



Mayor
Daniel Lurie

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



DIRECTOR'S REPORT

July 22, 2026

Working at the intersection of health, safety, economic mobility and security, civic leadership, and community engagement, the San Francisco Department on the Status of Women advances policies, programs, and systems that improve outcomes for women, girls, and non-binary people. Guided by the San Francisco Women's Agenda, the Department's work is to advance gender equity across four core policy areas: **Health; Safety; Economic Mobility and Security; and Civic Leadership and Community Engagement.**

Through this framework, the Department fulfills three core roles. As a **Women's Advancement Steward**, the Department works collaboratively with City and County agencies to conduct gender-based and intersectional analyses, identify disparities, and support implementation of the City's gender equity commitments, including those under the CEDAW ordinance. As an **Advocate**, the Department advances gender-responsive policy and resource decisions at the local level and elevates San Francisco's priorities in state and federal policy discussions. As a **Convener**, the Department bridges silos across City departments and community partners to align efforts, share best practices, and scale effective, community-informed approaches.

Reorganized and strengthened to meet the current policy landscape, the Department on the Status of Women operates as a human-centered, data-informed partner—grounded in collaboration, accountability, and clarity of purpose—to advance gender equity across City and County government.

The items below reflect the Department's work to support a coordinated, effective, and equity-centered City and County of San Francisco through gender-responsive and racially equitable policies, programs, and partnerships.

ADMINISTRATION & OPERATIONS

The Executive Director continues to prioritize strong, collaborative relationships with the Commission on the Status of Women, the Mayor's Office, the Board of Supervisors, City and County partners, and community-based organizations.

The foundational planning phase is now complete. DOSW has conducted individual meetings with department heads, gathered feedback through the Women's Agenda Questionnaire, and developed tailored departmental Action Plans that reflect existing initiatives, opportunities for collaboration, and areas for growth. The Department is now entering the implementation phase by working with each department to finalize Action Plans, establish measurable goals and performance indicators, and identify opportunities for cross-departmental collaboration and resource alignment.

Beginning in September 2026, departments will implement their Action Plans and track progress throughout the year. DOSW will provide ongoing technical assistance, monitor implementation, and compile departmental outcomes into the City's inaugural **One-Year Women's Agenda Report**, to be released in advance of Women's History Month in March 2027. This next phase establishes a citywide framework for accountability, continuous improvement, and measurable progress toward advancing gender equity for women, girls, and non-binary people.

Agency of Human Rights (AHR) Update

Last week, on July 7, the Agency for Human Rights held an all-staff meeting that brought together staff from both departments. Mayor Daniel Lurie joined the meeting to share remarks and provide staff with an opportunity to ask questions. The meeting also included a presentation from the Human Rights Commission's Civil Rights Investigations team, as well as an update on the completion of the Agency for Human Rights' transition and organizational integration.

While the Human Rights Commission and the Department on the Status of Women have transitioned under the Agency for Human Rights, both departments will retain their distinct purpose, authorities, and oversight responsibilities. The Agency will provide shared administrative services and operational support to strengthen coordination and improve efficiency, while preserving each department's unique role and areas of expertise. Where priorities and goals align, the departments will collaborate to advance shared objectives and better serve San Francisco communities.

Board of Supervisors' Updates

Executive Director Dr. Diana Aroche and Executive Director Mawuli Tugbenyoh met individually with the Supervisor's offices to discuss budget priorities and to answer any questions related to the Agency of Human Rights, the Human Rights Commission, and the Department on the Status of Women.

DOSW also supported Supervisor Danny Sauter (D3) proposed expansion of paid family leave for private employers in San Francisco. The measure would expand eligibility for parental leave, allowing employees to qualify after 90 days instead of waiting 180 days. All

new parents, whether fostering, adopting or giving birth, would be eligible. The Department provided feedback on the measure and Dr. Aroche spoke at a rally for the measure on July 16th, before the measure was scheduled for a hearing at the Government Audit and Oversight (GAO) Committee. The legislation passed unanimously and will be heard at the full Board of Supervisors meeting on July 21st. The bill is co-sponsored by Supervisors Chen, Mahmood, Melgar, Sherrill and Walton.

Supervisor Sauter also held hearings on transit accessibility for families under the STROLLER Act. While no immediate action is requested, we will continue to follow and support the STRTOLLER Act as it very much aligns with our Women's Agenda. Supervisor Sauter has also expressed interest in calling for an audit of the city's lactation accommodation requirements.

The Department has also provided the Mayor and Supervisor Melgar with preliminary recommendations on ways to update the City's 1998 CEDAW Ordinance. In addition to updating language to be more inclusive and reflective of our values, many suggestions reflect the goals of the Women's Agenda. We are still providing consultation and Supervisor Melgar's office develops a timeline, redlines and next steps.

The department will continue to engage with the Board and the Mayor's Office and will provide updates to the Commission as appropriate.

COMMISSION

At next month's August 26 Commission meeting, a formal commemoration will be held in honor of the late Commissioner Andrea Shorter in recognition of Women's Equality Day. The Commission will recognize Commissioner Shorter's extraordinary legacy and lasting contributions to women, families, LGBTQ+ communities, and all San Franciscans. Family, friends, colleagues, and community members will be invited to join in celebrating her life, leadership, and enduring impact.

At the February meeting, the Commission reviewed key priorities from prior discussions—including safety and gender equity in sports and public-private partnerships—and agreed to focus on two main areas for the year.

- President Diane Jones-Lowrey and Vice President Rivera serve on a committee leading efforts related to public-private partnerships, philanthropy, and identifying additional funding sources.
- Commissioner Rihal and Commissioner Miry will serve on a committee and lead efforts focused on the safety of women and girls in sports, and possibly menopause-related work.

Both committees will report back to the full Commission with updates and recommendations.

Future priorities might include:

- Safety of girls in SF parks, on transit, and in schools (Commissioner Miry)
- Impacts on immigration and women's and children's safety (Vice President Rivera)
- Hearing from the Small Business Commission; economic empowerment; representation of women, girls, and non-binary individuals; cultivation of economic independence in general (Vice President Rivera)
- Women's sports/equity (Commissioner Miry)

COMMUNICATIONS & EXTERNAL AFFAIRS

Jail In-Custody Issues & Department Response

As part of the joint recommendations memo from the Department of Police Accountability (DPA), the Human Rights Commission (HRC), the Office of Transgender Initiatives (OTI), the Commission on the Status of Women (COSW), and Department on the Status of Women (DOSW) following a multi-agency briefing of County Jail #2, a sub-group was created to review and update policies related to an alleged strip search conducted by Sheriff's Deputies on May 22, 2025.

DOSW is a member of the Policy Sub-Group and continues to review policies and procedures relevant to the concerns raised regarding County Jail #2, including searches, recording devices, visitors, and safety cell placement.

POLICY, PROGRAMS, EXTERNAL GRANTS & REPORTING

Health

SF Strong Starts Initiative:

On February 24, Mayor Daniel Lurie announced the launch of the SF Strong Starts Initiative, a new effort to support San Francisco families, mothers, and kids by supporting maternal and infant health. This Initiative brings city departments together to better respond to community needs and improve maternal and infant health outcomes.

The department continues to participate in the San Francisco Strong Starts Working Group, led by the Mayor's Office and co-chaired by the Department of Public Health (DPH), the Human Rights Commission (HRC), and the Department of Early Childhood (DEC). The initiative strives to create a coordinated, multi-agency response to crisis-level maternal and infant health disparities in San Francisco. The

goals are to have every birthing person in San Francisco experience a joyful, autonomous birth, supported by respectful, dignified, and non-burdensome perinatal care. Additionally, another key goal is for San Francisco to eliminate racial disparities in maternal and infant health outcomes. The following is a diagram outlining the key workstreams and components of the initiative and service delivery response:



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 is a continuum of care for youth involved in or at risk of commercial sexual exploitation. The program ended on

December 31, 2025. All program close administrative work, fiscal tasks, and reporting will be complete by the end of this month.

Economic Mobility and Security

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 CJCJ and IJ have been extended through June 30, 2026, with \$90k in additional funds each, through salary cost savings. The Department is also monitoring the Board of Supervisors' budget process and exploring opportunities for additional funding to further extend and sustain these programs beyond the current funding period.

Through the FY 2026–27 budget process, the Department successfully secured additional funding to continue these initiatives, ensuring uninterrupted support for participants while expanding opportunities to advance women's economic mobility and financial stability. The Department is deeply grateful to the **Board of Supervisors** for its leadership and commitment to preserving these critical investments. Their support will allow DOSW and its community partners to continue providing direct economic assistance to women and families while informing future policy and program development.

Civic Leadership and Community Engagement

The Department continues the data analysis of and writing of 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.

The Department also continues to invest in leadership development and civic engagement through its internship programs. This summer, DOSW is hosting interns from colleges, universities, and professional development programs who are supporting policy research, community engagement, communications, and departmental initiatives. Through these opportunities, participants gain hands-on experience in public service while contributing to

efforts that advance gender equity and improve outcomes for women and girls across San Francisco.

SPECIAL EVENTS, ACTIVITIES & ANNOUNCEMENTS

2026 San Francisco Family Wealth Conference

City College of San Francisco

Saturday, August 15, 2026, 10 AM – 1 PM

Harry Britt Building

55 Frida Kahlo Way, First floor

San Francisco, CA 94112

Commission President Jones Lowrey will be speaking in a fireside chat with Treasurer Jose Cisneros and Assessor-Recorder Joaquin Torres on the importance of financial opportunities, sustainability and inclusion for women and families in San Francisco.

Event page: <https://www.sf.gov/event-20260815-2026-san-francisco-family-wealth-conference>

Prop E Commission Streamlining Task Force Key Dates:

- On January 28th, the Task Force published its final recommendations and sent the report to the Board of Supervisors, Mayor's office, the City Attorney's Office and other stakeholders.
- By March 1, 2026: City Attorney's Office will draft a Charter amendment based on the Task Force's recommendations. The proposed Charter Amendment will be sent to the Board of Supervisors.
- By April 1, 2026, or sooner: 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

July

Wednesday, July 22

Regular Commission Meeting

August

Wednesday, August 26

Regular Commission Meeting

Wednesday, August 26

*Women's Equality Day & Commemoration for
the Commissioner Andrea Shorter*