



SAN FRANCISCO
HUMAN RIGHTS
COMMISSION



Department on the Status of Women & the Human Rights Commission

December 8, 2025

Agenda



SAN FRANCISCO
HUMAN RIGHTS
COMMISSION



11:00-11:05	Welcome
11:05-11:15	Connector
11:15-11:35	Agency for Human Rights (AHR) Planning & Discussion
11:35-11:55	Q&A
11:55-12:00	Closing & Announcements

The *Agency for Human Rights* reflects a strategic effort to strengthen our collective mission and expand the impact of our shared work



**SAN FRANCISCO
HUMAN RIGHTS
COMMISSION**



**SAN FRANCISCO
HUMAN RIGHTS
COMMISSION**

The *Agency for Human Rights* reflects a strategic effort to strengthen our collective mission and expand the impact of our shared work



**SAN FRANCISCO
HUMAN RIGHTS
COMMISSION**



DOSW Mission

Tasked with helping to transform San Francisco into a fully gender equitable City, the San Francisco Commission on the Status of Women champions the equitable treatment and advancement of women and girls across social, political and economic indexes through policies, programs and legislation, both within City and County government and in the private sector.

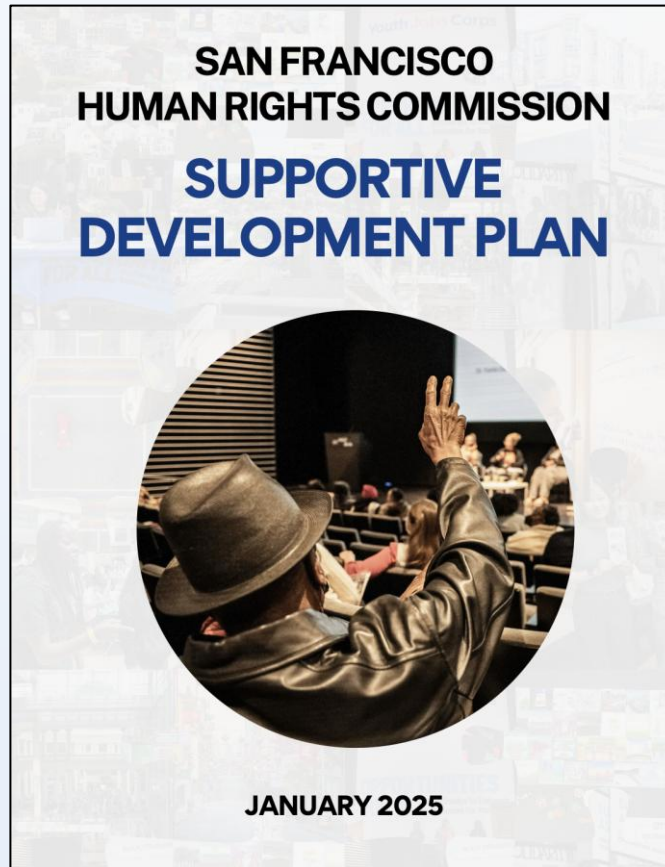
HRC Mission

Rooted in community, the Human Rights Commission works in service of the City's anti-discrimination laws by protecting civil rights, upholding dignity, and advancing equitable outcomes in San Francisco.

HRC's *Supportive Development Plan* continues to guide our restructuring



**SAN FRANCISCO
HUMAN RIGHTS
COMMISSION**



***STABILIZE DEPARTMENT
INITIATIVES***

REGAIN PUBLIC TRUST

***IMPROVE ORGANIZATIONAL
STRUCTURE***

***ADDRESS STAFF AND RESOURCE
NEEDS***

OVERVIEW OF HRC

SAN FRANCISCO
HUMAN RIGHTS
COMMISSION



OUR HISTORYs

Born out of the Civil Rights movement, the Human Rights Commission was created by City ordinance in 1964 and established as a permanent charter commission via voter approval in 1990.

OUR MANDATE

The City Charter entrusts the HRC to protect and advance civil rights in San Francisco by addressing identity-based discrimination, enforcing anti-discrimination laws, and investigating systemic inequities that impact our communities.

OVERVIEW OF DOSW

SAN FRANCISCO
HUMAN RIGHTS
COMMISSION



OUR HISTORY

Established in 1975 (the Commission) and 1994 (the Department). Both originated in the women's movement through advocacy by leading feminists and San Francisco voters.

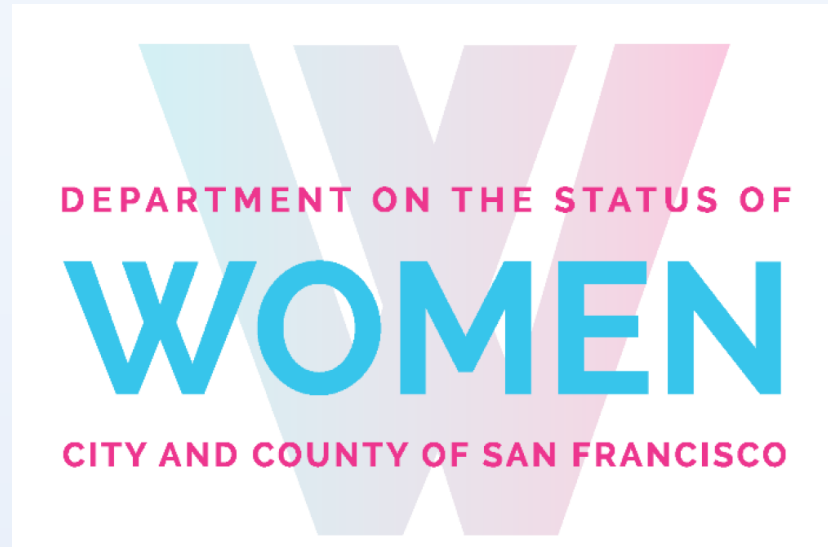
OUR MANDATE

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

**The *Agency for Human Rights* reflects
a strategic effort to strengthen our
collective mission and expand the
impact of our shared work**



**SAN FRANCISCO
HUMAN RIGHTS
COMMISSION**

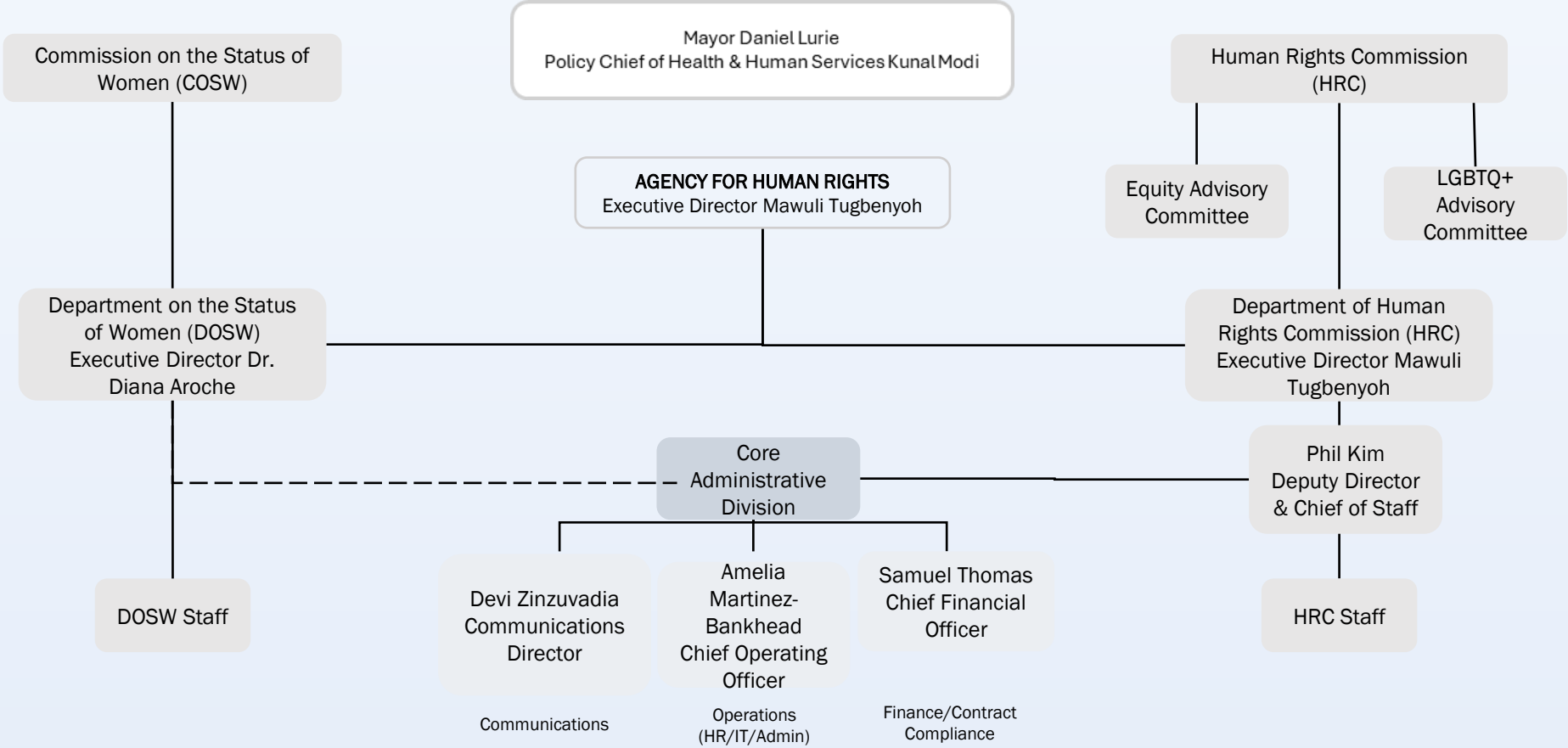


**SAN FRANCISCO
HUMAN RIGHTS
COMMISSION**

We are pursuing a staffing plan that ensures role clarity, sustainability, and accountability



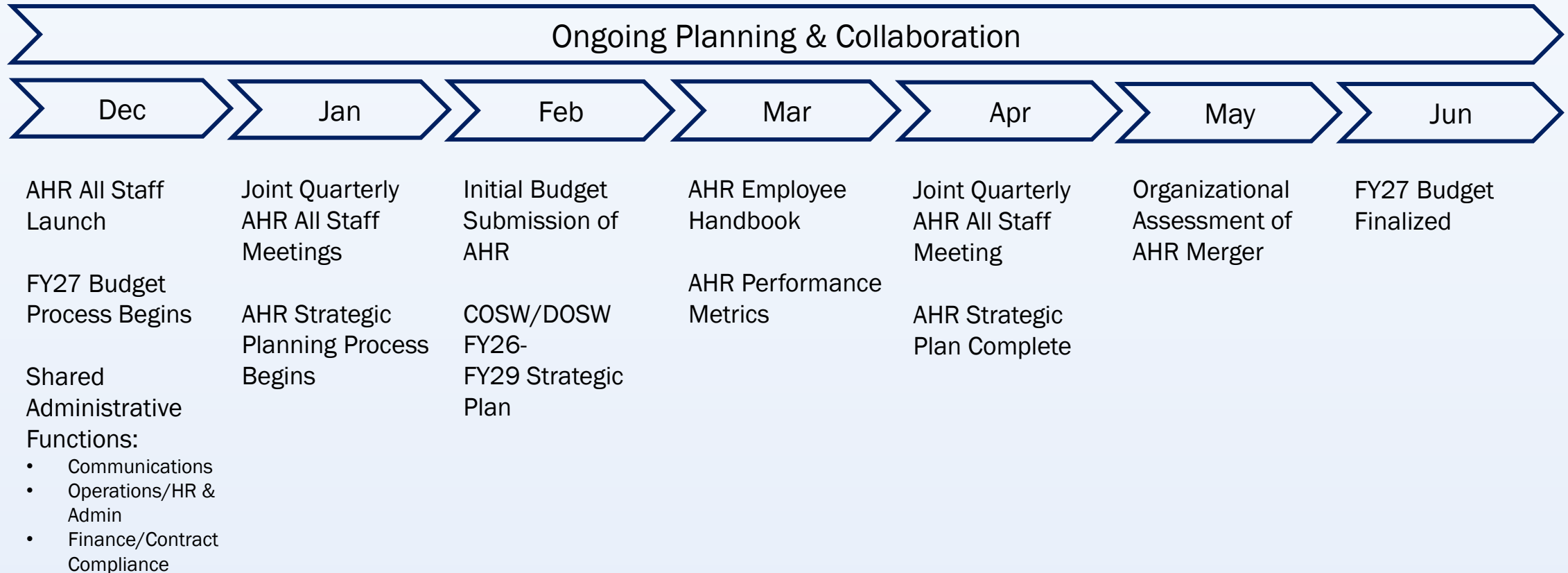
AHR Organizational Chart



Looking Ahead: Planning and Collaboration



SAN FRANCISCO
HUMAN RIGHTS
COMMISSION





SAN FRANCISCO
HUMAN RIGHTS
COMMISSION



Q&A