



**City and County of San Francisco  
Department on the Status of Women**

Mayor  
Daniel Lurie



## **DIRECTOR'S REPORT**

January 27, 2026

Working at the **intersection of health, safety, socioeconomic, politics and gender**, the Department on the Status of Women has an **expanded portfolio that prioritizes improving the whole lives of women, girls and nonbinary people** through four core service areas: **Health, Safety, Economic Security and Community & Civic Engagement**.

With a focus on its three core service areas, the Department serves as the City's Accountability Steward on all issues related to gender parity; Chief Advocate for equity in service delivery, employment opportunities, leadership development and budget allocation; and Community Convener – bringing people together inside and outside the City to collaborate on ideas, strategy and impactful action to help San Francisco transform into a fully gender equitable City.

Reorganized and reimaged to meet this post-Roe moment, today's Department on the Status of Women is one that is **human-centered, informed by data and infused with confidence, conviction and clarity of purpose**.

The items below reflect the Department's work towards building a more diverse and efficient San Francisco City and County government **through gender-responsive and racially equitable policies and programs**.

### **ADMINISTRATION & OPERATIONS**

The Executive Director continues to prioritize relationship-building with the Commission, the Mayor's Office, the Board of Supervisors, City Stakeholders, and community-based organizations.

As part of the ongoing strategic planning process, building off the 2024 community needs assessment, the Department worked diligently to ensure that feedback from the community listening sessions it facilitated strongly reflected the purpose and vision of the agency, the core policy areas, and major areas of focus. DOSW presented the updated strategic planning framework, incorporating a full analysis of

the community listening sessions, at the 2026 Annual COSW Winter Retreat on January 12, where Commissioners had the opportunity to discuss and provide feedback.

Community feedback and our statutory mandate have consistently reinforced three core ways the Department is expected to lead:

- As an Accountability Steward, ensuring the City follows through on its commitments to gender equity;
- As a Chief Advocate, speaking clearly and decisively when equity, safety, and access are at stake; and
- As a Community Convener, bringing together City agencies and community partners to move ideas into action.

As of last week, the Commission and the Mayor's Office formally signed off on these roles, affirming shared alignment around how the Department operates in this moment.

Reorganized and reimagined for a post-Roe landscape, today's Department is human-centered, data-informed, and guided by clarity, conviction, and purpose.

**New updates for Director Aroche:**

#### Agency of Human Rights (AHR) Update

A second Agency of Human Rights (AHR) all-staff meeting was held on **Tuesday, January 13**, with staff from both departments. Working jointly with leadership and staff, the meeting provided important departmental updates and focused on wellness and team-building exercises, reflecting a shared commitment to transparency, alignment, and collaboration across HRC and DOSW.

#### Board of Supervisors' Updates

The Executive Director continues to have ongoing conversations with Supervisor Melgar and other members of the Board regarding the women's agenda and aligning legislative priorities with the Department's strategies and emerging strategic plan.

#### COMMISSION

- Future Agenda Items:

Over the last couple of months, Commissioners have expressed interest in certain topics for future agenda items. At today's meeting, the Commission will review these topics, as well as any others they would like to prioritize for a future meeting or for the upcoming year.

want to prioritize at a future meeting or for the upcoming year. The following topics have been discussed so far:

- Topic: Safety of girls in SF parks, on transit, and in schools (Commissioner Miry)
- Impacts on immigration and women's and children's safety (VP Rivera)
- Hearing from the Small Business Commission; economic empowerment; representation of women, girls, and non-binary individuals; cultivation of economic independence in general (VP Rivera)
- Women's sports/equity (Commissioner Miry)
- Public-Private Partnerships (President Jones Lowrey will discuss this topic under the future agenda item later in today's meeting)

- As a reminder, Commissioners expressed interest in revisiting a discussion on potential bylaws at the winter retreat and the completion of our strategic plan. At this meeting, they were encouraged to review the current bylaws and direct any questions about revisions to the Commission Secretary, who will work with the City Attorney as needed. As a reminder, any new or amended rule requires at least ten days' public notice prior to discussion.

## COMMUNICATIONS & EXTERNAL AFFAIRS

### **Jail In-Custody Issues & Department Response**

- Under our Safety policy area, the Department has remained actively engaged in response to concerns related to women in custody at County Jail #2. The Executive Director participated in a walkthrough of the facility and conversations with women in custody and Sheriff's Department leadership. DOSW staff attended the December Sheriff's Department Oversight Board meeting. The Department continues to work closely with the Department of Police Accountability and the Human Rights Commission to move forward with recommendations.
- An updated memo outlining recommendations has been shared with the Commission and the public, posted on our website, and distributed through our newsletter.
- **POLICY, PROGRAMS, EXTERNAL GRANTS & REPORTING**

- At today's meeting, the Commission will review and discuss the draft Board of Supervisors' statement prepared by President Jones Lowrey and reviewed by the City Attorney, with the possibility to approve the draft BOS statement and next steps, following the Prop E Commission Streamlining Task Force's decision to transition COSW from a governance body to an advisory body

- **Economic Security Program**

The Department continues its collaboration with Indigenous Justice and the Center on Juvenile & Criminal Justice's Cameo House through the Economic Mobility Project, which includes both a Guaranteed Income (GI) Pilot and a Microgrant Initiative.

– Guaranteed Income Pilot: Launched in May 2024, the pilot provided \$1,000 per month for twelve months to ten survivors of violence (Indigenous Justice) and to ten justice-impacted individuals (Cameo House). Both pilots have concluded, and partners are analyzing data for evaluation. The Department will present findings to the Commission once complete.

– The guaranteed income and microgrant program through CJCH and IJ have been extended through June 30, 2026, with \$90k in additional funds each, through salary cost savings.

- **Civic Engagement & Political Empowerment**

Dr. Huante has completed the Fall 2025 Community Listening Sessions Report, which has been distributed to the Commission.

- **Strategic Initiatives**

#### **Reproductive Justice**

The Department had a successful Rally for Reproductive Freedom on January 22nd to mark what would be the 53rd anniversary of the Roe v. Wade Supreme Court decision. Thank you to Commissioner Cecilia Chung for speaking and President Diane Jones-Lowrey and Vice President Ani Rivera for attending. Our speakers included Mayor Daniel Lurie, Supervisor Myrna Melgar, District Attorney Brooke Jenkins, City Attorney David Chiu, Director of Office of Transgender Initiatives Honey Mahogany and many other incredible speakers. We were also joined by First Lady Becca Prowda, and Supervisors Chan, Sauter, Sherrill and Walton.

The Department has also met with the team from Planned Parenthood

Northern California to discuss ways to support their flagship clinic here in San Francisco. Those conversations are ongoing and include the Mayor's Office and Supervisor Sherrill's Office.

The Department is also developing plans for Women's History Month in March.

- **Health & Safety**

SF Bay Area SOL Collaborative [CA Department of Social Services Grant]

The Safety, Opportunity and Lifelong Relationships (SOL) Collaborative – a regional initiative funded by the California Department of Social Services – continues to develop a continuum of care for youth involved in or at risk of commercial sexual exploitation. The pilot runs through December 31, 2025.

DOSW staff also participated in the Commercial Sexual Exploitation of Children (CSEC) Steering Convening at the HYPE Center, where they presented updates on the SOL pilot's progress and cross-agency partnerships.

- **RESEARCH & STRATEGIC LEARNING**

- The Department has completed the 2025 Community Listening Sessions Report, synthesizing the broad community input collected throughout our five community meetings held between December 1 and December 15. This report builds on the 2024 Community Needs Assessment Report and directly informs the Department's ongoing Strategic Planning process.
- The Department continues the data analysis for the Gender Analysis of San Francisco Commissions and Boards Report. This report, generated by the Department every two years, examines representation across several groups in the City's advisory and policy bodies. The demographic categories include women, people of color, LGBTQIA+ individuals, people with disabilities, and veterans.

- **GENERAL UPDATES**

N/A

- **SPECIAL EVENTS, ACTIVITIES & ANNOUNCEMENTS**

- Prop E Commission Streamlining Task Force Key Dates:
  - By February 1, 2026: Task Force will finalize recommendations and vote to approve its final report.
  - By March 1, 2026: City Attorney's Office will draft a Charter amendment based on the Task Force's recommendations.
  - By April 1, 2026: Board of Supervisors will hold a hearing on the Task Force's final report and recommendations.
  - By July 2026: Board of Supervisors will decide whether to place a Charter amendment on the November 2026 ballot.

- DEPARTMENT CALENDAR

**January**

*Tuesday, January 27*

*Regular Commission Meeting  
(1<sup>st</sup> Budget Presentation)*

**February**

*Wednesday, February 11*

*Regular Commission Meeting  
(2<sup>nd</sup> Budget Presentation)*

*Monday, February 16*

*Presidents' Day Holiday*