



London N. Breed
Mayor

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



DIRECTOR'S REPORT

November 12, 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 continued its research on a women-owned business marketplace pilot program, an initiative that aligns with our commitment to support women entrepreneurs and create opportunities for their increased participation in the City's economic landscape. Additionally, we have begun the initial research to launch a Citywide gender landscape analysis by examining similar efforts undertaken in Los Angeles and Santa Clara counties. This effort reflects the Department's role as a watchdog and accountability partner to ensure San Francisco is applying a gender lens across all City departments and operations.

- **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**

N/A

- **Program: Health & Safety**

The Department continues to support our current portfolio of Health & Safety grantees through FY24-25 at DOSW while looking ahead to the transition to the Mayor's Office of Housing and Community Development (MOHCD). The MOHCD RFP proposals for Domestic Violence CBOs were due on Friday, November 1st.

The mental health initiative, *Free Your Mind SF*, hosted its first pop-up at the Bayview Opera House on October 25th. The event was well-attended, and the workshops were positively received by attendees. The digital side of the initiative, including wellness information, local event details, and podcast-style interviews, can be found on *Free Your Mind SF's* Instagram page and website (fymssf.org).

- **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 helps 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**
N/A

- **Strategic Initiatives**

At the regular October meeting of the Commission, Dr. Nancy Cohen of the Gender Equity Policy Institute presented the findings from the Bay Area Abortion Rights Coalition's landscape analysis, *Preparing for an Uncertain Future in Post-Dobbs America*. Dr. Cohen and the Commissioners discussed a variety of findings from the report, including key recommendations and next steps from the report that will ensure San Francisco remains a haven for those in need of abortion and other reproductive healthcare.

- **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 Department in addition to collaborative partners, Village is Possible and Freedom Forward spoke on the Youth Stabilization Pathway Design and the importance of honoring youth voice and choice at two conferences – at a national level at the JuST (Juvenile Sex Trafficking) Conference in Phoenix, Arizona and locally at the San Francisco Collaborative Against Human Trafficking Innovative Anti-Trafficking Strategies Conference. The panel also included the referral pathway and collaboration with SF County Child Welfare.

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

The Department is pleased to announce that our request for a Non-ICJR-funded training opportunity has been approved. This will enable a San Francisco District Attorney's prosecutor to engage with colleagues from counties across California during the upcoming summit. The summit is a three-day seminar focused on comprehensive training in the investigation and prosecution of domestic violence and stalking cases. The curriculum is designed for a diverse audience, including prosecutors, peace officers, victim/witness advocates, medical professionals serving as expert witnesses, and probation personnel, and it caters to all levels of experience.

Last month, our collaborative partners convened to share departmental updates, introduce new team members, and exchange valuable training resources. To conclude our meeting, a moving story from a domestic abuse survivor was shared, providing a powerful end to our discussions. The survivor emphasized the invaluable support and resources received from La Casa de las Madres,

highlighting the impact of their work. This narrative served as a compelling reminder of the profound impact our work has in this critical field.

As we approach the conclusion of the grant term, we encourage everyone to take full advantage of available training opportunities to ensure the continuity of our important work in this area.

- **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 consider 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 is in the data analysis stage 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 the representation of women in public spaces.
- 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. Additionally, the Board of Supervisors Budget and Legislative Analyst released a policy analysis report this past month recommending policy options on anti-human trafficking initiatives within the City and County of San Francisco. Some of the recommendations included:
 - i. San Francisco Police Department (SFPD) should consider increasing dedicated staffing for human trafficking cases
 - ii. San Francisco District Attorney's Office should strengthen the collaboration with SFPD through joint training sessions, regular case reviews and coordinated task forces.
 - iii. The new Mayor's Office of Victim and Witness Rights (OVWR) should reignite and administer the Mayor's Task Force on Anti-Human

Trafficking, develop a comprehensive strategic plan for the Task Force, co-locate anti-trafficking services, and improve data reporting

- iv. Department on the Status of Women should support the transition of the Mayor's Task Force on Anti-Human Trafficking to OVWR as well as work on developing a sustainability plan for the long-term viability of anti-trafficking programs, including the SF SOL Collaborative.
- v. Department of Public Health (DPH) should evaluate healthcare provider training and the massage program.
- vi. Office of Labor Standards Enforcement (OLSE) should develop labor trafficking protocols and engage in interagency coordination
- vii. The link to the report can be found here:

<https://sfbos.org/sites/default/files/BLA.HumanTrafficking.103024.pdf>

- Finally, the Department is collecting its first quarter of data in the Envisio data collection system. Envisio helps the Department administer the quarterly reports it receives from grantees and improves our ability to use the data in these reports. We are excited to report this will be the second year of data collection through the Envisio system. DOSW will continue supporting its data partners to ensure data is reported seamlessly.

VI. **GENERAL UPDATES**

N/A

VII. **SPECIAL EVENTS, ACTIVITIES & ANNOUNCEMENTS**

N/A

VIII. **DEPARTMENT CALENDAR**

November

*Tuesday, November 12
Thursday, November 28 –
Friday, November 29*

*Regular Commission Meeting
Thanksgiving Holiday*

December

Tuesday, December 10

Regular Commission Meeting