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

Mayor
Daniel Lurie

DIRECTOR'S REPORT

March 25, 2026

Working at the intersection of health, safety, economic security, civic leadership, and gender equity, 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 organized 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 department's FY 2026–2028 Strategic Plan has been finalized and approved by both the Commission and the Mayor's Office. Mayor Daniel Lurie has adopted the plan as the City's Women's Agenda, which he announced on March 29th at the 2026 Women's History Month Celebration. The department looks forward to implementing the plan and collaborating with key stakeholders on the proposed priorities and direction. Several updates have emerged from these ongoing conversations that we would like to share.

- The department is thrilled to report on the success of last week's 2026 Women's History Month Celebration and extends its sincere gratitude to the Commission and all who contributed to making the event possible. We would like to give special thanks to the Mayor's Office, Supervisor Myrna Melgar, Supervisor Connie Chan, District Attorney Brooke Jenkins, and the Human Rights Commission for co-hosting the event with the department.

  The celebration recognized five outstanding women—Dr. Nicole Barnett, Olga Talamante, LaVerda Allen, Emily Gorodetskiy, and Leah Mordehai. It was a well-received and meaningful event, honoring and uplifting women in the community. It also served as a powerful reflection of the Department and Commission's commitment to celebrating, supporting, and advancing the status of women in our city.

  Additionally, the Department has received encouraging feedback from members of the Board of Supervisors. Several Supervisors have expressed interest in supporting a review of the City's implementation of the Family Medical Leave Act. The Department anticipates conducting this review and developing policy recommendations within the next calendar year.

Agency of Human Rights (AHR) Update

- A third all-staff meeting for the Agency of Human Rights (AHR) will be held on Tuesday, April 7, with staff from both departments. Mayor Daniel Lurie is expected to join the meeting. This will be a valuable opportunity to welcome him, introduce our newly unified team, and provide space for the Mayor and his team to share their vision and priorities directly with staff.

- Both departments continue to work collaboratively. HRC staff also played an important role in the planning and support of the Women's History Month celebration.

- As we begin preparing for upcoming budget discussions, the department has been invited by the HRC to partner in an initial effort to explore a more unified Agency of Human Rights framework. This includes working together to help define a shared:

Purpose, vision, and values. The intent is not to change mandates, but to better align our work and clearly articulate our collective impact.

Board of Supervisors' Updates

- On Tuesday, February 3rd the Board of Supervisors introduced and filed a resolution urging the Mayor to issue an Executive Directive establishing a Citywide Women's Advancement and Gender Equity Action Plan, led and coordinated by the San Francisco Department on the Status of Women. The resolution aligns closely with the Department's Women's Agenda and calls for cross-departmental participation, dedicated budgetary support, and measurable goals across the Department's core policy areas of Health, Safety, Economic Mobility and Security, and Civic Leadership and Community Engagement.

- The resolution **Urging an Executive Directive and Citywide Action Plan to Advance Women and Gender Equity**, sponsored by Supervisor Melgar and co-sponsored by Supervisors Chan and Mahmood, was heard at the Government and Oversight Committee on March 19. The committee moved the resolution forward, and Supervisors Sauter and Sherrill requested to be added as co-sponsors.

  A presentation on the Women's Agenda was given by Executive Director Aroche, along with key partners including the Department of Public Health, Department of Early Childhood, Human Rights Commission, Office of Economic and Workforce Development, and the Mayor's Office of Housing and Community Development. The presentation highlighted their work and alignment with the Women's Agenda and policy pillars.

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

COMMISSION

- At the last Commission meeting, President Jones-Lowrey proposed establishing a committee to address questions regarding revisions to the bylaws, collaborate with the City Attorney, and provide recommendations back to the Commission. Vice President Rivera and Commissioner Rihal volunteered to serve on the committee. Both Commissioners have since worked with the Commission Secretary and the City Attorney to capture suggested revisions in compliance with the Brown Act.

- At today's meeting, the Commission will review potential bylaw revisions under consideration, including possible changes to COSW officer term limits, the number of public meetings held each year, and clarification regarding the scope of "select"

committees, among other amendments. The Commission will discuss and may vote on whether to adopt these revisions.

- At last month's 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 (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)

COMMUNICATIONS & EXTERNAL AFFAIRS

Jail In-Custody Issues & Department Response

- The Sheriff's Department provided a separate response to community concerns raised regarding County Jail #2. Independently, the Department on the Status of Women, in coordination with the Department of Police Accountability and the Human Rights Commission, issued an updated joint memo re-dated to January 21, 2026, which was shared with the Commission and included in the Department's newsletter.

- DOSW is a member of the Sheriff Policy Sub-Group, which is reviewing policies relevant to the concerns raised regarding County Jail #2, including searches, recording devices, and safety cell policies.

- Last month, the Executive Director also visited the Young Women's Freedom Center to hear directly from community partners regarding these concerns. As previously stated, this work is expected to be an extended and ongoing process, and the Department will continue to remain engaged and advocate for the rights, dignity, and well-being of individuals in custodial settings.

- The Commission will be recognizing Freedom Braiders and the Young Women's Freedom Center at today's meeting for the impactful work they are leading in support of women in custody and justice-impacted women.

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 will bring city departments together in a new format to better respond to community needs and improve maternal and infant health outcomes.

The department is participating 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 Agency for Human Rights (AHR)—including the Human Rights Commission (HRC)—and the Department of Early Childhood (DEC).

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 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.

Civic Leadership and Community Engagement

The Department continues the data analysis f 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.

GENERAL UPDATES

N/A

SPECIAL EVENTS, ACTIVITIES & ANNOUNCEMENTS

- April 7 –
    i. La Casa de las Madres 50TH Anniversary, Located at City Hall, 11:30 AM-12:20 PM
    ii. Pacific Islanders Against Hate Rally, located at CIty Hall, 12:30-1:30PM
- April 19 – Alameda County COSW 50TH Anniversary
  Located at Dublin Technology Center Workspaces at 1:00-4:00 PM

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

March

Wednesday, March 25	*Regular Commission Meeting*

April

Wednesday, April 22	*Regular Commission Meeting*
Wednesday, April 29	*Denim Day*