

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

*Mayor Edwin M. Lee*  
*Executive Director Emily M. Murase, PhD*



## ANNUAL REPORT Fiscal Year 2010-2011

## Letter from the Commission President Kay Gulbengay

Last year was one of the best years I have had on the Commission, as you will find out in the following pages that document the real progress we have made in advancing the human rights of women and girls in San Francisco. While it has been a very good year, it has also been a year of change. It is never easy to say goodbye, but we did. Three times. On behalf of the Commission, I would like to thank Commissioners Dorka Keehn, Katherine Munter, and the late Carolene Marks for their many years of devoted service and exceptional leadership. In particular, I would like to dedicate this Annual Report in memory of our dear friend Carolene Marks who touched so many lives with her fearless advocacy on behalf of women and their families. Meanwhile, we welcome new Commissioners Alicia Gamez, Nancy Kirshner-Rodriguez, and Stephanie Simmons who bring with them a diverse set of professional and personal backgrounds that complement those of the current Commissioners.

I would also like to take this opportunity to acknowledge our wonderful partnership with the Friends of the Commission on the Status of Women who hosted several events to raise awareness and funding for the Commission and the Department. We thank you for your tireless support.

Working together with the Commission, the Friends, and the Department, the City and County of San Francisco received the 2010 United Nations Americas Award for “Promoting Gender Equality and Empowering Women.” Congratulations to everyone involved for a great year!

### FY 10-11 Highlights

- Key policy reforms adopted by the San Francisco Police Department
- 80% drop in domestic violence homicides since 2000
- New report documents family violence as San Francisco’s #1 crime
- Launch of the Gender Equality Principles Initiative website and adoption by the United Nations Global Compact
- Launch of the 5th World Conference on Women Steering Committee

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



The Department continues to advance its mission in impactful and systemic ways. I have had the privilege of serving in this position for 7 years and I am just now seeing the results from our violence prevention/intervention work that began even before my tenure. For example, through our Justice & Courage work, a unique partnership between the Department and leading community advocates working to eliminate domestic violence from San Francisco homes and neighborhoods, we announced in March, together with the Police Department, groundbreaking departmental policy changes such as new assault codes specifically for child abuse, elder abuse, and stalking. Until now, these crimes were not systematically identified by existing codes. I want to thank our Policy Analyst Laura Marshall for her important contributions to our work addressing violence against women, as she embarks on an exciting new chapter in her career at the Department of Public Health.

As certain our persistent efforts over many years culminate into new policy changes, others are just beginning. This past year, the Commission issued a resolution to host the 5th World Conference on Women in San Francisco in 2015. The idea of convening over 50,000 global women leaders here in San Francisco to determine the agenda for human sustainability in the 21st century is so powerful. The Department has been meeting since the spring to move this proposal forward. Please join us in this effort!

Lastly, I want to thank our Commissioners, department staff, our Violence Against Women Prevention and Intervention Partner Agencies, Friends of the Commission, and the tireless community advocates who support our work on committees at events. With such a small, and shrinking, staff, we must rely on the adage that the whole is greater than the sum of the parts. We have so many partners that make our work successful. Thank you.

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## Commission on the Status of Women

The Commission on the Status of Women was established by the San Francisco Board of Supervisors in 1975 after years of advocacy on the part of the San Francisco women's community. The Commission's mission is to ensure equitable treatment and foster the advancement of women and girls throughout San Francisco through policies, legislation, and programs, both within City and County government and in the private sector, that focus on populations in need. The Commission comprises 7 individuals appointed by the Mayor to 4-year renewable terms.



Newly sworn in Commissioner Rebecca Prowda (far left) with Mayor Gavin Newsom, President Kay Gulbengay and Executive Director Emily Murase.



**Kay Gulbengay**  
*President*



**Rebecca Prowda**  
*Commissioner*



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



**Stephanie Simmons**  
*Commissioner*



**Alicia Gamez**  
*Commissioner*



**Andrea Shorter**  
*Commissioner*



**Nancy Kirshner-Rodriguez**  
*Commissioner*

*Former Commissioners whose term expired in 2010:*

**Dorka Keehn**  
**The Late Carolene Marks**  
**Katherine Munter**

FY10-11  
Staff Statistics:  
**7 Commissioners**  
**6 Staff**  
**8 Interns/Fellows**

## Department on the Status of Women

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



Department staff Ann, Anu, and Emily at the UN in New York City.

**Emily Murase**, *Executive Director*  
**Ann Lehman**, *Policy Director*  
**Anu Menon**, *Associate Director*

**Carol Sacco**, *Grants Administrator*  
**Cynthia Vasquez**, *Commission Secretary*  
**Laura Marshall**, *Fiscal and Policy Analyst*

## ABOUT THE SAN FRANCISCO DEPARTMENT ON THE STATUS OF WOMEN

Through the Department's work, San Francisco received the 2010 Americas Award presented by the United Nations, the Organization of American States, and the Jimmy Carter Center.



In 1994, San Francisco voters approved a measure to create a permanent Department on the Status of Women (Department) to carry out the policies of the Commission. Four years later in 1998 San Francisco became the first city in the world to adopt a local ordinance reflecting the principles of the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), an international bill of rights for women and girls. Using the CEDAW framework, the Department organizes its work under three primary headings—Women's Human Rights, Women in Need, and Women in the Workplace—and carried out the mission of the Commission in a variety of ways during Fiscal Year 2010-2011 (FY10-11).

### Budget and Staffing

In FY10-11, the Department had 6 permanent staff (5.5 full-time equivalents), 1 temporary Public Service Trainee through the JobsNow program, 7 fellows and interns, and operated with a budget of \$3,655,560. Of this, 80% (\$2.9 million) were allocated to the Violence Against Women Prevention and Intervention (VAW) Grants Program to local nonprofit agencies serving women and their children.

In FY10-11, Department staffing was cut due to the budget crisis. Fortunately, the Department has been successful in obtaining qualified interns and fellows to perform some of the work: Willie L. Brown, Jr. Public Policy Institute Fellow Tracy Williams; Fellow Mariya Taher; University of San Francisco Law Student Intern Nicole Silverstein; UC Berkeley Goldman School of Public Policy Graduate Fellow Stephanie Taub; UC Berkeley Graduate School of Social Work Graduate Intern Katherine Ray; Pacific Asian American Women Bay Area Coalition's (PAAWBAC) Heather Fong Public Affairs Fellow Helen Lei; and JobsNow Public Service Trainee Fatimah Simmons. Sook-Ja Kim, Director of the Family Policy Division, Ministry of Gender Equality & Family (Korea), joined the staff for an 18-month fellowship to learn about and support the Department's gender policy work.



Summer Interns with Emily .

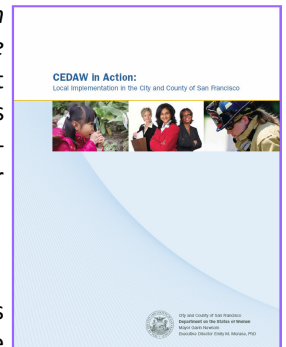
### Special Thanks to our FY10-11 Fellows & Interns!

- Sook-Ja Kim
- Helen Lei
- Katherine Ray
- Nicole Silverstein
- Fatimah Simmons
- Mariya Taher
- Stephanie Taub
- Tracy Williams

## WOMEN'S HUMAN RIGHTS

### 10 Years of CEDAW

Ten years after implementing CEDAW locally for the City and County of San Francisco, the Department released a 10 year CEDAW report—*Human Rights in Action: San Francisco's Local Implementation of The United Nations' Women's Treaty (CEDAW)*—that highlights best practices throughout the decade. This report has been used as a resource for local human rights implementation by organizations around the world. The 12-page booklet is available in for download at [www.sfgov.org/dosw](http://www.sfgov.org/dosw).



Commissioners and Honorees at the 2010 CEDAW Luncheon.

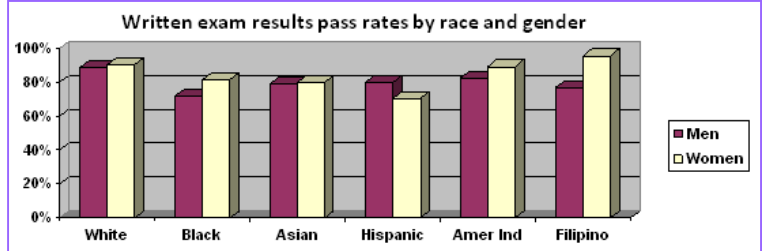
### Gender Budgeting: Does the City Budget Serve Women?

In the spring of 2010, Department staff met with the Mayor's Budget Office staff to propose new instructions on how city departments can better capture the gender and race/ethnicity of people served. Through this meeting, a roundtable was convened in November 2010 to discuss the findings of the February 2010 report *Gender Responsive Budgeting: A Path to Accountability & Data-Based Policy-Making*. Discussions focused on the importance of gathering disaggregated data that informs policy makers.

## WOMEN'S HUMAN RIGHTS (continued)

### Gender Analyses of City Departments: Why Fewer Fire Women?

San Francisco is among the top Fire Departments in the country for the percentage of female firefighters (15%) on staff. In recent years, the San Francisco Fire Department experienced nearly a 50% drop in the number of female applicants signed up to take the fire exam, as well as the small number of women on the eligibility list. At the request of Fire Chief Joanne Hayes-White and the United Fire Service Women, the Department conducted a gender analysis of the 2009 fire exam. The analysis revealed that White, Black, Filipino, and American Indian women passed the exam at a higher rate than men (see chart); and while Black women dropped out before taking the written exam more often than other groups, they were one of the most likely to pass (81%). The analysis also showed that exam date changes, lack of publicity, recruitment strategies, and the difficulty in signing up for the exam (applicants had to show up in person to schedule an exam) prevented many female applicants from signing up and taking the exam. The final report recommends better data collection, including focus groups with those who chose not to complete the application process, expanded outreach, and tackling barriers for new applicants.



### **New** Online Database for Commissions

As a way to make Commission appointments more transparent and to encourage more women to consider serving on a Commission, the Department worked with the San Francisco Women's Political Committee (SFWPC) to promote legislation for the implementation of a centralized online database of all Commission seats so the general public can easily view which Commissions have an opening. In June 2008, by an overwhelming majority, voters enacted a charter amendment requiring the Department to conduct a gender analysis of the number of women, minorities, and people with disabilities serving on City boards and commissions every 2 years. The Department's *Road to Leadership* and its gender analyses of appointments were used as the basis for the charter amendment. In March 2010, the City created an online database—the first of its kind in the nation. Please visit [www.sf311.org](http://www.sf311.org) to view current vacancies.

### Events Promoting Women's Human Rights

Together with the Friends of the Commission on the Status of Women (Friends), a private nonprofit organization that raises awareness and funding to further enhance the work of the San Francisco Commission on the Status of Women, the Department hosted the Women's History Month Celebration to honor 12 women making a positive impact throughout the City. Individuals were nominated by each of the Supervisors and the Mayor. Also in March, the Department partnered with Global Art and Education and the Women's Intercultural Network on the 2nd Annual International Women's Day Summit.



Mayor Edwin Lee addressing Women's History Month attendees in March 2011.

# 5WCW

5th World Conference on Women

SF 2015

It has been over 15 years since the last UN World Conference on Women was held in Beijing, China (1985). In the spring, the Commission and the Department organized a strategy session in which 20 women leaders met to discuss the process needed



to push forth a 5<sup>th</sup> UN World Conference on Women to be held in San Francisco in 2015. Dr. Jean Shinoda Bolen, who has been lobbying the United Nations to pass a resolution to convene the women's conference for decades, briefed the group on the United Nations process. Since the first meeting, the group has met monthly to advance this goal.

**Please join us and promote the idea of a 5th World Conference on Women in 2015!**

## WOMEN'S HEALTH & SAFETY

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

The Commission established the Justice and Courage Oversight Panel (Oversight Panel) in 2002 to work with City and community agencies to create a seamless criminal justice response to domestic violence cases. In FY10-11, the Oversight Panel convened quarterly meetings whereby members provided updates on their respective Department's response to domestic violence survivors, brought up concerns about particular cases or situations, as well as form collaborations to better handle cases that require multiple Department's involvement. All meeting minutes are available at [www.sfgov.org/dosw](http://www.sfgov.org/dosw) and the following are highlights from the year's achievements:

March 2011 Press Conference with Acting Chief of Police Jeff Godown to announce three landmark policy reforms:

- 1) A formal protocol on issuing U-Visas to undocumented domestic violence victims so that they can stay in this country.
- 2) A formal protocol on the handling of stalking cases.
- 3) Additional police codes to identify categories of assault including child abuse, domestic violence, and elder abuse.

- The Oversight Panel continuously monitored the Claire Joyce Tempongko (pictured on right) case in which a woman was murdered at her home in front of her two school-aged children by her stalker, her former boyfriend. A lower court's unexpected reversal of the judgment against the perpetrator led the Oversight Panel to mobilize the community to persuade Attorney General Kamala Harris to request a review by the California Supreme Court.



- A *Courage to Change* report was presented to the Board of Supervisors' Public Safety Committee from which a City-wide Memorandum of Understanding for Domestic Violence Response was drafted to be signed by criminal justice department heads.
- The Police Department reported to the Oversight Panel on their new initiatives, including the creation of 911 call codes for child abuse and elder abuse (a code for stalking was previously created out of this program).
- Adult Probation created an evidence-based field protocol for responding to domestic violence probationers.
- A Housing for Survivors of Domestic Violence Committee was formed to address the housing needs of survivors of domestic violence. The primary focus of the Committee were proposed amendments to the San Francisco Housing Authority's Administrative Plan which would allow survivors of domestic violence awaiting a priority transfer for safety concerns to be placed on the Section 8 voucher wait-list, and for the SFHA to designate a domestic violence liaison to assist survivors with navigating the complex housing system in the midst of their traumatic experiences. The Committee started working with SFHA to create a timeline for the vetting and approval process for these proposals.
- Outgoing Oversight Panel Chair and long-time Commissioner Dorka Keehn was honored at the San Francisco Domestic Violence Consortium's 28th Anniversary event. She was followed by Commissioner Andrea Shorter, who resumed Chair of the Oversight Panel in 2010.
- The Oversight Panel met with San Francisco Superior Court Presiding Judge Katherine Feinstein, Assistant Presiding Judge Cynthia Lee, and Judge Garrett Wong of the Domestic Violence Court, and court administrators to discuss ongoing concerns related to domestic violence.

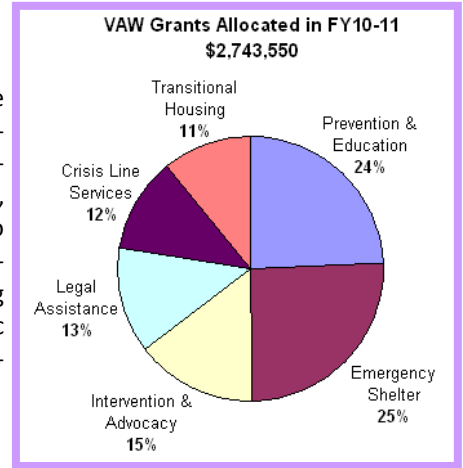


Executive Director Emily Murase; Commissioners Julie Soo, Kay Gulben-gay, Katherine Munter, Dorka Keehn (honoree), Andrea Shorter; and Grants Administrator Carol Sacco at the Domestic Violence Consortium's 28th Anniversary Gala.

**WOMEN'S HEALTH & SAFETY (continued)**

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

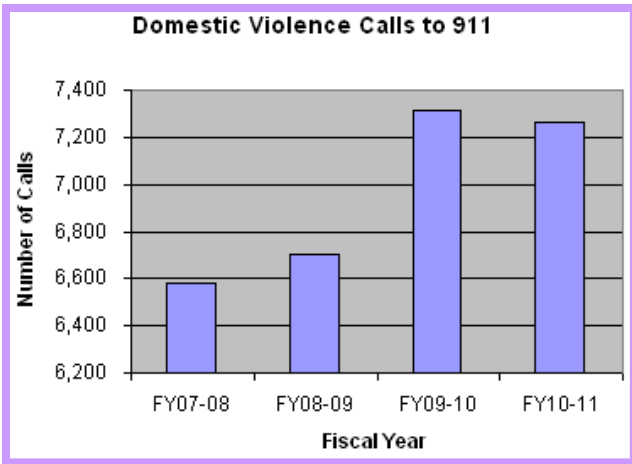
The VAW Grants Program is the Department's single largest program. In FY10-11, the Department distributed grants totaling \$2,743,550 to 34 programs that provided services in six areas. Through these funds, partner agencies served a total of 31,644 unduplicated individuals and provided 45,594 hours of supportive services. In addition, the 3 emergency shelters funded by the Department provided 4,796 bed nights to women and their children escaping domestic violence; the 4 transitional and permanent supportive housing programs provided 12,770 bed nights to women seeking long-term stability; and the 2 crisis lines fielded 21,797 calls for victims of domestic violence and sexual assault. For a full performance summary on the VAW Grants Programs, including a list of partner agencies, please visit [www.sfgov.org/dosw](http://www.sfgov.org/dosw).



**Family Violence Council to address the City's #1 Crime**

The Department coordinates the San Francisco Family Violence Council (FVC), an advisory body composed of government officials and community leaders engaged in the prevention and intervention of violence against children, women, and the elderly.

The FVC meets quarterly and has three primary goals: 1) coordinate services and improve communication between the three communities; 2) analyze trends and data related to family violence in San Francisco, statewide, and nationally; and 3) advise the Board of Supervisors, the Mayor, and the Courts about these trends and other family violence-related issues. In November, the Department released the *Comprehensive Report on Family Violence in San Francisco 2010*. The report compared 3 years worth of data and identified several trends, including a rise in the number of elder abuse cases, one of the most common types of child abuse reported were for general neglect and physical abuse, and the child welfare system was seeing more cases involving adolescents. The report can be viewed in its entirety at [www.sfgov.org/dosw](http://www.sfgov.org/dosw).



**San Francisco Collaborative Against Human Trafficking (SFCaHT) addressing Modern Day Slavery**

Following the February 2009 Community Forum on Human Trafficking, the Department partnered with the Human Rights Commission and the Jewish Coalition to End Human Trafficking to organize the advocacy community and City departments around the issue of human trafficking head-on. In August 2009, the San Francisco Collaborative Against Human Trafficking (SFCaHT) convened for the first time to engage in strategic planning and to map out how a collaboration of over 20 City agencies, law enforcement officials, community-based service providers, and advocacy groups would function.

In FY10-11, SFCaHT met quarterly to hear reports from community service providers, increase awareness about human trafficking, support anti-trafficking efforts, and collect statistical and legislative information. The SFCaHT Awareness Committee planned the "30 Events in 30 Days" campaign, which included a kick-off event, a panel discussion, a film screening of *Call and Response, A "rockumentary"*, an awards ceremony for the Modern Day Abolitionist Award, and a brown-bag lunch discussion about trafficking.

A survey was sent to SFCaHT members to determine the most useful next steps for the coalition, and a strategic planning session was facilitated to assess how the group's resources and knowledge can be best used to address the issue of trafficking in San Francisco. A work plan, to include practical data collection of sex and labor trafficked victims, is scheduled to be completed next fiscal year.



Graduate Fellow Katherine Ray with her display created for the SF Main Library.

## WOMEN IN THE WORKPLACE

### Gender Equality Principles Initiative (GEP)



The GEP Initiative is a groundbreaking program that helps companies around the world achieve greater gender equality and build more productive workplaces through practical implementation of the 7 principles developed in partnership with Calvert Asset Management, one of the largest families of socially responsible mutual funds, and Verite, a non-profit international human rights monitoring agency. Since initial discussions and meetings with various private and public sector groups began in 2007, the GEP Initiative website was officially launched on October 18, 2010 at the CEDAW Women's Human Rights Awards Luncheon hosted by the Friends of the Commission on the Status of Women. With over 300 attendees, 9 honorees, and numerous private sector sponsors such as Calvert, Symantec, Deloitte, Google, and McKesson, the event was a resounding success.



**"Gender equality is not only a basic human right, but as business, economic and development experts now agree, empowering women fuels economies and social progress."**

- Michelle Bachelet, former President of Chile and the first Executive Director of UN Women

During FY10-11, GEP Initiative roundtables were held throughout the year to create and refine tools and resources with company input to improve gender equality in the private sector. Representatives from many different private companies – Google, Symantec, Deloitte, Catalyst, McKesson, Recology, and the San Francisco Chamber of Commerce – volunteered to participate in the working group. Together, they identified ways to make the website more user-friendly, market the GEP, plan future events throughout the Bay Area, and coordinate roundtables to help companies develop action plans around the GEP.

The website, [www.genderprinciples.org](http://www.genderprinciples.org), is a one-stop shop where companies can access an online self-assessment test to determine where they stand in relation to the GEP. Organizations can take the test and compare results over time to see gaps and improvements. Organizations can then access a host of resources to develop action plans for improving gender equality in the workplace. For example, programs and best practices that help low wage workers create flexibility and balance. This is the only website of its kind, and we are confident that not only companies, but international and multinational organizations dedicated to women's empowerment, will use and find great benefit in this useful and innovative tool.

The GEP website has been viewed by people throughout the US, Europe, and Australia. The roundtables are ongoing and the Department has taken all feedback into consideration and is working with the GEP web designer to revamp the website for FY11-12.

In March, the UN Global Compact launched the Women's Empowerment Principles which are largely based on GEP. These are available in 7 languages — Arabic, Chinese, English, French, Portuguese, Russian, and Spanish— at [www.unglobalcompact.org](http://www.unglobalcompact.org).

### Workplace Policy on Domestic Violence

Much of the Department's work to end domestic violence has focused on the general public and populations in need. As one of the larger employers, the City and County of San Francisco has a responsibility to ensure clear policies and protocols exist to keep its employees safe on the job. In FY10-11, the Department drafted a policy to be incorporated into the City's Employee Handbook and trained approximately 50 Human Resources Managers from various City departments on how to respond to workplace and domestic violence.





## OUTREACH AND COMMUNITY ENGAGEMENT

As a small department with a world-wide reach, the San Francisco Department on the Status of Women is often invited to speak to a large variety of groups regarding its work promoting women's issues. Among the thousands of clients the Department provides program funding for and the thousands more with whom the Department has spoken to about its work, below are a few outreach events the Department was involved in during FY10-11.

- Gave a presentation to private-sector women leaders on the GEP Initiative and the Department's work at the **"When She Speaks" Conference**, a women's leadership conference co-sponsored by the Friends and PG&E.
- Coordinated the Fourth Annual Cell Phone Drive for City departments and employees to raise awareness for **Domestic Violence Awareness Month**. Last year, the Department collected over 450 cell phones for recycling. If a cell phone is in good working order, it gets refurbished, donated to local non-profit agencies, and distributed to those escaping domestic violence.
- Hosted international delegations for women from North Africa and the Middle East as part of the **State Department's International Visitor Leadership Program**. The delegation included the Assistant Economic Governor of the Diyala Province in Iran to the President of the Moroccan Association for the Promotion of Women Living in Oasis and Rural Areas of Morocco.
- Partnered with the YWCA of San Francisco-Marin, the Older Women's League, and the Transition Network to host an older women workers policy roundtable in April at the YWCA. A group of about 20 women gathered to participate in a workshop and discussion on the challenges faced by older women seeking to enter the workforce. The new **San Francisco Older Women's Employment Resource Guide** was drafted and can be found on the Department's website.
- Attended the **United Nations Commission on the Status of Women** meeting and led two workshops for the NGO Parallel Sessions in New York: *Violence against the Girl Child – Responses to Family Violence and Human Trafficking*; and *How Women Learn to Earn from Rural Panama to the Schools of Oakland, CA to the Factories of Korea*.
- Presented the GEP Initiative website at **United Nations Equality Means Business: Putting Principles into Practice Conference**.



Mayor Edwin Lee with Commissioners Julie Soo and Alicia Gamez, Executive Director Emily Murase, and Friends President Marily Mondejar.

**Did you know?**

*The United Nation's Millennium Development Goal #3 is to "Promote Gender Equality and Empower Women."*



Throughout the two-day event, San Francisco was recognized as a model and leader in creating gender equality from our early adoption of CEDAW to our current work implementing the GEP. Declaring that gender equality in the private sector is "good for business," 167 chief executives from around the world signed

the Women's Empowerment Principles.

- Conducted a workshop on the GEP Initiative to introduce the broader women's community to the Initiative, and received feedback and ideas on next steps, and how to make GEP as beneficial as possible for women in San Francisco at the **4<sup>th</sup> Annual Women's Policy Summit, "Empowering Women from the Classroom to the Boardroom."**
- Trained city officials and community leader on CEDAW and gender analysis in Eugene, Oregon.

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



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

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