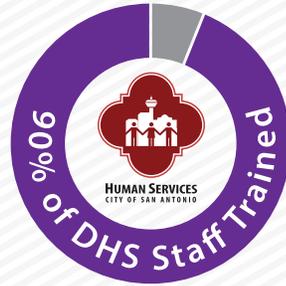


**South Texas Trauma-Informed Care Consortium:**

- Formed in 2018 as a collaboration between the Children’s Shelter, Voices for Children, and the San Antonio Metropolitan Health District.
- Members participate in **12** cross-sector workgroups representing a broad spectrum of agencies.
- In 2020, the collaboration established two new entities:
  - The Institute for Trauma Informed Care (i.e., a collaboration between University Health System and the City of San Antonio).
  - The Ecumenical Center; serving as the Trauma Informed Care Certifying Entity for Bexar County.
- New entities will support certifying organizations as trauma informed through completing activities like training employees on the influence of adverse childhood experiences (ACEs).
- For example, ACEs training, led by a certified Metro Health staff member has been provided to **90%** of the employees in the Department of Human Services.



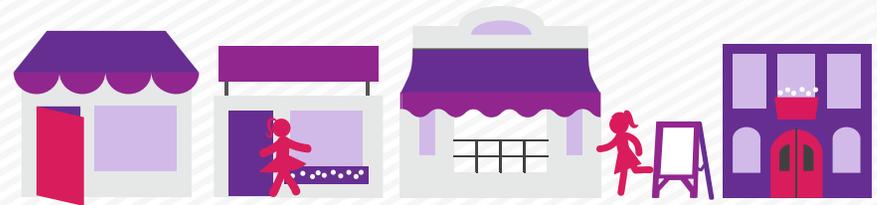
**Healthy Start:**

- 2021 is the **20th anniversary** of the **Healthy Start** program.
- Newly formed **Healthy Start Dad’s** program will serve **100 fathers** annually beginning in 2020. This program will support gender equity in childrearing responsibilities.
- In 2019, **Healthy Start Healthy Families Network** developed a strategic plan focusing on the areas that contribute to infant mortality.
- The plan includes **4** focus areas:
  - Unintended pregnancy
  - Late prenatal care
  - Disparities in the infant health risk period
  - Perinatal substance use



**Women Business Enterprise:**

- Application of Women Business Enterprise (WBE) subcontracting goals on additional contracts.
- Target increased for lending to WBEs through City’s Loan Interest Buydown Program from **30% to 40%**.



[sanantonio.liftfund.com/](http://sanantonio.liftfund.com/)

**Status of Poverty Report:**

- Provides data on the number of women living in poverty.
- Promotes equity and includes specific strategies to address the challenges of single mothers in the community.
- **55%** of San Antonio households living in poverty have a single female as the head of household.



[sanantonio.gov/Portals/0/Files/HumanServices/FaithBased/2019PovertyReport.pdf](http://sanantonio.gov/Portals/0/Files/HumanServices/FaithBased/2019PovertyReport.pdf)

**Fiscal Year 2021 & Fiscal Year 2022 Human and Workforce Development Services Consolidated Funding Process:**

- Fiscal Year 2021 and Fiscal Year 2022 RFP will request information from non-profit agencies regarding gender pay parity and gender awareness training policies.
- RFP will prioritize services for women of color in the new delegate agency Request for Proposal process for Consolidated Funding.



## Political Participation

### San Antonio Youth Commission:

- Developing a voter registration plan, ensuring each high school has at least one staff member who is “deputized” to register students 18+ to vote.
- The commission also plans to create a voter registration challenge in each council district.

### Boards and Commissions:

- DHS coordinates six community led committees designed to provide resident voice in programmatic, budgetary, and policy decisions that impact San Antonio residents.
- **73%** of current committee positions are held by women.



- **Head Start Policy Council** provides free childcare and transportation stipends for parents to participate.
- Provides a model for policies that support gender equity on other boards and commissions.

[sahheadstart.org/en/about/](http://sahheadstart.org/en/about/)



## Violence & Safety

### Comprehensive Domestic Violence Plan:

- Finalized in October 2019, the Domestic Violence Comprehensive Plan identified gaps and recommendations on a broad range of topics from prevention to crisis response.
- Recommendations are being implemented in the City of San Antonio through partnerships between SAPD, GPA, DHS, and Metro Health.
- The Collaborative Commission on Domestic Violence, a collaborative community partnership between Bexar County and the City of San Antonio, meets monthly with six committees focused on improving services and coordinated responses.

- Additional domestic violence plan initiatives include:

Love Is... Domestic Violence Prevention Communications Campaign

Too Good For Violence School Based Violence Prevention

Domestic Violence RFP for \$500,000 annually to address the system gaps

### Domestic Violence Pilot Project:

- Department of Human Services launched a Domestic Violence Pilot Program in Council District 5 at an apartment complex with one of the highest rates of domestic violence.
  - Project expands resident understanding of available resources to reduce risks factors for violence including unemployment and underemployment, low income, low education, incidences of child abuse in the childhood home.
  - The project will continue through Spring 2020.
  - Identifies possible model for future interventions to reduce domestic violence in hotspots.

[sanantonio.gov/Portals/0/Files/NewsReleases/Lovels\\_COMP%20PLAN\\_FINAL\[2\].pdf?ver=2019-10-30-133905-743](http://sanantonio.gov/Portals/0/Files/NewsReleases/Lovels_COMP%20PLAN_FINAL[2].pdf?ver=2019-10-30-133905-743)

### Trauma Informed Teaching Cohort:

- DHS Head Start Division formed a multi-district cohort that includes classroom teachers, paraprofessionals, administrators, specialists, and coaches from both Edgewood and San Antonio Independent School Districts.
- Cohort teaches staff about trauma and the impact on children’s learning and development.
- **90%** of cohort members are women.

[sanantonio.gov/Health/HealthyLiving/trauma-informedcare](http://sanantonio.gov/Health/HealthyLiving/trauma-informedcare)

