FISCAL YEAR 2019 -2020

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 BREANNA ZWART

Dear Friends,

Despite the many unique challenges of 2020, we continued to see record progress at the Department on the Status of Women. In a milestone year that marked the 100th anniversary of the passage of the 19th Amendment, a few of the most significant highlights and achievements included:

- **New leadership**
  In late November, Mayor Breed named Kimberly Ellis to serve as the new director for the Department. She previously served as the executive director of Emerge California, the nation’s single largest training program for aspiring female political candidates. We look forward to working with her in 2021 and beyond, as she brings a new perspective and fresh ideas to the Department’s critical mission at the height of the COVID-19 crisis, which continues to disproportionately affect women across the region and shine a light on inequities that must be tackled.

- **Continuation of Support (Virtually) to the Community**
  Despite the challenges of operating in a remote environment, the Department has continued to work creatively to continue providing critical services and resources to the community, including virtual town halls focused on topics like how to best support women-owned businesses that were hit particularly hard at the height of the pandemic and weekly meetings to ensure that emergency shelters and transitional housing programs had up-to-date information on COVID-19 best practices and procedures. The Department also established a resource page for survivors, families, and community members available at sfgov.org/dosw

- **Continued Progress on Strategic Shift**
  The Department continued to make progress in aligning activities with the Commission’s New Strategic Plan which was approved in December of 2019. The Department has accordingly aligned five key sets of activities to advance toward the ultimate goal of unlocking the full potential of San Francisco to better serve women and girls. This strategic shift has also placed a new emphasis on addressing racial equity in several internal areas, including hiring, recruitment, and promotion.

The year ahead holds enormous room for optimism, from the promise of a COVID-19 vaccine to a new emphasis placed on issues impacting women and girls from President-Elect Joe Biden and Vice President-Elect Kamala Harris, who bring deep understanding and experience with the issues facing our region. Collaborating with a broad range of stakeholders and partners, there is much work to be done – and no time to waste. We look forward to continuing our partnership with the extended San Francisco community.

Breanna Zwart
President, San Francisco Commission on the Status of Women
LETTER FROM DIRECTOR KIMBERLY ELLIS

Still We Rise
You may write (us) down in history
With your bitter, twisted lies,
You may trod (us) in the very dirt
But still, like dust, (we)’ll rise.

These immortal words by America’s Poet Laureate and luminary Maya Angelou speak to the essence of the human spirit - one that transcends race, gender and nationality. It’s our biological legacy of grit and determination.

We find ourselves concluding 2020 amid a global pandemic with infection rates going up and the number of available hospital beds going down. If there was ever a holiday season when we needed to invoke inspiring words and profound wisdom, that time is now.

And though we enter this month with a spark of hope from the knowledge that, at least part of this dark chapter will soon be behind us, we cannot forget that a vaccine will not address the profound effects this period has had on all of us - including and especially our BIPOC community, women, children, non-binary and trans people.

As San Francisco’s new Director of the Department on the Status of Women, I come into this role with a tremendous passion to continue the important work of the Commission and our staff. But I also arrive clear-eyed that any problems facing our non-cis male communities before this pandemic have only been exacerbated - and in many instances – exponentially. From housing insecurity to domestic violence, we know it is the DOSW-focused communities that have borne the worst outcomes of this past year, and they will continue to do so in the months and years ahead.

We rise together knowing that these circumstances, systems of oppression and patriarchy are malleable - not fixed. The conditions facing the communities the Department and the Commission serve are not permanent, and we collectively have the power and means to change them. But in order to do so, we must harness our energies, refocus our attention, and yes, find that grit and determination so clearly embodied in Maya Angelou’s watershed poem.

So let 2021 be the time when, as our foremothers and elders did generations ago, we pull ourselves up from the dirt, dust ourselves off and join hands, because...Still, We Rise. Together.

All my best,

Kimberly Ellis
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 comprised of seven members appointed by the Mayor for four-year renewable terms.

In 1994, the Department on the Status of Women was created when voters approved Proposition E, which created a permanent Department to carry out the mission and policies of the Commission. Since 1998, the Commission and Department have locally implemented 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, the first city in the world to do so.

Commission Members
Breanna Zwart, President
Dr. Shokooh Miry, Vice President
Sophia Andary, Commissioner
Debbie Mesloh, Commissioner (end June 2020)
Raveena Rihal, MD, Commissioner (began Oct 2020)
Carrie Schwab-Pomerantz, Commissioner (end Nov 2020)
Andrea Shorter, Commissioner
Julie D. Soo, Commissioner

Department Staff
Kimberly Ellis, Director (began November 2020)
Roxanne Hoegger Alejandre, JD, Senior Manager of Human Trafficking Outreach, Prevention, and Education
Natalie Alvarez, Senior Fiscal and Policy Analyst
Elise Hansell, Policy and Grants Manager
Herschell Larrick, Management Assistant and Commission Secretary
Elizabeth Newman, MPP, Policy and Projects Director
Kyoko Peterson, Policy and Grants Associate
Carol Sacco, Associate Director / Acting Director (March-November 2020)
Emily M. Murase, PhD, Former Director (resigned March 2020)

Policy Fellows and Interns
Linnea Fox, Economic Empowerment Fellow
Christina Howard, Summer Intern
Michelle Lau, Public Policy Fellow
Micaela Leonarte, Public Policy Fellow
Diana McCaffrey, Public Policy Fellow
Justine Orgel, Summer Intern
A New Strategic Plan

In late 2019, the Commission and Department engaged in a process of developing a new strategic plan. We looked at our ongoing work, at our history, and at our mission, and we stated it anew:

<table>
<thead>
<tr>
<th><strong>OUR MISSION</strong></th>
<th>The Commission and Department on the Status of Women promotes the equitable treatment and fosters the advancement of women and girls(^1) throughout San Francisco through policies, legislation, and programs.</th>
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<tbody>
<tr>
<td><strong>OUR HISTORY</strong></td>
<td>Established in 1975 (the Commission) and 1994 (the Department), the C/DOSW both originated in the women’s movement, as a result of advocacy by leading feminists and passed by San Francisco voters.</td>
</tr>
<tr>
<td><strong>OUR MANDATE</strong></td>
<td>The City Charter entrusts us to monitor the status of women and girls, throughout San Francisco, to investigate inequalities, and to propose remedies.(^2)</td>
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We heard from City officials, other City departments, community-based organizations, and local leaders. With their insights we established a new north star and a plan for transforming San Francisco into a fully gender equitable city.

**OUR NORTH STAR**

To transform San Francisco into a fully gender equitable city, we will unlock the potential of the City and County of San Francisco to better serve women and girls by incorporating a strong gender lens in (i) city government’s internal operations and policies as well as (ii) the city government’s external policies, programs, and partnerships.

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Our work to convene stakeholders, research the issues that affect women and girls, advocate for gender-responsive and racially equitable policies and programs, help the City apply a gender-lens to policymaking, and fund critical services to support survivors of gender-based violence continues now with a clearer purpose. The Commission and Department on the Status of Women look forward to collaborating with leaders and partners across the City as we embark on this renewed vision and plan. We cannot succeed in this without your continued support and partnership.

\(^1\) All references to women and girls include gender expansive (cis women and girls, trans women and girls, non-binary individuals, gender non-conforming individuals, gender queer individuals and any women or girl identified individuals).
COVID-19 Response:
Since March 17, 2020, the Department staff has been working remotely and supporting our community service providers especially those that serve survivors of gender-based violence. We have developed a resource page for survivors, families, and community members, available on our website.

Beginning in March, Policy & Grants Manager Elise Hansell and Acting Director Carol Sacco hosted weekly meetings for the Gender-Based Violence emergency shelter and transitional housing programs to ensure that all participating agencies had up-to-date information on COVID-19 practices and procedures. Dr. Leigh Kimberg, from the Department of Public Health, provided medical updates on COVID-19 and our partner agencies were able to share the creative ways they adapted to shift case management and advocacy to online platforms. The Department also participated in the Department of Homelessness and Supportive Housing’s bi-weekly COVID-19 meetings for shelter providers.

In close partnership with the "Safe Housing Program," we have been working to link domestic violence survivors with free and temporary, furnished apartments in San Francisco. The Safe Housing Program is a public-private partnership with Veritas Investments and the San Francisco District Attorney’s Office.

During March and April, the Department had two staff join the Emergency Operations Center at Moscone Center for temporary disaster service worker assignments: Management Assistant/Commission Secretary Herschell Larrick and Policy and Grants Associate Kyoko Peterson.

Because of the Stay-at-Home order, the Commission ceased conducting meetings at City Hall and cancelled both the March and April meetings. Beginning in May, the Commission moved to online monthly meetings and has continued to meet regularly since that time.

Over the summer of 2020, the Department collaborated with community partners, including New America California and the Office of Sexual Harassment and Assault Response and Prevention (SHARP), to hold a series of virtual events to explore how the COVID-19 pandemic exacerbates gender inequities and how we are coming together to address these issues.

- “Understanding Trauma & Sexual Violence During COVID-19” featured panelists from El/La Para TransLatinas and the Trauma Recovery Center, among other organizations
- “Building Community and Safety for Domestic Violence Survivors During COVID-19” featured panelists from La Casa de las Madres, FreeFrom, and Young Women’s Freedom Center
- “How Can We Support Women-Owned Businesses in San Francisco During COVID-19?” featured panelists such as San Francisco Assessor Carmen Chu, women entrepreneurs, and Commission President Breanna Zwart
CEDAW Women’s Human Rights Awards
The Friends of the Commission on the Status of Women held their annual luncheon event at the Marriott Marquis Hotel, on November 1, 2019, with the theme of “Building an Equal Future.” California’s Lieutenant Governor Eleni Kounalakis, Assembly Member David Chiu, Mayor London N. Breed, and the American labor leader and civil rights activist Dolores Huerta, along with over 300 people attended the sold-out event. 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: Alaska Airlines for Corporate Leadership, Roberta Gonzales for Media, Dolores Huerta for Labor, Eleni Kounalakis for International Comity, Michael Lambert for Government, Antonia Lavine for Anti-Violence, Linda Martley-Jordan for Education, Teresa Mejia for Community Building, Susan Stauter for Culture, Juanita Tamayo Lott for Social Justice, and Katy Tang for the Mayor Edwin M. Lee Memorial Award. 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 Vicki Shipkowitz, in addition to the many volunteers who contributed in making the event a resounding success.

Young Women’s Conference
In October 2019, the Department, Senator Scott Wiener, and Planned Parenthood hosted the 16th Annual Young Women’s Conference attended by 150 high school students. California’s Surgeon General Dr. Nadine Burke Harris served as the keynote speaker. Participants attended workshops to learn about self-care, consent, advocacy, media, and financial literacy.

Domestic Violence Awareness Month
On October 2, 2019, the Department and the San Francisco Domestic Violence Consortium co-hosted a successful Domestic Violence Awareness Month event on the City Hall steps. The theme was “Building Pathways to Safety.” Speakers included Mayor London N Breed, Supervisor Catherine Stefani, Commission President Breanna Zwart, Former Director Emily Murase, Domestic Violence Consortium Executive Director Beverly Upton, and other community leaders. The event was concluded by the Red Lightning Women’s Singers, who highlighted the tragedy of missing and murdered indigenous women. Once the sun set, City Hall was lit purple in honor of Domestic Violence Awareness Month.

Domestic Violence Liaison Program
The Domestic Violence Liaison Program is an initiative of the Department and the Department of Human Resources to provide city employees with domestic violence prevention and intervention resources. Liaisons are city employees who volunteer to receive specialized training on intimate partner violence to aid co-workers who need extra assistance in the workplace due to domestic violence. Liaisons are available for private discussions about domestic violence related incidents, or to help individuals navigate their rights in the workplace, such as time-off, safety planning, and counseling.

In December 2019, Policy and Grants Manager Elise Hansell hosted four Domestic Violence Liaison trainings with the help of expert trainers, including: Emberly Cross, Cooperative Restraining Order Clinic, Alicia Campos-Padilla paz, WOMAN Inc., Julia Parish, Legal Aid at Work, Dominique Cowling, Community United Against Violence, and Jeff Lintner of the Employee Assistance Program. A total of 40 new and 44 continuing domestic violence liaisons were trained.
W Challenge

The Department partnered for a second year with Office of Assessor Carmen Chu and the League of Women Voters San Francisco to launch the 2019 W Challenge. On August 26 for Women’s Equality Day, Mayor London N. Breed, Congresswoman Jackie Speier, Assessor Carmen Chu, members of the Board of Supervisors, President Breanna Zwart, other Commissioners, and Department staff held a rally to elevate women’s voices and engage women in voting. The 2019 W Challenge encouraged women to learn about the struggle for women’s rights and inspire action with a book list in preparation to celebrate the Suffrage Centennial and 2020 elections. This is a timely and critical conversation as the Department’s analysis of San Francisco voting data finds that women are less likely to register to vote than men, yet women who are registered are more likely to cast a ballot than men. The Department also created a fact sheet on women in politics to draw attention to these important issues.

Women’s History Month

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. On March 3, Mayor London N. Breed launched Women’s History Month with an opening ceremony at City Hall. The theme this year was “Women Making History.” Mayor Breed recognized as her honorees Nadia Rahman, and the leaders of Women’s March San Francisco represented by Commissioner Sophia Andary and her colleague Anne Mercogliana. On March 4, the Annual Women’s History Month celebration at the Board of Supervisors focused on the theme “Valiant Women of the Vote.” This message was reflected in the work of all the honorees. The women recognized by the Supervisors were as follows: Wendolyn Aragón by Supervisor Sandra Fewer, Windy Click by Supervisor Matt Haney, Christin Evans by Supervisor Dean Preston, Nicole Termini Germain by Supervisor Hillary Ronen; Theresa Kolish by Supervisor Rafael Mandelman; Hong Mei Pang by Supervisor Ahsha Safai; Susan Pfeifer by Supervisor Gordon Mar; Andrea Dew Steele by Supervisor Catherine Stefani; Carol Tatum by Supervisor Shamann Walton; Christine Weibel by President Norman Yee; Nadya Williams by Supervisor Aaron Peskin. The Friends of the Commission on the Status of Women held a reception for the honorees after the Board of Supervisors event.

Representation of Women in City Property: A Gender Analysis of Public Art, Street, Buildings, and Parks

The Department produced its first gender analysis report required by an ordinance to increase the representation of women in the public sphere. The ordinance sets a City policy that women should be at least 30% of public art, street names, buildings, and parks recognizing real historical people and mandates a report by the Department in 2019, 2020, and every two years thereafter on the City’s progress towards this goal.
Human Trafficking in San Francisco 2019 Report

This report examines the scope of human trafficking in San Francisco during the calendar year 2017. It also summarizes accomplishments from the last year and provides recommendations for 2019. It is the fourth report produced by the Mayor’s Task Force on Anti-Human Trafficking and the third report to cover an entire year’s worth of data. Twenty-two agencies provided data about trafficked persons and alleged traffickers. Agencies identified a total of 673 cases, which, may include duplicated subjects.

The largest number of cases were of individuals who were young women of color.

- Age: 70% of cases were individuals under 25—23 percent were minors and 47% were youth between 18 and 24 years of age.
- Gender: The majority of reported cases were cisgender women. Only 20% were cisgender men and 5% were transgender women, transgender men, or gender non-conforming.
- Race: Overall, 70% of all reported cases were individuals who were people of color. The largest group of individuals were African American, followed by Hispanic/Latino.

Four years of data have made a difference. Data from these reports have resulted in the following landmark policy changes and new programs:

- 24/7 response to youth exploited in commercial sex industries, in contrast to previous response, which was only Monday to Friday, 9 am to 5 pm.
- A protocol for media coverage of human trafficking survivors that presents their privacy rights.
- Online training modules for restaurant workers, hospitality employers, and the general public.

Pathways to Promotion: A Gender Analysis of the San Francisco Police Department

Following a two-year process in collaboration with the San Francisco Police Department (SFPD) and the San Francisco Police Officers Association Women’s Action Committee, the Department has released the Pathways to Promotion: Gender Analysis of the SFPD report in December 2019. The in-depth study on the experiences of women in the SFPD assessed the opportunities and barriers for women’s advancement through extensive analysis of internal data, focus groups and interviews with sworn women, and a review of additional research and literature. The report found that women were promoted at equal or greater rates than men; however, women were too often assigned to administrative roles that prevented them from gaining the experience they desired for advancement. Research finds that women are well suited to police work, better able to neutralize escalating situations, and less likely to use excessive force than men.

Increasing women’s representation in hiring, patrol, and leadership is not only the right thing to do for gender equity but also can improve the work of the SFPD. Policy and Projects Director Elizabeth Newman presented findings and recommendations on January 8, 2020 to the Police Commission,
which expressed appreciation for the comprehensive report and committed to further monitoring these issues.

**New Mandate to Monitor State Abortion Bans**
On July 30, 2019, the Board of Supervisors passed legislation to restrict City-funded travel to and contracts with companies headquartered in states that infringe on the constitutional right to abortion. In October 2019, the City Administrator released a memo of 22 states with which the City will stop doing business under Chapter 12X Article II due to restrictive abortion laws. The Department researched state abortion laws and worked closely with the City Attorney, City Administrator, and Office of Transgender Initiatives to develop the Department’s recommendations per the Ordinance. The Mayor also released a press announcement highlighting this effort as part of the City’s commitment to women’s health and abortion rights. The Department is required to update the list semi-annually and the ban on city funds to these states will go into effect in January 2020.

**Gender Analysis of Commissions and Boards 2019 Report**
The Department produced its 7th Gender Analysis of Commissions and Boards to examine the representation of women; people of color; lesbian, gay, bisexual, transgender, queer, and questioning (LGBTQ) individuals; people with disabilities; and veterans among appointees to San Francisco policy bodies. Data was collected from 84 policy bodies and from a total of 741 members mostly appointed by the Mayor and Board of Supervisors. The report found that the City has diverse appointees, but gaps in representation remain for women of color, Latinx men and women, and Asian men and women.

**Figure 1: Summary Data of Policy Body Demographics, 2019**

<table>
<thead>
<tr>
<th>Appointee Demographics</th>
<th>Percentage of Appointees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Women (n=741)</td>
<td>51%</td>
</tr>
<tr>
<td>People of Color (n=706)</td>
<td>50%</td>
</tr>
<tr>
<td>Women of Color (n=706)</td>
<td>28%</td>
</tr>
<tr>
<td>LGBTQ Identified (n=548)</td>
<td>19%</td>
</tr>
<tr>
<td>People with Disabilities (n=516)</td>
<td>11%</td>
</tr>
<tr>
<td>Veteran Status (n=494)</td>
<td>7%</td>
</tr>
</tbody>
</table>

*Source: SF DOSW Data Collection & Analysis.*

**State Legislation based on Department’s Local Policy Efforts**
In 2019, Governor Gavin Newsom signed two bills based on San Francisco policies developed by the Department. Senate Bill 233, authored by Senator Scott Wiener, brought our local immunity policy for sex workers reporting violence or carrying condoms statewide. Through the Mayor’s Task Force on Anti-Human Trafficking, the Department worked closely with the Police Department and District Attorney’s Office to prioritize the health and safety of individuals involved in commercial sexual activities by preventing their arrest for prostitution or drug-related activities when reporting or serving as a witness to violent crimes. Senate Bill 142, also authored by Senator Scott Wiener, expanded San Francisco’s lactation accommodation standards across the state. Through the Healthy Mothers Workplace Coalition, the Department developed a gold standard of lactation accommodations and advocated for it to be required in all workplaces through local legislation passed in 2018.

**San Francisco Safety, Opportunity, and Lifelong Relationships (SF SOL) Collaborative Project**
On July 10, 2019, Mayor London N. Breed, along with service providers, announced that San Francisco had received a $9.3 million grant from the California Department of Social Services (CDSS) to provide housing and services for San Francisco youth who are survivors or at risk of human trafficking, specifically commercial sexual exploitation (CSE). Youth at risk of CSE can include youth who are homeless or who are involved in the child welfare or juvenile justice systems. The grant will allow several organizations to develop a model of care that offers a continuum of housing placement options and services for those youth. San Francisco is the only county in the state to receive funding for the three-year pilot program. This model will serve as a pilot with the intent of future statewide replication. The Department, Freedom Forward, and Huckleberry Youth Programs co-authored the grant application to the CDSS. The other grant partners include the San Francisco Human Services Agency (HSA), Family Builders, WestCoast Children’s Clinic, Edgewood Center for Children and Families, and the UC Berkeley Human Rights Center.
The Department has continued to successfully coordinate and lead the nine member SF SOL Collaborative and provide additional support during the COVID-19 pandemic. Before the shelter in place orders were issued, the Department facilitated the second quarterly meeting of the collaborative at the new Helping Youth People Elevate (HYPE) Center, a youth drop-in center in the Potrero neighborhood. The Department has also supported collaborative member agencies to pivot and adjust to the new COVID-19 environment. The SF SOL training series has shifted online and the first training on the Commercial Sexual Exploitation-Identification Tool (CSE-IT) was held on Zoom. The Department also published its first SF SOL newsletter in May to foster communication.

**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, continues to be 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. This year APA Family Services served 58 victims, all of whom were Asian immigrants or refugees with Limited English Proficiency. In addition, La Casa de Las Madres (La Casa) continues to provide outreach, community services, and shelter to victims. La Casa served 98 victims through grant funding. 343 victims were served by the District Attorney’s Victims Services Division through crisis intervention, victim advocacy, criminal justice accompaniment, among other services.

**Leveraging Collaboration to End Domestic Violence – Blue Shield Grant**

The grant program is designed to engage multiple sectors in the movement to prevent domestic violence. Over the past year, the Department worked to support the formation of the HEALing Roots Collaborative to convene partners from multiple sectors, as well as community members, to create a coalition to design and implement domestic violence prevention initiatives. Founding members of the Collaborative include Young Community Developers, Safe & Sound, and the Department. The HEALing Roots Collaborative seeks to engage partners from among the key sectors that can significantly influence factors associated with domestic violence prevention. In 2019, the Collaborative convened 8 focus groups with 46 total youth ages 18-24 to learn more about how youth perceive domestic violence, healthy relationships, harmful gender norms, and their insights on current intervention or prevention efforts. We partnered with four different community organizations to conduct the focus group: LYRIC Center for LGBTQQ Youth, Community Youth Center (CYC), Roadmap to Peace, and Phoenix Project. These focus groups were integral to the Collaborative’s work to develop a healthy relationship curriculum for Young Community Developers Job Readiness Training Program. Collaborative partners also invited interested focus groups attendees to participate in a video development process with BAYCAT. This work is made possible with funding from Blue Shield of California Foundation.

**Family Violence Council Annual Report**

The Family Violence Council and the Department on the Status of Women issued the 9th comprehensive report on findings across all three forms of family violence (Domestic Violence, Child Abuse, and Elder Abuse). This report tracks trends of family violence in San Francisco, including the prevalence of abuse, the response from City agencies, demographics of victims and survivors, access to community based services, and demographics of people being abused. It aims identify gaps and needs in response and services and inform policymaking and funding priorities for the City. Data from more than 10 City public agencies and 27 community-based organizations has been included.

Here are four key findings:

1. There are clear racial disparities across all three forms of family violence; reported family violence disproportionately impacts Black/African American and Latinx populations.
2. Family violence disproportionately affects women and girls.
3. The use of weapons, especially firearms, in domestic violence incidents is on the rise; there has been an increase in 911 calls concerning weapons and multiple homicides related to firearms. Between FY 2018 and FY 2019, there was a 44% increase in armed assailants with guns.

4. There remains a significant need for shelter for survivors of family violence in San Francisco: four out of five clients are turned away from emergency shelter.

**Gender Based Violence Prevention & Intervention Grants Program**

The Gender-Based Violence Prevention and Intervention Grants Program addresses the safety and well-being of women, girls and gender non-confirming individuals thorough violence prevention programs. The Department continues to prioritize domestic violence, sexual assault, sexual exploitation and human trafficking victims/survivors, and provides a continuum of service through emergency domestic violence shelters, transitional housing programs, legal services, crisis line services, prevention and education programs, and crisis intervention and advocacy services. The funds allocated to these services are provided to the Department though the City’s General Funds, with the exception of a dedicated source of funding called Marriage License Fees (MLF). By state law, the MLF fees are reserved for emergency domestic violence shelters. The Department divides these equally between the three emergency domestic violence shelters here in San Francisco.

For Fiscal Year 2019-2020, the Department distributed grants totaling $8,584,767 to 41 community-based programs that provided essential violence prevention and intervention services to the community, which included services to adults and youth, who were survivors of domestic violence, sexual assault, and human trafficking. Programs were focused in six core service areas: Crisis Lines, Intervention and Advocacy, Legal Services, Prevention, Education, and Training, Emergency Shelter, and Transitional Housing. Partner Agencies served 14,501 unduplicated individuals and provided 49,589 hours of supportive services.

In Spring of 2020, the Department released a competitive Request for Proposals (RFP) for the Gender Based Violence Prevention and Intervention Grants Program. The release of the RFP represented a unique opportunity for the Commission and Department to align grant making decisions with the most pressing needs of the community and to partner with nonprofit organizations meeting those needs. The Department received 48 proposals, 10 more programs than we currently fund, and a request of nearly $12.5 million in annual funding, almost $4 million more than we currently fund or have available to allocate to the community to provide these critical services. The applications were sent to independent review panel members, with expertise in gender-based violence or a closely related field, to independently review and score the proposals. In May 2020, the Commission approved the recommended list of 41 community-based programs sponsored by 28 organizations to receive funding. The new contracts will go into effect in the new fiscal year.