



Mayor
Daniel Lurie

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



DIRECTOR'S REPORT

August 26, 2026

Working at the intersection of health, safety, economic mobility and security, civic leadership, and community engagement, 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 to advance gender equity 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.

The foundational planning phase is now complete. DOSW has conducted individual meetings with department heads, gathered feedback through the Women's Agenda Questionnaire, and developed tailored departmental Action Plans that reflect existing initiatives, opportunities for collaboration, and areas for growth. The Department is now entering the implementation phase by working with each department to finalize Action Plans, establish measurable goals and performance indicators, and identify opportunities for cross-departmental collaboration and resource alignment.

Beginning in September 2026, departments will implement their Action Plans and track progress throughout the year. DOSW will provide ongoing technical assistance, monitor implementation, and compile departmental outcomes into the City's inaugural **One-Year Women's Agenda Report**, to be released in advance of Women's History Month in March 2027. This next phase establishes a citywide framework for accountability, continuous improvement, and measurable progress toward advancing gender equity for women, girls, and non-binary people.

Agency of Human Rights (AHR) Update

DOSW and HRC leadership participated in a two-day retreat on August 19–20 focused on the theme “Reflect. Strengthen. Advance.” The retreat provided an opportunity to reflect on accomplishments and lessons learned, align on FY 2026–27 priorities, strengthen collaboration and team relationships, and identify opportunities for greater coordination across the Agency for Human Rights. The first day focused on DOSW’s strategic priorities and included engagement with HRC leadership, while the second day brought DOSW and HRC staff together for team-building, collaboration, and strengthening relationships across the Agency.

While the Human Rights Commission and the Department on the Status of Women have transitioned under the Agency for Human Rights, both departments will retain their distinct purpose, authorities, and oversight responsibilities. The Agency will provide shared administrative services and operational support to strengthen coordination and improve efficiency, while preserving each department's unique role and areas of expertise. Where priorities and goals align, the departments will collaborate to advance shared objectives and better serve San Francisco communities.

Board of Supervisors’ Updates

Supervisor Danny Sauter (D3) proposed expansion of San Francisco’s Paid Family Leave Ordinance for private employers in San Francisco passed unanimously and was signed by the Mayor on August 7th. The measure would expand eligibility for parental leave, allowing employees to qualify after 90 days instead of waiting 180 days. All new parents, whether fostering, adopting or giving birth, are eligible.

The Department has also provided the Mayor's office with preliminary recommendations on ways to update the City's 1998 CEDAW Ordinance. In addition to updating language to be more inclusive and reflective of our values, many suggestions reflect the goals of the Women's Agenda. We are still providing consultation and Supervisor Melgar's office develops a timeline, redlines and next steps.

The department will continue to engage with the Board and the Mayor's Office and will provide updates to the Commission as appropriate.

COMMISSION

A joint hearing of the Board of Supervisors' Public Safety and Neighborhood Services Committee and the Commission on the Status of Women is tentatively scheduled for **October 8 at 10:00 a.m.** The hearing will focus on staffing needs, policies, and procedures for responding to and addressing reports of sexual assault, with presentations from the San Francisco Police Department, Office of Victim and Witness Rights, and Office of Sexual Harassment and Assault. Staff will provide additional information and updates as the date approaches.

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 (Vice President Rivera)
- Hearing from the Small Business Commission; economic empowerment; representation of women, girls, and non-binary individuals; cultivation of economic independence in general (Vice President Rivera)
- Women's sports/equity (Commissioner Miry)

COMMUNICATIONS & EXTERNAL AFFAIRS

Jail In-Custody Issues & Department Response

As part of the joint recommendations memo from the Department of Police Accountability (DPA), the Human Rights Commission (HRC), the Office of Transgender Initiatives (OTI), the Commission on the Status of Women (COSW), and Department on the Status of Women (DOSW) following a multi-agency briefing of County Jail #2, a sub-group was created to review and update policies related to an alleged strip search conducted by Sheriff's Deputies on May 22, 2025.

DOSW is a member of the Policy Sub-Group and continues to review policies and procedures relevant to the concerns raised regarding County Jail #2, including searches, recording devices, visitors, and safety cell placement.

The sub-group finalized the recommendations for Policy 514, Searches, which will now be sent to the Sheriff's Office legal team, unions, and Undersheriff for final review. DOSW and HRC prepared a letter for Sheriff Miyamoto with additional recommendations from AHR, further recommending use of the least invasive search method to be used at all times. The letter and attachments were also sent to Commissioners and are included in the August COSW packet

POLICY, PROGRAMS, EXTERNAL GRANTS & REPORTING

Health

SF Strong Starts Initiative:

The Department continues to participate in the SF Strong Starts Working Group and engage with community partners, focusing on identifying ways to improve maternal health outcomes for San Francisco's Indigenous and Pacific Islander communities. Insights and perspectives gathered through recent community roundtables continue to inform the initiative's ongoing work.

As the initiative moves into its next phase, the Department is sharing an opportunity for community members and care providers to participate more directly in the Strong Starts Initiative. The San Francisco Mayor's Office is forming two advisory panels to provide consistent community and professional input:

- **Community Advisory Panel:** Seeks San Francisco residents who are currently pregnant or have given birth in San Francisco.

- **Care Team Advisory Panel:** Seeks clinicians and birth workers who serve San Francisco families. Panelists will meet monthly beginning in October 2026.

The Department is encouraging community partners to share these opportunities with individuals and organizations in their networks who may be interested in participating. Continued engagement from community members, families, clinicians, and birth workers will help ensure that the Strong Starts Initiative reflects the experiences, needs, and priorities of San Francisco communities.

The following is a diagram outlining the key workstreams and components of the initiative and service delivery response:



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 is 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. The Department is also monitoring the Board of Supervisors' budget process and exploring opportunities for additional funding to further extend and sustain these programs beyond the current funding period.

Through the FY 2026–27 budget process, the Department successfully secured additional funding to continue these initiatives, ensuring uninterrupted support for participants while expanding opportunities to advance women's economic mobility and financial stability. The Department is deeply grateful to the **Board of Supervisors** for its leadership and commitment to preserving these critical investments. Their support will allow DOSW and its community partners to continue providing direct economic assistance to women and families while informing future policy and program development.

An Request for Proposals (RFP) for these funds has been drafted, and the Department continues to work with HRC to determine the next steps and release of the RFP.

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.

The Department also continues to invest in leadership development and civic engagement through its internship programs. This summer, DOSW is hosting interns from colleges, universities, and professional development programs who are supporting policy research, community engagement, communications, and departmental initiatives. Through these opportunities, participants gain hands-on experience in public service while contributing to efforts that advance gender equity and improve outcomes for women and girls across San Francisco.

SPECIAL EVENTS, ACTIVITIES & ANNOUNCEMENTS

September 15- October 15th is Latino/a/x/e Heritage Month. Stay tuned for details.

October is Domestic Violence Awareness month, and the Department will share a calendar of events shortly.

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

August

Wednesday, August 26

Regular Commission Meeting

Wednesday, August 26

*Women's Equality Day & Commemoration for
the Commissioner Andrea Shorter*

September

Wednesday, September 23 Regular Commission Meeting