



London N. Breed
Mayor

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



DIRECTOR'S REPORT

September 25, 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 September 3, 2024, the Mayor's Office issued [Executive Directive 24-04](#), establishing expectations for contracting procedures under the Nonprofit Grant Administration Reform. The directive aims to standardize practices across City departments, ensure equitable grantee selection processes, enhance performance monitoring, and maintain thorough records for audit and oversight. Prior to this directive, the Department had already trained all program staff on the fiscal management of grant funds. We also ensure that grantees are informed that invoices must be submitted within 37 days of the close of each month, with supporting documentation for reimbursement. The Department is well prepared to meet the November 1, 2024 deadline to ensure that staff involved in the grant solicitation process, agreement preparation, or performance monitoring adhere to the Controller's standards. In addition, we are developing written guidelines for grantees on the City's expectations for

the content and timeliness of invoices or other payment requests, based on guidance from the Controller's Office.

- **Grants Administration**
N/A

II. **COMMISSION**
N/A

III. **COMMUNICATIONS & EXTERNAL AFFAIRS**

The Department recently launched its new website (dosw.org), which will serve as a central hub for all things DOSW - offering easy access to resources, programs, and our latest work. The site's revamped features include: a user-friendly design that makes finding the information you need easier than ever; a dedicated section to keep you updated on the latest reports, events, and initiatives; and resources to connect with local services, community programs, and support networks in San Francisco and the Bay Area. The new site reflects our commitment to ensuring that women, girls and nonbinary people have access to the information, tools and resources they need to create opportunities, build pathways to healthy and prosperous futures - and thrive!

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. 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 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 first pop-up will take place on Saturday, September 28th at Sports Basement and will have a special focus on girls. 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 help sustain these recipients for 12 months. Cameo House launched its Microgrant Program on September 18th, while Indigenous Justice's program is ongoing. Both programs aim to assist low-income survivors of violence and justice-impacted individuals in San Francisco.

- **Civic Engagement & Political Empowerment**

The President of League of Women Voters of San Francisco will be presenting at the September Commission meeting on their organization's background, current initiatives and topics related to voter registration outreach efforts for the upcoming election, particularly among Gen-Z, Millennials and nonbinary people.

- **Strategic Initiatives**

The Department is pleased to share that as part of our work through the Bay Area Abortion Rights Coalition (BAARC), our Bay Area Regional Abortion Landscape Analysis report launched on September 17, 2024. You all have a physical copy in your binders, and we will have a full presentation from our partner, the Gender Equity Policy Institute, at the October Commission meeting.

- **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 continues to support the first placement of the Youth Stabilization Pathway – OASIS (opportunity and supportive inspirational sanctuary) program through weekly provider meetings and implementation meetings that help support real-time design updates based on the youth in the home. Additionally, the Department and one of the collaborative partners, Ruby's Place, connected with the San Francisco Human Services Agency – Family & Children Services on how they can begin applying for a transitional housing program grant for minors to support the second Youth Stabilization Pathway.

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

The Department of Justice (DOJ) grant term is scheduled to conclude at the end of September. To ensure the effective achievement of the grant's objectives, the Department has submitted a Grant Award Modification request for a three-month extension. While awaiting approval for the extension, we will continue with the scheduled Implementation Meeting and adhere to invoicing deadlines and Federal Financial Report submission. We are also working to complete all final submissions before the current grant term concludes. Updates will be provided once the extension is confirmed.

- **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 and Clarity Social Research Group have completed the data collection phase for the citywide Community Needs Assessment. Early tabulations indicate that we have exceeded our data target of 700 responses. Currently we have over 1,000 responses to the survey. 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. Clarity Social Research Group will begin the data analysis and share with the Department a draft of the findings in late October.

The Department continues to prepare 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**

September

Monday, September 2

Labor Day Holiday

September 15 – October 15

Hispanic Heritage Month

Thursday, September 19

Community Celebration & Unveiling of New Monument Honoring Dr. Maya Angelou

Wednesday, September 25

Regular Commission Meeting

Thursday, September 26

Women in Dialogue - Community Pilot Launch Event

Thursday, September 26

Latino Heritage Month Celebration and Awards Ceremony

October

Tuesday, October 1

2024 BWRADV Domestic Violence Awareness Month Launch

Wednesday, October 23

Regular Commission Meeting

