Women's Agenda Department Action Plan
Adult Probation Department (APD)
FY 2026–27 through FY 2028–29

DEPARTMENT ON THE STATUS OF WOMEN
CITY AND COUNTY OF SAN FRANCISCO

Women's Agenda Vision

The Adult Probation Department (APD) will partner with the Department on the Status of Women (DOSW) to advance health, safety, economic mobility, and civic participation for all, including women who are justice-involved and for women serving in law enforcement. Through trauma-informed, gender-responsive, and healing-centered approaches, APD will strengthen reentry services, workforce supports, maternal health, civic engagement, and cross-sector collaboration. This work will include pathways that support eligible justice-involved individuals, including women, in restoring and exercising voting rights, pursuing records-clearing relief, and shaping implementation through community engagement.

Women's Agenda | Pillar Alignment

Pillar	Department Alignment
Health	Not Applicable
Safety	Priority Area
Economic Mobility & Security	Priority Area
Civic Leadership & Community Engagement	Priority Area

FY 2026–27 | Planning & Alignment

Overall

- Apply evidence-based best practices to address the diverse needs of clients, including women, and ensure Department services are accessible, equitable, and effective.

Health

- Not Applicable – This pillar was not identified as a departmental priority area in the Women's Agenda due to capacity.

Safety

- Explore the potential for the Community Assessment and Services Center (CASC) to serve as a access point for services, resources, and timely interventions that is open to all while being gender-inclusive and women-centered.

Economic Mobility & Security

- Work with community partners and justice stakeholders to develop programming that supports economic literacy and independence.

Civic Leadership & Community Engagement

- Support restoration and exercise of voting rights for eligible justice-involved individuals, including women, through targeted information, outreach, and referrals.
- Facilitate access to records-clearing assistance for eligible justice-involved individuals, including women, through education, referral pathways, and coordination with legal and community partners.

FY 2027–28 | Implementation

Health

- Not Applicable – This pillar was not identified as a departmental priority area in the Women's Agenda due to capacity.

Safety

- Expand gender-responsive CASC services as appropriate.

Economic Mobility & Security

- Expand workforce pathways and reentry partnerships.

Civic Leadership & Community Engagement

- Strengthen targeted information, outreach, and referral strategies to support eligible justice-involved individuals, including women, in restoring and exercising their voting rights.
- Strengthen education, referral pathways, and coordination with legal and community partners to facilitate access to records-clearing assistance for eligible justice-involved individuals, including women.

FY 2028–29 | Sustainability & Continuous Improvement

Health

- Not Applicable – This pillar was not identified as a departmental priority area in the Women's Agenda due to capacity.

Safety

- Sustain trauma-informed and gender-responsive practices across the Adult Probation Department.
- Evaluate services and program outcomes for continuous improvement opportunities.

Economic Mobility & Security

- Institutionalize successful reentry and workforce initiatives.
- Evaluate economic mobility outcomes and partnership effectiveness.

Civic Leadership & Community Engagement

- Expand voting-rights outreach by integrating information and referral opportunities into routine client engagement and strengthening partnerships that increase access to voter registration, rights restoration, and civic participation resources for eligible justice-involved individuals, including women.
- Expand access to records-clearing assistance by formalizing referral pathways, strengthening legal and community partnerships, and incorporating records-clearing information into routine client engagement for eligible justice-involved individuals, including women.

Women's Agenda | Gender Representation

The Department on the Status of Women (DOSW) requests that each department report workforce and service-related gender data. This information will support implementation of the Women's Agenda, inform the Annual Women's Agenda Report, and help identify opportunities to improve gender equity across City departments. DOSW asks each department to share the following data:

- Workforce composition by gender across all employee classifications.
- Hiring, promotion, and retention outcomes by gender.
- Participation in leadership development, mentorship, and succession planning by gender.
- Department-specific strategies implemented to improve gender equity and representation.

Data collected, analyzed, or used in connection with this plan remains subject to all applicable federal, state, and local law and City procedures. Nothing in this plan authorizes the use of data in any individual employment decision.

Annual Data Review

- Bi-annual number of individuals served through Adult Probation Department
- Bi-annual number of individuals served through CASC and related women's initiatives.
- Bi-annual number of staff and partners trained.
- Number of women connected to reentry, workforce, and supportive services.
- Number of collaborative initiatives with DOSW, city departments, and community partners.

- Number of eligible justice-involved women who receive voting-rights information, assistance, or referrals.
- Number of eligible justice-involved women who receive records-clearing information or referrals.

Summary of Key Deliverables

FY 2026–27

- Assess the capacity of the Community Assessment and Services Center (CASC) to expand access to women-centered services, resources, and coordinated interventions, while still open and serving all.
- Convene key community partners to strengthen collaboration and develop coordinated reentry and family stability strategies.
- Establish annual performance measures to support ongoing Women's Agenda reporting and evaluation.
- Establish voting-rights and records-clearing information and referral pathways for eligible justice-involved individuals, including women.

FY 2027–28

- Expand gender-responsive services and coordinated referrals through the Community Assessment and Services Center (CASC).
- Expand workforce development and reentry partnerships that support economic mobility and reduce recidivism.
- Assess participation, service delivery, and performance measures to evaluate implementation progress and inform continuous improvement.
- Strengthen voting-rights and records-clearing outreach and referrals, and document participation and referral outcomes.

FY 2028–29

- Advance successful trauma-informed, gender-responsive policies, practices, and partnerships across the Adult Probation Department.
- Evaluate services and program outcomes for continuous, reentry, economic mobility, and civic engagement outcomes to measure the long-term impact of Women's Agenda implementation.
- Identify opportunities to strengthen and sustain successful initiatives through ongoing partnerships, policy improvements, and operational practices.
- Develop recommendations to inform future Women's Agenda priorities and continuous improvement efforts.
- Evaluate and sustain effective voting-rights and records-clearing pathways for eligible justice-involved individuals, including women.

City Department Contact Information		
Role	**Contact**	**Information**
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Women's Agenda Champion	Alek Hartwick	alek.hartwick@sfgov.org

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Department Certification

I certify that this report accurately reflects the department's implementation of its Women's Agenda Action Plan during the reporting period.

Department Head

Name: Cristel M. Tullock

Signature: _____ Date: 11/3/26

Women's Agenda Champion

Name: Alek Hartwick

Signature: _____ Date: 11/3/26