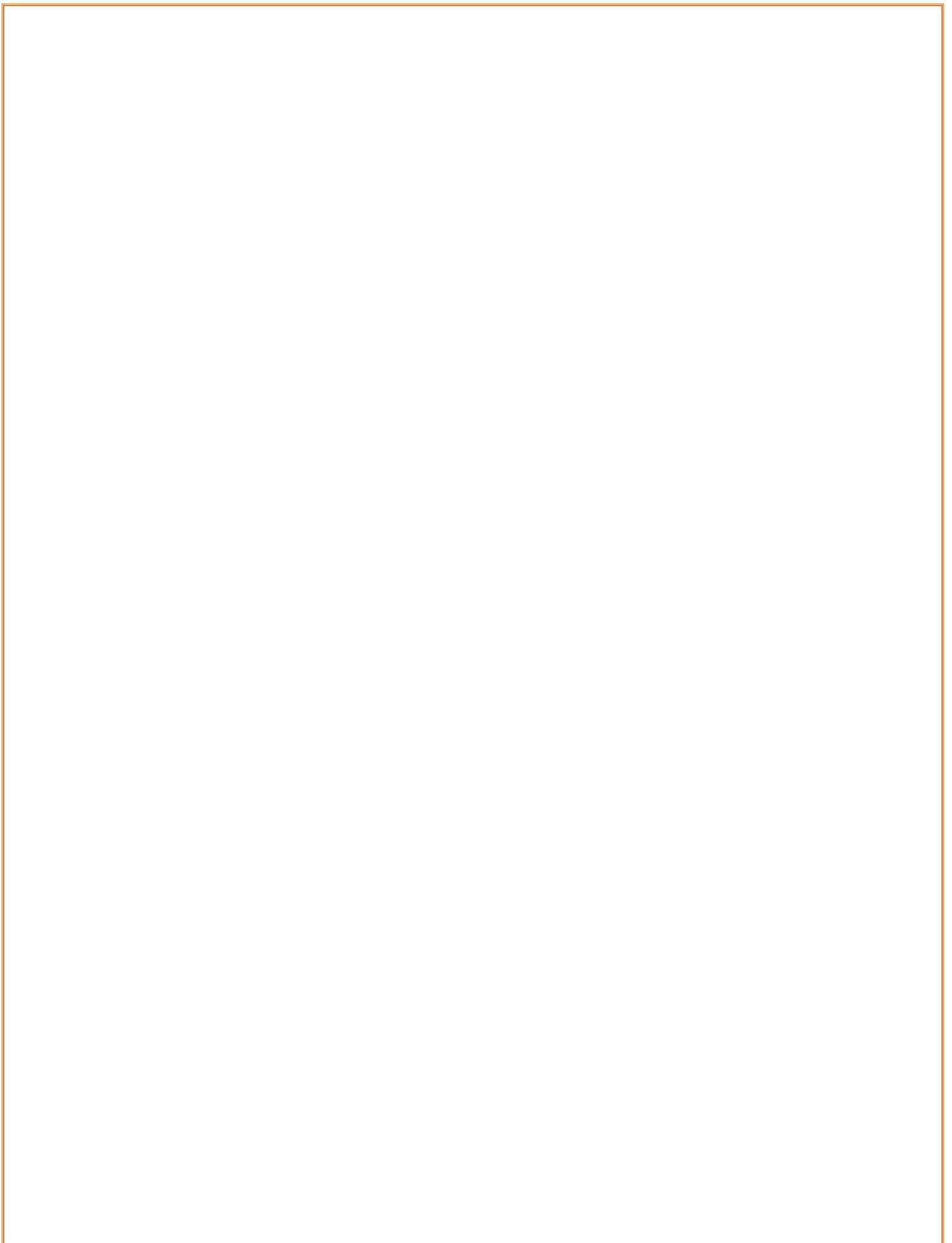




FISCAL YEAR 2018 -2019

**ANNUAL REPORT OF THE
COMMISSION AND
DEPARTMENT ON THE
STATUS OF *WOMEN***

MAYOR LONDON N. BREED
CITY AND COUNTY OF SAN FRANCISCO
COMMISSION AND DEPARTMENT ON THE STATUS OF WOMEN



LETTER FROM THE PRESIDENT DEBBIE MESLOH



Dear Friends,

In my second term as President of the San Francisco Commission on the Status of Women, the strongest women's commission in the nation, I am pleased to report that this has been another eventful year. From the Domestic Violence Awareness Month in October, to the CEDAW Women's Human Rights Luncheon later in the fall, to the annual conference of the San Francisco Collaborative Against Human Trafficking, this year featuring Mayor London Breed as a keynote speaker, the January Human Trafficking Awareness Month events, Women's History Month in March, and the June Women's Summit, the Commission and Department have been champions of advancing women's human rights.

I want to recognize the 15-year tenure of service and accomplishments by Dr. Emily Murase. She and her small but mighty team at the Department have achieved significant advances of legislation, policies, and programs supporting the women and girls of San Francisco and beyond. On behalf of the entire Commission, I would like to thank her and wish her all the best on her future endeavors.

Debbie Mesloh

President, San Francisco Commission on the Status of Women

LETTER FROM DIRECTOR EMILY M. MURASE, PHD



Dear Friends,

It is with mixed emotions that I write my final Annual Report message as Director of the San Francisco Department on the Status of Women. After faithfully serving the City & County of San Francisco for the past 15 years, I have decided to leave my position as Director of the Department on the Status of Women to care for the immediate needs of my family and pursue other professional opportunities, effective March 20, 2020.

When I began this position in 2004, I managed a budget of \$2.4 million and a staff of 6. Today, the Department has a budget of nearly \$10 million, a professional staff of 8, and over \$10 million in federal, state, and private grant funds to end violence against women and girls. Through robust collaborations with government agencies, CBOs, and other stakeholders throughout the City, my team accomplished many notable achievements: after escalating domestic violence homicides that reached into the

double digits, we eliminated all domestic violence homicides between 2010-2014; launched the San Francisco Collaborative Against Human Trafficking in 2010 and the Mayor's Task Force on Anti-Human Trafficking in 2013 to end modern day slavery in San Francisco; and, launched a national campaign to advance women's human rights, "Cities for CEDAW," that now includes over 50 cities and counties, including Salt Lake City and Miami-Dade County.

I depart a Commission and Department equipped with a new strategic plan. I am confident in the abilities of the current Commissioners and Department staff to fulfill this comprehensive and robust blueprint for advancing the status of women and girls throughout San Francisco and beyond.

Emily M. Murase

Director, San Francisco Department on the Status of Women

ABOUT THE COMMISSION

The Commission on the Status of Women was established in 1975 to ensure the equitable treatment and foster the advancement of the women and girls in San Francisco through programs, policies and legislation. The Commission is composed of seven members appointed by the Mayor for four-year renewable terms.

In 1994, the Department on the Status of Women was established when voters approved Proposition E which created a permanent Department to carry out the mission and policies of the Commission. 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.



Commission Members

Debbie Mesloh, President
Breanna Zwart, Vice President
Meena Harris, Commissioner (until 6/6/2019)
Sonia Melara, Commissioner (until 3/21/2019)
Dr. Shokooh Miry, Commissioner
Carrie Schwab-Pomerantz, Commissioner
Andrea Shorter, Commissioner
Julie D. Soo, Commissioner

Department Staff

Dr. Emily M. Murase, Director
Natalie Alvarez, Fiscal Analyst
Elise Hansell, Grants Associate
Minouche Kandel, Women's Policy Director
Herschell Larrick, Management Assistant &
Commission Secretary
Elizabeth Newman, Workplace Policy &
Legislative Director
Carol Sacco, Associate Director

Policy Fellows and Interns

Margarita Astudillo, Summer Intern
Rachael Chambers, Public Policy Fellow
Adaeze Eze, Public Policy Fellow
Catlin Grey, Public Policy Fellow
Christina Howard, Summer Intern
Justine Orgel, Summer Intern
Kyoko Peterson, Senior Public Policy Fellow
Diana McCaffrey, Public Policy Fellow

Mollie Read, Public Policy Fellow
Lucy Snow, Public Policy Fellow
Galina Yudovich, Public Policy Fellow

CEDAW Women's Human Rights Awards

The Friends of the Commission on the Status of Women held their annual luncheon event at the Hilton on Union Square on September 20, 2018. Mayor London Breed along with over 400 people attended the sold-out event to mark the 20th anniversary of the San Francisco CEDAW Ordinance. The CEDAW Women's Human Rights Awards honor leaders and organizations who use their public roles to advance the rights of women and girls. Awards are given for leadership demonstrated in diverse sectors of the community including the arts, community, education, government, health, and labor. This year's event showcased the following CEDAW Honorees: Jean Caramatti for Human Welfare, Assemblymember David Chiu for Government, Sandy Close for Media, U.S. Senator Kamala Harris for the Claire Joyce Temponoko Memorial Award, Naomi Kelly for the Mayor Edwin M. Lee Memorial Award, Gorretti Lui for Arts & Culture, Christine Pelosi for Community-Building, Leanne Pittsford for Entrepreneurship, Rosie Rios for Economic Empowerment, and Dr. Mary Wardell-Ghirarduzzi for Education. Many thanks to all the Commissioners, Department staff and fellows, as well as the Friends Board of Directors and in particular, Executive Director Verna Liza Caba, President Linda Calhoun, and Vice President Katherine Earhart, in addition to the many volunteers who contributed in making the event a resounding success.



Domestic Violence Awareness Month

The Department co-hosted with the San Francisco Domestic Violence Consortium a successful Domestic Violence Awareness Month event on October 1 on the City Hall steps. The theme was "Vote Against Violence." Speakers included Sheriff Vicki Hennessy, Assessor Recorder Carmen Chu, Board of Supervisors President Malia Cohen, Commission President Debbie Mesloh, Director Emily Murase, Domestic Violence Consortium Executive Director Beverly Upton, Victoria Castro, El/La Para TransLatinas, SFUSD Student Advisory Council Member Jennifer Borrromeo, and teens from Asian Pacific Islander Legal Outreach's Youth program. Once the sun set, City Hall was lit purple in honor of Domestic Violence Awareness Month.



“be Invincible” Women’s Summit

On June 14, Mayor London Breed hosted the first “be Invincible” Women’s Summit at Moscone Center West. The Summit focused on inspiring women to improve their health, advance their careers, grow their networks and identify ways to engage their communities and build diverse coalitions. The summit included speakers such as Speaker of U.S. House of Representatives Nancy Pelosi, former Obama White House Senior Advisor Valerie B. Jarrett, TaskRabbit CEO Stacy Brown-Philpot, Planned Parenthood of Northern California CEO Gilda Gonzales, to name a few. Commission President Debbie Mesloh and Commissioner Carrie Schwab-Pomerantz spoke during the break-out sessions.



Human Rights: Close to Home

In October 2018, the United Nations Association (UNA) San Francisco Chapter, together with the Consulate of Canada and the Department, sponsored a panel discussing human rights and gender pay parity for the 73rd Anniversary of the Universal Declaration of Human Rights. About 75 community leaders, UNA members, and students participated. Director Murase presented the UNA with a Mayoral Proclamation commemorating October 20, 2018 as United Nations Day in San Francisco. A Department on the Status of Women Certificate of Honor was presented to a group of community advocates dedicated to uplifting the legacy of Kate Kennedy, who fought fiercely for the 1874 California law guaranteeing equal salaries to women teachers and principals.



Women and the Environment

In October 2018, the Commission and the San Francisco Commission on the Environment held a joint Commission meeting examining women, the environment, and climate action. There was a presentation on a joint program that addresses worker safety and human trafficking through the San Francisco Healthy Nail Salon Program, and a presentation on a study sponsored by C40, the San Francisco Department of the Environment, and the San Francisco Bicycle Coalition on gender differences in urban spaces and climate policies, particularly the use of San Francisco bike lanes.



Sexual Harassment Prevention Training

The Commission and Department celebrated the passage of an expanded harassment prevention training policy for the City with Mayor London Breed. The new program, implemented by the Department of Human Resources increases transparency, accessibility, and accountability including bystander strategies for all city employees, by requiring annual trainings of all employees, not just managers.

Healthy Mothers Workplace Coalition

The 2018 Healthy Mothers Workplace Awards took place on October 30 at the War Memorial Green Room. This program, established in collaboration with city departments and community advocates by the Department, the Department of Public Health, and community advocates, aims to improve health and gender equity for working parents and their families through a self-assessment of workplace policies and programs that support pregnant and parenting workers. The 2018 Awards recognized 29 Bronze winners, 33 Silver winners, and 5 Gold winners for their level of support to their employees. The Coalition presented a Champion Award to recognize the leadership of Supervisor Katy Tang and her legislative aide Ashley Summers for their efforts to establish and enact the strongest lactation accommodations ordinance in the country.



W Challenge

The Commission and Department partnered with Assessor Recorder Carmen Chu, the League of Women Voters, and several members of the Board of Supervisors to celebrate 500 pledges to vote from women and to remind San Franciscans to register to vote before the deadline on October 16. Commission Vice President Breanna Zwart spoke passionately about the importance of voting and encouraged fellow millennials to be part of changing the direction of the country.



Women's History Month Events

Since 1996, the San Francisco Commission and Department on the Status of Women, in partnership with the Mayor and Board of Supervisors, have celebrated March by recognizing the contributions of women in the community. We launched Women's History Month by joining Mayor London Breed for the Women's History Month Opening Ceremony at City Hall. President Debbie Mesloh opened the ceremony where Mayor Breed recognized Ute Releford, Annemarie Conroy, and Marlene Tran as her honorees.

On March 5, the Friends of the Commission on the Status of Women hosted the women's history month event Gender Balance in the Arts: Past, Present, and Future, for International Women's Day at the Main Library. District Attorney George Gascon recognized Hala Hijazi for Women's History Month and the Arts Commission discussed the proposed Dr. Maya Angelou sculpture. The program also included a presentation on the restoration project of the Mother's Building at the San Francisco Zoo and the need for women's representation in art and history.

The annual Women's History Month celebration at the Board of Supervisors focused on the theme "Visionary Women: Champions of Peace and Nonviolence." This message was reflected in the work of all the honorees and served as an inspiration to women and men everywhere. The women recognized by the Supervisors were Sara Aminzadeh recognized by Supervisor Aaron Peskin; Jackie Fielder recognized by Supervisor Gordon Mar, Sharen Hewitt recognized by Supervisor Matt Haney; Shirley Jones recognized by Supervisor Shamann Walton; Patricia Lee recognized by Supervisor Ahsha Safaí; Giuliana "Huli" Milanese recognized by Supervisor Hillary Ronen; Mattie Scott recognized by Supervisor Vallie Brown; Rita Semel recognized by Supervisor Catherine Stefani; Karyn Skultety recognized by Supervisor Rafael Mandelman; Lisa Spinali recognized by President Norman Yee; Sarah Wan recognized by Supervisor Sandra Lee Fewer.

The Department along with the Queen's Bench Bar Association of the San Francisco Bay Area and the San Francisco Public Library hosted a successful women's history month event on March 20 to highlight issues women face in the role of decision makers. The event was held at the Main Library's Koret Auditorium and featured a fantastic panel discussion with Treasurer Fiona Ma, Library Commission President Dr. Mary Wardell Ghirarduzzi, the Honorable Maria Rivera, 1st District Court of Appeal (ret.), and four-time CEO and Board Director Beatriz Infante. We are grateful for President Mesloh for her inspiring closing remarks.

Extension of Bayview Domestic Violence High Risk Pilot Project

The Domestic Violence Lethality Assessment Pilot Program in the Bayview, launched in June of 2017 in partnership with the District Attorney's Office, the Police Department, La Casa de las Madres, the Bayview YMCA, and Glide, has been successful in identifying victims at high risk of death or serious injury, connecting them to services, and following up with the most at-risk cases. Based on learnings from our pilot, we received a \$750,000 3-year extension grant to partner with APA Family Support Services to conduct outreach to the monolingual API community which has not been accessing law enforcement in domestic violence cases at proportional rates. The new grant will also allow San Francisco to establish a Domestic Violence Death Review Team. From 2014-2017 there have been 11 domestic violence homicides in San Francisco. The Death Review Team will help identify gaps, trends, and areas for intervention. Thoughtful review is essential for community prevention and intervention initiatives to meet the goals of violence reduction and to prevent future deaths.

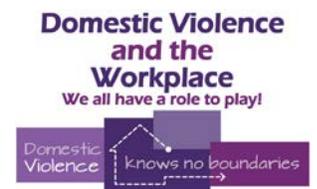
UN Commission on the Status of Women, 63rd Session, New York, March 2018



Director Murase, Friends of the Commission on the Status of Women President Linda Calhoun, Family Violence Policy Fellow Adaeze Eze, Economic Empowerment Fellow Diana McCaffrey, and Public Policy Fellow Kyoko Peterson, attended the 63rd Session of the United Nations Commission on Status Women (CSW63). The CSW is the largest Commission within the United Nations and meets for a total of two weeks each year in New York City. It is an event that brings together United Nations officials, non-governmental organizations, and civil society from around the world. The Department was joined by Human Resources Department Director Micki Callahan, Department of Public Health Deputy Health Officer and Medical Director of Maternal, Child & Adolescent Health Curtis Chan, and Executive Director of the Girls Alliance Emma Meyerson.

Domestic Violence Liaison Program

The Domestic Violence Liaison (DVL) program is a collaboration between the Department and the Department of Human Resources to reach out to city employees experiencing domestic violence. On October 11, the Department of Human Resources sent an all-employee e-mail about domestic violence resources, rights of survivors in the workplace, and how to apply for the DVL program. The program had 46 new people apply to become domestic violence liaisons, which brought the total number of participants to 69, which is a 33% increase from last year’s participation.



Equal Pay Day

April 2 marked Equal Pay Day in the United States – the day that marks how far into the next year the average woman in the US has to work in order to make as much as a white man did the prior year. To encourage action along with awareness, the Department developed an online guide of key strategies to close the pay gap, which was informed by the Pay Equity Roundtable that Commissioner Carrie Schwab-Pomerantz hosted in November 2018 for the Gender Equality Principles Initiative (GEP). The GEP and the Department shared these strategies with accompanying graphics through our social media and email lists reaching more than 6,000 individuals. The Bay Area Council also included the content in their weekly email to a list of about 7,000 members.

HOW CAN YOU HELP CLOSE THE GENDER PAY GAP?
SHINE A LIGHT ON PAY

Regular **compensation audits** help you close **pay gaps** and show employees you **value** them.

Learn how at: GenderPrinciples.org/Guide

SAN FRANCISCO DEPARTMENT ON THE STATUS OF WOMEN GENDER EQUALITY PRINCIPLES INITIATIVE BUREAU #17 - (415) 355-3532 CITY & COUNTY OF SAN FRANCISCO MARJORI LONDON 'N' BREED

HOW CAN YOU HELP CLOSE THE GENDER PAY GAP?
START WITH PAY EQUITY AT HIRING

Removing **bias** and **salary history** from the **hiring process** helps stop the **pay gap** that begins with a woman's **first job**.

Learn how at: GenderPrinciples.org/Guide

SAN FRANCISCO DEPARTMENT ON THE STATUS OF WOMEN GENDER EQUALITY PRINCIPLES INITIATIVE BUREAU #17 - (415) 355-3532 CITY & COUNTY OF SAN FRANCISCO MARJORI LONDON 'N' BREED

HOW CAN YOU HELP CLOSE THE GENDER PAY GAP?
BE A RESPONSIBLE EMPLOYER

Pay transparency is the law in California. Employers must provide a **pay scale** if requested and allow employees to **discuss their pay**.

Learn how at: GenderPrinciples.org/Guide

SAN FRANCISCO DEPARTMENT ON THE STATUS OF WOMEN GENDER EQUALITY PRINCIPLES INITIATIVE BUREAU #17 - (415) 355-3532 CITY & COUNTY OF SAN FRANCISCO MARJORI LONDON 'N' BREED

HOW CAN YOU HELP CLOSE THE GENDER PAY GAP?
EVALUATE WORKPLACE PRACTICES AND DISRUPT BIAS

Setting **internal goals**, normalizing **flexibility** & building a **diverse pipeline** can help level the playing field.

Learn how at: GenderPrinciples.org/Guide

SAN FRANCISCO DEPARTMENT ON THE STATUS OF WOMEN GENDER EQUALITY PRINCIPLES INITIATIVE BUREAU #17 - (415) 355-3532 CITY & COUNTY OF SAN FRANCISCO MARJORI LONDON 'N' BREED

HOW CAN YOU HELP CLOSE THE GENDER PAY GAP?
MAKE PAY EQUITY YOUR BUSINESS STRATEGY

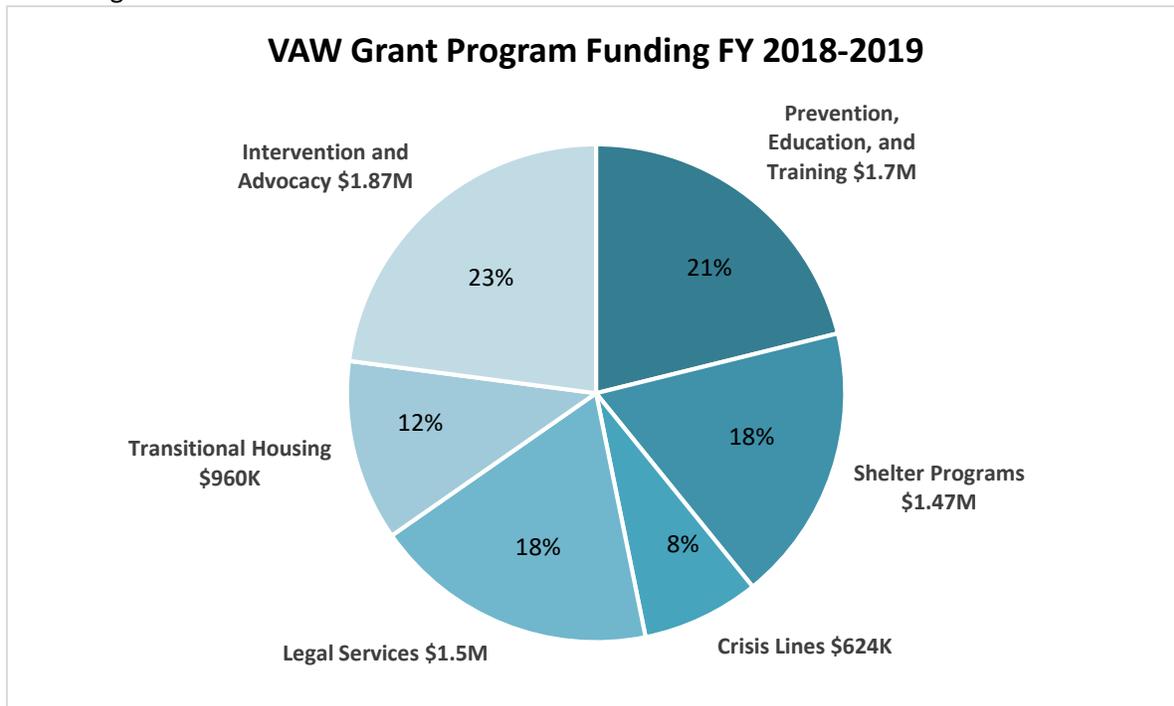
Studies show **investing in women** can **improve your company's financial performance**.

Learn how at: GenderPrinciples.org/Guide

SAN FRANCISCO DEPARTMENT ON THE STATUS OF WOMEN GENDER EQUALITY PRINCIPLES INITIATIVE BUREAU #17 - (415) 355-3532 CITY & COUNTY OF SAN FRANCISCO MARJORI LONDON 'N' BREED

Violence Against Women Prevention & Intervention Grants Program

This year the Department on the Status of Women distributed grants totaling \$8,166,570 to 39 community-based programs that provided violence against women prevention and intervention services, which included services to domestic violence, sexual assault, or human trafficking survivors. Programs were focused in six core service areas: Crisis Lines, Intervention and Advocacy, Legal Services, Prevention, Education, and Training, Emergency Shelter, and Transitional Housing.



Violence Against Women Community Needs Assessment

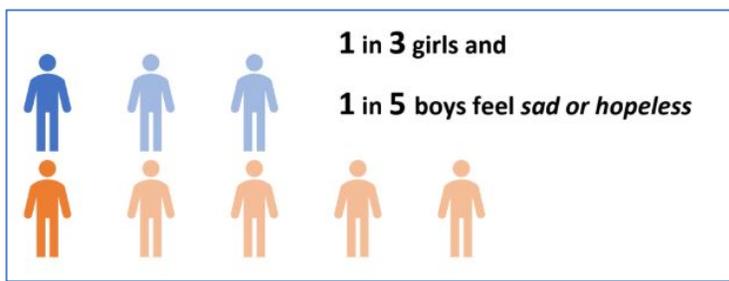
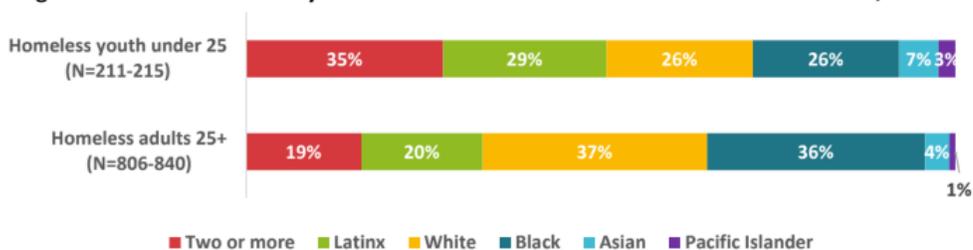
The Department funded a community needs assessment to find the most pressing needs of survivors of domestic violence, sexual assault, and human trafficking to inform the allocation of its Violence Against Women Prevention and Intervention Grants (VAW) Program. The assessment provided seven key recommendations:

- Continue to grow existing intervention & advocacy efforts
- Increase housing support for survivors of domestic violence, sexual assault, and/or human trafficking
- Innovate crisis-line services to adapt in technology
- Implement a trauma informed systems approach in all VAW Programs
- Increase resources in prevention, education, and awareness in high incident report neighborhoods and fund tertiary prevention
- Advocate for new policies that will lead to an investment in alternatives to justice system responses to violence; and continue to strengthen partnerships as a means to improve services and support for survivors of domestic violence, sexual assault, and/or human trafficking.

2018 Report on the Status of Girls

This Report is the third in a series that the Department has published. The purpose of this updated report is to illustrate the progress of girls in San Francisco, identify challenges and areas for improvement, and to provide information on girls that will be useful to local organizations, government agencies, and individuals. San Francisco has changed dramatically since the original *Report on the Status of Girls in San Francisco* was published in 2003. In this updated report, we again reflect on the demographics of girls in the City, as well as how health, education, and safety and violence impact their lives. We have included for the first time a section on housing, one of the most pressing issues now facing San Francisco, and how it impacts girls. Four conclusions emerged from the report: Limit the negative effects of the housing crisis on girls, increase access to culturally competent mental health services, expand career pathways for girls through education, and address gender-based violence in public spaces.

Figure 13: Race and Ethnicity Distribution of Homeless Youth and Homeless Adults, 2017⁶⁹



State Legislation based on Department’s Local Policy Efforts

Department staff joined State Senator Scott Wiener at St. James Infirmary to introduce state legislation to protect sex workers from arrest for reporting or being witness to violent crimes. SB 233 takes the policy developed by the Department and the Mayor’s Task Force on Anti-Human Trafficking to the state level. Governor Gavin Newsom signed this legislation into law later in the year.

Senator Wiener also reintroduced a state bill on lactation accommodations. The Department secured City support for the bill that requires employers to have a lactation policy and lactation space that includes seating, a surface, electricity, and be free from toxic chemicals. The bill also requires new construction or renovation for workplace occupancy to include lactation spaces. The law goes into effect in January 2020.

Family Violence Council Annual Report

Individuals may be vulnerable to different forms of violence at different stages of life. Child abuse, domestic violence (also known as intimate partner violence or IPV), and elder or dependent adult abuse are all forms of family violence that have traumatizing and far-reaching effects on individuals, families, and entire communities. Family violence can include abuse that is physical, sexual, psychological, or economic, and is characterized by behaviors that are used to isolate, neglect, or exercise power and control over a person. Key findings on child abuse are: an increase in child abuse investigations by police and an increase in child abuse prosecutions; lower rates of child abuse reports by school reporters; black and Latinx children disproportionately victimized; and the continued decline in foster care entries. This comprehensive report includes data from more than 10 City public agencies and 27 community-based organizations. For this report, additional data was requested from agencies in order to delve further into victims’ experiences of abuse. It presents data on the specific forms of abuse individuals are experiencing – including who the abuse is perpetrated by – and the extent to which demographic factors impact these experiences. The report concludes with 26 recommendations for improving the safety of families in the City.

RATES

- 11% increase in survivors supported by community-based agencies specializing in domestic violence, sexual violence and human trafficking.
- Substantiated cases of child abuse reduced by 25% compared to CY 2016, and 37% compared to CY 2014. Overall, rates of abuse per thousand children have declined by 67% since 2003.
- 18% increase in substantiated cases of Dependent Adult abuse.

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