



Women's Agenda Department Action Plan
Department of Public Health (DPH)
FY 2026–27 through FY 2028–29

Women's Agenda Vision

The Department of Public Health (DPH) will partner with the Department on the Status of Women (DOSW) to advance health equity for women, girls, and gender-diverse people through coordinated public health strategies that improve maternal health, reproductive healthcare, gender-based violence response, and trauma-informed care. By strengthening cross-sector partnerships, advancing racial equity, expanding access to care, and integrating prevention-focused public health approaches, DPH will improve health outcomes and reduce disparities in alignment with the San Francisco Women's Agenda.

Women's Agenda | Pillar Alignment

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

FY 2026–27 | Planning & Alignment

Overall

- Report on gender representation for department personnel and services provided by the department.

Health

- Continue implementation of **SF Strong Starts** to improve maternal health equity through coordinated investments in trauma-informed care, racial equity initiatives, guaranteed income pilots, housing supports, and community partnerships.
 - Create an inventory of prenatal clinical and wraparound services to evaluate available prenatal care models and identify strengths and gaps in the current system.
 - Examine past research and conduct new analyses of preterm births to inform program strategies and design.
- Partner with DOSW, Planned Parenthood, healthcare providers, and community organizations to advance reproductive health equity and maternal health outcomes.
- Ensure ZSFG perinatal health providers receive implicit bias training to improve equitable and culturally responsive care.

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

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

FY 2027–28 | Implementation

Health

- Expand implementation of SF Strong Starts through coordinated maternal health and racial equity initiatives.
- Implement implicit bias and trauma-informed training opportunities for ZSFG perinatal healthcare professionals.
- Strengthen partnerships supporting reproductive health, maternal health, and preventive care.

Safety

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

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

FY 2028–29 | Sustainability & Continuous Improvement

Health

- Institutionalize successful maternal health, reproductive health, and trauma-informed care initiatives.
- Evaluate health equity outcomes and program effectiveness.
- Strengthen long-term partnerships supporting women, girls, and gender-diverse people.

Safety

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

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

Women's Agenda | Gender Representation

To advance equitable representation across City government and establish a consistent baseline for measuring progress, the Department on the Status of Women (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, mentorship, and succession planning by gender.
- Department-specific strategies implemented to improve gender equity and representation.

Annual Performance Measures

- Annual percentage of ZSFG perinatal healthcare professionals completing implicit bias and trauma-informed care training.
- Annual progress toward departmental Women's Agenda implementation goals.

Summary of Key Deliverables

FY 2026–27

- Continue implementation and expansion of SF Strong Starts to improve maternal health equity.
- Ensure implicit bias and trauma-informed training opportunities for perinatal healthcare professionals.
- Strengthen partnerships with DOSW, Planned Parenthood, and healthcare providers.
- Establish baseline gender representation and annual Women's Agenda performance measures.

FY 2027–28

- Expand maternal health, reproductive health, and trauma-informed care initiatives.
- Strengthen coordinated partnerships supporting women, girls, and gender-diverse people.
- Monitor participation, health outcomes, and performance measures to support continuous improvement.

FY 2028–29

- Institutionalize successful maternal health and reproductive health initiatives.
- Evaluate health equity, partnership, and program outcomes.
- Strengthen integrated public health strategies that improve health and well-being.
- Develop recommendations to inform future Women's Agenda priorities and continuous improvement.

City Department Contact Information		
Role	Contact	Information

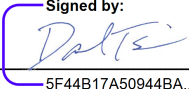
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Women’s Agenda Champion	Naveena Bobba, Deputy Director	naveena.bobba@sfdph.org

Department Certification

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

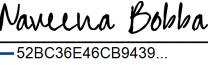
Department Head

Name: Daniel Tsai

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Women’s Agenda Champion

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