

Budget and Appropriations Committee | June 13, 2024



DEPARTMENT ON THE STATUS OF  
**WOMEN**

# THE MISSION & ROLE OF THE DEPARTMENT

Our mission is to transform San Francisco into a *fully gender equitable City* by championing the equitable treatment and advancement of women, girls and nonbinary people across social, economic and political indexes through policies, programs and legislation, both within City and County government and in the private sector.



## WATCHDOG

We will serve as an accountability partner to all CCSF departments and agencies as it relates to our commitment to gender equity across all indexes.



## ADVOCATE

We will advocate for equity in service delivery, employment opportunities, leadership development and budget allocation and champion policies that best support women, girls and nonbinary people to thrive.



## CONVENER

We will work in close partnership with the Mayor's Office, the Board of Supervisors, City agencies and other stakeholders, bringing people together to collaborate on ideas, strategy and impactful action.

A grayscale background image of the Golden Gate Bridge in San Francisco, viewed from a low angle looking up at the tower and across the water.

# Using Budget Allocations to Achieve our Mission

## HEALTH & SAFETY

- Lead and coordinate Bay Area Abortion Rights Coalition (BAARC)
- Support of the Women's Housing Coalition to increase the number of safe, secure housing units for women
- Launch "Mental Health For All" Citywide Initiative

## ECONOMIC SECURITY

- Launched Guaranteed Income Pilot Program for justice-impacted mothers
- Designed first-of-its-kind Microgrant Program for survivors of violence
- Collaboration with the Office of Economic Workforce Development + Office of Financial Empowerment

## CIVIC ENGAGEMENT & POLITICAL EMPOWERMENT

- Ignite the Vote – Youth Voter Registration Campaign
- She the People – Narrative Shift Project
- 2024 SHIFT Happens Women's Policy Summit

# STATUS OF WOMEN IN SAN FRANCISCO

A grayscale background image of the San Francisco City Hall dome and its classical facade, featuring a prominent central dome and a portico with columns.

Per the California Budget & Policy Center Women's Well-Being Index (2020 Report), San Francisco ranks:

## Health and Safety:

- 56<sup>th</sup> (out of the 58 counties) in terms of safety
- 48<sup>th</sup> (out of 58) for hospital visits due to assault
- 33<sup>rd</sup> (out of 58) in terms of women receiving adequate prenatal care

## Economic Security:

- 50<sup>th</sup> (out of 58) when it comes to the cost of childcare
- 31<sup>st</sup> (out of 58) in terms of the percentage of women earning low wages
- 17<sup>th</sup> (out of 58) in terms of the wage gap

## Civic Engagement & Political Empowerment:

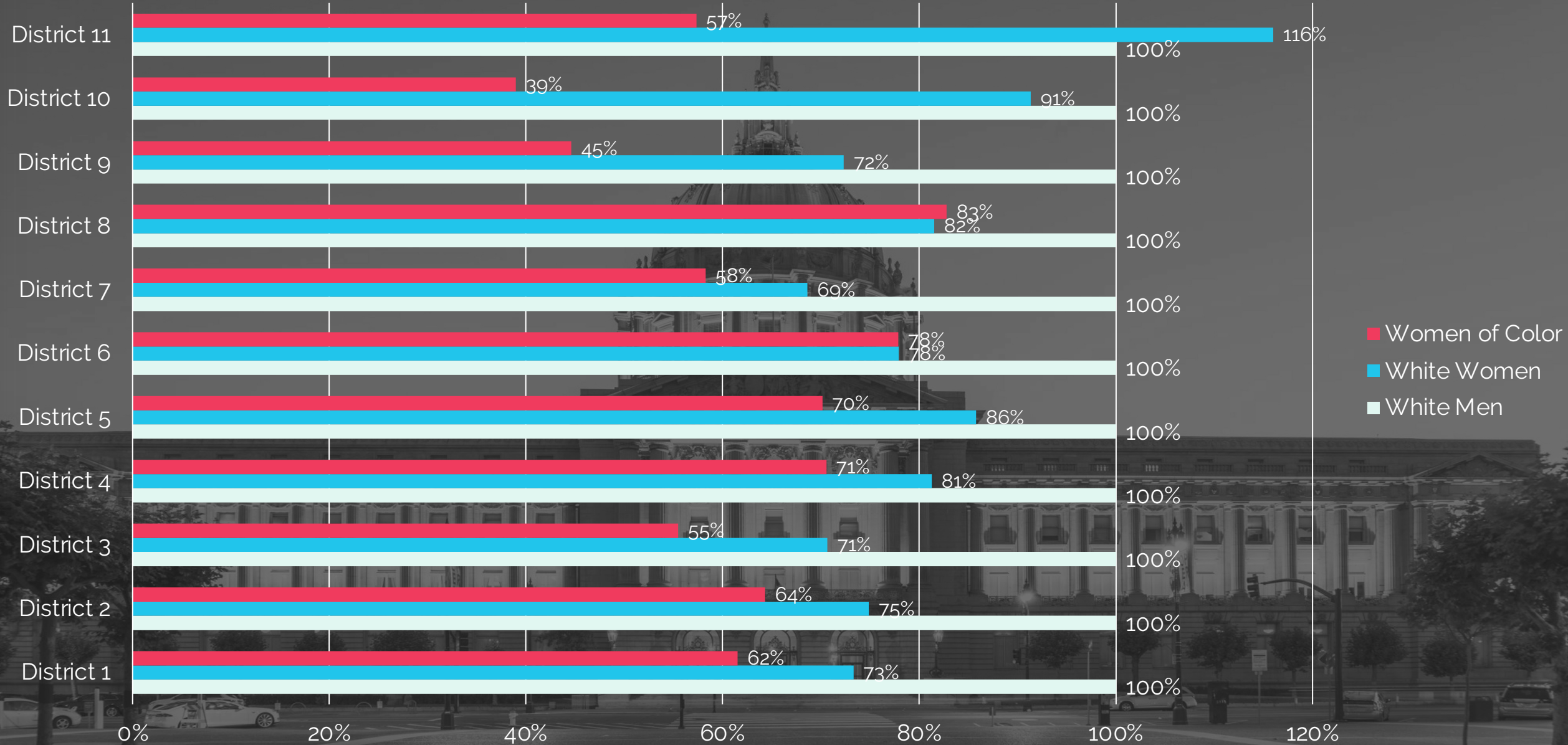
- 58<sup>th</sup> (out of 58) in terms of female representation in the state legislature
- 49<sup>th</sup> (out of 58) in terms of voter registration
- 40<sup>th</sup> (out of 58) in terms of female representation on our City council/Board of Supervisor

# Pay Gap by Gender



Data from 2020 U.S. Census Bureau's American Community Survey

# Pay Gap by Gender and Race



Data from 2020 U.S. Census Bureau's American Community Survey

# Public Safety Committee Hearing (Feb. 8) - Working Conditions for Women in the SFPD

## Lactation Accommodations

- CCSF: 96 Lactation Rooms Across All City Depts.
- Depts. *Encouraged* to Provide Private Room Amenities With:
  - Locking Door
  - Partitions
  - Electrical Outlets
  - Refrigerator
  - Comfortable Chair
  - Sink
  - Sufficient Lighting
  - Flat Surface
  - Hospital Grade Electric Breast Pump

Link to hearing can be found [here](#).

73%<sub>yes</sub>

SEE A NEED FOR SUPPORTING MEMBERS WITH OBTAINING  
CHILDCARE SERVICES

49%<sub>yes</sub>

18%<sub>maybe</sub>

WOULD UTILIZE CHILDCARE SERVICES AS A BENEFIT

65%<sub>yes</sub>

ABILITY TO OBTAIN CHILDCARE SERVICES WITH LITTLE TO  
SHORT NOTICE

37%<sub>yes</sub>

26%<sub>maybe</sub>

WOULD CONSIDER STAYING WITH SAN FRANCISCO IF THEY  
HAD MORE CHILDCARE SERVICE OPTIONS



LACK OF CHILDCARE  
BENEFITS/RESOURCES IMPACTED  
WORK PERFORMANCE

72%

CONSIDERED LEAVING SFPD  
BECAUSE OF LACK OF CHILDCARE  
BENEFITS

30%

HAD TO MISS/LEAVE WORK TO  
MANAGE CHILDCARE ISSUES NOT  
RELATED TO ILLNESS

79%

# DOSW Recommendations to SFPD

- (1) PROCURE:** Lactation Pods for Every Station/Worksite
- (2) EXPAND:** Childcare Options for Law Enforcement
- (3) CREATE:** Women Officer/Deputy Recruitment and Retention Taskforce
- (4) LAUNCH:** 21<sup>st</sup> Century Policing Outreach & Recruitment Campaign
- (5) REPORT:** Update to Mayor/BOS annually on Progress of Recommendations to Date

# Performance Measures

## THEN

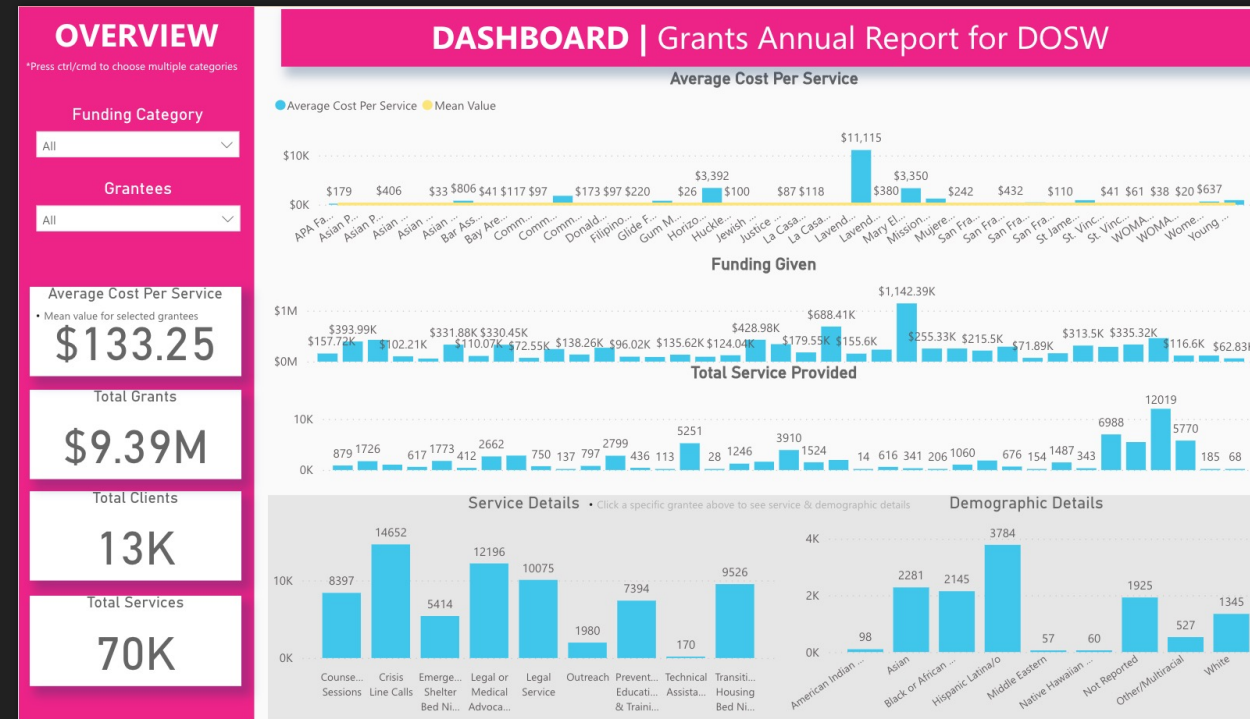
- Used Excel spreadsheets
- Data collection managed by interns which often resulted in inconsistent and/or erroneous data
- Used data points that misrepresented the levels of services provided and failed to capture the services that were needed

## NOW

- Conduct an annual performance evaluation with all grantees
- Employ skilled research and data professionals who spearhead the data collection process
- Utilize the Envisio data dashboarding system for transparency and accountability

## FUTURE

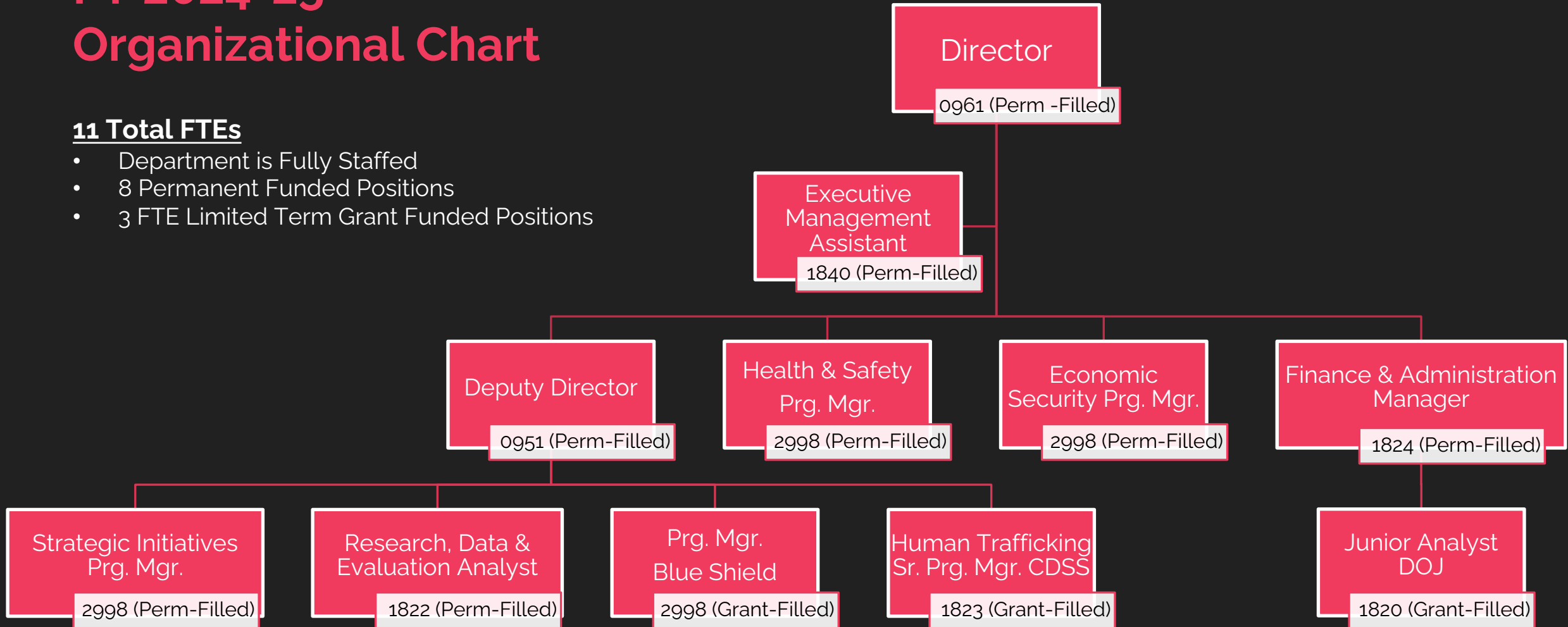
- Citywide dashboard detailing service and programming metrics, total number of San Franciscans served and average associated costs.



# FY 2024-25 Organizational Chart

## 11 Total FTEs

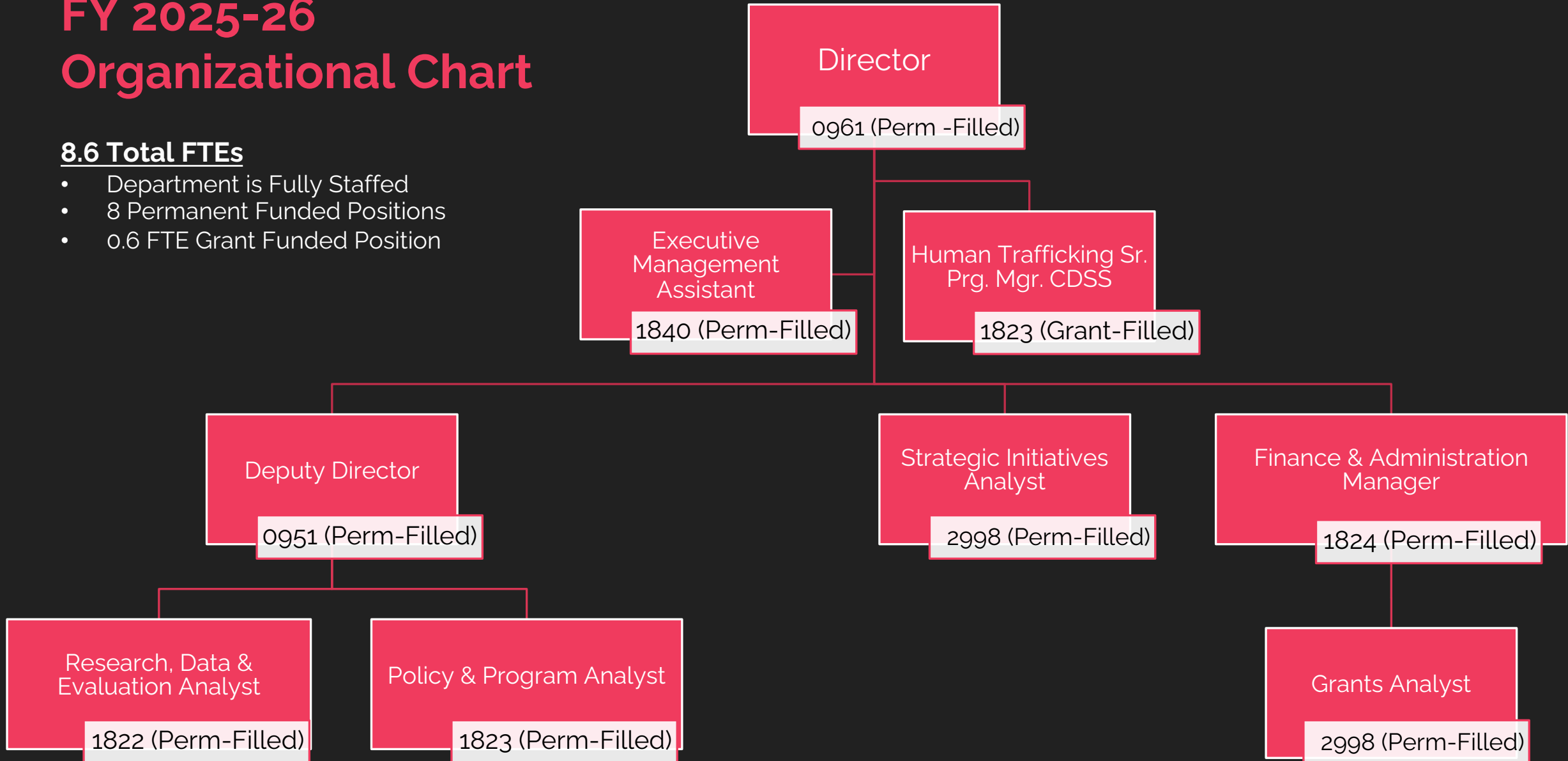
- Department is Fully Staffed
- 8 Permanent Funded Positions
- 3 FTE Limited Term Grant Funded Positions



# FY 2025-26 Organizational Chart

## 8.6 Total FTEs

- Department is Fully Staffed
- 8 Permanent Funded Positions
- 0.6 FTE Grant Funded Position



# General Fund Staffing Levels FY 2019-26

**FY 19-21**

**6.0  
FTE**

**FY 21-24**

**10.0  
FTE**

**FY 24-26**

**8.0  
FTE**



# FY 2024-26 General Fund Expenditures

EXPENDITURE CATEGORY	FY 2023-24 (Current Year Operating Budget)	FY 2024-25 Proposed (Budget Year)	Percentage Change from FY 2023-24	FY 2025-26 Proposed (Budget Year 1)	Percentage Change from FY 2024-25
Salaries	\$1,353,198	\$1,195,038	-11.7%	\$1,130,113	-5.4%
Mandatory Fringe Benefits	\$508,888	\$424,484	-16.6%	\$397,022	-6.5%
Non-Personnel Services	\$467,209	\$141,500	-69.7%	\$141,500	0.0%
City Grants	\$13,446,989	\$10,076,051	-25.1%	\$800,000	-92.1%
Materials & Supplies	\$110,651	\$28,516	-74.2%	\$28,516	0.0%
Other Departments Services	\$649,449	\$174,982	-73.0%	\$192,337	9.9%
<b>Total</b>	<b>\$16,536,384</b>	<b>\$12,040,571</b>	<b>-27.2%</b>	<b>\$2,689,488</b>	<b>-77.6%</b>



**Thank You**