

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



#### **DIRECTOR'S REPORT**

October 22, 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**

- As we know, October is Domestic Violence Awareness Month. I will provide a
  few updates on some of the events that staff have been attending in support
  of this over the past few weeks.
- Dominique Blakely and Febbie Valderrama attended the Black Women Revolt Against Domestic Violence (BWRADV) DVAM 2025 Event on October 1<sup>st</sup>.
- Denise Heitzenroder, Febbie, and Hannah Cotter attended the Domestic Violence Awareness Month Rally at the State Building on October 2<sup>nd</sup>, which

- featured Assemblywoman Stefani, the Domestic Violence Consortium, and other stakeholders.
- Hannah attended the *Invisible Chains: Human Trafficking among Immigrants*, the 2025 annual conference of the San Francisco Collaborative Against Human Trafficking (SFCAHT), on October 3<sup>rd</sup>.
- Hannah and Febbie attended the October Commercial Sexual Exploitation of Children (CSEC) Steering Committee meeting at the HYPE Center on October 16<sup>th</sup>.
- All staff attended the DVAM Rally on the steps of City Hall yesterday.

#### • Gender-Based Violence (GBV) Portfolio

 Ms. Julia Sabory, Deputy Director for MOHCD, will present an overview of their department and an update on the Gender-Based Violence portfolio at today's meeting.

#### COMMISSION

- As I step into my new role, I would love the opportunity to meet with each of you individually. Over the next couple of weeks, I will be working with Dominique to reach out and find times that work best for your schedules. I'm looking forward to connecting with you all and learning more about your perspectives and priorities.
- Our department has begun our internal strategic planning process, and today we will be presenting an overview of the process and timeline.
   Commissioner feedback is very important to us, and we will be sending out a forum to collect your input. Dominique will be sending this out soon, so please keep an eye out for this email.
- At the last meeting, Commissioners expressed that they would like to revisit the discussion on potentially revising the bylaws next February, after the winter retreat and completion of the strategic planning. We plan to add this as a "Consideration of Bylaws Revision" item at the regular January meeting. The two topics raised related to protocols for (1) committees and (2) elections. As a reminder, if the Commission wishes to adopt a new rule, amend an existing rule, or repeal one, the public must be given at least 10 days' notice before the meeting at which the proposal will be considered.
- Lastly, as a reminder, the upcoming Commission meeting will take place on Wednesday, November 12, at City Hall, Room 416. Please note the change in room number for this meeting. I will not be able to attend, so I have asked Director Mawuli Tugbenyoh to fill in for me.

#### COMMUNICATIONS & EXTERNAL AFFAIRS

 At last month's meeting, the Commission agreed on the suggested topic for a community meeting, which Commissioner Miry worked on with Denise. In today's presentation, we will provide any updates on this topic and discuss how it aligns with the strategic plan.

#### POLICY, PROGRAMS, EXTERNAL GRANTS & REPORTING

 The Prop E Commission Streamlining Task Force reviewed the Commission on the Status of Women at its October 15th hearing, where Commissioners and community partners voiced their strong support for COSW. Commissioner Andary will provide an update on the outcomes and recommendations from that hearing at today's meeting.

## 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 GI program helped support the recipients for 12 months and has now concluded. Both organizations are in their data collection and evaluation phases. DOSW will present the evaluations to the Commission upon completion.

The Microgrants deadline has been extended until December and will continue to assist individuals with emergencies and/or one-time costs. To date, the grants have impacted clients with finding stable housing, utilities, transportation, holiday costs, leaving domestic abuse, and more.

# Program: Civic Engagement & Political Empowerment As the November 4<sup>th</sup> Election nears, the Department will be sharing reminders for constituents to vote across social media channels.

#### Strategic Initiatives

The Department supported the Office for Victims' Rights at the October 21st Domestic Violence Awareness Month rally with the Domestic Violence Consortium and other partners at City Hall. Speakers included Mayor Lurie; Supervisors Melgar, Chen, Mahmood and Sherrill; as well as Assessor-Recorder Torres. The Domestic Violence Consortium honored Supervisor Shamann Walton and his aide, Tracy Gallardo, for their long-term work and support in domestic violence prevention. The community also heard from Julia, the sister of Claire Joyce Tempongko, who was murdered in 2000 by her boyfriend. Claire's murder galvanized numerous reforms and changes to how San Francisco addresses domestic violence.

### 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.

- The 2025 Annual Conference of the San Francisco Collaborative Against Human Trafficking (SFCAHT) took place on October 3<sup>rd</sup> at the State of California/Milton Marks Conference Center. The 2025 conference is called "Invisible Chains: Human Trafficking among Immigrants," the conference featured several panels that included law enforcement, service providers, and survivors.
- DOSW attended the Commercial Sexual Exploitation of Children (CSEC) Steering Convening hosted at the HYPE Center this afternoon. Staff presented an update on the SF SOL pilot, a multi-component continuum pilot funding CSEC Placement and Services in partnership with the California Department of Social Services.

# RESEARCH & DATA/ PROJECTS, STRATEGIC LEARNING & CAPACITY BUILDING

#### Research & Data

• The Department has completed the data collection phase for the 2025 Gender Analysis of Commissions and Boards report and will now begin the data analysis phase. 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. Among the demographic categories included are sexual orientation, gender identity, race/ethnicity, and disability status.

 The Department has completed the annual progress report on the Department's Racial Equity Action Plan for the Office of Racial Equity. This Plan was created to improve racial equity and end racial discrimination in City policies and practices. Additionally, the progress reports will inform the allocation of resources and programming to support department priorities.

#### GENERAL UPDATES

LAST CALL: Open Enrollment Period for CY 2025 Healthcare
 The Open Enrollment period for 2025 is between October 1st and October
 24th. Outside of a qualifying life event, this is the only time when you will
 be able to make changes to your healthcare benefits for Plan Year 2025;
 coverage begins on January 1, 2026, and will run through December 31,
 2026.

During Open Enrollment, you will be able to:

- Add/change your Medical/Vision and Dental plan
- Add or drop dependents from coverage
- Enroll or re-enroll in a Healthcare or Dependent Care Flexible Spending Account (FSA)
- Enroll in Voluntary Benefits

If you do not have any changes to make to your benefits, then you do not need to take any action. The current year elections will automatically roll over to Plan Year 2026, except FSA accounts which require annual enrollment.

Your 2025 CCSF Employee Health Benefits Guide can be found <u>here</u>. Additional information is available on the SFHSS website.

#### • SPECIAL EVENTS, ACTIVITIES & ANNOUNCEMENTS

- November 12, 12:00 pm: Women in Dialogue Guaranteed Care Income San Francisco pilot press conference with Supervisor Fielder's office
- November 12, 3:00 pm: Family Violence Council Quarterly Meeting (The Commission President is a voting member on the Council.)

#### • Prop E Commission Streamlining Task Force Key Dates:

 Oct 15: Public Health and Wellbeing: Public meetings where the Task Force will discuss the Commission on the Status of Women (<u>online information</u>)

- By February 1, 2026: Task Force will finalize recommendations and vote to approve its final report.
- By March 1, 2026: City Attorney's Office will draft a Charter amendment based on the Task Force's recommendations.
- By April 1, 2026: Board of Supervisors will hold a hearing on the Task Force's final report and recommendations.
- By July 2026: Board of Supervisors will decide whether to place a Charter amendment on the November 2026 ballot.

#### • DEPARTMENT CALENDAR

October

Wednesday, October 22 Regular Commission Meeting

November

Wednesday, November 12 Regular Commission Meeting

December

Tuesday, December 9 Regular Commission Meeting