



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, January 27, 2026 | 5:00 PM
San Francisco City Hall, Room 416

COMMISSION ROSTER

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

I. CALL TO ORDER: DISCUSSION

President Diane Jones Lowrey called the meeting to order at 5:04 pm.

Ms. Hannah Cotter performed roll call and confirmed that 4 of 7 Commissioners were present (quorum). Ms. Cotter read the land acknowledgement.

II. APPROVAL OF MINUTES: DISCUSSION AND ACTION

The Commission reviewed and approved the minutes from the regular Commission meeting on December 9, 2025, and the special Commission meeting on January 12, 2026.

December 9, 2025, Minutes— (Roll Call Vote) Miry (motioned)/Andary (seconded) – 4 ayes, 0 nays – Unanimous

January 12, 2026, Minutes— (Roll Call Vote) Andary (motioned)/Rihal (seconded) – 4 ayes, 0 nays – Unanimous

No Public Comment.

Commissioner Comment:

President Jones Lowrey welcomed everyone to the first regular Commission meeting of 2026. She reported that during the January 12 retreat, the Commission discussed the business of the Department and the Commission and identified shared values to guide meetings. Commissioners selected words to describe the desired approach, including audacious, transparent, respectful, organized, accountable, and representative. President Jones Lowrey invited Commissioner Miry to contribute a word, and she offered “brave” as an additional guiding value.

Vice President Rivera joined the meeting at 5:13 PM.

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

The Commissioners discussed and revised the draft Board of Supervisor statement prepared by President Jones Lowrey.

Commissioner Andary suggested an edit to clarify the statement that “San Francisco’s leadership on equity has never been symbolic.” She recommended adding that it has relied on strong civilian oversight, active public participation, and the lived experience of community members to ensure equity work remains accountable to the public rather than centralized in a single office.

Commissioner Miry emphasized the importance of including the phrase “lived experience of community members.” Vice President Rivera suggested ending the statement with “to the public” rather than “centralized.”

Commissioner Andary explained that the reference to “centralized in a single office” was intended to highlight the importance of avoiding unilateral power in one agency. She noted that recommendations from the Streamlining Task Force could shift authority toward the Mayor.

Vice President Rivera emphasized that the focus should be on decentralizing power broadly across multiple offices rather than targeting a single office, a point with which President Jones Lowrey agreed.

The Commissioners agreed with this suggestion.

Commissioner Miry thanked President Jones Lowrey for preparing the statement, noting that it was well-written and balanced history with recent accomplishments. She suggested a minor edit to avoid overstating the Commission's work on girls' sports, noting that while the Commission has expressed interest in supporting this, they have not yet undertaken specific actions. She recommended instead highlighting the Commission's work addressing public safety for women, girls, and non-binary individuals in the city. The Commissioners agreed with this suggestion.

Commissioner Moses joined the meeting at 5:25 PM.

(Roll call vote) Miry (motioned)/Rihal (seconded) – 6 ayes, 0 nays – Unanimous

No Public Comment.

IV. DIRECTOR'S REPORT: DISCUSSION

Director Aroche opened by acknowledging the difficult national context for women, girls, and non-binary communities, highlighting recent troubling developments in immigration enforcement, including detentions, deaths, and the impact on children and families. She emphasized the Department's commitment to supporting affected families and protecting community safety and dignity in San Francisco.

▣

She provided a brief update on the Strategic Plan, noting the Department's engagement with the 2024 Community Needs Assessment, community listening sessions, and stakeholder meetings, and noted that the updated draft Strategic Plan was shared for Commission support. ▣

Director Aroche shared plans for the Women's History Month event on March 19, themed "Raising Our Voices, Rising in Power," including an open nomination process and opportunities for Commission participation.

She highlighted the Roe v. Wade Commemoration Rally on January 22, attended by the Mayor and First Lady Becca Prada Prowda, Supervisor Melgar, DOSW, HRC, Planned Parenthood, city leaders, and Commission members, emphasizing San Francisco's commitment to reproductive freedom and justice.

Director Aroche recognized Supervisor Melgar for co-sponsoring a unanimous Board resolution reaffirming the City's commitment to reproductive rights.

▣

She shared that under the safety policy area, the Department has worked actively with the Department of Police Accountability, the Human Rights Commission, and the Sheriff's Department to follow up on issues affecting women in custody, including recommendations and the establishment of a task force, with ongoing work in this area continuing.

No Commissioner Comment.

No Public Comment.

V. EXECUTIVE DIRECTOR EVALUATION: DISCUSSION

President Jones Lowrey provided an update on the Executive Director evaluation process. She noted that she and Vice President Rivera will draft goals for the next meeting and coordinate with Human Resources and the Director to align the evaluation goals. She explained that to complete the evaluation template before the end of the fiscal year, a closed session will be held during the April Commission meeting to discuss and approve the evaluation. The Commission was reminded that while the evaluation process occurs in public, the review itself will take place in closed session.

No Commissioner Comment.

No Public Comment.

VI. NEW BUSINESS:

A. DEPARTMENT PROPOSED BUDGETS FOR FY 2026-28: DISCUSSION

HRC and Agency for Human Rights CFO Samuel Thomas provided an overview of the Department on the Status of Women's (DOSW) two-year budget for FY27-28 as part of the Agency for Human Rights (AHR). He explained that the first year is finalized in the current budget cycle, while the second year is a "shadow budget" subject to adjustment.

The presentation outlined the citywide fiscal context, noting a \$936 million deficit driven largely by federal funding changes and slower recovery of city revenues. He highlighted that the mayor's budget priorities include safe and clean streets, downtown revitalization, and citywide economic recovery.

DOSW budget goals include:

Reorganizing budgets under AHR to clearly reflect DOSW and HRC resources.

Mitigating staffing impacts to maintain advocacy and policy work.

Limiting programmatic disruptions to continue advancing DOSW initiatives.

Thomas explained the consolidated structure under AHR, noting that DOSW retains its distinct mission and commission while receiving central services (accounting, finance, contracting, operations) from HRC.

DOSW currently has six budgeted positions. Salary and fringe represent the majority of the budget, with grant allocations primarily for anti-trafficking, economic self-sufficiency, and events such as Women's History Month. Modest increases in staffing and grants are proposed for FY27–28.

The presentation included a review of organizational structure, budget allocations over time, and the distinction between DOSW and HRC resources within AHR.

Mr. Thomas shared that next steps include returning on February 11 for a follow-up presentation to seek Commission approval. He noted that the final submission to the Controller is scheduled for February 23, followed by the mayoral and Board phases, with Board hearings expected in June.

Commissioner Comment:

☐ Commissioner Moses asked whether the Department could still pursue external funding opportunities, noting that some previous federal grants are no longer available.

☐ Mr. Thomas clarified that passing the budget does not preclude applying for outside funding. If awarded, staff would submit an “accept and expend” request to the Board of Supervisors to authorize appropriation of the funds within the grant term.

Director Aroche noted that the Department is actively seeking federal and state funding, including efforts by staff member Hannah Cotter to support self-sufficiency projects such as the Guaranteed Income Pilot. The Department is also developing partnerships with community-based agencies focused on human trafficking and other anti-violence initiatives, and is encouraged to pursue available state funding opportunities.

Vice President Rivera asked for clarification on the three areas of additional resources being pursued.

Director Aroche provided clarification that there are different solicitations that offer those efforts, but that the Department is looking to primarily support the Guaranteed Income Pilot projects and self-sufficiency projects.

Vice President Rivera requested a detailed breakdown of the programs funded by the \$1.6 million, noting the need for clarity on how these funds support the Department's new priorities and strategic plan, as the current overview is still high-level.

Mr. Thomas explained that the Department's budget is still primarily labor-driven, with salary and fringe totaling approximately \$1.1 million per year. Proposed additions include \$380,000 in grant funds for targeted efforts, \$40,000 for events such as Women's History Month, and \$25,000 for staffing changes.

Vice President Rivera asked whether the proposed amounts represent an increase or a change in code. Mr. Thomas confirmed that these are increases. He noted that at the February 11 follow-up presentation, a table will be provided showing the breakdown across the main expenditure accounts.

President Jones Lowrey asked for clarification about the portion of the budget allocated to services and operations (approximately \$380,000), referencing past challenges with limited finance, HR, and operational staffing, and inquired whether those funds would be pooled under the shared services structure.

Mr. Thomas clarified that the \$380,000 refers to a proposed increase to DOSW's grants budget and is not reflected in the current pie chart, which shows only the current fiscal year budget, not the proposed budget for the next fiscal year.

Mr. Thomas provided further clarification in response to President Jones Lowrey's questions, explaining that back-office functions (finance, HR, operations, and related positions) are not funded within DOSW's budget. Those costs are allocated within the Human Rights Commission (HRC) budget, as HRC has absorbed the central service function for DOSW under the current policy direction.

Vice President Rivera expressed concern that there must be a dollar value associated with the administrative support provided to the Department and stated that it is important to understand the true cost of running the Department and its portfolio. Vice President Rivera added that without this information, the Department risks becoming less visible and “watered down,” and requested that an allocation be provided to show the true administrative cost of supporting the Department.

Commissioner Moses inquired about HRC's budget.

Mr. Thomas responded that the HRC budget presented at the budget priorities meeting has been posted on the HRC website and can be shared as a follow-up. He noted that the budget does not break out administrative positions separately from other parts of the organization and reflects a similar presentation to what was shown to the Commission. He added that if the Commission is interested in the specific resources being deployed for back-end support, that information can be provided separately.

Vice President Rivera stated that, while there would be no loss to the Department's allocated budget, it is still important to understand what resources are required to carry out the Department's priorities. She emphasized that if certain functions must be funded as part of the budget, the Commission needs to understand those costs in order to know what work can be accomplished and what financial guardrails exist.

President Jones Lowrey agreed and emphasized that having this information would provide important transparency for the Commission.

Director Aroche responded that she will follow up by providing an additional table for greater clarity, as well as a breakdown of timing and percentages related to staff assignments and roles, such as communications.

Commissioner Miry left the meeting at 6:14 PM.

No Public Comment.

B. RESOLUTION DEFENDING SANCTUARY VALUES AND HONORING THE LIFE OF RENEE NICOLE GOOD: DISCUSSION AND ACTION

President Jones Lowrey provided remarks introducing the resolution, emphasizing the Commission's charter-mandated role to advance

equity, dignity, and safety for women, girls, and nonbinary communities. She noted that the resolution reaffirms San Francisco's sanctuary city values as essential to community safety, public trust, and access to services, particularly for survivors of violence and immigrant communities. President Jones Lowrey also recognized and honored the life of Renee Nicole Good and others impacted by immigration enforcement, and highlighted the Commission's ongoing commitment to prevention, accountability, and policies that uphold dignity and equity.

President Jones Lowrey moved that the Commission adopt the resolution, direct the Executive Director of the Department on the Status of Women to coordinate with the City Administrator and the Office of Civic Engagement and Immigrant Affairs on next steps, and transmit the resolution to the Mayor and the Board of Supervisors.

Commissioner Comment:

Commissioner Andary expressed strong support for the resolution and conveyed Commissioner Miry's support as well. She thanked staff and Director Aroche for their work developing the item following discussions at the retreat and highlighted the importance of ensuring communities feel safe reporting harm. Commissioner Andary emphasized the need to reaffirm support for immigrant and undocumented communities and San Francisco's sanctuary city values.

President Jones Lowrey asked whether the resolution fully captures current immigration issues in light of recent events nationally and in Minneapolis, and inquired whether any revisions should be considered to make the language more inclusive.

Vice President Rivera noted the importance of centering Renee Nicole Good in the resolution, but emphasized that other individuals, including children, have also been impacted. She suggested acknowledging all those affected by immigration-related violence to ensure the resolution reflects the broader scope of harm and avoids feeling performative.

Commissioner expresses support for the resolution but expressed a greater concern about what is happening in Minneapolis and how similar events could affect other cities, including San Francisco. She suggested that while resolutions are meaningful, a more practical focus would be planning for "what if" scenarios.

Commissioner Rival echoed previous comments, expressing support for the resolution but noting discomfort with centering it on a single individual. She highlighted that nine people, many of whom are people of color, have died in custody since September, and suggested either

acknowledging all of them or ensuring broader recognition in the resolution.

Commissioner Andary also expressed support for recognizing all the individuals.

President Jones Lowrey confirmed that the Commission wants the resolution to move forward while amending it to be more inclusive of individuals who have died in ICE custody. She noted that while an exhaustive list may not be possible, the resolution can reflect those affected as of today, emphasizing the importance of inclusivity.

Director Aroche stated that she would turn to Deputy City Attorney Brianna Boss, who was present at the meeting, for guidance on the appropriate language, including a possible title change for the resolution, to ensure it accurately reflects the Commission's sentiments.

Deputy City Attorney Brianna Boss explained that the Commission has a few options: they could motion to redefine the purpose of the resolution and designate someone to update the draft for review before the next meeting, at which the Commission could vote; alternatively, they could motion to vote on the current resolution with a few immediate changes.

Commissioner Andary motioned to request that the Director and staff revise the resolution.

Vice President Rivera proposed an amended motion to approve the resolution with slight edits. She proposed updating the language in three areas: the "Now, Therefore, Be It Resolved" section, Item Four, and the "Whereas" clauses. Specifically, any reference to Renee Nicole Good would be broadened to "Renee Nicole Good and all lives lost in connection to immigration enforcement" to ensure inclusivity. She clarified that all other sections of the resolution would remain unchanged.

Commissioner Moses seconded the motion.

Vote to amend the resolution— (Roll call vote) Rivera (motioned)/Moses (seconded) – 5 ayes, 0 nays – Unanimous

Vote to approve the revised resolution— (Roll call vote) Andary (motioned)/Rihal (seconded) – 5 ayes, 0 nays – Unanimous

No Public Comment.

President Jones Lowrey reiterated that the second part of the resolution involved a request for Director Aroche to coordinate with the City Administrator and the Executive Director of the Office of Civic Engagement and Immigrant Affairs on next steps, including a potential joint hearing. She noted that this portion had not yet been voted on and called for a motion to support a potential joint hearing and authorize the Executive Director to coordinate on next steps.

Commissioner Moses asked for clarification on what a joint hearing would entail.

Director Aroche explained that the motion involves partnering with OCEIA to support a potential joint hearing. She noted that if it is decided to move forward with a joint hearing, taking a motion today would mean the Commission has already approved support for that action. She emphasized the department's commitment to keeping the Commission informed on next steps so progress can continue without delay, whether the joint hearing proceeds or other actions are taken.

No Public Comment.

Vote to support a potential joint hearing and to direct Executive Director Aroche to coordinate with the City Administrator and the Executive Director of OCEIA on next steps — (Roll call vote) Moses (motioned)/Rivera (seconded) – 5 ayes, 0 nays – Unanimous

C. COMMISSIONER UPDATE: DISCUSSION

President Jones Lowrey opened the floor for updates from the commissioners.

Commissioner Comment:

Commissioner Rihal noted that the Department of Homelessness and Supportive Housing awarded a \$4.2 million contract to Raphael House, a family homeless shelter. She highlighted the organization's important work and expressed that the grant will allow them to expand services to more families, including women and children.

No Public Comment.

D. DOSW STRATEGIC PLAN PRESENTATION: DISCUSSION AND ACTION

Director Aroche presented the Department on the Status of Women's draft strategic plan, which aligns with the Mayor's priorities, the city

charter, and CEDAW principles. Key updates include shifting from a “mission” to a “purpose” statement, defining DOSW’s core roles as accountability stewards, advocates, and conveners, and focusing on four integrated policy areas: health, safety, civic leadership and community engagement, and economic mobility and security. The plan incorporates community input, data analysis, and partnerships with city agencies and community organizations. Commissioners will deliberate, refine, and vote on the plan, after which it will be shared with the Mayor’s Office for feedback and publicly released prior to Women’s History Month.

Commissioner Comment:

President Jones Lowrey shared that while she appreciates the thoroughness of the strategic plan materials, the level of detail might be a bit dense for a high-level audience. She suggested finding a way to present the Commission’s priorities more clearly and concisely for the Mayor, while keeping the full information available if needed.

Director Aroche clarified that the Mayor’s Office process starts with the deputy chiefs before reaching the Mayor for approval. She explained that the Mayor’s staff has requested clear goals, objectives, and selected initiatives.

Director Aroche clarified that the city legislation table focuses specifically on concrete policy measures, including local ordinances, ballot measures, or resolutions, as well as state and federal legislation such as Senate or Assembly bills.

VP Rivera emphasized the need to include the Department of Elections under civic leadership and community engagement, and the Arts Commission under economic mobility and security, to ensure women in the arts are fully represented. VP Rivera also highlighted the importance of capturing the diversity of families and health needs, including gender-affirming care.

Commissioner Rihal left the meeting.

Director Aroche clarified that the strategic plan will be a thorough document, including background information on how it was developed and a chapter detailing the community listening sessions.

Commissioner Moses asked whether the City and County of San Francisco conducts a sexual harassment analysis as part of its safety and city policy initiatives. Director Aroche confirmed that there is.

Director Aroche explained that the department is exploring sexual harassment and broader discrimination concerns with the Human Rights Commission, which has a civil rights division. While some information has been collected and reported, further work is needed to fully develop this analysis.

Vote to authorize DOSW to move forward with strategic plan report and framework — (Roll call vote) Moses (motioned)/ Jones Lowrey (seconded) – 5 ayes, 0 nays – Unanimous

No Public Comment.

E. MAPPING OUT COSW 2026 PRIORITIES—TOPICS AND TIMELINE: DISCUSSION

President Jones Lowrey noted that at the retreat, commissioners identified potential priority items focused specifically on the work of the Commission. She acknowledged that there isn't currently adequate representation to vote on them, but suggested reviewing the priorities now and moving the discussion to an earlier spot on the agenda for the next meeting to ensure commissioners can focus on, support, and lead these initiatives.

No Public Comment.

VII. GENERAL PUBLIC COMMENT: DISCUSSION

No Public Comment.

VIII. ADJOURNMENT

Meeting adjourned at 7:52 PM.

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