



Mayor
Daniel Lurie

City and County of San Francisco
Department on the Status of Women



DIRECTOR'S REPORT

April 23, 2025

Working at the intersection of health, safety, socioeconomics, politics and gender, the Department on the Status of Women has an expanded portfolio that prioritizes improving the whole lives of women, girls and nonbinary people through three core service areas: Health and Safety, Economic Security and Civic Engagement and Political Empowerment.

With a focus on its three core service areas, the Department serves as the City's Watch Dog and Accountability Partner on all issues related to gender parity; Chief Advocate for equity in service delivery, employment opportunities, leadership development and budget allocation; and Community Convener – bringing people together inside and outside the City to collaborate on ideas, strategy and impactful action to help San Francisco transform into a fully gender equitable City.

Reorganized and reimagined to meet this post-Roe moment, today's Department on the Status of Women is one that is human-centered, informed by data and infused with confidence, conviction and clarity of purpose.

The items below reflect the Department's work towards building a more diverse and efficient San Francisco City and County government through gender-responsive and racially equitable policies and programs.

ADMINISTRATION & OPERATIONS

- **Controller's Office Contract Monitoring Committee**
 - At the last Commission meeting, several Commissioners expressed their interest that the Department participate in the Committee. After consulting with the Controller's Office, we were informed that DOSW will be participating in the Committee since we will still have the Black Women Revolt Against Domestic Violence (BWRADV) contract under our management.
 - DOSW will continue to attend and learn about contract management practices from other departments, develop its own policy focused on

women's issues, including measuring performance of contracts beginning July 1st and creating an operational policy for contract oversight. A Controller's Office is expected to issue a report about each department in December 2025.

- **Gender-Based Violence (GBV) Portfolio**

- The Department remains committed to supporting the smooth transition of the Gender-Based Violence (GBV) Portfolio to the Mayor's Office of Housing and Community Development (MOHCD). As part of this process, we are working in close partnership with our grantees to ensure they are well-prepared and have the necessary resources to meet their programmatic and budgetary goals.

- **WOM Grant Pending Invoices report**

- In response to concerns raised in our previous meeting, the Department has taken steps to strengthen the invoice reimbursement process by actively reviewing submissions and ensuring timely payments.
- I would like to also take this opportunity to explain how the City's invoicing processes work. We have approximately 50 grantee organizations and staff process their invoices monthly unless otherwise specified in the terms of the contract.
- DOSW invoices are due 37 days after the end of each month, which falls on the 7th of the following month. For example, January 2025 invoices are due by March 7th.
- Some organizations are very punctual and like to submit their invoices earlier than the due date, but we are still required to pay them according to accounting rules as described.
- At this time, we have 2 pending invoices from January. The February invoices are in our review queue. We began processing them April 7th and they are not considered late until May 7th.

- **Black Women Revolt Against Domestic Violence Update**

- The Black Women Revolt Against Domestic Violence's contract with their new fiscal sponsor, the San Francisco Study Center allow the organization to continue delivering trauma-informed, culturally responsive services to Black survivors of gender-based violence, including personalized case management and support in accessing critical resources such as housing, legal assistance, and mental health care.
- At the February 10, 2025 Commission meeting, the Commission passed a resolution to increase BWRADV budget by \$265,000 contingent upon

the execution of the Assignment and Assumption Agreement. The Agreement was signed on March 11, 2025.

- The \$265,000 would be a transfer of funds from the Human Rights Commission to DOSW. Both departments completed its internal billing agreement shortly after the March Commission meeting.
- Staff then worked with the City Attorney's Office and the Office of Contract Administration to determine the appropriate process for closing the BWRADV's current contract with its former fiscal sponsor and for establishing a new one with San Francisco Study Center. Final edits to the amended contract are expected to be completed this week and we will need signatures from both BWRADV and SF Study in order to complete the contract.
- We are also now awaiting SF Study Center to submit their invoice for BWRADV.
- I want to acknowledge how hard our staff Febbie Valderrama has worked in communications with Dr. Tate to move this along.

I. **COMMISSION**
N/A

II. **COMMUNICATIONS & EXTERNAL AFFAIRS**

- Under the leadership of Dr. Alfredo Huante, the Department completed its Community Needs Assessment report which is part of your Commission packet. The report will be sent to the Mayor, Board of Supervisors and other interested parties this week. Dr. Huante will be presenting the highlights during this meeting.
- Denise Heitzenroder, our Project Manager for Strategic Initiatives has distributed the April 2025 Monthly Status of Abortion Rights memo to the Mayor, Board of Supervisors and other interested parties also this week. It is included in your Commission packet.
- To bring the department's website in line with federal, state and local requirements, the Department will be working with the City's Digital Services department on website compliance and migration from the dosw.org link to a sfgov.org link.

III. **POLICY, PROGRAMS, EXTERNAL GRANTS & REPORTING**

- **Policy & Legislation**
N/A
- **Program: Health & Safety**
The Department continues to support our current portfolio of Health & Safety grantees through FY24-25 at DOSW while looking ahead to the

transition to MOHCD. Planning is underway for the third mental health pop-up as part of Free Your Mind SF, the mental-health awareness campaign created in partnership with SF Safehouse and Wise Health SF.

- **Program: Economic Security**

The Department continues its collaboration with Indigenous Justice and the Center on Juvenile & Criminal Justice's Cameo House for the Department's Economic Mobility Project. This project includes a guaranteed income (GI) pilot program and a microgrant initiative. With the Department's support, Indigenous Justice launched its GI pilot program in May 2024, providing \$1,000 each month to support ten violence survivors. Similarly, Cameo House is supporting ten justice-impacted individuals with \$1,000 each month through this initiative. The program helps support the recipients for 12 months. The Microgrant initiative assists individuals with emergencies and/or one-time costs, and to date has impacted clients with finding stable housing, utilities, transportation, holiday costs, leaving domestic abuse, and more.

- **Program: Civic Engagement & Political Empowerment**

N/A

- **Strategic Initiatives**

The Department's is working on Bay Area Abortion Right's Coalition (BAARC) programming to uplift select recommendations from the abortion landscape analysis report, Preparing for an Uncertain Future in Post-Dobbs America.

- **SF Bay Area SOL Collaborative [CA Department of Social Services Grant]**

The SF Bay Area SOL (Safety, Opportunity and Lifelong Relationships) Collaborative continues to develop a continuum of care for youth involved in or at risk of commercial sexual exploitation. The pilot is scheduled to end on December 31, 2025. This past month, collaborative partners attended the Bi-Annual CSEC Steering Committee facilitated by Human Services Agency, Family and Children Services. The HYPE Center has been partnering with the Foster Youth Museum in photography workshops for its members and will be hosting a pop-up exhibit on Friday, April 25.

IV. RESEARCH & DATA/ PROJECTS, STRATEGIC LEARNING & CAPACITY BUILDING

- **Research & Data**

- DOSW is currently collecting its third quarter of data from grantees. The department is no longer utilizing the Envisio system and is coordinating with grantees directly to collect this information. DOSW will continue supporting its data partners to ensure data is reported seamlessly and accurately.
- The Department has begun planning and designing its 2025 Gender Analysis of Commissions and Boards report. This report is generated by the Department once every two years and examines representation across several groups in the City's advisory and policy bodies. The demographic categories include women, people of color, LGBTQIA+ individuals, and people with disabilities.

V. GENERAL UPDATES

- I want to thank the DOSW staff for their hard work and dedication to the mission and purpose of this department. I have been inspired by their teamwork and collaboration by supporting one another during this transitional period. They have made this department more resilient by learning new skills and creating redundancies in the department's administration, communications, audit and finance, human resources and payroll, to just name a few.
 - Dr. Alfredo Huante
 - Denise Heitzenroder
 - Dominique Blakely, your amazing Commission Secretary
 - Febbie Valderrama, our Acting Finance and Administrative Manager
 - Hannah Cotter
 - Naz Rydhan-Foster
 - And two people who play a critical role in our department are Zach Garde from the Controller's Office and Tina Lim from DHR.

VI. SPECIAL EVENTS, ACTIVITIES & ANNOUNCEMENTS

Important Reminder:

- *Missing and Murdered Indigenous Women's Awareness Day on May 5th*

VII. DEPARTMENT CALENDAR

April

Wednesday, April 23

Regular Commission Meeting

May

Wednesday, May 28

Regular Commission Meeting

