



Mayor  
Daniel Lurie

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



## DIRECTOR'S REPORT

August 27, 2025

Working at the **intersection of health, safety, socioeconomics, politics and gender**, the Department on the Status of Women has an **expanded portfolio that prioritizes improving the whole lives of women, girls and nonbinary people** through three core service areas: **Health and Safety, Economic Security and Civic Engagement and Political Empowerment**.

With a focus on its three core service areas, the **Department serves as the City's Watch Dog and Accountability Partner on all issues related to gender parity; Chief Advocate for equity in service delivery, employment opportunities, leadership development and budget allocation; and Community Convener – bringing people together inside and outside the City to collaborate on ideas, strategy and impactful action to help San Francisco transform into a fully gender equitable City**.

**Reorganized and reimagined to meet this post-Roe moment**, today's Department on the Status of Women is one that is **human-centered, informed by data and infused with confidence, conviction and clarity of purpose**.

The items below **reflect the Department's work towards building a more diverse and efficient San Francisco City and County government through gender-responsive and racially equitable policies and programs**.

### ADMINISTRATION & OPERATIONS

In the interest of time so that the Commission can focus on elections and the Director/Department Head Recruitment, I will keep the Director's Report short. Please read the rest of the report at your leisure.

First, I want to acknowledge the good work of Denise Heitzenroder who spearheaded the work on the Women's Equality Day. We received a proclamation from the Mayor yesterday. It was on his Instagram and YouTube accounts if you would like to watch.

As I mentioned in the March Commission meeting, my role as Acting Director is to support the Department's goal of advancing gender equity and supporting staff in their good work.

- During the past 5-6 months, the Department on Status of Women have worked closely with the Mayor's Office, the City Administrator's Office, Department of Human Resources, and the City Attorney's Office.
- We have transitioned the management and leadership from the former Director to what will in the next few weeks be the new Director/Department Head.
- We have supported the Commission in its mission to champion the equitable treatment and advancement of women and girls across social, political and economic indexes through policies, programs and legislation within the City and County of San Francisco. The Commission approved grants for the Black Women Revolt Against Domestic Violence (BWRADV) and Gender Equity Policy Institute. We supported the Director/Department Head Recruitment Committee and the Prop E Commission Streamlining Task Force. And for today's meeting, we provided support to the President to meet your obligations to elect the next President and Vice President of the Commission.
- We have paid \$5,470,437.45 to our grantees from March through June following contract monitoring and accounting guidelines.
- We have cooperated with the City Attorney's Office in their investigations.
- We provided data for numerous public records requests from the media and unions.
- We had our budget approved by the Mayor and Board of Supervisors, including providing information to the Budget and Legislative Analyst's Office and appearance at the Board's Budget hearings.
- After the Board approved the budget, we have been in transition with the Human Rights Commission into the Agency for Human Rights. We made presentations to COSW and HRC. Despite changes to the systems and processes in the City's Peoplesoft System (People & Pay, Financial Systems, Analytics and Reports), we continued to pay the Commissioners, staff and grantees accurately and on time.
- This is all on top of audits, revenues and expenditures reports, including the processing approximately 240 invoices, year end close and carryforwards.
- We continued our programs to support contracts in the community with Center for Juvenile and Criminal Justice, Indigenous Justice, Westcoast Children's Clinic to just name a few.
- Our staff has had performance plans and appraisals for the first time, training on interactions with ICE agents, and most importantly have the chance to take much needed time off.

- If I could sum up all the work with one visual, I would like to call your attention to our organization chart from January to August. Your department staff:
  - Dr. Alfredo Huante,
  - Denise Heitzenroder,
  - Dominique Blakely,
  - Febbie Valderrama, and
  - Hannah Cotter

have focused on meeting mandatory programs while experiencing the loss of 3 budgeted positions, an 0951 Deputy Director, an 1824 Principal Administrative Analyst and a 1823 Senior Administrative Analyst. I would like to show my deepest appreciation to them at this time.

- **Gender-Based Violence (GBV) Portfolio**
  - Ms. Julia Sabory, Deputy Director for the MOHCD will be presenting the Gender-Based Violence portfolio at the September Commission meeting.
- **WOM Grant Invoice Report**
  - All invoice payments under the Gender-Based Violence (GBV) Portfolio have been fully processed.
  - From March through June, we processed the department's payments for the period of January through June for all grants, totaling \$5,470,437.45.
  - Black Women Revolt Against Domestic Violence (BWRADV) – Payments have been made for the January – June invoices. July's invoice is in the process of review. The department is working with the Human Rights Commission to transition the BWRADV grant to a new grant manager.

## I. **COMMISSION**

- The 2025 Gender Analysis of Commissions and Boards is currently in the data collection phase. On Wednesday, August 20th, DOSW staff sent out the survey to approximately 100 Boards, Commissions, and Advisory Bodies. In the next few days, Commission Secretary Blakely will be emailing you a link to the online survey. Please complete the demographic survey at your earliest convenience. The deadline is Wednesday, October 8<sup>th</sup>. Thank you for your participation!
- At last month's meeting, some Commissioners expressed interest in potentially revising the bylaws. The two topics that were raised related to protocols for (1) committees and (2) elections. Commissioners can discuss at the September meeting whether they would like to revise the bylaws as a future agenda item and, if so, when. Please note that if the Commission wishes to adopt a new rule, amend an existing rule, or

repeal one, the public must be given at least 10 days' notice before the meeting at which the proposal will be considered.

## II. **COMMUNICATIONS & EXTERNAL AFFAIRS**

- Denise Heitzenroder, Project Manager for Strategic Initiatives, produced a memo for the Commission to review regarding options for community engagement, including some suggestions for a community meeting. We thank Commissioner Miry for agreeing to be the liaison on this project. A discussion on a topic for the Community Meeting will be agendaized for the September Commission meeting to discuss the proposed plans in more detail. Denise and the team will reach out to set up weekly check-ins with Commissioner Miry. Please see the memo that was sent as part of the Commission packet on Friday August 22nd.
- The Department worked with a vendor to complete the translation of the DOSW Community Needs Assessment report into Chinese and Spanish and worked closely with the Office of Civic Engagement and Immigrant Affairs (OCEIA) to review translations. Currently, the Department is seeking to identify additional funding to translate the report into Tagalog and Vietnamese, in accordance with the City's policies.
- Project Manager for Strategic Initiatives Heitzenroder is also driving the Department digital accessibility assessments and remediation. The project involves updating and remediating past content, including reports, and ensuring all current and future web and digital content is compliant with San Francisco's Digital Accessibility and Inclusion Standard (DAIS) under the federal Web Content Accessibility Guidelines (WCAG). She is continuing to build out the Department's new website in line with these standards with the City's Department of Technology.

## III. **POLICY, PROGRAMS, EXTERNAL GRANTS & REPORTING**

- Policy & Legislation  
President Andary attended the quarterly Family Violence Council (FVC) meeting with Ms. Heitzenroder. Heitzenroder will be providing a debrief of the FVC meeting for the September Commission meeting. Per President Andary's request, she is also drafting a letter of support for the FVC to the Prop E Commission Streamlining Task Force which will also be in your September packets.
- Program: Health & Safety

The Department continues to support our current portfolio of Health & Safety grantees through FY24-25 at DOSW, while looking ahead to the transition to MOHCD in FY25-26.

- **Program: Economic Security**

The Department continues its collaboration with Indigenous Justice and the Center on Juvenile & Criminal Justice's Cameo House for the Department's Economic Mobility Project. This project includes a Guaranteed Income (GI) pilot program and a microgrant initiative. With the Department's support, Indigenous Justice launched its GI pilot program in May 2024, providing \$1,000 each month to support ten violence survivors. Similarly, Cameo House is supporting ten justice-impacted individuals with \$1,000 each month through this initiative. The GI program helped support the recipients for 12 months and has now concluded. Both organizations are in their data collection and evaluation phases. DOSW will present the evaluations to the Commission upon completion. The Microgrants deadline has been extended until December and will continue to assist individuals with emergencies and/or one-time costs. To date, the grants have impacted clients with finding stable housing, utilities, transportation, holiday costs, leaving domestic abuse, and more.

- **Program: Civic Engagement & Political Empowerment**

N/A

- **Strategic Initiatives**

The Department had a successful Women's Equality Day celebration with the Mayor's Office on Tuesday, August 26th at City Hall. In addition to Mayor Lurie, City Administrator Chiu and Director of Workforce Development Iowayna Peña spoke about the importance of advancing gender equity in San Francisco.

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

The SF Bay Area SOL (Safety, Opportunity and Lifelong Relationships) Collaborative continues to develop a continuum of care for youth involved in or at risk of commercial sexual exploitation. The pilot is scheduled to end on December 31, 2025.

#### IV. **RESEARCH & DATA/ PROJECTS, STRATEGIC LEARNING & CAPACITY BUILDING**

- **Research & Data**

- DOSW continues to conduct its Q4 quarterly grantee reporting (April-June 2025). DOSW supports its community partners to ensure data is reported seamlessly and accurately. Quarterly grantee reports directly inform the Department's annual performance measures reported to the Controller's Office. This is the final quarter that the Department will conduct this data collection for the GBV portfolio. During this final data collection process, the Department received several notes of gratitude and support from grantees. We would like to share some of these notes below:
  - "We want to extend our heartfelt thanks for the many years of partnership and support from the Department on the Status of Women. It has been a privilege to work alongside DOSW in advancing youth leadership and addressing gender-based violence."  
- *Community Youth Center of San Francisco*
  - "Thank you for your assistance over the months, we really appreciate it and will miss working with the folks at DOSW."- *San Francisco Huckleberry Youth Health Center*
  - "It was lovely working with you and I know MUA will always be open to more collaborations with DOSW." -*Mujeres Unidas y Activas*
  - "I am not sure how often our paths might cross now that the GBV grant portfolio has moved to MOHCD. But, it has been wonderful working with you and I wish you all the very best!" -*San Francisco Women Against Rape*
  - "We just wanted to take a moment to sincerely thank you for all of your ongoing support, partnership, and care. It has truly been a pleasure working with you both; your guidance, responsiveness, and commitment have made such a difference, and we are incredibly grateful to have you as partners in this work." -*Young Women's Freedom Center*
  - "Thank you for all your support this last year, and for always being a solid team. I wish all the best for you and the DOSW team, and hope to keep supporting our communities with you all moving forward. From everyone at CUAV, we thank you." -*Community United Against Violence*
- The Department has completed its survey design for the 2025 Gender Analysis of Commissions and Boards report. We are now in the data collection phase. This report is generated by the Department once every two years and examines representation across several groups in the City's advisory and policy bodies. Among the demographic categories included are sexual orientation, gender identity, race/ethnicity, and disability status.

V. **GENERAL UPDATES**

- N/A

VI. **SPECIAL EVENTS, ACTIVITIES & ANNOUNCEMENTS**

- Prop E Commission Streamlining Task Force Meeting- September 10<sup>th</sup> and October 15<sup>th</sup>
- Family Violence Council Quarterly Meeting – November 12, 3:00 pm  
(The Commission President is a voting member on the Council.)

VII. **DEPARTMENT CALENDAR**

**August**

*Wednesday, August 27*

*Regular Commission Meeting*

**September**

*Wednesday, September 24*

*Regular Commission Meeting*