LETTER FROM THE COMMISSION PRESIDENT ANDREA SHORTER

Dear Friends,

While the past year has been incredibly eventful for the Commission, it has been overshadowed by the untimely and tragic loss of our Mayor Edwin M. Lee. He was a champion for gender equity, dating back to 2001 when he headed the Department of Public Works, one of the first city departments we selected for gender analysis. Back then, he convened the first meeting of the DPW Women’s Empowerment Group, an employee resource group that continues very energetically today. As Mayor, he made women’s empowerment a pillar of his “Shared Prosperity” agenda, launched the Cities for CEDAW Campaign in 2014 and hosted the first Bay Area Women’s Summit in 2016. Thanks to his launch speech captured on video and available on our website, there are over 60 cities engaged in the Cities for CEDAW Campaign, breathing new life to the UN Convention on the Elimination of All Forms of Discrimination Against Women, an international bill of rights for women, that the U.S. has still not ratified, remaining the only industrialized U.N. member state not to do so. The Bay Area Women’s Summit, featuring such women leaders as Valerie Jarrett, Senior Advisor to President Barack Obama, and former U.S. Treasurer Rosie Rios, attracted over 1200 women and their allies from all walks of life. Importantly, in 2017, Mayor Lee signed into law the first fully paid parental leave ordinance in the nation. So we dedicate this report to the memory of Mayor Edwin M. Lee, our champion for gender equity, and recommit ourselves to this work in his honor.

Andrea Shorter
President, San Francisco Commission on the Status of Women

LETTER FROM DIRECTOR EMILY M. MURASE, PHD

Dear Friends,

To open this Annual Report that covers July 2016 – June 2017, we pay tribute to Mayor Edwin M. Lee, San Francisco’s first Chinese American mayor, and a mayor who prioritized gender equity. Our hearts go out to First Lady Anita Lee who has strongly supported the work of our Commission and Department and to daughters Brianna and Tania whom the Mayor mentioned often in his remarks. We redouble our efforts to achieve gender equity in the workplace and end gender-based violence. Despite concerning developments at the federal level, we have made significant progress in these two primary goals locally: from local and state legislation to improve working conditions for women to securing a major federal grant to improve our response to high lethality domestic violence to new measures to combat human trafficking. We remain a small but mighty department, the only Department on the Status of Women in the country, and I want to acknowledge the tremendous leadership of the Commissioners and my dedicated and tireless staff, including a talented contingent of policy interns and fellows. Onward!

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.

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 United Nations Convention on the Elimination of All Forms of Discrimination Against Woman (CEDAW), an international bill of rights for women and girls.

**Commission Members**
- Andrea Shorter, President
- Debbie Mesloh, Vice President
- Nancy Kirshner-Rodriguez, Commissioner
- Marjan Philhour, Commissioner
- Olga Ryerson, Commissioner
- Carrie Schwab-Pomerantz, Commissioner
- Julie D. Soo, Commissioner
- Breanna Zwart, Commissioner

**Department Staff**
- Emily M. Murase, PhD, 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**
- Hanna Beckman, CORO Fellow
- Richa Dhanju, PhD, Grants Management Fellow
- Arisa Koba, Pacific Asian American Women Bay Area Coalition Policy Fellow
- Maggie McHale, Policy Fellow
- Yumi Nguyen, Anita Fong Memorial Fellow
- Allie Walker, GEP Fellow
- Elizabeth Yang, Policy Fellow

**Summer 2016 Interns**
- Yasmin Kouchesfahani, University of San Francisco
- Madeline Murnane, Macalester College
- Nethra Raman, University of California, Santa Barbara
- Katherine Sierchio, The Urban School (high school)

**Summer 2017 Interns**
- Rachael Cairati, Reed College
- Sarah Small, Wesleyan University
- Corey Smith, Scripps College
CEDAW Women’s Human Rights Awards/40th Anniversary Breakfast

Hosted by the Friends of the Commission on the Status of Women at the Marriott Marquis Hotel, the annual event took place on October 17, 2016. Many thanks to all the Commissioners, Department staff and fellows, as well as the Friends Board of Directors, and volunteers who worked so diligently to make the event a resounding success. Former television host and local celebrity Jan Yanehiro served as the emcee and Amy Logan, President of the US Committee for UN Women, delivered the keynote address that focused on her original research on “honor killings” of women both overseas and within the United States. This year’s event showcased CEDAW Honorees, Amelia Ashley-Ward, publisher of the Sun-Reporter, Janice Mirikitani, Co-Founder of Glide and former San Francisco Poet Laureate, and Congresswoman Jackie Speier, represented by her Deputy District Director Katrina Rill. The event was attended by numerous elected and appointed officials, including State Senator Mark Leno who presented the Commission and the Friends with framed resolutions from the California Legislature, President of the Board of Supervisors London Breed, Supervisor Scott Wiener, Supervisor Katy Tang, First Lady Anita Lee, City Administrator Naomi Kelly, many Commissioners, and several department heads.

In August, Anna Marks of Oaktown Video came to the Department to film interviews with President Andrea Shorter, Commissioner Nancy Kirshner-Rodriguez, past Commissioners, and members of the Friends Board and produced a 3-minute clip and 30-minute video to mark the 40th anniversary of the Commission. The clip was shown at the CEDAW Women’s Human Rights Awards and the full video is available on the Department’s website.

Domestic Violence Awareness Month

In October 2016, Mayor Edwin M. Lee, Commissioner Olga Ryerson, and community advocates spoke on the steps of City Hall to mark October as Domestic Violence Awareness Month. Holding homemade signs reflecting the theme of “Many Doors to Safety” created by Department Fellow Maggie McHale, staff members from dozens of social service agencies serving victim/survivors of domestic violence and their families stood together to end domestic violence. Beverly Upton, Executive Director of the Domestic Violence Consortium, presented a large format thank you card to Mayor Lee for his leadership in expanding resources and funding to social service agencies. The kickoff concluded with a stirring performance by the a cappella choir Anacrusis Treble Ensemble from the Ruth Asawa San Francisco School of the Arts. For the fifth year in a row, City Hall was lit purple, the official color of Domestic Violence Awareness month, at sunset.
High Lethality Domestic Violence Response Team Pilot

The Commission approved the acceptance of the 3-year US Department of Justice Office of Violence Against Women grant in the sum of $750,000 to pilot a High Lethality Domestic Violence Response team. For this grant, we have partnered with the San Francisco Police Department, the San Francisco District Attorney’s Office, the Bayview YMCA, the Glide Women’s Program, and La Casa de las Madres to set up a response system based at the Bayview YMCA and supported by the partnering agencies. The pilot project will better identify domestic violence victims at high risk of death or serious injury, connect them to services, and follow-up with the most at-risk cases. San Francisco was just 1 of 3 California counties that were awarded grants out of the total 44 grants awarded nationwide. Grant Management Fellow Richa Dhanju started coordinating this effort, and it is now lead by Grants Associate Elise Hansell, with the support of Women's Policy Director Minouche Kandel and Fiscal Analyst Natalie Alvarez. In May 2017, 130 police officers at Bayview Station were trained in the pilot’s approach and the project officially launched in June 2017. The launch was emceed by the Department Director Emily Murase and featured Mayor Edwin M. Lee, Police Chief William Scott, and representatives from the three community grant partners, Chuck Collins of the YMCA of San Francisco, Kathy Black of La Casa de las Madres, and Dr. Kenneth Kim of the Glide Foundation.

Legislation

The Department supported 10 bills at the state level that passed into law, and supported 3 local pieces of legislation that were enacted. Some of the State legislation of note: SB 1322 to ensure that minors cannot be arrested for prostitution and are treated as trafficking victims and connected to services; SB 1015 to eliminate the upcoming sunset of the Domestic Workers Bill of Rights; AB 557 to repeal of the Maximum Family Grant rule, one of the legislative priorities for the Department and Commission and part of the Strong California Agenda, which prevented babies born to families on CalWORKS from receiving benefits unless the mother could prove rape, incest, or contraception failure; AB 1978 to address sexual harassment and violence among women workers in the janitorial industry; AB 1731 to create a statewide interagency taskforce on human trafficking; and AB 2589 to link enrollment in California Special Supplemental Nutrition Program for Women, Infants, and Children and provide lactation services and equipment through Medi-Cal. The latter two bills were jointly proposed by the Department and the Department of Public Health. Local legislation ranged from banned salary history questions during the hiring process to close the gender pay gap and supported lactation in the workplace.
Annual Women’s History Month Awards Ceremony & Reception: “Honoring Trailblazing Women in Labor and Business”

Women’s History Month launched on March 7, 2017 with the theme of “Honoring Trailblazing Women in Labor and Business.” Since 1996, the San Francisco Commission and Department on the Status of Women, in partnership with the Mayor and Board of Supervisors, mark this month with a public ceremony to recognize the contributions of women in the community. The Board of Supervisors presented to their honorees at the Board Chambers, followed by a reception hosted by the Friends of the Commission, where City Administrator Naomi Kelly presented on behalf of Mayor Edwin M. Lee and District Attorney George Gascón presented to his honoree. We had a dynamic and dedicated group of 20 honorees this year.

Below is the complete list of the honorees.

Linshao Chin
Supervisor Norman Yee
Honored by Mayor Edwin M. Lee

Pamela David
Honored by Mayor Edwin M. Lee

Andrea Ferrucci
Honored by Supervisor Ahsha Safai

Conny Ford
Honored by Supervisor Jane Kim

Roma Pauline Guy
Honored by President London Breed

Shlomit Heller
Honored by Supervisor Sandra Lee Fewer

Sabrina Hernandez
Honored by Supervisor Malia Cohen

Yolanda Jackson
Honored by Mayor Edwin M. Lee

Kate Kendell
Honored by Mayor Edwin M. Lee

Patricia Lanao Molero
Honored by Supervisor Aaron Peskin

Sue Lee
Honored by Mayor Edwin M. Lee

Suzy Loftus
Honored by Mayor Edwin M. Lee

Buffy Maguire
Honored by Supervisor Katy Tang

Monique Woodard
Honored by Mayor Edwin M. Lee

Mayor’s Women’s History Month Closing Ceremony

President Andrea Shorter, Vice President Debbie Mesloh, Commissioner Carrie Schwab-Pomerantz, and Commissioner Olga Ryerson joined Director Murase and staff at the end of March for the Women’s History Month Celebration hosted by Mayor Edwin M. Lee and City Administrator Naomi Kelly. The event featured a panel moderated by Surina Khan, Executive Director of the Women’s Foundation, with speakers Olga Miranda, President of SEIU Local 87 Janitors Union, County Clerk Catherine Stefani, and former Deputy Director of Community Engagement for President Barack Obama Buffy Wicks.
2018 Bay Area Women’s Summit Announced
Mayor Edwin M. Lee announced that a second Bay Area Women’s Summit will be held on Tuesday, June 19, 2018 at the Moscone Convention Center. He appointed City Administrator Naomi Kelly and Commission Vice President Debbie Mesloh to co-chair the event. The Summit will again be hosted by Mayor Edwin M. Lee and Oakland Mayor Libby Schaaf, with the addition of San Jose Mayor Sam Liccardo.

UN Commission on the Status of Women, 61st Session, New York, March 2017
Director Emily Murase and Elise Hansell organized a panel for CSW61 entitled "Healthy Nails, Good Food, and Slavery-free Hospitality in San Francisco and Beyond." We discussed our partnership with the Department of the Environment on the Healthy Nails Program where public health officials are educating nail salon employees about less-toxic products and their labor rights, and the "good food" movement that urges institutions such as school districts and city governments to ensure food purchasing is humane and slavery-free, and we screened our hotel and restaurant worker training videos that were developed as part of the "No Traffick Ahead" campaign. The panel was composed of Professor Katherine Jolluck of Stanford University, Sharan Dhanoa of No Traffick Ahead, and Friends Board Member and Founder/Executive Producer of Career Girls Linda Calhoun. The event was a great success and the audience was very engaged – attendees especially seemed to enjoy the video presentation of the online training.

Commissioner Nancy Kirshner-Rodriguez, Ms. Hansell, Ms. Calhoun, and Director Murase attended the UN Global Compact Women’s Empowerment Principles launch of the Gender Gap Analysis Tool. In the past, the San Francisco Gender Equality Principles was based on the Calvert Women’s Principles and developed in partnership with Calvert and Verite, a human rights monitoring non-profit. Calvert then conveyed our principles to the UN Global Compact which rebranded them as the Women’s Empowerment Principles. The new Gender Gap Analysis Tool is very similar to the Department’s self-assessment tool as a means by which companies can evaluate progress on gender equity for free and confidentially, and access resources. In addition to simplifying the self-assessment questions, a major improvement over our tool is the ability for companies to compare their data with other companies in the industry.

Healthy Mothers Workplace Coalition
The Department, with the Healthy Mothers Workplace Coalition, hosted the annual awards program to recognize San Francisco employers with family-friendly workplace policies in September 2016. The Coalition, joined by City Administrator Naomi Kelly, State Senator Scott Wiener and Supervisor Katy Tang, honored 43 employers, including 15 City departments, who received Gold, Silver, or Bronze Awards. The Department improved its work-life balance policies and lactation accommodations this year to rise to Gold Level this year.
Gender Equality Challenge Forum
In January 2017, the Department hosted the third Gender Equality Challenge Forum to recognize Bay Area employers for their gender equitable workplace policies and programs and to promote model practices to advance women in the workplace. The event recognized Bank of America, Glassdoor, Latham & Watkins, Morgan Stanley, Moss Adams, Pinterest, PricewaterhouseCooper, Prologis, Target, and UCSF for practices ranging from women’s leadership development programs to services and advocacy for employees experiencing gender-based violence. State Senator Scott Wiener, Assemblymember David Chiu, Supervisor Malia Cohen, and City Administrator Kelly provided remarks along with Gap Inc.’s Vice President of Global Sustainability David Hayer, President of the Bay Area Council Economic Institute Dr. Micah Wienberg, and Calvert Research and Management Analyst Limor Bernstock. It was an exciting full day conference held at Gap Inc. and attended by more than 100 civic, business, and academic leaders.

Violence Against Women Prevention & Intervention Grants Program
In Fiscal Year 2016-2017 (FY16-17), the Department on the Status of Women distributed grants totaling $6.1M, to 39 programs operated by 27 partner agencies that provided violence against women prevention and intervention services, including domestic violence, sexual assault, and human trafficking, in 6 core service areas: crisis lines, intervention and advocacy, legal services, prevention and education, emergency shelter, and transitional housing. During FY16-17, the partner agencies served a total of 23,489 individuals and provided approximately 30,416 hours of supportive services. We saw an 8% increase in funding from FY 2015-2016 and an 11% increase in the number of individuals served.

Citywide Non-profit Monitoring
The goals of the Citywide Non-Profit Fiscal and Compliance Monitoring Committee are in-part, to improve the quality and consistency of the City’s fiscal and compliance monitoring of non-profits by standardizing procedures across departments and the decrease the administrative work and eliminate duplication of efforts for both non-profits and City departments. Nonprofit organizations that receive multiple City contracts from multiple City Departments are considered part of the “monitoring pool” and actively participate in the program. Approximately 140 non-profit contractors are reviewed in either a self-assessment or site visit as part of the Citywide Nonprofit and Fiscal Compliance Monitoring Project. Associate Director Carol Sacco represents the Department on the Steering Committee and was responsible for the monitoring visits or self-assessment for the following nine agencies: APA Family Support Services, Bay Area Legal Aid, Community Youth Center, Donaldina Cameron House, Horizons Unlimited of San Francisco, La Casa de las Madres, LYRIC, Mujeres Unidas y Activas, and St. James Infirmary. Non-profits in compliance for at least the past two years, including five funded by the Department, were granted waivers from monitoring.

Maggie McHale, Yasmin Kouchesfahani, Elise Hansell, Arisa Koba, Minouche Kandel, Elizabeth Newman, Allie Walker, Herschell Larrick, Dr. Emily Murase, Natalie Alvarez, Yumi Nguyen, and Carol Sacco.
Domestic Violence Liaisons Program with Human Resources
We continued our collaboration with the Department of Human Resources to reach out to city employees experiencing domestic violence. This year, the Department recruited another 35 City employees to participate in the Domestic Violence Liaison program which when combined with 24 of the current liaisons that are continuing brings the total number of liaisons to 59, an increase of almost 15% from last year.

Family Violence Council Annual Report
The Family Violence Council is tri-chaired by three community-based experts in each of these forms of family violence: Domestic Violence, Child Abuse, and Elder Abuse and it has become a key body in coordinating enhanced communication and collaborative efforts among its many partners. The Council recommends and helps implement family violence-related policy changes to the City and issues this report annually. The Department hosts and supports the Council and collects and analyzes the report data. The report remains the only document that provides a broad view of the statistics and trends related to the full spectrum of family violence in San Francisco. The Report on Family Violence in San Francisco for 2015 was released in the fall of 2016 and is available on our website. The report focuses on data collected on domestic violence, child abuse, and elder and dependent adult abuse in San Francisco for the calendar year of 2015 and includes 9 recommendations for the City to implement in the future.

Stanford On-line Human Trafficking Training
Human trafficking—modern day slavery—occurs in nearly every country in the world, and every state in the U.S., and it happens in the San Francisco Bay Area as well. The Department partnered with the Global Freedom Center to create a human trafficking training hosted by Stanford University’s online educational platform. This course provides a basic overview of the issue, aiming to educate individuals on how to identify human trafficking and what to do about it in their own communities. The course is designed for employees, managers, and patrons of restaurants and hotels, with a separate version for each group. It is free and accessible on demand at lagunita.stanford.edu/courses/.

2016 Human Trafficking Report in San Francisco
In the past few years, San Francisco has increased efforts to recognize and respond to the trafficking of persons in a systematic way. In March 2013, Mayor Edwin M. Lee launched the Mayor’s Task Force on Anti-Human Trafficking to identify gaps in services, improve antitrafficking policies, and bolster the City’s response to human trafficking. The Task Force takes a comprehensive, victim-centered approach and includes partners from law enforcement, social services agencies, and community-based organizations. It focuses on long-term, local solutions to this complex issue that affects the whole community. The Department on the Status of Women staffs the Task Force.

The Task Force is pleased to provide the first Human Trafficking Report in San Francisco to capture a full year’s worth of data, covering calendar year 2015 which can be found on our website. This report compiles data from 15 government and community-based agencies, and provides a snapshot of identified human trafficking cases with 499 cases in 2015. The Report also includes program information from the San Francisco Unified School District.

Meeting with UN Special Rapporteur on Trafficking in Persons
Ms. Kandel coordinated a meeting of members of the Mayor’s Task Force on Anti-Human Trafficking with Maria Grazia Giammarinaro, the United Nations Special Rapporteur on Trafficking in Persons. Ms. Giammarinaro was in the United States for a country visit, and issued an End of Visit Statement and highlighted our Task Force in the report for its “broad human rights and victim centered approach to address trafficking and protect sexually exploited peoples, including LGBTI individuals.”

Safer Schools Sexual Assault Task Force
Last year, Supervisor Jane Kim sponsored legislation to create the Safer Schools Sexual Assault Task Force and set out membership requirements for the 10 seats. Members were subsequently appointed and the Task Force began meeting in November 2016. The Ordinance gave the Department on the Status of Women responsibility for providing administrative support and staffing through consultant Julia F. Weber. The duties of the Task Force are to: (1) analyze
State and federal laws regarding campus sexual assault; (2) recommend best practices for colleges and universities in the City to reduce sexual assault, and (3) recommend any steps the City can take, including changes in law or policy, to assist colleges and universities in reducing sexual assault. San Francisco is motivated to address this issue for many reasons. San Francisco is home to a diverse population of over 800,000 people with 23 colleges and universities, with over 105,000 college and university students estimated to be enrolled in schools throughout the City. Preventing and stopping sexual assault before it happens is key to preventing the trauma and long-term consequences that result, including the City and County losing the contributions of students who may withdraw from school or leave the community after an assault. The Task Force will publish a report with recommendations in late 2017.

WORKING WITH OUR CITY & COUNTY LEADERS AND COMMUNITY PARTNERS: WE CAN DO IT!