



London N. Breed
Mayor

DIRECTOR'S REPORT

April 26, 2023

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.

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.

Reorganized and reimaged 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.

The items below reflect the Department's work towards building a more diverse and efficient San Francisco City and County government through gender-responsive and racially equitable policies and programs.

I. EXECUTIVE

N/A

II. ADMINISTRATION & OPERATIONS

a. Fiscal

On March 30th, the Mayor and Mayor's Budget Director informed department heads and finance staff that the City's deficit outlook has worsened since the initial budget instructions, specifically in the first year of the budget, and there are additional economic risks and cost pressures the City needs to be able to plan for. In order to balance the upcoming two-year budget, all departments were instructed to propose to the Mayor's Budget Office (MBO) options to reduce additional General Fund support from their budgets, equivalent to at least another 5% in each budget year. For DOSW, that means we had to reduce an additional \$687,707 from each year's budget for new target reductions of \$1,375,414 and \$1,788,038 in FY 23-24 and FY24-25, respectively. The

Department's revised proposed budgets of \$12,776,552 in FY 23-24 and \$12,415,725 in FY 24-25 meet MBO's new General Fund target reductions while still managing to avoid making cuts to the base contract amounts for grantees in our gender-based violence grant portfolio. The Department believes that the proposed budgets will allow us to continue supporting the communities that we serve and simultaneously fulfill our fiscal obligation to help the City pass a balanced budget.

Additionally, we submitted the Department section for the annual Mayor's Proposed Budget Book. The section highlights existing initiatives that align with the Mayor's priorities to stimulate the recovery of the local economy with a focus on the downtown area and the City's economic core, transform mental health service delivery and strengthen accountability and equity in services and spending.

The Department contributed to the City's economic recovery by hosting the inaugural San Francisco Women's Policy Summit: *SHIFT Happens* in the downtown corridor. The Summit brought together more than 600 local, state and national attendees representing our broad and diverse community, including twenty San Francisco City departments and a third of California's 58 counties; 50 speakers; and many others, providing an economic boost to our local economy, including hotels, restaurants, retail and tourist attractions.

Additionally, the Summit hosted a small business vendor fair featuring 12 local San Francisco/Bay Area women-owned businesses and promoted a positive image of San Francisco as a safe and inclusive destination for women, girls and nonbinary people.

b. New Hires

The Department would like to welcome our newest team member, Kalkidan "Kali" Shebi, who will serve as the Program Manager for Economic Security. Kali joined the Department last month from San Francisco's Human Services Agency, where she was a Project Manager and Analyst for the Planning Unit. Prior to that, Kali was in the gender equality field managing the Girls and Women Strategy program at the United Nations Foundation in Washington, DC.

After moving to the Bay Area, Kali joined the YWCA Board (Berkeley/Oakland chapter), and currently serves on the financial development committee, supporting the Y's mission of empowering marginalized women and ending racism in the community.

Kali is a lifelong advocate for girls' and women's rights. Her upbringing in Ethiopia and her lived experience as a Black, Immigrant, Woman in America has shaped her deep passion for gender equality and social justice.

III. COMMISSION

N/A

IV. COMMUNICATIONS & EXTERNAL AFFAIRS

a. **AANHPI Heritage Month**

May is AANHPI (Asian American and Native Hawaiian/Pacific Islander) Heritage Month. To acknowledge and celebrate the role of food in AANHPI communities as a vehicle for self-expression and community-building, Department staff will interview AANHPI women restaurant owners, managers and head chefs across the City for *DOSW on the Street: AANHPI Heritage Month Edition*. DOSW welcomes recommendations from the Commission.

V. PROGRAMS, POLICY & REPORTING

a. **Health & Safety**

On April 14, the Department on the Status of Women presented at the State Legislative Committee to ask its members to endorse seven bills currently being considered by the General Assembly. These bills are part of the larger 17-bill legislative package introduced this session by the California Legislative Women's Caucus and endorsed by the California Future of Abortion Council. These bills will help ensure that all people in California, and those who are forced to travel here for reproductive health care due to harmful bans and restrictions in their home states, have access to safe and affordable abortion care. The bills package includes:

- **AB 254** (Bauer-Kahan), which ensures the privacy and security of individuals' information when they opt to use apps and websites that provide reproductive and sexual health services.
- **AB 576** (Weber), which ensures that patients relying on Medi-Cal can access medication abortion in line with up-to-date clinical guidelines and peer-reviewed scientific evidence.
- **AB 598** (Wicks), which will require school districts to participate in the California Healthy Kids Survey (CHKS) and include a module on sexual and reproductive health care as one of the core survey modules.
- **AB 710** (Schiavo), which will require the Department of Health to launch a public information campaign to provide women with accurate information regarding access to abortion care at crisis pregnancy centers.
- **AB 1194** (Carrillo), which will ensure that businesses cannot use exemptions under the Consumer Privacy Rights Act to share information about a consumer accessing, procuring or searching for services regarding contraception, pregnancy care and perinatal care, including abortion services.

- **SB 36** (Skinner), which will make it illegal for bounty hunters and bail agents to apprehend those who fled criminal prosecution or imprisonment for providing, receiving or supporting an abortion or gender-affirming care. Bounty hunters and bail agents who violate the new statute would be guilty of a misdemeanor and face up to a year in jail and forfeiture of their license to operate in California.
- **SB 345** (Skinner), which expands legal protections for health care professionals providing reproductive health services as well as gender-affirming care, contraception and abortions for out-of-state patients. Specifically, this bill will protect health care providers from suspension, license revocation and other related disciplinary actions by a California medical licensing board due to their performance of legally protected health care services, regardless of where these services were performed. Additionally, health care providers will be further protected from civil suits or criminal prosecution by non-California jurisdictions due to their performance of health care services, including abortions.

Additionally, because the Department recognizes 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 lives possible, future programming in this core service area will include working with community partners to host wellness pop-ups that provide an array of services including mental health care, cultural healing practices, physical/wellness screenings, and personal safety classes throughout San Francisco.

b. **Economic Security**

The Department is continuing its work with Indigenous Justice and Cameo House to implement a Guaranteed Income Pilot and Micro Grant program to support indigenous domestic violence survivors and justice-impacted women. DOSW anticipates an official launch for these pilots later this summer.

c. **Civic Engagement & Political Empowerment**

The Department is in the final stages of completion for the #StepIntoYourPower campaign, including the four-part video series, *Gotta See It To Be It: Step Into Your Power*, which highlights the stories of four powerful women of color leaders: California State Controller Malia Cohen, San Francisco Mayor London Breed, San Francisco Supervisor Myrna Melgar and San Francisco City Administrator Carmen Chu. The series concludes at the end of this month.

There's still time to add your voice and nominate a woman or femme stepping into their power as part of She the People's #SheThePower blog series. These powerful women and their incredible stories will be featured on upcoming

blog and social media posts. Take a moment to nominate an incredible woman, visit shethepeople.org/shethepower.

d. SF SOL Collaborative

The SF SOL (Safety, Opportunity, and Lifelong Relationships) Collaborative continues to develop a continuum of care for youth involved in or at risk of commercial sexual exploitation.

The Department attended the Preventing and Addressing Sex Trafficking (PACT) Convening to network with child welfare staff, mental health professionals, and others supporting youth who are at-risk of or experiencing commercial sexual exploitation in addition to learning trauma-informed designs and programming throughout the state.

Finally, the collaboration attended a roundtable discussion hosted by the San Francisco District Attorney's Office for Victim Rights Week.

e. Department of Justice, Office on Violence Against Women Grant

The Department is coordinating with the Quattrone Center for the Fair Administration of Justice at the University of Pennsylvania Carey Law School on the public dissemination of the Domestic Violence Death Review Team's Pilot Report to be released in May. The report is an interdepartmental review of a fatal domestic violence incident that took place in San Francisco and provides recommendations to strengthen system policies and procedures, as well as identify prevention strategies to reduce future incidents of domestic violence-related injuries and deaths. The DVDRT Pilot was a collaboration between multiple departments and community-based advocates to evaluate and improve system responses and the report can serve as a foundation for the continued participation of City departments to engage, cooperate, and hold each other accountable in reviewing coordinated community responses.

The Department continues to support Black Women Revolt Against Domestic Violence, La Casa de Las Madres and the Victim Services Division of the District Attorney's office in their efforts to expand support services and coordinate data collection on the City-wide expansion of the high lethality assessment.

f. Blue Shield Foundation Grant

The HEALing Roots Collaborative is currently working to produce a podcast series that asks the question: what are the social and economic costs of domestic violence to the City and County of San Francisco? Through candid discussions with City departments and local CBOs who provide domestic violence prevention services, the podcast hopes to highlight the issue of

domestic violence in the LGBTQ+ community, the disparate economic and social effects on survivors of color and other relevant topics.

VI. RESEARCH & DATA/ PROJECTS, STRATEGIC LEARNING & CAPACITY BUILDING

a. Research & Data

The Department has begun working with Envisio, a performance management software platform that helps government, education and nonprofit organizations manage their strategic plans. Envisio will help the Department improve its data collection efforts concerning our grant portfolio. The system will enable us to collect, aggregate and monitor quarterly grantee data and increase our ability to analyze this data systematically.

Additionally, the Department is finishing its data update for the Family Violence Council report on domestic violence, child abuse and elder abuse. This update includes three dashboards that report on the prevalence of abuse/violence, response to the abuse/violence and the demographics of victims and perpetrators for each category covered by the report. The data analyzed this year shows similar patterns in the prevalence of elder abuse, child abuse and domestic violence, as well as how the City has responded.

Lastly, the Department has begun planning and designing its 2023 Gender Analysis of Commissions and Boards report. This report, completed every odd year, examines the gender breakdown of public commissions and boards in the City. Historically, this report has provided insight on the make-up of hundreds of individuals serving in over one hundred policy and advisory bodies, going beyond simple gender breakdowns to examine demographic representation by categories such as race, sexual orientation and veteran status.

VII. GENERAL UPDATES

N/A

VIII. SPECIAL EVENTS, ACTIVITIES & ANNOUNCEMENTS

- a. **Event Recap:** San Francisco Women's Policy Summit - SHIFT Happens: Shifting Narratives, Policies and Culture to Create a Gender Equitable Future

SHIFT happened at the San Francisco Women's Policy Summit on Thursday, April 13. The scene was beautiful and inclusive; the energy was electric; and the vibe was exciting and empowering. Nearly 600 people attended, representing our broad and diverse community, including twenty San Francisco City departments and a third of California's 58 counties, along with 50 speakers, a dozen small business vendors, two massage therapists, the best

turntable mixologist ever and one Chef du Jour.

Between three star-studded panels, two fireside chats, an all-male “manel”, two interactive workshops and a public service address by DOSW Commissioners, there was a little bit of something for everyone. Topics covered an array of issues related to gender equity including:

- Creating radically safe communities
- Economic stability, security and mobility
- Investing and wealth building
- Male allyship
- Current legislation addressing structural gender inequities
- Community organizing and staying politically active
- Visualizing gender equality through communal art

As we continue to process the wonderment of the day, here are three topline takeaways:

- Women, girls and nonbinary people are enough, just as we are. And we deserve dignity, beauty, respect and equality. Full stop.
- When it comes to policy making, equality is non-negotiable. Enough with the excuses: from employment opportunities to leadership development and pay equity, it's time to weave gender parity into all aspects of our society.
- A gender equitable future is possible, but we can't do it alone. Nor should we. Men must play an active role in making this dream a reality. Fellas, pull up!

For those who were able to join us at the Summit, THANK YOU(!) for contributing to a momentous occasion. And for those who couldn't attend, don't worry, we're gonna make SHIFT happen again next year!

In the meantime, keep an eye out in the coming weeks for the official Summit photos and session videos. Can't wait? Search #ShiftHappens23 on social media to see highlights from DOSW and attendees.

Kudos to the entire DOSW team, the African American Art & Culture Complex, Point Studio, our incredibly talented **Graphic Designer, Kirsten Rogers**, and our **Director of Registration, Denise Heitzenroder**. Teamwork really does make the dream work.

IX. CALENDAR

May

Friday, May 5

Wednesday, May 24

*Missing and Murdered Indigenous Women Event
Commission Meeting*

June

Thursday, June 15

Monday, June 19

Thursday, June 22

Sunday, June 25

Wednesday, June 28

*Budget Hearing
Holiday: Juneteenth
Budget Hearing
Pride Parade
Commission Meeting*