

FRIENDS
of the
Commission On the Status of Women

Update to Commission

January 22, 2020

San Francisco Commission on the Status of Women

Monthly Meeting

FRIENDS' Pillars

Catalyze
for Women and Girls:

Empower woman
and girls

Stop Human
Trafficking

Eliminate
Domestic Violence

Achieve Gender
Equity

Activity: Raise awareness and \$\$\$ to support DOSW

Outcome: Advocacy / Fellowships

FRIENDS' Pillars (2020)

Catalyze
for Women and Girls:

**Economic Security
and
Empowerment**

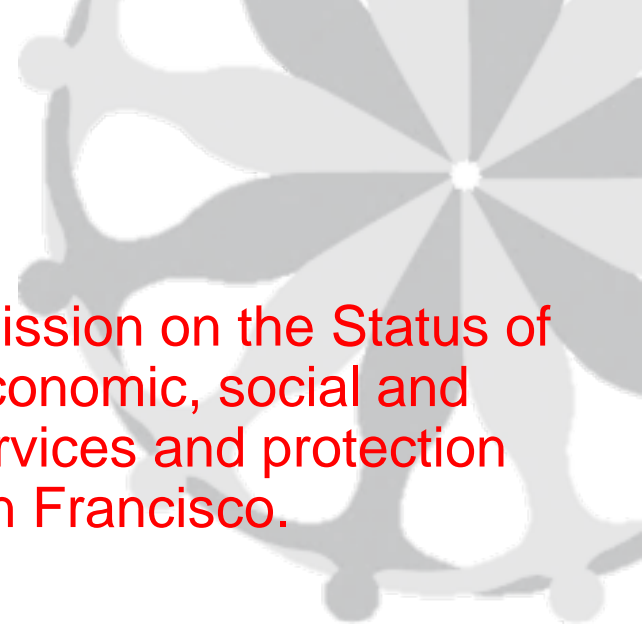
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Outcome: Advocacy / Fellowships

FRIENDS Mission Statement

Revised Bylaws (1/21/20):

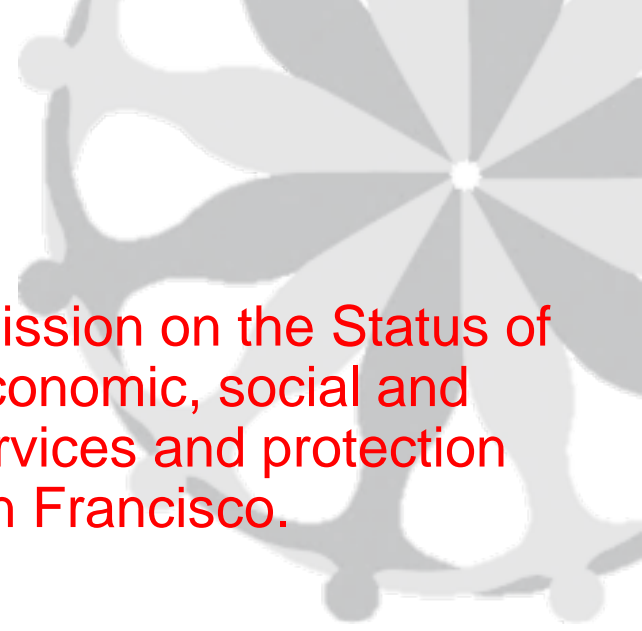
- Principally support the San Francisco Commission on the Status of Women and its policy of working for equal economic, social and education opportunities and to give equal services and protection by public agencies to women and girls in San Francisco.
- Current Website: Inspiring an Equal Future: To lead change so that women and girls have equal opportunity and are free from violence.



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- Principally support the San Francisco Commission on the Status of Women and its policy of working for equal economic, social and education opportunities and to give equal services and protection by public agencies to women and girls in San Francisco.
- Current Website: Inspiring an Equal Future: To lead change so that women and girls have equal opportunity and are free from violence.
- New Website Focus: Building an Equal Future through support of the San Francisco Commission on the Status of Women's work to catalyze economic empowerment and security for all women and girls of San Francisco.



FRIENDS's Strategy

Mission

Inspire an Equal Future through support of the San Francisco Commission on the Status of Women's work to catalyze economic empowerment and security for all women and girls of San Francisco.

Getting there

We will achieve our goals as a:

- **Supporter** of COSW (e.g., contribute Fellows)

To enhance our effectiveness, we will undertake the following **objectives**:

- **Invest in partnerships:**
 - Support COSW through funding Fellows;
 - Work with public / non-profit and private organizations to achieve mission
- **Honor promoters of our principles** at events (e.g., CEDAW, WHM)

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We will achieve our goals

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- **Amplifier** of gender-related issues
- **Advocate** for gender-equity, anti-violence causes

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To enhance our effectiveness, we will undertake the following **objectives:**

- **Invest in partnerships:**
 - Support COSW through funding Fellows;
 - Work with public / non-profit and private organizations to achieve mission
- **Be a Fiscal sponsor** to initiatives that incubate economic equality (e.g., Freedom Forward)
- **Train women/girls:** drive economic equality e.g., Salary Workshops)
- **Honor promoters of our principles** at events (e.g., CEDAW)
- **Promote and participate** in select causes aligned with our principles (e.g., Women's March)

Internal Affairs Committee

Recruitment

Board
Governance

Finance

External Affairs Committee

Communication /
Marketing

Fundraising
Membership
Partnerships

Events

Steering Committee

Executive
Committee

Internal Affairs Committee

Function	Goal	Responsibilities	Outcome
Recruitment	Enable an Ideal Board	<ul style="list-style-type: none">• Recruitment plan<ul style="list-style-type: none">➤ ID / Evaluate candidates➤ Participate at recruiting events• Nominate and elect new members• Orient and develop member	<ul style="list-style-type: none">• 2 new board members• Pipeline 5 prospects
Governance	Manage health and functioning of the Board	<ul style="list-style-type: none">• Motivate and provide tools• Board trainings and Retreat• Board self-assessment• Policy and procedures	<ul style="list-style-type: none">• Updated bylaws• An engaged board<ul style="list-style-type: none">➤ Quorum at meetings➤ Give/get 90%
Finance	Ensure financial due-diligence	<ul style="list-style-type: none">• Work within to track and manage Board finances	<ul style="list-style-type: none">• Healthy financial management• Vendors paid on time• Event payments addressed

External Affairs Committee

Function	Goal	Responsibilities	Outcome
Communication/ Marketing	Have a strong and consistent persona for Friends	<ul style="list-style-type: none"> • Develop, update, monitor comm. policies/messages • Collateral for communication with donors/stakeholders <ul style="list-style-type: none"> ➤ Social media ➤ On-line presence / website ➤ Contact with media 	<ul style="list-style-type: none"> • Communication plan w/ collateral across vehicles • Updated website • PR for events
Fundraising / Partnerships / Membership	Secure support towards goals	<ul style="list-style-type: none"> • Create fundraising plan • Create membership plan • Secure sponsorships • Drive partnerships <ul style="list-style-type: none"> ➤ Financial sponsor ➤ Private sector sponsors 	<ul style="list-style-type: none"> • 2 sponsored fellowships • 100 new members • 4 partnerships
Events	Manage events that drive mission	<ul style="list-style-type: none"> • Manage logistics • Manage volunteers • Drive promos / awards <ul style="list-style-type: none"> ➤ Create process for selection 	<ul style="list-style-type: none"> • Smooth running events • Targeted attendance • 500 women trained

Steering Committee

Function	Goal	Responsibilities	Outcome
Executive Management by Officers	Management of the Board	<ul style="list-style-type: none">• Orchestrate Board meetings• Work with ED on staff issues• Deal with Board emergencies	<ul style="list-style-type: none">• Effective board meetings• Happy ED• Emergencies managed expediently

Committee Members

- **Internal Affairs**

- Chair: Lauren Krikke
- Members: Vicki Shipkowitz, Iraina Miles, Val Ashford Hal, Molly Colten, Patricia Bovan

- **External Affairs**

- Chair: Molly Whelan,
- Members: Karen McMillan, Linda Calhoun, Melisa Skevington

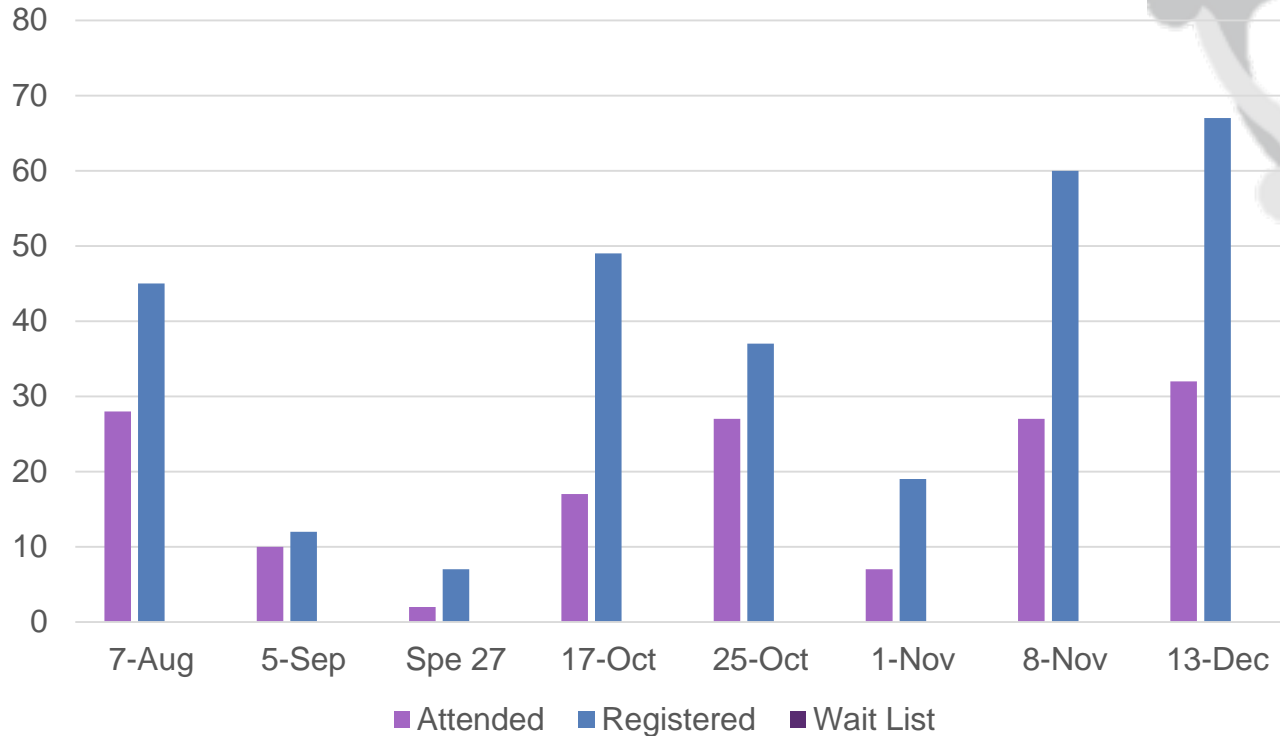
- **Steering Committee**

- Chair: Linda Calhoun
- Members: Officers - Vicki Shipkowitz (VP), Patricia Bovan Campbell (Secretary), Iraina Miles (Treasurer)



Equal Pay Initiative 2018

Salary Negotiation Workshops: 2018

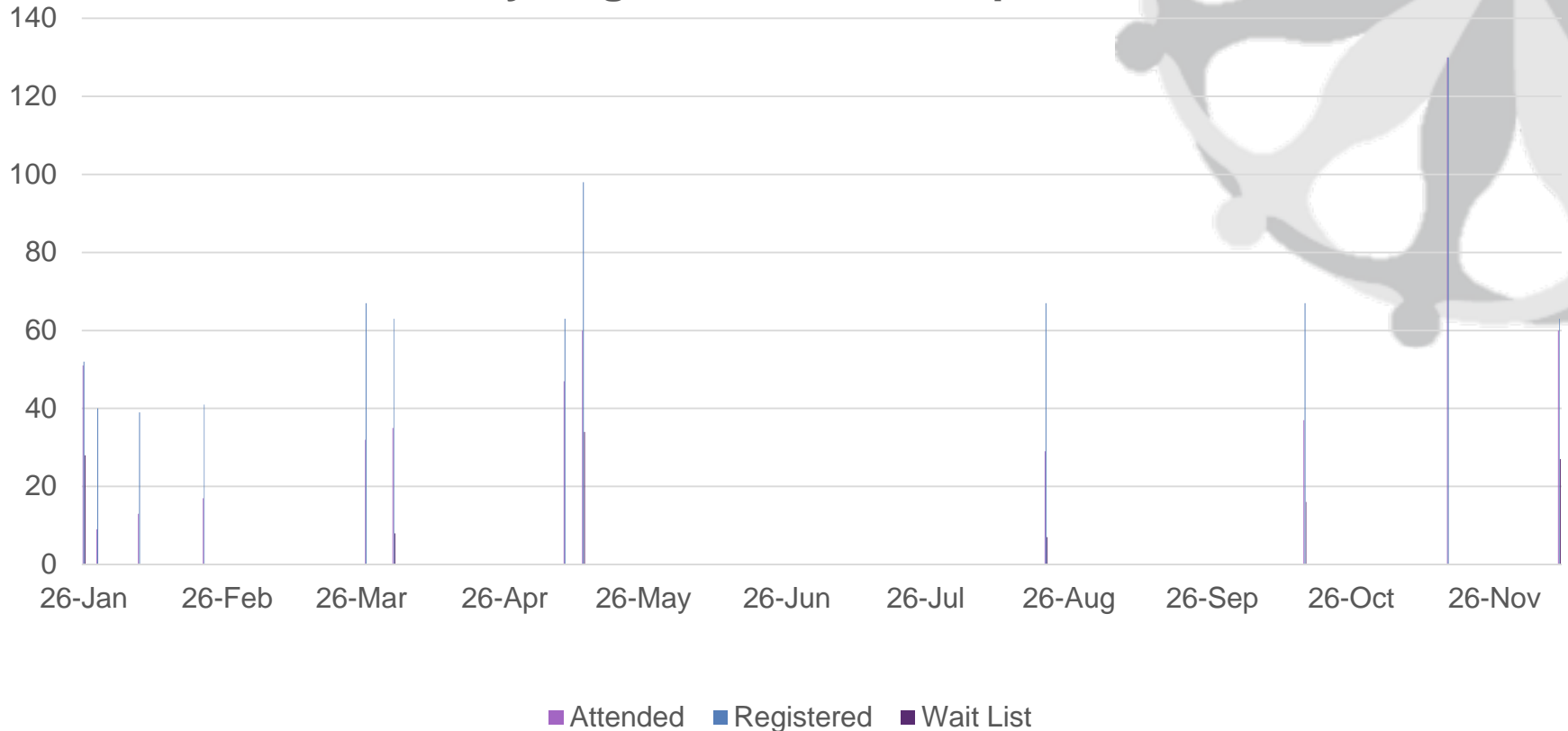


2018 Salary Negotiation Workshop Totals:

- Workshops: 8, (Average attendance = 51%)
- Trained: 150
- Registered: 304 (Eventbrite traffic = 1945)

Equal Pay Initiative 2019

Salary Negotiation Workshops: 2019



2019 Salary Negotiation Workshop Totals:

- Workshops: 12, (Average attendance = 62%)
- Trained: 523
- Registered: 854 (Eventbrite traffic = 62%)

Equal Pay Initiative 2020



What's Ahead for 2020

- Available funding for 12 workshops
 - Target 60+ attendees per workshop
- Increase efforts to acquire sponsors
 - Participation from FRIENDS board members
 - Continue to cultivate relationship with Morgan Stanley
- Partner with ERGs of private corporates
- City HR Department to request funding from Mayor's office