

Women's Agenda Department Action Plan
City Attorney's Office (CAT)
FY 2026–27 through FY 2028–29



Women's Agenda Vision

The City Attorney's Office (CAT) will partner with the Department on the Status of Women (DOSW) to advance health, safety, and civic leadership for women, girls, and gender-diverse people through litigation, legal advocacy, providing legal representation to support policy development led by City departments and officials, and cross-sector collaboration consistent with CAT's role as counsel for the City. By protecting reproductive freedom, combating technology-facilitated gender-based violence, disrupting human trafficking, safeguarding gender-affirming care and equitable access to healthcare, and defending the rights of vulnerable communities, CAT will continue advancing equity and justice in alignment with the San Francisco Women's Agenda consistent with its role as counsel for the City.

Women's Agenda | Pillar Alignment

Pillar	Department Alignment
Health	Priority Area
Safety	Priority Area
Economic Mobility & Security	Not Applicable
Civic Leadership & Community Engagement	Priority Area

FY 2026–27 | Planning & Alignment

Overall

- Report on gender representation for department personnel.

Health

- Evaluate, and if applicable, pursue affirmative litigation or defend lawsuits regarding reproductive healthcare, gender-affirming care, HIV prevention, and equitable access to healthcare.
- Continue supporting the Bar Association of San Francisco's Legal Alliance for Reproductive Rights.
- Provide legal advice to DOSW to support implementation of the Women's Agenda Health pillar.

Safety

- Evaluate, and if applicable, pursue affirmative litigation related to technology-facilitated gender-based violence, including nonconsensual deepfake pornography.
- Pursue state legislative changes to strengthen civil enforcement actions disrupting human trafficking and exploitation and continue civil enforcement work.

- Provide legal advice to DOSW to support implementation of the Women’s Agenda Safety pillar including identifying legal issues related to policies affecting the safety of women, girls, and gender-diverse people.

Economic Mobility & Security

Not Applicable – This pillar was not identified as a departmental priority area in the Women's Agenda Questionnaire.

Civic Leadership & Community Engagement

- Provide legal expertise and advice related to City policies advancing gender equity.
- Provide legal advice to DOSW on public education regarding legal rights and protections.
- Provide legal advice to DOSW and City departments to support implementation of the Women’s Agenda Civic Leadership and Community Engagement pillar.

FY 2027–28 | Implementation

Health

- Evaluate, and if applicable, pursue affirmative litigation or defend lawsuits regarding reproductive healthcare, HIV prevention, gender-affirming care, and equitable access to healthcare.
- Provide legal advice to City departments and officials on the implementation of new local and state legislation advancing health equity.
- Evaluate, and if applicable, support partnerships with City departments, other public entities, legal and nonprofit organizations who protect access to essential healthcare services.
- Monitor legal changes at the federal, state and local level related to women’s health equity.

Safety

- Continue evaluating, and if applicable, pursuing affirmative litigation addressing technology-facilitated gender-based violence.
- Evaluate, and if applicable, pursue civil enforcement actions disrupting human trafficking and exploitation.
- Provide legal advice to DOSW on efforts involving legal education and outreach.
- Evaluate legal strategies that improve safety and accountability.

Economic Mobility & Security

Not Applicable – This pillar was not identified as a departmental priority area in the Women's Agenda Questionnaire.

Civic Leadership & Community Engagement

- Continue advising DOSW, City departments, and City officials on community education regarding legal rights and protections.

- Provide legal advice to DOSW and City departments to support implementation of Women's Agenda initiatives.
- Provide legal advice to DOSW and City departments on evaluating and implementing collaborative initiatives and policies.

FY 2028–29 | Sustainability & Continuous Improvement

Health

- Continue evaluating, and if applicable, pursuing litigation or defending reproductive rights, gender-affirming care, and health equity.
- Evaluate legal outcomes related to health policies.
- Evaluate, and if applicable strengthen partnerships advancing health equity.

Safety

- Continue evaluating, and if applicable, pursuing legal strategies addressing gender-based violence and human trafficking.
- Evaluate litigation outcomes and legal issues associated with policies.

Economic Mobility & Security

Not Applicable – This pillar was not identified as a departmental priority area in the Women's Agenda Questionnaire.

Civic Leadership & Community Engagement

- Continue advising DOSW, City departments, and City officials on implementation of the Women's Agenda.
- Consistent with CAT's role as counsel to the City, evaluate any relevant partnerships with City departments, other public entities, legal and nonprofit organizations for effectiveness in advancing civic leadership and community engagement related to gender equity.
- Evaluate and provide advice to City departments and officials on legal issues related to gender equity policies they are considering.

Women's Agenda | Gender Representation

To advance equitable representation across City government and establish a consistent baseline for measuring progress, the DOSW requests that each department report workforce and service-related gender data. This information will support implementation of the Women's Agenda, inform the Annual Women's Agenda Report, and help identify opportunities to improve gender equity across City departments. DOSW asks each department to share the following data:

- Workforce composition by gender across all employee classifications.
- Hiring, promotion, and retention outcomes by gender.
- Participation in leadership development and mentorship by gender.
- Department-specific strategies implemented to improve gender equity and representation.

Annual Performance Measures

- Annual number of lawsuits filed or co-filed involving protections for women, girls, and gender-diverse people, human trafficking, reproductive rights, equitable access to healthcare, gender-affirming care, and protection of federal funding in these areas.
- Progress on previously initiated litigation involving protections for women, girls, and gender-diverse people, human trafficking, reproductive rights, equitable access to healthcare, gender-affirming care, and protection of federal funding in these areas.
- Number of partnerships with local, state, and national entities involving legal issues related to Women's Agenda priorities.
- Annual progress toward CAT's Women's Agenda implementation goals.

Summary of Key Deliverables

FY 2026–27

- Continue efforts related to addressing technology-facilitated gender-based violence, including nonconsensual deepfake pornography, equitable access to healthcare, and human trafficking.
- Continue supporting the Bar Association of San Francisco's Legal Alliance for Reproductive Rights.
- Provide legal advice to City clients to support implementation of Women's Agenda priorities.
- Establish CAT's baseline gender representation and annual Women's Agenda performance measures.

FY 2027–28

- Continue evaluating, and if applicable, pursuing affirmative litigation and legal advocacy involving reproductive healthcare, HIV prevention, gender-affirming care, and equitable access to healthcare.
- Advise DOSW, City departments, and City officials on implementation of the Women's Agenda, including implementation of any new local and state policies related to Women's Agenda pillars.
- Advise DOSW, City departments, and City officials on public education and outreach related to Women's Agenda pillars.
- Evaluate and provide advice to City departments and officials on legal issues related to gender equity policies they are considering.

FY 2028–29

- Continue evaluating, and if applicable, pursuing affirmative litigation or defending lawsuits regarding health equity and efforts addressing gender-based violence.
- Evaluate litigation outcomes and legal issues associated with policies related to Women's Agenda priorities advanced by City departments and officials.
- Provide legal advice to DOSW, City Departments, and City officials on legal issues related to women, girls, and gender-diverse people.
- Develop recommendations to inform future Women's Agenda priorities and continuous improvement.

City Department Contact Information		
Role	Contact	Information
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Department Certification

I certify that this report accurately reflects the City Attorney's Office's implementation of its Women's Agenda Action Plan during the reporting period.

Department Head

Name: David Chiu

Signature: David Chiu

Date: 8/26/2026

Women's Agenda Champion

Name: Andrea Bruss

Signature: Andrea Bruss

Date: 8/26/2026