



London N. Breed
Mayor

DIRECTOR'S REPORT

October 23, 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.**

I. ADMINISTRATION & OPERATIONS

- **Fiscal**

This month, the Department has been conducting research on a women-owned business marketplace pilot. This initiative aligns with our commitment to support women entrepreneurs and create opportunities for their increased participation in the City's economic landscape. This effort also reflects the Department's ongoing dedication to advancing gender equity through strategic partnerships and resource allocation.

- **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!

IV. POLICY, PROGRAMS, EXTERNAL GRANTS & REPORTING

- **Policy & Legislation**

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 healthcare 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.

- **Program: Health & Safety**

The Department continues to support our current portfolio of Health & Safety grantees, including partnering with SF SafeHouse and Wise Health SF to bring a series of mental health pop-ups to the City through an initiative called *Free Your Mind SF*. The digital launch occurred in September with a dedicated website (fymf.org), Instagram account, and podcast-style videos. The first pop-up will take place on Friday, October 25 at the Bayview Opera House from 6-8:30pm and will provide mental-health workshops, mindfulness activities, and meditation sessions. DOSW also continues to support the Gender-Based Violence City Coalition as a member of multiple working groups.

- **Program: 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 each month to support ten violence survivors. Similarly, Cameo House is supporting ten justice-impacted individuals with \$1,000 each month through this initiative. The program will help support the recipients for 12 months. Cameo House launched its Microgrant Program on September 18, while Indigenous Justice's program is ongoing. Both programs aim to assist low-income survivors of violence and justice-impacted individuals in San Francisco.

- **Program: Civic Engagement & Political Empowerment**

The Department recently hosted the League of Women Voters at the Commission meeting to discuss voter engagement efforts taking place in the City and across the Bay Area.

- **Strategic Initiatives**

As part of our Bay Area Abortion Rights Coalition (BAARC) work, the Department is pleased to have Dr. Nancy Cohen from the Gender Equity Policy Institute presenting at the October Commission meeting. GEPI was our partner on the Bay Area Regional Abortion Landscape Analysis. Commissioners received a printed copy of the report in the meeting binders last month.

- **SF Bay Area SOL Collaborative [CA Department of Social Services Grant]**

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 participated in the bi-annual CSEC Steering Committee Meeting, held by the Human Services Agency – Family & Children Services. The Collaborative provided updates to the pilot including the Youth Stabilization Pathway, FAM (family & me) Model and the HYPE Center. Additionally, WestCoast Children's Clinic has hired a Service Coordination Specialist that will support the Collaborative and Family & Children Services to collaborate directly with the youth and ensure they follow youth through the continuum.

Finally, SF SOL partner Village is Possible has launched its Village Vibes series for youth in the continuum and beyond. They held their first event at the HYPE Center in September and held a second event on October 12, where over 15 youth attended and participated in sound bath healing.

- **Office on Violence Against Women [Department of Justice Grant]**

The Department is pleased to announce that our request for a Project Period Extension for the Department of Justice OVW Grant has been approved. This extension allows the grant term to continue through the end of December 2024, ensuring we can effectively achieve its objectives. Additionally, we are actively pursuing a Non-ICJR-funded training opportunity for the San Francisco District

Attorney's office, which will convene prosecutors from across all counties in California. This initiative will foster collaboration, information sharing and the exchange of trial strategies across jurisdictions, greatly benefiting the evaluation and prosecution of high-lethality domestic violence cases. This month, our collaborative group will meet to discuss ongoing progress and next steps. We look forward to sharing new announcements, training opportunities and resources with our partners in recognition of Domestic Violence Awareness Month.

- **HEALing Roots Collaborative [Blue Shield of California 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.

V. RESEARCH & DATA/ PROJECTS, STRATEGIC LEARNING & CAPACITY BUILDING

- **Research & Data**

- The Department has finished the data collection process for the even year Gender Analysis of Public Art, Streets, Buildings, and Parks. This report focuses on the representation of women in public-facing art and the names of buildings, streets and parks across San Francisco. It will measure how close the City has come to its critical 30% representation mandate and serve as an important advocacy tool for increasing representation of women in public spaces.
- The Department and Clarity Social Research Group have completed the data collection phase for the Community Needs Assessment. Early tabulations indicate that we have exceeded our data target of 700 responses, with more than 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 a draft of the findings in early December.
- 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 only had eight participating organizations.

VI. 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](#).

VII. SPECIAL EVENTS, ACTIVITIES & ANNOUNCEMENTS

Friday, October 25 from 6-8:30pm: *Free Your Mind SF* Mental Health Pop-up at the Bayview Opera House. More information at fymsf.org.

VIII. DEPARTMENT CALENDAR

October

Wednesday, October 23

Regular Commission Meeting

November

Tuesday, November 5

Election Day

Monday, November 11

Veteran's Day

Tuesday, November 12

Regular Commission Meeting