A black and white photograph of three young girls standing together and smiling. The girl on the left is wearing a light-colored t-shirt and dark cargo pants. The girl in the middle is wearing a dark tank top over a white long-sleeved shirt and light-colored pants. The girl on the right is wearing a dark long-sleeved shirt and light-colored jeans. They are all looking towards the camera.

A Report on Girls in San Francisco

F O R T H E F U T U R E

B E N C H M A R K S

SAN FRANCISCO

APRIL 2003

EXECUTIVE SUMMARY

San Francisco Commission and Department on the Status of Women

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A Report on
Girls in San Francisco

BENCHMARKS FOR THE FUTURE | **APRIL 2003**

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Department on the Status of Women



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Mission

The mission of the San Francisco Commission and Department on the Status of Women is to ensure equal treatment and foster the socioeconomic, political and educational advancement of women and girls throughout San Francisco through policies, legislation, and programs, focusing primarily on populations in need.

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COVER DESIGN: ANNABELLE ISON, ISON DESIGN

Introduction

In this detailed snapshot, the San Francisco Commission and Department on the Status of Women take an in-depth look at middle and high school girls in the City and County of San Francisco. We began the process by asking a series of questions:

- Who are the girls and young women of San Francisco?
- What measurements exist to see how they are doing?
- What is the racial, ethnic, educational, economic and health make-up of San Francisco girls?
- What is their experience in the criminal justice system?
- How do issues of safety and violence affect their daily lives?
- What can we discover at the local level that will help us to inform and advise policy makers and service providers about San Francisco girls' immediate and future needs?

We were surprised that the answers to these questions were not readily available. For example, many institutions still do not make a distinction between girls and boys in their data collection practices. The major result of not disaggregating data based on gender, especially in the juvenile information arena, is that little is known about the political, social, physical and economic state of girls as separate from boys. Even when information specific to girls exists, it is often scattered among various government and private agencies and difficult to access. Collecting this information in a central place and encouraging the sharing of information are major goals of this project. This report answers the questions above based on documented research and collected information from local, state and national sources.

History

The initial impetus for improved data collection and analysis on girls and young women came from two task forces staffed by the Department on the Status of Women. The work of the Out of Sight/Out of Mind Girls in the Juvenile Justice System (1996-1998) Task Force pointed to the need for additional information on girls as a separate and distinct group with gender-specific needs. This task force focused on girls caught in the juvenile justice system who were receiving essentially the same services as boys within the juvenile justice system. Research, however, indicated that girls came into the system for different reasons and with different needs. Thus, we identified the need for additional quantitative and qualitative information to further examine these girls and young women in order to identify their particular needs.

A local Task Force was also convened in support of the United Nations Treaty known as the Convention on the Elimination of All Forms of Discrimination Against Women, (CEDAW). CEDAW is a human rights

treaty with the goal of ending discrimination against women and girls in political, social and public life, status of nationality, education, health care, employment, financial endeavors, sports, cultural life, marriage and family relations. In 1998, San Francisco adopted an ordinance to implement CEDAW, becoming the first municipality in the United States to do so. While 170 other countries have adopted the treaty to date, the United States has not. The treaty has been awaiting United States Senate ratification since it was signed by former President Jimmy Carter in 1980.

The San Francisco Ordinance is unique in its mandate. First, it created a Task Force charged with looking at human rights and discrimination issues throughout the City. The Task Force pushed for the collection of disaggregated data and acknowledged the multiple identities of girls whenever possible, including their race, ethnicity, socio-economic status, sexuality, nationality and immigration status. Second, the CEDAW Task Force required equitable treatment of all persons and based its analysis of equity on data collected about who receives services, how effective these services are, what funds are being expended and whether services and programs met the needs of the population served. The CEDAW Task Force is currently monitoring its five-year action plan to address these human rights principles.

Findings

Two major demographics about San Francisco girls stand out. The first is how few girls there are, and the second is their amazing diversity. San Francisco has the smallest percent of youth of any county in the state. In 2000, San Francisco girls numbered a little over 55,000. Approximately 79% of all girls, aged 10-17 years old, are girls of color, and 89% of the girls who attend public middle and high schools are girls of color. Approximately 7% of all girls live in poverty. Ten percent (10%) of public high school girls self identified as lesbian, bisexual or sexual orientation unknown.

Most girls graduate high school. Of these, almost two-thirds take college preparatory classes. However, in 2002, the majority of high school girls taking the California High School Exit Exam failed, and only 30% of the girls taking the exam passed the math section and 48% passed the reading section. Thirty years after the passage of Title IX, young women have enrolled in some vocational technology classes, but not classes in automobile repair or construction.

We found that girls in San Francisco face complex social and environmental challenges that affect their physical and mental well-being. Although almost one-third of girls in public high school report being sexually active; they have, for the most part, avoided unwanted pregnancies and serious physical harm from others. The rates of sexually transmitted diseases (STDs) are much higher for girls than for boys. Three-quarters of all 15-19 year olds infected with STDs are girls.

Regarding self esteem, health and fitness, a majority of both public middle and high school girls report that they are dissatisfied with their weight and many are dieting without any perceived need. The vast majority are not meeting the six state-mandated fitness standards. Over one-quarter of public high school girls and one-fifth of middle school girls report being verbally harassed about their appearance.

While most public high school girls report that they do not take drugs, one-third report that they have been offered drugs at school and have tried marijuana. Eleven percent (11%) smoke cigarettes. Almost one-quarter of public high school students and one-third of middle school girls have been in physical fights in the past year and 6.5% of high school girls and 15.7% of middle school girls report feeling unsafe at school and missing school as a result. Seven percent (7%) of public high school girls have experienced dating violence and 6% report that they had sexual intercourse when they didn't want to. Almost three-quarters of public middle school girls and almost one-third of public high school girls report being depressed, and eight percent (8%) of public high school girls have attempted suicide.

An alarming trend among girls in San Francisco defies national and local trends for boys. San Francisco girls, as well as girls coming to San Francisco from neighboring communities, are getting arrested in higher numbers and for more serious crimes than girls in other parts of the state.

Among ethnic and racial groups in San Francisco we note some important highlights. Asian/Pacific Islander girls make up 37% of the total population of girls in San Francisco and 50% of the K-12 public school girl population, as compared to 11.1% of girls in public schools statewide. Asian/Pacific Islander girls represent the largest number of girls living in poverty. White girls make up 23% of the total population of girls in San Francisco, but they are only 10.2% of the K-12 public school girl population. This infers that approximately half of White girls attend private schools.

Latina girls make up 22% of the total population of girls in San Francisco and 22% of the K-12 public school girl population. Latina girls in California make up 44.3% of the K-12 public school girl population. While Latina girls in San Francisco and California have seen a drop in the total numbers of teen births, births to Latina young women remain almost half of all teen births in San Francisco.

African American girls are particularly affected by several disturbing trends. More than one in three live in poverty in San Francisco. And although African American girls represent only 12% of the population, they account for the majority of girls in foster care, nearly 72%. African American girls also have the highest incidence of arrests and detentions.

Methodology

The Department on the Status of Women conducted broad and extensive research to gather information on girls in San Francisco. No primary research was conducted by the Department for this report. We conducted a wide-ranging investigation into other organizations' reported data to compile a cohesive report and to reach our goal of providing a benchmark of where girls are today. We accessed many different sources and reviewed as many sources as possible on health, education, safety and violence. Whenever possible, the data presented in this report was derived directly from primary sources rather than from secondary sources or summaries. We relied on local information as well as state and national information.

Demographics

- At 14.5% of the population, San Francisco has the smallest percent of youth in any county in California. The state average is approximately 27%. In 2000, the youth population (all individuals under the age of 18) for San Francisco was 112,820. The female youth population was 55,011 (49%) and the male youth population was 57,791 (51%). Girls under the age of 18 made up 7.1% of San Francisco's total population.
- In 2000, by race/ethnicity, San Francisco's population of girls under the age of 18 was approximately as follows: 19,935 Asian (36.2%), 12,628 White (23.0%), 11,969 Latina (21.8%), 6,393 African American (11.6%), 525 Pacific Islander (1.0%), 112 Native American (0.2%), 302 Other (0.5%) and 3,147 Multi-Race (5.7%) girls.
- In 2000, San Francisco Supervisorial District 10 had the largest girl population, in both the number of girls (9,398) and also as a percent of the population of that district (12.2%). Supervisorial District 10 includes the Bayview Hunters Point and Potrero Hill neighborhoods.
- In 2000, San Francisco middle and high school aged girls, 10-17 years old, totaled approximately 24,119. The race/ethnicity of public middle and high school aged girls in San Francisco represented: 9,439 Asian (39.1%), 5,120 White (21.2%), 4,920 Latina (20.4%), 3,016 African American (12.5%), 242 Pacific Islander (1.0%), 48 Native American (0.2%), 1,227 Multi-Race (5.1%) and 107 Other (0.4%).
- In 2000, San Francisco girls of color between the ages of 10-17 made up 78.8% of the population for this female age group.

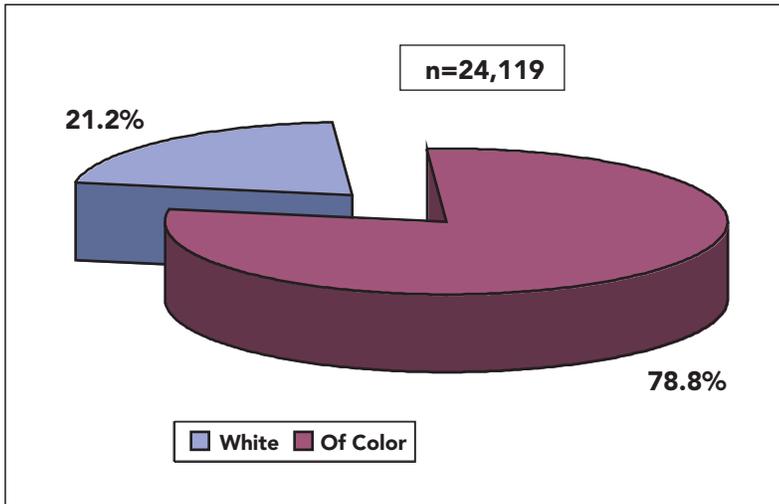


Figure 1: San Francisco Girls of Color (Ages 10-17), 2000

Source: United States Census Bureau 2000

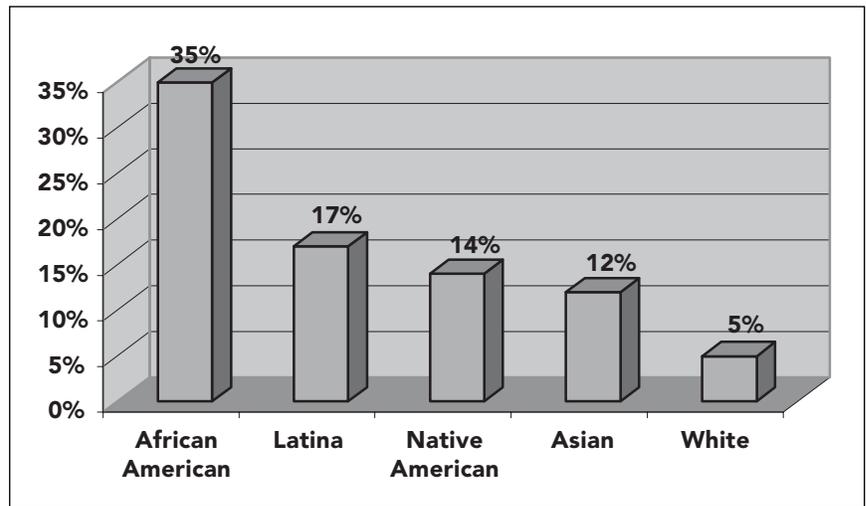
- In 2001, San Francisco public high school girls described their sexual orientation/preference as: 0.7% lesbians, 3.9% bisexual, 6.1% not sure and 89.3% heterosexual.

Economics and Housing

- In 2000, the United States Census estimated the median household income in San Francisco at \$57,417. For a family living in San Francisco it was \$64,062.
- The 2000 United States Census showed approximately 15,443, San Francisco youth living in poverty out of a total youth population of 109,001, for the year 1999. Of the total youth population, 7,577, (7%) were girls under the age of 18 living in poverty.
- Among San Francisco girls under the age of 18, an estimated 17% of all Latina, 5% of all White, 35% of all African American, 14% of all Native American and 12% of all Asian/Pacific Islander girls lived in poverty in 1999. The starkest statistics show a total of 2,385 Asian/Pacific Islander girls, and 1 out of 3 African American girls, lived in poverty in 1999.
- Of the San Francisco girl population receiving aid (CalWORKs) in early 2002, 45.5% were African American girls, followed by Asian/Pacific Islander girls at 26.4%, Latina girls at 13.6% and White girls at 7.9%.

Figure 2: San Francisco Girls in Poverty (Ages 0-17) as a Percent of Race/Ethnicity, 1999

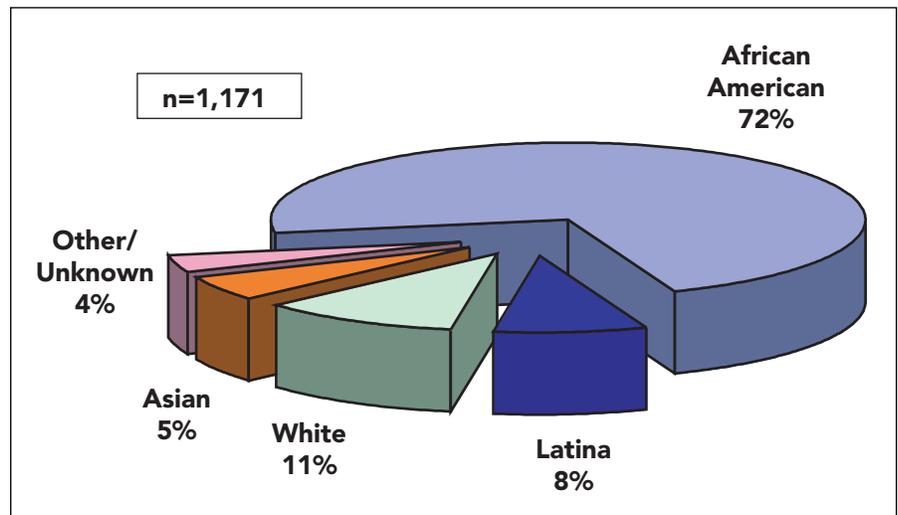
Source: United States Census Bureau 2000



- In early 2002 the San Francisco Department of Human Services counted people in transitional housing and family shelters. This count resulted in a total of 350 homeless youth, of which DHS estimated to be 143 girls and 207 boys.
- In early 2002, there were 1,171 girls in foster care in San Francisco with the vast majority between 10-18 years of age. Of all girls in foster care, approximately 72% were African American, 11% were White, 8% were Latina, 5% were Asian/Pacific Islander and 4% were Other or Unknown.

Figure 3: San Francisco Girls in Foster Care by Race/Ethnicity, 2002

Source: City and County of San Francisco Department of Human Services



Education

- In 2001-2002, there were 60,894 students enrolled in public schools in San Francisco. Of these 29,445, or 48.4% were girls.
- United States Census Bureau 2000 data estimates that 27,424 girls were in San Francisco middle and high schools. Of all girls attending public schools, 9,946 were in middle school and 11,671 were in high school. Of all girls attending private schools, 3,429 were in middle school and 2,378 were in high school. Approximately 26% of San Francisco middle school girls are enrolled in private schools. For private high school girls, this percent drops to 17%.
- In 2001-2002, the racial/ethnic percent for middle school and high school girls in grades K-12 were 21.5% Latina, 10.2% White, 16.3% African American, 49.8% Asian (including 6.3% Filipina and 0.8% Pacific Islander) and 0.6% Native American. The San Francisco and California girl student populations were very different, with far more Asian and African American girls and far fewer White and Latina girls in San Francisco. For California public school girls, the breakdown for race/ethnicity was 44.3% Latina, 34.6% White, 8.4% African American, 11.1% Asian (including 2.4% Filipina and 0.7% Pacific Islander) and 0.9% Native American.

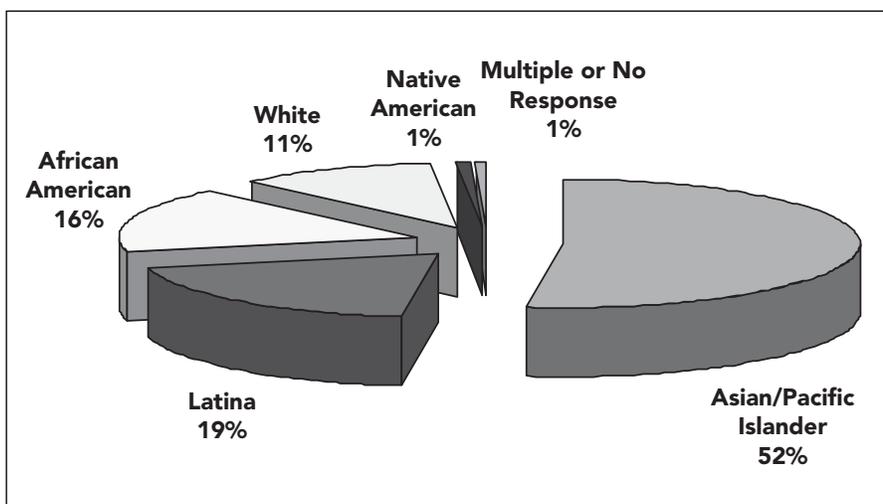


Figure 4: Percent of Girls Attending San Francisco Public Middle and High Schools by Race/Ethnicity, 2001-2002

Source: California Department of Education

- In 2001-2002, the public middle and high school San Francisco girl student population for grades 6-12 was 52% Asian (including Filipina and Pacific Islander), 19% Latina, 16% African American, 11% White, 1% Native American and 1% Multiple or No Response.

- In 2001-2002, approximately 50% of all students taking advanced math and science classes in San Francisco public schools were girls (Intermediate Algebra, Advanced Math, Chemistry and Physics).
- During the 2000-2001 school year, there were 3,575 graduates from public schools: 1,855 were girls and 1,720 were boys. Of these, approximately 1,168 (63%) were girls who had taken courses that fulfill prerequisites to enter schools in the California Public University system. In comparison, only 887 (52%) of boys had taken these same courses.
- When reviewed by racial categories, approximately 72% of all Asian, 71% of all White, 71% of all Filipina, 47% of all Native American, 43% of all Latina, 43% of all Pacific Islander and 38% of all African American female graduates of public high school graduated with college preparatory course work. San Francisco girls surpassed state averages in every racial category.
- For the 2001-2002 California High School Exit Exam (CAHSEE), San Francisco girls had a 30% passing rate in math and a 48% passing rate in English. Statewide, girls had a 32% passing rate for math and a 59% passing rate for English.
- In the thirty years since the passage of Title IX, San Francisco girls have made some progress in nontraditional vocational classes. In 2002, vocational technology course enrollment for Exploring Technology was 3,531. Of these students, roughly 47% were girls. This is considerably better than the statewide average of 37.5% for girls. However, there are still some major gender imbalances in nontraditional courses such as automobile repair and construction.

Health

- According to the 2001 Youth Risk Behavior Surveillance Survey (YRBSS) conducted by the San Francisco Unified School District, approximately 30% of public high school students and 7% of public middle school students said that they had engaged in sexual intercourse. Among high school students, 29% of the girls had sex compared to 31% of the boys. Among middle school students, approximately 5% of the girls and 9% of the boys reporting having had sexual intercourse.
- The number of births to San Francisco teen girls has been declining since the 1990s. In 1990, 808 teens gave birth. In 2000, that figure dropped by over half (56%) to 456. In 2000, the race/ethnic background of San Francisco teen mothers was approximately 46% Latina, 32% African American, 7% White and 15% Other. The overall teen pregnancy rate in San Francisco is the lowest in

California and dropping, but it disproportionately affects girls of color, especially Latina girls who represent almost half of all teen births.

- Approximately 86% of sexually active public high school girls reported using some form of birth control the last time they had intercourse. Condoms were girls' first choice of protection.
- In 2001, there were 888 cases of sexually transmitted diseases (STDs) in adolescents aged 15-19 years old, of whom 75% were girls. Among the 668 cases reported by girls, 45% (303 cases) were African American.
- Nearly 50% of San Francisco middle school girls were dissatisfied with their weight: 30% felt overweight and about 20% felt underweight. Approximately 60% of San Francisco public middle school girls were working on their weight—either to gain or to lose. Additionally, 3.5% reported having vomited to lose weight or to keep from gaining weight.

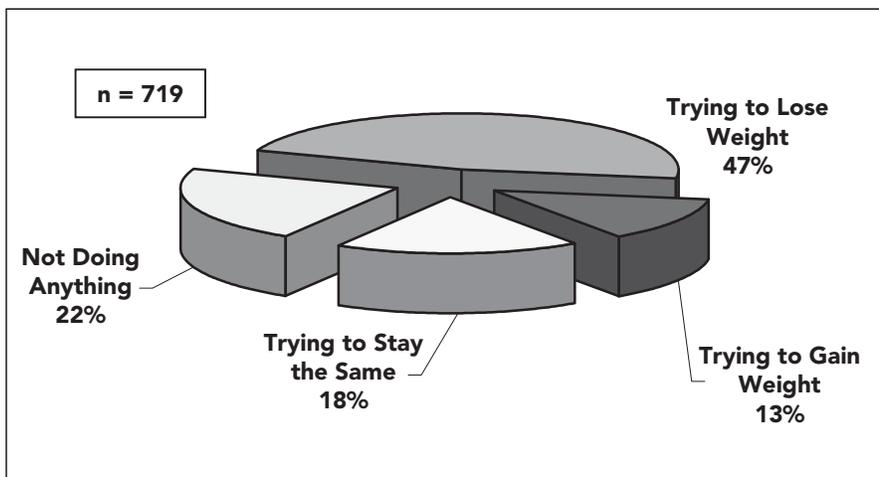


Figure 5: Approaches to Weight Management by San Francisco Public Middle School Girls, 2001

Source: San Francisco Unified School District

- The great majority of San Francisco girls in public schools do not appear to meet the minimum six California Fitness Standards. Only 25% of girls in 5th grade, 34% of girls in 7th grade, and 30% of girls in 9th grade met all six fitness standards.
- In 2001, thirty-three percent (33%) of the public high school girls in San Francisco reported feeling sadness or hopelessness for two or more weeks. San Francisco public middle school girls also experience depression. Almost 75% felt depressed from at least one day to all the time in the past month.

- Although approximately 8% of San Francisco public high schools girls have tried to commit suicide, very few succeed. The vast majority of the students who reported having thoughts about suicide were girls. Approximately 18% of high school girls reported thinking about suicide. For boys, it was approximately 10%, demonstrating a notable gender difference.
- Almost 60% of public high school girls and 31% of public middle school girls in San Francisco have had at least one drink of alcohol. Eleven percent (11%) of high school girls and 8% of middle school girls smoked cigarettes regularly, or had one or more cigarettes a day.
- In 2001, 34% of girls in public high schools had tried marijuana. Among public middle school students, 13% of girls had tried marijuana. Of San Francisco high school girls who had tried marijuana, approximately 8% had used marijuana 1 or 2 times and approximately 26% had smoked it 3 times or more.
- One out of every three girls attending San Francisco public high schools had been offered, sold or given drugs at school. Approximately 5% of girls had tried cocaine, 1% heroin, 5% methamphetamines and 4% sniffed glue or inhaled sprays. In San Francisco public middle school, approximately 4% of girls reported that they had tried cocaine and 11% had sniffed glue or inhaled sprays.

Safety and Violence

- Six percent (6%) of San Francisco public high school girls reported that they had been forced to have sexual intercourse when they didn't want to. Approximately 7% reported having been deliberately hit, slapped or physically hurt by a boyfriend or girlfriend during the previous year.
- The San Francisco Department of Human Services reports that there was an average of 925 substantiated and 846 inconclusive cases of abused girls per year from 1998-2001.
- In 1996-1997, the Larkin Street Youth Center, a community-based outreach program for street youth, reported 1,950 juveniles were served, of which 40% were girls. Of these youth, 40% to 60% had engaged in prostitution. The majority (over 70%), of youth served were White.
- In 2001, 6.5% of San Francisco public high school girls and 15.7% of middle school girls reported feeling unsafe and missed school as a result.

- In 2001, approximately 22% of San Francisco public high school girls reported that they had been in a physical fight in the past year. Of the male students, 39% had also been in a fight. Approximately 38% of San Francisco public middle school girls reported that they had been in a physical fight in the past year. Of the male students, 55% had been in a fight. These figures show a significant gender difference.
- In 2001, San Francisco public high school girls were surveyed about harassment. Approximately 6% reported verbal harassment based on their gender or sexual orientation in the past month, 27% reported slurs directed at their weight, size or physical appearance, and 19% experienced slurs about their race or ethnic background. For San Francisco public middle school girls, approximately 6% experienced verbal slurs based on their gender or sexual orientation, 20% directed at their weight, size or physical appearance, and 13% about their race or ethnic background.

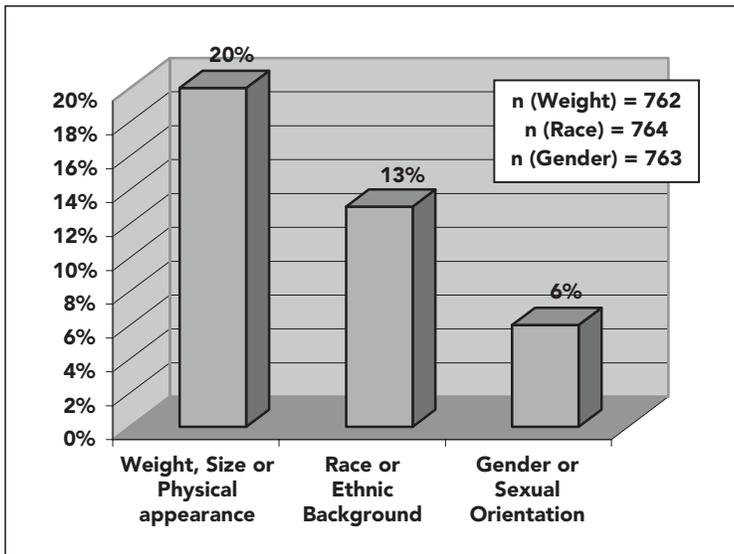


Figure 6: San Francisco Public Middle School Girls Who Experienced Harassment Based on Gender, Appearance or Race, 2000

Source: San Francisco Unified School District

- San Francisco girls appear to be able to avoid being fatally or seriously injured by others (serious is defined here as a non-fatal hospitalized injury). During the ten years between 1991 and 2000, there were a total of 16 fatal violent injuries for girls. In 2000, there were 12 non-fatal injuries to girls (2 White, 4 African American, 4 Latina, and 2 Asian/Pacific Islander).

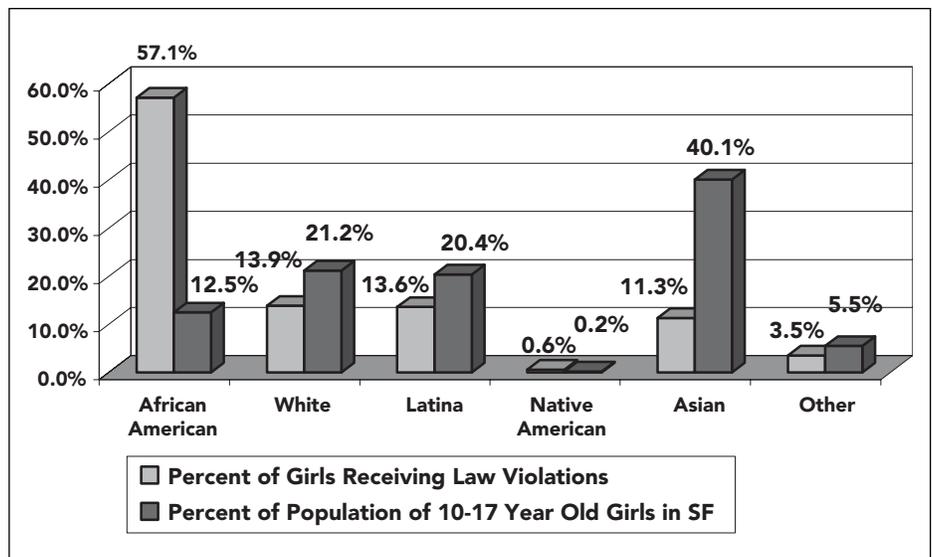
Criminal Justice

- In 2000, there were approximately 3,069 juvenile arrests in San Francisco. Of these, 1,030 were girls (34%) and 2,039 were boys (66%).

- San Francisco girls are arrested on average at a higher percent for each type of offense compared to all girls in California. In San Francisco, 24.3% of all youth robbery arrests were for girls, while in California only 10.6% of all youth robbery arrests were for girls. Of all youth burglary arrests in California, 18.1% involved girls, but in San Francisco, twice as many, or 38% of all youth burglary arrests involved girls.
- In a departure from the downward trend in national youth crime, the arrest rates for felonies for San Francisco girls have soared. In 1991, 276 girls were arrested for felonies. That figure rose by 53% to 424 in 2000. At the same time, boys arrested for felonies fell almost by half (49%) from 2,123 in 1991 to 1,076 in 2000. In San Francisco, similar patterns of declining rates existed for misdemeanor boys' arrests over the last decade, while misdemeanor girls' arrest records declined moderately by 15%.
- While San Francisco African American girls make up 12.5% of all 10-17 year olds, they account for approximately 57% of girls being cited or arrested. The same pattern exists for detention referrals: 61% of girls receiving detention referrals were African American. The trend of disproportionate minority representation in the juvenile justice system is especially true for girls in relation to detention.

Figure 7: Percent of San Francisco Girls Receiving Law Violations and Population by Race/Ethnicity, 2000

Source: City and County of San Francisco Juvenile Probation Department and the United States Census 2000



- In 2000, approximately 43% of the girls in San Francisco receiving detention referrals were from outside San Francisco or from unknown areas. Of these, approximately 26% were from Oakland and 10% from the City of Richmond.

Conclusion

A gender analysis, as required by the San Francisco CEDAW Ordinance, begins with the collection of disaggregated data. It then looks for positive trends for best practices and negative trends which require corrective action. By pulling together available data on girls specific to San Francisco, we have begun the gender analysis process and have provided indicators of how girls are being served.

Similar to the first time a country reports to the United Nations, as required by the CEDAW treaty, this initial girls' report is intended to be a detailed and comprehensive description of the status of girls in San Francisco. It is meant to provide a benchmark against which subsequent progress can be measured.

Having a single resource for information about girls rather than a myriad of different agencies, each with their own data collection methods, makes this information easily accessible to a wider group of policy makers and service providers. It also helps those who serve and develop policy about girls and young women to better understand this population and to have a greater impact. Moreover, it will save time as currently each agency looking for data must conduct its own research. With this report, community organizations will have an easily accessible resource for information about girls.

This report on San Francisco girls confirms the phenomenon identified as "disproportionality," which means that minority youth are disproportionately represented in both the child welfare and juvenile justice systems. This holds true for minority girls in San Francisco, pointing to a clear need to review existing services available and their effectiveness for this population of girls. These two systems need to work together to coordinate services and resources if this phenomenon is to be turned around.

The Report on Girls in San Francisco, Benchmarks for the Future is only a first step to help us evaluate progress and gauge future assessments. We hope this research provides a catalyst for change, a stimulus for policy research and implementation and, finally, that it becomes a tool to inform San Franciscans about their girls and young women. As this is the first broad report focused on girls in San Francisco, we welcome feedback from the public at large and public officials about this and future reports.

Resources

- Arizona State University, Education Policy Studies Laboratory <<http://epaa.asu.edu/>>
- California Bureau of Justice, Department of the Attorney General <<http://caag.state.ca.us/cjsc/>>
- California Center for Public Health Advocacy <<http://publichealthadvocacy.org>>
- California Department of Education, Educational Demographics Office <<http://data1.cde.ca.gov/datatquest/>>
- California Department of Health Services, Epidemiology and Prevention for Injury Control Branch <<http://www.applications.dhs.ca.gov/epicdata/default.htm>>
- California Department of Social Services, Child Welfare Services <<http://www.dss.cahwnet.gov>>
- California Employment Development Department <<http://www.edd.ca.gov/>>
- Center for Juvenile and Criminal Justice <<http://cjcj.org>>
- Centers for Disease Control and Prevention (CDC) <<http://www.cdc.gov/default.htm>>
- Child Welfare League of America <<http://www.cwla.org/>>
- Child Welfare Research Center <<http://cssr.berkeley.edu/cwscmsreports/>>
- Children Now <<http://www.childrenow.org>>
- City and County of San Francisco, Planning Department <<http://www.sfgov.org/planning/>>
- City and County of San Francisco, Board of Supervisors <<http://www.sfgov.org/bdsupvrs/>>
- City and County of San Francisco, Department of Children, Youth and Their Families <<http://www.dcyf.org>>
- City and County of San Francisco, Juvenile Probation Department <http://www.sfgov.org/site/juvprobation_page.asp>
- City and County of San Francisco, Mayor's Office on Homelessness <http://www.sfgov.org/site/homeless_index.asp?id=119>
- City and County of San Francisco, Department of Public Health <<http://www.dph.sf.ca.us>>
- City and County of San Francisco, Department of Human Services <http://www.sfgov.org/site/dhs_index.asp>
- Journal of the American Medical Association <<http://jama.ama-assn.org/>>
- Lavender Youth Recreation and Information Center (LYRIC) <<http://www.lyric.org/>>
- National Association of Anorexia Nervosa and Associated Disorders <<http://www.anad.org/>>
- National Center for Juvenile Justice <<http://www.ncjj.org/>>
- Northern California Council for the Community <http://www.nccsf.org/nccc/home_nccc.htm>
- United States Department of Justice, Office of Juvenile Justice and Delinquency Prevention <<http://ojjdp.ncjrs.org/>>
- Public Health Institute, Center for Research on Adolescent Health and Development <<http://crahd.phi.org/>>
- City and County of San Francisco, San Francisco Housing Authority <<http://sfgov.org/sfha/>>

- San Francisco Unified School District <<http://portal.sfusd.edu/template/default.cfm>>
- State of California, Department of Health Services <<http://www.dhs.ca.gov/>>
- The Annie E. Casey Foundation <<http://www.aecf.org>>
- United States Department of Health and Human Services, The Substance Abuse and Mental Health Services Administration (SAMHSA) <<http://www.samhsa.gov/>>
- United States Department of Labor, Bureau of Labor Statistics <<http://www.bls.gov/>>
- United States Census Bureau <<http://www.census.gov/>>
- United States Department of Health and Human Services, Administration for Children and Families <<http://www.acf.dhhs.gov/>>
- University of California at Berkeley, School of Public Health <<http://sph.berkeley.edu:7047/>>
- University of Pennsylvania, School of Social Work <<http://www.ssw.upenn.edu/>>

This executive summary and full report can be downloaded from the Department on the Status of Women's website: <http://www.sfgov.org/dosw>. Additional copies of the report may also be requested from:

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A Report on
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San Francisco Commission and Department on the Status of Women

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