

SAN FRANCISCO DEPARTMENT ON THE STATUS OF WOMEN

FIVE-YEAR STRATEGIC PLAN FOR FY2016 – 2020

Approved 1.24.2018

SAN FRANCISCO VISION: *San Francisco is a clean, safe, vibrant, and inclusive City of shared prosperity—a City for the 100%.*

Residents
and families
that thrive

Clean, safe
and livable
communities

A diverse,
equitable and
inclusive city

Excellent city
services

A city and
region
prepared for
the future

MISSION: *We foster equitable treatment and advancement of all women and girls throughout San Francisco through policies, legislation, and programs.*

Strategic Plan Highlights

1. ADVANCE THE HUMAN RIGHTS OF WOMEN & GIRLS IN SAN FRANCISCO

- Advance the [human rights of women and girls](#) through local, state, national, and international advocacy.
- Advance gender equality in the City through CEDAW [gender analysis](#).

2. PROMOTE THE ECONOMIC EMPOWERMENT OF WOMEN

- Partner with the private sector through the [Gender Equality Principles Initiative](#) to showcase model practices and promote peer learning.
- Advance women and family economic security through [City-wide policies, programs](#).

3. END VIOLENCE AGAINST WOMEN

- Maintain and enhance a safety net for women survivors of violence through the [Violence Against Women Prevention & Intervention Grants Program](#).
- Create a seamless City response to violence against women and girls.
- Coordinate City-wide family violence prevention and intervention through the [Family Violence Council](#).
- Advance policies and public awareness to stop the [human trafficking](#).
- Improve San Francisco's response to [sexual assault](#).

4. MAINTAIN A POSITIVE, HEALTHY, JOYFUL WORKPLACE

- Continue to focus on staff, intern development, wellness, and trauma-informed self-care.

1. ADVANCE THE HUMAN RIGHTS OF WOMEN & GIRLS IN SAN FRANCISCO

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METRICS

- A. Legislation: Take positions on 3 local ordinances and 5 state bills in each legislative cycle.
- B. CEDAW Gender Analysis
 - Complete *Gender Analysis of Commissions & Boards Biennial Report*: 2017, 2019.
 - Complete gender analysis of Police Department recruitment of senior staff in 2018.
- C. Work with Cities for CEDAW Partners to expand engaged cities by 10% annually.

2. PROMOTE THE ECONOMIC EMPOWERMENT OF WOMEN

- Partner with the private sector through the [Gender Equality Principles Initiative](#) to showcase model practices and promote peer learning.
- Advance women and family economic security through [City-wide policies, programs](#).

METRICS

- A. Rebrand the Gender Equality Principles Initiative, reconstitute the Gender Equity Council by June 2018.
- B. Grow the Gender Equity Challenge submissions by 10% annually.
- C. Grow Healthy Mothers Workplace Awards Program awardees by 10% annually.

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METRICS

1. Complete the community needs assessment of services for victim/survivors of gender based violence by June 2018.
2. Seek to expand VAW Grants Program funding based on the community needs assessment.
3. Issue competitive Request for Proposal for VAW Services in Fall 2018 for funding in FY2019-2022.
4. Complete the Bayview Domestic Violence High Risk Program by December 2018 and assess advisability and feasibility of launching program city-wide.
5. Continue to staff Family Violence Council quarterly meetings and publish annual report.
6. Seek to expand funding for priorities of the Family Violence Council.
7. Continue to staff Mayor's Task Force on Anti-Human Trafficking and develop a strategic plan for the Task Force.
8. Seek funding dedicated to sexual assault prevention, and intervention, including staffing.

4. MAINTAIN A POSITIVE, HEALTHY, JOYFUL WORKPLACE

- **Continue to focus on staff, intern development, wellness, and trauma-informed self-care.**

METRICS

1. Ensure all staff access to professional development opportunities.
2. Recruit at least 3 summer policy interns and 2 academic year policy fellows.
3. Develop a norm for trauma-informed approaches and wellness techniques throughout the Department at Department meetings.