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City and County of San Francisco
Department on the Status of Women



London N. Breed
Mayor

DIRECTOR'S REPORT
January 22, 2020

Each heading refers to a specific policy area as reflected in the Commission's Strategic Plan.

I. Policy Leadership & Outreach on the UN Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) Ordinance

A. Gender Analysis

1. Sworn Women's Advancement in the Police Department

On January 8, Policy and Projects Director Elizabeth Newman presented the *Pathways to Promotion: Gender Analysis of the San Francisco Police Department* report before the Police Commission. The Police Commissioners were very impressed with the comprehensive report and complimented Ms. Newman on the data formatting which was easily accessible by readers. Commissioners for regular progress updates on recommendations to expand promotional opportunities for sworn women officers contained in the report. Ms. Newman and I committed to continuing to provide technical assistance to the Police Department but explained that the progress updates should be developed by Police Department staff.

B. Women's History Month

1. Women's History Month Celebrations, March

Please make a note that during the first week of March we will be organizing the Annual Women's History Month Celebrations with the Mayor and Board of Supervisors. We are working to confirm the date of the celebrations and will let you know as soon as possible. For now, we are holding March 2 for a ceremony with the Mayor and March 3 for the Board of Supervisors program. The 2020 Women's History Month theme is "Valiant Women of the Vote." As you know, 2020 marks the centennial of women's suffrage, so this year's Women's History Month will be very important.

C. UN Commission on the Status of Women, March 7-21

This year marks the 25th anniversary of the UN World Conference on Women where the Beijing Platform for Action was concluded. Leaders of the women's movement will gather in New York for the 2020 UN Commission on the Status of Women meetings, March 7-21. The Non-Governmental Organization Committee on the Status of Women, New York (NGO CSW NY) hosts an NGO Forum and put out a call for parallel sessions exploring achievements since 1995 and challenges ahead. This year, I provided technical assistance to other San Francisco-based groups interested in convening a parallel session. All five proposed sessions were selected:

1. *"ABCs of Collaboration in Ending Human Trafficking" by the San Francisco Collaborative Against Human Trafficking*
2. *"Amplify, Act, Advance: Youth Voice to Address Sexual Exploitation" by Freedom Forward*
3. *"Accelerating Gender Equity and Women's Economic Empowerment: Salary Negotiations Workshop" by the Friends of the Commission on the Status of Women*

4. *“Aging & Women: Promoting Economic Security and Ending Abuse” by the National Council of Jewish Women San Francisco Chapter*
5. *“Environmental Justice & World Leadership: Lessons from a CEDAW State,” Office of Governor Gavin Newsom, Department on the Status of Women, and the Commission on the Environment.*

As a reminder, my participation in the UN CSW meetings annually is very much a part of my professional development. Other city department heads typically participate in annual industry association conferences where they can network and gather best practices from other municipalities. Unfortunately, the National Association of Commissions on Women and the Association of California Commissions on Women are severely under-resourced. No other Commission commands a nearly \$10 million budget with a professional staff of 7, so while our work is very much held up as best practices, no other Commission is as robust as ours nationally. The Department has also made participation in the NGO CSW Forum a centerpiece of the Policy Fellows Program to expose Fellows to the very wide world of the women’s movement, both here and abroad. The experience has changed the career trajectories of past fellows. I hope that Commissioners will consider joining the 2020 San Francisco Delegation from March 7-14 or some subset of dates.

D. Friends of the Commission on the Status of Women

On January 10, Commissioner Carrie Schwab-Pomerantz and I attended the Friends of the Commission strategic planning retreat hosted at the Hivery women’s shared workspace facility at Fort Mason. We heard from founder Grace Kraaijvanger, a former professional dancer who transitioned to tech marketing but yearned for a safe and welcoming shared workspace. The Friends board intends to partner with the Hivery to expand women-focused programming.

Commissioner Schwab-Pomerantz and I briefed the Friends board about the Commission’s new strategic plan and how the Friends can amplify the work. We agreed that the salary negotiations workshops have been very successful and will continue to be part of the Friends work. Tonight, you will be hearing a full report from Friends Executive Director Verna Liza Caba, whose support of the Department has been tremendous. Before we departed, the Friends presented us with a \$25,000 gift check based on proceeds from the 2019 CEDAW Women’s Human Rights Awards Luncheon. The funds will be directed to support a Public Policy Fellow at the Department.

E. Inauguration of Mayor London Breed, Sheriff Paul Miyamoto

On January 8, I attended the inaugurations of Mayor Breed and Sheriff Miyamoto.

II. Women’s Economic Empowerment

A. Expanding Economic Opportunities

1. Economic Empowerment Project

Public Policy Fellow Linnea Fox has conducted analysis on workforce development programs and is working on synthesizing these findings into a report. Ms. Fox has also researched models from other cities and existing literature to inform the development of recommendations and resources to expand women’s economic opportunities in San Francisco.

2. April 4 Networking Event for Girls

Room to Read, a non-profit based in San Francisco, requested assistance in organizing an event on April 4 to connect members of the Young Presidents Organization with local girls who are interested in entrepreneurship and leadership. I plan to reach out to our girl-serving Partner Agencies to see if we can bring high school girls together with young CEOs for a networking event. There will be a networking training

for the girls in advance of the April 4 event. Please let me know if you are interested in participating in this effort to inspire young women to become tomorrow's CEOs.

3. City Hall Fellows Project on Women in Non-Traditional Employment

Thanks to the advocacy of President Breanna Zwart, the Department of Human Resources has agreed to lead a project by the City Hall Fellows to update our report on *Women in Non-Traditional Employment*. In the absence of Ms. Newman who is on parental leave, I agreed to provide technical assistance to the project which we did not have the capacity to lead.

III. Women's Health & Safety

A. Violence Against Women Prevention and Intervention Grants Program

1. Request for Proposals for Gender-Based Violence Prevention and Intervention Grants Program

As previously reported last December, the Department released the Request for Proposals (RFP) for Gender-Based Violence Prevention and Intervention Services for a new five-year funding cycle to begin in July 1, 2020. The release of this RFP represents 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. A bidder's conference was convened on December 12. Applications are due this Friday, January 24 and the Commission will be asked to vote on the Funding Recommendations at its March 25 Commission meeting.

2. Citywide Non-Profit Monitoring and Capacity Building Program

The Citywide Nonprofit Monitoring and Capacity Building Program is underway for the current fiscal year and the City's funded nonprofit organizations will receive a monitoring assessment this year. Approximately 180 non-profit contractors will participate in either a self-assessment or site visit as part of the Citywide Nonprofit and Fiscal Compliance Monitoring Program. Associate Director Carol Sacco represents the Department on the Steering Committee and will be the lead for eight nonprofit monitoring visits this year and will also participate in the shared responsibility of monitoring the Department's Partner Agencies within the City's shared pool of funded non-profits.

B. Bayview Domestic Violence High Risk Pilot Project

1. Leveraging Collaboration to End Domestic Violence – Blue Shield Grant

Eight focus groups with youth were completed as part of the Blue Shield of California Foundation Grant. The groups were conducted through collaboration with Phoenix Project, LYRIC, Community Youth Center, and Roadmap to Peace, producing over 14 hours of material. Policy and Grants Associate Kyoko Peterson is now analyzing the results from the focus groups in collaboration with Young Community Developers and Safe & Sound. Results are forthcoming and will be presented to the Commission at a future meeting.

C. Human Trafficking

1. San Francisco Safety, Opportunity, and Lifelong Relationships (SF SOL) collaborative project

We are continuing to coordinate the SF SOL collaborative project. Following a soft-opening of the Helping Young People Elevate (HYPE) multi-service center in the Potrero neighborhood on December 12, the HYPE Center will be opening its doors to all youth at the end of next month, offering onsite childcare, laundry, hot meals, shower facilities, and mental health, housing, employment and education programming. Claire's House, a new short-term residential therapeutic program for commercial and sexually exploited (CSE) youth named in honor of Alameda County District Attorney Nancy O'Malley's mother, has also launched and is a new housing placement option for these youth. We are also in the process of developing a referral

protocol for Family and Children’s Services and the Juvenile Probation Department to refer CSE involved youth into the SOL pilot.

2. Outreach to Department of Homelessness & Supportive Housing (DHS), San Francisco Police Department

On December 12, we met with Dedria Black, the newly appointed Deputy Director for Programs, and senior manager Scott Walton at the DHS to brief them on the SF SOL project.

On December 19, Policy and Grants Manager Elise Hansell and Senior Manager of Human Trafficking Outreach, Prevention, Education Roxanne Alejandre, and I met with Chief William Scott and San Francisco Police Department (SFPD) leadership regarding SF SOL as well as the SFPD Department General Order 6.09 on domestic violence response.

3. San Francisco Collaborative Against Human Trafficking (SFCaHT)

The Department is continuing its robust human trafficking outreach, education, and prevention work. We organized and participated in the SFCaHT press conference on Monday, January 13. With both community service providers, federal law enforcement, and state and local government representatives including the newly appointed District Attorney Chesa Boudin, as speakers, the conference marked the 10th anniversary since the launch of SFCaHT by then-Mayor Gavin Newsom, then-District Attorney Kamala Harris, and others at City Hall. The awardees this year were the Honorable Gavin Newsom received by Elmy Bermejo, Artist Activist Regina Evans, Deputy Public Defender Patti Lee, Founder of Love Never Fails Vanessa Russell, and Youth Champion Sakshi Satpathy.

4. Human Trafficking Awareness Month

January is Human Trafficking Awareness Month and the Department is posting trafficking resources on our social media platforms throughout the month. The awareness activities will conclude on Saturday, February 28 with the SFCaHT Teen Power Summit, showcasing winners of the teen poster and essay contests, at the War Memorial Veterans Building. The venue was made possible in partnership with the United Nations Association of San Francisco.

D. Public Transit Safety

1. San Francisco Human Rights Commission (HRC) Transit Equity Meeting

On December 10, Ms. Newman attended the HRC Transit Equity Meeting to provide comment on the Alliance for Girls Policy Advocacy Committee’s work to address sexual harassment on public transit. The Bay Area Rapid Transit (BART) System has committed to a public outreach campaign to counter sexual harassment.

2. Sexual Harassment and Women’s Safety Issues on Transit

On January 13, Ms. Hansell and Ms. Fox hosted a meeting between the San Francisco Municipal Transportation Agency and the Alliance for Girls Policy Advocacy Committee Members about sexual harassment and women’s safety issues on transit. Commission President Breanna Zwart has asked that this item be placed on the agenda for the February Commission meeting.

E. Family Violence Council

1. Domestic Violence Liaison Program

The Department leveraged its grantee expertise for two different trainings of participating members of the Domestic Violence Liaisons program for City and County of San Francisco (CCSF) employees. The first day of training was for renewing liaisons, it was led by Community United Against Violence and WOMAN Inc. and at the second training for new liaisons the training was led by Cooperative Restraining Order Clinic,

WOMAN Inc., and Legal Aid at Work. We offer sincere thanks and respect to our allies in the community for helping train CCSF employees.

2. Domestic Violence Death Review Team

On December 16, Ms. Hansell facilitated the San Francisco Domestic Violence Death Review Team meeting at the Medical Examiner's Office. This review also served as a "Sentinel Event Review" conducted by the National Institute of Justice and Quattrone Center for the Fair Administration of Justice. A key component of our federal grant, the domestic violence death review had not been conducted in over a decade and represented an important milestone in advancing accountability of city agencies to the families of domestic violence homicide victims.

3. Outreach to Department of Human Resources (DHR)

On January 15, Ms. Hansell and Public Policy Fellow Michelle Lau, and I met with DHR Chief of Policy Mawuli Tugbenyoh to provide an update on the Domestic Violence Liaison Program and to discuss the creation of a CCSF Workplace Policy on Domestic Violence, Sexual Assault, and Stalking.

4. Outreach to Professor Lara Bazelon, member of District Attorney Chesa Boudin's transition team

On January 6, Ms. Hansell and I briefed Professor Bazelon about the work of the Department to end gender-based violence and invited the newly-elected District Attorney to speak at a future meeting of the Family Violence Council.

IV. Department Administration

A. Budget

Budget Instructions have been given to the Department and Senior Fiscal & Policy Analyst Natalie Alvarez has prepared the budget proposal utilizing the instructions for FY2020-2021, 2021-2022. The specific target information for the Department is \$335,069 reductions in FY2020-2021 and \$670,139 reductions in FY2021-2022.

There is new legislation on budget transparency that mandates that departments share their budget proposals in a public meeting and post the information on their websites. At the meeting tonight, Ms. Alvarez will be presenting the proposed budget to the Commission and this Commission meeting will serve as the public meeting on the Department's budget process.

B. Donation

The Friends of the Commission on the Status of Women presented the Department with a check for \$25,000, to be used towards the Policy Fellows Program which, as you know, has created meaningful professional opportunities for dozens of women and expanded the Department's capacity significantly over the years. I want to thank the Friends for all their help and support.

C. Department Staffing

Ms. Newman is now on parental leave for the next six months.

V. Calendar

Events organized or co-sponsored by the Commission and Department are in italics. Events are in San Francisco unless otherwise noted.

Wed, Feb 26 *Family Violence Council Meeting, 3 – 5 pm, 400 McAllister, Room 617*
 Commission Meeting, 5 – 7 pm, City Hall, Room 408

Sun, Mar 8	NGO CSW Consultation Day, New York
Mon-Fri, Mar 9-13	UN Commission on the Status of Women 64 th Session
<i>Wed, Mar 24</i>	<i>Family Violence Council Strategic Planning Retreat, TBD</i>
<i>Wed, Mar 25</i>	<i>Commission Meeting, 5 – 7 pm, City Hall, Room 408</i>
<i>Wed, Apr 22</i>	<i>Commission Meeting, 5 – 7 pm, City Hall, Room 408</i>
<i>Wed, May 27</i>	<i>Commission Meeting, 5 – 7 pm, City Hall, Room 408</i>
<i>Wed, Jun 24</i>	<i>Commission Meeting, 5 – 7 pm, City Hall, Room 408</i>
<i>Wed, Jly 22</i>	<i>Commission Meeting, 5 – 7 pm, City Hall, Room 408</i>