



City and County of San Francisco

Commission on the Status of Women

Mayor London N. Breed

COMMISSION MEETING MINUTES

Wednesday, May 22, 2024

5:00 pm

San Francisco City Hall, Room 408

Roster:

President Dr. Shokooh Miry

Vice President Sophia Andary

Commissioner Sharon Chung (excused)

Commissioner Diane Jones Lowrey

Commissioner Dr. Anne Moses

Commissioner Dr. Raveena Rihal

Commissioner Ani Rivera

I. CALL TO ORDER

President Shokooh Miry called the meeting to order at 5:05pm. Dr. Joseph Macaluso performed roll call, confirmed 6 of 7 Commissioners present (quorum). Dr. Macaluso read the land acknowledgement.

II. APPROVAL OF MINUTES

The Commission reviewed and approved the minutes from the regular Commission meeting on April 24, 2024.

No Public Comment

(Roll Call Vote) Rivera/Andary – 6 ayes, 0 nays – Unanimous

III. DIRECTOR'S REPORT

Director Ellis gave a brief highlight of the Director's Report, which included the Inaugural Missing and Murdered Indigenous Peoples (MMIP) dinner held on Monday, May 20. The Department co-hosted this inaugural event in collaboration with Indigenous Justice, where they announced their guaranteed income and micro-grant pilot programs. Over 200 people attended the event, including numerous tribes from all over California.

No Commissioner Comment

No Public Comment

IV. NEW BUSINESS

A. PRESENTATION ON WOMEN AND GIRLS IN SPORTS

In her role as a lawyer and consultant, Kim Turner from the Bay Area Women's Sports Initiative (BAWSI) gave a presentation on topics and issues surrounding girls in sports, as well as the progress to be made in San Francisco and beyond.

Commissioner Comment:

Commissioner Rihal asked if the survey included any health data, such as rising rates of obesity or health problems.

Ms. Turner responded that the survey was conducted in 2019, and when the pandemic hit, it became harder to make the survey a deeper dive. However, it could be conducted again with more of those types of questions. The 2019 survey was open-ended, focusing on what participants wanted to see and what their challenges were, which included transportation, working parent's schedules, and knowing how to sign up.

Commissioner Jones Lowery asked about connecting with experts and other groups. She mentioned that, as we have all seen in the most recent months, women going professional in basketball are getting paid a fraction of what the men are earning.

Ms. Turner responded that there is so much potential. The WNBA is already doing a lot; the NBA, the Warriors, and their youth academy are focusing on how to connect with the girls, and they could do even more. BAWSI is in touch with them so that the new teams can be more inclusive of everyone, and people are watching and feeling welcome. She expressed that BAWSI would love to track the impact these new women's teams have on girls signing up for sports.

Commissioner Andary commented that trans women face a lot of obstacles in sports everywhere and inquired if the inclusion playbook includes training for coaches to ensure that they are making it comfortable for trans women and girls to play sports.

Ms. Turner responded with three resources: the Trevor Project, Athlete Ally, and GLSEN. She informed the Commission that GLSEN had a specific playbook for transgender individuals in sports.

President Miry thanked Mr. Turner and commented that San Francisco is often seen as embodying all the values of equity in the world, yet it's apparent that this assumption doesn't reflect reality. She commented that there is clearly a lot of work to be done.

Public Comment:

Carolyn Sideco, a resident of Outer Sunset and sports relationship consultant, and a friend of Kim Turner, commented on the local aspects. As someone who sits on the youth sports equity task force here in San Francisco, she asked the Commission if there are local consultants like herself and program managers to make this equity realistic. She commented, "Please keep it local."

B. 2023 GENDER ANALYSIS OF COMMISSIONS AND BOARDS REPORT

Dr. Alfredo Huante, Research, Data and Evaluation Analyst, discussed the background, methodology, and findings of the 2023 Commissions and Boards Report and thanked Dr. Kevin Roach for collecting and analyzing the data being reviewed.

In 2008, San Francisco voters approved a City Charter Amendment (section 4.101), establishing a City policy for the membership of Commissions and Boards Report to reflect the diversity of San Francisco's population and for DOSW to analyze the composition of San Francisco's policy bodies.

Commissioner Comment:

President Miry commented that 74% of active seats responded to the survey and congratulated the Department. She then asked about the Department's response rate in previous years.

Director Ellis responded that before COVID-19, there were paper surveys, and during COVID-19, only electronic surveys were used, resulting in a low response rate. However, this year, the Department introduced both methods, and both Dr. Roach and Dr. Huante conducted a lot of follow-ups to obtain responses.

President Miry then asked about key findings on race and ethnicity. She commented that two members on the

Commission would not have room on the chart or a box to check, and that there is room to capture the full richness of the diversity in San Francisco, especially in the face of rising rates of Islamophobia.

Commissioner Andary echoed what President Miry said and asked why Middle Eastern wasn't included as an ethnicity in the survey.

President Miry commented that the forms do not capture all the information requested from the survey.

Commissioner Andary commented that for sexual orientation, "queer" should be separate and asked if the Commissioners could make recommendations to the Mayor's Office and Supervisors based on the findings of the report. She said, for example, the need for more trans-representation and accessibility.

Deputy Director Macaluso responded that Commissioners could create a subcommittee with three or fewer members to work on making it a future Commission item. He said that once it becomes policy of the Commission, it can then be shared with the Board of Supervisors/Mayor Office.

Commissioner Rivera echoed similar sentiments on all the questions and inquired if there would be a process in the future to receive feedback before conducting the survey. They sought to understand the timeline of the report and how to address disabled individuals who are mostly in advisory roles rather than on Commissions. Commissioner Rivera asked if the report could be accepted with recommendations included, along with a cover letter.

Commissioner Jones Lowery asked what the Department does with the information in the reports.

Director Ellis responded that the reports are sent to the Mayor's Office and the Board of Supervisors and are publicly published, which is why the Commission must accept the report.

Deputy Director Macaluso also responded that the Commissioners could also include a cover letter with their recommendations.

Commissioner Rivera reiterated Deputy Director Macaluso's response and mentioned that recommendations are forthcoming. She suggested considering these recommendations in the 2025 report and other forms that are filled out.

Deputy Director Macaluso further added that the demographic data comes from the census, and it would be helpful for the Department to have a City policy of how to determine different categories within different demographics. He commented, for example, within the Asian demographic, how to create consistent categories to use across the board.

Commissioner Rivera commented that this also applies to the Hispanic/Latinx communities as they are not a monolithic community.

No Public Comment

Commissioners gave a motion to receive the report with the following amendments – Understanding to pause on sharing it until Director Ellis and the Department put together a cover letter that highlights the recommendations given by the Commissioners.

(Roll Call Vote) Moses/Rivera – 6 ayes, 0 nays – Unanimous

V. GENERAL PUBLIC COMMENT

Yulanda Kwong from Cameron House made a public comment to thank the Commissioners for supporting the organization and shared information about Cameron House. Located in Chinatown, Cameron House is celebrating its 150th anniversary this year. It started as a mission house for girls who were trafficked to the United States. Today, it is a multi-service organization serving many low-income families. They offer youth programs, domestic violence prevention programs, and other support groups. They also provide care management, accompany clients to court, and offer opportunities for self-sufficiency. Yulanda introduced the new Executive Director of Cameron House.

Scott Lan from Cameron House made a public comment as the new Executive Director of Cameron House and extended an invitation to everyone for their 150th-anniversary gala.

Beverly Upton from SF Domestic Violence Consortium made a public comment and thanked the Department for a wonderful Family Violence Council meeting earlier that day. She mentioned the loss of a transgender woman and expressed solidarity with the community and family of Michelle Henry. Finally, Beverly mentioned SB 989, hoping it passes. Carried by State Senator Ashby, it will mandate all counties to review misidentified crime scenes.

VI. ADJOURNMENT

President Miry commented by thanking the staff for their work. Meeting adjourned at 6:37pm.