



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

Agency for Human Rights (AHR)

12 January 2026

**SAN FRANCISCO  
HUMAN RIGHTS  
COMMISSION**





# Introduction

## HRC Mission

The San Francisco HRC works in service of the City's anti-discrimination laws to further racial solidarity, equity, and healing.

## DOSW Mission

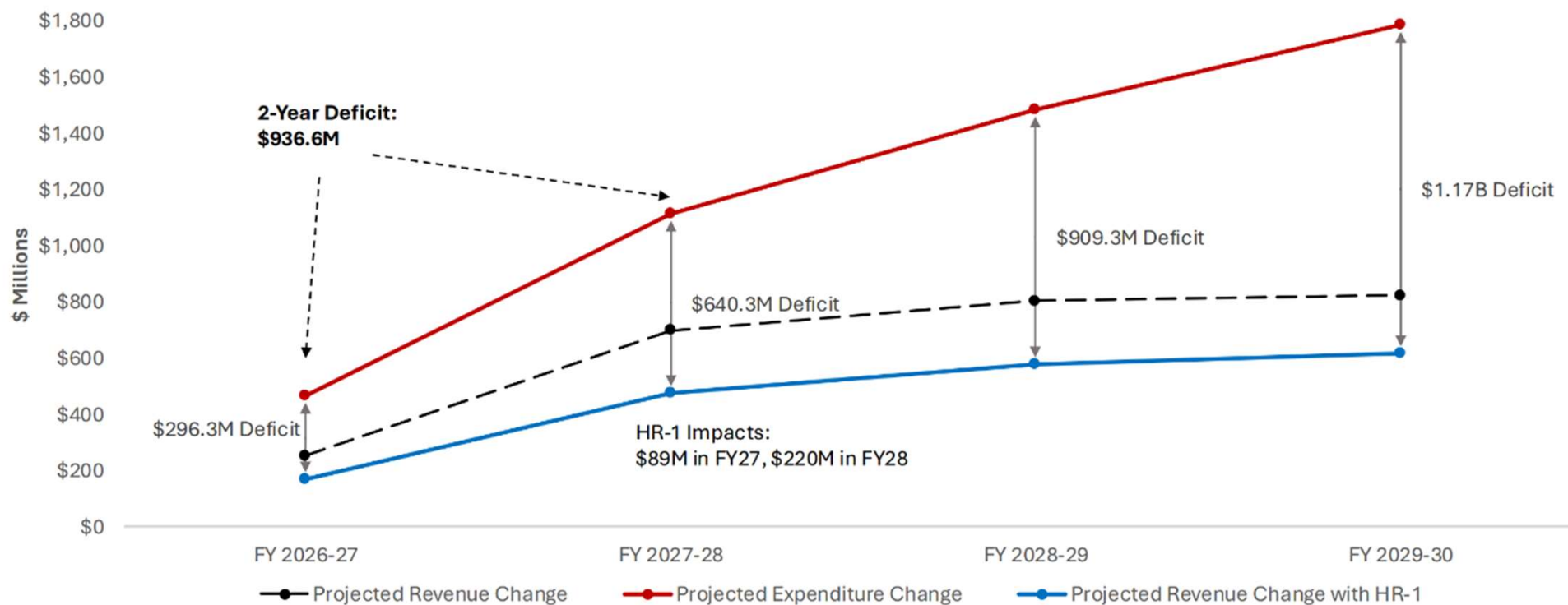
The Department on the Status of Women (DOSW) serves as an advocate for gender equity across the City and County of San Francisco — advancing equitable treatment and opportunities for women, girls, and gender-expansive people through policies, legislation, programs, and a gender-equity lens in service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

## Presentation Purpose

To provide the Commission on the Status of Women (COSW) with an overview of the Mayor's Budget Instructions and the Administrative Human Resources (AHR) budget process, including how COSW's integration within AHR is reflected in budget development, review, and decision-making.



# 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



# 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 DOSW’s 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.



## Next Steps

- 26 January: AHR budget priorities public meeting
- 28 January: COSW budget hearing
- 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!