



FY 2026-27 & FY 2027-28 Budget Proposal

Agency for Human Rights (AHR)
February 11, 2026

**SAN FRANCISCO
HUMAN RIGHTS
COMMISSION**





Introduction

DOSW Mission

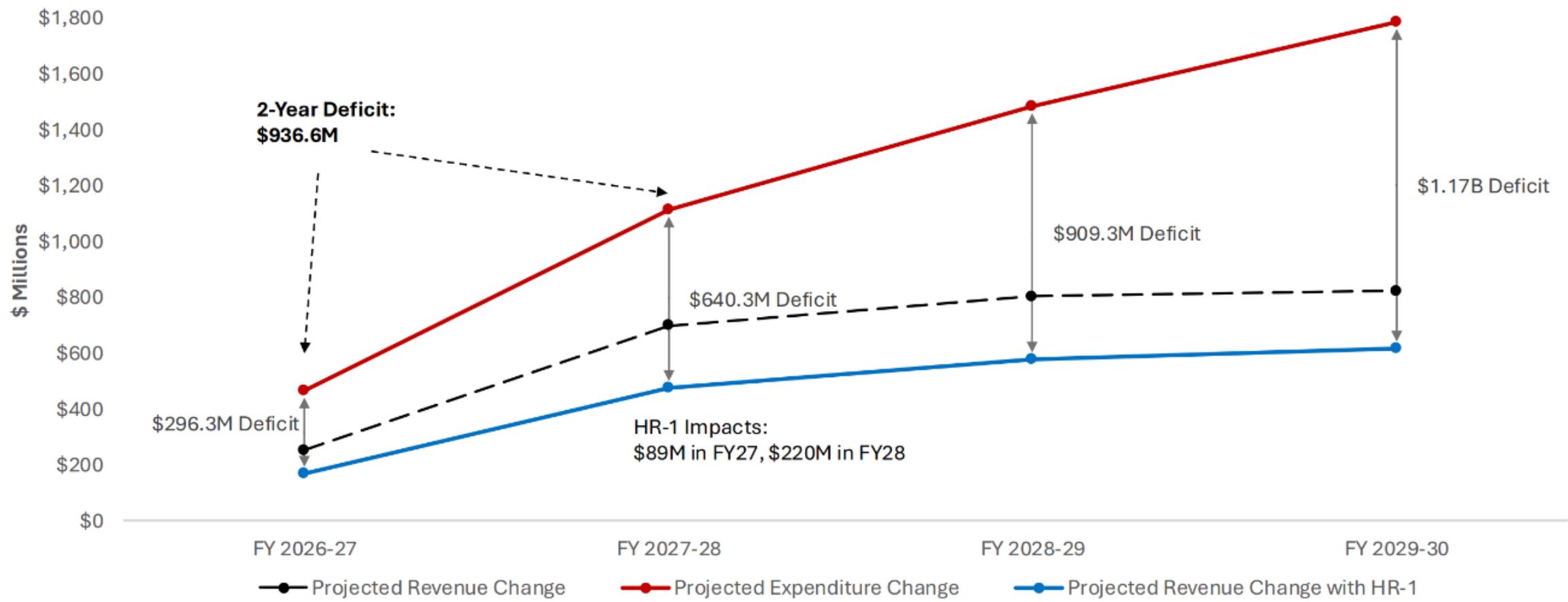
The Department on the Status of Women (DOSW) serves as an advocate for gender equity across the City and County of San Francisco — advancing equitable treatment and opportunities for women, girls, and gender-expansive people through policies, legislation, programs, and a gender-equity lens in service delivery, employment, leadership, and budget decisions.

Presentation Purpose

To provide an overview and request approval of the AHR/DOSW proposed departmental budget, consistent with Administrative Code requirements.



CCSF Fiscal Outlook: Spending Outpacing Revenue





Mayor's Budget Priorities

Safe & Clean Streets

Maintain clean, safe, and welcoming public spaces

Transform health and homelessness systems to ensure positive long-term outcomes

Keep our city safe through coordinated and proactive public safety efforts

Economic Revitalization

Make the city more affordable and livable for families

Revitalize Downtown San Francisco with people, jobs, housing, and cultural activity

Economic revitalization through job creation, tourism, and industry support

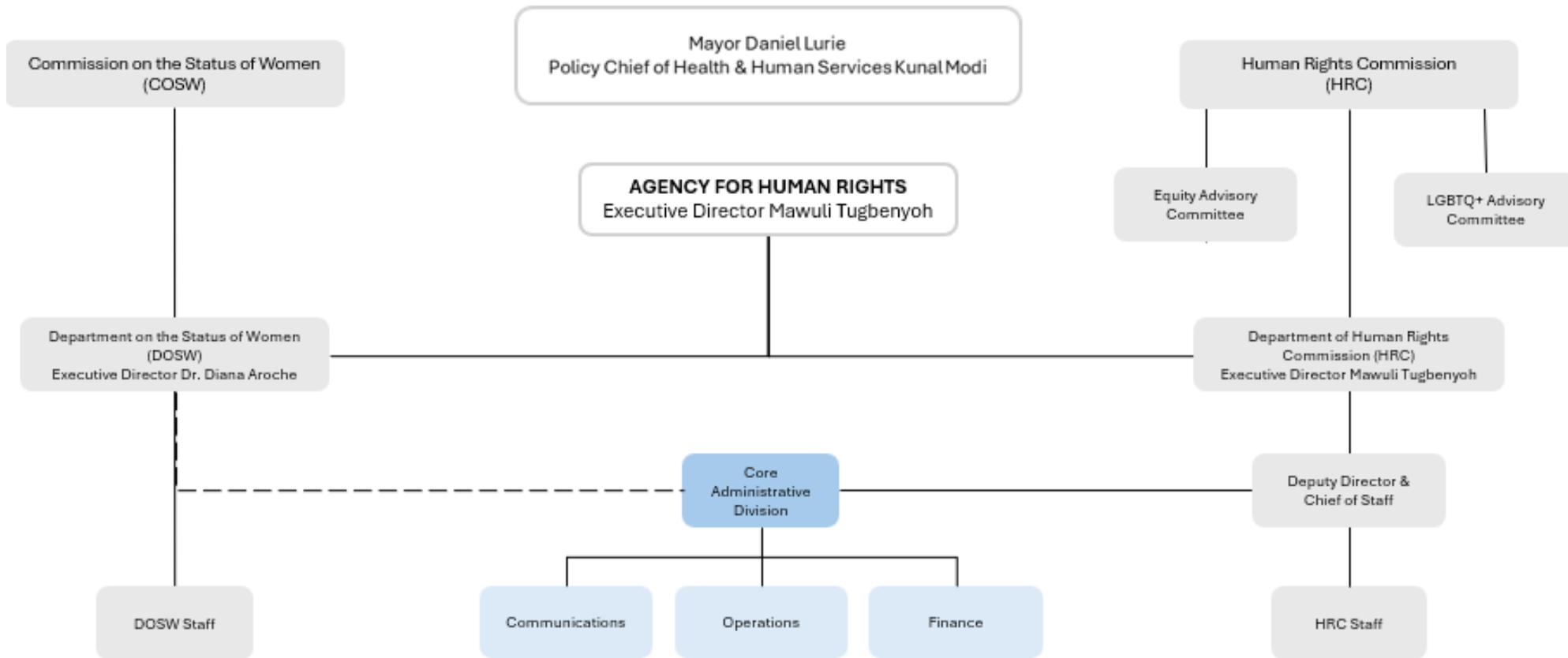


DOSW Budget Goals

- 1. Reorganize Budgets Under “AHR”.** Implement technical changes to support integrated management while preserving each department’s individual authority and unique mission.
- 2. Mitigate Staffing Impacts.** Maintain staff positions to preserve the AHR’s ability to deliver services and support the community.
- 3. Limit Programmatic Disruptions.** Advance CEDAW mandate with Mayoral support by maintaining stable policy oversight and continuity of core functions, while implementing any Mayor-directed adjustments in ways that minimize programmatic disruption.

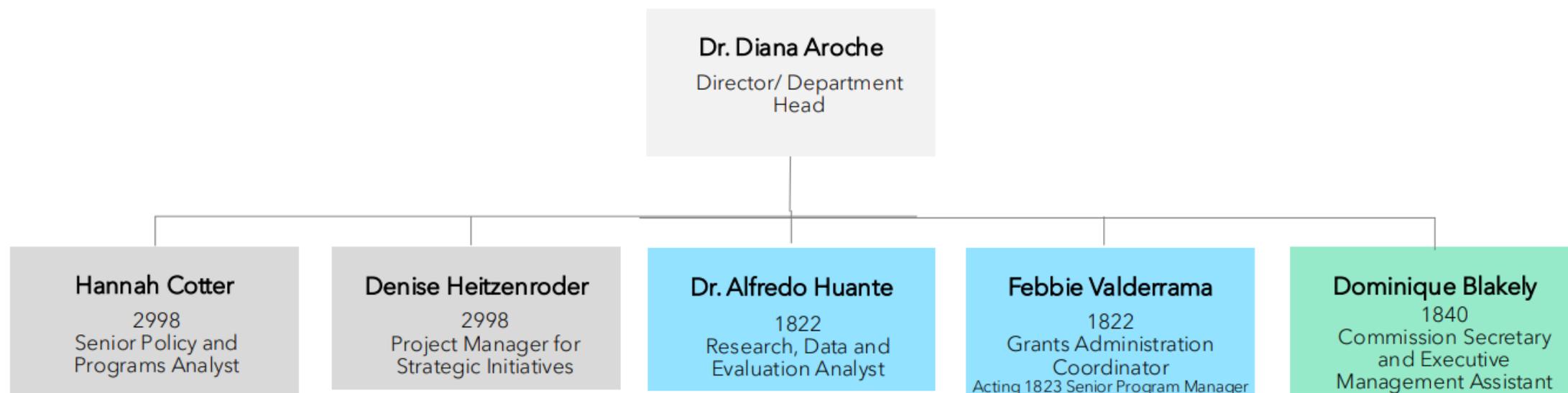


AHR Org Chart





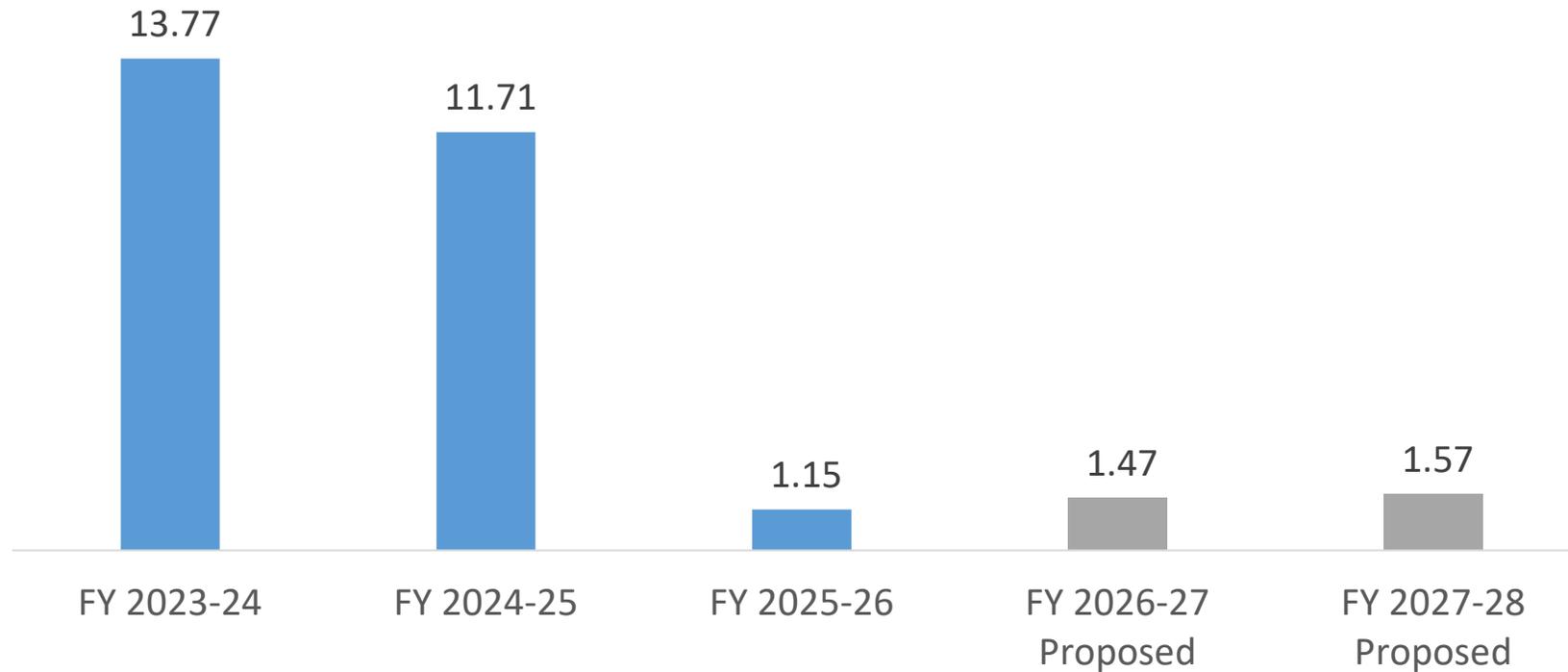
DOSW Org Chart (Budgeted Positions)





DOSW Budget Overview

WOM Expenditure Budget in Millions of \$





DOSW Budget Detail

| Exp. Category | FY 2026-27 Proposed | FY 2027-28 Proposed |
|---------------------------|------------------------|------------------------|
| Salary and Fringe | 921,246 | 1,015,599 |
| Non-Personnel Services | 40,000 | 40,000 |
| CBO Grants | 386,414 | 389,486 |
| Interdepartmental Servies | 120,640 | 124,862 |
| Materials & Supplies | 4,000 | 4,000 |
| Total | 1,472,300 | 1,573,947 |



Budgeted Positions (Labor)

Shown as FTEs (Full Time Equivalent Positions)

| Department | FY 2025-26 Original | FY 2026-27 Proposed | FY 2027-28 Proposed |
|--------------|------------------------|------------------------|------------------------|
| HRC | 45.80 | 46.00 | 46.00 |
| DOSW | 6.84 | 6.00 | 6.00 |
| Total | 52.64 | 52.00 | 52.00 |



AHR Proposed Budget Summary & Highlights

\$ in Millions

| Department | FY 2026-27 Proposed | FY 2027-28 Proposed |
|--------------|------------------------|------------------------|
| HRC | 33.70 | 32.28 |
| DOSW | 1.47 | 1.57 |
| Total | 35.17 | 33.86 |



Next Steps

- February 23: AHR budget submission due to Controller
- May 1: Mayor proposes “May 1 Department” budgets
- June 1: Mayor proposes balanced budget to Board of Supervisors
- June 2026: Budget and Appropriations Committee hearings



Thank You!