



City & County of San Francisco
Commission on the Status of Women

25 Van Ness, Room 130, San Francisco, CA 94102

(415) 252-2570 FAX (415) 252-2575

Sonia Melara, Executive Director

MINUTES

**Regular Meeting, Wednesday July 28, 1999
Western Addition Branch Library, San Francisco**

1. CALL TO ORDER/ROLL CALL

Meeting was called to order at 5:40pm by Commissioner Murase who chaired the meeting in the interim until the arrival of President Chang at 5:50pm**.

Commissioners Present:

President Patricia Chang**
Commissioner Dorka Keehn
Commissioner Carolene Marks
Commissioner Emily Murase

Staff Present:

Sonia Melara
Esther Velonza
Rosario Navarrette
Ann Lehman
Melyssa Jo Kelly
Latika Malkani

Excused:

Commissioner Ximena Delgado
Commissioner Juanita Miles
Commissioner Regina Phelps

2. ADOPTION OF AGENDA

- m/s/c (Marks/Murase) to adopt the agenda as submitted.

3. ADOPTION OF MINUTES

- m/s/c (Murase/Keehn) to adopt the minutes of the Regular Meeting held May 26, 1999 at City Hall.

4. PRESIDENT'S REPORT

President Chang announced the following:

- ▶ In August there will be appointments for the officers' position of President and Vice President.
- ▶ Although not yet formally appointed by the Mayor, after seven years President Chang will be moving on to the serve on the Environmental Commission.
- ▶ Due to the expiration of Commissioner Phelps' four year term, there will be two (2) positions open on the Commission. Individuals interested in applying for a position should submit their resume to our office or directly to the Mayor's office.

5. STAFF REPORT

Sonia Melara, Executive Director reported the following:

Budget Progress Report

Budget not finalized yet. Overall budget looks very good and almost everything requested was received. Will present complete Budget Report at August meeting.

National Women's Political Caucus (NWPC) CONFERENCE

Attended Conference and Commission participated by providing resources and doing some outreach in the community.

❑ **Women Who Make a Difference Awards**

Announced that Award were taking place (tomorrow) Thursday July 28, 1999.

❑ **National Association of Commissions for Women (NACW) Convention**

Announced Convention is taking place on July 5, 2000 at the Argent Hotel and SF Commission will be the host Commission. First planning meeting of the Executive Committee was (yesterday) Tuesday July 27, 1999. Attended the NACW Convention in Boston.

President Chang reported on the Executive Committee meeting. Clarified that the Executive Committee is our Fundraising Committee. Each Committee member is being asked to identify five (5) sponsors at the \$5,000 - \$25,000 level. Goal is to raise \$250,000. All of the Commissioners are officially a part of the Executive Committee. President Chang will continue to Co-Chair this event with Commissioner Delgado.

6. NEW BUSINESS

❑ **Presentation by the Department of Elections**

Presentation will be made at the August Meeting.

❑ **Women of Courage**

Ms. Melara presented this item on behalf of Commissioner Miles. Commissioner Miles is recommending that the Commission write a letter of recommendation stating that it is a great project, encouraging them to continue what they are doing, and to contact us if they need any help. Ms. Melara noted that there is no cost attached to the endorsement of this project.

ACTION: Tabled for action at the August meeting when Commissioner Miles could be present.

7. OLD BUSINESS

❑ **Update on San Francisco Unified School District's (Board) resolution on Sexual Harassment Policy #94-27A 10**

Ann Lehman, Policy Analyst reported the following:

Follow-up letter was sent as directed by the Commission, requesting they fund a position to coordinate the implementation of the Sexual Harassment program in the school's education program. They did not follow our recommendation and the issue has been delegated to the Health Department. Apparently, a committee has been formed to implement the program, but that has not been confirmed by the Health Department. A follow-up letter has been sent to the Board, to the Health Department, and to the Linda Davis, Acting Superintendent expressing our concern but also expressing our continued interest in working with the committee on the implementation.

Sonia Melara added, that Linda Davis is very open to having dialogue with us and having the Commission involved in the committee implementing the resolution.

President Chang reported per her conversation with Linda Davis on Sexual Harassment. She indicated that if we did not hear from Patricia Bascom in the next week or so, we should call Ms. Bascom and remind her of the request made by Linda Davis and the Board, to include COSW in helping them set up Sexual Harassment Policies.

□ **Update on Proposed Living Wage Ordinance**

Ann Lehman, Policy Analyst submitted written report and presented a summary:

- ▶ Nonprofits have had differing opinions on this issue, some supportive, some opposed.
- ▶ Most vocal opposition is from the Restaurant Associations.
- ▶ Commissioner Keehn thanked Ms. Lehman for the job she has done and the information she has provided on such a complicated issue.
- ▶ Commissioner Marks expressed her concerns on the health provisions and would like to see more emphasis on these provisions.

PUBLIC COMMENT IN SUPPORT OF LIVING WAGE:

Mary Louise Lovett speaking on behalf of the Democratic Women's Forum

Emphasized the feminine aspect of those who are being paid inadequate wages, noting Home Care Givers as an example.

Ethel Richardson, member of the In-Home Supportive Services (IHSS) Task Force

Noted that most of the IHSS workers are women of color and recent immigrants between the ages of 40 and 60. The recipients of these services are also mostly women. In general, IHSS workers feel like they have been put on the back burner and disrespected. Their focus is to raise awareness about the importance and need of the services they provide to the elderly.

Taffetta Lassen, part time Home Health Care worker and part time employee for IBM

Home Health Care is what she feels is more important, but must work a second job because of the low wages received. Emphasized that it is important that we continue to have an established work force for these critically necessary services.

Bruce Allison, HomeCare Worker

Women he works with do not make enough for a home and he has to help them find shelter. These women work a hard eight (8) hour day and they do not make enough to take care of themselves or their children.

Ken Jacobs, SF Living Wage Task Force.

Enacting a living wage is good for contracts because it puts everyone on a level playing field. On the question of where the money is coming from - a study from Berkeley shows \$32 million to be the cost, half of which goes to support service workers. The plan is to look to the General Fund for the money, and suggest that this be a priority.

PUBLIC COMMENT OPPOSING LIVING WAGE

▶ Jim Mathias, Public Affairs Manager for the SF Chamber of Commerce

Chamber has not taken a position on the living wage. Their concern is the unintended effects of the Living Wage. They do not argue that IHSS workers should make more than they are getting. Their main question is where is this money going to come from?

Commissioner Keehn expressed she did not feel the Commission was ready to take a position without having the final legislation. Ms. Lehman noted that the City's Economic

Study is due Labor Day and no later than Sept. 15th. The Task Force has been told that they will have five (5) weeks to review the results of the study and to give their recommendation. The Board of Supervisors may or may not agree with their recommendations.

- ❑ **m/s/c (Keehn/Murase) to support the concept of a Living Wage, since proposed ordinance has not been adopted.**

Ms. Melara stated she would follow-up with a letter to the Mayor and the Board of Supervisors letting them know the Commission has voted, and request that the Task Force look into those issues discussed which are still in question. We need to insure that it will not hurt the non-profits. Commissioner Murase added that we also want to emphasize the importance of issues brought forth by Home Healthcare Workers.

8. REPORTS

❑ CEDAW

Latika Malkani, Policy Analyst reported as follow

- ▶ The Juvenile Department and Department of Public Works have responded to the Guidelines the Task Force presented to them.
- ▶ The consultants, SAGE (Strategic Analysis on Gender Equity), reviewed the responses and presented a draft report to the CEDAW Task Force. The Task Force is continuing to review the report and have expressed concerns about the structure of the report and having it be a useable document.
- ▶ SAGE will continue working for us for one more week and then their contract will be completed. The Task Force will continue working internally on the report.
- ▶ Task Force hopes to have a report ready by COSW's September meeting after which the Task Force is considering having a public hearing for public comment about the report and recommendations. The report will then be presented to the Board of Supervisors.
- ▶ Latika emphasized receiving positive feedback from the departments.

President Chang commended Latika and Ann for their work. The report submitted by SAGE requires a lot of work and the CEDAW Task Force has put in many hours given the limited time SAGE will be working with us.

9. PUBLIC COMMENT

None

10. ANNOUNCEMENTS

None

11. ADJOURNMENT

Meeting adjourned at 7:05pm



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Sonia Melara, Executive Director

NOTICE

QUORUM WAS NOT MET.

THERE WAS NO COMMISSION MEETING ON

JUNE 23, 1999.