



SAN FRANCISCO
HUMAN RIGHTS
COMMISSION



One of the most meaningful components of designing a gender equitable City is the idea of empowering women with the tools and resources to create opportunities and build pathways to healthy and prosperous futures.

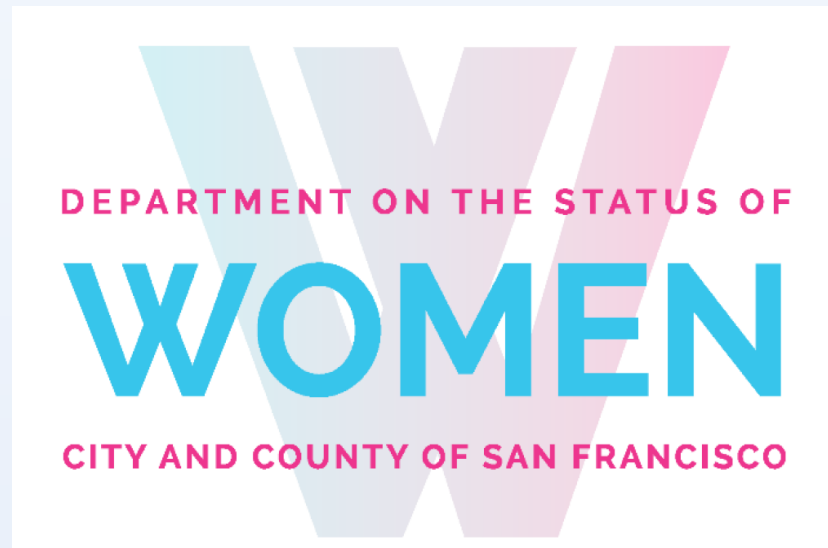
Commission on the Status of Women & The Agency for Human Rights Presentation

June 25, 2025

The *Agency for Human Rights* reflects a strategic effort to strengthen our collective mission and expand the impact of our shared work



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DOSW Mission

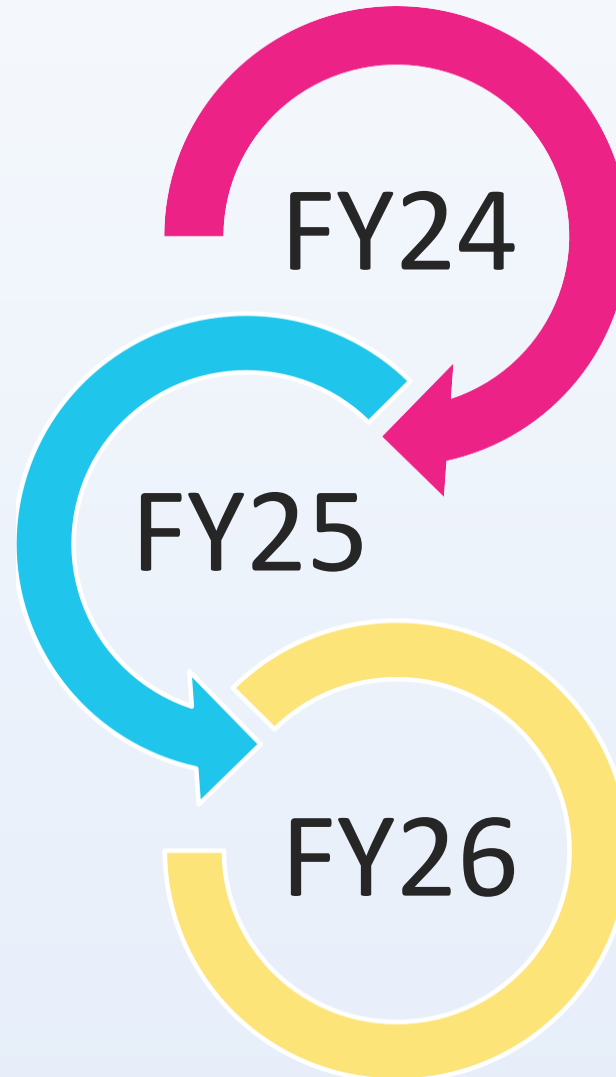
Tasked with helping to transform San Francisco into a fully gender equitable City, the San Francisco Commission on the Status of Women champions the equitable treatment and advancement of women and girls across social, political and economic indexes through policies, programs and legislation, both within City and County government and in the private sector.

HRC Mission

Rooted in community, the Human Rights Commission works in service of the City's anti-discrimination laws by protecting civil rights, upholding dignity, and advancing equitable outcomes in San Francisco.

The priorities of DOSW will continue, in service of its mission

- Community Needs Assessment Report
- Human Trafficking Report
- Family Violence Council
- San Francisco Bay Area SOL Collaborative to prevent human trafficking and commercial exploitation of children



- Gender Based Violence Prevention Porting Project
- BAARC Report - Landscape Analysis of Abortion Care

- Citywide Gender Survey, Analysis and implementation of recommendations
- Implementation of CNA recommendations into COSW/DOSW strategic plan



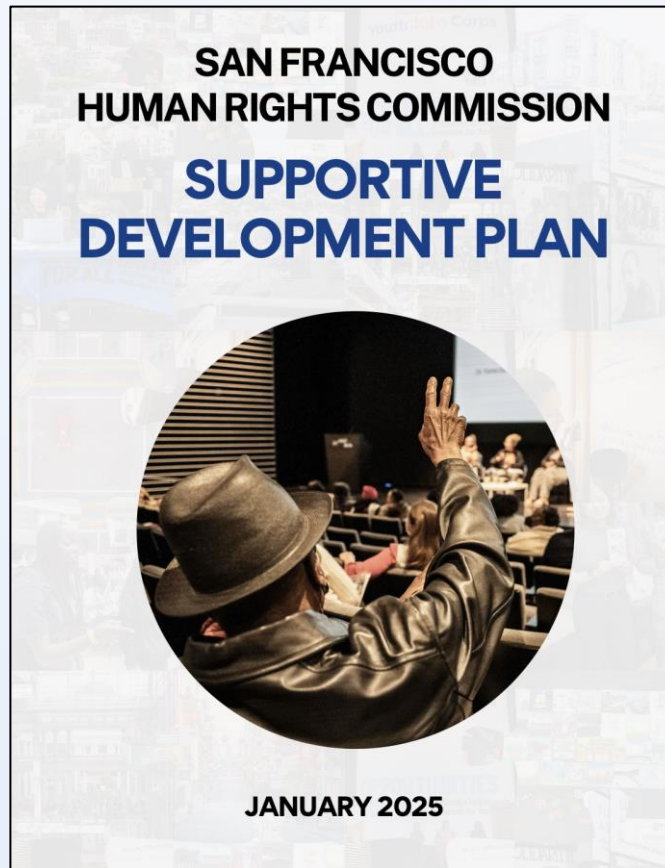
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HRC's *Supportive Development Plan* continues to guide our restructuring



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***STABILIZE DEPARTMENT
INITIATIVES***

REGAIN PUBLIC TRUST

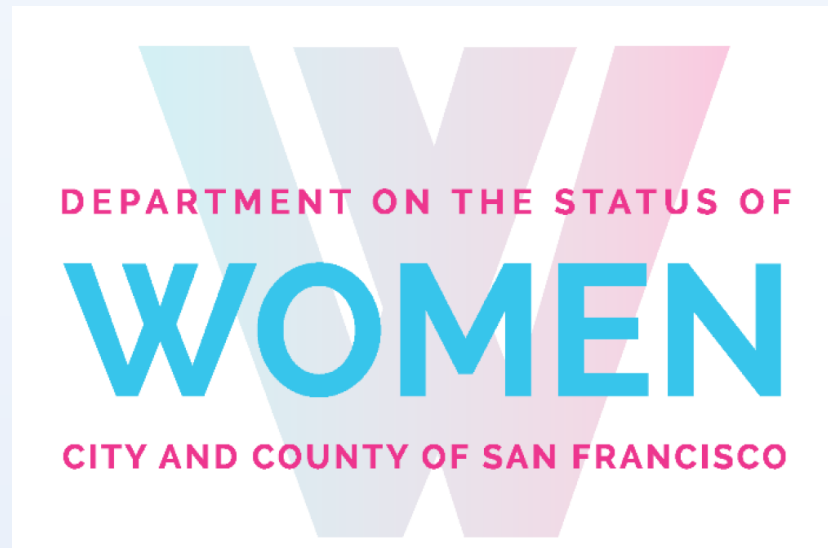
***IMPROVE ORGANIZATIONAL
STRUCTURE***

***ADDRESS STAFF AND RESOURCE
NEEDS***

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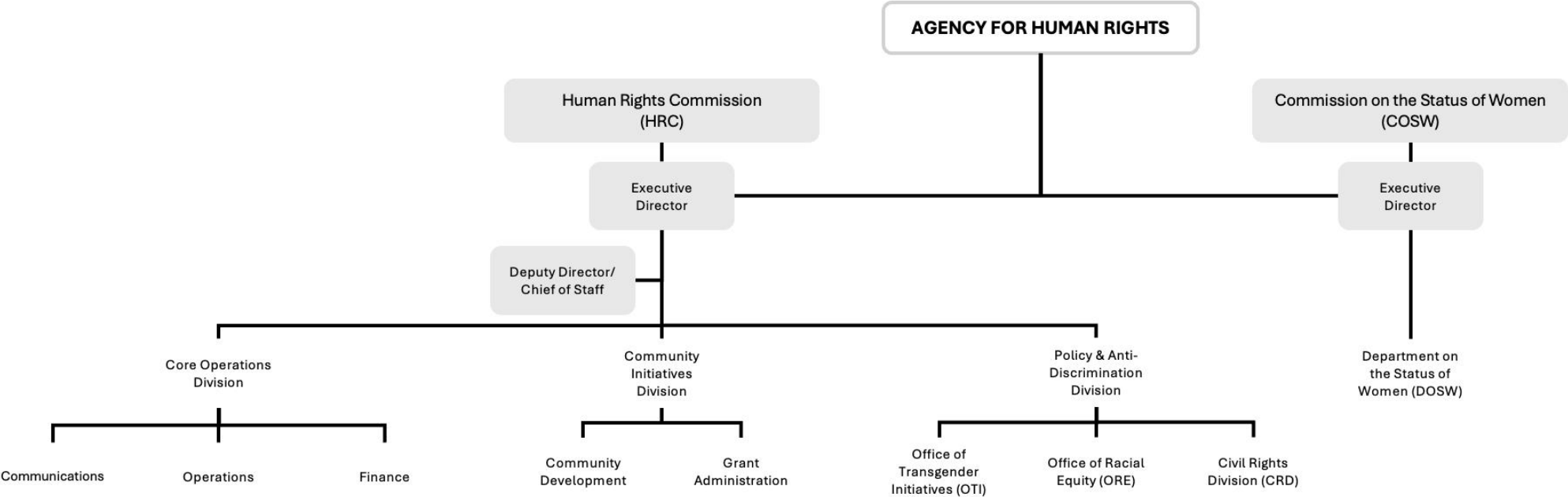


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DRAFT



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FY26 Proposed Organizational Chart – By Position

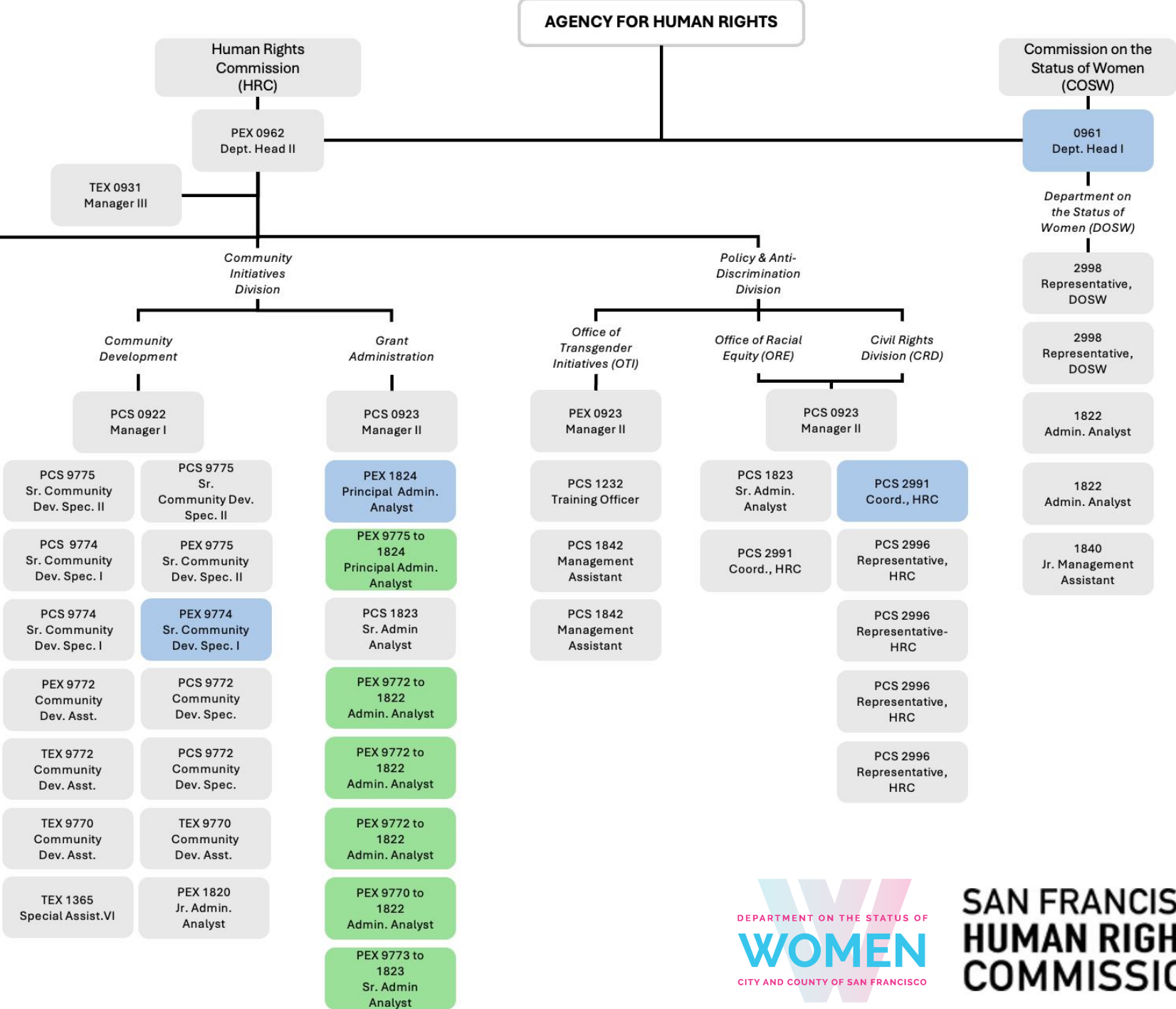
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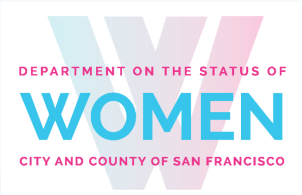
Vacant

Grant Admin Substitution/TX



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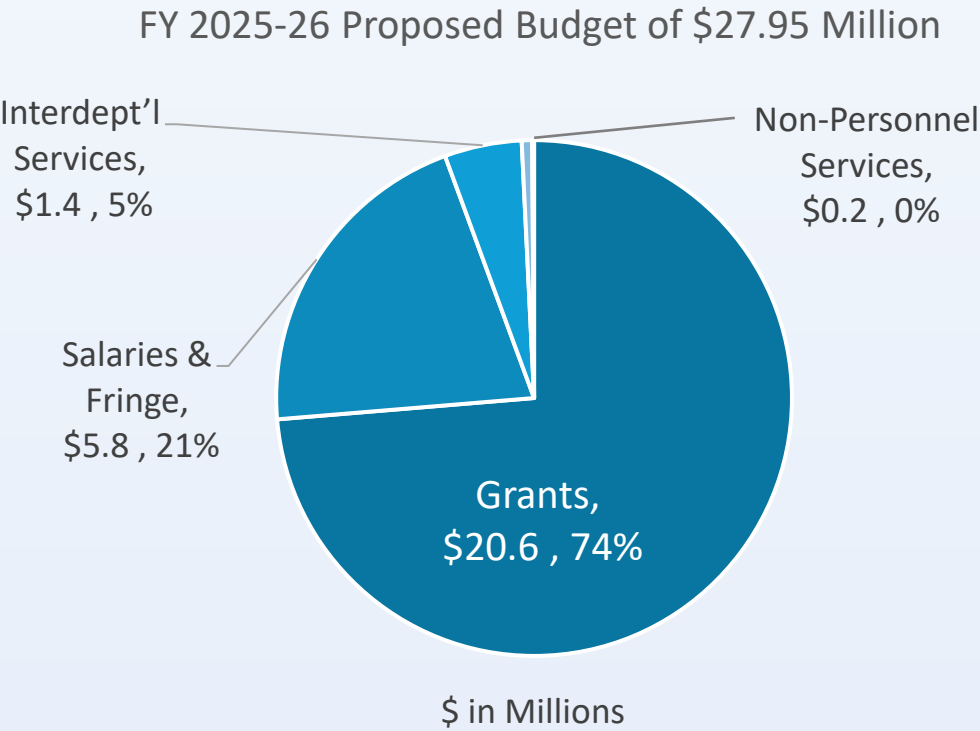
The Agency remains committed to equitable investment, community-centered grantmaking, and operational integrity



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AGENCY BUDGET



DOSW BUDGET

| Expenditure Category | FY 2025-26 Proposed |
|----------------------------|---------------------|
| Salary and Fringe | \$856,583 |
| Non-Personnel Services | \$4,000 |
| General Fund Grants | \$101,000 |
| Special Revenue DV Grants | \$200,000 |
| Interdepartmental Services | \$202,841 |
| Total | \$1,364,324 |

\$20.6M in annual grants reflect a renewed multi-year commitment to our communities



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Health & Well-Being

- Mental health, maternal health, food access, and housing stability

Workforce & Education

- Job training, youth development, early learning, and college access

Arts & Culture

- Support for artists, cultural institutions, and community storytelling

Foundation Empowerment Grants RFP

- Smaller-grants and technical support for smaller CBOs to build sustainability and readiness for future funding

Together, we will identify areas for greater efficiencies that allow our departments to focus on our community impact



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Now

No changes to staff roles or day-to-day operations.

City budget must be approved.

Short-Term

HRC and DOSW work together to identify efficiencies (e.g. HR, Finance, IT)

Longer-Term

Complementary policy and program impacts

Elevating communities together



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Thank You