

Women's Agenda Department Action Plan

Juvenile Probation Department (JPD)

FY 2026–27 through FY 2028–29



Women's Agenda Vision

The Juvenile Probation Department (JPD) will partner with DOSW to improve safety and outcomes for all youth, including for girls and gender-diverse youth who are involved in or at risk of entering the juvenile justice system. Through a variety of programming, such as gender-responsive programming, trauma-informed practices, prevention-focused training, and coordinated oversight, JPD will strengthen its response to commercial sexual exploitation and reduce the pathways that contribute to continued system involvement.

Women's Agenda | Pillar Alignment

Pillar	Department Alignment
Health	Not Applicable
Safety	Priority Area
Economic Mobility & Security	Not Applicable
Civic Leadership & Community Engagement	Not Applicable

FY 2026–27 | Planning & Alignment

Overall

- Report on gender representation for department personnel .

Health

Not Applicable – This pillar was not identified as a departmental priority area in the Women’s Agenda Questionnaire.

Safety

- Partner with DOSW to review and strengthen JPD’s training strategy regarding Commercial Sexual Exploitation of Children (CSEC) for JPD staff and community-based partners by incorporating gender-responsive, trauma-informed, and survivor-centered practices into training.
- Convene a special meeting with DOSW and the Justice Services Care Model collaborative.
- As part of the San Francisco Interagency Protocol for CSEC, review CSEC risk-identification, referral, and intervention practices for youth in custody and out of home placement.
- Strengthen data collection regarding CSEC risk, exploitation, placement, and juvenile justice involvement

Economic Mobility & Security

Not Applicable – This pillar was not identified as a departmental priority area in the Women’s Agenda Questionnaire.

Civic Leadership & Community Engagement

Not Applicable – This pillar was not identified as a departmental priority area in the Women’s Agenda Questionnaire.

FY 2027–28 | Implementation

Health

Not Applicable – This pillar was not identified as a departmental priority area in the Women’s Agenda Questionnaire.

Safety

- Deliver CSEC prevention and response training to JPD staff and community-based providers.
- Implement recommendations developed through DOSW and Justice Services Care Model convening.

Economic Mobility & Security

Not Applicable – This pillar was not identified as a departmental priority area in the Women’s Agenda Questionnaire.

Civic Leadership & Community Engagement

Not Applicable – This pillar was not identified as a departmental priority area in the Women’s Agenda Questionnaire

FY 2028–29 | Sustainability & Continuous Improvement

Health

Not Applicable – This pillar was not identified as a departmental priority area in the Women’s Agenda Questionnaire.

Safety

- Institutionalize effective CSEC training and gender-responsive practices.
- Assess changes in CSEC risk, system involvement, placement stability, and service participation.
- Strengthen policies and practices based on outcome data and youth feedback.
- Develop recommendations to improve long-term safety and reduce juvenile justice involvement overall, including among girls.

Economic Mobility & Security

Not Applicable – This pillar was not identified as a departmental priority area in the Women’s Agenda Questionnaire.

Civic Leadership & Community Engagement

Not Applicable – This pillar was not identified as a departmental priority area in the Women’s Agenda Questionnaire.

Women's Agenda | Gender Representation

To advance equitable representation and establish a consistent baseline for measuring progress, DOSW requests that JPD report workforce and service-related gender data, including:

- Workforce composition by gender across employee classifications and leadership levels.
- Hiring, promotion, and retention outcomes by gender.
- Youth served by gender, age, race and ethnicity, placement status, and supervision type.
- Department-specific strategies implemented to improve gender equity and representation.

Annual Performance Measures

- Number of JPD staff completing CSEC training.
- Number and percentage of youth, including girls and gender-diverse youth, screened for CSEC risk.
- Number of gender-specific programs reviewed or strengthened.
- Annual progress toward departmental Women’s Agenda implementation goals.

Summary of Key Deliverables

FY 2026–27

- Review and strengthen the CSEC training strategy with DOSW subject-matter expertise.
- Convene DOSW and Justice Services Care Model collaborative for a meeting focused on identifying gaps in gender-responsive programming and services.
- Identify gaps in gender-responsive programming and services.
- Establish baseline service and CSEC-risk data.
- Develop annual Women’s Agenda performance measures.

FY 2027–28

- Implement CSEC training for JPD and community-based partners.

FY 2028–29

- Institutionalize effective training and gender-responsive practices.
- Evaluate CSEC prevention and juvenile justice outcomes.
- Strengthening policies and services based on data and youth feedback.
- Develop recommendations for future Women’s Agenda safety priorities.

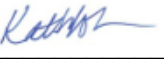
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Department Certification

I certify that this report accurately reflects the department's implementation of its Women's Agenda Action Plan during the reporting period.

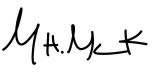
Department Head

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Signature:  Date: 10.07.2026

Women's Agenda Champion

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