



DEPARTMENT ON THE STATUS OF
WOMEN



executive **SUMMARY**



6/15/21

Dear Budget Chair Haney and Committee Members,

On behalf of both the Commission and the Department on the Status of Women, please find included an executive summary of our Department and the strategic objectives and initiatives that will guide our work over the course of the next two fiscal years, and beyond. This document and the approach outlined herein has been endorsed by the Commission and is in alignment with the direction provided in the Mayor's budget and policy priorities.

In November of 2020, I had the incredible honor to be unanimously nominated by the Commission and appointed by the Mayor to help lead the Department on the Status of Women to the next level and to begin a refresh and renew campaign of our current work. My new leadership also coincides with a new makeup of the Commission - with the majority of the members having been appointed within the last year.

After several months of inquiry and a review that included a needs assessment of our performance measures and data collection, I determined the strengths and weaknesses of our operations and identified areas for improvement, as well as opportunities to redirect funding as appropriate and necessary.

Numerous key findings from this analysis were clear: one, the Department's work had generally siloed into a single-issue area (gender-based violence grant making); two, the Department was systematically underfunding its own staffing needs to the detriment of its mission; and three, the Department's funding was incongruent with regards to the needs of and equity for the communities most impacted.

The overall outcome of this approach of severely understaffing the Department directly resulted in leaving money on the table in the form of unspent funds due to a lack of adequate fiscal monitoring by the Department, general shortcomings with respect to providing oversight of public dollars, as well as a stunting of our ability to make long lasting systems-change and truly create a human-centered response to the diverse communities we serve. In short, the Department's best intention to provide the maximum amount of funding to our grantees at the expense of our own staffing needs negatively impacted the outcomes of our programmatic work.

To be clear, the Department's work has been incredibly valuable in its gender-based violence grantmaking, but it can and must do more to improve the whole lives of women and girls and to ensure gender equity in all aspects of the City and County of San Francisco. While the Department is not necessarily seeking an increase in the amount of funding allocated, the Commission and the Department are seeking the Board's policy support to reallocate our budgeted funds to support the attached proposed organizational chart.



From a gender equity lens, the Department on the Status of Women has conducted an evaluation of the number of FTEs in correlation to its budget size, and even among the smallest departments in the City, the Department on the Status of Women has been expected to do more with less staff than any of the other 50+ departments examined.

Finally, while gender-based violence is an issue of critical importance that must be addressed, it is wrong for the Department on the Status of Women to be expected to solely shoulder the funding burden for this collective societal epidemic. While the Department has reallocated some funding to support programmatic expansion in two new areas outlined in this executive summary, for the 2021-2022 fiscal year, no grantee in our gender-based violence grant program will see a reduction larger than ten percent, excluding programs where funds had been historically unused. That said, over time, the Department plans to allocate more evenly grant funding across the three core service areas. The Department and the Commission also recognize that our program dollars must do more than directly fund community-based organizational services. Similarly, we additionally recognize that we must have the necessary "hands on deck" to make the changes as well.

One of the most meaningful components of designing a gender equitable City is the idea of empowering women with the tools and resources to create opportunities and build pathways to healthy and prosperous futures. In this vein, it is critical that the San Francisco Board of Supervisors supports this women-led organization and all women-composed Commission as we embark upon this pivotal and timely shift. To say that we trust women means doing just that. We trust that the Board of Supervisors will trust this newly constructed leadership team to continue the legacy and impact of the Commission and Department.

We are excited to expand our work in new directions; work that will be informed by data and infused with confidence, conviction, and clarity of purpose. We look forward to deepening our partnership with the Board of Supervisors as we build a more diverse and efficient San Francisco City and County government through gender-responsive and racially equitable policies and programs.

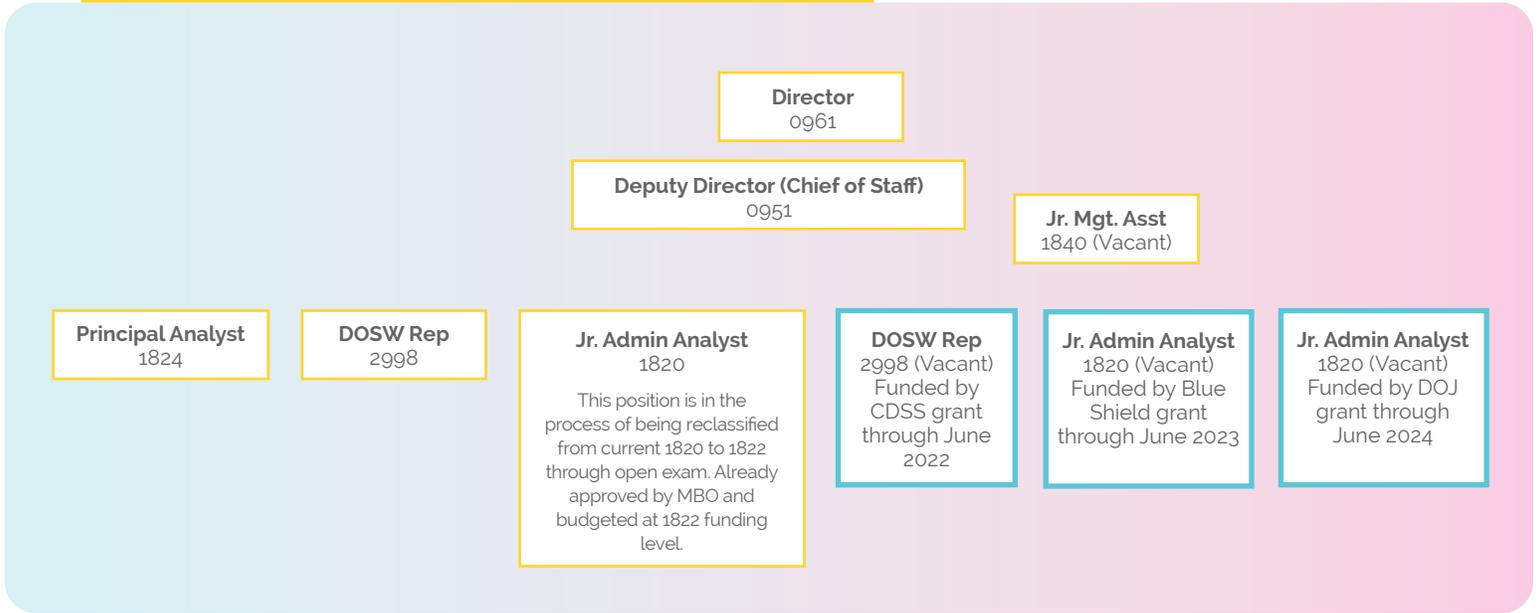
Sincerely,

Kimberly Ellis
Director, Department on the Status of Women



CURRENT ORG CHART (CITY FUNDED POSITIONS: 6FTE)

BLUE BOX = GRANT FUNDING



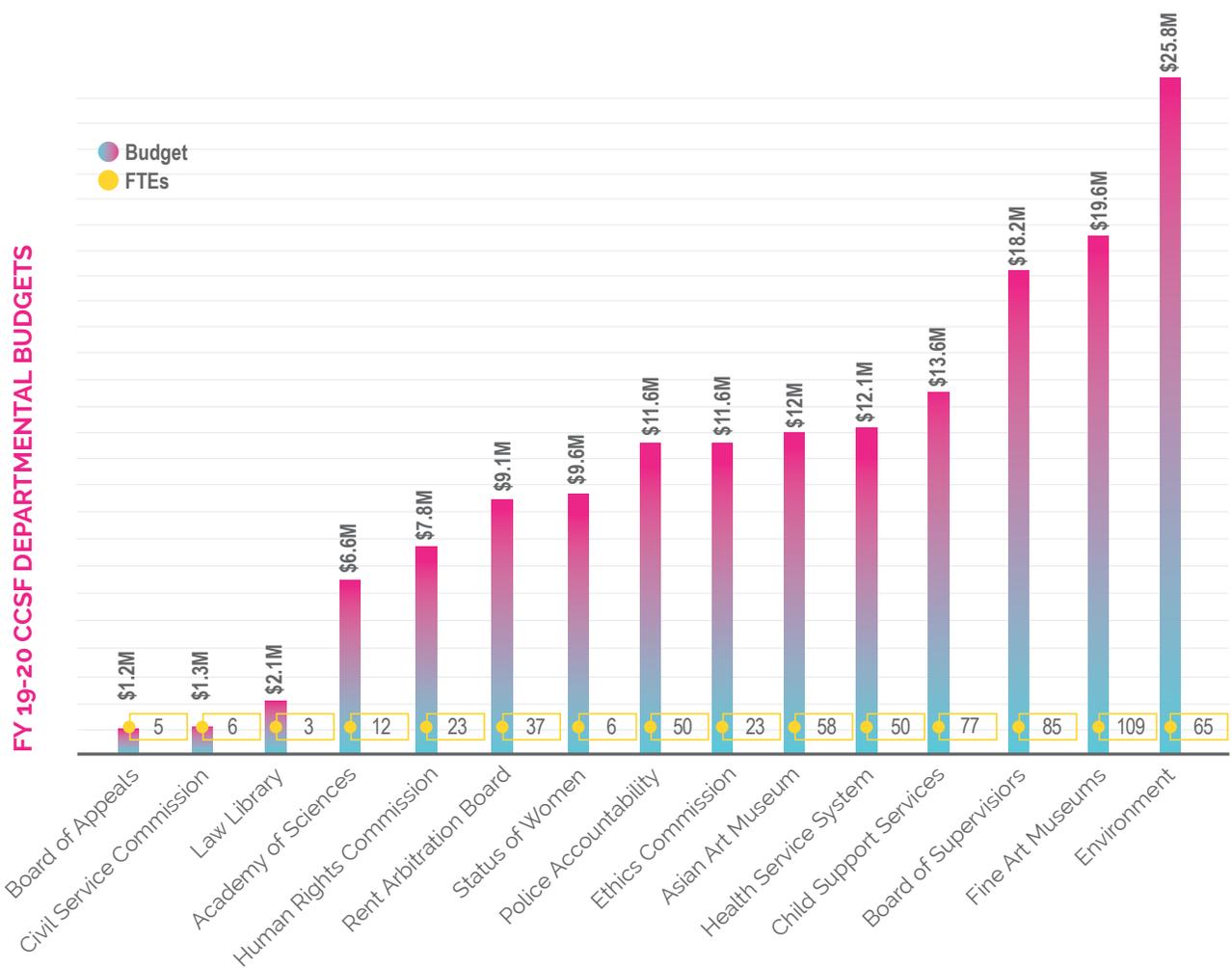
PROPOSED ORG CHART: FY 2021-23 (CITY FUNDED POSITIONS: 11FTE)





City & County Of San Francisco Department Budgets & FTE

DEPARTMENTS UNDER \$26 MILLION RANGE





BACKGROUND

The Commission on the Status of Women is a Commission of the City and County of San Francisco whose purpose is to ensure women and girls equal economic, social, political and educational opportunities throughout the City. The Commission was established by the San Francisco Board of Supervisors in 1975 after years of advocacy on the part of the San Francisco women's community. In 1994, the voters of San Francisco approved Proposition E, which created a permanent City Department on the Status of Women to carry out the policies of the Commission.

MISSION

The San Francisco Commission on the Status of Women promotes equitable treatment and fosters the advancement of women and girls throughout San Francisco through policies, legislation and programs, both within City and County government and in the private sector that focus on populations in need.

VISION

[Under Development by DOSW/
Commission Working Group]

PROGRAMS

The Commission uses a human rights framework to guide its policies and programs. In general, programs have included workplace equality, equality in City budgets and programs, promoting women in leadership roles, ending violence against women, and women's health needs.

CREATING BLUEPRINTS FOR THE 21st CENTURY: SERVICE AREAS

As part of a strategic shift to create a greater impact and serve more San Franciscans while building a more diverse and efficient city government through gender-responsive, racially equitable policies and programs, **the Department has identified three core service areas to catalyze transformative change in the lives of women, girls, and gender-nonconforming people: (1) Health and Safety, (2) Economic Security, and (3) Civic Engagement and Political Empowerment.**

Through these three areas, the Department aims to improve the whole lives of our targeted communities, including their health, wealth, physical safety, and well-being. Our programming is designed to not just create balance when it comes to the construct of gender, but also to empower women, girls, and gender-nonconforming people with the tools and resources to build pathways to healthy and prosperous futures.





HEALTH AND SAFETY

Through our new Violence Education Intervention and Prevention (VEIP) Program, the Department will continue its long 40-year tradition of combatting gender-based violence, including our grants program and the convening of community-based organizations, government agencies, and other partners. Additionally, the Department will lead and coordinate initiatives aimed at combatting human trafficking, including our innovative Safety, Opportunity & Lifelong Relationships Program (SF SOL) to support youth who have experienced or are at risk of sexual exploitation or trafficking. New programming and services will expand into other more holistic health matters, like supporting girls in sports and mental health access for women, girls, and gender-nonconforming people in our most marginalized communities.

ECONOMIC SECURITY

Financial empowerment and independence have been the greatest drivers of gender equity around the world. The ability to financially care for oneself is crucial in combatting a host of issues where gender disparity is jarring. The Department is expanding its focus to include services that support financial stability around jobs and employment, housing, financial literacy, impact investing, and other avenues to economic success. Additionally, we will be exploring opportunities to bring pilot programs like guaranteed income to the Department's core constituencies as well as building strategic partnerships with banks and other financial institutions to encourage resources and support in the form of micro-lending, small business loans, etc.

CIVIC ENGAGEMENT & POLITICAL EMPOWERMENT

Benefiting from democracy only occurs if citizens and residents are active, engaged, and educated to leverage the tools available to make an impact in their communities. The Department will be providing new services in the areas of civic engagement and political empowerment through a host of trainings, educational workshops, and public service campaigns, with the goal of getting women, girls, and gender-nonconforming people organized, registered to vote, educated on critical issues, and actively participating in all levels of government.





PRIORITIES: FY 2021-2022 and FY 2022-2023

EQUITABLE SPENDING

Recognizing historical shortcomings of the Department as it relates to funding allocations' alignment with demographical information around race, moving forward all grant funding in the three core service areas will have increased requirements for data reporting, as well as greater monitoring and collection by the Department. Applying a racial equity lens, the Department is committed to ensuring communities most impacted and in need of support receive an equitable share of the Department's resources.

GRANTS PROGRAM

The Department's grants program distributes funds to community-based nonprofit organizations that provide essential programs and services to over 20,000 individuals annually. The grant allocation for Fiscal Year (FY) 2021-22 will fund programs in our expanded programmatic areas, including Health and Safety, Economic Security, and Civic Engagement and Political Empowerment.

GENDER EQUITY

San Francisco leads the nation in extending a human rights framework to personal health and safety, economic independence, workplace equity, and access to public resources. The Department's mandate has grown to include monitoring the representation of women in City property, including statues, street names, and buildings, and ensuring the City upholds reproductive rights through the restriction of contracting services and travel to states that limit abortion access.





ECONOMIC SECURITY

One of the greatest predictors of success is economic security, which is why beginning in Fiscal Year (FY) 2021-2022, the Department will expand programming to include economic security for women, girls, and gender-nonconforming people through resources, education, and other financial support systems. In the Department's continual efforts to address homelessness, the Department has entered into an expanded contract with the Mary Elizabeth Inn to ensure survivors of domestic and intimate partner violence and other women have access to safe and secure housing. With regards to supporting small business and economic recovery, the Department will continue to maximize collaborations with organizations like the Small Business Commission, Office of Early Care and Education, Office of Economic and Workforce Development, and the San Francisco Chamber of Commerce.

DATA RELIABILITY

Bad data leads to wrong outcomes. Beginning in Fiscal Year (FY) 2021-2022, the Department will invest in procuring information-technology solutions to create greater accuracy in our data and reporting, efficiency in our operations, as well as increased accountability and management of precious public dollars. Technological solutions are intended to help streamline workflows, reduce errors, and decrease time spent manually processing fiscal and programmatic data.

PANDEMIC RELIEF

If there is one thing COVID-19 revealed, it is that the lack of economic security is a matter of life or death, especially for girls and women of color. Further, the catastrophic impacts of the pandemic have exacerbated many of the most challenging and pressing issues the Department has long aimed to address. The Department will advocate for a systemwide, gender-equitable recovery and connect our target communities to resources and programming to not just help them build back, but to help them build back better.

