

1 [San Francisco Gender-Equitable Recovery Plan]

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3 **Resolution urging the City and County of San Francisco to codify and to implement a**  
4 **proactive approach for a Gender-Equitable Recovery Plan and to be intentional with**  
5 **support and focus towards Self-Identified Women’s livelihoods, economic and health**  
6 **recovery, and collective empowerment.**

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8 WHEREAS, March is the official month for Women’s HERstory; and

9 WHEREAS, Although this is an important time to commemorate Women’s  
10 achievements, we must in the same breath acknowledge the various tremendous impacts that  
11 the novel Coronavirus (COVID-19) has had on women in particular, in relation to jobs,  
12 childcare, mental health, domestic violence, and the pay gap; and

13 WHEREAS, COVID-19 exacerbated existing inequities in our society, and have  
14 specifically highlighted the unjust impacts self-identifying Black, Indigenous, People of Color  
15 (BIPOC) women have had to endure for centuries here in San Francisco and throughout our  
16 globe; and

17 WHEREAS, Study after study is now confirming what many of us already know and  
18 feel - while juggling work and childcare responsibilities is tough on all parents, women are  
19 bearing the greatest share of this increased COVID-19 related load; and

20 WHEREAS, According to Bureau of Labor Statistics nearly 2.2 million women have left  
21 the U.S. workforce since the beginning of the pandemic; and

22 WHEREAS, Women are more likely to be the primary caregivers for children and thus  
23 depend on affordable childcare options in order to participate in the economy as workers and  
24 job creators; and

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1           WHEREAS, A lack of affordable child care and comprehensive paid family and medical  
2 leave costs workers and their families \$28.9 billion in wages each year, and this number has  
3 likely risen during the pandemic; and

4           WHEREAS, According to a U.S. Chamber Foundation survey, more than 1 in 5 working  
5 parents may not fully return to their pre-pandemic work situation because of the challenges of  
6 juggling childcare and their careers amid the increase in virtual schooling and decreased  
7 availability of childcare providers; and

8           WHEREAS, Moms who are starting and building businesses necessitate childcare -  
9 particularly single moms who are predominantly Black and Latinx, without the ability to  
10 reopen, mothers who own businesses cannot pay for childcare, and without childcare,  
11 mothers cannot reopen their businesses; and

12           WHEREAS, Women who leave the workforce due to the pandemic will almost certainly  
13 face a bias when reentering the workforce due to a forced employment gap; and

14           WHEREAS, The role of women has been critical during the response to COVID-19,  
15 according to the Economic Policy Institute, women are 76% of essential workers in the  
16 healthcare industry nationally and 73% of government and community-based services; and

17           WHEREAS, Economic Empowerment and education is crucial to Self-Identifying  
18 women gaining financial independence and grants freedoms towards wider choices that can  
19 lead directly to gender equity; and

20           WHEREAS, There has been a surge in reports of domestic violence incidents across  
21 the United States since the start of the pandemic; and

22           WHEREAS, Although data related to those incidents is unavailable, data from past  
23 research finds that women, particularly Indigenous women, undocumented immigrant women,  
24 and other women of color, as well as LGBTQ people and disabled people will experience  
25 higher rates of Domestic Violence in their lifetimes compared with the general population; and

1           WHEREAS, In Fiscal Year 2019-2020, 2,150 women and children were turned away  
2 from emergency shelter and 660 women and children were turned away from transitional  
3 housing through the emergency shelter and transitional housing programs funded San  
4 Francisco Department on the Status of Women Gender-Based Violence Prevention and  
5 Intervention Grants Program; and

6           WHEREAS, The pandemic has elevated the urgency for essential services and  
7 increased safe places for survivors of Domestic Violence that address their safety, health, and  
8 economic needs; and

9           WHEREAS, On April 14, 2020, the Hawai'i State Commission on the Status of Women  
10 published, "Building Bridges, Not Walking on Backs: A Feminist Economic Recovery Plan for  
11 COVID-19" calling on the state of Hawaii prioritize gender and race; and

12           WHEREAS, Key Recommendations from Hawai'i's Feminist Economic Recovery Plan  
13 included points such as, (1) Building a feminist COVID-19 response and recovery plan; and  
14 (2) To contain costs or enhance revenue state should: ensure no cuts to social services,  
15 including services for domestic violence and for maternal, sexual, reproductive and mental  
16 health and avoid government employee furloughs and Raise revenues by taking advantage of  
17 the Federal Reserve \$500 billion lending program to state and local governments which will  
18 help to stimulate the economy, (3) To support, enhance, and stimulate the economy, the state  
19 should support displaced workers; and

20           WHEREAS, The City and County of San Francisco should focus not on quickly  
21 rebuilding the status quo prior to COVID-19, but should take this opportunity to transition to an  
22 economy that better values the work we know is essential to sustaining self-identifying women  
23 and address the harms and gaps in healthcare, ecological social and economic policies laid  
24 bare by the epidemic; and

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1           WHEREAS, The San Francisco Department on the Status of Women (DOSW) found in  
2 their July 2020 Report on Gender Equity in Workforce Development Programs that nearly  
3 one-quarter of Black and Latinx women in California are unemployed; and

4           WHEREAS, DOSW conducted a citywide study from the existing data of the Office of  
5 Economic Workforce Development (OEWD) where they focused on programs with long-term  
6 strategies to understand women’s opportunities for economic empowerment and better  
7 improve participants’ future economic potential upon completion of the program; and

8           WHEREAS, DOSW found that the types of programs serving women are essential to  
9 consider empowerment, finding that “women remain more likely than men to work in lower-  
10 wage jobs and are underrepresented in higher-paying occupations;” women also earn less  
11 than men in nearly all occupations, even in fields that are predominantly women, and  
12 occupations with higher proportions of women continue to have lower wages than male-  
13 dominated ones; the gap in earnings between men and women is further intensified by racial  
14 and ethnic earnings inequalities; and

15           WHEREAS, While occupational choice does account for one-third of the wage gap,  
16 alternative options may never be presented to some women; and

17           WHEREAS, The Economic Recovery Task Force identified that a robust childcare  
18 system will be essential for recovery; and

19           WHEREAS, The Economic Recovery Task Force recommended increased investment  
20 in Black, Indigenous, People of Color and Immigrant communities through expanded access  
21 to childcare and small business, commercial corridor, co-op, and entrepreneurial support; and

22           WHEREAS, Economic Empowerment, small business support, increased wages in  
23 women-dominated industries, and an equitable health care system are all important aspects  
24 to the road to recovery; now, therefore, be it  
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1           RESOLVED, That the Board of Supervisors strongly urges the City and County of San  
2 Francisco codify and to implement a proactive plan, acting within their existing authority, to  
3 advance a Gender-Equitable Recovery Plan; and

4           FURTHER RESOLVED, That the Board of Supervisors strongly urges the City and  
5 County of San Francisco to codify and implement a streamlined network of support services  
6 for victims and survivors of Domestic Violence that prioritizes economic security through job  
7 placement, training and upskilling, access to child and family care, access to funding for crisis  
8 centers, emergency shelters, and transitional housing, mental health care, and data collection  
9 and integrity; and

10          FURTHER RESOLVED, That transitional housing, rental assistance, other support  
11 measures through services provided through Community Benefit Organizations for survivors  
12 be sustained and expanded; and

13          FURTHER RESOLVED, That in the implementation of the recovery plan, the City and  
14 County of San Francisco will intentionally and specifically address the impacts of COVID-19  
15 on women in the areas of economic access, career advancement, housing, childcare, school  
16 closures, health care, and impacted industries disproportionately employing women, such as  
17 hospitality, domestic work, and childcare, and criminal justice; and

18          FURTHER RESOLVED, That the City and County of San Francisco should work  
19 toward implementing similar Key Recommendations from Hawai'i's Feminist Economic  
20 Recovery Plan; and

21          FURTHER RESOLVED, That the Board of Supervisors will commit to advocating for a  
22 Gender-Equitable Recovery Plan and requests that the City and County of San Francisco  
23 develop a comprehensive package of support measures that centers the needs of women in  
24 San Francisco through, but not limited to, economic empowerment, small business support,  
25 increased wages in women-dominated industries, health care recovery.