



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**

Tuesday, November 12, 2025 | 5:00 PM  
San Francisco City Hall, Room 408

**COMMISSION ROSTER**

Commission President	Diane Jones Lowrey
Commission Vice President	Ani Rivera
Commissioner	Sophia Andary
Commissioner	Cecila Chung (Excused)
Commissioner	Dr. Shokooh Miry
Commissioner	Dr. Anne Moses
Commissioner	Dr. Raveena Rihal (Late)

**I. CALL TO ORDER: *DISCUSSION***

President Diane Jones Lowrey called the meeting to order at 5:06 pm. Ms. Dominique Blakely performed roll call and confirmed that 5 of 7 Commissioners were present (quorum). Ms. Blakely read the land acknowledgement.

**II. APPROVAL OF MINUTES: *DISCUSSION AND ACTION***

President Jones Lowrey requested that Vice President Ani Rivera's title be reflected consistently as "Vice President" throughout the entire document.

The Commission reviewed and approved the minutes from the regular Commission meeting on October 22, 2025.

(Roll Call Vote) Miry/Rivera – 5 ayes, 0 nays – Unanimous

No Public Comment.

**III. PROP E COMMISSION STREAMLINING TASK FORCE COMMITTEE:  
*DISCUSSION AND ACTION***

President Jones Lowrey provided a brief update.

She noted that at the previous month's meeting, Commissioners heard an overview of the Commission Taskforce recommendations and decided to continue the discussion at this meeting.

President Jones Lowrey invited Commissioner Andary to offer comments and noted that Commissioner Andary had provided materials that were shared with the Commissioners via email. An email had been sent out by Commission Secretary Blakely on behalf of the President with a streamlined summary containing three key points.

Commissioner Andary requested clarification about the materials that had been circulated. President Jones-Lowrey explained that the email outlined the next steps to be taken and included recommendations she wished to discuss. The recommendations are as follows:

1. **Immediate action** to raise public awareness, which could include issuing a press release or holding a press conference.
2. **During January/February**, the department and Commission could host a community town hall to educate the public about the department's work, explain the implications of Proposition E and the task force's decision, and outline potential collective responses.
3. **During February/March**, preparation and delivery of a letter to the Board of Supervisors (BOS) to be read during public comment at the meeting when the related charter amendment would be discussed.

Commissioner Moses asked when the BOS would hold the hearing to vote on the Proposition E recommendations. Commissioner Andary responded that the hearing was anticipated in April. Vice President Rivera added that the BOS would receive a recommendation report in early 2026, with an initial report expected in February, and noted there was still time for public feedback.

Commissioner Andary clarified that the initial report would be reviewed by the City Attorney before being forwarded, and Vice President Rivera added that the report could be sent earlier if completed sooner. Commissioner Andary confirmed that the vote is expected in July. She then highlighted key dates from the task force's letter.

Commissioner Moses asked what the Human Rights Commission (HRC) is doing.

Director Tugbenyoh explained that at the October 15th meeting, HRC's status remained as a governance body, though the task force has since recommended changing it to an advisory body. He noted that the HRC Commission would meet the following day to discuss this further and is seeking similar information as COSW, including clarification on the proposed changes and the overall timeline.

Vice President Rivera requested further discussion of the three previously mentioned recommendations. She asked what actions the Commission can take in its current capacity versus what actions members can take independently and sought clarification on what is permitted under the current charter at this stage of the process.

Director Tugbenyoh recommended that this question be addressed with guidance from the City Attorney's Office. Vice President Rivera then asked for confirmation that the three items could be forwarded to the City Attorney for advice on what actions can be taken at both the Commission level and individually. President Jones-Lowrey confirmed that this could be done.

Commissioner Moses emphasized the importance of community involvement. President Jones Lowrey proposed including Prop E Streamlining as a topic for future community meetings.

Commissioner Miry suggested that the Streamlining discussion be held separately to focus on community needs. President Jones Lowrey acknowledged the feedback and agreed that the meetings could be held separately.

Vice President Rivera noted that governing women's bodies is a political responsibility, while seeking clarification on whether this should occur within community meetings or as a personal commitment by volunteers.

President Jones Lowrey agreed that this information should be reviewed by the City Attorney. Director Tugbenyoh introduced C/DOSW's new City Attorney, Brianna Voss, who is the City Attorney for the Agency of Human Rights.

Commissioner Andary proposed that the Commission vote on issuing a formal statement outlining the vote that took place on October 15 and expressing the Commission's disagreement.

President Jones Lowrey restated the two items for action: (1) a collective statement from the Commission to be sent to the Board of Supervisors, and (2) activating community members in support.

Director Tugbenyoh recommended avoiding a vote until the City Attorney's review.

Vice President Rivera motioned that the three recommendations be reviewed by the City Attorney and guidance provided. Commissioner Miry requested that Director Aroche review and discuss the strategic alignment.

Commissioner Miry moved that the Commission forward the three proposed next steps to the City Attorney for review and feedback, and also to Director Aroche for review to ensure alignment with the department's overall strategic work. Vice President Rivera restated her initial motion and offered to amend or accept Commissioner Miry's recommendations.

Director Tugbenyoh suggested deputizing a commissioner to draft the letter. Vice President Rivera asked Commissioner Andary to create the letter, and she accepted.

#### **Public Comment:**

Dr. Pam Tate, from Black Women Revolt Against Domestic Violence, shared that the City Attorney should be present and that the Commission should have been informed of the change. She stated that she hopes the matter will be resolved within the next 30 days and noted that the public is awaiting a statement from the Commission on the Status of Women (COSW) so they can offer their support.

Before calling the roll call vote, Commission Secretary Blakely stated for the record that Commissioner Rihal had joined the meeting.

**(Roll Call Vote) Rivera/Miry – 6 ayes, 0 nays – Unanimous**

#### **IV. DIRECTOR'S REPORT: *DISCUSSION***

HRC Director Tugbenyoh, standing in for Director Aroche, provided brief departmental updates on her behalf.

Vice President Rivera requested the first quarter 2026 calendar dates. Commission Secretary Blakely confirmed that they would be sent.

#### **No Public Comment:**

#### **V. NEW BUSINESS:**

##### **A. COMMISSIONER UPDATE**

##### ***DISCUSSION***

President Jones Lowrey recognized the great work the Commissioners are doing in the community and expressed that she thought it would be

a good idea to use this new agenda item to provide Commissioners the opportunity to share updates.

Commissioner Miry shared developments regarding the safety of girls in San Francisco public parks and playgrounds. She recounted incidents at the beginning of the soccer season in which elementary-aged girls attending soccer practice in public playgrounds were harassed, and in one case, sexually assaulted.

Commissioner Miry shared that on October 25, she was informed at an elementary school event that a 6th-grade girl had been sexually assaulted during soccer practice at a local playground in San Francisco. She gathered as many details as possible to coordinate support for the team, ensure the students were escorted safely, and notify the police. On October 27, Commissioner Miry shared the details with Director Aroche, who promptly contacted the San Francisco Police Department (SFPD). The SFPD issued a request for any leads related to the incident, and a caller reported being chased, which helped the SFPD identify the 6th grader's attacker.

Commissioner Miry also shared that she learned of seven additional attempted assaults that week involving children under the age of 14. She expressed her immense gratitude to the department, especially Director Aroche, for acting so quickly.

President Jones Lowrey shared information about the California Convening of Commission, a gathering of 30 different commissions in California. The goal was to collectively shape future goals and policy priorities for women and girls in the state.

She explained that San Francisco's COSW attended to raise awareness about the Commission and department and to seek support from other California commissions. President Jones-Lowrey noted that she believes SF COSW does not require additional awareness training. She also spoke with several commissioners regarding the Prop E Streamlining and requested their support. She found that SF COSW has one of the most powerful governing structure compared to the advisory commission attendees.

Commissioner Andary mentioned that she had previously been assigned to the California Commission for Women meetings during 2019–2020 by the former Commission President and department director.

Commissioner Miry confirmed that Commissioners were assigned to meetings outside of regular Commission meetings and proposed reinstating this practice, assigning each Commissioner to a task. President Jones-Lowrey agreed that this was a good idea.

President Jones-Lowrey expressed regret that she was unable to attend the Family Violence Council meeting and asked Commissioners to volunteer to attend. She noted that the meetings are held quarterly and will confirm the dates with the Commissioners.

Commissioner Miry supported bringing back the practice of rotating Commissioners to attend meetings, noting that Debbie Maslow had previously created a rotation system."

#### **Public Comment.**

Taylor Stommel from BWRADV addressed the issue of youth and bathroom safety. She noted that their work with youth also involves public transportation, as attendees are affected by adults lurking at schools. She emphasized the importance of teaching youth how to identify bus numbers and thanked the Commissioners for bringing this issue to attention.

#### **B. DOSW PRIORITIES/STRATEGIC PLANNING TIMELINE: *DISCUSSION***

Secretary Blakely used the previous presentation with updated Mission and Vision statement slides.

Under Core Roles, "Watchdog" was updated to "Accountability". The Department changed "Economic Security" to "Economic Mobility" and changed "Civic Engagement" to "Civic Advancement".

Under Core Policy Areas, Health & Safety was updated to separate the two areas due to the current political climate. The Safety role emphasizes safety in parks, streets, and on public transportation.

Dr. Alfredo Huante thanked the Commissioners for their participation in the Department's survey following last month's presentation. He noted that the Commissioners' feedback is being incorporated into the Department's ongoing internal strategic planning discussions. Dr. Huante also commented that the survey results showed a clear consensus, with a strong emphasis on health and safety among all Commissioners. It also mentioned topics of reproductive justice, gender affirming care, and general health topics regarding safety in parks and transit were echoed in the feedback.

Community Meeting Plans were presented by Hannah Cotter on behalf of Denise Heitzenroder. She presented the meeting dates and logistics. The Department asked the Commissioners to volunteer to help facilitate one of the general public meetings.

Commissioner Moses asked about coverage to avoid quorum if 4 commissioners attend.

Commissioner Miry agreed Health and Safety should be broken apart as they have two different meanings. Regarding the Mission slide, she discussed that former commissioner, Carrie Schwab-Pomerantz advocated to include the phrase "in the private sector" in previous Mission statement. Commissioner Miry and Vice President Rivera stated that they would like to revisit the Mission and Vision statements.

Director Tugbenyoh informed the Commission that the language alignment is reviewed by the City Attorney review before it becomes final.

President Jones Lowrey asked what the Department's expectations are from Commissioners relating to the Mission and Vision statements. Hannah Cotter informed President that Dr. Aroche will respond to this and emphasized that the presentation and Mission and Vision were in draft form in preparation for the community listening sessions.

### **Public Comment.**

Dr. Tate stated that she appreciated the community meeting and that the vision statement is nice, but it did not feel like the Commission had a hand in it.

### **VI. FUTURE AGENDA ITEMS: *DISCUSSION and POSSIBLE ACTION***

- A. Equity in sports/programming
- B. Topics (include more diverse topics of discussion and more inclusive to issues affecting our city and country)

Commission Miry stated she would like to include safety of girls in parks and public transportation safety as a future agenda item.

Commission Andary asked Director Tugbenyoh whether he can provide an update of the Agency of Human Rights strategic plan, preferably by next meeting. Director Tugbenyoh stated that he is able to provide the most current updated information for the next meeting.

Vice President Rivera suggested the Department still be involved with MOHCD's GBV Portfolio as it's a community need. Secondly, she suggested hearing from small businesses around how women, young girls, and non-

binary individuals are faring when it comes to representation and cultivation of economic independence and mobility. Vice President Rivera stated that she would like the Department to report to the Commission on how they are serving and addressing immigrant women's and immigrant families' needs who need to take public transportation safely to work, drop off children at school, and maintain their mental health.

President Jones Lowrey mentioned that they are able to reach out to other departments as Commissioners and proposed collaborating with other departments.

Commissioner Miry mentioned Core Policy Areas, and asked about mapping which body falls under each pillar in order to collaborate, i.e., partnering with SFPD on topics of safety.

Commissioner Rihal asked if data will be collected during Community Meetings. Dr. Huante confirms there will be surveys for the general public and for providers. Miss Cotter mentioned that the results can be shared from the survey after December meeting.

**No Public Comment.**

## **VII. GENERAL PUBLIC COMMENT *DISCUSSION***

No Public Comment.

## **VIII. ADJOURNMENT**

Meeting adjourned at 7:08 PM