



# FISCAL YEAR 2014 -2015 **ANNUAL REPORT**

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CITY AND COUNTY OF SAN FRANCISCO  
COMMISSION AND DEPARTMENT ON THE STATUS OF WOMEN



## LETTER FROM THE COMMISSION PRESIDENT NANCY KIRSHNER-RODRIGUEZ

Dear Friends,

This past year marks the 40<sup>th</sup> anniversary of the Commission. In looking back on these 40 years, we see that women have come a long way. The United Nations announced 1975 to be the "International Women's Year," hosted the first world conference on women in Mexico City, and launched the "International Decade for Women." In March 1977, President Jimmy Carter named New York Congresswoman Bella Abzug President of the National Commission on the Observance of International Women's Year, and a National Women's Conference was held in Houston in September with over 20,000 participants from all 50 states. This led to a reinvigoration of Commissions on Women at the state, county, and city levels, some of which started as early as 1967 as part of the President's Commission on the Status of Women under the Kennedy Administration. Unfortunately, tight public budgets in the intervening years rolled back these gains and many Commissions were defunded, expected to operate on volunteer staffing and private funding. To counter this trend, the voters of San Francisco approved a local measure in 1994 to designate the city's Commission on the Status of Women as a permanent charter commission, to be staffed by the Department on the Status of Women. Today, our Commission, with 6 permanent staff members and a budget of over \$6 million, is one of the strongest in the nation. You will see in the following pages, the tremendous contributions this small but mighty department has made to advance women's human rights in San Francisco and beyond. As my presidency comes to a close, I want to thank my fellow Commissioners for their shared vision and steadfast support.

A handwritten signature in black ink that reads "Nancy Kirshner-Rodriguez".



## LETTER FROM EXECUTIVE DIRECTOR EMILY M. MURASE, PHD

Dear Friends,

In his January 2015 State of the City address, Mayor Edwin M. Lee pronounced "Women's Empowerment" as one of his top priorities as part of his "Shared Prosperity Agenda," calling for public outreach campaigns on domestic violence and human trafficking and the elimination of barriers to women's economic opportunity. He introduced in 2014 and again in 2015 resolutions at the U.S. Conference of Mayors to underscore this commitment. Time and again, San Francisco has shown itself to be a leader on advancing women's human rights locally, regionally, nationally, and internationally. I am very proud to lead the work of the Department on the Status of Women that executes the policy priorities of the strongest Commission on the Status of Women in the country. I want to thank President Kirshner-Rodriguez for her strong leadership, and congratulate her on her new role as Executive Director of the California Commission on the Status of Women. I want to acknowledge the contributions of departing Commissioners Amy Ackerman, Alicia Gamez, and Mary Jung, and continuing Commissioners Andrea Shorter, Julie Soo, and Nancy. I look forward to working with new Commissioners Debbie Mesloh, Breanna Zwart and Olga Ryerson. Special thanks to my staff for exceptional dedication to this work. Finally, I would like to acknowledge the many community service providers and supporters who make our work possible.

A handwritten signature in black ink that reads "Emily M. Murase".

## 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.

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), and international bill of rights for women and girls.

### Commission Members (*Pictured right*)

Nancy Kirshner-Rodriguez, President  
Andrea Shorter, Vice President  
Amy Ackerman, Commissioner  
Alicia Gamez, Commissioner  
Mary Jung, Commissioner  
Debbie Mesloh, Commissioner  
Julie D. Soo, Commissioner



### Current Department Staff

Emily M. Murase, PhD, Executive Director  
Natalie Alvarez, Fiscal & Policy Analyst  
Minouche Kandel, Women's Policy Director  
Herschell Larrick, Management Assistant & Commission Secretary  
Elizabeth Newman, Work Place & Legislative Director  
Carol Sacco, Associate Director



### Previous Department Staff

Andrea Evans, Senior Development Manager  
Elizabeth Laferriere, Legislative Director  
Stephanie Nguyen, Fiscal & Policy Analyst  
Iris Wong, Executive Management Assistant



### Policy Fellows and Interns

Archana Agarwal, Policy Fellow  
Sarah Maya DeGuzman, PAAWBAC  
Grace Fisher, Policy Fellow  
Tara Gamboa-Eastman  
    – Gender Equality Principles Fellow  
Allison Ipsen, Policy Fellow  
Jeddie Kawahatseu, PAAWBAC  
Lynn Lee Murphy, Policy Fellow  
Julie Lim, Policy Fellow  
Elizabeth Newman, Policy Fellow

### Summer 2014 Interns

Celia Mae Flinn, Claremont McKenna College  
Eva Morgenstein, Smith College  
Sarah Scriven, Duke University  
Emma Williams-Baron, Reed College



## MAJOR EVENTS

### **CEDAW Women's Human Rights Awards Luncheon**

The annual luncheon organized together with the Friends of the San Francisco Commission on the Status of Women took place on September 22, 2014 at Julia Morgan Ballroom of the Merchants Exchange Building. The sold-out event honored 12 exceptional individuals.

*Art – Ms. Regina Scully*

*Claire Joyce Tempongko Memorial Award – Ms. Liz Aguilar-Tarchi, District Attorney's Office*

*Community Building – Ms. Rita Semel, Interfaith Council*

*Corporate – AT&T/Mr. Ken McNeely*

*Education – Ms. Alecia DeCoudreaux, Mills College*

*Global/Sustainability – Ms. Becca Prowda, Levis Strauss & Co.*

*Government – Ms. Catherine Dodd, San Francisco Health Service System*

*Health – Dr. Nancy Milliken, University of California at San Francisco*

*International Comity – Ms. Soon-Young Yoon, Committee on the Status of Women – New York*

*Law – The Honorable Tani Cantil-Sakauye, California Supreme Court*

### **Domestic Violence Awareness Month**

The Department, together with its community partners working to eliminate domestic violence from San Francisco kicked-off October as Domestic Violence Awareness Month at the beginning of October 2014. For the second time, City Hall was lit purple, the official color of domestic violence awareness month.



### **San Francisco Collaborative Against Human Trafficking Conference on Labor Trafficking**

The SFCaHT Labor Trafficking Conference held on Wednesday, December 3, 2014 at the California State Building Milton



Marks Conference Center was a tremendous success. U.S. Department of Labor Representative Elmy Bermejo, State Senator Mark Leno, Assessor-Recorder Carmen Chu, Board of Supervisors President Katy Tang, and Public Defender Jeff Adachi were among the federal, state, and local officials who spoke at the conference. In particular, the harrowing tale told by labor trafficking survivor Sarah Balabagan about the sexual assault and exploitation she experienced as a 14-year old who left her native Philippines to work as a domestic servant in the United Arab Emirates inspired the 100+ conference participants. The conference featured stellar speakers on 5 panels, including Local Responses, Vulnerable Industries & Populations, Protection & Assistance to Labor Trafficking Victims, Prevention of Labor Trafficking, and the Anatomy of a Case. Commissioner Julie Soo, Co-Chair of SFCaHT, provided tremendous leadership for the event.

### **Mayor's State of the City Address**

On January 15, 2015, Mayor Lee announced his five policy priorities as part of his "Shared Prosperity Agenda," and named "Women's Empowerment" among his priorities. Importantly, he highlighted domestic violence and human trafficking as key areas of focus. As part of this agenda, we partnered with the Department of Human Resources to address barriers for women employees of the City and supported the Mayor's Office in the initial planning of a women's economic empowerment summit that Mayor Lee will host with Oakland Mayor Libby Schaaf. The full text of his remarks is available at [www.sfmayor.org/shared-prosperity](http://www.sfmayor.org/shared-prosperity).



### Cities for CEDAW Campaign

Work continued on the challenge Mayor Ed Lee made in March 2014 for 100 other Mayors to pursue local measures modeled after the 1998 San Francisco CEDAW Ordinance that reflects the principles of the UN Convention on the Elimination of All Forms of Discrimination Against Women. As a peer leader on the Cities for CEDAW Campaign, the Department, with the leadership of President Nancy Kirshner-Rodriguez, actively participated in the planning for the January 20 national virtual conference on Cities for CEDAW, organized by the NGO Committee on the Status of Women, New York and timed to leverage the US Conference of Mayors Winter Meeting from January 21 – 23. The Department, together with Women's Intercultural Network, US National Committee for UN Women – San Francisco, the San Francisco and East Bay Chapters of UN Association of USA, and Accelerate: Women and Girls, organized a local event to gather leaders of women's organizations throughout the San Francisco Bay Area on Tuesday, January 20, 2015. Participants joined the national conference webinar to learn about the campaign, and then committed to three action steps to push the campaign forward in their local communities. The program included a briefing of UN Women and the Beijing Declaration and Platform for Action 20<sup>th</sup> Anniversary, and featured participation by Daly City Councilmember David Canepa, District Director for Assemblymember David Chiu Jen Kwart, and Lani Kent of the Mayor's Office.

### Association of California Commissions for Women (ACCW)

On January 31, 2015, the Department hosted the ACCW Winter Meeting with 40 Commissioners on the Status of Women from across the state. The Department provided updates on the Cities for CEDAW Campaign, the Gender Analysis of Commissions and Boards, and the Family Violence Council Report.

### One Billion Rising San Francisco



In partnership with V-Day, the Domestic Violence Consortium, and many other community partners, the Department helped organize this year's One Billion Rising – Revolution event inside City Hall on February 12, 2015. Hundreds of supporters to end violence against women gathered in the Rotunda to dance, sing, and celebrate the power of women and their allies. Video clips from the event can be found at [onebillionrisingsf.org](http://onebillionrisingsf.org).

### 11<sup>th</sup> Annual Women's History Month Awards Ceremony & Reception: "Weaving the Stories of Women's Lives"

March is nationally recognized as Women's History Month and the Commission and Department marked the occasion with several festivities the first week in March. On March 2, 2015, we celebrated Women's History Month with Mayor Edwin M. Lee and First Lady Anita Lee. On March 3, 2015, we joined the Members of the Board of Supervisors to recognize their honorees for Women's History Month. Both events were well attended with a standing room only crowd. Following the Board of Supervisors' recognition, the Friends of the Commission hosted a reception for all the honorees in the Mayor's Conference Room. Below is the complete list of the 2015 honorees.

- Honored by Supervisor Scott Wiener – *Sherilyn Adams, Larkin Street Youth Services*
- Honored by Supervisor Norman Yee – *Erin Clark, Stonestown Family YMCA*
- Honored by Supervisor David Campos – *Anastacia Powers Cuellar, Brava! For Women in the Arts*
- Honored by Supervisor Katy Tang – *Cara Cuper, Francis Scott Key Elementary School*
- Honored by Supervisor Malia Cohen – *Kimberly Ellis, Emerge California*
- Honored by Supervisor Mark Farrell – *Wanda Holland Greene, Hamlin School*
- Honored by Supervisor Julie Christensen – *Rita G. Mah, Chinese Newcomers Service Center*
- Honored by Supervisor John Avalos – *Maria Carolina Morales, Community United Against Violence*
- Honored by Supervisor London Breed – *Doniece Sandoval, Lava Mae*
- Honored by Supervisor Jane Kim – *San Francisco Women Against Rape*

Honored by Supervisor Eric Mar – *Maria Stokes, Project Open Hand*  
 Honored by Mayor Edwin M. Lee– *Sherilyn Adams, Larkin Street Youth Services*  
 –*Dr. Priscilla Chan, University of California, San Francisco, Department of Pediatrics*  
 –*Gail Gilman, Community Housing Partnership*  
 –*Deborah Peralta, Community Advisory Committee on Special Education*  
 Honored by District Attorney George Gascón– *Chief Wendy Still, Adult Probation Department*



### **UN Commission on the Status of Women, New York**

Commission President Nancy Kirshner-Rodriguez and staff participated in the NGO Committee on the Status of Women 59<sup>th</sup> Forum in New York during the week of March 8, 2015. The theme of the two-week forum was the 20<sup>th</sup> Anniversary Review of the Beijing Declaration and Platform for Action, and the Post-2015 Sustainable Development Goals Agenda following the sunset of the Millennium Development Goals. In honor of International Women’s Day on March 8, 2015, UN Women organized a March for Gender Equality and Women’s Rights from UN Headquarters to Time Square, with each block dedicated to one of the twelve Critical Areas of Concerns in the Beijing Platform for Action. We marched along with at least 5,000 activists, ranging from different age groups, ethnicities, genders, and sexual orientations.

The Department organized three parallel sessions:

- *A Toolkit to Advance Women in the Workplace: New Research, Online Tools, and Innovative Policies from San Francisco and Beyond*
- *How to Join the Cities for CEDAW Campaign: Practical Strategies from San Francisco, Louisville, Salt Lake City, North Carolina + a Social Media Maven!*
- *Combining Government, Civil Society, and the Tech Industry to Fight the Hidden Epidemic of Human Trafficking in San Francisco and Beyond*

On March 10, 2015, we were invited to participate in the Women’s Empowerment Principles Annual Event inside the UN Headquarters. UN Secretary-General Ban Ki-moon and Former Secretary of State Hillary Rodham Clinton both stated that gender equality is a smart thing for businesses and governments, and called for businesses to collect data on gender equality so that it can be improved.

### **Mayor's Campaign to End Bullying**

The Department partnered with the Mayor's Office to launch the Anti-Bullying Student Ambassador Campaign. Staff worked closely with the San Francisco Unified School District Student Advisory Council, the San Francisco Youth Commission, tech start-up Caravan Studios, and a number of community-based organizations to develop and execute the Campaign. Together they facilitated workshops for student groups and community-based organizations on bullying and bullying-related issues to over 50 middle and high school students. On April 7, 2015, the Department hosted a film screening of Lee Hirsch’s compelling documentary *Bully* at the Koret Auditorium of the Main Library. The Campaign concluded with the Anti-Bullying Solutions Generator, a collaboration between the Department and Caravan Studios that empowered over 25 young people to develop ideas for smartphone apps to address bullying among their peers.



### **Women in Public Service Project Institute at Mills College**

On April 17, 2015, we hosted the 2015 Women in Public Service Project delegates, hand-selected global women leaders who are part of a program launched by then-Secretary of State Hillary Clinton and hosted by Mills College this year, for a briefing at City Hall with the women Supervisors and Department Heads, and a tour of the Oceanside Waste Water Treatment Plant.

### **US Conference of Mayors Annual Conference, Resolution on Accelerating Women's Economic Empowerment**

Mayor Edwin M. Lee hosted over 450 mayors from across the country for the 83rd Annual Meeting of the US Conference of Mayors, June 19-22, 2015, at the Moscone Convention Center. Mayor Lee submitted a resolution entitled "Accelerating Women's Economic Empowerment" that was co-sponsored by New York Mayor Bill de Blasio, Los Angeles Mayor Eric Garcetti, Chicago Mayor Rahm Emanuel, Baltimore Mayor and incoming President of the US Conference of Mayors Stephanie Rawlings-Blake, among several others. The resolution passed by the body urges mayors to:



*Accelerate women's economic empowerment and opportunity by development policy solutions such as advancing equal pay in the private sector, fostering female entrepreneurship, encouraging girls and young women in STEM education, establishing family friendly workplace policies, expanding childcare availability, and ensuring economic security for seniors.*

### **Mayors Roundtable**

The Department and the It's Time Network organized a Mayors Roundtable for June 18, 2015 on women's issues on the eve of the US Conference of Mayors meeting. The It's Time Network is building a national network of regional committees focused on advancing women and girls. As a business member of the US Conference of Mayors, the It's Time Network has access to over 1,000 mayors across the country.

The Roundtable aimed to improve conditions for women and strengthen communities by engaging women-friendly mayors and civil society leaders in a discussion about policies to accelerate the advancement of women and girls. A final report highlighting policy responses from a variety of sources will be issued and distributed to mayors by the It's Time Network. The event sold out, with more than 100 San Francisco Bay Area leaders and 10 mayors from across the country, including California, Florida, Massachusetts, Nevada, and Rhode Island in attendance. Following remarks by mayors, the heart of the event was roundtable discussions along 11 themes: Economic Security, Workplace Policies, Women and Civic Engagement, Women's Health/Reproductive Rights, Ending Violence Against Women, Human Trafficking, Housing & Homelessness, STEM & Girl's Leadership, Nuts & Bolts of the Cities for CEDAW Campaign, LGBT Rights & Issues, Women & the Environment. Output from these roundtable discussions will form the basis for the final report.

## **WOMEN IN THE WORKPLACE**

### **Gender Equality Principles Initiative**

On January 30, 2015, the Department hosted *Transforming Workplace Culture: The 2015 Gender Equality Practices* at Charles Schwab Center. Notable attendees included Mayor Edwin M. Lee, Supervisors Katy Tang and Scott Weiner, President Kirshner-Rodriguez, Commissioner Amy Ackerman, members of the offices of Leader Nancy Pelosi and Assemblymember David Chiu, and members of Commissions on the Status of Women around the state. The event showcased 12 of the 13 companies who participated in the 2014 Gender Equality Challenge, each exemplifying one of the seven Gender Equality Principles. Discussions during roundtables were inspiring to participants and motivating for



the company representatives. The event also featured Amanda Kimball, a UC Davis researcher who presented on *2014-2015 UC Davis Study of California Women Business Leaders*. This presentation, along with remarks from elected officials and summaries of each practice, are all uploaded on the GEP YouTube channel.

### **Equal Pay Ordinance**

In the fall of 2014, the Department worked with Supervisor David Campos' staff to enact a local ordinance, modeled after federal contracting requirements, that requires qualifying contractors and subcontractors with the City and County of San Francisco to submit an annual Equal Pay Report to the Human Rights Commission (HRC). The Equal Pay Report requires summary information on employee compensation identified by sex, race, sex and race, and other data as required by the HRC, which can investigate wage disparities and report any findings of discrimination to the awarding City agency for issuance of penalties. The legislation also established an Equal Pay Advisory Board to which the Commission appointed two of the seven members, Anu Menon and Margi English. Staff presented to the Advisory Board and supported their work to develop data collection and implementation procedures for the Equal Pay Ordinance.

### **Family Friendly Workplace Ordinance**

The Department worked closely with the Board of Supervisors to support the Family Friendly Workplace Ordinance, which was signed into effect by Mayor Edwin M. Lee in October 2013. Sponsored by Board President David Chiu, this measure prohibits workplace discrimination in San Francisco based on parental or caregiver status, and allows all parents or caregivers the right to request flexible and predictable schedules to work around their caregiver responsibilities.

The Gender Equality Principles Initiative worked with community allies to create the Family Friendly Workplace Ordinance Business Case Fact Sheet, and Department staff worked with Office of Labor Standards Enforcement and Legal Aid Society – Employment Law Center to develop an outreach and evaluation plan for the ordinance. The Department successfully secured \$75,000 to conduct outreach for the ordinance, which included a capacity-building grant for a community based organization or coalition to create and implement a sustainable strategy for informing workers and employers of their work-family rights and shifting the culture around flexibility. The Department brought on an Outreach Fellow, who coordinated the partners and organized a panel on this local scheduling legislation at the May 15, 2015 Family Economic Success Forum.

### **Healthy Mothers Workplace Coalition**

The Healthy Mother Workplace Coalition organized the second annual Awards for Excellence in Maternal Health and Equity, and recognized the 24 winners in September 2014 at the Healthy Mothers Workplace Awards Ceremony. Winning companies ranged in size from 4 to 8,000 employees, and included nonprofits, legal service providers, technology companies, government agencies, retail and marketing organizations, and those offering healthcare and engineering services. The Department continues to be proud of its collaboration with the Coalition, comprised of representatives from governmental agencies, nonprofits, commissions, and private sector employers.



## **WOMEN'S HEALTH & SAFETY**

### **Violence Against Women (VAW) Prevention & Intervention Grants Program**

This year, Mayor Lee once again exemplified his firm stance against gender-based violence with a marked increase in the funding, amounting to over \$700,000, dedicated to community-based programs that address domestic violence, sexual assault, and human trafficking. This momentous increase enabled the Department to both maintain existing, eligible programs and expand our Violence Against Women Prevention & Intervention Grants Program to better support underserved communities. The Department is proud to distribute grants totaling \$4.7 million to fund 32 community-based organizations that provide services in the six service areas: Crisis Line Services, Emergency Shelter, Transitional Housing, Intervention & Advocacy, Legal Services, and Prevention, Education & Training.

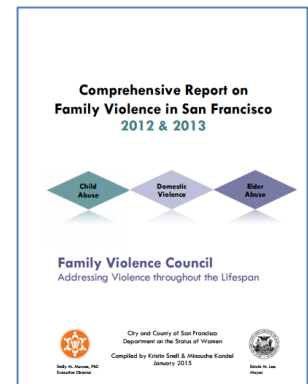


At the annual Partner Agency Meeting on June 16, 2015, the topic of the meeting was Emergency Preparedness, including Organizational Emergency Preparedness and Business Continuity Planning. We had presentations from Megan Stephenson, Community Preparedness Coordinator, Department of Emergency Management and Dr. Peggy Jackson, Peg Jackson & Associates on Business Continuity. Dr. Jackson presented how to respond to a crisis, how to move beyond the crisis, and how to resume operations after a crisis. The meeting was well-attended with nearly all of the Partner Agencies represented.

### **Family Violence Council Ordinance, Annual Report**

In partnership with the Department, Supervisor Katy Tang authored legislation to amend the Family Violence Council Ordinance to expand the members of the Council to include the Public Defender, School District, Juvenile Probation, Animal Care & Control, Fire Department, and Human Resources.

The Family Violence Council report for Fiscal Years 2012 and 2013 was released on February 17, 2015. It is now available on our website: [SFGov.org/DOSW/Family-Violence-Council](http://SFGov.org/DOSW/Family-Violence-Council).



### **Human Trafficking**

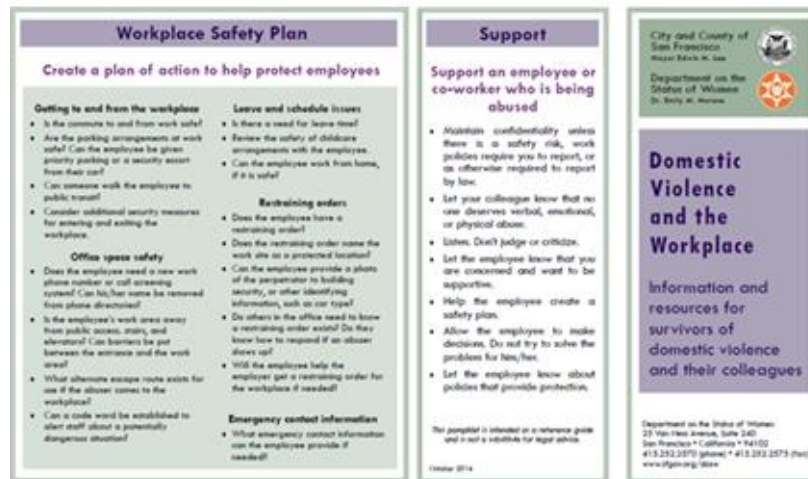
The Mayor's Task Force on Anti-Human Trafficking started meeting in March of 2013. During its first year through June 2015, the Mayor's Task Force generated a strong collaboration among city and community agencies and formed three committees: (1) Child Sex Trafficking; (2) Illicit Massage Parlor; and (3) Labor. The Child Sex Trafficking committee was the most active, meeting monthly. The Illicit Massage Parlor committee met quarterly. The general Task Force met bi-monthly. The following are highlights of the year:

- **Data Collection**  
The Task Force agreed on the need to start collecting data on the number of trafficking cases each agency handles, to be compiled into an annual report.
- **Matrix of Services**  
The Task Force mapped out the services that currently exist for trafficking survivors in San Francisco which is available on the Department website.
- **Identified Gaps**  
The Child Sex Trafficking Committee identified a crucial gap in existing services which must be filled: the need for an after-hours emergency response to commercially, sexually exploited children.
- **Strengthened of Enforcement of Illicit Activities at Massage Parlors**  
In close collaboration with the Department, Supervisor Katy Tang successfully sponsored an ordinance that strengthened regulation of massage parlors where trafficking may be occurring. Importantly, this ordinance eliminated penalties levied against employees of the massage parlors, who may be trafficking victims.
- **Policy and Protocol Development**  
The Human Services Agency has, for the first time, created a screening tool to screen youth for child sex trafficking, and is piloting it with several youth serving agencies. Once finalized, it will be available to all the agencies which interact with youth who may be at risk of child sex trafficking.
- **Training**
  - The Juvenile Probation Department will be prioritizing training in child sex trafficking for the upcoming year.
  - The San Francisco Unified School District will be training all of its wellness center staff in child sex trafficking.
  - All inspectors of the Department of Public Health have been trained in spotting signs of human trafficking.

## Domestic Violence

We forged a new collaboration with our Human Resources Department on reaching out to city employees experiencing domestic violence. The Department developed a Domestic Violence and Workplace brochure that was e-mailed to all city employees in October 2014, and, at the kick-off of Domestic Violence Awareness Month at City Hall with Mayor Lee, launched the Domestic Violence Liaison program to train city employees on how to support co-workers who are being abused. The response to become a volunteer Domestic Violence Liaison has been very strong, with almost 50 city employees joining the program to support co-workers experiencing domestic violence.

The Department also helped obtain new funding for domestic violence advocates at the San Francisco Housing Authority, fulfilling a recommendation from the Domestic Violence & Housing Committee of the Family Violence Council.



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SAN FRANCISCO DEPARTMENT ON THE STATUS OF WOMEN

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