



# FY 2026-27 & FY 2027-28 Budget Priorities

Agency for Human Rights (AHR)  
27 January 2026

**SAN FRANCISCO  
HUMAN RIGHTS  
COMMISSION**





# Introduction

## DOSW Mission

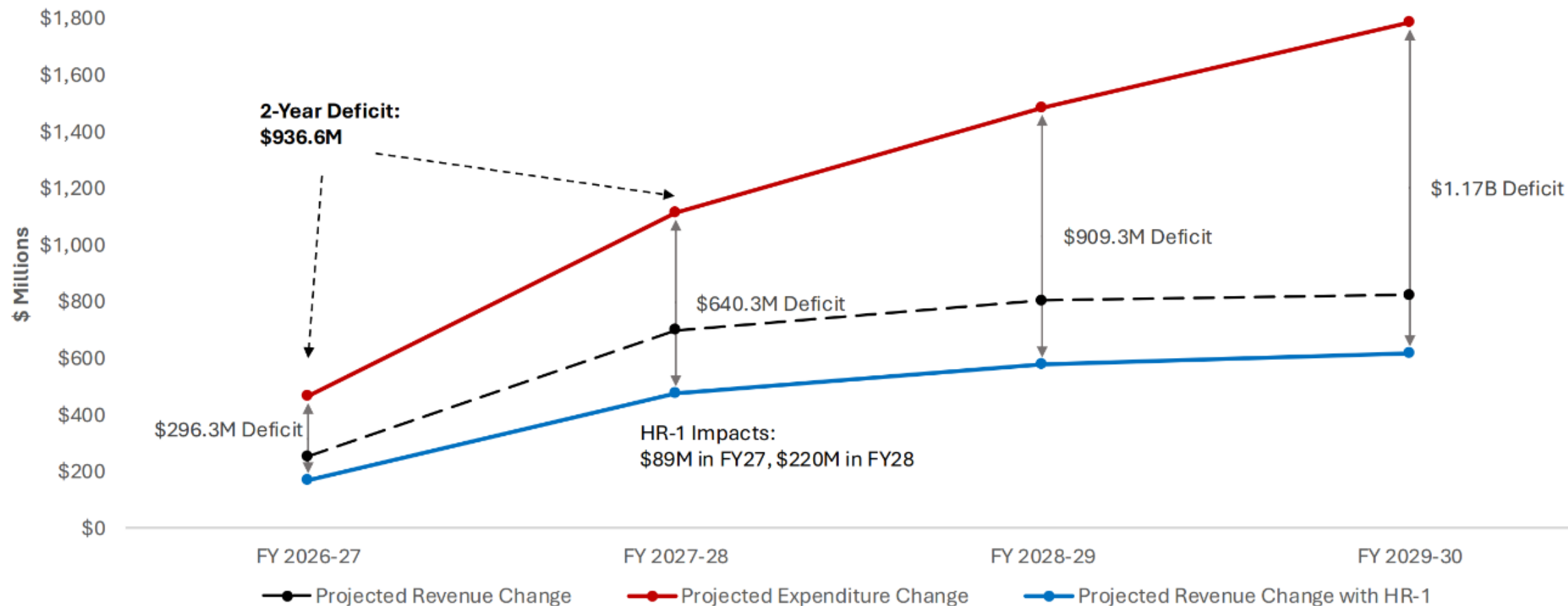
The Department on the Status of Women (DOSW) serves as an advocate for gender equity across the City and County of San Francisco — advancing equitable treatment and opportunities for women, girls, and gender-expansive people through policies, legislation, programs, and a gender-equity lens in service delivery, employment, leadership, and budget decisions.

## Presentation Purpose

To provide an overview of the Mayor's Budget Instructions and the AHR/DOSW budget development process, and to review COSW's proposed FY 2026–27 and FY 2027–28 budget priorities, consistent with Administrative Code requirements.



# CCSF Fiscal Outlook: Spending Outpacing Revenue





# Mayor's Budget Instructions

## Core Outcomes

- **Maintain clean, safe, and welcoming public spaces**
- **Keep our city safe** through coordinated and proactive public safety efforts
- **Transform health and homelessness systems** to ensure positive long-term outcomes
- **Make the city more affordable and livable for families**
- **Revitalize Downtown San Francisco** with people, jobs, housing, and cultural activity
- **Strengthen the City's economy, arts, and culture**
- **Economic revitalization** through job creation, tourism, and industry support
- **Enabling Priority:** modernize systems and structures; build data, technology, and talent capabilities to deliver results within financial means

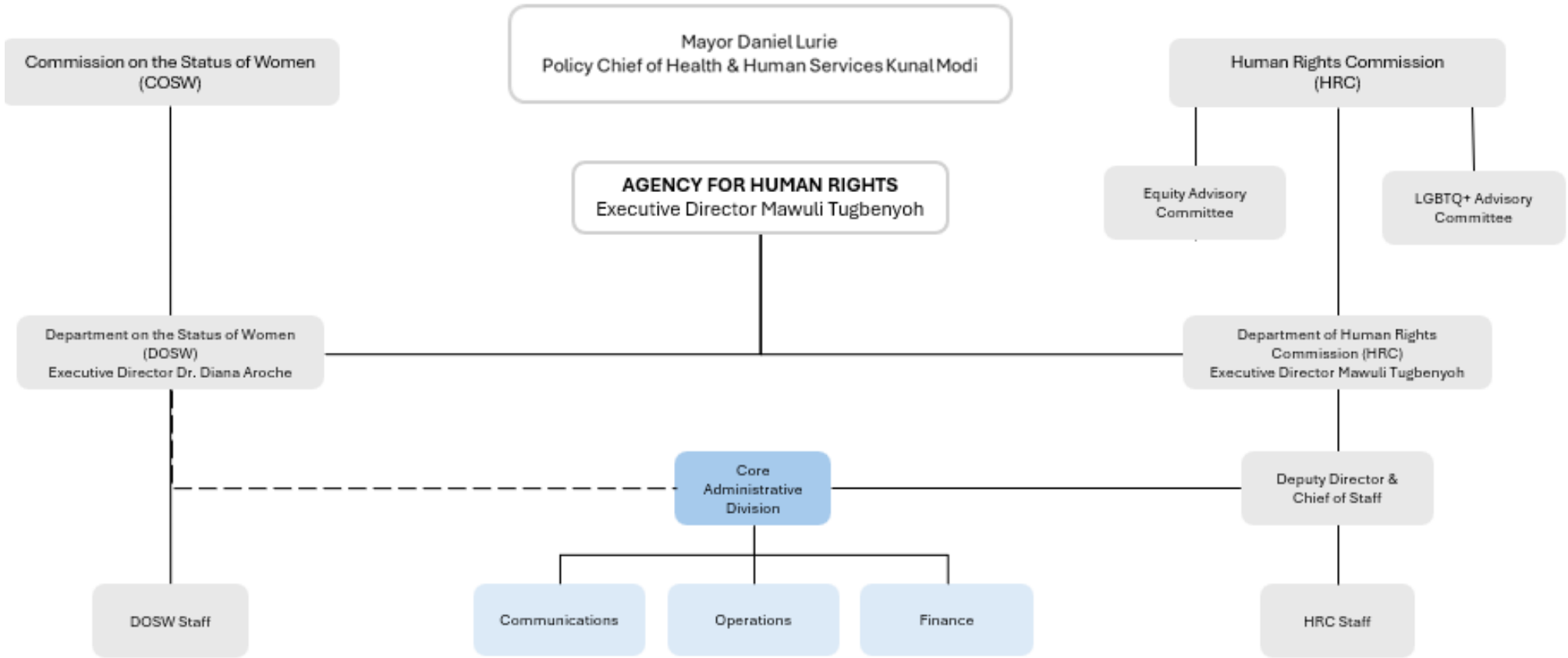


# DOSW Budget Goals

- 1. Reorganize Budgets Under “AHR”.** Implement technical changes to support integrated management while preserving each department’s individual authority and unique mission.
- 2. Mitigate Staffing Impacts.** Maintain staff positions to preserve the AHR’s ability to deliver services and support the community.
- 3. Limit Programmatic Disruptions.** Advance CEDAW mandate with Mayoral support by maintaining stable policy oversight and continuity of core functions, while implementing any Mayor-directed adjustments in ways that minimize programmatic disruption.

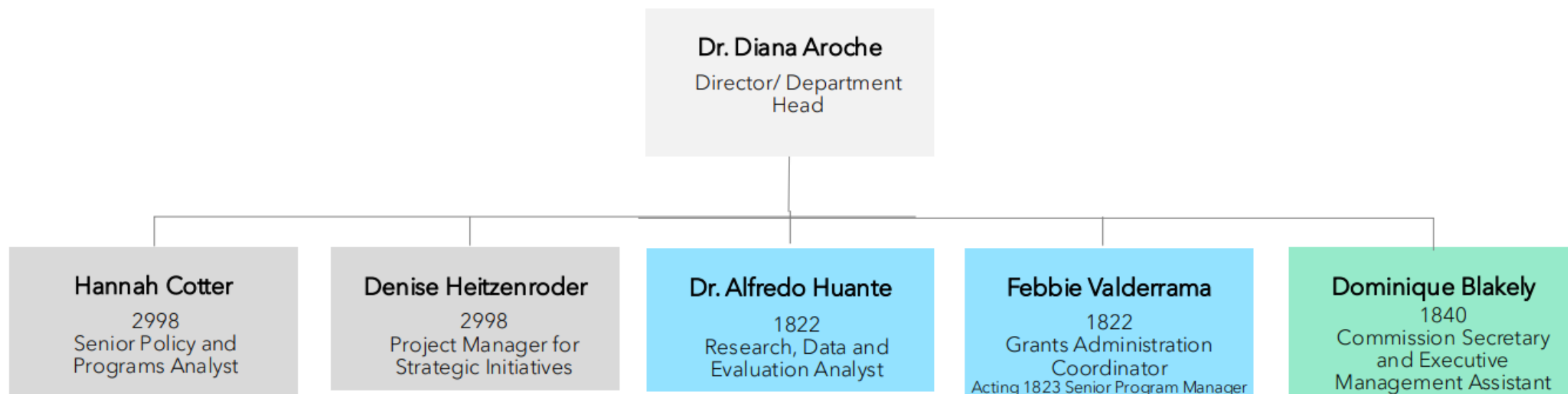


# AHR Org Chart





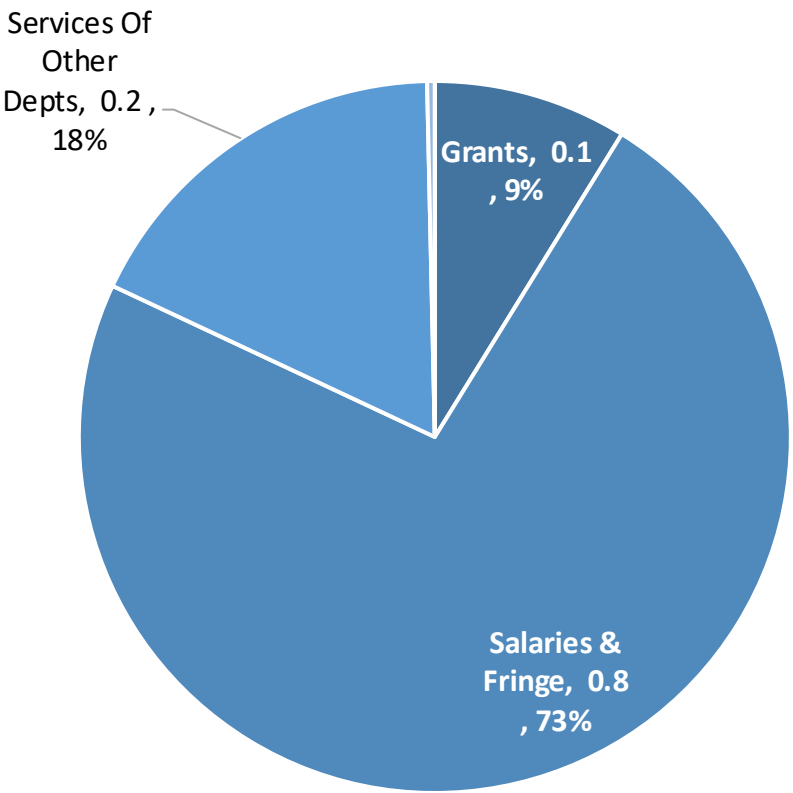
# DOSW Org Chart (Budgeted Positions )



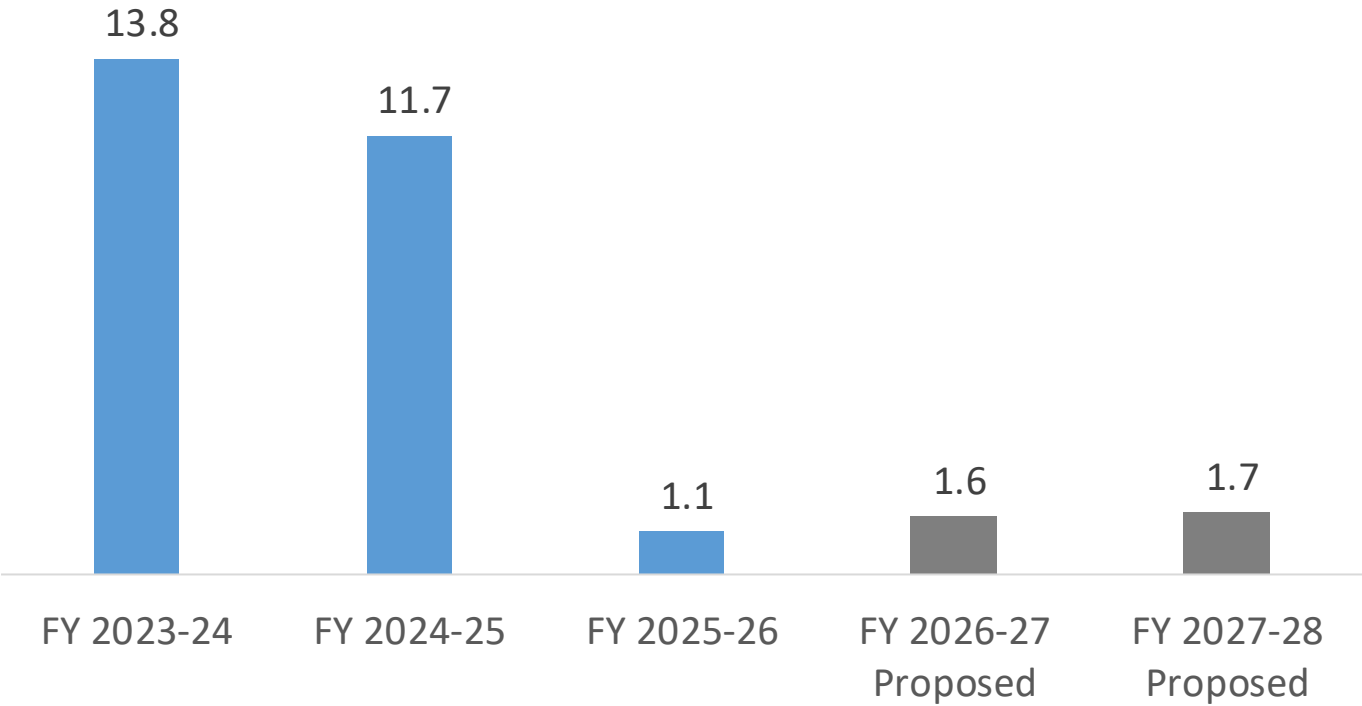


# DOSW Budget Overview

FY 2025-26 (Current Year) Original Budget in Millions



DOSW Expenditure Budget in Millions of \$







# Next Steps

- 11 February: COSW budget hearing and approval
- 12 February: HRC budget hearing and approval
- 23 February: AHR budget submission due to Controller
- 1 May: Mayor proposes “May 1 Department” budgets
- 1 June: Mayor proposes balanced budget to Board of Supervisors
- June 2026: Budget and Appropriations Committee hearings



# Question and Answer

Thank you!