



Department Head Annual Performance Planning and Appraisal

Department	Department on the Status of Women	Reporting Period	10/8/2025 – 06/30/2026
Department Head	Dr. Diana Aroche	Years in Position	Less than 1
Department Budget		Number of FTEs	5
Purpose Statement	Working at the intersection of health, safety, socioeconomics, policy and gender, today’s DOSW has an expanded portfolio that prioritizes improving the whole lives of women through: Health & Safety, Economic Security and Civic Engagement & Political Empowerment.		
Key Role	San Francisco Department on the Status of Women plays a central role in leading the transformation of San Francisco into a fully gender equitable city. The Executive Director will lead the City’s efforts in incorporating a strong gender lens in city government’s internal operations and policies, as well as external policies and programs, to better serve women and girls. The Executive Director will build close partnerships and collaborate with the Mayor’s Office, the Board of Supervisors, city agencies, and other stakeholders, to build a more diverse and efficient city government through gender-responsive policies and programs. The Executive Director will collaborate with the Director of the Human Rights Commission to identify operational efficiencies to strengthen the departments’ collective mission and expand community impact.		

1) Primary Objectives for Fiscal Year 2025-2026

- 1. Develop a three-year strategic plan.**
- 2. Integrate the DOSW into the new Agency for Human Rights Structure.**
- 3. Lead and mentor the staff of the DOSW.**
- 4. Collaborate with Mayors Office, Board of Supervisors and city departments to accomplish departments goals.**

List 2-3 goals the Department focused on this past year

Key Accomplishments in Fiscal Year 2025-2026

List 2-3 deliverables the Department focused on this past year

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At the end of the reporting period, describe the Department's progress on completion of the deliverables

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2) Key Goals for Fiscal Year 2026-2027

Identify 2-3 deliverables the Department will focus on in the 2026-27 Fiscal Year

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3) Department's Strategic Plan (please attach)

Department Head's Signature		Date	
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