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**UN Commission on the Status of Women
Beijing Declaration and Platform for Action
20th Anniversary Review**

San Francisco Regional Input

San Francisco Department on the Status of Women

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I. Introduction

The **San Francisco Department on the Status of Women** is very pleased to submit this report as part of the U.S. National Review of the 20th Anniversary. **As a direct result of the 1995 UN 4th World Conference on Women, San Francisco became, in 1998, the first city in the world to adopt a local ordinance reflecting the principles of the UN Convention on the Elimination of All Forms of Discrimination ("CEDAW Ordinance).** The San Francisco Department on the Status of Women (the "Department") was designated as the oversight body for implementation of the groundbreaking CEDAW Ordinance. Since 1998, our work to advance the human rights of women has earned numerous national and international awards, including the National Association of Counties Achievement Award (2006, 2009), the 2010 United Nations Institute for Training & Research Gender Equality Award, and the 2012 International WorkLife Balance Award by the Italian regional government.

The San Francisco Department on the Status of Women is governed by the San Francisco Commission on the Status of Women, a permanent body of the San Francisco City Charter whose 7 members are appointed by the Mayor. The mission is to ensure equitable treatment and foster the advancement of women and girls in San Francisco through policies, legislation, and programs with a focus on vulnerable populations.

Our work has been guided by the CEDAW framework, which is closely related to the Beijing Declaration and Platform for Action. **We have briefed White House Council on Girls Chair Valerie Jarrett, Executive Director Tina Tchen, and Deputy Director Avra Siegel** about our innovative activities and, in 2013, received a commendatory letter from Valerie Jarrett. **Our numerous and landmark achievements to advance women in San Francisco and beyond should be an integral part of the U.S. National Review.**

II. Reginal Input on Progress in the Implementation of the Critical Areas of Concern of the Platform for Action Since 2009

Area D. Violence Against Women

After 12 years of focused work on policy reforms and expanding direct services to survivors, San Francisco achieved a record **44 months free from domestic violence-related homicides** (June 2010 – January 2014). Essentially, we have been able to **eliminate** domestic violence-related homicides from what had been about 10 per year a decade ago.

A. Direct Social Services

The Department's Violence Against Women Prevention & Intervention (VAW) Grants Program represents an annual investment of local funding (General Fund and a portion of state marriage license fees) of \$4.6 million to 25 community-based organizations (Partner Agencies) that provide critical services to women survivors of domestic violence, sexual assault, and human trafficking in six priority service areas:

1. Crisis Line Services
2. Intervention and Advocacy
3. Legal Services
4. Prevention and Education
5. Emergency Shelter
6. Transitional Housing

These services are available in dozens of languages throughout the various neighborhoods of the city and are culturally competent to meet the needs of a highly diverse population.

1. Capacity Building of Local Service Providers

The Department conducts an annual Partner Agencies Conference focused on capacity building, thereby supporting the development of San Francisco non-profits in this field.

2. Accountability of Service Providers

Partner Agencies are also required to submit quarterly Service Data Reports based on their grant plans that monitor the following performance measures:

- Number of hours of supportive services
- Number of unduplicated individuals served
- Individuals served for which English is not the primary language
- Number of crisis line calls
- Number of shelter bed-nights
- Number of individuals turned away from shelters

In FY 2012-2013, for example, the Grants Program overall served closed to 20,000 individuals with about 40,000 service hours.

Beginning in FY 2013-2014, Partner Agencies are also asked to monitor collect and report demographic data on **transgender clients**. The collection of transgender client data is in addition to asking for gender by male / female, as well as age and ethnicity. Partner Agencies are also asked to report additional demographic information, including **history of violence, disability status, sexual orientation and housing and veteran status**. The reporting of demographic data is voluntary, but it is strongly encouraged as it provides a comprehensive snapshot of clients served and to better inform the funding needs for the Grant program. Annual Year-End Performance Summaries can be found here: <http://sfgov.org/dosw/violence-against-women-2>.

B. Housing Issues

Housing continues to be a concern for victims of violence. For the first time, the Department obtained funding for two domestic violence advocates to be placed at San Francisco Housing Authority. The advocates will assist in reducing homelessness, increasing safe housing for victims of domestic violence, providing counseling, advocacy, safety planning, and transfer assistance.

C. Training

To ensure that all City Agencies and community advocates know how to assist victims of violence, the Department conducted numerous trainings. 112 First Responders were trained in domestic violence-related language in Cantonese and Spanish; Housing Authority staff members were trained on best practices when their client is a survivor of violence. Community advocates are trained on the criminal justice system to assist their clients efficiently and effectively.

D. California State Legislation

The Department also supported the following legislative measures:

- AB 1653: Expanding CalWORKS/Temporary Assistance for Needy Families eligibility to domestic violence survivors.
- SB 1193: The Department completed extensive outreach to all affected businesses about the requirement to post a poster detailing resources for potential human trafficking victims and witnesses.

E. Human Trafficking

In 2012, Mayor Edwin Lee convened a Mayor's Task Force on Human Trafficking, staffed by the Department. The Task Force meets quarterly and has, to date, facilitated a public-private collaboration for policy responses to human trafficking, developed a data collection tool, and proposed a new 24-hour crisis response team to address human trafficking.

Area F. Women and the Economy

A. San Francisco Gender Equality Principles Initiative

As part of an innovative public-private partnership, the Department came together with Washington, DC-based Calvert Investments, one of the largest families of socially responsible mutual funds, and Massachusetts-based Verite, a human rights monitoring non-profit, to develop the Gender Equality Principles that companies should adopt to advance gender equality at the workplace.

1. **Employment and compensation:** Policies that eliminate gender discrimination in areas such as recruitment, hiring, pay, and promotion.
2. **Work-life balance and career development:** Policies that enable work-life balance and support educational, career, and vocational development.
3. **Health, safety, and freedom from violence:** Policies to secure the health, safety, and well-being of female workers.
4. **Management and governance:** Policies to ensure equitable participation in management and governance.
5. **Business, supply chain, and marketing practices:** Non-discriminatory business, supply chain, contracting, and marketing policies.
6. **Civic and community engagement:** Policies to promote equitable participation in civic life and to eliminate all forms of discrimination and exploitation.
7. **Leadership, transparency, and accountability:** Policies that are publicly disclosed, monitored, and enforced that display active commitment from top leadership.

These principles have since been **adopted by the UN Global Compact into Women's Equality Principles**. In 2012, the Department was awarded the **International WorkLife Balance Award for North America from the Italian government**, from among 147 total entries, in part because of the initiative's innovative use of technology tools to assess worklife conditions and other best practices. More information on these Principles can be found at genderprinciples.org.

B. Flexible Workplaces

In 2013, San Francisco became **the first city in the nation to pass the Family Friendly Workplace Ordinance (FFWO)**. The FFWO guarantees workers in workplaces of 20 or more staff with care-giving responsibilities the right to request a flexible work schedule without fear of retaliation such as job loss or punitive schedules, promoting caregivers' ability to balance their obligations to both work and family. In addition to the legislation, the San Francisco Board of Supervisors has convened a predictability taskforce to bring workers and employers together to find solutions to unpredictable and unstable schedules.

C. Increasing the Minimum Wage

In November 2014, San Francisco voters will consider a ballot measure to increase the minimum wage to \$15 by 2018, through a gradual increase from the current high rate of \$10.74. According to the National Women's Law Center, raising the minimum wage will aid low-wage workers, 66% of whom are women nationally.

D. Healthy Mothers Workplace

The San Francisco Department on the Status of Women, in partnership with other organizations, began the Healthy Mothers Workplace Award (HMW) and coalition in May of 2013. The HMW award educates companies about the legal requirements and best practices to support mothers at work through a self-assessment and award.

E. Paid Family Leave Implementation

In 2002, California passed Paid Family Leave (PFL), a bill that provides workers with six weeks of benefits while taking time off from work to care for an ill child, partner, or parent, or to bond with a new child. In 2014, California expanded PFL to include caring for a parent-in-law, grandparent, grandchild, or sibling and expanded funding for outreach following surveys that found low levels of awareness.

Area H. Institutional Mechanism for the Advancement of Women

A. Gender Analyses

As part of the landmark 1998 CEDAW Ordinance, the Department was charged with developing tools for conducting gender analyses of city departments. This enables departments to understand, at a granular level, who they are serving, and contributes not only to anti-discrimination efforts, but also good government work. In 2006, the Department received the National Association of Counties Achievement Award for the gender analyses work.

1. Local Government

The Department conducts regular gender analyses of City Departments, as well as City Commissions and Boards every three years. All gender analyses can be found here: <http://sfgov.org/dosw/gender-analysis-reports>

2. Other Jurisdictions

The Department received inquiries from other City Departments (Seattle Human Rights Commission, San Francisco Department of Children, Youth, and Their Families, and Contra Costa County) on how to conduct gender analyses. In response, the Department is drafting a **toolkit** so that external parties can conduct similar gender analyses in their local City agencies.

Area I. Human Rights of Women

A. CEDAW Ordinance

The 1998 CEDAW Ordinance has provided a framework for our efforts to advance women's human rights here and elsewhere. The **text of the ordinance** can be found at: <http://sfgov.org/dosw/cedaw-ordinance>. Our **10 year report on CEDAW implementation** documents in detail the work that has been conducted, and can be found at http://sfgov.org/dosw/sites/sfgov.org.dosw/files/migrated/FileCenter/Documents/dosw/Reports/CEDAW_report_101810.pdf.

B. Cities for CEDAW Campaign

At the Parallel Sessions of the UN Commission on the Status of Women in March 2014, the Department launched the **"Cities for CEDAW" Campaign** with the Non-Governmental Committee on the Status of Women New York (a UN affiliate), and the San Francisco-based Women's Intercultural Network. San Francisco Mayor Edwin Lee has challenged **100 U.S. mayors to follow San Francisco's lead** and commit to local measures reflecting CEDAW principles by December 2015. The three requirements of such measures are 1) to conduct gender analyses of city operations, 2) designate an oversight body (preferably a Commission on the Status of Women), and 3) allocate public funding of a suggested \$0.05 to \$0.10 per woman in the community to support local implementation of CEDAW principles. In June 2014, the U.S. Conference of Mayors adopted a resolution in support of the "Cities for CEDAW" Campaign and our Department is focused on achieving the goal of 100 U.S. cities joining the campaign.

Area L. The Girl-Child

A. Advocacy

The Department and Commission supported a focus group with girl-service providers, reviewed and edited the subsequent Community Needs Assessment, and met with leadership of the San Francisco Department on Children Youth and Their Families to discuss the gender analysis and future collaboration.

B. Local Title IX Compliance

Department staff is working with Equal Rights Advocates (ERA) to survey Title IX compliance in San Francisco high schools. These efforts have included conversations with the San Francisco public schools Title IX Coordinator and individual high schools. The Department will assist ERA with its fall Title IX Forum as well as make recommendations for increased awareness and therefore more complete compliance.

C. State Legislation

The Department actively supports AB 2035, a state assembly bill that advances responses to the commercial sexual exploitation of youth.

D. Equitable Public Funding of Girls Programs

San Francisco's Children and Youth Fund began in 1991, and provides a portion of annual property taxes to support services for children and transitional-aged youth, including tutoring, after school programming, child care, job training, and numerous other programs. The Fund currently supports **\$60 million in programming**. These extra services are resources for girls and young women in San Francisco that augment their education and skills development. This year, for the first time, gender-responsive language was included in the goals and eligible uses for the fund, ensuring that **gender equity will be a consideration in budget and program formation**, such as "ensuring children are provided with gender-responsive and culturally-competent services" as a goal of the fund and adding to fund-use eligibility: "Services responsive to issues of gender, sexual orientation, and gender identification, including, but not limited to, services to address the needs of girls and LGBTQQ communities."

III. Emerging Priorities

A. U.S. Ratification of CEDAW

The Department is engaged with the Cities for CEDAW Campaign. A larger priority is having the United States adopt CEDAW on a national level.

B. Enhanced Responses to Human Trafficking

There is a critical need for better data collection on victims of trafficking. This is a national and international issue that should be raised.

C. Private-Public Collaborations

The Department urges an approach that continues to engage the private sector in implementing women and family-friendly practices.

D. Infrastructure Investments for Advancing Women's Human Rights

The San Francisco Commission/Department on the Status of Women is the strongest and best-funded agency of its kind in the nation. Meanwhile, other Women's Commissions have long since been defunded and dismantled. It is important for the U.S. government to devote funding on a local and national level to implement the work outlined by the Beijing Platform for Action.

IV. Annexes

A Report on the Status of Women in San Francisco (2009):

http://sfgov.org/dosw/sites/sfgov.org.dosw/files/migrated/FileCenter/Documents/dosw/Reports/Status_ofWomeninSF2009_FINAL_06.05.09.pdf

Human Rights in Action: San Francisco's Local Implementation of The United Nations' Women's Treaty-CEDAW (2010):

http://sfgov.org/dosw/sites/sfgov.org.dosw/files/migrated/FileCenter/Documents/dosw/Reports/CEDAW_report_101810.pdf

An Update on the Status of Girls in San Francisco (2012):

http://sfgov.org/dosw/sites/sfgov.org.dosw/files/migrated/FileCenter/Documents/dosw/Reports/Girls_Report_COMPLETE.pdf

Addendum and Recommendation:

http://sfgov.org/dosw/sites/sfgov.org.dosw/files/migrated/FileCenter/Documents/dosw/Girls_Policy_Work/2012_Girls_Report_Addendum_and_Recommendations.pdf

Effective Strategies to Increase Girls' Success in STEM Education (2013):

<http://sfgov.org/dosw/sites/sfgov.org.dosw/files/Effective-Strategies-Increase-Girls-Success-STEM-Education.pdf>