



Mayor
Daniel Lurie

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



San Francisco Commission on the Status of Women
MEETING MINUTES
Wednesday, August 23, 2025 | 4:30 pm (RESCHEDULED)
San Francisco City Hall, Room 408

COMMISSION ROSTER

Commission President	Sophia Andary
Commission Vice President	Ani Rivera
Commissioner	Cecilia Chung
Commissioner	Diane Jones Lowrey
Commissioner	Dr. Shokooh Miry
Commissioner	Dr. Anne Moses
Commissioner	Dr. Raveena Rihal

I. CALL TO ORDER: *DISCUSSION*

President Sophia Andary called the meeting to order at 4:37 pm.

Ms. Dominique Blakely performed roll call and confirmed that 7 of 7 Commissioners are present (quorum). Ms. Blakely read the land acknowledgement.

II. APPROVAL OF RESCHEDULED MEETING TIME: *ACTION*

The Commission approved a rescheduled start time of 4:30 p.m. for the meeting, earlier than the standard 5:00 p.m. start time stated in COSW's bylaws.

Roll Call Vote for approval (Moses/Rihal)- Unanimous

III. APPROVAL OF MINUTES: *ACTION*

The Commission reviewed the minutes from the regular Commission meeting on July 23, 2025.

Commissioner Chung requested that the July meeting minutes be revised to reflect that she had previously not only served on but also chaired the Health Commission's Finance and Planning Committee.

Approval of the minutes from the regular July 23, 2025, meeting (with amendments).

(Roll Call Vote) Chung/Jones Lowrey – 7 ayes, 0 nays – Unanimous

No Public Comment.

IV. PROP E COMMISSION STREAMLINING COMMITTEE: *DISCUSSION AND ACTION*

President Andary provided an update to the Commission regarding the Commission Streamlining Task Force questionnaire. She also informed the Commission that there would be a meeting with select members of the Task Force and analysts from the City Administrator's Office on September 10th, which she, Acting Director Yeung, and Commission Secretary Blakely would attend virtually.

President Andary noted that during the regular Commission meeting in September, the Commission would review the plan for the October 15th public meeting with the Commission's Streamlining Task Force. Specifically, Commissioners would determine which Commissioners would represent the Commission on the Status of Women at the meeting. The following dates outlined were:

- **Wednesday, September 24, 2025** - Regular Commission Meeting
- **Friday, September 26, 2025** - Recommendations for the Commission on the Status of Women will be published
- **Wednesday, October 15, 2025** - Commission on the Status of Women will be reviewed before the Commission Streamlining Task Force

No Public Comment.

V. DIRECTOR/DEPARTMENT HEAD RECRUITMENT COMMITTEE: *DISCUSSION AND ACTION*

Commissioner Jones Lowrey provided a brief update and overview of the Director/Department Head hiring and recruitment process. She shared that there were approximately 100 applications, with over 20 applicants meeting the minimum qualifications. Applicants who met the minimum qualifications underwent a supplemental questionnaire and rating process. Ultimately, she noted, five candidates were selected for interviews with the Commission.

Vice President Rivera commended Commissioner Jones Lowrey for her tenacity and leadership in advancing the hiring process.

Commissioner Chung seconded Vice President Rivera's comment.

No Public Comment.

VI. DIRECTOR'S REPORT: *DISCUSSION*

Acting Director Linda Yeung thanked Denise Heitzenroder, Project Manager for Strategic Initiatives, for her work in organizing the Women's Equality Day event.

Acting Director Yeung recapped the Department's accomplishments since the beginning of her tenure, highlighting cooperation with investigations, compliance with numerous public information requests, processing and payment of invoices totaling over \$5 million to community partners, undergoing organizational changes, completion of the budget with the Mayor's Office and Board of Supervisors, and fiscal year-end transactions. She also shared comments from community partners and grantees expressing their gratitude for the Department's work. Among these comments was one from the Community Youth Center of San Francisco, which stated:

"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."

Another comment she shared came from the Young Women's Freedom Center, which stated:

"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."

She also revisited and summarized two topics discussed at the July meeting. The first was a future meeting with the Mayor's Office of Housing and Community Development (MOHCD). Acting Director Yeung noted that MOHCD will attend the Commission's September meeting. The second topic was the Commission's interest in holding a community meeting. Acting Director Yeung stated that the Department, with the support of Commissioner Miry, will provide a presentation to the Commission in September regarding possible formats.

Acting Director Yeung noted that there were also two topics—protocols for (1) committees and (2) elections—that Commissioners considered when discussing possible revisions to the COSW bylaws. She emphasized that any changes require the public to receive at least 10 days' notice.

Vice President Rivera thanked Acting Director Yeung for her work during her time with the Department.

President Andary also thanked Acting Director Yeung, noting that a great deal was covered during the July meeting, and expressed appreciation for the staff's efforts in preparing for and responding to Commissioners' requests.

VII. NEW BUSINESS:

A. BLACK WOMEN REVOLT AGAINST VIOLENCE (BWRADV) GRANT *ACTION*

Acting Director Yeung shared that Interim HRC Director Mawuli Tugbenyoh requested the BWRADV amendment be postponed until the September meeting and noted that the amount would change.

President Andary asked whether this delay would present an issue for the organization.

Acting Director Yeung responded that the Department had been assured that if the Commission meets and approves the resolution at the September meeting, the Department would quickly process the payment, and it would pose no issue for the organization.

Vice President Rivera inquired whether this would be an increase to an already existing grant. Acting Director Yeung confirmed that it is an existing grant and that there would be an increase. She further explained that the funds would come from HRC; however, since the Department already has a contract with BWRADV, they are requesting that their funds be transferred to them.

Dr. Tate noted that as long as BWRADV is reimbursed quickly, the rescheduling of the resolution should not be a problem.

B. FY 2025-2026 OFFICER ELECTIONS: *ACTION*

Acting Director Linda Yeung shared that Commissioners Andary, Miry, Rihal, and Jones Lowrey were recommended for President.

President Andary asked Commissioners for nominations for President.

Commissioner Moses nominated Commissioner Jones Lowrey for President, and Commissioner Miry seconded the nomination. Nominations were closed by President Andary.

No Public Comment.

President Andary proceeded with calling for a roll-call vote for Commissioner Jones Lowrey as Commission President.

(Roll Call Vote)- 7 yays, 0 nays- Unanimous

Commissioner Jones Lowrey was announced as President-elect.

Acting Director Linda Yeung shared that the Commissioners who expressed interest in serving if nominated were sitting Vice President Rivera and Commissioner Chung. Acting Director Yeung noted that she removed Commissioner Jones Lowrey from consideration since she was just elected as Commission President.

Commissioner Jones Lowrey nominated Commissioner Rivera for Vice President, and Commissioner Miry seconded the nomination.

No additional nominations were made. Nominations were closed by President Andary.

No Public Comment.

President Andary called for a roll-call vote for the election of Vice President Rivera as Vice President of the Commission.

(Roll Call Vote)- 7 yays, 0 nays- Unanimous

Commissioner Chung offered a suggestion that Commissioners consider serving a two-year term rather than just one year, noting that the learning curve for the position is best supported by a two-year term.

VIII. PUBLIC COMMENT ON ALL MATTERS PERTAINING TO CLOSED SESSION:
DISCUSSION

Public Comment

Dr. Tate from Black Women Revolt Against Domestic Violence expressed gratitude for the leadership within the Commission and Department for stepping up over the past year.

IX. VOTE ON WHETHER TO HOLD CLOSED SESSION: *ACTION*

President Andary called for a vote to go into closed session.

Commissioner Moses moved to go into closed session. Vice President Rivera seconded the motion.

(Roll Call Vote) – Moses/Rivera, 7 yays, 0 nays- Unanimous

5:43 pm- Commissioners move into closed session.

X. (CLOSED SESSION): *DISCUSSION*

Roll Call:

Public Employee Appointment/Hiring (Government Code Section 54957(b)),
Director/Department Head

(Present: President Andary, Vice President Rivera, Commissioners Chung, Jones Lowrey, Miry, Moses, Rihal, Acting Director Linda Yeung, Commission Secretary Dominique Blakely, and Sr. Human Resources Consultant Tina Lim.)

Closed Session Ended: 9:52 p.m.

XI. VOTE ON WHETHER TO DISCLOSE ANY AND ALL DISCUSSIONS IN CLOSED SESSION: *ACTION*

9:52 pm return from closed session.

President Andary asked if there is a motion to not disclose any and all discussions in closed session.

Commissioner Jones Lowrey moved to not disclose any and all discussion in the closed session, and Commissioner Miry seconded.

(Roll Call Vote) – Jones Lowrey/Miry, 7 yays, 0 nays- Unanimous

XII. FUTURE AGENDA ITEMS: *DISCUSSION*

No Commissioner Comment.

No Public Comment.

XIII. GENERAL COMMENT: *DISCUSSION*

No Public Comment.

XIV. ADJOURNMENT

Meeting adjourned at 9:56 pm