lan, disguised as a man, went in his place. Through many years of battle, she proved to be a skilled and

resourceful soldier. Fa Mu Lan rose up in the ranks and ultimately led her troops to victory. Not until she was about to be rewarded for her bravery did she reveal her identity.

### THE INTERNATIONAL MUSEUM OF WOMEN

The International Museum of Women was founded in 1985 as the Women's Heritage Museum, a 501(c)(3) nonprofit corporation, by Jeanne Farr McDonnell, Anne Firth Murray and Jane Van Dusen. Inspired by the belief that the future of women is compromised by not recognizing the legacy of those who came before us, their mission was to make women's history known. For over ten years, the Women's Heritage Museum carried out a series of public programs, exhibitions, and provided resources for teaching women's history, in an effort to draw attention to the accomplishments and struggles of women.

In 1997, in response to growing support from Museum members, teachers, community leaders, and government officials, the Board of Directors began developing plans for a major museum in San Francisco. As a result, the Museum's focus shifted away from public programs, toward



developing the museum and preparing for a capital campaign. In 1998, the Board changed the name to the International Museum of Women to better reflect their newly defined goals and objectives. Out of all of the thousands of museums in the world, the International Museum of Women will be the first dedicated solely to the subject of international women's history.

### SEXUAL HARASSMENT ORDINANCE

In 1983, the Mayor and the Board of Supervisors passed the City's first sexual harassment ordinance, which was worked on collaboratively by the Commission on the Status of Women and the Human Rights Commission (HRC). Both COSW and HRC were named in the ordinance as being responsible for responding to sexual harassment complaints within the City. Subsequently, HRC referred all non-civil service sexual harassment matters, complaints, calls, and requests for information to COSW.

### ESTABLISHMENT OF OTHER WOMEN'S COMMISSIONS

During this time, California saw the establishment of many other Commissions for Women. In the Bay Area the Contra Costa County Commission for Women and the San Mateo County Commission on the Status of Women were founded. State wide women's commissions

provided leadership in developing policies, programs, and legislation that addressed the needs of women, girls, and families.

### THE KOZMIC LADY

Throughout the 1980s, the "Kozmic Ladye," Janice Aurah Kramer, attended the Commission on the Status of

Women's monthly meetings. Ms. Kramer worked briefly in Washington, D.C. for a Congressman from Maine, then moved to Los Angeles to earn a master's degree in social work. She was employed as a social worker and staff member at a suicide prevention center until, as she once told a reporter, she was gradually drawn into the world of spiritual awareness. In the early 1970s, she moved to San Francisco. Here she

*Inspired by the belief that the future of women is compromised by not recognizing the legacy of those who came before us, their mission was to make women's history known.*

mailed or hand delivered her "rainbow letters" — collages, poems, and cosmic forecasts — to tens of thousands of people. Ms. Kramer was known to politicians and journalists throughout San Francisco for her whispered voice offering tips over the phone, and her unceasing efforts to promote harmony between humans and the cosmos. The Cosmic Lady died June 5, 1992 of lung cancer.

### COSW GETS ITS OWN OFFICES

By 1984, the San Francisco Commission's budget and staff had increased. Although it remained under the Human Rights Commission, COSW's offices were moved to a separate floor within the building. The COSW annual budget continued to be approved, and staff recruitment and expansion continued to increase.

Monday, February 3, 1992

The Recorder

## Legislation

Continued from page 1

brought under state law. The Ninth U.S. Court of Appeals ruled last week when a woman brings a harassment charge, the court must weigh it from the perspective of a "reasonable woman" rather than a reasonable person. The decision in *Ellison v. Brady*, 924 F.2d was hailed by women's and civil rights groups, who have long held that a "reasonable person" standard is skewed in favor of the male perspective.

Speier's proposed amendment to the employment act states that "[a] plaintiff states a prima facie case of hostile environment sexual harassment . . . if he or she alleges unwelcome sexual conduct which a reasonable victim of the sex as the complainant would consider sufficiently severe or pervasive to alter conditions of employment and create an abusive working environment."

Speier also is sponsoring a bill which would require businesses with five or more employees to post notices describing all remedies available to workers who feel they have been harassed, and would require employers with 15 or more employees to conduct education and training programs geared toward eliminating harassment.

Allen's bill would produce no substantive change in the law: It merely codifies the definition of sexual harassment now in the regulations used by the Fair Employment and Housing Commission. A staffer for Allen said she did not know why the bill was introduced. Plaintiffs lawyer Rose Fua speculated the bill might give stronger guidance to courts deciding cases under the employment act.

"I don't know that it would help anything. It certainly wouldn't hurt," said another plaintiffs lawyer, Barbara Hadsell of Los Angeles' Hadsell & Stormer.

Speier said her proposals grew out of a public hearing on sexual harassment she held in San Diego last fall, at the height of the controversy over the nomination of Supreme Court Justice Clarence Thomas.



ASSEMBLYWOMAN JACKIE SPEIER: Her legislation would lengthen the statute of limitations for filing a complaint to two years, adopt the Ninth Circuit's "reasonable woman" standard, and require some businesses to educate employees about harassment.

## Legislators Seek to Clarify Sexual Harassment Laws

Speier wants to adopt U.S. courts' gender-based standard

By STEPHEN G. HIRSCH

The Legislature is set to take up the volatile issue of sexual harassment in the workplace.

Assemblywoman Jackie Speier, D-South San Francisco, has introduced two sexual harassment bills designed to make it easier for women to pursue claims, and both already are generating business opposition. Also, Assemblywoman Doris Allen, a Republican from Orange County, has proposed codifying in the state's Fair Employment and Housing Act.

The proposed legislation has touched a nerve and likely will reopen the debate on subjects that dominated public discourse last year — whether California's competitiveness is being harmed by over-competitiveness is being harmed by overbearing government regulation, and whether a sex-based standard should be used in defining sexual harassment.

Speier's AB 2365 hits both issues head

## ment Laws

standard to take into account the woman's point of view. But she says she doesn't like the idea of codifying a "reasonable victim" standard because it presumes the person filing a complaint has been victimized before any harassment has been proven. She's more concerned with the extended filing deadline.

And, she wrote to Speier outlining the chamber's objections to the two bills, the posting and training requirements for employers would be "particularly detrimental to small businesses which have already been hard hit recently by an avalanche of state and federal regulations."

To bolster support for her bills, Speier said she plans to ask for an endorsement from the Women's Legislative Caucus, a bipartisan group that has an impressive track record of getting its bills passed. Both Speier's and Allen's bills now are in the Labor and Employment Committee. Speier will get their first hearing this month. Speier's biggest obstacle may be making time for the need for the longer filing

time. She said she wants to give women who have been harassed sufficient time to come to grips with the situation and to overcome reluctance to relive the experience.

In some sympathizers don't buy the sentiment. Margaret A. Murray, a management-side lawyer at Schachter, Kristensen & Berkowitz and president of the San Francisco women lawyers group, said she supports the adoption of a "reasonable woman" standard. But, she said, the one-year statute of limitations is sufficient. "Someone would have to be really strong and compelling reason to file, and I just don't see it."

Mendelson, Fastiff & Tichy said she would merely allow witnesses the chance to disappear and memories the fade.

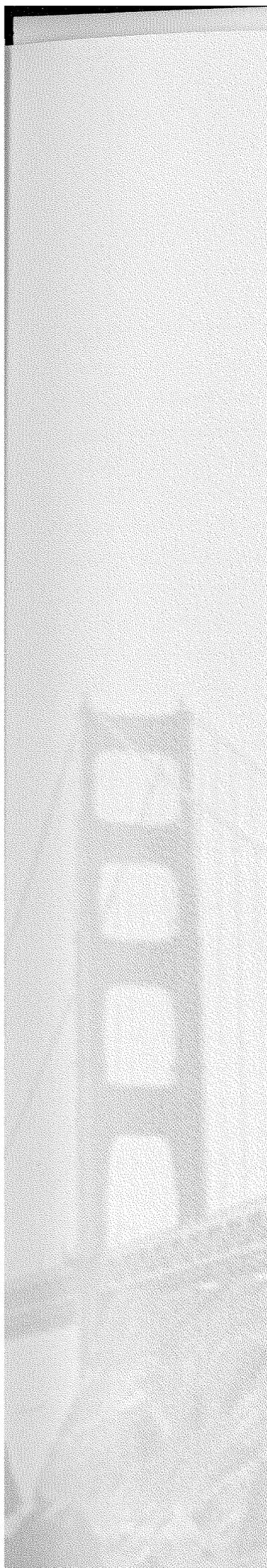
Speier said: "There are never-ending cases — typically sexual harassment — that occur in a crowded ele-

on. It would lengthen the statute of limitations for the filing of any complaint with the Department of Fair Employment and Housing from one to two years. Business lobbyists and management-side labor lawyers say the extension would put an unfair burden on businesses. It would be the longest such deadline in the country, they say, four times the Equal Employment Opportunity Commission's 180-day statute for federal filings.

Speier says she intended to limit the extension solely to sexual harassment claims, although the bill in its current form would cover all FEHA cases. Speier did not say whether she plans to amend the bill; she said she will look into whether it is possible to cut and paste filing deadlines for different types of cases.

The bill also would borrow from a recent Ninth Circuit ruling to create a new standard for sexual harassment cases

See LEGISLATORS page 20



## 1986-1990 Rebirth

### ADVANCEMENTS FOR LATINAS

*In 1987, a group of women from throughout the Bay Area met to discuss the establishment of a chapter of MANA — then known as the Mexican American Women's National Association. After several meetings, the group planned an organization modeled on the MANA chapter structure. They decided, however, not to affiliate with MANA until the national organization would formally expand its charter to become an inclusive pan-Hispanic organization. Thus the Bay Area Network of Latinas — BANELA — was established. Its purpose, similar to that of MANA, was to foster and promote the social, educational, and economic advancement of Latinas. In 1998, once the MANA charter specifically included all Latinas, BANELA decided to become the Bay Area Chapter of MANA. Its mentorship project became part of MANA's network of Hermanitas projects.*

*Bay Area MANA is organized to foster and promote the social, educational, and economic advancement of Latinas in Alameda, Contra Costa, Marin, San Francisco, and San Mateo counties.*

Bay Area MANA is organized to foster and promote the social, educational, and economic advancement of Latinas in Alameda, Contra Costa, Marin, San Francisco, and San Mateo counties. It is one of 16 chapters of MANA, a National Latina Organization, whose vision is the creation of a national community of informed Latina activists working to create a better quality of life for all Latinos in the United States. MANA's mission is to empower Latinas through leadership development and community action. Almost every MANA chapter conducts a Hermanitas mentorship project.

#### ADVANCEMENTS FOR BUSINESSWOMEN

The San Francisco Chapter of the National Association of Women Business Owners (NAWBO) was established in 1987. This local chapter traces its origins to a small group of Washington, D.C. businesswomen who began meeting informally in the spring of 1974 to talk about mutual experiences, exchange information, and develop business skills. Recognizing the value of their group, they incorporated as the National Association of Women Business Owners on July 5, 1975. Two years later they began recruiting members from across the country, and in 1978 the first NAWBO chapters were formed. As an organization with a customer first philosophy, NAWBO strives to strengthen the wealth-creating capacity of its members; promote economic development; create innovative and effective changes in business culture; build strategic alliances, coalitions



and affiliations; and transform public policy and influence opinion makers.

#### PROFESSIONAL WOMEN

Since 1980, a group of businesswomen, inspired and led by then Assemblywoman Jackie Speier, had sponsored an event for women entering or re-entering the job market. The overwhelming response to the event indicated that Bay Area career women desired a larger forum within which to become inspired to break through the "glass ceiling" and more quickly reach economic parity with men. In the spring of 1988, the idea for a unique conference for professional and businesswomen emerged — the result of a successful Women's Day for San Mateo County women. In April of the following year, the Professional and BusinessWomen's Conference

was incorporated as a non-profit organization. The board of directors has evolved from its initial membership of long-term volunteers from the public sector, led by Ms. Speier's District Director, Judy Bloom (who served as its first president), to its present composition of corpo-

rate executives, entrepreneurs, and leaders from the nonprofit and public sectors. In 1998, the organization announced its new name, Professional BusinessWomen of California (PBWC). This step acknowledges the far-reaching success of its efforts and its commitment to increase PBWC's presence throughout the state.

#### ASIAN WOMEN'S SHELTER

The Asian Women's Shelter (AWS) opened in 1988 to address the unmet needs of battered

Asian women and children. AWS was the first shelter program in Northern California and the third in the nation able to meet the language and cultural needs of battered Asian women and children. Since opening its doors, Asian Women's Shelter has been home to hundreds of women and children from a wide range of backgrounds. AWS provides services in 25 languages and dialects, including Mandarin, Cantonese, Toisanese, Korean, Indonesian, Javanese, Sudanese, Lao, Mien, Vietnamese, Japanese, Tagalog, Hindi, Punjabi, Tamil, Singhala, Spanish, Khmou, Telegu, Kannada, Thai, Bengali, Gujarati, Hakkanese, and Arabic. The entire program reflects the cultural background that gives battered Asian women and children the message that they are welcome and safe, and that the shelter is a place where they can heal and rebuild their lives free from violence. Today, AWS has been recognized for many of its accomplishments, including an internationally recognized multilingual/multicultural shelter program, women's program, children's program, community education component, Queer Women's Services, volunteer program, innovative Multilingual Access Model, and citywide language access project. AWS has provided technical assistance, collaboration, and shared funding to contribute to a larger response to domestic violence, resulting in the creation of numerous new domestic violence agencies and programs both in the Bay Area and nationwide. This past year AWS participated as a leader in launching a national organization, the Asian Institute on Domestic Violence, and conducted national focus groups on Asian domestic violence in general and on same-sex domestic violence in the Asian queer women's community.

On the international level, AWS co-hosted a delegation of women from China for a week of training and site visits. It also provided training and technical assistance to women activists in Okinawa and Sapporo, Japan, and a three-month training internship at AWS for an Okinawan advocate.

#### DOMESTIC VIOLENCE AWARENESS HONORARY AWARDS

In October 1988, the Commission on the Status of Women held its first annual Domestic Violence Awareness Honorary Awards. This annual ceremony, held in conjunction with Domestic Violence Awareness month (October), seeks to recognize individuals and organizations that have demonstrated significant achievements in helping survivors of domestic violence move toward violence free lives. These awards are presented in honor of Del Martin, one of the founders of the domestic violence movement in the United States, and Isabel Cerna, who died in the fight to end domestic violence. In 2000, the name of the ceremony was changed to the Violence Against Women Awareness Awards to incorporate all forms of violence against women.

#### BLUE RIBBON TASK FORCE TO REESTABLISH THE SAN FRANCISCO COMMISSION

In 1989, at the request of members of the community, then Mayor Art Agnos convened a task force to study options for the administrative structure of the Commission on the Status of Women. It was called the Blue Ribbon Task Force, and members included Del Martin, Roberta Achtenberg, Judith Brecka, Sue Martin, Esta Soler, and others. Their goal was to separate the Commission on the Status of Women from the Human Rights Commission, make rec-

*The entire program reflects the cultural background that gives battered Asian women and children the message that they are welcome and safe, and that the shelter is a place where they can heal and rebuild their lives free from violence.*

*The Task Force examined the status of women in San Francisco. It concluded that the inequities that led to the creation of the Commission on the Status of Women in 1975 had not been remedied.*

ommendations to strengthen the City's commitment to equity for women, and serve as a focal point on issues of critical importance to women. The Task Force examined the status of women in San Francisco. It concluded that the inequities that led to the creation of the Commission on the Status of Women in 1975 had not been remedied. In fact, women had become increasingly imperiled by conditions of poverty, violence, and gender-based discrimination and harassment in the workplace. The Task Force presented its findings and documented the need for continued efforts to achieve true equality of the sexes. As a result of its study, legislation restructuring the Commission was sponsored by Supervisor Nancy Walker and passed by the Board of Supervisors in 1989. It developed a range of structural options under which the functions necessary to protect women's rights might be performed, and concluded that if any such entity was to do an effective job, it needed statutory power, independence, and adequate staff and resources. Personnel and budget responsibilities were transferred from the Human Rights Commission to the new Commission on the Status of Women as an independent department.



## THE NEW COMMISSION ON THE STATUS OF WOMEN

The new Commission was restructured through legislation passed by the Board of Supervisors in 1989. Its new status as an independent department increased the Commission's powers and authorities. Personnel and budget responsibilities were transferred from the Human Rights Commission to the now freestanding Commission. Sharon Johnson became the new Executive Director. In addition, the Commission received funding for additional staff, including one executive director, one clerk typist, and two special representatives — one for employment issues and another for administration of

the domestic violence funds and policy development. The Commission was also granted subpoena powers based on the recommendations of the Blue Ribbon Task Force. Mayor Agnos added new powers for the Commission, including the right to subpoena witness and require testimony. Despite recession-driven cutbacks, he added additional

funding to the Commission's budget to further its accomplishments in confronting sexual harassment and domestic violence. The Commission's membership decreased from eleven to seven members. With increasing funds, COSW was now administering \$300,000 for grants to services for battered women and their children through ten nonprofit organizations. The Commission also formed the Domestic Violence Committee in 1990.

## 1991-1995 Continued Struggle

*Women continued to make strides publicly and privately in the 1990s. On March 12, 1993, Janet Reno became the first woman U.S. Attorney General in history. That same year, Judge Ruth Bader Ginsburg was sworn in on August 10th as the 107th justice and the second woman on the Supreme Court.*

*The Commission on the Status of Women has worked hard to create an ongoing program to promote the recruitment and hiring of women and, once hired, to ensure women have sufficient support mechanisms, especially in nontraditional areas, to sustain themselves and move up professionally. In the early 1990s, the Commission on the Status of Women sponsored numerous events and panels to introduce young women to nontraditional employment. Featured were policewomen, firewomen, construction workers, among others. We made presentations to a variety of community-based organizations and to San Francisco schools. We collaborated with unions to ensure more effective outreach into nontraditional areas. We helped create support groups at the Department of Public Works and the Police Department.*

*In October 1991, at the request of Supervisor Roberta Achtenberg, the Board of Supervisors heard six hours of testimony from over 50 women about the sexual harassment they had experienced.*

In the early 1990s, based on a Little Hoover Commission report (a state regulatory agency) that indicated only 8% of the 362 businesses with apprenticeship programs in California had met their goals, the Commission on the Status of Women was instrumental in raising the apprenticeship goals for women and the number of job opportunities. This was applied to the newly created Mission Bay Project. The Commission members have also regularly participated in job hiring panel review teams, particularly with the Police Department, to encourage the hiring of qualified women of diverse backgrounds.

Around this time the Department on the Status of Women also developed a job library to meet the requests of companies and organizations looking to recruit women. Today the job library serves hundreds of women annually. Many companies from around the Bay Area use our services to recruit women, and many individuals use our free services in their job search.

#### **CHARAN INVESTIGATION ON DOMESTIC VIOLENCE**

In 1990, Veena Charan, a San Francisco resident and mother, was a victim of domestic violence. Despite repeated reports to the police, she was shot and killed by her husband in front of their child at his school. Her husband then turned the gun on himself. An investigation was requested to look into these deaths.

The Domestic Violence Consortium requested an investigation by COSW. COSW worked with six departments on this investigation in 1991. The panel of investigators included Caryl Ito, COSW Chair of the Domestic Violence Committee. Many community advocates participated in the investigation. The report made 106 recommendations

that resulted in the establishment of a coordinated citywide response to domestic violence. The COSW's Domestic Violence Committee was charged with overseeing the implementation of the Charan Investigation Report recommendations. The recommendations called for the establishment of a citywide response to domestic violence as well as training. The Police and Adult Probation Departments began to explore the centralization of their domestic violence units within their departments, as well as how to improve their communication and coordination with other departments, including the District Attorney's office.

#### **SEXUAL HARASSMENT**

In October 1991, at the request of Supervisor Roberta Achtenberg, the Board of Supervisors heard six hours of testimony from over 50 women about the sexual harassment they had experienced. As a result, the Board mandated that all City departments provide the Commission with monthly reports on sexual harassment complaints filed by City employees. The Commission would track the reports, identify problematic patterns and practices, and assist the departments in providing solutions.

In 1991, Mayor Agnos announced further steps to require City departments to report sexual harassment complaints within the City workforce to the Commission on the Status of Women. At the same time, reporting with police and the District Attorney's office on domestic violence was streamlined, and reports were required to be sent to the Commission on the Status of Women. Mandatory citywide Sexual Harassment training for management was also developed and conducted in partnership with the City Attorney's Office and the Department of

Human Resources. In each of his four budgets, Mayor Agnos increased funding for the Commission on the Status of Women.

In our nation's capital, On October 15, 1991, the Senate approved the nomination of Clarence Thomas to the Supreme Court, despite allegations of sexual harassment against him by Anita Hill, a former aide. Sexual harassment issues were at the forefront of many women's organizations.

#### COME INTO THE SUN CONFERENCE AND COALITION

In the early 1990s, the San Francisco COSW expanded its responsibilities and worked on a number of projects. In 1991, the Commission, concerned about the increasing number of San Francisco women and girls becoming involved with the criminal justice system, co-sponsored with the Delinquency Prevention Center the *Come into the Sun Conference* on incarcerated women and girls. The conference identified and focused on specific needs, such as prisoners as parents, access to community resources for youth at risk of becoming involved in the justice system, post-release women and girls who were returning to the community, health care services while detained or incarcerated, and alternatives to incarceration. Representatives from several community and city organizations attended.

This conference resulted in the Come into the Sun Coalition, an ongoing collaboration between the Commission and 40 public, private, and nonprofit service providers. The Coalition works to reduce the number of women and girls



using the justice system and to call attention to the disparity in services available for females in a system driven by the needs of a predominantly male population. The Coalition was particularly interested in issues concerning girls. It convened a study in 1992 to paint a portrait of girls' experiences in the system and to identify gaps in current planning. The second *Come into the Sun* conference focused exclusively on girls, specifically the lack of services for them.

#### THE CHILDREN'S FUND

In 1991, Proposition J, the Children's Fund, was passed. This proposition allocated a portion of the City's General Funds to children's services. The domestic violence shelters were selected to receive some funds under this initiative.

#### BRENNAN HOUSE

Brennan House was established in 1991 as part of the St. Vincent de Paul Society to meet the needs of victims of domestic violence. This facility offers a 30-bed transitional shelter where women and their children who are sur-

vivors of physical, sexual, or emotional abuse are offered an average stay of one year. Referrals are made by battered women's and homeless shelters throughout the Bay Area.

In addition to being offered housing and food, women and families have the opportunity, with the assistance of case managers, to address their needs in a more stabilized environment. Intensive work is done to help women and children deal with the long-term effects of abuse. Groups and workshops in the areas of parenting, education, vocational

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*In 1992, through the work of the San Francisco Domestic Violence Consortium, Partners Ending Domestic Abuse was founded by Roselyne C. Swig.*

counseling, and recreation are also offered. Throughout a resident's stay the overall goal, to assist women in securing and retaining safe and affordable permanent housing independent of abusive relationships, is never lost.

#### **SAN FRANCISCO DOMESTIC VIOLENCE CONSORTIUM**

In 1992, through the work of the San Francisco Domestic Violence Consortium, Partners Ending Domestic Abuse was founded by Roselyne C. Swig. This group provides fund raising, public awareness, and public policy advocacy in support of the San Francisco Domestic Violence Consortium. The goal of Partners is to involve San Francisco's most influential communities, philanthropists, corporations, and city officials in supporting the agencies that provide domestic violence prevention services and advocacy. Ms. Swig is quoted as stating, "From the onset, we felt it was critical to bring the subject of domestic violence out of the shadows of the forbidden and hushed whispers and into mainstream conversation. It is imperative that we create a climate in which everyone understands that domestic abuse is intolerable, illegal, and immoral."

Emerging from the movement to end violence against women, the Consortium and Partners dedicate themselves to eliminating domestic violence and ensuring the basic rights of safety, self-determination, and well-being to victims and survivors of domestic violence and their children. These groups focus primarily on battered women and children from all socioeconomic and cultural backgrounds. This also includes domestic violence victims in same-sex relationships.

Violence is used to maintain power and control over those who are perceived as less powerful in domestic relationships. The alliance between Partners and the Consortium is a model for coordinating the public, private, and corporate communities with the major domestic violence service providers, thus bringing together the diverse resources of the City in response to this tragic issue. The work of Partners and the Consortium is critical to meet the increasing need in San Francisco for direct services and to continue to increase the involvement of San Francisco's diverse communities to end domestic abuse.

#### **NARIKA**

Narika a nonprofit organization was established in 1992, for and by women who trace their origins to the South Asian countries of Bangladesh, India, Nepal, Pakistan, and Sri Lanka. They provide advocacy, support, help, information, and referrals to women in abusive situations. Narika manages a multilingual hotline of volunteers and staff who help individual women in a culturally competent manner. Narika also runs outreach and violence prevention programs.

#### **WOMEN WHO MAKE A DIFFERENCE**

In 1992, the Commission on the Status of Women began its annual *Women Who Make a Difference* awards ceremony. Each year the Commission and Department, with a selection committee, honor remarkable women and businesses which have made a difference in the lives of San Francisco's women and girls. The program started initially as a way to highlight the achievements of many women who act as unsung heroes working for the City and County of San Francisco to improve the lives of women

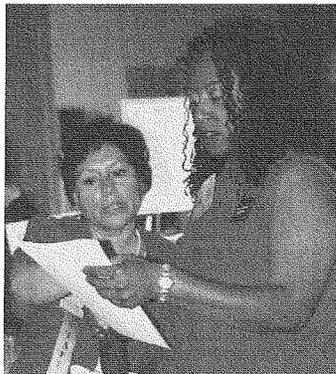
and girls and/or are role models for others. Over time this was expanded to individuals and businesses outside of the government arena and is now seen as a real achievement to the recipients of the awards.

This awards program honors distinguished women from the private and public sector as well as businesses throughout San Francisco who have made a positive difference in the employment and economic advancement of women. Awards are presented each summer at a program and reception to honor the recipients. In addition, it honors women accomplished in their fields who have benefited women in employment and economic advancement and women and organizations who have provided exemplary service to the community in the employment and economic advancement of women. For businesses, the criteria are businesses that have an ongoing commitment to a zero tolerance sexual harassment program; an ongoing commitment to a strong equal opportunity employment program; a Board of Directors composed of a high percentage of women; a high percentage of women in management; the business contributes to the community impacts of women and girls; the business actively promotes women's upward mobility; and the business provides family-friendly benefits, such as childcare, flextime, and parental leave.

#### TAKE OUR DAUGHTERS TO WORK DAY

In the early 1990s, research detailed the radical and distressing shift that often occurs in the

lives of girls in early adolescence. At this age, girls show a significant drop in self-esteem, report a lowered sense of self-worth, and describe intense feelings of insecurity about their own judgments and emotions. Focusing on appearance and how boys view them prevents many girls from focusing on schoolwork — at a time when girls need to begin planning for the future. *Take Our Daughters to Work Day* was founded to focus on girls' abilities rather than their appearances. It was created specifically to let girls know that they are important and have many opportunities in their futures.



*Take Our Daughters To Work Day* was started by the Ms. Foundation in 1993 as a city-wide program in New York. It became a national day and event because of an outpouring of enthusiasm from adults. In 1994, COSW supported and issued a proclamation in support of *Take Our Daughters to Work Day* and had the Mayor

send a letter to all City Departments asking for their participation. Since then, each year the COSW has added more information, printed newsletters, and made lesson plans available. Starting in 1997, COSW sponsored a program where girls could apply to shadow a member of the Board of Supervisors and also the Mayor's staff. Supervisor Mabel Teng and her staff worked with COSW to create a mock hearing held by girls featuring issues of sexual harassment, graffiti removal, and other relevant issues.

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*In November of 1994 San Francisco's voters passed Proposition E with a 67% margin. This proposition made the Commission a permanent Department under the City Charter, and provided for Commissioners to be appointed to specific terms.*

**PUBLIC HEALTH**

In 1994, the Commission participated in a project with the Women's Health Advisory Committee to the Department of Public Health. The primary goal was to develop a model women's health care delivery system within San Francisco. Nearly 250 women met in nineteen focus groups to voice their needs and requirements for adequate health care. Targeted groups included women of different ethnicities, sexual orientations, ages, and physical abilities.

**THE COMMISSION BECOMES A CHARTERED DEPARTMENT**

During 1994 women in the community grew concerned about the long-term stability of the Commission and its functions. A group of women gathered to discuss and rally support to ensure the Commission would remain a department. It was decided that the best strategy would be to make the Commission a chartered permanent department of the City and County of San

Francisco. Supervisor Bill Maher was the primary sponsor of the ordinance to introduce and place the proposition on the ballot. In November of 1994 San Francisco's voters passed Proposition E with a 67% margin. This proposition made the Commission a permanent Department under the City Charter, and provided for Commissioners to be appointed to specific terms. Many people and members of the public worked on and supported the passage of Proposition E. That same year Sonia Melara joined the Department as the Executive Director.



**DOMESTIC VIOLENCE HOMICIDE STUDY**

In 1995, COSW spearheaded a domestic violence homicide study in San Francisco. The Family Violence Prevention Fund and San Francisco Neighborhood Legal Assistance Foundation (now Bay Area Legal Aid) studied homicides in the San Francisco between 1991-1992. The study found that an alarming 64% of all homicides were domestic violence/family violence-related, making that the highest category of preventable homicides in San Francisco. COSW held a march on the steps of City Hall to highlight the num-

ber of domestic violence-related deaths. A press conference was also held to emphasize the impact of domestic violence on women in San Francisco.

On October 3, 1995, former football star O.J. Simpson was found not guilty of the June 1994 murders of his former wife, Nicole Brown Simpson, and her friend, Ronald Goldman. Local emergency calls doubled as

women called in to report occurrences of violence present and past.

**SEXUAL ASSAULT**

Although sexual assault was an issue that was part of efforts surrounding violence against women, funding for services by community-based organizations had not occurred. Sexual assault services funded by the City were provided through San Francisco Rape Treatment Center located at San Francisco General Hospital. In 1995, Dr. Sandra Hernandez, Director of the Department of Public Health initiated a review of the sexual assault services system, with a

primary focus on the department's Rape Treatment Center. The objective of the review was to determine the most responsive and cost effective array of services necessary to address the health and well being of sexual assault survivors while fulfilling legal mandates. As a result of the review, funding for community-based services was generated. The Department of Public Health asked the Commission and Department to assume responsibility for contracting over \$200,000 for sexual assault services including peer advocacy and accompaniment, prevention, education and outreach services. Funding granted to San Francisco Women Against Rape in 1997 was the first City monies to be allocated to a community-based organization for sexual assault services in the history of San Francisco. Thereafter, the Commission and Department expanded its funding base to include both domestic violence and sexual assault. Requests for Proposals or Qualifications were then identified as part of the Violence Against Women programs.

#### **MAYOR'S TASK FORCE ON SEXUAL HARASSMENT**

As result of the work surrounding workplace harassment during the Art Agnos years, it was determined that a study was needed to determine the extent of the problem within City government. A study was conducted by outside experts. Among other things, the City reported receiving 113 complaints in one year and 14 lawsuits. Labor costs related to the investigations and dealing with the complaints cost over \$600,000, and that did not include the \$1.8 million spent on lawsuits. Under the direction of Commission on the Status of Women, in August 1994, Merrick T. Rossein Associates pro-

duced their report, *Sexual Harassment Complaint Procedures in the City and County of San Francisco Government: Recommendations to Improve the Prevention of Sexual Harassment and the Process of Complaints*. It outlined sexual harassment procedures for the City and County of San Francisco and recommended that a Task Force be formed to develop a more comprehensive program and policy to reduce sexual harassment in the City.

In mid-1995, a Mayoral Task Force on Sexual Harassment was formed and led by the Commission on the Status of Women. It brought together a variety of City departments and private sector experts. The Task Force put forth a specific centralized plan and sexual harassment policies. Based on a series of recommendations, the City revised its policies. Complaints became centralized at the Department of Human Resources. Rather than having each department have its own policy, the City's policies were revised and standardized into one policy that emphasized training and prevention, as well as a timely investigation process. A new sexual harassment policy for the City and County of San Francisco, Administrative Code Section 16.9-25, was put in effect after intense negotiations with a variety of City departments.

In February of 1997, the Commission initiated a program notifying all City departments about the changes in the new citywide sexual harassment policy, and offered each department a free update class on the new policy and prevention. Twenty-one departments accepted the offer, and approximately 20-30 individuals attended each workshop. Overall, roughly 500 supervisors and managers were trained.

*Funding granted to San Francisco Women Against Rape in 1997 was the first City monies to be allocated to a community-based organization for sexual assault services in the history of San Francisco.*

The program was enthusiastically received and appreciated by those who participated. The sexual harassment program included a 17-page question and answer booklet and a separate list of resources for City employees and non-City employees throughout San Francisco.

All of this work was reinforced under Mayor Willie Brown's leadership and administration. The Commission and Department actively participated with Mayor Brown and the City Attorney's Office to finalize implementation and training under the new policy. This included the

installation of a sexual harassment hotline at the Department of Human Resources, and the addition of two new Equal Employment Opportunity specialists on sexual harassment.

The Commission on the Status of Women has continually offered technical assistance in this area to City workers, both staff and management, and to individuals throughout the San Francisco who need assistance. It is now an institutionalized policy, and every department, including management and staff, is continually trained in sexual harassment prevention.

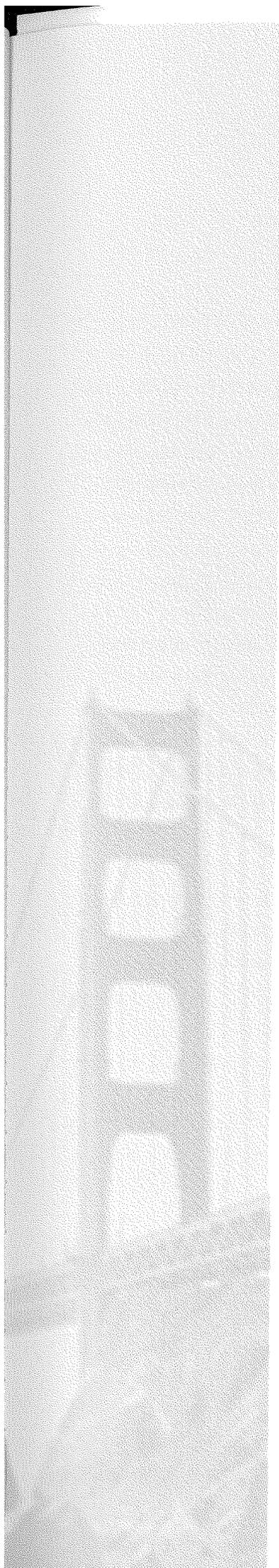
*Bay Area Reporter*

*February 6, 1992*



### **Telling Her Story**

Linda Jofuku speaks in front of SF's Board of Supervisors at sexual harassment hearings. Jofuku worked eight years in trades as a carpenter and electrician, was an employment counselor at Chinese for Affirmative Action and Asians for Job Opportunities, and an outreach coordinator for the 1990 census. A victim of both racism and sexism herself, she is currently the union representative for the International Federation of Professional Engineers. (Photo: Jane Cleland)



## *1996-2000* Growth and Development

*On January 8, 1996, Willie L. Brown was sworn in as Mayor of San Francisco. That same year, the San Francisco Department on the Status of Women sponsored the first Women's Opportunity Week (WOW).*

*On April 10, 1996, President Clinton vetoed a bill that would have banned partial-birth abortions. In January 1997, bombs were detonated at two abortion clinics in the south. On January 23, Madeleine Albright was sworn in as Secretary of State, becoming the first woman to head the State Department. On October 30, 1998, the Food and Drug Administration approved the use of tamoxifen to help prevent breast cancer in healthy women at high risk of developing this disease.*

*On August 1, 1996,  
the San Francisco  
Task Force on  
Prostitution's Final  
Report was released.  
The Task Force was  
established by the  
Board of Supervisors  
to look at issues  
affecting women  
and girls in  
prostitution...*

#### UN WOMEN'S CONFERENCE ONE YEAR LATER

During September 1996, COSW also sponsored and coordinated, in collaboration with Assemblywoman Jackie Speier's Office, the San Francisco site of the *UN Women's Conference One Year Later*. Over sixty women came to this site for the national conference via satellite. The broadcast included the development of a national action agenda to improve the lives of American women and their families, and featured First Lady Hillary Clinton and Health and Human Services Secretary Donna Shalala. The attendees were diverse, and brought a distinctly international ambience and a variety of political focuses. The highlight was the speak-out after the broadcast, facilitated by the Commission, in which many women voiced their concerns and appreciation for this type of program.



#### OUT OF SIGHT, OUT OF MIND TASK FORCE

Following the release of the *Out of Sight, Out of Mind: The Plight of Adolescent Girls in the San Francisco Juvenile Justice System* report by the Center on Juvenile and Criminal Justice, the Commission was approached by the authors to assist with implementing the report's recommendations. The Commission created the Out of Sight, Out of Mind Task Force for this purpose. Task force members represented a diverse cross-section of community agencies, City departments, and commissions all working together toward the shared goals of improving programs and services for girls in the Juvenile Justice System. The Task Force was successful in having

its major recommendations incorporated into an action plan designed by the Delancy Street Foundation and adopted by the City for reforming the entire juvenile justice system. We were also successful in placing a Task Force member on each of the City's new action plan implementation teams to reform and rejuvenate the entire system.

#### SAN FRANCISCO TASK FORCE ON PROSTITUTION

On August 1, 1996, the San Francisco Task Force on Prostitution's Final Report was released. The Task Force was established by the Board of Supervisors to look at issues affecting

women and girls in prostitution, but the thrust of the report concerned the decriminalization of prostitution. The Report's recommendations addressed primary concerns including gender parity; health, housing, and social services; services for incarcerated and chemically dependent women and girls;

and the criminal justice response to the victimization of marginalized women. While the report was extensive in those areas, it did not reflect issues of surviving violence as a prostitute; the impact of street prostitution on neighborhoods; poverty, employment, welfare reform, and women's economic development issues; the high incidence of victimization and exploitation of women in poverty; and the importance of preventative education, intervention services, and viable alternatives. More research and testimony were needed for the report to be inclusive and comprehensive, and additional views of prostitution also needed. The Commission heard from

women who believed that the Task Force report fell short of addressing serious needs faced by prostitutes, specifically street prostitutes.

During the fall of 1996, the San Francisco Board of Supervisors' Task Force on Prostitution recommended that the City stop enforcing prostitution laws and instead divert money earmarked for arresting prostitutes to social programs designed to help them get off the streets. The Task Force's 50-page report called for abolishing all laws specifically related to prostitution; directing police to vigorously pursue crimes committed against prostitutes; increasing funding for shelters and substance abuse programs; and transferring licensing authority for massage parlors from the Police Department's vice division to other City agencies. The report was the result of a one and a half year study by twenty-eight task force members drawn from civil rights, law enforcement, public health, and neighborhood advocacy organizations.

The Commission sponsored a forum where government officials joined Commissioners in listening to the experiences and recommendations of women in prostitution. On April 17, 1997, in the Board of Supervisors' Chambers, a Public Hearing on Violence Against Women and Girls in Prostitution was held. More than 300 people attended and forty individuals gave testimony ranging from political speeches to deeply personal descriptions of abuse. What was clear was a sense of urgency about the impact of violence and abuse in prostitutes' lives. A commitment to change the circumstances of women and girls in prostitution was evident. Providing alternatives based on education and economic development, prevention, intervention and alternatives were emphasized.

In March 1998 the Commission released a report entitled *Violence Against Women in Prostitution in San Francisco: A Report to the Mayor and Board of Supervisors*. The report provided a series of recommendations specifically focused on violence towards women in the sex industry.

One of the organizations that participated in the hearing and contributed to the recommendations was the SAGE Project, Inc. (Standing Against Global Exploitation). In May 1995, through her personal experience, Norma Hotaling came together with twelve other women to start the SAGE Project, Inc., an organization created by and for survivors of sexual exploitation and violence to help women and girls develop healthy lifestyles free from abuse and violence. These women committed themselves to improving the lives of women who are survivors of sexual exploitation, violence, and prostitution. Today, SAGE's programs have assisted over 500 prostitutes over the last three years. Services have included therapy, education, and vocational services. In addition, the organization has given most of these women tools for healing, as well as the motivation for making affirmative lifestyle choices. SAGE is partnered with many community-based organizations and governmental agencies, and makes available individuals, including health care workers, students, and community leaders, with the knowledge and inspiration to address this important issue in their daily work.

#### **WOMEN'S OPPORTUNITY WEEKEND (WOW)**

During the fall of 1996 and the spring of 1997, the Commission and Department sponsored the first *Women's Opportunity Week*. In the fall, we were joined by other City Departments and

*The Commission sponsored a forum where government officials joined Commissioners in listening to the experiences and recommendations of women in prostitution.*

*Planned Parenthood  
has been woven into  
San Francisco's  
social fabric since  
the late 1920s, when  
they were founded  
by public nurse and  
family planning  
advocate Margaret  
Sanger in 1916 in  
New York City.*

community health providers to host the first Women's Health Fair, and the Commission organized the first city government team for the *Women in Cancer Walk* at Golden Gate Park. In the spring, the weekend long event emphasized the issues of employment and economic opportunities for women. Speakers were asked to address health and violence against women within an economic context. Many community organizations participated as co-sponsors or participating organizations.

#### **PLANNED PARENTHOOD GOLDEN GATE**

In July of 1996, Planned Parenthood Golden Gate held its first meeting as the newly established entity resulting from a merger between Planned Parenthood San Mateo, Planned Parenthood San Francisco-Alameda and Planned Parenthood Marin-Sonoma-Mendocino. This was the culmination of a year long planning process by the three boards who decided to merge and develop one of the strongest Planned Parenthood Affiliates in California. Dian Harrison became its first president and CEO. Planned Parenthood has been woven into San Francisco's social fabric since the late 1920s, when they were founded by public nurse and family planning advocate Margaret Sanger in 1916 in New York City. Ms. Sanger encountered thousands of women who faced desperate physical and economical burdens due to a lack of family planning services. Sanger and her San Francisco counterparts, Dr. Adelaide Brown and Dr. Florence Holsclaw, formed Planned Parenthood with the backing of the American Association of University Women to advocate women's and children's health rights. This vigorous advocacy has been controversial since the

organization's birth.

Health care at Planned Parenthood Golden Gate includes gynecological exams and pap smears, pregnancy testing and counseling, prenatal care, adoption referrals, sterilization services for women and men, abortion services, midlife/menopause information and treatment, and primary health care. "Polling shows that one in four women — regardless of income level — has used Planned Parenthood as a primary provider some time in her life," Harrison says, noting that PPGG is truly a lifeline for many women, but especially for poor women. Alexander Sander, the founder's grandson and President of Planned Parenthood of New York City states, "Planned Parenthood Golden Gate has been exemplary in fulfilling the vision of Margaret Sanger. Her vision, that every woman should have the right to decide whether and when to bear children and that every child should be born wanted and loved into a family ready to care for it, is being passionately pursued every day by Planned Parenthood Golden Gate." Today, the mission of Planned Parenthood Golden Gate is to provide comprehensive primary and reproductive health care services; to provide educational programs; to advocate policies that guarantee individual rights, dignity, and privacy; and to promote health care research.

#### **NEW WEBSITE**

In late 1997, the Commission and Department became one of the first departments to join the growing technological bandwagon by developing its own website. This site, part of the City's mission meetings, frequently asked questions on sexual harassment, our strategic plan for our

violence against women program, information on our events, CEDAW, and the Friends of the Commission. Each year we add many of our highlights and reports, as well as monthly commission agendas and minutes, keeping up with technology and access to information.

### SAN FRANCISCO MAYOR'S SUMMIT FOR WOMEN

In April 1998, San Francisco hosted the first ever San Francisco Mayor's Summit for Women. The Summit's theme "Giving Today's Woman Direction for Tomorrow" brought together a diverse group of women to address issues and events that shape the world for women today and tomorrow. Speakers examined key topics for women including, money, careers, and rights, such as workplace rights, relationship rights and absent rights. Tipper Gore and Jocelyn Elders were keynote speakers. COSW Commissioner Caryl Ito participated as the Finance Committee Co-Chair. The Summit combined reflection, introspection, and learning to encourage all women to take charge of their lives and share, encourage and foster the growth of women everywhere.

This daylong event has become an inspirational annual event anticipated by women from around the Bay Area and continues to be a day of information, sharing and empowerment for a group of women as diverse as San Francisco.

### WOMEN'S LEADERSHIP ALLIANCE

In March 1998, the Women's Leadership Alliance was formed by Patti Chang, Executive Director of The Women's Foundation, and Sandy Sohcot of the San Francisco National Women's Political

Caucus. Leaders of local women's organizations had been meeting monthly, working together to further actions that enhance the economic security of women. Members agreed on the following benefits: more coordinated events; capacity for collective action; cross education on issues; linkage on the internet; connections of corporate women, grassroots women, and women with needs; more ambassadors in the community; more collaboration and less duplication; opportunities to co-sponsor events; sharing newsletters and news; and opportunities to help nonprofits and corporations work together to address major issues.

### WOMEN COUNT

Women Count was founded in October 1998 by Susie Tompkins Buell and a group of San



Francisco Bay Area women concerned about the 1998 media predictions that women were not going to show up at the polls. In response, they launched Women Count, a national nonpartisan media campaign and educational program aimed at mobilizing women voters. They focused

particularly on women 18-24 years old, who were viewed as least likely to go to the polls.

Women Count mounted its first media campaign in the final weeks approaching the November 1998 election. In conjunction with Public Media Center, the founding members of Women Count created an ad campaign featuring Rosie the Riveter, who embodies a period when women needed to be strong, courageous, and patriotic. The tag line, "They used to say women couldn't vote, now they say we won't," pointed out the

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*By Fiscal Year  
1996-97, the  
Commission's  
Violence Against  
Women Programs  
budget totaled  
\$1.5 million.*

short time that women have been allowed to vote and challenged them to use their voting power. Full-page colored ads were placed in the *New York Times* and in newspapers throughout California. In an era permeated by media, Women Count was at that time the only organization using media to encourage women to vote.

**DOMESTIC VIOLENCE STRATEGIC PLAN**

Commission efforts to increase City resources dedicated to domestic violence program funding have received strong support from past Mayors, members of the Board of Supervisors, other elected officials, direct service agencies, and the community. Funding increased incrementally, reaching \$1.2 million by 1995, with COSW-funded domestic violence services expanded to include victim advocacy, a 24-hour crisis line, counseling, legal services, and more emergency shelter services. In 1996, after a year-long needs assessment and community planning process, the San Francisco Department of Public Health transferred funds to the Department on the Status of Women to fund community-based sexual assault services and prevention programs. By Fiscal Year 1996-97, the Commission's Violence Against Women Programs budget totaled \$1.5 million.

The Department developed its first Violence Against Women strategic plan. It also developed policies that ensured coordination of City services and described the long-term impact on the prevention of such violence. The strategic plan called for:

- Domestic violence and sexual assault services;
- Public awareness campaigns, training

programs, community outreach, and educational programs to prevent the abuse and assault of women and girls, and to prevent men and boys from engaging in violence against women;

- Intervention/advocacy programs to address domestic violence and sexual assault before crisis services are required, through a spectrum of services including multi-disciplinary screening and referrals;
- Crisis services for survivors to assist women who have been raped or battered, including emergency shelters, victim advocacy and accompaniment, crisis lines, and legal services; and
- Transitional/advocacy services to help survivors achieve economic independence, recover from victimization, and move from trauma to healing.

To address these priorities, the Commission committed itself to creative collaboration with government, educational institutions, and community groups, and to innovative strategic planning as we begin to implement significant changes in our Violence Against Women Programs. These critical changes require that we both increase City funding for these programs and restructure citywide service delivery systems. By 1998, the total funds for Violence Against Women programs had increased to \$1,730,500, funding twenty-eight programs.

**A NEW TAKE YOUR DAUGHTERS TO WORK DAY**

On Thursday, April 24, 1997, the San Francisco Commission on the Status of Women initiated a

new program in honor of *Take Your Daughters to Work Day*. In collaboration with the Mayor's Office and Jr. Achievement of The Bay Area, Inc., we recruited twenty-five girls for the day by having the girls write a short essay entitled, "How Learning about Our City Government Will Help Prepare Me for My Future." These girls accompanied members of the Board of Supervisors and Mayor's staff for a day, and participated in a Mock Board of Supervisors' Hearing with Supervisor Mabel Teng.

#### JUANA BRIONES HONORED

In 1997, the Bay Area Network of Latinas (BANELA), joined by the Women's Heritage Museum (now known as the International Museum of Women), succeeded in having a State Historic Plaque placed in Washington Square Park in honor of North Beach pioneer

Juana Briones y Tapia de Miranda (1802-1889). In the 1830s and 1840s, Juana Briones transformed an isolated cove in the then Mexican hamlet of Yerba Buena into her rancho. At the site



of this park, she raised cattle and grew vegetables for sale to ship crews. She gave sanctuary to refugees, and was revered as a healer and caregiver. She is honored as a humanitarian, astute businesswoman, community builder, and a devoted mother of eight children. Historian J. N. Bowman referred to Juana Briones as the "preeminent" woman of the region, and said, "No other Spanish or Mexican woman in California is known to have reached her position and maintained it through life ...." This

plaque — the first in San Francisco to honor a Latina — was placed after ten years of intense advocacy with several City departments that originally opposed it. Since the early 1930s, when State historic plaques were first instituted, 42 were placed in the City and County of San Francisco; only 4 mentioned women. As a result of the long campaign to gain acceptance of the plaque, BANELA and the Women's Heritage Museum were highly successful in raising widespread awareness of an extraordinary woman in California's history.

#### PROJECT RESPECT

From 1998 to 2000, the Commission on the Status of Women worked in a collaborative effort on Project Respect. COSW worked with the Equal Rights Advocates (the lead agency), San Francisco Women Against Rape, San

Francisco Neighborhood Legal Assistance Foundation, Narika, and Planned Parenthood to develop a culturally appropriate curriculum on sexual harassment prevention for students, teachers,

administrators, and parents.

#### ANTI-DISCRIMINATION EFFORTS

In 1996, as a result of reports of glass ceiling and discrimination problems in a number of City departments, the Department on the Status of Women worked with Supervisor Mabel Teng to hold a public hearing on these issues. These problems were particularly prevalent at departments where women were not traditionally a part of the workforce, such as at the Department of Public Works, Public Utilities

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The intention was to achieve local ratification within San Francisco by International Women's Day, March 8, 1998. Monthly planning meetings were held that offered training on CEDAW as well as monthly orientations on the local ratification process, its status, and next steps.

At the hearing, speakers focused on CEDAW being a critical tool for eliminating discrimination against women in San Francisco. The speakers covered many important areas, including affirmative action, access to credit, access to health care, safety in the workplace, and sexual harassment in schools. The speakers also testified about women who confronted obstacles in addition to their gender, such as race, immigration status, and youth. CEDAW was passed in April 1998 with unanimous support from Mayor Brown and the full Board of Supervisors.

In supporting CEDAW's local implementation, San Francisco was the first municipality to go beyond supporting U.S. ratification and toward the goal of protecting the human rights of women and girls locally.

The CEDAW Ordinance is designed to eliminate discrimination, including violence, against women and girls through implementing CEDAW principles within San Francisco. It is also intended to promote gender equity and ensure equal opportunity and access to economic development, employment, and health care. The Ordinance requires us to examine the different needs, roles, and responsibilities of all persons and then to ensure that the budgets, employment practices, and provision of services reflect these differences.

The Ordinance broadly defines discrimination against women and girls as any "distinction, exclusion, or restriction made on the basis of sex that has the effect or purpose of impairing or nullifying the recognition, enjoyment, or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field." The definition of discrimination includes gender-based violence that is directed against a woman because she is a woman or that affects women disproportionately.

The Ordinance also requires human rights education for City employees and integration of CEDAW principles into City policies. Local implementation is delegated to COSW, with oversight from a CEDAW Task Force. The Task Force's 11 members include elected officials, organized labor, government employees, and community advocates with expertise in economic justice, human rights, violence against women, & health.

The first step toward CEDAW's local implementation was to examine selected City Departments for discrimination in the areas of employment practices, budget allocation, and the provision of direct and indirect services. This was done through gender analyses that identified discrimination and provided remedies for such discrimination, if found.

Gender analysis is a framework for analyzing the cultural, economic, social, civil, legal, and political relations between women and men. The aim of the gender analysis is for all departments to examine proactively the different needs of the population they serve and employ, and to integrate those needs into their daily operations. A gender analysis recognizes that

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women and men have different social roles, responsibilities, opportunities, and needs, and addresses the underlying relationship between women and men over time and across cultures. The dynamics of this relationship permeate how society is structured and how decisions are made. This framework takes into account the important links between gender and other social relations such as race, immigration status, language, sexual orientation, disability, and age.

The Task Force selected six departments to undergo gender analysis thus far. They are the Adult Probation Department, Art Commission, Commission on the Environment, Department of Public Works, Juvenile Probation Department, and Rent Stabilization Board. Although these are six distinct departments, the CEDAW framework recognizes that all departments are interconnected and part of a unified whole. Thus, the actions of the selected departments impact other departments and private entities.

Equally important, the CEDAW framework also recognizes that many practices are set by city-wide policies, unions, and/or the public, and that external factors can influence the creation of an efficient or just environment within any single department.

Thus far, COSW found that the very process of conducting a gender analysis has created an awareness of and sensitivity to gender-related issues within each department. Most departmental personnel not only were receptive to the

analysis as a proactive approach to eliminating discrimination, but also some staff, on their own initiative, have begun to change the way they evaluate their policies and programs to serve all persons more effectively. Many staff members of all departments appreciated the vision of incorporating an awareness of human rights with a gender lens into their work, recognizing that they serve a diverse population with many needs.

COSW's work has attracted much interest both nationally and internationally. Our website contains the full gender analysis report and guidelines ([www.ci.sf.ca.us/cosw/cedaw/index.htm](http://www.ci.sf.ca.us/cosw/cedaw/index.htm)). San Francisco's Ordinance and implementation approach have become a model for applications

of CEDAW around California, the United States, and the world.

#### **CAWA — CALIFORNIA WOMEN'S AGENDA (CAWA)**

CAWA was created following the 4th World Conference on Women in Beijing in 1995 to

implement the Beijing Plan of Action at the Grassroots of California. It has become a network of over 500 organizations that collaborate to improve the status of women and girls in our state. CAWA uses the twelve critical concerns from the Plan of Action as a framework for action. Those concerns were revised for relevance to California in 1996 and reviewed for progress in 1999 at a Beijing+5 Conference in San Francisco, coordinated by CAWA in collaboration with The President's Interagency Council on Women, the Region 9 Women's Bureau, the



Department of Labor, and The San Francisco Commission on the Status of Women. CAWA has a volunteer infrastructure of sixteen regions with co-coordinators from participating organizations, and twelve Task Forces chaired by California women leaders with expertise in the critical concerns. This includes the COSW's Sonia Melara, Co-Chair, Economic Justice Task Force, and Rosario Navarrette, Co-Chair, Violence Against Women Task Force.

CAWA was conceived and has been coordinated by The Women's Intercultural Network (WIN), a non-government organization based in San Francisco that connects women and girls across cultures, globally and in U.S. communities. WIN creates settings and opportunities for women and girls to come together to exchange ideas and skills in political, economic, and professional leadership. WIN wants to assure that the voices of all women and girls are heard and that there is a voice for our sisters who are not able to speak for themselves. WIN's goal is to develop a common language of activism in addressing local and global issues.

#### ASSOCIATION OF CALIFORNIA COMMISSIONS FOR WOMEN CONVENTION

On August 13-15, 1998, the San Francisco Commission on the Status of Women hosted the first annual California Commission for Women Convention, entitled *Bridging Opportunities for Women*. The convention was the first gathering of commissioners from across the state. During the convention, an Association of statewide Commissions was established to provide an active organizational forum to exchange ideas, information, technical assistance, and resources to enhance state Commissions and to provide a

leadership development program for appointments to local and state positions throughout California. Commissioners from throughout California heard a range of inspirational speakers, including Meryl Marshall, President of the Academy of Television Arts and Sciences; State Superintendent of Public Instruction, Delaine Eastin; Audrey Rice Oliver, President and CEO of Integrated Business Solutions; and Angela Oh who served on the President's Initiative on Race. In addition, the conference featured workshops designed to empower Commissions, such as "Taking our Seats at the Table: How to Take the Lead in Decision Making and Policy Setting in the Private and Public Sectors;" "Championship Fundraising;" and "The Power of Effective Collaboration."

#### FOR GIRLS COALITION

In 1995 girl and young women service providers came together to look at the coordination and delivery of services. The first annual Young Women's Conference was held, thereafter creating the For Girls Coalition.

The For Girls Coalition (FGC), supported in part by the Delinquency Prevention Commission, meets to address the needs of girls and young women living in San Francisco's urban environment. In order to increase the quality and quantity of services for girls in our communities, FGC offers free brown bag seminars for professionals, volunteers, and other individuals working with young women. This year, the For Girls Coalition will focus on girls and the juvenile justice system — preventing girls from entering or re-entering the system and taking care of those girls who are in the system.

In March of 2001 the For Girls Coalition will sponsor the 5th annual Young Women's

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Conference. This conference draws hundreds of girls and women from around the bay area and offers a wide range of workshops, focusing on urban girls issues.

### LEGAL ASSISTANCE FOR VICTIMS OF DOMESTIC VIOLENCE

On January 1, 2000, Bay Area Legal Aid (BayLegal) was formed through a merger with other existing legal aid groups in Santa Clara and Contra Costa Counties. One of the merging organizations was San Francisco Neighborhood Legal Assistance Foundation (SFNLAF), which was founded in 1966 in San Francisco. From its beginning, SFNLAF established the priorities of domestic violence prevention, health care access, the prevention and creation of affordable housing, and economic security to serve its clients, the low income community of San Francisco. Women and children have always been the majority of SFNLAF's clientele. Two different specialized legal units were estab-

lished, the Domestic Relations Unit and the Women's Litigation Unit, to assist victims of domestic violence and to facilitate institutional change which would enable women and children to improve their lives.

More than 20,000 survivors of domestic violence have been helped through the assistance of SFNLAF staff attorneys and clinics. Working with community groups and organizations such as the Commission on the Status of Women, SFNLAF personnel have helped create laws and other institutional changes that have helped women, particularly survivors of domestic violence. California and federal laws have been directly shaped by SFNLAF personnel. SFNLAF personnel have also worked closely with COSW on the Charan Task Force, which brought about many positive changes in how San Francisco deals with domestic violence prevention. Today, BayLegal carries on the work of SFNLAF in all seven Bay Area Counties.

*San Francisco Chronicle*

*February 11, 1992*

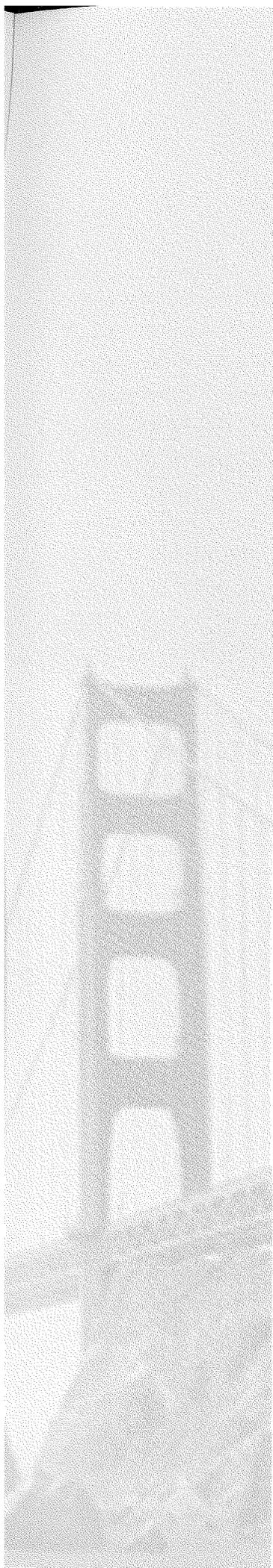
## S.F. Board Delays Vote on Sex-Harass Funds

San Francisco supervisors postponed for a week a vote on \$120,000 in additional money for sexual harassment claims and education.

With a deficit looming, Supervisor Roberta Achtenberg, the legislation's sponsor, said new financing may be hard to get from Mayor Frank Jordan. But Barbara Kolesar, the mayor's liaison to the board, said Jordan is committed to some financing and will be briefed this week about more than six

hours of testimony from 60 women last week on how they or colleagues experienced sexual harassment on the job.

The board also approved a permit and street closure for the June 7 Haight-Ashbury Street Fair, which had come under fire from neighbors, who complained about public drunkenness and urination on their lawns. Fair organizers agreed to move the stage away from merchants and provide more dumpsters and chemical toilets.



## *Fiscal Year 1999-2000* **One Year Report**

*The Commission and Department on the Status of Women met for its annual planning meeting on October 24, 1998, to develop the FY1999-2000 Plan. The final plan that was approved by the Commission included on-going goals and objectives as well as other mandates outlined in the Administrative Code (homelessness, health, girls, etc.). The Commission, while knowledgeable that these areas are covered by other City Departments, wanted to ensure that the Department monitors women-specific issues and addresses these needs.*

*Reporting requirements included consistent bi-annual reports and three-year strategic plans to the Mayor and Board of Supervisors.*

During FY 1999-2000, the Controller's office conducted an audit of the Department on the Status of Women and provided a series of recommendations for the entire organization as well as for individual program areas. Most of these recommendations were addressed during the year. In the organizational area, the audit reported that the Department had "appropriate goals and objectives... management controls in place... allocated the grants for its Violence Against Women Program consistent with program goals, and... had adequate processes for selecting grantees and establishing grant agreements. However, the Department could improve its operations in several areas." The areas requiring improvement focused on specific Violence Against Women Program performance measure monitoring and on Departmental reporting requirements consistent with the City Charter. Reporting requirements included consistent bi-annual reports and three-year strategic plans to the Mayor and Board of Supervisors. In November 1999, the Commission produced a three-year strategic plan for FY 2000-2003.

### **United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)**

The Department's work on implementing CEDAW continued in 1999-2000. The first two departments, the Department of Public Works and the Juvenile Probation Department, underwent a gender analysis in the summer of 1999. The Strategic Alliance for Gender Equity (SAGE) con-

sultants and the Department on the Status of Women (DOSW) staff members met with the departments' appointed liaisons and staff to provide technical assistance. The analysis was conducted with the help of department staff, unions, and community representatives. The departments undergoing the analysis used guidelines to conduct a self-analysis, based on

the view that critical self-examination is essential for any long-term change. SAGE, together with DOSW staff and the CEDAW Task Force, examined the information provided by



the departments, their staff, and community groups to evaluate the departments' adherence to the principles underlying CEDAW, and to provide recommendations on how the departments could better protect and promote women's human rights through their operations, prevent discrimination, and ensure gender equity.

The analysis integrated CEDAW Task Force recommendations and is documented in *A Gender Analysis: Implementing the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)*. This report was presented to the Board of Supervisors at a public hearing in November 1999. The report represents the first step in the process of implementing CEDAW in San Francisco.

The report called on the City and County of San Francisco and its City Departments to increase education in human rights with a gender perspective; expand the collection of data disaggregated by gender, race, and other attributes; create a more fair and equitable workplace by

increasing effective recruitment efforts for a diverse workforce; provide meaningful family-friendly policies to retain employees; and increase professional development and training opportunities for all employees.

The findings and recommendations are intended to assist the City and County of San Francisco in its efforts to protect and promote the human rights of women and girls by eliminating gender discrimination. By serving as the initial departments to undergo gender analysis, the Juvenile Probation Department (JPD) and the Department of Public Works (DPW) have taken the critical first steps toward identifying underlying gender discrimination and remedying inequities. We laud their generous participation, honesty, and efforts. The full report is available at <http://www.ci.sf.cs.us/cosw/cedaw/>.

The Juvenile Probation Department, with a budget of approximately \$25.9 million, has already begun to address the different needs of its growing female population. In particular, the JPD has greatly expanded its services and budget for gender-specific programs, from \$40,000 in 1997 to \$800,000 in 2000. However, most of this funding is to provide services to girls and young women who are incarcerated or otherwise kept away from home. There is still a gross lack of prevention and intervention services to keep girls out of the juvenile justice system. The Department must continue to expand the few existing prevention services to provide young women with comprehensive skills and community-based support. Furthermore, virtually all of this funding for existing services is TANF-based, Temporary Assistance for Needy Families, and soon will expire with no promise of replacement. The Department needs assistance in

developing long-term sustainable funding for gender-specific prevention, intervention, and rehabilitative services for girls and young women.

Gender-specific evaluation measures must be integrated into all current programming. Some staff is now trained on gender and sexual orientation issues; however, this training is still optional, and additional gender sensitivity training is needed. The Juvenile Probation Department must develop gender-specific protocols on how staff interacts with incarcerated youth, in particular with transgender, lesbian, bisexual, and questioning youth. Gender-sensitive evaluation measures must be integrated into all programs.

A third finding of our study was the need for staff specialization in girls' experiences and services. A coordinator of girls' services has been hired, which is one large step toward fulfilling this recommendation. The Department also has piloted a girls-only caseload for selected probation officers, who in theory can now work more closely with young women's complex issues — often including histories of sexual and emotional abuse — as well as provide increased mental health assessment and services.

Although this does not come close to solving the complex and multi-layered problems of girls involved in the criminal justice system, these changes show increased support for girls in the system. As stated above, what is still needed is increased support to keep girls free from incarceration and probation.

The Department of Public Works, which is responsible for maintaining city streets, public areas, and buildings, has a budget of approximately \$115 million and a staff of 1,549, mak-

## *The Juvenile Probation*

*Department, with a budget of approximately \$25.9 million, has already begun to address the different needs of its growing female population.*

*The analysis helped the DPW promote its first-ever mentorship program for female engineers throughout the City. It had a very successful first year, which helped some women obtain better jobs.*

ing it substantially larger than the Juvenile Probation Department. The DPW has taken a lead in improving employee retention. It has created a training department that emphasizes quality and fairness in the workplace, and has initiated programs in response to employees' stated needs for professional development. However, there is much work to be done to bring more women into non-traditional employment areas, and creative outreach and recruitment efforts are necessary. The analysis helped the DPW promote its first-ever mentorship program for female engineers throughout the City. It had a very successful first year, which helped some women obtain better jobs.

Based on feedback from the first two analyses, the Task Force and the Commission and Department on the Status of Women worked extensively to revise the gender analysis guidelines to make them more user friendly, practical, thought provoking, and specific to San Francisco. The first analysis proved to be extremely time-intensive. Since the gender analysis requires departments to learn new ways of thinking, this is a process that cannot be rushed. We extended the time period for each department to complete the analysis and incorporated more discussions and training into the process. The new guidelines, which are available at <http://www.ci.sf.ca.us/cosw/cedaw/>, have been well received by the international women's human rights community.

The Task Force selected the following four departments to undergo gender analysis in the year 2000: Adult Probation, chosen in part to build upon the work already done at Juvenile Probation; the Art Commission, chosen in part for its educational programs for youth in San

Francisco; the Commission on the Environment, chosen in part because it is a new department; and the Rent Stabilization Board, chosen in part due to the importance of housing.

Throughout this gender analysis process, DOSW staff met with senior management from all four departments to provide human rights training, discuss their data collection practices, and advise management on key issues for analysis. In three out of four of these departments, DOSW staff and consultants conducted separate focus groups with employees and community members to obtain their feedback on personnel matters and service provision, respectively. The fourth department, the Department on the Environment, had too few staff for an employee focus group to be a safe enough space to openly discuss concerns. There, DOSW staff devised and administered a confidential written survey to assess employee concerns.

One apparent initial finding is for all departments to improve their data collection practices to include considerations of gender, race, sexual orientation, and other such criteria. As we recommended in our initial report, *A Gender Analysis* (November, 1999), such data must be collected on a voluntary and confidential basis to ensure the protection of privacy rights and minimize the potential for any misuse of information. Departmental responses to this process have varied from appreciation for its innovation to frustration at the extra effort required amid already heavy workloads, with most departments expressing both. This underscores the importance of future actions on a citywide level.

## Violence Against Women (VAW)

### PROGRAM ADMINISTRATION

Our primary goal is to provide citywide comprehensive services to those women experiencing violence, specifically sexual assault and domestic violence. These services range from emergency services such as shelters for battered women and their children; counseling, legal services, and transitional services toward independent living; and education and awareness programs. The Department administers grants and monitors the VAW programs, addressing and implementing the recommendations outlined in the VAW Strategic Plan. To address these priorities, the Commission is committed to creative collaboration, government and community partnerships, and innovative strategic planning. FY 1999-2000 marked the second year of the VAW 3-year grant cycle. The total grant fund distributed in 1999-2000 was \$1,730,500. The Commission and Department work with community groups, educational institutions, and local and city agencies to address violence against women in San Francisco. A complete list of funded program agencies appears in the *Appendix* of this report.

The Controller's audit pointed out that DOSW needed to "strengthen its monitoring of the agencies which receive grants from its Violence Against Women Programs (grantees). Without this, DOSW impedes its ability to ensure that grantees are providing services and expending funds as planned." With the assistance of the

Controller's office, extensive attention was placed on developing qualitative performance measures for the VAW programs. The response to this requirement has been extremely positive for most programs. Some agencies already had advanced systems in place, which served as models for other programs. Similarly, other programs hired consultants to ensure they were in compliance with these requirements.

In an effort to collaborate with other City departments, eliminate funding duplications, and guarantee that we achieved the service goals outlined in the VAW strategic plan, DOSW began negotiations with the Mayor's Office of Community Development (MOCD) to "exchange" programs. MOCD's primary goal for the year has been to fund programs that address the economic and employment needs

of San Francisco's citizens. The VAW Strategic Plan calls for the development of transitional programs that meet the long-term needs of women. These long-term needs include housing, employment, and support services. Therefore, during the 1997 funding priorities,

DOSW allocated funds to programs serving the long-term needs of survivors of violence. Similarly, MOCD historically funded VAW programs that did not exactly match its department's funding priorities because they were not "economics" related. Therefore, by the end of FY 1999-2000, MOCD and the Department on the Status of Women exchanged programs to be in line with the mission/mandate of each department. We hope that this practice of collaboration among City departments will bring a higher



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*The primary purpose of the VAW Needs Assessment is to identify gaps in existing services and potential new programs for future funding.*

level of efficiency, reduce duplication, and increase funding possibilities to individual departments' funding priorities.

#### **VIOLENCE AGAINST WOMEN POLICY**

The Department's goal in the area of policy is to collaborate with citywide programs and initiatives to ensure the coordination of services and the development of policy where needed.

#### **NEEDS ASSESSMENT**

During FY 1998-99, DOSW received funding to conduct a Violence Against Women Needs Assessment. However, due to several internal departmental and City delays, the contract was awarded in FY 1999-2000. The actual research began late during the year to be completed in late 2000.



This research promises to be the first-ever comprehensive client-based statistical assessment of San Francisco's violence against women services. The primary purpose of the VAW Needs Assessment is to identify gaps in existing services and potential new programs for future funding. Once the information is available, DOSW will conduct a strategic planning meeting where representatives from funded and non-funded Violence Against Women Programs can assist DOSW in developing a comprehensive strategic plan. The new strategic plan will be the primary tool for future program funding.

#### **PUBLIC AWARENESS AND INFORMATION CAMPAIGN**

The Commission and Department on the Status of Women requested three-year funding for a multi-media public awareness and information

campaign. Funding was received for one year, with the understanding that after evaluating the results of the campaign, additional years would be considered. In March 2000, the Department launched the "Respect is What's Sexy" ad campaign. The tri-lingual campaign included billboards, BART and Muni signs, and posters in restrooms at local restaurants and bars. The ads are the first in the nation that speak to men not as perpetrators of violence against women, but as participants in solutions to preventing violence. The ad campaign was

created by Feminist Media (now called Slingshot) and included billboards in English, Spanish, and Chinese. The aim of the campaign was to encourage people and communities to talk about the high incidence of violence

against women. Many people have requested posters to display at their workplace or use in their classrooms as teaching tools.

The campaign received media attention, which resulted in an article in *Business Women* (May 2000, Vol.7 No. 8) and a radio interview that was aired on KBRG, The Bone, The Ticket, and KNAN/KFOG. Most of these programs were targeted at a male audience. The vast majority of public response to the campaign has been positive, especially when the campaign's message has been understood. We have received many calls to our office regarding the campaign. Although most people praise the campaign, the door has been opened for necessary discussions for those still trying to understand the campaign's message.

### SEXUAL ASSAULT TASK FORCE

One of DOSW's primary responsibilities is to coordinate the work of both the Adult and Young Girl Sexual Assault Task Forces and succeed in accomplishing their goals and objectives.

The Department has worked this past year to implement the goals and objectives outlined through a strategic planning process by the Adult Sexual Assault Task Force (SATF) that includes solidifying the operations of the City's Sexual Assault Response Team (SART), which is chaired by Department staff. The SART provides a comprehensive delivery of services to survivors of sexual assault who arrive at San Francisco General Hospital. This year, other hospitals, throughout San Francisco, that do not have the equipment or training to assist sexual assault survivors, made a request for services to assist their patients resulting in the development of Memorandums of Understanding (MOU) throughout the city. Additionally, the Department of Public Health has restructured their services to ensure a timely response by hiring a Supervising Nurse Practitioner who will conduct sexual assault training to other nurse practitioners and health care personnel. The Adult Sexual Assault Task Force also conducted workshops and networking opportunities for City departments and community based organizations to improve coordination efforts, as well as integrate services.

### MULTI-LINGUAL 24-HOUR HOTLINE

This year the California Endowment granted funds to the Department on the Status of Women to develop a centralized 24-hour domestic violence hotline. This funding was based on the Department's 1996 Violence Against Women

Strategic Plan, which called for the development of a hotline to meet the needs of individuals experiencing violence. The Department had not previously received the necessary funding to move forward with the planning process.

### Employment and Economics

We have continued to provide technical assistance to women facing sexual harassment and other forms of employment discrimination.

### EMPLOYMENT DISCRIMINATION AND HARASSMENT REPORTING

With recommendations from the Controller's Office audit report, DOSW worked with the Department of Human Resources (DHR) to centralize the collection of employment discrimination reports. This grew out of our sexual harassment work. The audit recommended that DOSW explore changing the code and simplifying the process for all City departments by requiring only one report to be sent to the Department of Human Resources. Thereafter, the DHR would be required to send a full report to the Department on the Status of Women at the end of the year. The Administrative Code was changed to meet this requirement.

### LIVING WAGE

The Department staff, along with many other community organizations, closely followed the living wage discussion in 2000 and continuously analyzed its effect on women in the City of San Francisco. The Department staff testified on how the living wage ordinance affected women in San Francisco at the Living Wage Task Force hearing. The Commission and Department reviewed the proposed legislation, testified at Task Force meetings, reviewed the various studies and Task Force recommendations, wrote poli-

*One of DOSW's primary responsibilities is to coordinate the work of both the Adult and Young Girl Sexual Assault Task Forces and succeed in accomplishing their goals and objectives.*

*In 1999, President Clinton proposed and later enacted a regulation at the U.S. Department of Labor that would allow states to designate unemployment insurance benefits to be used for paid parental leave.*

cy papers on its analysis, and heard from a variety of individuals and organizations both in support of and in opposition to the proposal. At its March 22, 2000 meeting, the Commission on the Status of Women unanimously passed a resolution that called for a broad living wage ordinance, including an \$11 per hour wage with benefits covering In-Home Support Services workers. Both the Commission and Department were extremely pleased with the eventual passage of the living wage legislation.

#### PAID PARENTAL LEAVE

In 1999, President Clinton proposed and later enacted a regulation at the U.S. Department of Labor that would allow states to designate unemployment insurance benefits to be used for paid parental leave. The Department on the Status of Women studied, analyzed, and advocated for the enactment of this regulation.

Locally, the Department staff worked with Supervisor Tom Ammiano to study the possibility for a City policy/benefit that could provide paid parental benefits to City employees. This included meeting with the Supervisor and giving testimonies at public hearings. In September 1999, the Commission passed a resolution supporting such efforts.

#### FOCUSING ON GIRLS AND YOUNG WOMEN

Despite the accomplishments made by our organization and other agencies in the Bay Area on behalf of girls, the needs of girls and young women are still not being fully met. We have made strides in developing new programs and initiatives to improve existing programs and

services. Our present Violence Against Women Program grants reflect a great improvement from previous grant cycles with respect to the number of funded programs targeting education and prevention to eliminate violence against girls and young women.

Under the Commission and Department's CEDAW work, the Juvenile Probation Department was chosen to be one of the first departments to undergo gender analysis because of its potential impact in support of girls and young women within the juvenile justice system. (See the earlier section on CEDAW.)

The Commission has offered technical assistance to Student Leaders Against Sexual Harassment (SLASH), a peer resource group at Everett Middle School. This student-run group pushed for enactment of the Board of Education of San Francisco Unified School District's

Resolution number 94-27A10, *Improving the Curriculum About Sexual Harassment*. In October 1999, SLASH presented a successful sexual harassment training program for 150 students, teachers, and



administrators. Eleven middle schools were represented at the conference because of SLASH's dedicated work and perseverance. The Commission and Department staffs continue to assist with the program and provide assistance when requested.

At the April 2000 Commission meeting, SLASH members reported that a survey they conducted at various schools found that over 60% of sexual harassment incidents were unreported. In late spring 2000, the San Francisco Unified

School District approved a sexual harassment prevention coordinator position for its 2000-2001 school year to follow through with implementation and training in these areas. SLASH and the Commission and Department strongly advocated for this position.

Within the Department's annual events we participate with *Take Our Daughters to Work Day* each year. This is a day when girls from all parts of our community, every ethnic group and every neighborhood, get the chance to see adults at work in offices, schools, court rooms, hospitals, and every kind of workplace. It is especially meaningful for girls to have positive role models to meet and talk with so they can explore the variety of professional opportunities.

#### **OTHER ISSUES**

The Commissioners and Department discussed a variety of issues affecting women and whether they fall within the areas already addressed by the Department. Further, we examined how our role can impact the work of other departments. The Commission and Department recognize that, while they are mandated to address many of the issues affecting women, other departments within the City structure are operationally responsible for addressing those needs. Some of these issues include Welfare to Work, homelessness, health, girls, and transgender individuals. Therefore, to ensure women's needs are met, we have worked in collaboration with designated departments, rather than propose initiatives that may conflict with the existing practices.

#### **Organizational Growth and Development**

Commissioners and Department staff agree that one of our most important goals is to strength-

en organizational resources in order to become a vital entity within City government and the community at large. To meet our mandate, the Commission and Department must continue to expand their outreach to make sure that the public, especially women, understand our role in their lives. To the highest degree, we have continued to use a variety of vehicles to enhance our organizational image and reach out to the community, while guaranteeing prudent use of resources.

Toward that end, the Commission began to schedule quarterly meetings in various San Francisco neighborhoods to make us more accessible. At these meetings, we arrange to have presenters from the community who can speak on specific topics. In July 1999, the Commission met at the Western Addition Public Library. In October 1999, it met at the Good Samaritan Family Center in San Francisco. The February 2000, meeting was held in the Tenderloin to discuss women's health. In April 2000, the Commission met in the Richmond District to hear a presentation about sexual harassment in schools.

In addition, we continued to strengthen and develop relationships with elected officials, community members, individuals, and organizations. Highlights of some of our accomplishments this past year include:

- Playing a strong role in the 1999 Mayor's Women's Summit planning committee;
- Participating in the National Women's Political Caucus (NWPC) National Convention outreach activities. The Convention was held in July 1999;

*Commissioners and Department staff agree that one of our most important goals is to strengthen organizational resources in order to become a vital entity within City government and the community at large.*

*We continue to work with the Mayor's office to obtain the staff needed to meet our goals and objectives. At the same time, internally we continue to work toward staff re-classifications.*

- Preparing for and hosting the National Association of Commissions for Women's annual convention in San Francisco that was held in July 2000;
- Sponsoring informational tables at the Mayor's Women's Summit and Leadership San Francisco Conference;
- Reviewing legislation proposed by the Association of California Commissions for Women (ACCW);
- Updating information on our website and providing reports to the Commissioners about the site's importance and usage;
- Developing and publishing publications, reports, and materials both in hard copy and on our website; and
- Increasing the department from 7.75 (FTE) to 9 staff members who cover a range of responsibilities.

We continue to work with the Mayor's office to obtain the staff needed to meet our goals and objectives. At the same time, internally we continue to work toward staff re-classifications.

### **Information and Referral** **TECHNICAL ASSISTANCE AND** **COLLABORATIONS**

The Department provides information, technical assistance, resources, and referrals to community groups, City departments, and members of the public. In addition to the services we provide under our mandated programs, we have received requests throughout the year to provide data on various matters concerning women. We have provided general demographics

and statistics to individuals as well as local, state, and national organizations.

### **JOB LIBRARY**

The Department office maintains an updated, free Job Resource Library with employment listings from Bay Area organizations in the public, private, and nonprofit sectors. Many women and men have visited the Department's job library this past year. The job library is open to the public between the hours of 8 a.m. and 5 p.m. weekdays at the Department's office.

### **PUBLICATIONS**

The Commission and Department's publications continue to be popular resources with community members and local organizations. Although many of our publications are printed, we are moving toward making them available on our website. Our Directory of Social Services for Women in San Francisco and the CEDAW reports and guidelines continue to be our most frequently requested publications for this year.

### **WEBSITE**

The COSW website (<http://www.ci.sf.ca.us/cosw>) features information about our services, commission meetings, frequently asked questions, reports, and other important information. It also has separate sections for CEDAW, Sexual Harassment, Violence Against Women, and our annual awards programs. Many people have responded positively to the wealth of available information. In the upcoming year we hope to develop and expand our website to include more of our publications. We also want to improve its navigation and add more pages, such as a resource page with useful links to other organizations. This past year our website provided a valuable service to over

15,000 people looking for CEDAW information, both locally and internationally. Our entire site received almost a half a million hits this past year.

## Special Events and Activities

### WOMEN WHO MAKE A DIFFERENCE AWARDS 1999

The Seventh Annual *Women Who Make a Difference* awards ceremony was held on July 29, 1999, at the San Francisco World Trade Club. This year, in collaboration with the Friends of the Commission, the first-ever *Auction of Fine Dining with Your Favorite Elected Official* was held. Members of the Board of Supervisors and the Mayor were paired up with a local San Francisco restaurant and auctioned off. Participating restaurants included Allegro Ristorante Italiano, AsiaSF, Balboa Café, Ella's, Fringale, Indigo, Maya, Stars, The House, and Tommy Toy's. Belva Davis was the mistress of ceremonies. Eunice Azzani had the highest bid and won lunch with the Mayor at Allegro Ristorante Italiano. She donated the lunch to the awardees. Others receiving awards were:

- **Marcia deVaughn** of the City's Department of Public Works for playing a key role within the department to implement CEDAW through a gender analysis of her division. Ms. DeVaughn is a strong recruiter and advocate for the advancement of women and minorities.
- **Zelda Saeli**, a professional cabinet maker and Director at Asian Neighborhood Design, for delivering employment and educational services to CalWorks and Welfare to Work participants.
- **Sandy Sohcot**, a business-planning consultant, for helping women business owners and women in life transition develop strategic plans for managing their finances.
- **Amy Yim**, a family childcare specialist, for helping women develop proficiency in working with children and families, stabilize their small businesses, and learn coping skills for change.
- **Nordstrom** received the Business Award for being a leader in support of women in the workplace.
- **Caryl Ito**, past President of the Commission, received the President's Award for her many years of service to the Commission.
- **Women's Institute for Leadership Development (WILD) for Human Rights** received Special Recognition for its work in the local implementation of CEDAW.

### VIOLENCE AGAINST WOMEN AWARENESS AWARDS 1999

On October 25, 1999, the Commission held its annual Violence Against Women Awareness awards. Honored were:

- **Marie Lavin**, who received the Isabel Cerna Award for transcending her personal experience to become a strong leader and community educator in the field of domestic violence.
- **Leigh Kimberg**, attending physician at Maxine Hall Health Center, who has identified domestic violence as an issue of health care and recovery, received the Del Martin award.

*This past year our website provided a valuable service to over 15,000 people looking for CEDAW information, both locally and internationally. Our entire site received almost a half a million hits this past year.*

*The Department once again joined the Mayor and the Board of Supervisors to honor women in San Francisco selected by the Mayor and members of the Board at their regularly scheduled Board meeting.*

- **The Asian Women's Shelter** received the Leadership award for its responsiveness to meeting the cultural, linguistic, and individual needs of women and children primarily within the Asian and Pacific Island communities.
- **Mayor Willie L. Brown, Jr.** received the President's Award for his support of Violence Against Women services. During his administration, funding for Violence Against Women Programs increased by 68%, and provided the Department with funding for the first-ever Violence Against Women Citywide Public Awareness Campaign.

#### WOMEN'S HISTORY MONTH AWARDS

The Department once again joined the Mayor and the Board of Supervisors to honor women in San Francisco selected by the Mayor and members of the Board at their regularly scheduled Board meeting. The event took place on March 6, 2000. That evening, the Department, in collaboration with the Fine Arts Museums of San Francisco, held a reception honoring the awardees. At the same time, the museum kicked off the opening of the Georgia O'Keefe traveling exhibit, and unveiled the sculpture, *Stepping Out*, by artist Elizabeth Catlett. Mr. Johnnie L. Cochran, Jr., whose Art Fund commissioned the piece, was present to introduce Ms. Catlett. The following elected officials honored women at the event:

- Mayor Willie L. Brown, Jr. honored Ruth Brinker, Founder of Project Open Hand in 1985. Project Open Hand was the first program to deliver

meals to the homes of people living with AIDS. Today, over 5,000 men, women, and children receive nutrition services.

- Supervisor Tom Ammiano honored Esperanza Macias, Northern California Coordinator for the No on 22 Campaign. Ms. Macias has been a long-time community activist working to increase political representation for disadvantaged groups and advancing human rights for everyone.
- Supervisor Alicia Becerril honored the late Anne Buenger Bloomfield, a highly respected architectural historian, whose careful research and accuracy helped preserve many historical sites throughout San Francisco.
- Supervisor Sue Bierman honored Enola Maxwell, Executive Director of Potrero Hill Neighborhood House. As Executive Director for almost 30 years, Ms. Maxwell is dedicated to the needs of the community and has remained a constant pillar of support.
- Supervisor Amos Brown honored Carol Wilder O'Glive, a retired teacher and civil rights activist. Ms. O'Glive has been notably active in helping to improve the tolerance levels of all races and to eradicate racism and sexism wherever they exist.
- Supervisor Leslie Katz honored Dorothy Allison, author of *Bastard Out of Carolina*. Ms. Allison attributes the women's movement with giving her the impetus for writing so

frankly about incest, violence, and poverty.

- Supervisor Barbara Kaufman honored Jeannie Kortum, founder and Executive Director of A Home Away From Homelessness, who is dedicated to helping homeless children experience the joy of childhood.
- Supervisor Mark Leno honored Zoanne Nordstrom, President of the Glen Park Association, who works to maintain natural resources for San Francisco residents. Ms. Nordstrom raised funds through the Glen Park Festival to provide partial scholarships to underserved children.
- Supervisor Gavin Newsom honored Beryl Magilavy, President of Sustainable City, where she works on green building issues and organizes public pressure to increase City government's commitment to sustainable development.
- Supervisor Mabel Teng honored Patty Siegel, Executive Director of California Child Care Resource and Referral Network. A nationally recognized childcare expert, Ms Siegel is an active participant in shaping state and federal policy for children and families.
- Supervisor Michael Yaki honored Michelle Wong, a second grade school teacher at Lafayette Elementary School. Ms. Wong is also a volunteer at the Donalinda Cameron House, a community center in Chinatown, where she spent much of her time as a youth.

- Supervisor Leland Yee honored Harriet Salarno, Chairperson of Crime Victims United, which is an organization dedicated to helping victims of crimes deal with the criminal justice system and to encourage the drafting of new legislation that recognizes the rights of victims.

#### HOW TO GET THAT APPOINTMENT SEMINAR

On April 11, 2000, the Commission partnered with Bay Area MANA, League of Women Voters of San Francisco, National Council of Negro Women Golden Gate Section, National Women's Political Caucus, and Pacific Asian American Women's Bay Area Coalition to hold the *How to Get That Appointment* seminar at the Board of Supervisors Chambers. Panelists included women from California state government and elected and appointed women from San Francisco. Over 100 women attended the event.

#### TAKE OUR DAUGHTERS TO WORK DAY

Take Our Daughters to Work Day was held on April 27, 2000. It was expanded to join with the Mayor and several departments to bring about citywide participation. About 200 girls from local schools attended. The City Hall staff hosted a catered lunch. Other City departments held activities at their locations. The girls had an opportunity to meet government officials, see a variety of careers in action, and learn how our government works. They also shadowed members of the Mayor's staff and members of the Board of Supervisors. In the afternoon, the girls participated in a Mock Hearing in the Supervisors' Chambers, followed by a closing program.

*Take Our Daughters to Work Day was held on April 27, 2000. It was expanded to join with the Mayor and several departments to bring about city-wide participation.*

*The Department continues to participate as a member of the Women's Leadership Alliance (WLA), joining with other powerful women's organizations to address issues affecting women.*

#### WOMEN'S LEADERSHIP ALLIANCE (WLA)

The Department continues to participate as a member of the Women's Leadership Alliance (WLA), joining with other powerful women's organizations to address issues affecting women. This year, WLA's focus was to draft position papers and begin a dialogue with federal elected officials to ensure that priority issues became a part of the national agenda. These issues included economic security (including financial independence, child care, and health care), ending gender discrimination (including workplace discrimination, CEDAW, equal opportunity, and affirmative action), access to and dissemination of education and information, women's well being (safety, and reproductive health), and mentoring young women and women as decision makers.

#### ASSOCIATION OF CALIFORNIA COMMISSIONS FOR WOMEN (ACCW)

In August 1999, the ACCW held another successful convention in Los Angeles, hosted by the Los Angeles City and County Commissions for Women. In its second year of existence, the Association continues to grow and be an active voice for women's commissions across the state. DOSW's Executive Director, Sonia Melara, served as its President during 1998-2000, and our organization continues to be a strong partner in the Association's efforts.

#### FRIENDS OF THE COMMISSION AND DEPARTMENT ON THE STATUS OF WOMEN (FRIENDS)

The Friends continue to provide invaluable support to the Commission and Department by raising funds for activities that are not funded by the City. The Friends also play a huge part in

the Department's annual events, and were central in the planning and participation of the National Association of Commissions for Women's annual convention. Their support has allowed the Commission and the Department to increase its participation in community events affecting women's lives.

#### Women's Leadership Development and Analysis

The Commission advocates for the appointment of women to City boards and commissions. We do this by generating periodic reports on the status of women's appointments and keeping a database of upcoming vacancies. We maintain a Women's Talent Bank of women interested in commission or committee appointments. We work closely with the Mayor's office, offering suggestions of possible female appointments. In addition, the Commission and Department publish a booklet entitled, *Road to Leadership-How to Get That Appointment*, in which people can research the various types of boards and commissions that exist within San Francisco. This is a 1999 revision of an earlier booklet entitled *How to Get That Appointment*. We hope that this publication will increase the number of women appointed to local governmental bodies. Over the last five years the number of women appointments have increased only slightly. In the current administration, women and men have been appointed in approximately equal numbers. On powerful commissions such as the Planning Commission, all seven members, four women and three men, were appointed by Mayor Brown. On the five member Airport Commission, Mayor Brown appointed two women. While we are encouraged that the number of women being appointed to commissions,

boards, and task forces has steadily increased in recent years, it is equally important that women continue to seek policy-making positions.

## Thank You

### LOOKING TOWARD OUR FUTURE

Frequently the Commission has hosted visiting international women who were referred to COSW by the Federal Government Host and Hospitality Center. In the early years of the Commission's existence, in one particular group of 15 of so women, Del Martin, one of the Commission's early Commissioners recalls, "Catherine Smallwood seated our guests in a circle. We asked each one to identify herself, the country she represented, and the chief issues her

women faced. They were from Europe, Canada, Asia, South America, Latin America, and the Middle East. Illiteracy, poverty, and economic dependency were common concerns of women around the world. A treasured moment came when the woman from Egypt looked directly at the woman from Israel and said, 'If women could get together like this all over the world there wouldn't be any more war.'"

Del Martin recently stated, "We are still learning how to support each other, respect our differences, and cope with all the isms that have separated us." We at the Commission and Department sincerely hope to move forward in the next 25 years and be united by our diversity and empowered by our strength.

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# Appendix

## 1998-2000 Funded Agencies and Programs

### ARRIBA JUNTOS

*Proyecto Apoyo*

### ASIAN PRENATAL ADVOCATES

*Prevention/Intervention Project*

### ASIAN WOMEN'S SHELTER

*Domestic Violence Shelter Program*

### BAR ASSOCIATION OF SAN FRANCISCO VOLUNTEER LEGAL SERVICES PROGRAM

*Cooperative Restraining Order Clinic*

*Domestic Violence Legal Services*

### BAYVIEW HUNTERS POINT FOUNDATION

*Women Against Violence Everywhere Project*

### CENTER FOR HUMAN DEVELOPMENT

*Violence/Sexual Assault Prevention*

### CHINATOWN YOUTH CENTER

*Young Asian Women Against Violence*

### DONALDINA CAMERON HOUSE

*Domestic Violence Advocacy Services*

### HORIZONS UNLIMITED

*Young Women Arise*

### LA CASA DE LAS MADRES

*Domestic Violence Shelter Program*

### MARY ELIZABETH INN

*INNroads*

### NIHONMACHI LEGAL OUTREACH

*Domestic Violence Legal Services*

### NO. CALIFORNIA COALITION FOR IMMIGRANT RIGHTS

*Mujeres Unidas y Activas Advocacy Program*

### SAINT VINCENT DE PAUL SOCIETY

*Brennan House*

*Rosalie House*

### SF NEIGHBORHOOD LEGAL ASSISTANCE FOUNDATION

*Domestic Violence Legal Services*

*Middle Schools Prevention Education Project*

*Queer Violence Prevention Education Project*

### SAN FRANCISCO WOMEN AGAINST RAPE

*Advocacy and Accompaniment Services*

*Rape Crisis Line*

*Prevention Education Program*

*Students Talking About Non-Violent Dating*

### W.O.M.A.N., INC.

*CalWorks Domestic Violence Advocate*

*Domestic Violence Crisis Line and Support  
Services*

*Domestic Violence Advocacy Project*

### WOMEN IN DIALOGUE

*Prostitute Women's Safety Project*

### WOMEN'S SAFETY PROJECT

*Self-Defense Seed Program*

### YWCA MISSION GIRLS SERVICES

*Proyecto Adelante*

## Women Who Make a Difference Award Recipients\*\*

1999

Marcia deVaughn, *Department of Public Works*

Caryl Ito, *Airport Commissioner*

Zelda Saeli, *Asian Neighborhood Design*

Sandy Sohcot, *Sohcot Consulting*

Nordstrom

Women's Institute for Leadership Development

**1998**

Karen V. Clopton, *Leland, Parachini, Steinberg, Matzger, and Melnick, LLP*

Rose Fua, *Equal Rights Advocates*

Amy Levine, *UCSF Women's Resource Center*

Marci Seville, *Women's Employment Rights Clinic, GGU*

Lesley Stansfield, *San Francisco Building Inspection Department*

McCutchen, Doyle, Brown, and Enersen, LLP

**1997**

Lora Jo Foo, *Asian Law Caucus*

Kathryn How, *San Francisco Department of Public Works*

Barbara Morrison, *TMC Development*

Renee Saucedo, *NCIRC*

Center for Young Women's Development

Pacific Gas & Electric

**1996**

Linda DeMello, *Alumnae Resources*

Dorothy Erickson, *Nationwide Construction, Inc.*

Collie Gaines, *City of San Francisco*

Avis Jones, *City of San Francisco*

Deloitte & Touche LLP

Just Desserts

**1995**

Eunice Azzani, *Korn/Ferry International*

Judith Kurtz, *Equal Rights Advocates*

Mindy Pengel, *San Francisco Police Department*

Karen Wing, *American Postal Workers Union*

Wells Fargo Bank

Working Assets

**1994**

Claire Caldwell

Helen Chin

Cheryl K. Davis

Lois Kwan

Linda Lee-Robbins

Ana Maria Martinez

Mansoureh Nahidi

Martha Singleton

Arnett Watson

Julia Zaldivar

**Women Making History Award Recipients\*\*****2000**

Dorothy Allison, *Author*

Anne Buenger Bloomfield, *Architectural Historian*

Jeanie Kortum, *Executive Director, A Home Away From Homelessness*

Esperanza Macias, *Northern California Coordinator, No on 22 Campaign*

Beryl Magilavy, *President, Sustainable City*

Enola Maxwell, *Executive Director, Potero Hill Neighborhood House*

Zoanne Nordstrom, *President, Glen Park Association*

Carol Wilder O'Gilvie, *Retired Teacher/Civil Rights Activist*

Harriet Salarno, *Chairperson, Crime Victims United*

Patricia Siegel, *Executive Director, California Childcare Resource and Referral Network*

Michelle Wong, *School Teacher, Lafayette Elementary School*

**1999**

Tracey Brown-Gallardo, *San Francisco Delinquency Prevention Commission*

Martina Gills, *Coordinator of the Coalition for Ethical Welfare Reform (CEWR)*

Nancy Lim-Yee, *Mental Health Therapist*

Feysan Jefferson Lodde, *Founder/ Chairperson MV Transportation, Inc.*

Beckie Masaki, *Co-Founder/Executive Director, Asian Women's Shelter*

Amy Meyer, *Presidio Trust Board of Directors*

Carole Migden, *Assemblywoman 13th District*

Janice Mirikitani, *Poet/President Glide Foundation*

Jane Morrison, *President/San Francisco Human Services Commission*

Catherine Muther, *Founder/President Three Guineas Fund*

Raye Gilbert Richardson, *Co-Founder Marcus Book Stores*

Isabel Wade, *President Urban Resource Systems*

**1998**

Barbara Garcia, *Member HIV Services Planning Council*

Janice Mirikitani, *Poet/Writer*

Dawn Riley, CEO, *America True*

Cynthia Selmar, *Director, South East Health Center*

Olga Talamante, *Vice President INROADS Western Region*

**1997**

Satcha Bittner

Evelyn Cisneros, *San Francisco Ballet Company*

Alice Fong Yu

National Asian Health Organization

**1996**

Rhodesa Jones, *Founder/Director, The MEDEA Project*

Gayle Teng, RN, *Kaiser Permanente*

Bay Area Network of Latinas Mentoring Program (BANELA)

**Violence Against Women Awareness Awardees\*\*****1999**

Honorable Mayor Willie L. Brown

Leigh Kimberg, *Maxine Hall Health Center*

Marie Lavin, *Adult Probation Department*

Asian Women's Shelter

**1998**

April Martin Chartrand

Terrance Hallinan, *District Attorney, Domestic Violence Unit*

Sandra Schwartz, *San Francisco Sheriff's Department*

Hamish Sinclair, *ManAlive*

Julie Tang, *Judge, Domestic Violence Court*

YWCA-Mission Girls Services

**1997**

Barbara Brooten, *Adult Probation Department Domestic Violence Response Unit*

Dolores Casazza, *Inspector, San Francisco Police Department Domestic Violence Unit*

Miriam Gonzales, *Companeras*

Fred Lau, *Chief, San Francisco Police Department*

Donna Little, *Judge, Municipal Court*

**1996**

Cristy Chung, *Asian Women's Shelter*

Barbara Kaufman, *Supervisor, San Francisco Board of Supervisors*

Greg Merrill, *Community United Against Violence*

Thomas Walsh, *San Francisco Police Department Domestic Violence Unit*

#### 1995

Irma Chingcuangco Guevarra

Anne Marie Conroy, *Supervisor, San Francisco Board of Supervisors*

Beth Kaplan, M.D., *San Francisco General Hospital*

Esta Soler, *Family Violence Prevention Fund*

#### 1994

Magda Arango, *La Casa de Las Madres*

Cristina Bernardino, *Filipina Task Force*

Katherine Feinstein, *San Francisco Police Commission*

Clothilde Hewlett, *San Francisco Police Commission*

Debbie Lee, *Family Violence Prevention Fund*

Antonio Ramirez, *San Francisco ManAlive*

Sandy Tong, *Lieutenant, San Francisco Police Department*

William Welch, *Captain, San Francisco Police Department*

Family Violence Prevention Fund

#### 1992

Roberta Achtenberg, *Supervisor, San Francisco Board of Supervisors*

Phil Bronstein, *San Francisco Examiner*

Candace Heisler, *San Francisco District Attorney's Office*

Jane Kroesche, *Skadden, Arps, Slate, Meagher and Flom*

Sarah Manion, *Junior League of San Francisco*

August Ruiz, *KDTV Channel 14*

Freddie Stoots, *Rosalie House*

Ken Theisen, *San Francisco Neighborhood Legal Assistance Foundation*

Mujeres Unidas y Activas

### **1975-2000 Female San Francisco Board of Supervisors Members\*\***

Roberta Achtenberg

Angela Alioto

Alicia Becerril

Dorothy von Beroldingen

Sue Bierman

Annemarie Conroy

Dianne Feinstein

Ella Hill Hutch

Leslie Katz

Barbara Kaufman

Willie Kennedy

Susan Leal

Carole Migden

Wendy Nelder

Louise Renne

Carol Ruth Silver

Mabel Teng

Nancy Walker

Doris Ward

## 1975-2000 Commissioners\*\*

Kathleen Arnold	Veronica Hunicutt	Regina Phelps
Julie Brandt	Isabel Huie	Cyril Ramer
Shirley Breyer-Black	Caryl Ito	Drucilla Ramey
Maria Caldera	Carletta Jackson	Carolyn Reilly
Barbara Cameron	Pauline Johnston	Nicerita Revelo
Patricia Chang	Nikky King	Rosa Rivera
Diana Christensen	Angie Lame	August B. Rothschild, Jr.
Louetta Colombano	Dorothy Lathan	Narcisa Ruvelo
Ximena Delgado	Carol Jan Lee	Gladys Sandlin
Barbara Dunlap	Milton Marks	Sabrina Saunders
Linda Eberth	Del Martin	Marcia Smolens
Helen Fama	Leni Martin	Patricia Sullivan
Cynthia Gissler	Molly Martin	Ahimsa Sumchai
Ilsa Grier	Sue Martin	Gwendolyn Tillman
Terri M. Hanagan	Linda Mjellem	Sharon Treskunoff Bailey
Beverly Hayon	Sandi Mori	Mary Vail
Carmen Herrera	Alexandra Nickliss	Bernice Watkins
Donna Hitchens	Juanita Owens	Janet Weinstein

## Production Credits

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\*\* We have attempted to be inclusive, but a lack of information may have prevented us from including everything possible. We apologize if we have omitted any organizations or vital information, and do not in any way suggest that they are not important or significant.

# BUSINESSWOMAN

## "Respect is What's Sexy" Ads Launched in San Francisco

San Francisco — "The sexiest thing you can say to a woman is, 'Is this okay with you?'" That message, along with a tender image of an embracing couple, appeared on billboards, Muni Metro, BART stations and bus shelters around San Francisco throughout this past April. It's part of the "Respect is What's Sexy" ad campaign launched by the San Francisco Commission on the Status of Women.

The ads are the first in the nation that speak to men, not as perpetrators of violence against women, but as participants in solutions to preventing violence. In an unusual twist, poster-sized versions of the ads were placed in the men's rooms at 60 San Francisco restaurants and bars.

"There's a fine line between sexual pressure and sexual violence. Communication can be a powerful way to prevent both," says Sonia Melara, executive director of the San Francisco Commission on the Status of Women. "We hope these signs will inspire men and women to talk about sex before violence can occur. We also want San Franciscans to know they can call for help before violence actually happens."

The ad campaign, created by

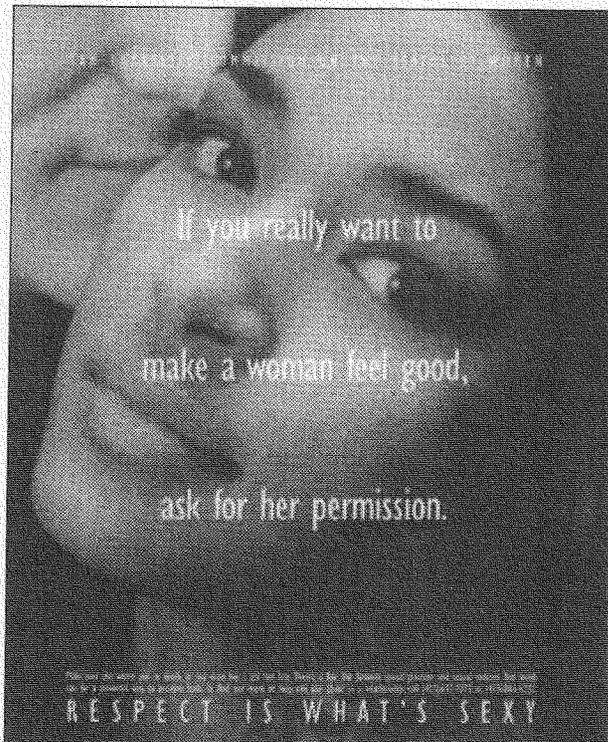
Feminist Media, included billboards in English, Spanish and Chinese. A second billboard said, "If you really want to make a woman feel good, ask for her permission."

Billboard space for the "Respect is What's Sexy" ad campaign was donated by Eller Media. Outdoor Systems Advertising donated bus shelter sites and TDI Transportation Displays donated placement on Muni Metro and BART.

Nationwide, 78 women are raped every hour. In 85 percent of these cases, women know their attacker. Every 15 seconds in the U.S., a woman is beaten by her husband or partner.

"These statistics are horrifying. But we want to break through the sense of hopelessness. Violence against women is not inevitable. It's preventable," says Melara. "Our ad campaign aims to get people communicating. We want to encourage couples to talk, and also get the whole community talking about the social norms that allow this high incidence of violence against women to go on. Breaking the silence has the power to create change."

The San Francisco Commission on the Status of Women



works with community groups, educational institutions and city agencies to address violence against women in the city. The commission provides \$1.8 million in yearly grants to 20 community-based organizations. The

commission's public policy work has created a citywide response to violence against women.

Free posters are available from the Commission on the Status of Women, call them at (415) 252-2570. ♦

## Report Contributors/Special Thanks

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