



Mayor
Daniel Lurie

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



San Francisco Commission on the Status of Women

MEETING MINUTES

Wednesday, September 24, 2025 | 5:00 pm
San Francisco City Hall, Room 408

COMMISSION ROSTER

Commission President	Diane Jones Lowrey (excused)
Commission Vice President	Ani Rivera (excused)
Commissioner	Cecilia Chung
Commissioner	Sophia Andary
Commissioner	Dr. Shokooh Miry
Commissioner	Dr. Anne Moses
Commissioner	Dr. Raveena Rihal

I. CALL TO ORDER: **DISCUSSION**

Commissioner Sophia Andary called the meeting to order at 5:05 pm.

Secretary Dominique Blakely performed roll call and confirmed 5 of 7 Commissioners are present (quorum). Ms. Blakely read the land acknowledgement.

II. APPROVAL OF MINUTES: **ACTION**

The Commission reviewed and approved the minutes from the regular Commission meeting on August 27, 2025.

No Public Comment.

Motion to approve the minutes from the regular August 27, 2025.
(Roll Call Vote) Chung/Moses– 5 ayes, 2 excused– Unanimous

Commissioner Andary and Secretary Blakely informed the Commission and public that the Commission was moving to item 4 at this time, instead of item 3 in order to accommodate Human Right's Commission Executive Director Mawuli Tugbenyoh's schedule.

III. (Formerly item IV): DIRECTOR/DEPARTMENT HEAD RECRUITMENT COMMITTEE *DISCUSSION*

Commissioner Andary congratulated Executive Director Tugbehoyoh on his appointment as Executive Director of the Human Rights Commission.

Director Tugbenyog congratulated the Commission on their recruitment work and announced Dr. Diana Aroche as the new Department Head. He noted they worked together previously, and she has led numerous leadership roles across the city and county of San Francisco.

Commissioner Miry applauded President Jones-Lowrey's speedy and excellent work during the recruitment process. Commissioner Chung echoed the statement adding she made it easy to consider really strong candidates.

Public Comment:

Carol Ito, former Commissioner on the Status of Women said she was pleased to see the appointment of Diane Aroche, and the appointment of someone dedicated to public safety. She said she hoped the new Director will be productive given her experience.

Commissioner Andary announced the conclusion of the Commission's Director Recruitment Committee.

IV. (Formerly item III): PROP E COMMISSION STREAMLINING TASK FORCE COMMITTEE: *DISCUSSION AND POSSIBLE ACTION*

Commissioner Andary offered her thoughts on the role of Commissions in San Francisco. She recapped the meeting with Task Force Chair Ed Harrington on September 10th, and pending meetings with Task Force member Sophia and Mihal.

Commissioner Andary shared the following from the meeting with Chair Harrington:

- Commissioner Andary, Acting Director Yeung and Secretary Blakely advocated for the Commission and its impact on the community.
- The attendees felt it was an open and transparent meeting but want to meet with more of the Commissioners
- She reminded the COSW to help with advocacy on behalf of the Commission.
- She asked Commissioner to include the following requests on behalf of the Commission in their outreach: please make it clear that the Commission needs to be preserved; she shared concerns about the ability of the Commission to carry out its mission if the sole authority to appoint and remove Commissioners rests solely with the Mayor/Mayor's Office; concerns about the proposal to eliminate the Commission's role interviewing and recommending Department Heads for the Mayor to choose from, and the concerns about eliminating the Commission's oversight and governance powers and making it solely an advisory body.

Commissioner Andary reminded the Commissioners of the hearing date (October 15th) and details (in room 408 at City Hall) and how they can participate. She also noted for anyone attending in person, they need to sit separately from one another to be in compliance with the Brown Act.

Commissioner Andary introduced the joint statement prepared by President Jones Lowrey and staff for review and vote on. She also reminded Commissioners that they are welcome to make their own statements, but should not sit together or collaborate.

Commissioner Chung expressed concerns about the meeting room size versus expected interest from the public given the agenda outlined for the October 15th hearing. She also asked if the Streamlining Task Force has provided information on how many Commissions are providing fiscal oversight given the massive amount of contracts at the City and County. She added that it is crucial that Commissions have some oversight.

Commissioner Andary replied that memos are published by the Task Force with their current recommendations and changes based on the templates they created, but she is not aware of any list of Commissions with fiscal oversight or chartered Commissions. The Commissioners discussed logistics for the meeting, echoing concerns about the space, and asking for confirmation of how the agenda will be structured to allow ample time for public comment. Commissioner Moses expressed concerns about the rigidity of applying one of two templates to all Commissions, and noted the rubric being applied sounded more extreme than the measures voter rejected in Proposition D. Commissioner Andary agreed, and the Commissioners discussed their concerns that an all white Task Force with no information about other demographic diversity (caretakers/parents, what district they live in, etc.) for the Task Force members. The Commissioners discussed the roles, confirming the Task Force members are appointed representatives of the Board of Supervisors, Mayor, City Administrator, City Controller and the City Attorney, and did not include any representatives from community groups.

The Commissioners reviewed the draft statement that President Diane Jones-Lowrey would give on their behalf at the October 15th hearing. Commissioners Chung and Miry noted it needed editing and to be shorter given the two-minute time limit, and the

Commissioners provided live edits to the draft, and finalized a version for approval.

Motion: To approve the statement as edited to be read by President Jones-Lowrey at the October 15th Proposition E Streamlining Task Force Hearing.

PUBLIC COMMENT:

Carol Ito shared some points from her tenure and work to help write the charter amendment in 1994. She stated that there have been numerous efforts to eliminate or merge the Commission in the past. She thank the Commissioners and shared her opposition to the merger with HRC, the importance of the Commission's subpoena power and how it was needed when there were harassment issues with leaders in City Hall, and her concerns about the Task Force's seeming predetermined outcomes and desire to abolish crucial Commissions like police and fire.

(Roll Call Vote)- Miry/Rihal- 5 ayes, 2 excused- Unanimous

V. DIRECTOR'S REPORT:

DISCUSSION

Ms. Cotter shared that October is Domestic Violence Awareness Month, and the Department would be supporting numerous events that the Commissioners are welcome to attend. She added that the presentation from the Mayor's Office of Housing and Community Development was postponed to next month at the request of Vice President Rivera as she is not in attendance this month. Commission Andary asked to confirm if the Department sent the newsletter and community asks for letters of support, which Ms. Cotter confirmed. And Ms. Cotter reminded the Commission to complete the Commission and Boards survey.

She followed up with two more reminders: the Commission needs to complete their open enrollment if they are participating in the healthcare program, and that they asked to review the Commission's by-laws in September.

No Public Comment.

VI. NEW BUSINESS :

**A. BLACK WOMEN REVOLT AGAINST DOMESTIC VIOLENCE
GRANT AMENDMENT (BWRADV)**

DISCUSSION and possible ACTION

Ms. Cotter introduced the amendment to the contract with Black Women Revolt Against Domestic Violence and read the sections of the resolution that reflect the updated terms.

Commissioner Andary questioned if this is a continuation, and this resolution started in 2023 so its multiyear?

Ms. Cotter confirmed it is a continuation and that the total is multiyear.

Commissioner Moses asked if the initial allocation was paid and Ms. Cotter confirmed it was.

Motion: to approve the resolution authorizing an amendment to allocate an additional \$160,000 in funds to the contract with Black Women Revolt Against Domestic Violence

Miry/Moses

Public comment

Dr. Tate, BWRADV, thanked the Commission for their work, and noted this will carry the organization through the end of the year. She added that the winter is hard and these funds will be crucial to crucial to continue services.

Andrea, BWRADV: Thanked the COSW for their support, and they support individuals of all races.

Miry/Moses: 5 yeas, 2 excused- unanimous

B. POTENTIAL HEARING/TOWNHALL MEETING:

DISCUSSION

Commissioner Miry and Denise Heitzenroder, Project Manager for Strategic Initiatives, shared key takeaways from their planning discussion for a Community Meeting. Ms. Heitzenroder noted that the agenda item incorrectly stated that they were reviewing the August 27th memo, but in fact Commissioner Miry and her are prepared to move forward with a Community Meeting as noted in the slide presentation. The meeting would offer an opportunity to introduce the new Director to the community and would build on key results from the 2024 Community Needs Assessment. The meeting would be run by the Department, and would ask participants to share how their needs may have changed since the 2024 CNA.

Motion: to approve the plan for a Community Meeting as outlined by Commissioner Miry and Ms. Heitzenroder, and instruct them to continue to work together on the meeting.

Moses/Rihal

Public Comment:

Dr. Tate, BWRADV thanks the Commission and staff for planning the meeting, and for an opportunity to gather outside of this chamber.

5 yeas, 2 excused- unanimous

VII. FUTURE AGENDA ITEMS

A. Consideration of Bylaws Revisions:

The Commission discussed whether to add a by-laws update to the October agenda. Commissioner Miry suggested they may want to wait until after the strategic planning session with the new director, and that February might be better. Commissioner Chung agreed.

B. Other future agenda items

- i. Commissioner Miry requested the Commission discuss issues around sports equity for women and girls at a future date.

Commissioner Chung was also interested and added they should ask The San Francisco Unified School District is addressing sports and equity in students in the face of federal cuts and the harmful rhetoric around trans athletes. Commissioner Chung requests the Department keep a list for tracking.

No public comment.

VIII. GENERAL PUBLIC COMMENT

Bev Upton, DVC thanked the Department and Commission for supporting BWRADV. She shared that domestic violence homicides happened in other counties over the preceding weekend but not in San Francisco. She added her congratulations on new Director, Diana Aroche, noting her work across the city and that she will be a great addition. Lastly, she shared the DVC was mobilizing their community to turn out on behalf of many of the commissions they work with at the October 15th Streamlining Task Force hearing. She added "We do not want to see our institutions dismantled."

Dr. Tate, BWRADV noted her organization will also be present on the 15th. She thanks the staff mentioning their upcoming events and shared an upcoming special event for those that have lost a loved to domestic violence. She thanked them for funding BWRADV's work to support all survivors.

ADJOURNMENT

Meeting adjourned at 6:46 pm.