



Newsletter

March 2024

City Updates



New Law Provides Employee Leave for Reproductive Loss

Employees can take up to five (5) days of leave within three months of experiencing a Reproductive Loss.

Reproductive Loss Leave is protected leave that the intended parents may take consecutively or intermittently. Reproductive loss may be taken as a result of: failed adoption, surrogacy, miscarriage, stillbirth, or unsuccessful assisted reproduction. Employees may take up to 20 days of Reproductive Loss Leave in a rolling 12-month period to accommodate individuals who have experienced multiple losses.

The City's [Leave Protections Form](#) now includes Bereavement and Reproductive Loss Leave as options. As with other bereavement leave, the City will maintain the confidentiality of any information provided to it by an employee requesting leave, including the need for Reproductive Loss Leave. For more information about Reproductive Loss Leave, visit the [SF DHR Leaves web page](#).



State of the City Address

Mayor London Breed Delivers State of the City Address at Pier 27.

The Mayor thanked the City's civil servants: "Our successes are not a fluke. They are the product of years of hard work from people who believe in service and not cynicism. To the public servants who have been here during the City's most difficult time — those doing the work all along — thank you for your service." Watch the full speech [here](#).

City Events & Celebrations



Women's History Month

March is Women's History Month, a special time dedicated to celebrating the accomplishments, resilience, and profound impact of women throughout history and within our community. This year's theme "*Women Who Advocate for Equity, Diversity, and Inclusion*" invites us to recognize and applaud the tireless efforts of women who have played pivotal roles in advancing equality and fostering diversity and inclusion for people of all genders.

As we engage in festivities and tributes, let's also pledge to continue supporting and amplifying the voices of women advocating for positive change. Join SFPL in participating in the diverse array of events and spotlights in San Francisco dedicated to honor Women's History Month, including:

- [SFPL: Author Discussion with Angela Hume, 'Deep Care'](#) focusing on feminist activists ensuring reproductive healthcare access from the 1970s to 2010. March 10th at 3pm at the Main Library.
 - [SFPL: Women's Magazines and Feminism](#), 19th Century to the Present Hands-on workshop exploring women's magazines from the 1850s to 2020s, analyzing gender roles, beauty, suffrage and feminism. March 12th and 15th at 12:30pm at the Main Library.
 - [SFPL: Discussion with playwrights Jewelle Gomez and Torange Yeghiazarian](#), moderated by Natalia Vigil. March 12th at 6pm at the Main Library.
 - [SFPL: Learn the history of the Women's Building and its mural](#). March 24th, 2pm at the Noe Valley Branch.
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St. Patrick's Day Parade

San Francisco's 173rd Annual St. Patrick's Day Parade and Celebration 2024 will take place on **Saturday, March 16, from 11:30 AM to 2:00 PM**. The parade begins at 2nd Street & Market Street, proceeding down Market Street to Civic Center Plaza near City Hall, where a post-parade celebration will occur.

The plaza in front of City Hall opens at 11:30 AM with food, drinks, music, and vendors. After the parade concludes, the celebration continues with live music featuring: The Hooks, Glide Ensemble, Dublin Soul, and special guests. The theme for the parade is UniteSF, reflecting the mission to unite, embrace, and honor the diverse cultural groups in San Francisco.

The UniteSF Multi-cultural Celebration continues at Civic Center Plaza until 6:00 PM, showcasing the city's rich cultural diversity through dance, music, arts, and food. Find more information [here](#).

Employee Resources

A Better You, Everyday!

Improve Your Sleep for Better Health

In support of Sleep Awareness Month in March, SFHSS is launching a citywide campaign, Sleep for Better Health. Our busy lives make it easy for us to take sleep for granted. Poor sleep can affect both our physical and mental health. But getting the right amount of sleep can reduce stress, and increase productivity, focus, and overall well-being. Learn about additional resources [here](#).

Working While Black Healing Circle — Tuesdays from Noon to 1pm

This SFHSS resource is a safe space where employees that identify as Black, African, and African American can get support from people who share similar cultural background to build belonging that enhances their health and well-being. Find the digital meeting link [here](#).

Personal Development Webinars:

- [Breathing Techniques To Relieve Stress & Improve Health](#) on March 13th from 12 to 12:45pm
- [Using Kindness to Achieve Personal Success & Happiness](#) on March 14th from 12 to 1pm
- [Bedtime Routines For Adults](#) on March 19th from 12 to 1pm
- [Intermittent Fasting & Other Nutrition Hot Topics](#) on March 20th from 12 to 1pm
- [Developing Will Power and Self-control for Behavior Change](#) on March 20th from 12 to 1pm
- [Prioritizing Rest & a Good Night's Sleep](#) on March 28th from 9 to 10am

Well-Being Activities:

- [SF Bodhi Meditation Center Sessions](#) — Mon to Sun: 9pm to 10pm
- [SF Main Library: Meditation](#) — Wednesdays: 12pm to 12:30pm
- [Midafternoon Meditation](#) — Wednesdays: 2pm to 2:20pm
- [Mindfulness & Meditation](#) — Tues & Thurs: 3:00pm to 3:20pm

Visit the [SFHSS Events Calendar](#) to stay up to date on new offerings. Questions? Contact Well-Being at well-being@sfgov.org.

Professional Development



Build Your Skills

Mark your calendar and register for various optional professional development and skill building workshops throughout the year offered by DHR's Learning & Organizational Development team!

[5 Choices To Extraordinary Productivity](#) — April 4: One half day, virtual session, 8:30 to 12:30pm

The work session will introduce you to five fundamental choices that dramatically increase your ability to focus on your most important outcomes so you can reclaim your attention, time and energy.

[Project Management Essentials](#) — April 10: One day, in person, 8:30 to 4:30pm

Learn how to initiate, plan, execute, monitor, and complete a project successfully.

[Managing Implicit Bias](#) — April 11: One half day, virtual session, 8 to 12:30pm

Increase your awareness of how implicit bias can unconsciously impact your thoughts, attitudes, language, and behavior.

[Effective Presentation Skills](#) — April 30 & May 2: Two half days, in person, 8:30 to 12:30pm

Practice simple yet effective techniques for improving your next presentation to any audience.

[Facilitation Skills](#) — April 30: One half day, virtual session, 8:30 to 12:30pm


Practice a variety of facilitation techniques to strengthen your ability to plan and execute effective, engaging meetings that encourage active participant involvement.

Day Light Savings

Spring Forward Time Change

Don't forget to set your clocks forward by one hour on the morning of **Sunday, March 12th** when Daylight Saving Time begins. This annual event signals the start of spring, and the promise of

more sunlight after work and long summer nights to come.



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