



City and County of San Francisco

Commission on the Status of Women

*Mayor London N. Breed
Director Emily M. Murase, PhD*

BREANNA ZWART
President

Dr. SHOKOOH MIRY
Vice President

SOPHIA ANDARY
Commissioner

DEBBIE MESLOH
Commissioner

**CARRIE SCHWAB-
POMERANTZ**
Commissioner

ANDREA SHORTER
Commissioner

JULIE D. SOO
Commissioner

EMILY MURASE, PhD
Director

SPECIAL COMMISSION MEETING MINUTES

Wednesday, December 11, 2019

5 - 7 pm

25 Van Ness Avenue, Suite 240
San Francisco, CA 94102

Members Present

Vice President Shokooh Miry
Commissioner Sophia Andary
Commissioner Debbie Mesloh
Commissioner Carrie Schwab-Pomerantz
Commissioner Julie D. Soo

Excused Commissioners:

President Breanna Zwart
Commissioner Andrea Shorter

Staff Present:

Director Emily M. Murase, PhD
Senior Manager of Human Trafficking Outreach, Prevention, and Education Roxanne Hoegger Alejandre, J.D.
Senior Fiscal Policy Analyst Natalie Alvarez
Policy and Grants Manager Elise Hansell
Executive Management Assistant Herschell Larrick
Policy & Projects Director Elizabeth Newman
Policy and Grants Associate Kyoko Peterson
Associate Director Carol Sacco

Fellows Present:

Linnea Fox, Economic Empowerment Fellow
Michelle Lau, Public Policy Fellow
Micaela Leonarte, Public Policy Fellow

I. CALL TO ORDER/ AGENDA CHANGES

Vice President Shokooh Miry called the meeting to order at 5:11 pm.

No Public Comment.

Action: To approve agenda.

m/s/c(Soo/Andary/Unanimous)

II. APPROVAL OF MINUTES

No changes to the minutes from the Strategic Planning Commission meeting on November 20, 2019.

No Public Comment.

Action: To approve minutes from the Strategic Planning Commission meeting on November 20, 2019

m/s/c(Soo/Schwab-Pomerantz/Unanimous)

III. DIRECTORS REPORT

Some of the highlights that Dr. Emily Murase provided from the Director's Report included the progress Public Policy Fellow Linnea Fox has made; reporting that Ms. Fox has collected data from 12 City departments on 33 economic empowerment programs to assess how women are being served by these programs. Dr. Murase said that going forward Ms. Fox will analyze the data. Dr. Murase also gave a quick timeline for the RFP process that began last week.

No Public Comment.

Commissioner Debbie Mesloh arrived at 5:23 pm.

IV. BUSINESS

A. Gender Analysis of San Francisco Police Department

Policy and Projects Director Elizabeth Newman explained the background for the analysis, including the consent decree to expand the inclusion of women and minorities that governed the San Francisco Police Department (SFPD) until 1998. Ms. Newman said that data collection began in May 2018 with the full cooperation of the SFPD, and in July 2018 focus groups were conducted with 45 sworn women officers.

On discussing the demographics of the project, Ms. Newman explained that the percent of women in SFPD, at 15%, landed between the Los Angeles Police Department (19%) and the San Jose Police Department (10%). She said that disproportionality is especially pronounced among women of color. For example, Asian women are just 2% of police workforce when they compose 19% of the San Francisco population. Ms. Newman also stated that the data pointed to disproportionality of women in the upper ranks of the sworn police force. She reported that the data reveals over representation of women in administrative positions and under representation on patrol, but that women appear to be well-represented in investigative assignments. Ms. Newman relayed that sworn women officers expressed frustration at the lack of equitable training opportunities and recognition, saying that the efforts of their male colleagues are more readily recognized than their own.

Ms. Newman reported that the qualitative and quantitative data suggested remaining barriers to full gender equity. Disciplinary actions appeared to penalize African American women more harshly than other officers, and she said that there is little schedule flexibility to account for family responsibilities, and that the availability of gender-responsive uniforms and gear is not well-known.

Ms. Newman highlighted the following recommendations from the report:

1. Establish mentorship opportunities.
2. Diversify assignments and units.
3. Improve communication in hiring.
4. Increase transparency in promotions.
5. Ensure equity in training opportunities.
6. Eliminate bias in performance evaluations.
7. Increase flexibility and transparency in scheduling.
8. Address women's unique needs.
9. Foster a culture of equity and inclusion.

Commissioners were interested in who the report had been shared with, and Ms. Newman stated that this was the first public review of the report. Commissioners discussed additional research questions, including gender identity and gender diversity data. Commissioners emphasized the importance of gender inclusion and implicit bias training. Discussion focused on the sources and maintenance of SFPD culture, including the Chief, senior officers, and tradition. Commissioners asked what the next steps are, and Dr. Murase said that the Report will be published and shared with the Police Commission.

Three members of the SFPD were invited to speak to the Commission:

1. Sgt. Michelle Primiano, San Francisco Police Department, thanked Ms. Newman for her phenomenal work on this analysis project. She said that all the women officers who took part in the focus groups felt heard and are hopeful that this analysis makes concrete changes at the SFPD.
2. Sgt. Mari Shepard, San Francisco Police Department, spoke about the gratitude she and the Women's Action Committee has for Ms. Newman and this analysis. She said that even though they expected the results, the actuality of them was eye opening. She said that because her department has many great male and female officers she believes that this analysis will help them become a better department.

3. Wendy Berkowitz an attorney representing the Police Officers Association, recognized Ms. Newman for her tremendous efforts.

No Public Comment.

Action: To approve the Gender Analysis of San Francisco Police Department.

m/s/c(Soo/Andary/Unanimous)

B. Commission/Department Strategic Plan FY2020/2021-2022/2023

Director Emily Murase presented the proposed Commission/Department Strategic Plan covering the 3-year period FY2021-2023. She acknowledged the work of Shruthi Jayaram and her team at Dalberg consulting that helped to develop the plan and thanked them for the comprehensive work they accomplished with their research and outreach to the many City and Community experts. Dr. Murase also acknowledge the time and dedication her staff took in customizing the draft plan and turning it into a document that met the Commission and Department goals. She noted that the new guiding principles are: Gender Equity, Intersectional, and Collaborative, and that they translate into action focused as: Reduce Gender-based Violence, Gender Pay Equity, and Housing Security. Some of the objectives of the Department will be to evaluate current work and align it to new strategic plan, increase resources (staffing), and invest in infrastructure (data and systems).

No Public Comment.

Action: To approve the Commission/Department Strategic Plan FY2020/2021-2022/2023.

m/s/c(Soo/Andary/Unanimous)

C. Representation of Women on City Property

Ms. Newman introduced Policy Fellow Micaela Leonarte who presented on the report, Representation of Women on City Property. Ms. Leonarte explained the origins of the report come from a City ordinance that calls for a work of public art depicting Maya Angelou be installed in front of the Main Library. She said that the ordinance further requires a report monitoring the representation of women depicted in public art and on public property by the Department. Ms. Leonarte reported that the first report establishes a baseline of representation of the proportion of nonfictional people recognized in the public sphere that are women across the categories identified in the Ordinance, and that another report is due in 2020, and then every other year thereafter. She summarized the report with the following proportion of nonfictional women recognized in public property: 7% city streets, 9% of public art, 14% of public buildings, 22% of parks.

Commissioners suggested additional data items, including whether the naming was a result of a philanthropic gift or due to historic significance.

No Public Comment.

Action: To approve the Representation of Women on City Property Report.

m/s/c(Soo/Schwab-Pomerantz/Unanimous)

D. Department Budget Update

Senior Fiscal & Policy Analyst Natalie Alvarez presented on the FY18-19 and FY19-20 budget, explaining that budget cycles are for two-year intervals. She said that instructions for the new budget cycle of FY20-21 and FY21-22 were due to come out in mid-December. Ms. Alvarez said that she would have the Department's proposed budget ready for Commission approval by the January Commission meeting. She provided a brief timeline to Commissioners, that she will need to submit a Commission approved budget proposal to the Mayor's Office in February, the Mayor decides her funding March through June. The Mayor submits the budget to the Board of Supervisors by June 1, and then signs the final budget on August 1. Ms. Alvarez

announced that she and Director Murase would be holding a special meeting for Commissioners to review the budget proposal on January 15, 2020.

1. Beverly Upton, Executive Director of the San Francisco Domestic Violence Consortium, said that she and the domestic violence services community stand by and support the Department.

V. GENERAL PUBLIC COMMENT

No Public Comment.

VI. ADJOURNMENT

Action: To adjourn.

m/s/c(Soo/Mesloh/Unanimous)

Meeting adjourned at 6:59 pm.