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



London N. Breed
Mayor

Dashboard Update
2019

MISSION: *We foster the equitable treatment and advancement of all women and girls throughout San Francisco through policies, legislation, and programs.*

STRATEGIC PLAN GOALS

1. ADVANCE THE HUMAN RIGHTS OF WOMEN & GIRLS IN SAN FRANCISCO

- A. Advance the [human rights of women and girls](#) through local and state legislation.
- B. Ensure gender equality in the City through CEDAW [gender analysis](#).
- C. Promote and recognize women's leadership in San Francisco.
- D. Engage in CEDAW advocacy.
- E. Engage in the [city-wide initiative on racial equity](#).

2. PROMOTE THE ECONOMIC EMPOWERMENT OF WOMEN

- A. Advance women in the workplace through [policies, programs, and partnerships](#).
- B. Promote women's and families' economic security through [partnerships and programs](#).

3. END VIOLENCE AGAINST WOMEN

- A. Maintain and enhance a safety net for women survivors of violence through the [Violence Against Women Prevention & Intervention Grants Program](#).
- B. Create a [seamless City response](#) to violence against women and girls.
- C. Advance policies and public awareness to stop [human trafficking](#).
- D. Improve San Francisco's response to [sexual assault](#).

KEY:  Completed

 In-progress

 Paused

GOAL 1: ADVANCE THE HUMAN RIGHTS OF WOMEN & GIRLS IN SAN FRANCISCO

A. Engage in local and state legislation: 7 state bills and 2 local ordinances

Status	Item	Description
STATE LEGISLATION		
✓	CA Lactation Accommodation Bill (SB 142)	Senator Wiener’s bill to bring accommodations adopted in San Francisco state-wide. Signed by Governor Newsom, 10/10/19.
✓	Prohibiting Hair Discrimination (SB 188)	Senator Holly Mitchell’s bill to prohibit employers and schools from discriminating against people based on hair texture and styles. Signed by Governor Newsom, 7/3/19.
✓	Safety for Sex Workers (SB 233)	Senator Scott Wiener’s bill to preventing arrest of sex workers who are victims of violence. Signed by Governor Gavin Newsom, 7/30/19.
✓	CA Dignity in Pregnancy and Childbirth Act (SB464)	Senator Mitchell’s bill to require implicit bias training for perinatal health care providers. Signed by Governor Gavin Newsom, 10/7/19.
▶	Annual Pay Data Reporting (SB 171)	Senator Hannah Beth Jackson’s bill to require employers submitting EEO reports to report pay data by race and gender to CA Dept of Fair Employment and Housing. Passed Senate. Assigned to Assembly committees.
▶	Sex Equity in Education (SB 493)	Senator Hannah Beth Jackson’s bill gives guidance to state-funded education institutions to improve response to sexual harassment and assault. Passed Senate. Assigned to Assembly committees.
▶	Prenatal Care for Pregnant Incarcerated Persons (AB732)	Assemblymember Rob Bonta’s bill would require prenatal healthcare to pregnant inmates. Referred to Appropriations Suspense File.
LOCAL LEGISLATION		
✓	Harassment Prevention Training Ordinance	Requires all City employees to take harassment prevention training and to publicly post training completion, complaints, and settlements. Signed by Mayor London Breed on 2/6/19.
✓	Ban on City Funds to States with Abortion Bans	Supervisor Vallie Brown’s ordinance to prohibit City-funded travel to and City contracts with businesses headquartered in states than ban abortion before viability. Signed by Mayor Breed on 8/9/19.

B. CEDAW Gender Analysis: 4 programs/agencies reviewed

Status	Item	Description
✓	Commissions and Boards	Reviews diversity of appointees as required by City Charter every other year (odd years). Approved by Commission on 6/26/19.
✓	Review of past gender analysis of departments	Adult Probation Update provided on 6/26/19
✓	Sworn Women's Advancement in SF Police Dept	Approved by COSW on 12/11/19. Presented to Police Commission on 1/8/2020.
✓	Women in Public Spaces	New legislation requires DOSW to conduct gender analysis of public art, streets, buildings named for women. Approved by COSW on 12/11/19.


C. Promote women's leadership: 12 Commission Resolutions and 12 Department Commendations

Status	Item	Description
✓	Women Making History Ceremony	1. Mayor's balcony ceremony on 3/1/2019. 2. Board of Supervisors ceremony on 3/19/19. 3. Supported Friends reception.
✓	Recruit and Mentor Fellows	Policy Fellows secured to support Women's Human Rights, Family Violence Council, and Economic Empowerment.
✓	Women as Decision Makers Event	Co-sponsored panel discussion with Public Library and Queen's Bench on 3/20/2019.
✓	Recognize Unsung Heroines in the Community	25 Commission recognitions 21 Department recognitions





D. CEDAW Advocacy: 4 Educational forums on women's human rights

Status	Item	Description
✓	Cities for CEDAW	1. Advised Pasadena, CA and Pittsburgh, PA. 2. Hosted 11/2/19 meeting of CA Assoc of Commissions on Women to host meeting, including special Cities for CEDAW briefing on 11/1/19. 3. At UN CSW, connected with Int'l Alliance for Women, representing 15+ countries
✓	UN Commission on the Status of Women	Provided technical assistance to 5 parallel sessions, all successfully selected for participation in partnership with 1. Office of Governor Newsom



E. City-wide Racial Equity Team

Status	Item	Description
	CREW	Selected to participate in 2019 cohort. Participated in Human Rights Commission training on racial equity tools, action plan. Developed new recruitment tools. Implement Racial Equity tool internally to all budgeted expenditures, update policy on all recruitment. (staff & interns). Implement Racial component into VAW partner agencies through database implementation.

GOAL 2: PROMOTE THE ECONOMIC EMPOWERMENT OF WOMEN**A. Advance women in the workplace: 3 forums on gender equity in the workplace**

Status	Item	Description
	Equal Pay Day Campaign	Launched Gender Equity Guide to Equal Pay to share strategies to close the wage gap with employers through GEP website.
	Women in Leadership Conference	Presented workplace policies and new laws to 650 attendees of Hotel Council's annual event.
	Advancing Diversity & Inclusion	Participated in inaugural Diversity & Inclusion speakers forum at FBI San Francisco Office, 8/27/19.
	Healthy Mothers Workplace Coalition	Education, encouragement, and enforcement of family-friendly workplace laws through assessment and awards program. Developing plan to address sustainability issues of coalition.

B. Promote women's and families' economic security:

Status	Item	Description
	Partner with Treasurer & Tax Collector's Office of Economic & Financial Empowerment	Explored possible grant opportunity. Hosted staff to present at Family Violence Council to connect with 20+ agencies/CBOs, 5/15/19.
	Support Friends' Salary Negotiation Workshops	Connected Friends to partners: 1. Mayor Breed's Women's Summit featured a workshop. 2. San Francisco Hotel Council hosted a session in fall 2019. 3. Session planned at UN CSW, March 2020

GOAL 3: END VIOLENCE AGAINST WOMEN

A. VAW Prevention and Intervention Grants:

Status	Item	Description
✓	Violence Against Women Prevention and Intervention Grants Program	Maintained funding and service delivery of VAW grants programs to address domestic violence, sexual assault, and human trafficking. Initiated grant agreements, contract amendments, and enforced fiscal and compliance monitoring standards. Grantees received a 3% Cost of Doing Business increase in FY 2019-2020.
✓	Partner Agency Meeting on Housing and Homelessness Prevention	Presented panel discussion on Preventing Homelessness Among Domestic Violence Survivors: Transitional Housing and Shelter Options in San Francisco on 4/9/19
▶	Program Monitoring	Developed a programmatic monitoring tool for VAW Grant Programs, incorporating various contract requirements, as well as best practices for working with clients, and open-ended questions about program design and implementation. Developed with input from existing VAW grantees and City departments.
✓	Gender-Based Violence Prevention & Intervention Grants Program RFP	Released Request for Proposals for the next 5-year cycle of funding, totaling nearly \$9 million annually. Proposals due on 1/24/20.

B. City response to violence against women and girls:

Status	Item	Description
✓	Family Violence Council Report	FY 2017 annual report on data and trends of child abuse, domestic violence, and elder abuse released in January 2019.
✓	Bayview Domestic Violence High Risk Program	\$750,000 grant from the U.S. Department of Justice, Office of Violence Against Women to continue and expand the project to increase safety of survivors through improved coordination between the criminal justice system and community partners. Domestic Violence Death Review Team convened on 12/16/19 for the first time on over a decade.
✓	Bayview Project Evaluation	Secured a UC Berkeley Goldman School of Public Policy graduate student in Spring 2019 to conduct a program evaluation of the Bayview Domestic Violence High Risk Project. Commission approved report on 5/22/19.
✓	Family Violence Prevention Grant Award	We secured a \$385,000 grant from the Blue Shield of California Foundation. This funding will support the creation of a multi-sector collaborative to develop and implement community-level prevention strategies. Attended a convening on 6 other California grantees in Sacramento, 5/14/2019 -5/15/2019.
✓	Domestic Violence Liaison Program	Recruit and train a group of Domestic Violence Liaisons to support City employees experiencing domestic violence. Participation by 73 liaisons in 30 departments.

C. Stop human trafficking:

Status	Item	Description
✓	Grant to support CSE Youth	Received award from California Department of Social Services for \$9 million grant to support youth exploited in commercial sex industries.
✓	2019 SFCAHT Annual Conference	Co-hosted annual anti-human trafficking conference that attracted over 150 advocates; remarks by Senator Scott Wiener, Assemblymembers David Chiu, Phil Ting.
▶	Mayor’s Task Force on Anti-Human Trafficking	Developing a strategic plan for future of Task Force.
▶	Anti-Human Trafficking Awareness	Working with SFO, Mayor’s Office on campaign at SFO to raise awareness about human trafficking.

D. Response to sexual assault:

Status	Item	Description
▶	Sexual Assault Working Group	Participating with City departments and advocates to identify improvements to City’s response to sexual assault.