



Mayor
Daniel Lurie

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



DIRECTOR'S REPORT

May 27, 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.

- At this stage in the Women’s Agenda process, the focus is on securing departmental buy-in and defining ownership across City agencies. We are currently conducting one-on-one meetings with Department Heads to identify existing programs that align with the Women’s Agenda, as well as gaps and opportunities for further impact. These conversations help to guide implementation and support the development of department-specific commitments. In addition, we are working with departments to identify relevant budget and resource considerations. The outcome of this phase will be a set of clearly documented commitments from each department to advance the goals of the Women’s Agenda.

Agency of Human Rights (AHR) Update

- Feedback on the proposed Agency of Human Rights (AHR) purpose, vision, and values was collected from designated Commissioners representing both COSW and DOSW and submitted on Monday, May 11. This effort builds on earlier engagement, including the April 21 AHR all-staff meeting, where staff from both departments provided input on the proposed shared statements. Feedback received from both staff and Commissioners was reviewed and incorporated into the City’s budget overview publications. The Agency of Human Rights purpose, vision and values are as follows:

- **Purpose Statement:** The Agency for Human Rights confronts discrimination, upholds civil and human rights, and aligns systems with community-centered solutions to advance equitable outcomes for all San Franciscans.
- **Vision:** A San Francisco free of discrimination, where all people have equal opportunity to thrive.
- **Values:**
Community. We place the voices, experiences, and leadership of communities at the center of decision-making, ensuring inclusive and responsive solutions.

Equity. We advance equity across all systems by working to eliminate disparities and expand opportunity for all people.

Dignity. We prioritize the safety, health, and dignity of all people—to ensure systems support healing, stability, and long-term wellbeing.

Accountability. We hold institutions accountable to the people they serve through transparency, enforcement of civil rights protections, measurable outcomes, and stewardship of public trust.

People. We value the people carrying out this work by creating a culture of respect, collaboration, well-being, and professional growth.

Board of Supervisors' Updates

- DOSW worked closely with District 3 Supervisor Danny Sauter to introduce legislation expanding access to Paid Parental Leave by reducing the eligibility requirement from 180 days of employment to 90 days, allowing more working families to access critical benefits sooner.
- DOSW also partnered with District 5 Supervisor Bilal Mahmood, the Human Rights Commission, and the Office of Transgender Initiatives to strengthen the City's Fair Chance Ordinance by expanding protections for individuals criminalized in other states for activities related to reproductive freedom and drag performances. The ordinance has garnered wide support and media coverage, including the [San Francisco Standard](#), [Bay Area Reporter](#), and [San Francisco Examiner](#).
- We want to thank Jude Diebold, Attorney and Civil Rights Investigator at the Human Rights Commission, for their leadership and commitment to advancing these critical legislative protections and enhancements to the City's Fair Chance Ordinance over the past two years, and for partnering with DOSW on this important effort.
- Executive Director Aroche and Executive Director Mawuli Tugbenyoh will be meeting 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.
- 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, the Commission reviewed suggested bylaws revisions, 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. At today's meeting, the Commission will further discuss these revisions and may vote on whether to adopt them.
- 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.

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- 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

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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 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 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.

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.

SPECIAL EVENTS, ACTIVITIES & ANNOUNCEMENTS

- Pride Celebration (June 27-June 28)

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.

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- 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

May

Wednesday, May 27

Regular Commission Meeting

June

Wednesday, June 24

Regular Commission Meeting