



The City & County of San Francisco
Department on the Status of Women
FY2022-2023

executive SUMMARY

Cover Letter

Dear Community Members,

On behalf of both the Commission and the Department on the Status of Women, please find the executive summary for our Department and the strategic objectives and initiatives that will guide our work over the course of the next two fiscal years and beyond. The Department's approach outlined herein has been endorsed by the Commission and is in alignment with the direction provided in the Mayor's budget and policy priorities.

Working at the intersection of health, safety, socioeconomics, politics and gender, the Department on the Status of Women has an expanded portfolio that prioritizes improving the whole lives of women, girls and nonbinary people through three core service areas: Health and Safety, Economic Security and Civic Engagement and Political Empowerment.

DOSW believes that mobility in the United States is determined and influenced by markers of difference like race, ethnicity, class, gender identity and sexual orientation. As we work to achieve gender equality across all indexes in the City and County of San Francisco, and to better understand the experiences of all women in the workforce and in society, we intend to use both gender and racial equity lenses, as well as other intersectional frameworks in our research and analyses to advance bold ideas and sustainable solutions to turn thoughts and prayers into policy and legislation.

Over the past two years, the Department has grown tremendously - nearly doubling in size, including adding skilled professionals focused on research and data, financial empowerment, reproductive rights, and mental health. We are proud of the self-motivated, heart-centered individuals we've assembled on our team as we continue our mission of empowering women, girls and nonbinary people with the education, tools and resources they need to create opportunities, build pathways to healthy and prosperous futures and to thrive!

Reorganized and reimagined to meet this post-Roe moment, today's Department on the Status of Women is one that is human-centered, informed by data and infused with confidence, conviction and clarity of purpose.

On behalf of the Department, we would like to thank Mayor London Breed for her steadfast commitment and strong leadership, as well as the San Francisco Board of Supervisors for their ongoing support and confidence. We look forward to continuing to work in partnership to create a more diverse, more efficient, gender equitable City and County of San Francisco.

Sincerely,



Kimberly Ellis -- Director, Department on the Status of Women





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Mission

Tasked with helping to transform San Francisco into a fully gender equitable City, the San Francisco Commission on the Status of Women champions the equitable treatment and advancement of women and girls across social, economic and political indexes through policies, programs and legislation, both within City and County government and in the private sector.

Vision

We envision a world where equality for women, girls and nonbinary people is woven into every fabric of our society. We have full agency and autonomy over our bodies and the power to shape and control our futures and our livelihoods.



Programs

The Commission uses a human rights framework to guide our policies and programs. Our portfolio includes programming in the areas of health and safety, economic security, civic engagement and political empowerment, anti-human trafficking and eradicating all forms of gender-based violence.

Background

In November of 2020, Director Kimberly Ellis had the incredible honor to be unanimously nominated by the Commission and appointed by Mayor Breed to help lead the Department on the Status of Women to its next level of greatness and to begin a refresh and renew campaign of the Department's work. Director Ellis' leadership also coincided with a new makeup of the Commission - with the majority of the members having been appointed alongside her arrival.

After several months of inquiry and a review that included an assessment of the Department's performance measures and data collection, the strengths and weaknesses of the operations were identified, as well as opportunities to redirect funding in a more racially equitable way as appropriate and necessary. Numerous key findings from this analysis were clear: one, the Department's work had generally siloed into a single-issue area (gender-based violence grant making); two, the Department was systematically underfunding its own staffing needs to the detriment of its mission; and three, the Department's funding was inconsistent with regards to the needs of and equity for the communities most impacted.

To be clear, the Department's work has been incredibly valuable in its gender-based violence grantmaking, but it can and must do more to improve the whole lives of women and girls and to ensure gender equity in all aspects of the City and County of San Francisco.

With a focus on its three core service areas, the Department seeks to rebuild itself as the **City's Watch Dog and Accountability Partner** on all issues related to gender parity; **Chief Advocate** for equity in service delivery, employment opportunities, leadership development and budget allocation; and **Master Convener** - bringing people together inside and outside the City to collaborate on ideas, strategy and impactful action to help San Francisco transform into a fully gender equitable City.

Fiscal & Finance

The Department on the Status of Women is committed to its responsibility as an effective steward of the public's dollars and duty to provide adequate fiscal monitoring of its programs to make long-lasting systems change and truly create a human-centered response to the diverse communities of San Francisco.

DOSW's Fiscal & Finance operations is reorganized, realigned, operationally and fiscally sound and is responsible for managing general funds as well as federal, state and private foundation grant dollars as well.

Our Fiscal & Finance team formulates and manages the Department's budget, develops and monitors fiscal policies and procedures, manages accounting and procurement functions, produces financial and grants reconciliation reports and oversees, reviews and approves all contracts, requisitions and purchase order requests.



Health & Safety

A healthy life isn't simply a checked box at an annual checkup; it's so much more, including what we eat, how we move and the practices and tools we use to strengthen not just our minds and bodies, but our souls too.

From maternal, reproductive and sexual health, to mental, emotional and nutritional wellbeing, to physical and digital safety, no one can be their best self without investments in selfcare. Far too often, women wait for permission and encouragement to put ourselves first, if even at all. We play a disproportionate role as society's caregivers, yet we so often fail to provide ourselves with the same nurture and love that we so consistently show others.

At the Department on the Status of Women, we recognize our responsibility to take a more holistic approach as it relates to providing San Francisco's women, girls and nonbinary people with the information, tools and resources they need to live their best and healthiest whole lives possible.

Whether its access to medical services or connecting communities to new and existing wellness programming, the Department is popping the hood on the City and County of San Francisco's investments in and impacts on the health of women, girls and nonbinary people.

The lessons learned from the COVID-19 pandemic afford us an opportunity to rewrite what it means to prioritize women's health, safety and wellbeing in San Francisco, and in the process, create replicable models for other municipalities to follow.

Economic Security

Financial empowerment and independence have been the greatest drivers of gender equity around the world. The ability to financially care for oneself is crucial in combatting a host of issues where gender disparity is jarring. The road to financial security and freedom is paved through education, but more importantly access - access to capital, access to networks and access to opportunities. Certainly, entrepreneurship, ingenuity and grit play vital roles in generating wealth, but we cannot expect to end systems of oppressions without actively taking strides to overcome the inert structures holding women, girls and nonbinary people back from equal economic opportunity.

With this in mind, the Department has expanded its focus to include services that support financial stability, security and mobility around jobs and employment, housing, financial literacy, subsidized childcare, paid family and dependent leave, saving and investing, entrepreneurship and other avenues to economic success.

Additionally, DOSW is proud to announce its success in securing two new competitive grant awards for FY 22-23 from Blue Cross Foundation of California as well as the California Commission on the Status of Women and Girls. With funds from Blue Shield, coupled with an investment from the Department's general fund resources, we are launching a micro grant program to study the impact of access to capital for women who have experienced domestic violence. The California Commission on the Status of Women and Girls has also provided funding to the Department to support our efforts for guaranteed income pilot programs aimed at supporting justice involved women as well as those from our Indigenous community.

Understanding the importance of housing stability, this new core service area now includes housing grants. To that end, the Department has partnered with the California Consortium of Urban Indian Health, as well as the Center on Juvenile and Criminal Justice - Cameo House, one of San Francisco's legendary diversion and housing programs for formerly incarcerated and/ or homeless mothers. As we build out this new programming, we continue to listen to our community regarding what they need most and how we can help.

In the coming year, the Department will continue to explore opportunities to bring pilot programs like guaranteed income to the Department's core constituencies as well as build strategic partnerships with banks and other financial institutions to encourage resources and support like micro-lending, small business loans and student loan/ debt forgiveness programs.

Civic Engagement & Political Empowerment

Benefiting from democracy only occurs if citizens and residents are active, engaged, and educated to leverage the tools available to make an impact in their communities.

Whether it's getting elected to public office, appointed to a board or commission, forming an advocacy group, or even starting a ballot measure effort, the pathway to change for women, girls and nonbinary people starts with education and engagement. That means going to the places and spaces and meeting people where they're at, as well as investing in and listening to not just their ideas, but their proposed solutions too.

This new core service area will include a host of trainings, educational workshops, and public service campaigns, with the goal of getting women, girls, and nonbinary people organized, registered to vote, educated on critical issues and actively participating at all levels of government.

In FY 21-22, DOSW partnered with Ignite National to launch the *Ignite-the-Vote San Francisco* campaign aimed at getting high school girls and other students registered to vote in the 2022 midterm elections. The Department is also working with She-The-People on a limited video series: "*Gotta See It to Be It*" that highlights a selection of women of color leaders and changemakers to inspire the next generation to step into their power.

We can't expect leaders to suddenly appear without cultivation, development and investment in both outreach and collaboration with those missing voices. The Department aims to create programming that is not only culturally competent, but socially relevant in the lives of everyday San Franciscans.

The importance of creating content that inspires women, girls and nonbinary people to dream big and believe in themselves and their own limitless potential cannot be overstated, and the Department on the Status of Women is here for all of it!

Policy & Legislation

If there is one thing the global (COVID-19) pandemic revealed, it's that the lack of economic security is truly a matter of life or death, especially for women, girls and nonbinary people of color. In fact, the catastrophic impacts have continued to exacerbate many of the most challenging and pressing issues the Department has long aimed to address. No longer playing a passive, defensive role when it comes to championing smart, effective policy that moves the needle of progress forward for women, girls and nonbinary people, today's Department on the Status of Women is officially on offense; and we're playing to win.

As the City's Watchdog and Accountability Partner on all issues related to gender equity, DOSW will demand a systemwide, gender-equitable recovery and beyond that connects our target communities to resources and programming to not just help them build back, but to help them build back better – and stronger.

Our focus will be on developing a policy agenda that positions the San Francisco Department on the Status of Women as the gold standard for producing data driven policy solutions that improve the health, wealth, physical safety and well-being of women, girls and nonbinary people. Resolutions and platitudes are nice. Smart, effective policy that addresses root causes and improves one's quality of life is better.



Research, Data & Evaluation

The Department on the Status of Women endeavors to help women, girls and nonbinary people close inequality gaps, improve their social standing and well-being, build political power and influence and create economic stability, security and mobility.

We know that when it comes to building a knowledge and evidence-based policy agenda grounded in cohesive research, data is Queen. And bad data in leads to wrong outcomes coming out. Starting in 2022, the Department began investing in information-technology solutions to create greater accuracy in our data and reporting, efficiency in our operations, as well as increased accountability and management of limited public resources.

In FY21-22, DOSW hired a Research, Data and Evaluation Analyst to focus on research projects, report writing, creating a strategic roadmap for our data management systems and programs, overseeing the development and implementation of a community needs assessment and managing our Civic Bridge partnership with Zendesk.

Ultimately, our goal is to develop a comprehensive policy agenda that utilizes reliable data to position the Department on the Status of Women as the go-to municipal knowledge broker on polices concerning gender equity and the human rights of women, girls and nonbinary people.

Special Initiatives, Projects & Programs

ABORTION RIGHTS

The Dobbs ruling has turned issues of abortion rights and reproductive freedom on their heads for all people, especially for those who become pregnant. And although California is in a unique position with our reproductive freedoms and ability to make choices about the protection of our own bodies, the repeal of abortion rights across multiple states will have immediate, long term and unanticipated impacts directly on California, and especially in San Francisco and the greater Bay Area.

As the country's oldest local department dedicated to women and gender equity with subject matter expertise on the policy, programmatic and political conditions surrounding reproductive freedom and access, the San Francisco Department on the Status of Women is proud to serve as the coordinating agency for the City's collective response to the overturning of Roe v. Wade.

DOSW has been tapped to lead an initiative that creates the first ever regional collective of municipal governments and reproductive health and justice stakeholders across nine Bay Area counties to launch the San Francisco Bay Area Abortion Rights Coalition.

This moment, though heartbreaking, and at times demoralizing, affords the San Francisco Bay Area an opportunity to collectively reinforce our regional response, reimagine our reproductive healthcare system, and reframe the narrative to win this argument once and for all. Equal parts bold and audacious, the BAARC initiative will require an extraordinary level of coordination and collaboration, and DOSW is proud to convene this new table to organize for our communities' future.

INAUGURAL WOMEN'S POLICY SUMMIT

Debuting in April of 2023, the Department will host San Francisco's Inaugural Women's Policy Summit - Shi(f)t Happens: Shifting Narratives, Policies and Culture to Create a Gender Equitable Future.

A confluence of brilliant minds, big ideas and cutting-edge policies, the Shi(f)t Happens Policy Summit will bring together in community and conversation some of the leading voices on gender equitable frameworks, practices and legislation.

From health and safety to economic security to civic engagement and political empowerment, the Summit is set to discuss topics that span the gamut of some of the most pressing issues women, girls and nonbinary people face today. Ultimately, the goal of the Summit is to be an amplification agent to accelerate the pace of narrative and culture change, and in the process, *shift* policy and legislative change.

Fireside chats; power panels; interactive workshops; live performances; a networking lunch; small business vendor fair and more. This will be one of the most dynamic convenings of 2023 that you won't want to miss!

MAYOR'S TASK FORCE ON ANTI-HUMAN TRAFFICKING

The Department proudly serves as the lead agency for the Mayor's Taskforce on Anti-Human Trafficking. Having been paused during the COVID-19 pandemic, in 2021, the Department on the Status of Women reignited the Taskforce by hosting a series of discussions according to organizational type and focus and subject matter expertise to help shape how it could make the greatest and most meaningful impact.

In 2023, the Department will update the data last published in the 2019 Report, continue to build and strengthen relationships in the broader anti-trafficking community and expand its reach and impact.

In addition to its role with the Mayor's Taskforce, the Department also leads a large coalition to address the Commercial Sexual Exploitation of Children (CSEC) in San Francisco. In December of 2022, DOSW concluded the first iteration of the San Francisco SOL (Safety, Opportunities and Lifelong Relationships) Collaborative, which was originally funded in 2019 through a \$9.3M grant from the California Department of Social Services.

Because of the initiative's success, the state awarded the Department another \$7M grant beginning in January of 2023 to continue the project for another three years, including the addition of new innovations around housing for youth currently being trafficked.

GBV GRANTS PORTFOLIO PORTING PROJECT

As part of the strategic shift from a general grant making agency to a Watchdog, Advocacy and Convening organization, beginning in FY 25-26, the Department on the Status of Women will not be reissuing its gender-based violence grants portfolio RFP as it has been traditionally done.

While DOSW does not plan to provide service-based contract grants as its central body of work, it will continue investing in programming dedicated to improving the whole lives of women, girls and nonbinary people through its three core service areas (Health & Safety; Economic Security; and Civic Engagement and Political Empowerment), as well as its Anti-Human Trafficking portfolio.

In preparation for this shift, DOSW's focus over the next upcoming two fiscal years is twofold: 1) address existing performance and effectiveness issues within the existing contracts and 2) identify appropriate homes and port existing services into departments with subject matter expertise of service type and better funding capacity.

DATA INTEGRITY & PERFORMANCE ACCOUNTABILITY INITIATIVES

We believe that technological solutions are intended to help streamline workflows, reduce errors and decrease time spent manually processing fiscal and programmatic data. In efforts to increase departmental transparency, accountability and integrity, the Department is implementing new IT platforms to create greater accuracy in our data and reporting and reliability in our operations, as well as strengthen efficiencies and eliminate redundancies throughout our portfolio.

Additionally, in FY22-23, DOSW looks to launch a performance tracking tool across all program lines, as well as possibly consolidate contracts to maximize management of precious public dollars.

FAMILY VIOLENCE COUNCIL

Violence impacts individuals at different stages of life. Child abuse, elder or dependent adult abuse, and domestic violence (also known as intimate partner violence or IPV) are all forms of family violence that have traumatizing and far-reaching effects on individuals, families and entire communities. Family violence can include abuse that is physical, sexual, psychological or economic, and it is characterized by behaviors that are used to isolate, neglect or exercise power and control over a person.

In 2007, the Family Violence Council was established by local ordinance to increase awareness and understanding of family violence and its consequences, and to recommend programs, policies, and coordination of City services to reduce family violence in San Francisco.

Each year, the San Francisco Family Violence Council and the San Francisco Department on the Status of Women issue a comprehensive report on family violence in San Francisco, including the prevalence of abuse, the response from City agencies, demographics of victims and survivors, access to community-based services and demographics of people experiencing abuse.

This report aims to track trends of family violence in San Francisco, identify gaps and needs in response and services and inform policymaking and funding priorities for the City. Data for the report is collected from more than 10 City public agencies and 27 community-based organizations.

COMMUNITY NEEDS ASSESSMENT

Addressing systemic issues and serving the community starts and ends with an in-depth understanding of both the problems and those impacted. In 2022, the Department engaged a team of outside experts to help us better recognize the greatest obstacles faced by women, girls and nonbinary people in San Francisco. Not only will this comprehensive community needs assessment highlight where our attention is needed the most, it will also help provide the contours and details of those most affected and marginalized from the systems of oppression that keep them subjugated, struggling and disadvantaged. Findings from this study are expected to be released in the Summer/Fall of 2023.

ELECTION SURVEY PROJECT

2022 saw one of the most historic elections in our nation's history, which included the President's Party gaining a seat in the Senate, a near even split between both Parties in Congress and women getting elected in increased numbers across the country, including the highest number of female governors ever. DOSW leveraged our expanded research and data science abilities and launched its first ever voter election survey, as well as a social media initiative that interviewed everyday San Franciscans about their voting decisions. We are looking to improve our methods over time, and this inquiry provided valuable insight into what makes voters tick, particularly around issues disproportionately impacting women, such as abortion rights and public safety.

LISTEN & LEARN TOUR

Community-based participatory research (CBPR) is the gold standard when it comes to better understanding any societal challenge or opportunity. With the launch of our three core services areas, DOSW has embarked on its own modified version of CBPR with the "Listen & Learn Tour" (L<). Designed to inform programming and grant-making in these new areas, the L< will gather a wide swath of women, girls, nonbinary people and allies to understand what needs to be done, what's working and where we can redouble efforts to make real change in the lives of those we serve.

PINK TABLE TALK SERIES

A lot of politicians talk a good game when it comes to supporting women's equality, but too often, real policy change never seems to follow. If we want to dismantle the status quo to achieve gender equity, we can't just talk about it, we gotta be about it. Debuting in 2023, the *Pink Table Talk Series* will call the question and tell the hard truths of the day around barriers (institutional and otherwise) that prevent us from achieving a fully gender equitable City and society. We'll bring together diverse voices in dialogue to discuss some of the toughest, most impacting and provocative issues that intersect around race, the environment, reproductive health, public policy and socioeconomics. Designed as live events embedded in community, the *Pink Table Talk Series* will also be filmed and available for remote viewing.



Upcoming Reports

- Mayor's Task Force on Anti-Human Trafficking Report
- Family Violence Council Report
- Gender Analysis of Public Art, Streets, Buildings, and Parks
- Gender Analysis Report on Boards & Commissions
- Women & Housing Report
- State of the Status of Women Report

FY2021-2022 Top Accomplishments

- Rebranded and Relunched DOSW
- Reframed and Expanded Work of Department
- Increased and Aligned Budget to Be More Equitable
- Doubled Number of FTEs to Adequate Staffing Levels
- Remodeled Office Workspace for Hybrid Environment
- Secured Four New Grants (Totaling \$7,550,000)