

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 cables. The bridge spans across the water, with hills visible in the distance.

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

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

Health and Safety:

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

Economic Security:

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

Civic Engagement & Political Empowerment:

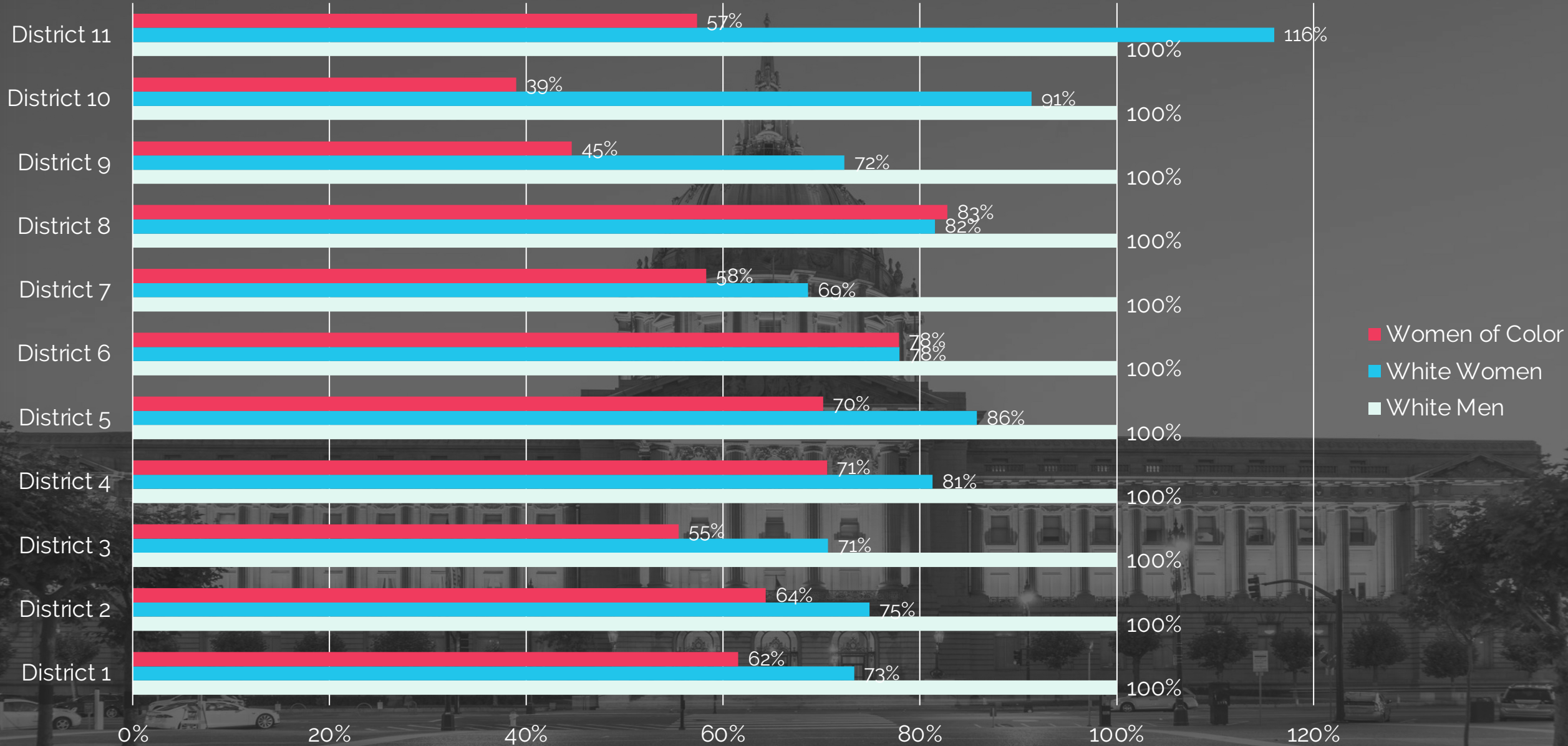
- 58th (out of 58) in terms of female representation in the state legislature
- 49th (out of 58) in terms of voter registration
- 40th (out of 58) in terms of female representation on our City council/Board of Supervisor

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%_{yes}

SEE A NEED FOR SUPPORTING MEMBERS WITH OBTAINING
CHILDCARE SERVICES

49%_{yes}

18%_{maybe}

WOULD UTILIZE CHILDCARE SERVICES AS A BENEFIT

65%_{yes}

ABILITY TO OBTAIN CHILDCARE SERVICES WITH LITTLE TO
SHORT NOTICE

37%_{yes}

26%_{maybe}

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:** 21st Century Policing Outreach & Recruitment Campaign
- (5) REPORT:** Update to Mayor/BOS annually on Progress of Recommendations to Date

Performance Measures

THEN

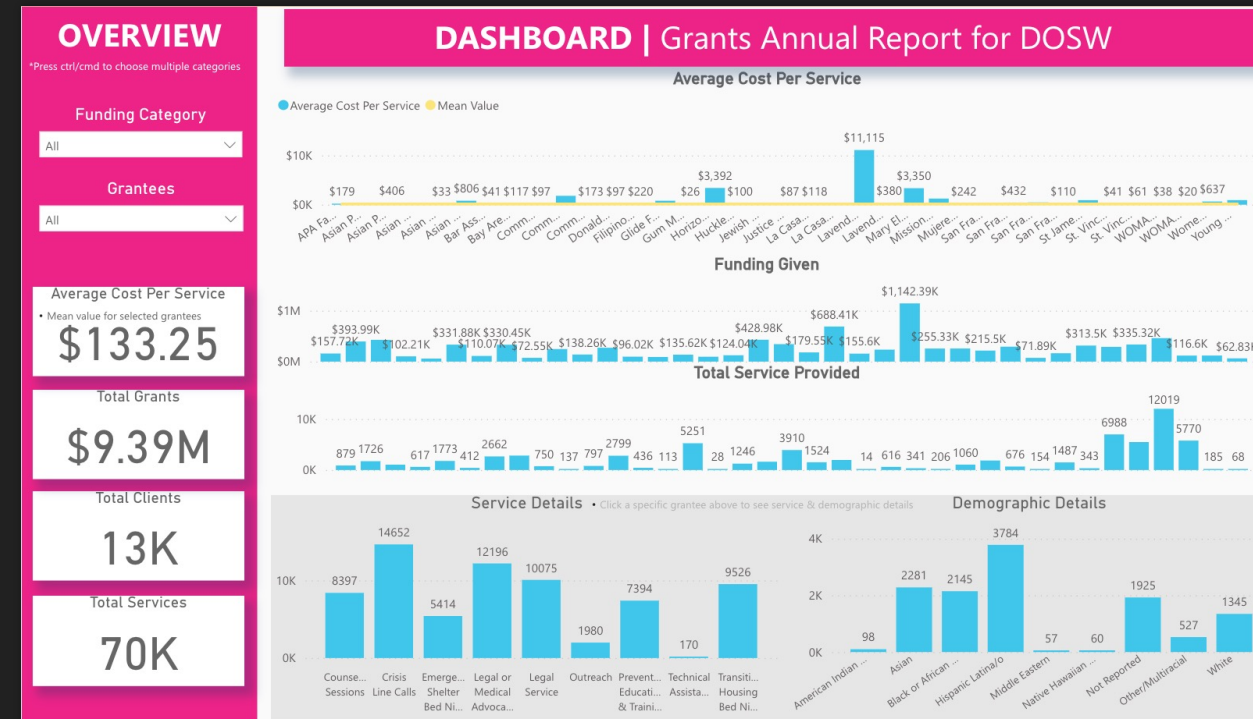
- Used Excel spreadsheets
- Data collection managed by interns which often resulted in inconsistent and/or erroneous data
- Used data points that misrepresented the levels of services provided and failed to capture the services that were needed

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

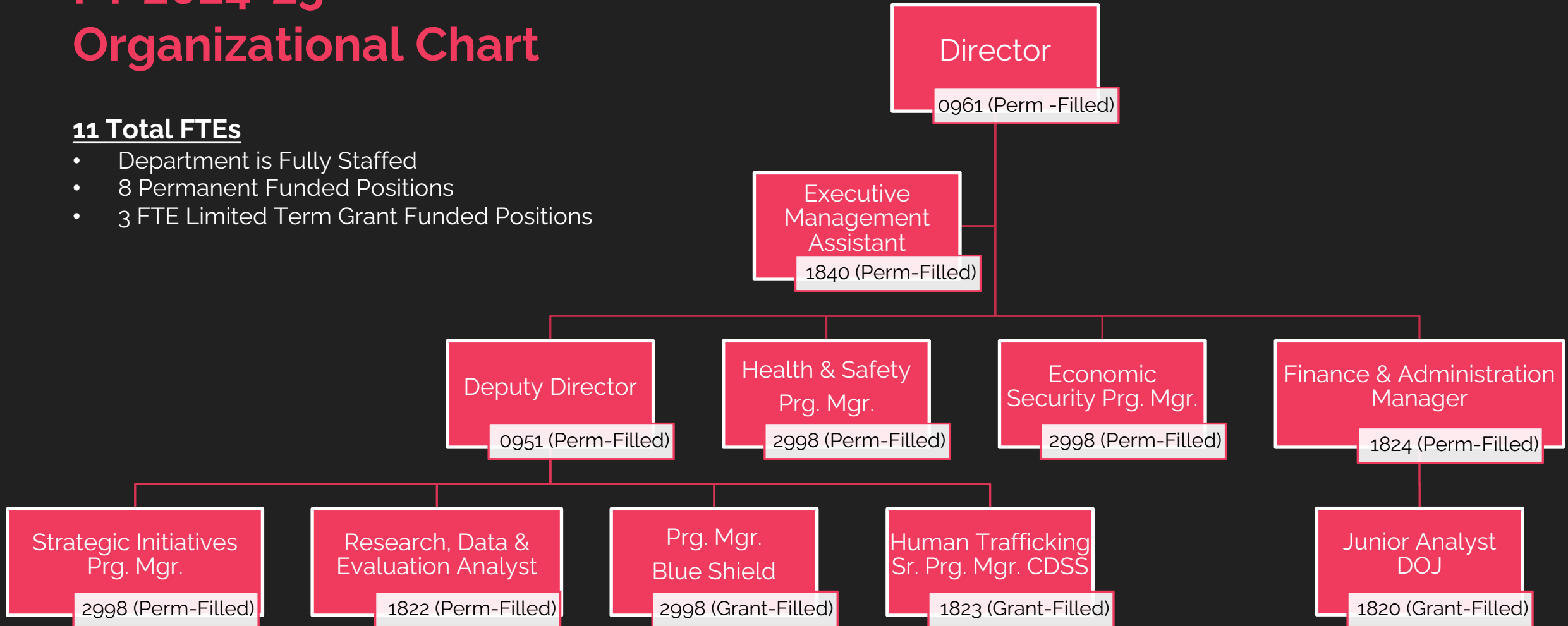
- Citywide dashboard detailing service and programming metrics, total number of San Franciscans served and average associated costs.



FY 2024-25 Organizational Chart

11 Total FTEs

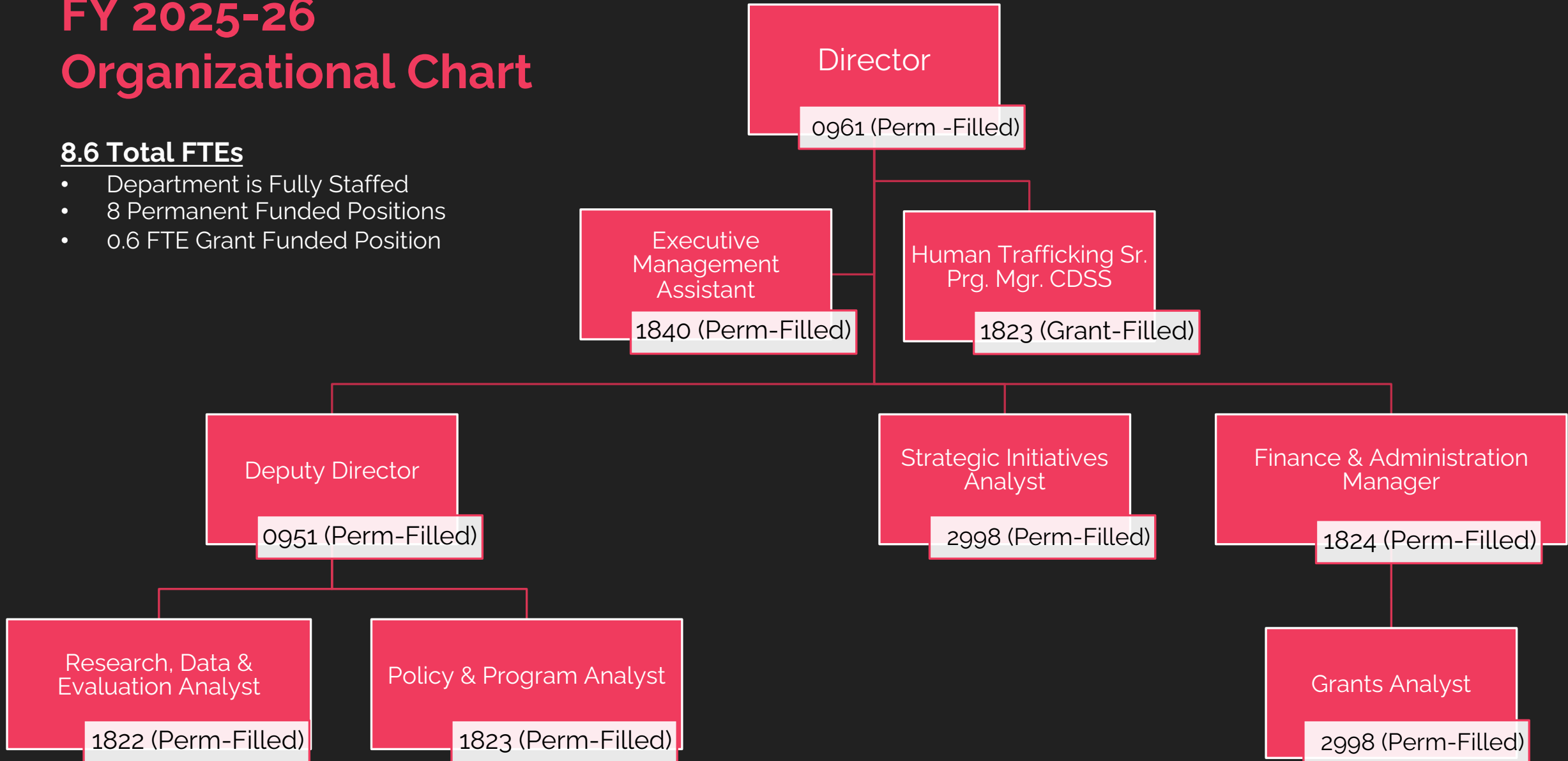
- Department is Fully Staffed
- 8 Permanent Funded Positions
- 3 FTE Limited Term Grant Funded Positions



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%
Total	\$16,536,384	\$12,040,571	-27.2%	\$2,689,488	-77.6%



Thank You