



London N. Breed
Mayor

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



DIRECTOR'S REPORT

August 21, 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 serves 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.

EXECUTIVE

I. ADMINISTRATION & OPERATIONS

• **Fiscal**

On August 1, 2024, Mayor London N. Breed signed San Francisco's new budget following final approval by the Board of Supervisors. The budget allocates \$14,309,139 over the next two fiscal years to support the Department's mission of creating a more gender-equitable San Francisco for women, girls, and nonbinary people--\$11,709,801 for FY 2024-25 and \$2,599,338 for FY 2025-26.

• **Grants Administration**

N/A

II. COMMISSION

N/A

III. COMMUNICATIONS & EXTERNAL AFFAIRS

N/A

PROGRAMS, POLICY & REPORTING

- **Policy & Programs**

The Department provided input to the Mayor's Office on the drafting of the San Francisco Reproductive Freedom Act, a ballot measure that will codify reproductive health care rights locally in San Francisco. Additionally, 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 monitoring SB 1162, the Pay Transparency Law. And at the federal level, the Department is researching ways to support student loan forgiveness and/or the movement for a national paid family leave policy.

- **Health & Safety**

The Department supported all grantees through the end of fiscal year processes throughout July and August. Extension-G150s for FY24-25 were updated with a 2.5% Cost of Doing Business increase. The Department continues to partner with SF SafeHouse and Wise Health SF to bring a series of mental health pop-ups to the City through a program called *Free Your Mind SF*. The website launch and the first two pop-ups will occur in September. DOSW also continues to support the Gender-Based Violence City Coalition as a member of multiple working groups.

- **Economic Security**

The Department continues its collaboration with Indigenous Justice and the Center on Juvenile & Criminal Justice's Cameo House for the Department's Economic Mobility Project. This project includes a guaranteed income (GI) pilot program and a microgrant initiative. With the Department's support, Indigenous Justice launched its GI pilot program in May 2024, providing \$1,000 monthly to support ten violence survivors. Similarly, Cameo House is supporting ten justice-impacted individuals with \$1,000 monthly through this initiative. The program will sustain these recipients for 12 months. Indigenous Justice has already initiated its microgrant program, and Cameo House plans to launch theirs in Fall 2024. Both programs aim to assist low-income survivors of violence and justice-impacted individuals in San Francisco.

- **Civic Engagement & Political Empowerment**

The Department will be doing a press release and participate in social media engagement in honor of Women's Equality Day (August 26).

- **Strategic Initiatives**

The Department is pleased to share that as part of our BAARC work, our Bay Area Regional Abortion Landscape Analysis report is forthcoming. In addition, the Department will also be rolling out a toolkit for other regions and areas that want to establish coalitions similar to BAARC. The Department is also

researching potential venues and dates for the 2025 SHIFT Happens Women's Policy Summit.

- **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. This past month, the Collaborative placed its first youth in the emergency placement – youth stabilization pathway parent/supportive roommate model formally called OASIS. Additionally, WestCoast Children's Clinic has finalized the Service Coordinator role and will be recruiting for the position. Finally, The Department visited OliveCrest, an organization holding the CSEC pilot in Orange County, to learn more about their transitional housing program and how it can potentially be implemented in San Francisco.

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

The Department has recently submitted the Semi-Annual Progress Report, covering all program activities conducted from January 2024 to June 2024. We are pleased to announce that our request for a Grant Award Modification for Programmatic Cost has been approved. This modification will enable our partner, specifically the San Francisco's District Attorney's advocate, to attend training sessions not covered by the grant, to support various needs such as safety planning and community-based outreach. Furthermore, the Department is in the process of scheduling the quarterly Implementation Meeting. This meeting will bring together our collaborators to revisit and discuss the re-establishment of the San Francisco Domestic Violence Death Review Team, a topic we have previously put on hold due to the Semi-Annual Report.

- **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.

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

- **Research & Data**

The Department continues collaborating with Clarity Social Research Group to gather data for the Community Needs Assessment. We are nearly at our data target of 700 responses representing all eleven supervisorial districts. The results of this confidential survey will directly influence future priorities for

programming, advocacy, and resources, focusing on measuring gender equity and improving the lives of women, girls, and nonbinary individuals in the City and County. The data collection process is expected to conclude in August, with data analysis commencing in September.

The Department has finished the fourth quarter of data collection using the Envisio data collection system. Envisio assists the Department in managing the quarterly reports received from grantees and enhances our ability to utilize the data in these reports to determine what services are being provided.

Lastly, the Department is in the process of preparing the 2024 Human Trafficking in San Francisco Report. This report provides a comprehensive overview of human trafficking in San Francisco and utilizes data from various law enforcement and NGO sources. This year's report incorporates data from eighteen organizations and agencies from 2022 and 2023, indicating a notable increase in participation compared to the previous 2021 report, which had eight participating organizations.

V. GENERAL UPDATES

- **Open Enrollment Period for CY 2024 Healthcare**

The Open Enrollment period for 2024 is between September 30th and October 25th. Outside of a [qualifying life event](#), this is the only time when you will be able to make changes to your healthcare benefits for Plan Year 2025; coverage begins on January 1, 2025, and will run through December 31, 2025.

During Open Enrollment, you will be able to:

- Add/change your Medical/Vision and Dental plan
- Add or drop dependents from coverage
- Enroll or re-enroll in a **Healthcare** or **Dependent Care** [Flexible Spending Account \(FSA\)](#)
- Enroll in [Voluntary Benefits](#)

If you do not have any changes to make to your benefits, then you do not need to take any action. The current year elections will automatically roll over to Plan Year 2025, except FSA accounts which require annual enrollment.

Your 2024 CCSF Employee Health Benefits Guide can be found [here](#). Additional information is available on the [SFHSS website](#).

VI. SPECIAL EVENTS, ACTIVITIES & ANNOUNCEMENTS

N/A

VII. **CALENDAR**

August

Wednesday, August 21

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Monday, August 26

Quarterly Family Violence Council Meeting

Regular Commission Meeting

Women's Equality Day

September

Monday, September 2

Wednesday, September 25

Thursday, September 26

Labor Day Holiday

Regular Commission Meeting

*Women in Dialogue - Community Pilot Launch
Event*