DIRECTOR’S REPORT
September 23, 2020

The following items reflect the Department’s work towards a gender equitable city government that better serves women and girls as outlined in the Commission’s Strategic Plan for Fiscal Year 2020-2023.

I. Progress Towards Strategic Shift

A. Aligning work

1. Racial Equity Action Plan
The Department continues to develop its Racial Equity Action Plan to address racial equity in City government through departmental operations and citywide policies and processes. Senior Fiscal and Policy Analyst Natalie Alvarez and Policy and Projects Director Elizabeth Newman delivered a training on September 14, that focused on individual, institutional, and structural racism that effects every aspect of life with the goal of normalizing the conversation within the Department about this subject. They will provide an overview of the Department’s work on the Racial Equity Action Plan this evening.

II. Key Activities to Meet Strategic Plan Goals and Create Outputs

A. Convene City leaders, agencies, and stakeholders to share and amplify learnings

1. Celebrating the 19th Amendment Centennial of Women’s Right to Vote
The W Challenge, a collaboration between the Department, Assessor Carmen Chu, and the League of Women Voters San Francisco, launched last month and continues with an outreach and social media campaign in which partners share 10 women leaders from each of the past 10 decades over 10 weeks leading up to election day. The campaign celebrates 100 years of women’s leadership with the goal of inspiring women to vote this year. Follow along on Twitter, Facebook, and Instagram using #WChallenge and share who inspires you to vote.

2. Chamber of Commerce Women Empowering Leadership and Learning (WELL) Programming
On September 9, Ms. Newman led a WELL Webinar in partnership with the San Francisco Chamber of Commerce, which was moderated by Board Chair Melinda Franklin. Ms. Newman discussed how the issues of race and gender bias and discrimination in the workplace are exacerbated by the current pandemic and health, economic, and caregiving crisis and the transition to working from home. She provided strategies and resources for creating an inclusive workplace and reducing bias in pay, promotions, and performance reviews under the current conditions. A recording of the webinar is available at https://www.youtube.com/watch?v=bDH7J611rBA.

The Commission and Department are also partnering with the Chamber WELL series for its annual conference on Friday, October 2. Vice President Shokooh Miry will be moderating the panel on women in male-dominated industries. More information and registrations is at https://sfchamber.com/event/well-conference-2020/

3. Providing Leadership, Coordination, and Infrastructure for SF SOL Collaborative
On September 10, the Department and California Department of Social Services held a productive second bird’s eye view meeting for the SF SOL collaborative to conduct a monthly review of workplans and deliverables. Highlights include the HYPE Center launching their virtual services with a new website and services app. The FAM foster care pilot has also recruited new foster care families. The Department also facilitated a successful meeting on outreach
to vulnerable youth populations and provided space for the collaborative to discuss how to best reach homeless, trafficked, and disconnected youth during the pandemic.

4. **Department of Labor Women’s Bureau Convening of Tradeswomen Advocates**

Ms. Newman joined federal agencies and local advocacy organizations on September 14 to share ideas to support current tradeswomen and possible policies and programming to support young women interested in apprenticeships and other nontraditional jobs. The Department’s recent report on gender equity in workforce development programs identified trades and construction as an area of focus to increase women’s economic opportunities and close the gender wage gap.

**B. Research**

1. **Depiction of Women in City Property**

The Department has begun data collection for the report on representation of women in public art, street names, buildings, and parks. This gender analysis report is required by the Maya Angelou Statue ordinance passed in 2018 to increase the representation of women in the public sphere. It sets a City policy that women should be at least 30% of public art, street names, buildings, and parks recognizing real historical people, and it mandates a report by the Department in 2019, 2020, and every two years thereafter. The Department’s first report identified 22% of parks, 14% of buildings, 9% of statues, and 7% of street names recognized women.

**C. Advocate for gender responsive changes to government operations and policies**

1. **Update on State Legislation**

Four bills supported by the Department were successfully passed by the State Legislature and are being considered by Governor Newsom:

- **SB 1257 (Durazo)** extends workplace health and safety laws to domestic workers, including childcare providers, caregivers of people with disabilities or elderly persons, house cleaners, and other household occupations, a primarily women, immigrant, and people of color workforce that has previously been denied basic workplace protections.
- **SB 493 (Jackson)** requires higher education institutions to implement transparent and equitable processes and train staff to better prevent and respond to sex-based discrimination, including sexual harassment and violence.
- **AB 2517 (Gloria)** helps survivors who have experienced financial abuse by allowing a judge to determine who is responsible for incurred debt when granting a Domestic Violence Restraining Order, thus giving survivors tools to access existing federal and state protections for identity theft and debt defense.

SB 1383 (Jackson) addresses gaps in job protection for family leave by expanding the California Family Rights Act (CFRA) to employers with 5 or more employees from those with 50 plus and adds domestic partners, grandparents, grandchildren, siblings, and parents in-law to the definition of family under CFRA to align with Paid Family Leave. This bill was signed into law last week by Governor Newsom.

**D. Assist officials and agencies to apply a gender-responsive approach to policymaking**

1. **Leveraging Collaboration to End Domestic Violence – Blue Shield of California Foundation**

Policy and Grants Manager Elise Hansell hosted project meetings with grant partners to advance the healthy relationships curriculum as well as development of a video script with BAYCAT. Ms. Hansell continues to participate in technical assistance and learning opportunities from the Blue Shield of California Foundation.

**E. Fund programs and initiatives to address women’s needs**

1. **Supporting women’s housing programs**

Over the past six months, the Department has been in discussions with the Department on Housing and Supportive Services (DHSH) and the Mayor’s Office regarding the Department taking on the oversight of the Mary Elizabeth Inn (MEI). MEI is a 100-unit permanent supportive housing program reserved for homeless women. DHSH wants to transition the program to the Department due to our expertise in gender-based violence and women’s services. The
Department and DHSH have recently developed a memorandum of understanding and will be meeting on a monthly basis to discuss details of the transition. This program marks a significant milestone for the Department as it will be the first time that the Department will be administering a large housing program and will require significant staff resources and capacity.

2. Gender-Based Violence Prevention and Intervention Grants Program
The Department’s Gender-Based Violence Prevention and Intervention Partner Agencies continue to meet the needs of the community and those impacted by domestic violence and sexual assault and provide comprehensive trauma-informed services during this ongoing pandemic.

III. Department Administration

A. Budget
The Department’s budget is currently in the budget review and enactment stage by the Board of Supervisors. The Mayor’s final budget signing is scheduled for October 1.

B. Department Personnel

1. Fellowships
We have two new Public Policy Fellows who started this month, we welcome Pauline Gibson, who will be focused on the Department’s human trafficking work and will be working closely with Senior Manager of Human Trafficking Outreach, Prevention, and Education Roxanne Alejandre. Ms. Gibson graduated from San Francisco State University with one degree in International Relations and another in Political Science. We also welcome Selma Osman, who will be working with Ms. Hansell to support the Family Violence Council. Ms. Osman is a recent graduate of Macalester College and has an interest in women's rights and urban policy. In addition to our two new Fellows, Public Policy Fellow Linnea Fox has accepted another term with us, she will now be focused on gender equity and legislation, working closely with Ms. Newman.

2. Opportunities for All
The Opportunities for All intern, Akira Chou finished his six-week placement with the Department last week. He will give a short presentation tonight at the Commission meeting. Mr. Chou supported Ms. Alejandre, on the SF SOL grant, and me, on the Gender Based Violence grants, he reported to Commission Secretary Herschell Larrick during his placement. Even though his placement has been short-term, his enthusiasm and work ethic made him a natural fit at the Department. We have appreciated his participation and wish him well in his future endeavors.

C. External Relationships

1. FRIENDS of the Commission on the Status of Women (FRIENDS)
Join the Friends on the Commission on the Status of Women to celebrate their 45th anniversary and honor exceptional women and allies who are helping the San Francisco Bay Area community create gender equity and empower women and girls. The CEDAW Women’s Human Rights Awards will be on Tuesday, September 29, 6:00-7:30 pm. Register here: [https://bit.ly/3hqF3Ke](https://bit.ly/3hqF3Ke).

2. Domestic Violence Awareness Month Press Conference
Join Mayor London Breed, the Commission and Department, the Domestic Violence Consortium, and community partners as we launch Domestic Violence Awareness Month. The event will be held on Tuesday, October 6 starting at 5 pm.

3. Alliance for Girls – Day of the Girl Celebration
Join the Alliance for Girls and the Department and Commission on the Status of Women for a Day of the Girl celebration on Friday, October 9, 3:30 – 5 pm. The afternoon event will engage girls and young women and support a hopeful outlook on the future during this challenging time of remote schooling and physical distancing. Alliance for Girls will uplift and share the work of the Girls Policy Agenda, on which the Department staff and fellows have been
key collaborators, supporting efforts of safety from gender-based violence on public-transpiration and enhanced safety net and community resources. Vice President Miry will provide a keynote address.

IV. Calendar
Events organized or co-sponsored by the Commission and Department are in italics. Events are in San Francisco unless otherwise noted.

Wed, Sep 23  Commission Meeting, 5 – 7 pm, Online

Tues, Sep 29  FRIENDS’ CEDAW Women’s Human Rights Awards, 6 – 7:30 pm, Online

Fri, Oct 2  WELL Conference, 11 am – 1 pm, Online

Tues, Oct 6  Domestic Violence Awareness Month Press Conference, 5 – 6 pm, Online

Fri, Oct 9  Day of the Girl Celebration, 3:30 – 5 pm, Online

Wed, Oct 28  Commission Meeting, 5 – 7 pm, Online