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# TOWARDS A GENDER-EQUITABLE SAN FRANCISCO: DOSW'S STRATEGIC VISION & PATH FORWARD

*Transforming City Systems through Gender Equity, Data, and Innovation*



# OVERVIEW OF DOSW

## OUR HISTORY



Established in 1975 (the Commission) and 1994 (the Department), the C/DOSW both originated in the women's movement, because of advocacy by leading feminists and passed by San Francisco voters.

## OUR MANDATE



The City Charter entrusts us to monitor the status of women and girls throughout San Francisco, to investigate inequalities and to propose remedies.

# City Charter: Role of Commission & Department

## Chapter 33 of the Administrative Code, Section 33.3: Department, Commission, Executive Director

**The Department shall be known as the Department on the Status of Women.** The Commission shall formulate, evaluate and approve goals, objectives, plans and programs, set policies for **the Department** and carry out the additional functions enumerated in the Charter. The Executive Director shall be the department head and carry out the functions of department head as enumerated in Section [4.126](#) of the Charter. In selecting the Commission's staff, the Executive Director shall consider the diverse makeup of the general public of San Francisco, including the racial, ethnic, age and sexual orientation groups in the City and County. The Executive Director shall also ensure that staff have demonstrated commitment and expertise in working on behalf of women's issues and gender equity.

# 2024 Community Needs Assessment Results

## Health and Safety

Respondents most often report that their health is good or very good. Relatively few respondents consider their health to be excellent, but most respondents are getting regular preventative healthcare. Over 2/3, 64%, reported being able to access mental health care when they needed it.

## Economic Security

Nearly half of respondents are satisfied or very satisfied with their personal financial situation (45%). However, 56% worry about retirement savings often or very often.

## Civic Engagement & Political Empowerment

About half of respondents are satisfied or very satisfied with the quality of life in their community and their ability to participate in community activities that are important to them. Overall, respondents feel that advocacy-based nonprofit groups and labor unions represent them best.

# 2024 Community Needs Assessment Challenges

## **Challenge #1: San Francisco's Cost of Living**

- 35% of respondents who are parents and guardians of children face substantial costs for childcare

## **Challenge #2: Crime and Safety Concerns**

- 45% of respondents experienced interpersonal violence

## **Challenge #3: San Francisco's Lack of Affordable Housing**

- 59% of respondents are spending 30% or more of their income on housing

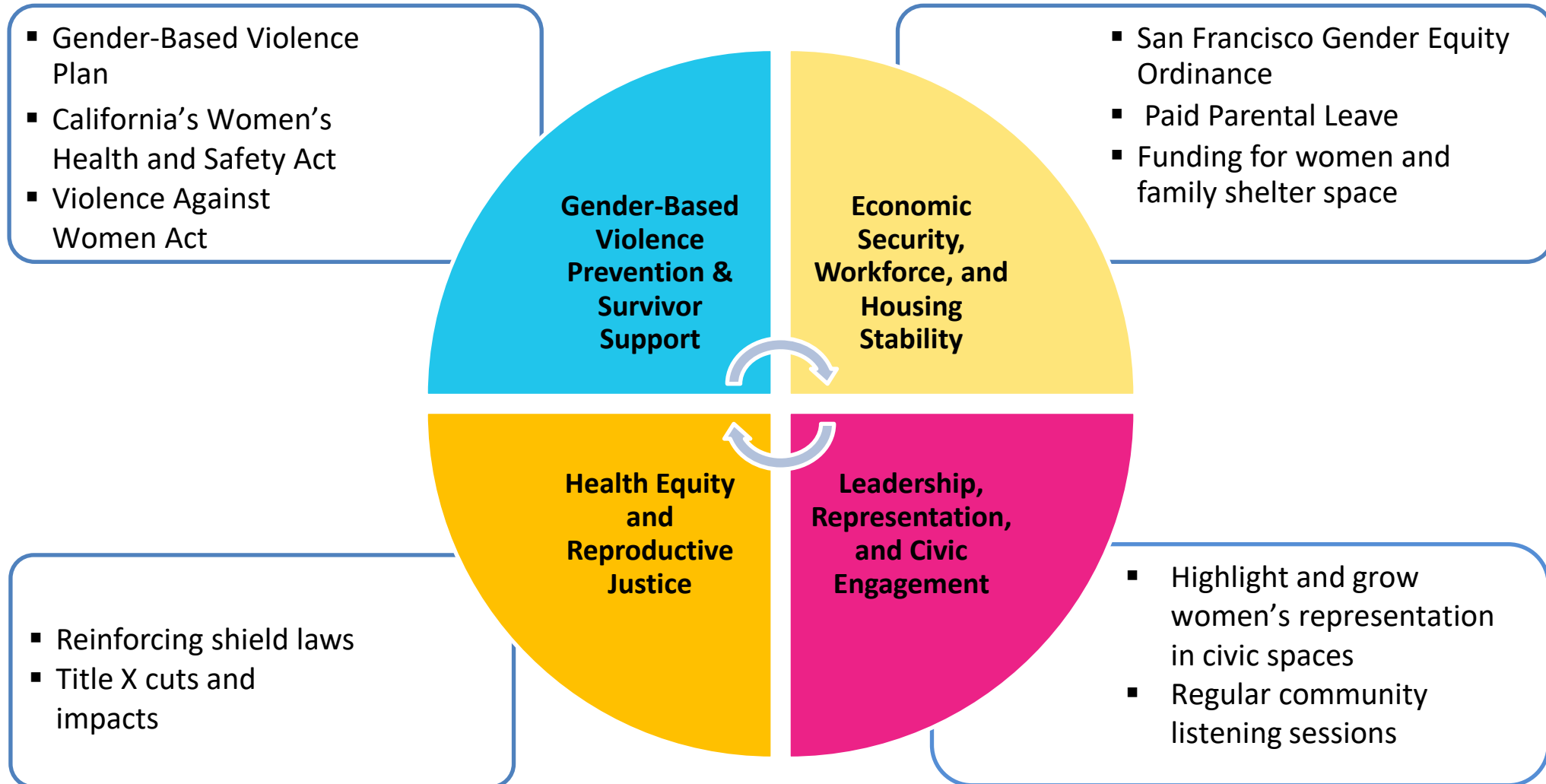
## **Challenge #4: Impacts of Unhoused, Mentally Ill, and Substance Addicted Individuals**

- 57% of respondents do not feel safe walking alone at night

## **Challenge #5: Transportation-Related Needs**

- 30% of respondents felt unsafe or very unsafe on transit

# EARLY PRIORITY AREAS





# FY 2025-2028 Mission (Draft)

The San Francisco Department on the Status of Women champions the advancement of women, girls and nonbinary individuals across all measures through advocacy, policies, and programs in the City and County of San Francisco.

## Vision

We envision a world where opportunities for women, girls and nonbinary people to thrive are woven into every fabric of our society. Everyone has full agency over their body and the power to shape and control their future in San Francisco.

## CORE ROLE OF DOSW



**Accountability**



**Advocate**

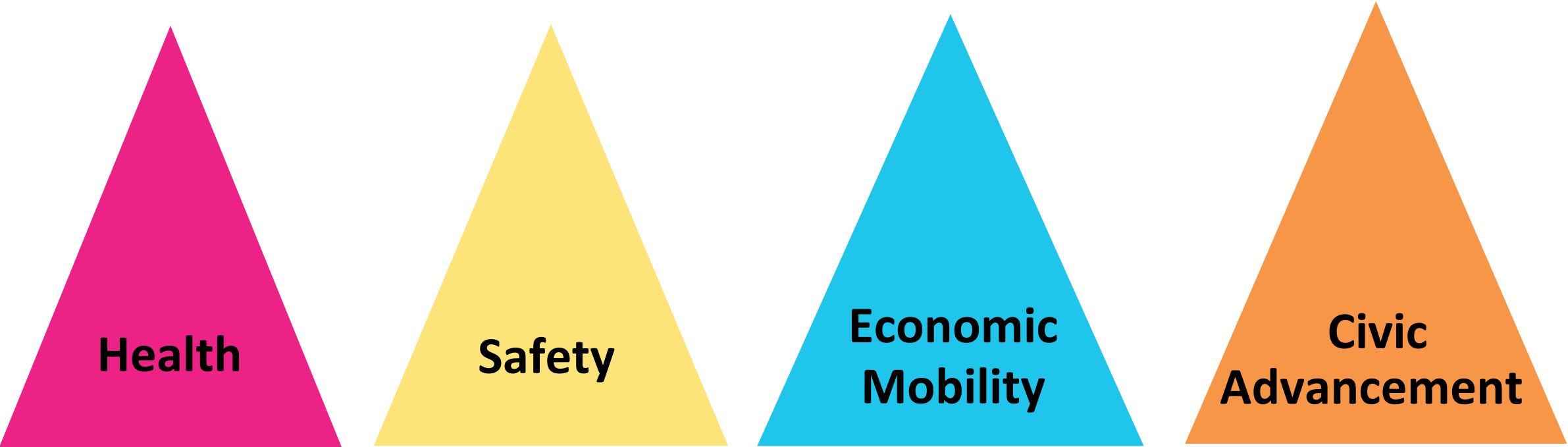


**Convener**

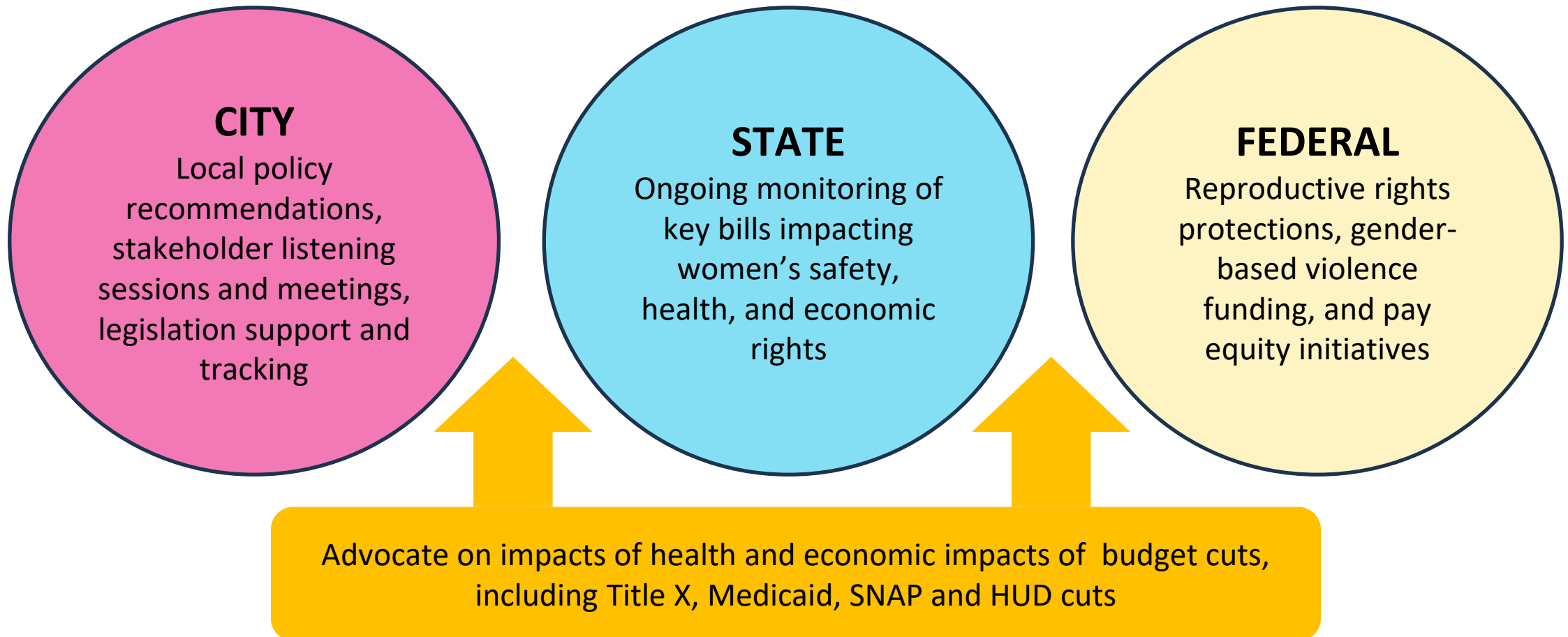




# CORE POLICY AREAS



# DOSW Policy & Advocacy Work



# Community Meeting Plans

We plan to meet with community stakeholders, including service providers, community groups and the general public to solicit feedback on our policy focus areas and goals.

Meeting Date	Logistics	RSVP Link	Audience
December 1, 2025	2-4 PM 49 South Van Ness, San Francisco	<a href="https://bit.ly/DOSWCBO25">https://bit.ly/DOSWCBO25</a>	Community organizations and service providers
December 2, 2025	10-12 PM 25 Van Ness, San Francisco	<a href="https://bit.ly/DOSWCBO25">https://bit.ly/DOSWCBO25</a>	Community organizations and service providers
December 3, 2025	5-7:30 PM Southeast Community Center 1550 Evans St, San Francisco	<a href="https://bit.ly/DOSWDec3">https://bit.ly/DOSWDec3</a>	General public
December 10, 2025	5-7:30 PM Sentro Filipino 814 Mission Street, San Francisco	<a href="https://bit.ly/DOSWDec10">https://bit.ly/DOSWDec10</a>	General public
December 15, 2025	2-4 PM Virtual	Pending	General public

# Strategic Planning Timeline

