



Mayor
Daniel Lurie

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



DIRECTOR'S REPORT

April 22, 2026

Working at the intersection of health, safety, economic security, civic leadership, and gender equity, the San Francisco Department on the Status of Women advances policies, programs, and systems that improve outcomes for women, girls, and non-binary people. Guided by the San Francisco Women's Agenda, the Department's work is organized across four core policy areas: **Health; Safety; Economic Mobility and Security; and Civic Leadership and Community Engagement.**

Through this framework, the Department fulfills three core roles. As a **Women's Advancement Steward**, the Department works collaboratively with City and County agencies to conduct gender-based and intersectional analyses, identify disparities, and support implementation of the City's gender equity commitments, including those under the CEDAW ordinance. As an **Advocate**, the Department advances gender-responsive policy and resource decisions at the local level and elevates San Francisco's priorities in state and federal policy discussions. As a **Convener**, the Department bridges silos across City departments and community partners to align efforts, share best practices, and scale effective, community-informed approaches.

Reorganized and strengthened to meet the current policy landscape, the Department on the Status of Women operates as a human-centered, data-informed partner—grounded in collaboration, accountability, and clarity of purpose—to advance gender equity across City and County government.

The items below reflect the Department's work to support a coordinated, effective, and equity-centered City and County of San Francisco through gender-responsive and racially equitable policies, programs, and partnerships.

ADMINISTRATION & OPERATIONS

The Executive Director continues to prioritize strong, collaborative relationships with the Commission on the Status of Women, the Mayor's Office, the Board of Supervisors, City and County partners, and community-based organizations.

- At this stage in the Women’s Agenda process, the focus is on securing departmental buy-in and defining ownership across City agencies. We are currently conducting one-on-one meetings with Department Heads to identify existing programs that align with the Women’s Agenda, as well as gaps and opportunities for further impact. These conversations are helping to guide implementation and support the development of department-specific commitments. In addition, we are working with departments to identify relevant budget and resource considerations. The outcome of this phase will be a set of clearly documented commitments from each department to advance the goals of the Women’s Agenda.
- The Department attended the 50th Anniversary rally for La Casa de las Madres on April 7, 2026 and Director Aroche shared remarks. The commemorative event marked 50 years of service to survivors of domestic violence and their families. The rally honored survivors, advocates, and frontline workers, and recognized the role of public leadership and community partnerships in addressing domestic violence. The program included speeches from community and City leaders and elected officials, including Mayor Daniel Lurie, Supervisor Mandelman, and Supervisor Myrna Melgar.
- The Department also attended the “End Pacific Islander Hate” rally, organized by Pacific Islander community members, which brought people together in solidarity against acts of hate and discrimination targeting the Pacific Islander community and included speeches from Supervisor Walton and Supervisor Chen.
- The Department attended the Child Abuse Prevention Month rally on April 14, 2026, hosted by Supervisor Sherrill and Safe & Sound, a local nonprofit that advocates for programs supporting children and families, including interventions to prevent trauma and abuse.
- The Department supported the rally and panel recognizing Black Maternal Health Week, held from April 11-17th. At the rally, Director Aroche delivered remarks along with Mayor Lurie, Supervisor Walton, Supervisor Melgar, Marlee-I Mystic from SisterWeb, and community members. Participants were invited to a panel immediately after the rally to hear from community leaders about the importance of investing in and uplifting Black women and families.
- The Department supported the resolution introduced by Supervisor Sherrill and co-sponsored by the rest of the Board recognizing April as Sexual Assault Awareness Month. Denise Heitzenroder attended the hearing and provided public comment in support of the resolution.

Agency of Human Rights (AHR) Update

- As we begin preparing for upcoming budget discussions, the department has been invited by the HRC to partner in an initial effort to explore a more unified Agency of Human Rights framework. This includes working together to help define a shared: Purpose, vision, and values. The intent is not to change mandates, but to better align our work and clearly articulate our collective impact.
- An all-staff meeting for the Agency of Human Rights (AHR) was held on Tuesday, April 21, with staff from both departments. Staff provided feedback on the proposed shared vision, values and purpose statements for the combined Agency for Human Rights. The feedback will be incorporated and reshared with staff and presented to both Commissions in the coming weeks.

Board of Supervisors' Updates

- On Tuesday, April 7, Supervisor Melgar introduced and filed a resolution honoring La Casa de Las Madres 50th Anniversary.
- On Tuesday, April 7 Supervisor Walton introduced a resolution recognizing the Asian American Pacific Islander Community and recognized the rally to end AAPI Hate. He also introduced a resolution that declared April 11-17th Black Maternal Health week, recognizing the 10th anniversary of the Black Mommas Matter movement and the major disparities in Black maternal health outcomes.
- Also on April 7th, Supervisor Chyanne Chen called for a hearing to build on prior testimony regarding conditions women face in county jails. She requested a full hearing to assess the women's shelter system and policies supporting housing-insecure women transitioning from hospitals, jails, and other facilities, highlighting concerns about higher rates of abuse and domestic violence. The Department is in conversation with the Supervisor's office about how it can support the hearing.
- On Tuesday, April 21st, the Board of Supervisors introduced and filed a resolution recognizing April as Sexual Assault Awareness Month.
- Director Aroche will meet individually with the Supervisor's offices to discuss the Women's Agenda following the conclusion of Department Head meetings.
- The department will continue to engage with the Board and the Mayor's Office as this legislation advances and will provide updates to the Commission as appropriate.

COMMISSION

- At the last Commission meeting, the Commission reviewed suggested bylaws revisions, including possible changes to COSW officer term limits, the number of public meetings held each year, and clarification regarding the scope of “select” committees, among other amendments. At today’s meeting, the Commission will further discuss these revisions and may vote on whether to adopt them.
- At the February meeting, the Commission reviewed key priorities from prior discussions—including safety and gender equity in sports and public-private partnerships—and agreed to focus on two main areas for the year.
- President Diane Jones-Lowrey and Vice President Rivera serve on a committee leading efforts related to public-private partnerships, philanthropy, and identifying additional funding sources.
- Commissioner Rihal and Commissioner Miry will serve on a committee and lead efforts focused on the safety of women and girls in sports, and possibly menopause-related work.

Both committees will report back to the full Commission with updates and recommendations.

Future priorities might include

- Safety of girls in SF parks, on transit, and in schools (Commissioner Miry)
- Impacts on immigration and women’s and children’s safety (VP Rivera)
- Hearing from the Small Business Commission; economic empowerment; representation of women, girls, and non-binary individuals; cultivation of economic independence in general (VP Rivera)
- Women’s sports/equity (Commissioner Miry)

COMMUNICATIONS & EXTERNAL AFFAIRS

Jail In-Custody Issues & Department Response

- The Sheriff’s Department provided a separate response to community concerns raised regarding County Jail #2. Independently, the Department on the Status of Women, in coordination with the Department of Police Accountability and the Human Rights Commission, issued an updated joint memo re-dated to January 21, 2026, which was shared with the Commission and included in the Department’s newsletter.

- DOSW is a member of the Sheriff Policy Sub-Group, which is reviewing policies relevant to the concerns raised regarding County Jail #2, including searches, recording devices, and safety cell policies.
- In February, the Executive Director also visited the Young Women’s Freedom Center to hear directly from community partners regarding these concerns. As previously stated, this work is expected to be an extended and ongoing process, and the Department will continue to remain engaged and advocate for the rights, dignity, and well-being of individuals in custodial settings.

POLICY, PROGRAMS, EXTERNAL GRANTS & REPORTING

Health

SF Strong Starts Initiative:

On February 24, Mayor Daniel Lurie announced the launch of the SF Strong Starts Initiative, a new effort to support San Francisco families, mothers, and kids by supporting maternal and infant health. This Initiative will bring city departments together in a new format to better respond to community needs and improve maternal and infant health outcomes.

The department is participating in the San Francisco Strong Starts Working Group, led by the Mayor’s Office and co-chaired by the Department of Public Health (DPH), the Agency for Human Rights (AHR)—including the Human Rights Commission (HRC)—and the Department of Early Childhood (DEC).

The department attended the Black Maternal Health Week rally and panel.

Safety

SF Bay Area SOL Collaborative [CA Department of Social Services Grant]

The Safety, Opportunity and Lifelong Relationships (SOL) Collaborative – a regional initiative funded by the California Department of Social Services – continues to develop a continuum of care for youth involved in or at risk of commercial sexual exploitation. The program ended on December 31, 2025. All program close administrative work, fiscal tasks, and reporting will be complete by the end of this month.

Economic Mobility and Security

The Department continues its collaboration with Indigenous Justice and the Center on Juvenile & Criminal Justice's Cameo House through the Economic Mobility Project, which includes both a Guaranteed Income (GI) Pilot and a Microgrant Initiative.

- Guaranteed Income Pilot: Launched in May 2024, the pilot provided \$1,000 per month for twelve months to ten survivors of violence (Indigenous Justice) and to ten justice-impacted individuals (Cameo House). Both pilots have concluded, and partners are analyzing data for evaluation. The Department will present findings to the Commission once complete.
- The guaranteed income and microgrant program through CJCJ and IJ have been extended through June 30, 2026, with \$90k in additional funds each, through salary cost savings.

Civic Leadership and Community Engagement

The Department continues the data analysis of and writing of the Gender Analysis of San Francisco Commissions and Boards Report. This report, generated by the Department every two years, examines representation across several groups in the City's advisory and policy bodies. The demographic categories include women, people of color, LGBTQIA+ individuals, people with disabilities, and veterans.

GENERAL UPDATES

N/A

SPECIAL EVENTS, ACTIVITIES & ANNOUNCEMENTS

- April 26 – Andrea Shorter Memorial Service
 - i. **Date:** Sunday, April 26, 2026
 - Time:** 2:00 PM – 5:00 PM
 - Location:** War Memorial Building Green Room (401 Van Ness Avenue)
- April 29 – Denim Day
- May 5 – MMIP Awareness Day

Prop E Commission Streamlining Task Force Key Dates:

- On January 28th, the Task Force published its final recommendations and sent the report to the Board of Supervisors, Mayor's office, the City Attorney's Office and other stakeholders.

- By March 1, 2026: City Attorney’s Office will draft a Charter amendment based on the Task Force’s recommendations. The proposed Charter Amendment will be sent to the Board of Supervisors.
- By April 1, 2026, or sooner: Board of Supervisors will hold a hearing on the Task Force’s final report and recommendations.
- By July 2026: Board of Supervisors will decide whether to place a Charter amendment on the November 2026 ballot.

DEPARTMENT CALENDAR

April

Wednesday, April 22

Regular Commission Meeting

Wednesday, April 29

Denim Day

May

Wednesday, May 27

Regular Commission Meeting