



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



London N. Breed
Mayor

DIRECTOR'S REPORT

January 24, 2024

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**

N/A

II. **ADMINISTRATION & OPERATIONS**

• **Fiscal**

The Department has been working on the design of our FY 2024-25 and FY 2025-26 budgets. The Department's goals are to advance the progress that we have made and maintain the momentum that we have built in the last four budget cycles. The Department strives to fulfill the needs of the organizations and the communities that we serve while meeting the required ten percent or \$1,350,000 General Fund reductions requested by the Mayor's Budget Office for each fiscal year. The Department has also been working to identify the additional 5 percent contingency totaling \$675,000. We will be presenting a draft of our budget at today's Commission meeting.

It is important to note that even with the challenges posed by the current economic conditions, the Department expects that the baseline budgets for our current 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 to expedite review and payment while reducing the 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**

All CBOs with Health & Safety grant lines have scheduled mid-cycle performance evaluations for late-January. CBOs will present an information sheet and slideshow presentation demonstrating their work to date. The Department continues to work on the upcoming Mental Health Pop-Up series and is looking toward May for the National Day of Awareness for Missing and Murdered Indigenous Women.

The Department of Homelessness and Supportive Housing (HSH) issued a report on the housing needs of gender-based violence survivors. DOSW has

been an active member of a working group and 3 subcommittees to work through the report and recommendations. Several recommendations pertain to DOSW; the subcommittees are compiling joint implementation plans.

- **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**

On January 31, 2024, the Department will mark the one-year anniversary of the creation of the San Francisco Bay Area Reproductive Access Coalition (BAARC). BAARC stakeholders will share information about the innovative work of the Coalition in its first year, as well as the Coalition's goals as it moves forward.

The Department's annual SHIFT Happens Women's Policy Summit is scheduled for April 18th, 2024, at Moscone Center. This year we are working with IGNITE on a program that will focus on civic engagement and political empowerment, particularly for young women and women of color, in advance of the November 2024 election.

- **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 Collaborative hosted their annual retreat to ensure realignment of the project and to discuss year two goals, which includes the opening of the youth stabilization pathway, MOUs with neighboring counties and CSE-IT trainings provided to organizations and agencies through the San Francisco Bay Area.

January is also Human Trafficking Prevention Month. The Department attended the 15th annual press conference for the San Francisco Collaborative Against Human Trafficking, as well as the California Department of Social Services Prevention Panel.

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

The Department is collecting data from all program partners to prepare, coordinate and submit a semi-annual report covering all program activities from July 2023 through December 2023 to the Department of Justice. 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. The Department is developing a revised MOU in partnership with the District Attorney's Office to resume work on the Domestic Violence Death Review Team.

- **Blue Shield Foundation Grant**

In addition to the [HEALing Roots Podcast](#) series, the HEALing Roots Collaborative is working 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**

The Department is preparing to collect its second quarter of data in the new Envisio data collection system. Envisio helps 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. As part of this, the Department has released a revised set of narrative questions. These new questions provide greater clarity and improve the data the Department will receive. DOSW will continue to provide support to its data partners in the Envisio system to ensure data is reported seamlessly.

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. The Department remains committed to producing reports using the best data possible. 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. DOSW took several steps that successfully increased the response rate of our survey dramatically.

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**

January

Wednesday, January 24

Regular Commission Meeting

February

Wednesday, February 7

Special Commission Meeting

DOSW Presentation on Human

Trafficking + Lactation & Childcare

Accommodations in SFPD to the PSNS

Committee

Thursday, February 8

Presidents' Day Holiday

Monday, February 19

Quarterly Family Violence Council

Wednesday, February 28

Meeting