



City and County of San Francisco

# Department on the Status of Women

*Mayor Gavin Newsom*

*Executive Director Emily M. Murase, PhD*

# ANNUAL REPORT



**Fiscal Year 2009-2010**

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## ANNUAL REPORT

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### Fiscal Year 2009-2010

The Department on the Status of Women (Department) works to ensure the equitable treatment and advance the status of women and girls in San Francisco through policies, legislation, and programs that focus on populations in need. Using a human rights framework to shape our work, the Department fulfilled our mission in a variety of ways during Fiscal Year 2009-2010 (FY09-10). The following report outlines the Department's many achievements, and provides a context for the ongoing work to ensure true equality among women and girls both locally and beyond.

#### **I. ABOUT THE DEPARTMENT ON THE STATUS OF WOMEN**

The Commission on the Status of Women was established by the Board of Supervisors in 1975. In 1994, San Francisco voters approved a measure to create a permanent Department on the Status of Women to carry out the policies of the Commission.<sup>1</sup>

The Department organizes its work under 2 primary headings: Women's Human Rights and Women's Health and Safety. Though we use a human rights framework for all of our policies and programs, the Women's Human Rights heading specifically encompasses the Department's implementation of the Women's Human Rights Ordinance. In 1998, San Francisco became the first city in the world to adopt a local ordinance reflecting the principles of the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), an international bill of rights for women.<sup>2</sup> Through the landmark local implementation of the Women's Human Rights Ordinance, the Commission has received national and international attention, including the 2006 National Association of Counties Achievement Award and a featured case study at the 2009 United Nations Gender Equity Training in Atlanta, GA.

In the category of Women's Health and Safety, the Violence Against Women Prevention and Intervention (VAW) Grants Program is a core element of our work. Additionally, the Department carries out complementary policy reform efforts in partnership with City and community-based agencies in the areas of domestic violence, family violence, sexual assault, and human trafficking. The Department has been administering grants to community agencies to provide prevention and intervention services for women survivors of violence since 1980.

In FY09-10, the Department had 6 permanent staff, 1 temporary Public Service Trainee through the JobsNow Program, and several graduate and undergraduate interns. The Department operated with a budget of \$3,471,741, with 80% allocated to the VAW Grants Program.

#### **II. WOMEN'S HUMAN RIGHTS**

The Department implements the Women's Human Rights Ordinance through innovative programs designed to address the needs of 1) women in the workplace, 2) women clients of City services, 3) women's economic empowerment, and 4) women seeking leadership roles in the community.

##### **A. Gender Equality Principles Initiative**

Since 2007, the Department has engaged the private sector in implementing gender analysis tools in the workplace. In partnership with Calvert Asset Management and the human rights monitoring group Verite, the Department launched the San Francisco Gender Equality Principles (GEP) Initiative in September 2008.

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<sup>1</sup> For additional information about the Department's work, visit us online at [www.sfgov.org/dosw](http://www.sfgov.org/dosw).

<sup>2</sup> For the U.N. CEDAW Treaty, see <http://www.un.org/womenwatch/daw/cedaw/>.

The GEP Initiative is a groundbreaking program that helps companies around the world achieve greater gender equality and build more productive workplaces through practical implementation of the Principles. The GEP Initiative provides companies with standards, tools, and resources that can be used to improve gender equality from the factory floor to the boardroom. Women are a critical and growing part of the global workforce. To remain competitive in a market where more equality for women often equals success for the company, businesses must learn to empower, advance, and invest in women. The GEP Initiative addresses 7 fundamental issues:

- Employment and Compensation
- Work-Life Balance and Career Development
- Health, Safety and Freedom from Violence
- Management and Governance
- Business, Supply Chain, and Marketing Practices
- Civic and Community Engagement
- Transparency and Accountability

Each principle contains a set of “indicators,” or new and innovative benchmarks for creating gender equality in the workplace. The Department has used roundtable discussions with private sector companies, academics, and leaders in the various fields of each principle to develop detailed benchmarks for creating gender equality in the workplace.

During FY09-10, the Gender Equality Principles (GEP) Initiative has flourished. The Department engaged businesses in roundtables, utilized students to investigate legal issues, and saw the inclusion of our work immortalized by the United Nations (U.N.). Perhaps most exciting, the Department and our partners launched the GEP website, [www.genderprinciples.org](http://www.genderprinciples.org), a tool that is now available globally.

### **1. Convening Companies – Webinar and Roundtables**

The Department began the year by convening our first-ever webinar. Partners often express concerns about legal challenges to implementing workplace diversity measures like the GEP. The GEP Legal Webinar, sponsored by Sun Microsystems, sought to allay some of these concerns. Anne Denecke, an attorney in Portland, Oregon who focuses on corporate diversity counseling, management employment, and labor, presented the webinar on July 23, 2010, and materials from the well-received presentation are now available online.

The work of the GEP Initiative continued with 2 roundtables. On November 6, 2010, partners at Symantec hosted a roundtable to discuss *Principle 1: Employment and Compensation*. Highlights from the session included a presentation from Kelly Pretzer, San Francisco Office of Workforce and Economic Development, explaining how the City and the U.N. Global Compact are working together to create a new U.N. Global Compact Center in San Francisco’s Bayview neighborhood. GEP members Aditi Mohapatra, Ann Lehman, and Mariya Taher provided insight on the current landscape of pay equity issues. Brian Maxwell of Deloitte inspired the group with exciting information about Deloitte’s new sabbatical program and the strategic integration of diversity criteria in the company’s compensation procedures. Finally, a lively discussion on the Principle 1 draft indicators and resources ensued.

On April 15, 2010, partners at Deloitte hosted a roundtable to discuss *Principle 5: Business, Supply Chain, and Marketing Practices*. The 35 participants focused on gender equality in these areas, and speakers from Clorox and Chevron discussed their best practices and challenges related to supplier diversity.

### **2. Tools for Gender Equality – Website Development**

For much of FY09-10, the Department worked with partners to design and develop an interactive website for the GEP Initiative. Finally launched in June 2010, [www.genderprinciples.org](http://www.genderprinciples.org) is the first website of its kind to

provide companies with a self-assessment test, best practices, tools, and extensive resources to help them determine where they stand in relation to the Gender Equality Principles and how they can improve gender equality within their workplaces. Different divisions of the company will be able to take the assessment and compare results over time to identify gaps and document improvements.

The website also features implementation tools and resources developed by companies for companies during the quarterly roundtable sessions the Department has held over the past 2 years. The website gives the public access to hundreds of resources, including articles, policies, practices, websites, and tools on gender equality issues. These resources are an invaluable collection of materials covering many timely women's issues, such as discrimination, equal pay, work-life balance, career development, recruitment for non-traditional fields, health and safety for women in the workplace, workplace violence, living wage issues, harassment, management and governance, civic engagement and many more.

Funded by a grant from Symantec to the Friends of the Commission on the Status of Women, and created in partnership with Calvert Asset Management and Verite, the website represents an important step forward for the GEP Initiative.

### **3. International Implementation – Women's Empowerment Principles**

The GEP Initiative and the Calvert Women's Principles form the basis for a set of global women's principles developed by the United Nations Global Compact and the U.N. Development Fund for Women (UNIFEM). The U.N. announced the Women's Empowerment Principles to coincide with the March U.N. Commission on the Status of Women meeting in New York, and launched the Principles formally in June 2010 at the U.N. Global Compact Leaders Summit. As part of this initiative to advance women in the global marketplace, the Principles have been translated into the 6 official U.N. languages (English, Arabic, Chinese, French, Russian, and Spanish). GEP members are well-represented in this initiative, with continued participation from the Department, Calvert, Verité, and Symantec.<sup>3</sup>

### **4. GEP in the News**

The GEP and the Calvert Women's Principles were also featured in a recent publication *Embedding Gender in Sustainability Reporting - A Practitioner's Guide* (October 2009), released by the International Finance Corporation (IFC), a member of the World Bank Group, and the Global Reporting Initiative. The guide stresses the importance of enhanced corporate reporting on gender issues pertaining to organizational governance and values, workplace, supply chain, community, consumers, and investment and provides specific indicators for reporting on each issue.<sup>4</sup>

### **5. Northeastern Law School Social Justice Project**

The Department's work on the GEP Initiative was enhanced by the contributions of the Northeastern University School of Law Legal Skills in Social Context (LSSC) class. A team of a dozen first-year law students spent the school year working on a pro bono project for the GEP Initiative. Given the interest of GEP participants in legal issues and best practices in the area of work-life balance (e.g., family and medical leave, wellness programs, exit and reentry programs, and flexible work schedules), the Department partnered with the LSSC class to compare laws and best practices on these issues in San Francisco, California, the United States, and the European Union.

For the final presentation to the Department on April 8, 2010, the team created a PowerPoint presentation that human resources professionals can use to clearly present programs, policies, best practices, and legal issues in the area of work-life balance to the decision-makers in their companies. The team also produced a practitioner's guide that GEP participants can use to learn about the issues and ways to improve their companies' practices. Finally, students provided the Department with an extensive appendix of the interviews and research they

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<sup>3</sup> More information on this initiative can be found on the U.N. Global Compact's website: <http://bit.ly/8DIuAU>.

<sup>4</sup> More information about the Global Reporting Initiative can be found at <http://www.ifc.org/gender>.

conducted on companies, nonprofit organizations, international groups, and academics working on work-life balance issues. All the LSSC materials will be featured on the GEP website.

## **B. Gender Responsive Budgeting**

Based on our concern for women clients of City services, the Department has begun the work of instituting gender responsive budgeting City-wide. Gender responsive budgeting ensures that government budgets, and the policies and programs that underlie them, address the needs and interests of individuals that belong to different social groups. In February 2010, the Department released *Gender Responsive Budgeting: Path to Accountability and Data-Based Decision-Making*, in partnership with the Mayor's Budget Office. The result of a year-long process of data collection and analysis, the report documents the demographic data collection practices of City departments, and the use of that data in program, policy, and budget decisions.

Collecting demographic data, disaggregated by gender, race, disability, and other characteristics, is the first step toward implementing true gender responsive budgeting City-wide, as required by San Francisco's Women's Human Rights (CEDAW) Ordinance. The Department will continue to work with the Mayor's Budget Office in the coming year to implement the recommendations made in the report, including convening a work group to share best practices, and creating a City-wide data collection protocol.

Additionally, the Department's work bringing gender analysis and gender responsive budgeting with Fulton County, Georgia in 2008 was featured in the *American City and County* newsletter. In an article entitled "Locals adopt U.N. gender equality rules," Department Policy Director Ann Lehman states, "[Gender budgeting is] not necessarily about saying that [difference in services provided to men and women] are bad or good. It's just making people look at them and the reasons [behind them]."<sup>5</sup>

## **C. Gender Analysis**

The Department's award-winning gender analysis tool gives organizations the ability to assess whether programs and policies, both internal and those provided to the public, are equitable on the basis of gender, as well as race, disability, and other characteristics.

In August 2009, the Department released the report, *Gender Analysis of San Francisco Commissions and Boards, 2009*, in compliance with the June 2008 charter amendment. The analysis documented that, while commission appointments are fairly equitable on the basis of gender, board appointments are not. Additionally, appointments of Asian American residents are not representative of population statistics. The Department issued a number of recommendations in the report, including creating additional transparency and accountability measures in the appointment process.<sup>6</sup>

The Department conducted several less formal gender analyses throughout the year, including an analysis of City layoffs by gender. The Department of Human Resources provided the Department with data related to the May 2009 layoffs that showed that, of the 147 employees who were laid off, 75% were women. Of these women, 60% were Asian, Hispanic, and Filipina. The vast majority of layoffs were in clerical classifications. The Department met with senior officials of the Department of Human Resources to discuss the disproportionate impact of the layoffs on women and minorities, prompting the Layoff Team to urge departments to analyze such impacts in future layoffs.

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<sup>5</sup> See [http://americancityandcounty.com/admin/locals\\_adopt\\_equality\\_cedaw/](http://americancityandcounty.com/admin/locals_adopt_equality_cedaw/) for the article.

<sup>6</sup> Find the report in the "Resources" section of the Department's website for an in-depth look at appointments to San Francisco's commissions and boards: [www.sfgov.org/dosw](http://www.sfgov.org/dosw).

## D. Economic Independence

The financial crisis that began in 2008 continued to leave its mark on San Francisco throughout FY09-10. The Department made it a priority to address issues of women's employment and economics, including ensuring that federal stimulus funds supported the advancement of women. The Department maintained and continually updated a web-based list of resources for women impacted by the financial crisis. The Department asked Supervisors to publicize this list among their constituents by putting a link to it in their newsletters. The Department applied for 2 grants for federal stimulus dollars, and though we were unsuccessful, we continued to engage with the public on this issue.

### 1. Recruiting Women in Federal Contracts – U.S. Department of Labor Forum

For example, on September 15, 2009, Executive Director Emily Murase, PhD spoke at a U.S. Department of Labor Forum entitled "A Proactive Equal Employment Opportunity Compliance Forum under the ARRA Act 2009." The goal of the forum was to increase awareness of equal employment opportunity obligations and to increase the hiring of qualified disabled individuals, veterans, women and minorities. Dr. Murase gave a presentation entitled "10 Things You Can Do to Recruit and Retain Women," reaching 70 local federal contractors.

This appearance marked the start of an ongoing partnership with the Department of Labor. The Department invited Jenny Erwin, Director of the Women's Bureau for Region 9, to a Board of Supervisors hearing on the economic crisis in December 2009. Later that month, Dr. Murase spoke at a Department of Labor Industrial Liaison Group meeting in Folsom, CA, where she addressed high-tech companies on the need for better recruitment and retention of women employees. Additionally, Dr. Murase met with Patricia Shiu, President Barack Obama's appointee to the Office of Contract Compliance in February 2010, discussing the GEP Initiative and the ways it can support women's employment.

### 2. Board of Supervisors Hearing on Women and the Economic Crisis

On Monday, December 7, 2009, the Land Use and Economic Development Committee of the San Francisco Board of Supervisors held a hearing entitled "The Current Economic Crisis: Impact and Recommendations for San Francisco's Women and Girls." The Commission and Department on the Status of Women partnered with the Board on this important hearing as a follow-up to the Commission's hearing on this topic in March 2009. Commission President Andrea Shorter set the tone for the hearing by calling for comprehensive data collection measures and oversight of employment outreach measures to ensure they are reaching women. Other speakers included:

- **Kate Howard** of the Mayor's Office of Policy and Finance, who provided data about how federal Stimulus funds have already been used, notably through the JobsNow Program;
- **Jenny Erwin**, of the Women's Bureau, Department of Labor, Region 9, who discussed the Green Jobs Initiative, what the Women's Bureau is doing to engage women in green, Stimulus-funded jobs, and what San Francisco can do to engage women in these programs locally;
- **Dr. Veronica Hunnicutt** of City College of San Francisco, who shared information about current City College training programs for green jobs;
- **Linnea Klee** from Children's Council, who discussed how childcare issues can affect a woman's ability to take part in recovery efforts;
- **Regina Dick-Endrizzi**, Director of the Small Business Commission, who shared examples of women's business ventures that can support this struggling economy;
- **Teresa Sparks** of the Human Rights Commission, who provided details about the City's certification program, and reforms necessary to ensure equity in that process;
- **Thais Rezende** from Women's Initiative, who discussed how women's entrepreneurship can be a deciding factor in the effectiveness of recovery efforts; and,
- **Meg Vasey** of Tradeswomen, Inc., who shared how women in the trades are faring locally, and whether the Stimulus funds, much of which focuses on construction and trades, are reaching women.

Several speakers provided public comment, including Vanessa Flores of Asian Women's Shelter who spoke about Project SEED, a successful model for transitioning women to safety and stable employment. Amy Bacharach of the San Francisco Women's Political Committee shared recommendations, including eliminating the pay gap between women and men for the same jobs, developing and expanding after-school programs that extend to the end of the workday, creating citywide micro-lending opportunities for women-owned businesses and loan forgiveness programs for higher education, and not allowing funding for domestic violence programs to be considered as optional for cuts. Katie McCall of the Women's Community Clinic shared their model of using volunteers in their free clinic, women who often go on for further training to become medical practitioners themselves. She urged the City to support organizations that are bridging the gap between service provision, job training, and the volunteer sector. The hearing closed with final comments from Vice President Kay Gulbengay, who took the lead in placing the hearing on the Board agenda.

#### **E. Members of a Global Community – The Department at the United Nations**

This year has cemented the Department's role as a global player in the field of human rights. Throughout FY09-10, Department staff have educated and trained hundreds of individuals at events sponsored by the United Nations and the Global Compact about our groundbreaking work implementing the Women's Human Rights Ordinance here in San Francisco.

##### **1. U.N. Global Compact Center Discussions, September 2009**

The U.N. Global Compact, a set of socially responsible principles supported by the world's leading corporations, announced the location of a new Center for Sustainability at the former site of the Hunters Point Shipyard in San Francisco. In September 2009, Department staff met with the Mayor's Office of Public Policy to share the Department's many connections with the U.N. Global Compact. The Department has proposed expanding the notion of sustainability, typically focused on the environment, to include "human sustainability," a concept that emphasizes gender and racial diversity in the workplace and in society.

##### **2. U.N. Institute for Training and Research Presentation on Gender Violence, October 2009**

Since 2006, the U.N. Institute for Training and Research, through CIFAL Atlanta (International Training Center for Government Authorities and Civil Society Leaders), has convened a select group of senior government officials from cities throughout the world to share best practices in promoting gender equality. The Department has been a participant and presenter for the past 3 years. At this year's conference in October, Dr. Murase presented on gender-based violence, an all too pervasive problem throughout the hemisphere. In the audience were delegations from Belize, Canada, Ecuador, Jamaica, and, for the first time, South Africa. Conference participants expressed amazement at the scope of the Department's work to address gender-based violence, especially the Domestic Violence Victim Safety and Accountability Audit of 2006 that created a clear road map for policy reforms.

##### **3. U.N. Commission on the Status of Women NGO Parallel Session, March 2010**

Every year, the United Nations Commission on the Status of Women meets in New York. "Parallel sessions" of non-governmental organizations (NGOs) meet concurrently to provide a venue for these international agencies to be involved in the policy work of the U.N.

Dr. Murase, Policy Director Ann Lehman, and Senior Gender Policy Analyst Anu Menon made presentations to a diverse audience of women from all across the globe at the Commission on the Status of Women NGO parallel session, held March 3-10, 2010. The theme of this year's session was "Beijing +15" and focused on the successes and areas of improvement for the Beijing Platform for Action, created after the U.N. World Conference on Women held in Beijing, China in 1995.

The first presentation, entitled *Violence against Women: Perspectives from Bahrain, Ecuador, Iran and the US*, featured presentations from appointed and elected women leaders from these countries. Dr. Murase spoke about

San Francisco's model for domestic violence policy reform, the Department's anti-human trafficking work, and other best practices from San Francisco.

The second panel, *CEDAW Goes Local – San Francisco Plus Ten Years*, highlighted the creative means of implementing CEDAW that the Department has developed over the past 10 years. Dr. Murase, Ms. Lehman, and Ms. Menon spoke about the gender analysis tool and gender analyses of City departments and commissions. They also conducted an exercise with the group illustrating how to conduct a gender analysis. Amy Augustine of Calvert Asset Management, a partner in the Department's Gender Equality Principles (GEP) Initiative, previewed the new GEP website ([www.genderprinciples.org](http://www.genderprinciples.org)), while Dr. Brenda Sullivan of Fulton County, Georgia, spoke about Fulton County's highly successful gender budgeting initiative. The Department provided training and technical assistance to Fulton County in 2007, launching that county's gender budgeting initiative.

Lastly, the Department presented *Gender Responsive Budgeting in the U.S.: A Tale of Two Counties*. The Department's partners in Fulton County organized this session to discuss their gender budgeting initiative in detail and conducted a training session on how gender budgeting works. Ms. Lehman spoke about San Francisco's efforts to institute gender budgeting, including the March 2010 release of *Gender Responsive Budgeting: Path to Accountability and Data-Based Decision-Making*.

All of the panels were very well received and participants had lively discussions about how they can implement CEDAW, gender analyses, and gender responsive budgeting in their own municipalities and countries.

While at the U.N., Dr. Murase, Ms. Lehman, and Ms. Menon attended "Equality Means Business," a conference sponsored by the United Nations Global Compact and the U.N. Development Fund for Women (UNIFEM) to launch the United Nations Women's Empowerment Principles, a set of private sector principles based on the San Francisco Gender Equality Principles. Over 120 representatives from corporations, universities, and policy think tanks dedicated to promoting gender equity in the workplace attended the conference.

The Department used its time in New York to network with influential human rights advocates, including, Dr. Isobel Coleman who heads Women's Policy Studies for the Council on Foreign Relations, professors from Columbia University's School of International Affairs and the School of Law. Staff also attended a briefing by the U.S. Mission to the United Nations, sharing the Department's work with close to 50 women representing various US-based women's organizations.

#### **4. U.N. Treaty Review, March 2010**

Representatives of the U.S. Department of State, Department of Justice, and other federal agencies came to the Bay Area to conduct consultations on the state of human rights in the U.S. The consultations were designed to inform the December 2010 U.S. report to the United Nations Human Rights Council as part of the U.N. Universal Periodic Review (UPR) of member nations' human rights records. The UPR is examining the United States' compliance with international human rights obligations, including human rights treaties, the U.N. Charter, and the Universal Declaration of Human Rights.

Policy Director Ann Lehman testified as part of civil society organizations on March 25, 2010, in Berkeley. Her testimony on the *CEDAW Ten Year Report* and the *Report on the Status of Women in San Francisco* focused on violations of the U.N. Convention on the Elimination of Racial Discrimination evident in the discriminatory pay earned by women of color, and on San Francisco's successful implementation of the landmark 1998 CEDAW Ordinance. Staff from the Women's Institute for Leadership Development (WILD), now located at Boalt Hall Law School, also gave testimony citing the San Francisco CEDAW experience, stating:

*The overarching effect of CEDAW implementation in San Francisco was a fundamental shift in the awareness within the city about the role of gender in its policies, practices, and services. The incorporation of a human rights lens into local policy and service provision also promoted the*

*realization of rights in a proactive manner, rather than just responding and attempting to respond to violations after they already occur. A strong overarching structure and sufficient funding is crucial in order to provide adequate training and monitoring.*

**5. U.N. Global Compact U.S. Network Symposium, May 2010**

Senior Gender Policy Analyst Anu Menon spoke at the U.N. Global Compact U.S. Network Symposium, “Business and Sustainable Cities,” held in Chicago on May 11, 2010. The event drew more 75 senior representatives from the public sector, private sector, civil society, and academia. Through panel and plenary discussions, the symposium focused on a number of topics including navigating the policy landscape, breakthrough innovations for environmental sustainability, and models of public-private partnerships. Ms. Menon spoke about the Gender Equality Principles Initiative as a model for public-private partnerships.

San Francisco and Milwaukee are the only two U.S. cities that have signed onto the U.N. Global Compact Cities Program. The Cities Program, launched in 2003, is dedicated to the promotion and adoption by cities of the Global Compact’s 10 principles, and provides a framework for translating the principles into day-to-day urban governance and management. In the spirit of the U.N. Global Compact, the Cities Program focuses on collaboration between all levels of government, business, and civil society in order to enhance sustainability, resilience, diversity, and adaptation within cities and in the face of complex urban challenges.

The new U.N. Global Compact Center to be built in San Francisco is one initiative of the Cities Program. The Department’s ongoing collaboration with the Cities Program resulted in a follow-up meeting in June 2010 with Jennifer Kass from the Department of the Environment and Rachel Barge, Director of BC3. As a member-driven organization 100 members strong, the Business Council on Climate Change (BC3) engages companies of all sizes that are actively committed to implementing its “5 Principles on Climate Leadership” and sharing ideas and real-world case studies, identifying valuable tools, participating in educational forums, and establishing best practices. The meeting further developed the Department’s efforts to highlight “human sustainability,” including gender equality, in the construction of the new U.N. Global Compact Center.

**6. Human Rights Efforts Showcased at International Forum, May 2010**

Executive Director Murase spoke on a panel devoted to women’s human rights at a conference entitled “Human Rights Impact: General Issues and Sectoral Perspectives,” hosted by the Columbia University Institute for the Study of Human Rights Conference, May 10-12, 2010. The panel included professors from Columbia University, Harvard University, the American University in Cairo, and a Human Rights Advisor for UNIFEM. Dr. Murase reported on the impacts of our human rights and violence against women intervention and advocacy initiatives, with San Francisco again receiving high marks for advancing the human rights of women in innovative ways.

**7. Global Compact Leaders Summit 2010, July 2010**

Policy Director Ann Lehman attended the U.N. Global Compact Leaders Summit 2010, held in New York in July 2010. The Summit, chaired by U.N. Secretary-General Ban Ki-Moon, provided a platform for organizations to convene, collaborate, and commit to building a new era of sustainability – an era in which environmental, social, and governance issues are deeply integrated into business. With over 1,000 global leaders in attendance, this triennial Summit was the most important U.N. business event ever held. It provided an exceptional opportunity not only to distribute information about the Department’s Gender Equality Principles Initiative, which serves as the basis for the U.N.’s Women’s Empowerment Principles, but also for Ms. Lehman to present a Commission on the Status of Women resolution in support of the U.N. Women’s Empowerment Principles to the Global Compact.

**F. Women’s Leadership**

In order to advance the status of women in San Francisco, the Department actively promoted women’s leadership in FY09-10.

**1. White House Council on Women and Girls**

In August 2009, Commission President Andrea Shorter, Executive Director Murase, and Policy Director Ann Lehman met with Tina Tchen, Executive Director of the White House Council on Women and Girls. This meeting presented an exciting opportunity to share San Francisco's local efforts to create gender equality and foster women's leadership, especially those with national applicability, such as the gender analysis tool, the Gender Equality Principles Initiative, and Gender Responsive Budgeting.

**2. Women's Policy Summit**

For the third year, the Department partnered with the San Francisco Women's Political Committee and other women's organization to host the San Francisco Women's Policy Summit on October 26, 2009. With a theme of Women's Economic Independence, the Summit had a record-setting attendance of over 200 women leaders. A series of action-oriented break-out sessions included ending human trafficking, addressing the housing needs of low-income women, empowering women to take leadership roles in government, ensuring women's voices are heard in the government reform debate, and more.

**3. Writing Women Back into History – Women's History Month**

March is nationally recognized as Women's History Month. On Tuesday, March 30, 2010, the Board of Supervisors acknowledged and recognized 13 San Francisco women who are courageous leaders improving the quality of life for San Franciscans. Mayor Gavin Newsom honored Tangerine Brigham of the Department of Public Health, who has capably led the implementation of Healthy San Francisco, an award presented by First Lady Jennifer Seibel Newsom. The theme for the 2010 Women's History Month was "*Writing Women Back into History*." With this theme, we recognized the different aspects of women's achievements, from ecology to art, from the political arena to the sports field. The Friends of the Commission on the Status of Women hosted a reception for honorees following the presentation of awards.<sup>7</sup>

**4. Gender and Public Policy Roundtable**

On April 16, 2010, Dr. Murase attended the 2010 Gender and Public Policy University/Community Roundtable convened by Kathy Johnson of the San Francisco State University College of Behavioral and Social Sciences. At the Department's invitation, Senior Budget Analyst Kate Howard of the Mayor's Budget Office spoke on the impact of the budget crisis on programs for women, children, and families. This exciting collaboration brings together academics and City departments to move towards solutions for some of the toughest problems that women and their families face.

**III. WOMEN'S HEALTH AND SAFETY**

The Department considers violence, including domestic violence, sexual assault, sexual harassment, and trafficking, to be a public health concern. A critical human right outlined in the Women's Human Rights Ordinance is that of "bodily integrity." Women have the right to be safe in their homes, at their jobs, and on the streets. Women also have the right to healthcare that meets the unique needs of women, including transgender women.

**A. Justice & Courage Oversight Panel**

In 2002, the Commission on the Status of Women established the Justice and Courage Oversight Panel to work with City and community agencies to create a seamless criminal justice response to domestic violence. Over the years, the Oversight Panel has seen the implementation of numerous policy and protocol reforms, both large and small. At its strategic planning session in FY09-10, the Oversight Panel identified 5 areas of primary concern for the coming years: 1) resources, 2) safe housing for domestic violence survivors, 3) judicial participation, 4) batterer accountability, and 5) training for criminal justice staff.

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<sup>7</sup> For a full list of current and past honorees, see the "Events" section of the Department's website.

The Oversight Panel addressed these areas by meeting with department heads, including Police Chief George Gascon, Presiding Judge James McBride, and Chief Probation Officer Wendy Still. Also, the Oversight Panel monitored the implementation of JUSTIS, a criminal justice data hub that has been in development for over 10 years. Finally, the Oversight Panel supported the ongoing efforts of the Audit Implementation Committee and formed the Committee on Housing for Survivors of Domestic Violence.

**1. Reforms for a Seamless Response – Domestic Violence Victim Safety & Accountability Audit**

The Audit Implementation Committee formed in November 2007 to implement the recommendations contained in the 2007 report, *Safety for All: San Francisco Domestic Violence Victim Safety and Accountability Audit*.<sup>8</sup> In May 2010, the Committee officially ended its tenure with the release of *Courage to Change*, authored by Fiscal and Policy Analyst Laura Marshall, MSW.<sup>9</sup> This final report documents the nearly 3 years of work by criminal justice agencies and community stakeholders, creating life-saving policy reforms to protect survivors of domestic violence and hold batterers accountable.

The Audit Implementation Committee comprised representatives from the Police Department, District Attorney's Office, Department of Emergency Management, Adult Probation Department, Sheriff's Department, and community-based agencies. Protocol changes resulting from the work of the Committee include the following:

- All criminal justice agencies have internal protocols for working with limited-English proficient and monolingual victims.
- Adult Probation significantly improved communication practices between the department, the batterer intervention programs, and the Courts; and strengthened accountability measures for batterers by instituting a more rigorous evaluation component for batterer intervention programs to complete for each probationer.
- The Domestic Violence Court Judge developed a bench book for new judges to understand the protocols for domestic violence cases, distributed to bench officers in 2009. The Domestic Violence Court Committee held several community meetings in 2008 and 2009 to assess San Francisco's compliance with the Administrative Office of the Courts' *Recommended Guidelines and Practices for Improving the Administration of Justice in Domestic Violence Cases*.
- The Department of Emergency Management developed a script for 911 dispatchers to use in cases of domestic violence, and programmed 2 new call types for dispatchers to use to indicate domestic violence stalking.
- The Department on the Status of Women received funding to develop and conduct the Domestic Violence Response Cross-Training Institute, training over 430 criminal justice personnel through an innovative curriculum that addresses the gaps found in the Audit.
- In 2009, the District Attorney's Office partnered with the Police Department to create a 4-hour training about responding to scenes of domestic violence, presented at 2 of the 10 police stations that year, and released the Stalking Resource Guide to provide tips and resources to victims and advocates.
- The City Administrator secured a master contract with Language Line Services, a highly-rated translation service that can supply translators in over 175 languages.
- The Police Department included a 2-hour POST-certified training about stalking in the bi-annual Continuing Professional Training course for officers, as well as in the Basic Recruit classes, and a Department Bulletin on stalking further informed personnel about this issue.

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<sup>8</sup> Download the report from the "Resources" section of the Department's website: [www.sfgov.org/dosw](http://www.sfgov.org/dosw).

<sup>9</sup> Download the report from the "Resources" section of the Department's website: [www.sfgov.org/dosw](http://www.sfgov.org/dosw).

Though the majority of recommendations were implemented or in progress, work still remains. One of the Oversight Panel's next steps will be to draft a City-wide Memorandum of Understanding to institutionalize the reforms that have been made.

## 2. Speaking the Language of Safety – Language Access to Services

The findings from the Domestic Violence Victim Safety and Accountability Audit stressed the need for improved language fluency of first responders and others in the criminal justice system and City-wide to improve victims' language access to services. The Department supported the Office of Language Services, now under the Office of Civic Engagement and Immigrant Affairs (OCEIA), in acquiring grant funding to implement a pilot language fluency training program for City employees with a focus on terminology and conversations related to the criminal justice response to domestic violence. This program, *Bridges to Freedom*, was scheduled to run throughout 2009, but encountered some problems in implementation. The Department partnered with OCEIA to complete the terms of the grant from January 2010 through June 2010.

Using 2 primary strategies, a 16-week course and 4-hour "refresher" courses, the Department trained a total of 112 participants. The majority of participants (57%) worked for the City and County of San Francisco. Over a quarter (29%) worked for community agencies based in San Francisco. The remainder work outside San Francisco or for other government agencies. Evaluations showed that not only did participants gain language skills, they also increased their understanding about domestic violence significantly, and made important contacts with other City and community staff working in the field.

The Department hired 4 trainers to develop curricula and implement both the 16-week course and the 4-hour refreshers. The Department paired a language trainer with a domestic violence advocate to co-teach each class. This partnership saw immediate benefits, as complex usage or grammar questions could be handled ably by one trainer, and challenging issues of domestic violence could be capably addressed by the other. The Department thanks Alice Bierman, Cantonese Domestic Violence Advocate, Sarah Curtin, Spanish Domestic Violence Advocate, Frances Lai, Cantonese Language Trainer, and Lori Mesrobian, Spanish Language Trainer, for their dedicated efforts to make the training a success.

Another outcome of the training is a rich and detailed curriculum guide for each language. Trainers developed activities, vocabulary lists, and resources for participants, and these can be used in future iterations of *Bridges to Freedom*. This is a grant-funded project, but the Department firmly believes in its value to the City and to survivors of domestic violence, and hopes to be able to continue to offer it in the future.

Participant satisfaction was extremely high for both the 16-week courses and the 4-hour refreshers. Below are some comments received from participants, either on evaluation forms or unsolicited:

- "The training was excellent, practicable and resourceful. Many thanks. Encourage future training to meet and exceed customer service." *Cantonese Refresher Course Participant*
- "I wish the City and County had more language trainings." *Spanish Refresher Course Participant*
- "This is one of the BEST and most useful trainings I have ever attended. Thank you SO MUCH!" *Spanish Refresher Course Participant*
- First of all, thank you very much for everything. *The class was very interesting and I could learn a lot about domestic violence. All the topics were very interesting. I can put into practice all that I learned from class, very helpful to have trainings like this one. It is very good to have the teachers from the 2 professions all the time. And again, thank you for all your help.* *Spanish 16-Week Course Participant* [Words in italics translated from Spanish.]

Fiscal and Policy Analyst Laura Marshall coordinated this project. She was assisted by Jamie Kozono, the recipient of the first annual Heather Fong Public Affairs Fellowship sponsored by the Pacific Asian American Women Bay Area Coalition.

**3. Housing for Survivors – Essential Component of Safety**

The Justice and Courage Oversight Panel formed a committee to address the housing needs of survivors of domestic violence, chaired by Panel member Dion Roberts. During the spring of 2010, the Committee on Housing for Survivors of Domestic Violence focused its efforts on reviewing the San Francisco Housing Authority's Administrative Plan and making specific recommendations, particularly regarding priority transfers and Section 8 vouchers for survivors of domestic violence needing emergency assistance to escape an abusive and violent situation. The Committee met with Henry Alvarez, Director of the San Francisco Housing Authority, on June 2, 2010 to discuss recommendations for the plan, and the Committee will continue to work on these issues in the coming year.

**B. Violence Against Women Prevention & Intervention (VAW) Grants Program**

The VAW Grants Program provides funding to 34 programs at 25 agencies in San Francisco offering prevention and crisis intervention services to women, girls, and the community. The Department funds a network of programs in 6 primary areas: Crisis Lines, Intervention & Advocacy, Legal Services, Prevention and Education, Emergency Shelter, and Transitional Housing.

Though many agencies received cuts to state and private grants, through the advocacy of agencies and Commissioners, and the conviction of the Mayor and the Board of Supervisors, the VAW Grants Program allocations were not reduced in FY09-10, allowing the Department to continue to allocate \$2,743,250 to the 34 programs.

**1. Services to Women in Need – Grant Program Outcomes**

In FY09-10, the VAW Grants Program reached 25,441 individuals. Agencies provided 46,010 hours of supportive services, such as counseling, case management, therapeutic education, advocacy, and legal assistance. Over a quarter of the individuals served spoke a primary language other than English. Emergency shelters provided 3,720 bed nights to women and their children escaping violence, and transitional housing programs provided nearly 12,801 bed nights to women and their children re-gaining stability in their lives. Crisis hotlines for domestic violence and sexual assault fielded over 15,540 calls for support and assistance. Agencies reached 2,915 youth through violence prevention education programs.

Programs faced dire federal, state, and private funding reduction. The City's investment in protecting women at their most vulnerable time is critical to their safety and well-being.

**2. Commitment to Excellence in Grant Management**

The Department is an active participant in the City-wide Non-Profit Fiscal and Compliance Monitoring Committee. This Committee, chaired by the Office of the Controller, aims to improve the quality and consistency of the City's fiscal and compliance monitoring of non-profits by standardizing procedures across departments and to decrease the administrative work and eliminate duplication of efforts for both non-profits and City departments. Grants Administrator Carol Sacco has taken a leadership role in this Committee.

During FY09-10, approximately 140 non-profit contractors underwent a self-assessment or site visit as part of the monitoring efforts, including several agencies funded by the Department. Ms. Sacco led the review of 3 agencies in FY09-10. The Department is particularly proud of our efforts to make responsible use of public dollars by participating on this Committee.

### **3. Supporting Partner Agencies through Capacity-Building**

The Department held its Annual Partner Agency Meeting on January 12, 2010. The Department considers technical assistance and capacity building an important aspect of our role as a grantor, and invited Bob Zimmerman, a local consultant, to present the workshop, *Major Donors – How to Launch a Successful Major Donor Campaign*. In addition to our grantees, service providers funded by the Mayor's Office of Community Investment and other city agencies also took advantage of this free workshop.

### **C. Family Violence Council**

The Department coordinates the San Francisco Family Violence Council, an advisory body composed of government officials and community leaders engaged in the prevention and intervention of violence against children, women, and the elderly. The Family Violence Council has 3 primary goals: 1) to coordinate services and improve communication between the three communities; 2) to analyze trends and data related to family violence in San Francisco, statewide, and nationally; and 3) to advise the Board of Supervisors, the Mayor, and the Courts about these trends and other family violence-related issues.

#### **1. Reporting on the Scope of Family Violence**

The Family Violence Council made great strides in FY09-10, beginning with the release of the precedent-setting “*First Comprehensive Report on Family Violence in San Francisco, 2009*.”<sup>10</sup> The report is the first of its kind to document data and statistics related to the City’s and community’s response to child abuse, domestic violence, and elder abuse in one document. The report illustrates the scope of family violence in San Francisco, and offers recommendations for the City to address the trends uncovered.

The startling nature of the data in this report led the Council to determine that more frequent collection and reporting of this information are required. The Council created a template for “Family Violence Dashboards,” and set a goal of reviewing these quarterly as a primary component of the Council’s work. However, data collection practices remain cumbersome among both City and community agencies, often requiring hand-counts of cases. The Council began by reviewing a bi-annual dashboard in February 2010.

#### **2. Forensic Digital Photography Training**

As in FY08-09, the Department organized a Forensic Digital Photography training for Family Violence Council member agencies and the wider community, in partnership with the California Clinical Forensic Medical Training Center at U.C. Davis. The 8-hour training has been designed for individuals responsible for documenting the injuries of victims of child abuse, domestic violence, elder abuse, or sexual assault. The Department offered 2 sections of this training on November 19 and 20, 2009, training 36 participants. With attendance from the San Francisco Police Department, Adult Protective Services, and community providers, this was an important step toward ensuring justices in cases of abuse.

#### **3. Bringing Safety Home – Intervention Committee**

In July 2009, the Council began a new project with the potential to positively impact the well-being of children and families throughout San Francisco. With the creation of the Intervention Committee, the Council began addressing a gap in the City’s child abuse intervention system. The California Penal Code mandates that counties operate a child abuse intervention program similar to the batterer intervention programs (BIPs) required for individuals convicted of domestic violence.

Though San Francisco has 7 BIPs, no child abuse intervention program exists in San Francisco. San Francisco has numerous parenting programs, such as those parents attend when referred by Child Protective Services or the Court. However, these 12-week programs do not meet the 1-year criterion of the penal code, and questions remain about their efficacy for all offenders.

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<sup>10</sup> Find the report in the “Resources” section of the Department’s website.

Throughout the year, the Intervention Committee heard presentations from several promising and evidence-based parent training programs. Additionally, though very few California counties comply with this penal code, Committee members interviewed individuals from several of the counties that do comply and offer child abuse intervention programs, such as Santa Clara, San Diego, and Visalia.

The Committee aims to determine best practices that meet the specific needs of San Francisco and address the complexities of child abuse and variations among perpetrators. The Intervention Committee expects to issue a report of recommendations in FY10-11.

#### **D. Human Trafficking**

Following the February 2009 Community Forum on Human Trafficking, the Department partnered with the Human Rights Commission and the Jewish Coalition to End Human Trafficking to organize the newly-energized advocacy community to address the issue of human trafficking head-on. In August 2009, the San Francisco Collaborative Against Human Trafficking (SFCaHT) convened for the first time to engage in strategic planning and to map out how a collaboration of over 20 City agencies, law enforcement officials, community-based service providers, and advocacy groups would function.

The Collaborative is committed to ending human trafficking through collaboration, education, outreach, and advocacy, and supporting survivors of human trafficking by taking a "zero tolerance" stance on exploitation, violence, and human trafficking. The Collaborative not only increases awareness about human trafficking and supports anti-trafficking efforts, but also collects statistical and legislative information to enhance anti-trafficking efforts. The variety of anti-trafficking experts that compose the Collaborative facilitates SFCaHT's ability to monitor and advocate for local anti-trafficking legislation. Because SFCaHT is committed to protecting survivors of human trafficking, it also serves as a support for direct services to anti-trafficking social service providers.

The Collaborative began meeting through the fall of 2009 to design an action plan, culminating in the January 11, 2010 official launch of SFCaHT. On that date, National Human Trafficking Awareness Day, Mayor Gavin Newsom, District Attorney Kamala Harris, Supervisor Carmen Chu, Senator Leland Yee, and Police Chief George Gascón announced the formation of SFCaHT at a press conference in City Hall to a gathering of over 150 stakeholders.

At the press event, Mayor Newsom announced the release of the *Directory of Services for Survivors of Human Trafficking*. The *Directory*, developed by the Department and printed by the Office of the Mayor and the Office of the District Attorney, is an important tool for the community, providing detailed listings of service providers with expertise in working with survivors of human trafficking.<sup>11</sup>

The press event on January 11 began a month-long awareness campaign stretching to Abraham Lincoln's birthday on February 12, 2010. Several community partners planned their own events during the campaign, and it concluded with an expert panel discussion, *Not in Our Backyards: Recognizing and Combating Human Trafficking in San Francisco*. In addition to learning the signs of and responses to human trafficking, the 125 participants at this February 9, 2010 event applauded the noteworthy recipients of the First Annual Modern Day Abolitionist Award: District Attorney Kamala Harris, Senator Leland Yee, Assemblymember Fiona Ma, and former Assemblymember Sally Leiber.

The Department took a lead role in planning and executing these events, all of which sparked significant community interest in human trafficking. Our partner in this work, the Human Rights Commission, hosts a website for SFCaHT, and the Department maintains a Facebook page and an extensive outreach list of community members interested in our work. Department staff members conducted many informational

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<sup>11</sup> Download a copy of the Directory at <http://www.sf-hrc.org/index.aspx?page=58>.

interviews and presentations on our work in this area following the launch of SFCAHT, and will continue to expand our activities to address this violation of human rights.

#### **E. Women's Health**

In September 2009, the Commission on the Status of Women weighed in on the national healthcare debate. The Commission invited national leaders and local experts to discuss the needs of women in healthcare reform. Representatives on behalf of Speaker of the House Nancy Pelosi and Congresswoman Jackie Speier informed Commissioners and the public about federal efforts to create a healthcare package that does not discriminate against women. Additionally, Tangerine Brigham, Deputy Director of Health for the San Francisco Department of Public Health, spoke to Commissioners about the award-winning Healthy San Francisco, a health access program that has helped 47,000 low-income San Francisco residents access the care they need.

Following the hearing, Commissioners approved a Resolution on Health Care Reform urging national lawmakers to pass a health care reform bill that fully addresses the unique health needs of women, including reproductive health and choice, by ensuring universal coverage regardless of pre-existing conditions, not limiting coverage to employer-based insurance plans, and including a public insurance option as a meaningful alternative.

In January 2010, President Shorter participated in a conference hosted by the National Institute for Reproductive Health and the Black Women's Health Project in Los Angeles. As a follow-up, President Shorter and Dr. Murase spoke with Emily Alexander, Director of Research and Policy at the National Institute for Reproductive Health, to discuss examples of best practices from our work to be posted on the Urban Initiative website. For example, the Department's *Domestic Violence Victim Safety and Accountability Audit* of 2006 is a model for addressing systemic gaps in the criminal justice response to domestic violence.

### **IV. OUTREACH AND COMMUNITY ENGAGEMENT**

The Department conducts targeted outreach about our programs, engaging with the community through events, campaigns, and speaking engagements that help spread the word about our work on behalf of women. This often goes beyond our national borders, with international delegations regularly requesting meetings with the Department.

#### **A. Domestic Violence Awareness Month, October 2010**

The Department coordinated the Second Annual Cell Phone Drive among City departments and employees during the month of October to highlight Domestic Violence Awareness Month. In partnership with the Department of the Environment and Recycling Coordinators, the drive sought to raise awareness about both recycling and the needs of survivors of domestic violence. The Department collected over 600 cell phones during the month-long campaign. Donated cell phones are sent to a recycling facility where reusable materials (e.g., nickel, iron, cadmium, lead, and cobalt from the batteries) are reclaimed. All unusable phones are disposed of in accordance with local and national environmental standards. When cell phones and accessories are in good working order, they may be refurbished and donated back to local non-profits and distributed to women escaping domestic violence. Donations serve a dual purpose of decreasing toxic waste in the environment and helping those in need.

#### **B. Counting the Need – 2010 Census**

The U.S. Census counts every resident in the United States, and is required by the Constitution to take place every 10 years. The 2010 Census will help communities receive more than \$400 billion in federal funds each year for things like hospitals, schools, senior centers, public works projects (roads, bridges and tunnels), and emergency services. The data helps the federal government determine the number of seats each state has in the

U.S. House of Representatives and boundaries of legislative districts. Every resident, regardless of immigration status, should be counted.

San Francisco set a goal of 100% completion, aiming to count every resident in the City. The Office of Civic Engagement and Immigrant Affairs spearheaded this effort, supported by Commission on the Status of Women President Andrea Shorter and Anni Chun, Executive Director of Self-Help for the Elderly, co-chairs of the Census Advisory Committee. Additionally, the Department actively supported these efforts by participating in several outreach events and engaging our Violence Against Women Grants Program Partner Agencies in outreach about the Census to their clients.

In March 2010, Census forms were delivered to every residence in the United States and Puerto Rico, containing just 10 short questions. Census workers spent the spring contacting those individuals who failed to respond to the survey. The Department fully supported these efforts, as having a better understanding of the make-up of our San Francisco residents will help us shape our services to meet the needs of our local community.

### **C. International Delegations**

International delegations consistently request to meet with the Department about various aspects of our landmark work implementing the Women's Human Rights Ordinance. In January 2010, Bold Sanduijav, Head of the International Cooperation Section of the Immigration Agency of Mongolia, spoke with Department staff about how San Francisco responds to human trafficking.

In April 2010, Department staff met with a group of gender experts from Sweden who are interested in the Department's Gender Equality Principles Initiative. The group is working with the Clayman Institute, a women's policy think tank at Stanford, on research surrounding innovation and gender, and expressed interest in future collaboration with the Department.

In June 2010, Commissioners Dorka Keehn and Julie Soo, and Executive Director Murase met with members of the All-China Women's Federation. The Federation is the highest policy body addressing women's rights in China, and has hundreds of chapters across the country. The delegation was particularly interested in the Department's domestic violence policy reform efforts.

### **D. Legislative Alerts**

The Department reviews many local, state, national, and international policy initiatives, legislation, and programs, and regularly lends our support or opposition to a variety of causes. In FY09-10, the Department supported measures related to women's economics, women's health, and the passage of international treaties, among others.

To advance the economic independence of women, the Department submitted letters supporting AB 793, providing compensation to workers for pay discrimination; AB 324, the Elder Economic Dignity Act; S. 182, the Paycheck Fairness Act; and the Federal Employee Paid Parental Leave Act. In January, Congresswoman Lynn Woolsey held a hearing based on issues raised in *The Shriver Report: A Women's Nation Changes Everything*. The Department submitted written testimony for this hearing related to women in the workforce.

To promote equality in healthcare for women, the Department submitted letters supporting AB 98, requiring health insurance policies to cover maternity care, and AB 119, prohibiting gender discrimination in determining the cost of premiums. Additionally, the Department issued letters of support for the U.S. ratification of CEDAW and the passage of the International Violence Against Women Act.

## E. Publications Released

The sharing of information is a public service the Department strongly endorses. We released a variety of reports, brochures, and other resources during FY09-10, many of which have been referenced in this report. All publications are available in the “Resources” section of the Department’s website, [www.sfgov.org/dosw](http://www.sfgov.org/dosw).

### 1. General Resources

- **E-Newsletters:** The Department releases quarterly newsletters via email documenting the work we are undertaking. Text versions of the e-newsletters are available online. Members of the public can receive e-newsletters directly by emailing [dosw@sfgov.org](mailto:dosw@sfgov.org) to be added to the Department’s mailing list. As of June 2010, the mailing list included over 900 names.
- ***Report on the Status of Women in San Francisco, 2009:*** In July 2009, the Department released the *Report on the Status of Women in San Francisco*, examining benchmarks and indicators related to women’s lives in San Francisco.
- ***Local Tools, Global Impact, 2010:*** This brochure documents the tools and resources the Department has developed to ensure the equality and human rights of women in San Francisco.

### 2. Women’s Health and Safety Resources

- ***Directory of Services for Survivors of Human Trafficking, 2010:*** Produced with the San Francisco Collaborative Against Human Trafficking, this guide is filled with local agencies with expertise in working with survivors of human trafficking.
- ***Courage to Change: Final Report of the Domestic Violence Victim Safety and Accountability Audit Implementation Committee, 2010:*** The Audit Implementation Committee documented its 2 years of work implementing the recommendations in the 2007 Audit Report.
- ***First Comprehensive Report on Family Violence in San Francisco, 2009:*** The first of its kind, this report of the Family Violence Council examines child abuse, domestic violence, and elder abuse indicators in San Francisco.

### 3. Women’s Human Rights Resources

- ***CEDAW in Action, 2010:*** This report documents the work of the Department since the 1998 adoption of the local CEDAW Women’s Human Rights Ordinance, providing examples of best practices to aid other municipalities in adopting similar measures.
- ***Gender Responsive Budgeting: A Path to Accountability and Data-Based Policy-Making, 2010:*** On the forefront of accountability and transparency, San Francisco moves a step closer to Gender Responsive Budgeting with this report, a survey of demographic data collection practices of City departments.
- ***Gender Analysis of San Francisco Commissions and Boards, 2009:*** A 2008 charter amendment requires that the Department conduct biannual gender analysis of appointments to commissions and boards, analyzing gender, race, and disability status of appointees. The charter amendment came as a result of the Department’s *Gender Analysis of Commissions, Boards, and Task Forces, 2007*.