



London N. Breed  
Mayor

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



**DIRECTOR'S REPORT**

December 12, 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 Community 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 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.*

*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**

The Department has experienced a few staffing changes following last month's Commission Meeting. Alex Boskovich and Maja Marjanovic have transitioned out of their roles of Chief of Staff and Programs & Policy Director respectively. The Department thanks both amazing women for their time and talent towards the mission of the Department and Commission on the Status of Women; and we wish them the very best in their future endeavors.

The Department is thrilled to welcome two new additions to our staff. Denise Heitzenroder has joined the Department as our Project Manager for Strategic Initiatives. Returning to the role of Deputy Director/Chief of Staff is Dr. Joseph Macaluso.

II. **ADMINISTRATION & OPERATIONS**

• **Fiscal**

In October, the Mayor's Budget Office (MBO) issued instructions to departments to begin implementing measures to trim budgets for the current fiscal year, aiming to proactively address the upcoming complex budgetary challenges anticipated later this year. Departments were asked to pause new initiatives, eliminate unfilled positions, capitalize on fresh revenue streams and

gradually reduce programs that have alternative funding sources or are no longer financially viable. These decisions mark the necessary steps toward securing both the immediate and future financial well-being of the City.

MBO, working closely with the Controller's Office and the Budget & Legislative Analyst, is in the process of refining the City's long-term financial forecast. According to their projections, if no additional measures are implemented, the City's deficit will exceed \$1 billion by fiscal year 2027-28. This estimate relies on the latest General Fund revenue projections and assumes that ongoing expenditures and service levels will persist and, in several instances, increase with inflation.

Even with the challenges posed by the current economic conditions, the Department expects that the baseline budgets for our grant contracts will be unaffected.

- **Grants Administration**

The Department provided staff with training on grants management accountability. By holding organizations accountable to the grant plans that they have developed, the Department ensures that clients and program participants are appropriately benefiting from City-funded initiatives.

The Department updated the questions in the grantee quarterly narrative report as a means to provide more opportunity for grantees to share important progress updates beyond the standard statistical and demographic data collected. Questions now focus on project progress, challenges faced, community changes that impact project work, important upcoming dates/events for grantees/projects, lessons learned, support needs and sustainability.

The Department continues to develop a refined grants management policies, procedures and preferences document, which will improve narrative and financial reporting processes, including invoice processing. The aim is expedite review and payment while reducing time and effort required of both grantees and DOSW program staff. Other benefits include clarified grants management processes for Department staff.

III. **COMMISSION**

N/A

IV. **COMMUNICATIONS & EXTERNAL AFFAIRS**

N/A

V. **PROGRAMS, POLICY & REPORTING**

- **Policy & Programs**

The Department continues to build out its policy portfolio for the next two years and will focus on one policy at each governance level: local, state and federal. At the local level, the Department is researching getting free period

products in all CCSF bathrooms. At the state level, the Department is looking into a possible role to help with enforcement of SB 1162, the Pay Transparency Law. And at the federal level, the Department is researching ways to support student loan forgiveness and/or national paid family leave.

- **Health & Safety**

Last month, the Commission approved a grant solicitation waiver to WISE Health SF to support a mental health initiative that aims to meet people where they live, work, and play through pop-ups, localized media campaigns, and education. The Department is working to formalize the grant agreement and begin community outreach activities in the month of December.

- **Economic Security**

The Department is continuing its work with Indigenous Justice and Center on Juvenile & Criminal Justice's Cameo House to implement a Guaranteed Income Pilot and Micro Grant program to support survivors of violence and justice-impacted women. DOSW anticipates an official launch for these pilots in early 2024.

The Department is also working with San Francisco's Human Services Agency (SFHSA) to request a waiver from California Department of Social Services (CDSS) to protect the public benefits of individuals participating in the guaranteed income pilot program. The Department, together with SFHSA, has successfully completed the CDSS waiver application process and submitted the application materials to CDSS for review and approval.

- **Civic Engagement & Political Empowerment**

N/A

- **Strategic Initiatives**

The Department is in the early planning stages for the 2024 SHIFT Happens Women's Policy Summit. Community members can visit [www.sfwomenspolicysummit.com](http://www.sfwomenspolicysummit.com) to sign up for updates and watch highlights from the inaugural event this past April. The Department has also begun to release 2023 content across its social media platforms and invites Commissioners to share with their networks.

- **SF Bay Area SOL Collaborative**

The SF Bay Area 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 quarterly pilot meeting with CDSS, where all statewide pilots were introduced to the Southern California pilot continuum. Additionally, the Collaborative's members presented to the Family Violence

Council on the Street Outreach convening they hosted back in October.

Finally, the Department has initiated partnerships with other counties outside of San Francisco County, including Santa Clara and San Mateo.

- **Department of Justice, Office on Violence Against Women Grant**

The Department continues to support Black Women Revolt Against Domestic Violence, La Casa de Las Madres and 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 Program. In addition to providing programmatic and fiscal updates to the Department of Justice, this month the Department is coordinating a second review for the San Francisco Domestic Violence Death Review Team with the District Attorney's Office.

- **Blue Shield Foundation Grant**

In addition to the [HEALing Roots Podcast](#) series, the HEALing Roots Collaborative will be working in the New Year to host a convening of domestic violence service providers and City leaders with the goal of forging lasting partnerships between these stakeholders. This convening will allow domestic violence service providers, with the assistance of the Department, to pose the question to City departments as to how they are considering domestic violence in their everyday operations and how they can better serve survivors in all areas of public service.

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

- **Research & Data**

In October, the Department officially rolled out the new Envisio data collection system. Envisio will help the Department administer the quarterly reports it receives from grantees and improve our ability to use the data in these reports. DOSW will continue to build out the new data platform in order to improve the experience for our grantees.

The Department is currently in the process of preparing the Gender Analysis of San Francisco Commissions and Boards Report. This report is generated by the Department once every two years and examines representation across several groups in the City's advisory and policy bodies. The demographic categories include women, people of color, LGBTQIA+ individuals, people with disabilities, veterans (or people who have immediate family members that have served) and people of various religious affiliations. This year, DOSW was committed to increasing the response rate for our survey, as our 2021 report was limited by low participation driven primarily by complications arising from the COVID-19 pandemic. The Department remains committed to producing reports using the best data possible. To ensure a high response rate, DOSW has sent reminders to our Commission contacts and provided an extra month to our data collection timeline. So far, our survey has received responses from over 700 individuals and 120 organizations.

The Department continues to work with Clarity Social Research Group to produce a Community Needs Assessment. A preliminary data analysis produced by Clarity is currently under review and a Steering Committee to assist in the primary data collection is being formed. The Community Needs Assessment will identify services gaps faced by women in the City and County using pre-existing population data and a new survey.

VII. **GENERAL UPDATES**  
N/A

VIII. **SPECIAL EVENTS, ACTIVITIES & ANNOUNCEMENTS**  
N/A

IX. **CALENDAR**

**December**

*Thursday, December 7*  
*Tuesday, December 12*  
*Monday, December 25*  
*Tuesday, December 26*

*First Day of Hanukkah*  
*Regular Commission Meeting*  
*Christmas Day*  
*Kwanza*

**January**

*Monday, January 1*  
*Monday, January 15*  
*Monday, January 22*  
*Wednesday, January 24*

*New Year's Day*  
*Dr. Martin Luther King Jr. Day*  
*Anniversary of Roe v. Wade*  
*Regular Commission Meeting*