



Mayor  
Daniel Lurie

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



## **DIRECTOR'S REPORT**

November 12, 2025

Working at the intersection of health, safety, socioeconomics, 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 three core service areas: Health and Safety, Economic Security and Civic Engagement and Political Empowerment.

With a focus on its three core service areas, the Department serves as the City's Watch Dog and Accountability Partner 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 reimagined 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, City Stakeholders, and community-based organizations.

As part of our ongoing strategic planning process, the Department has worked diligently on reviewing the 2024 community needs assessment and updating DOSW's strategic planning session. DOSW presented the strategic planning framework last month; and Dr. Aroche facilitated the team through four additional

internal strategic planning sessions to update the mission and vision of the agency, the core policy areas, and major areas of focus.

Dr. Alfredo Huante has also worked closely on reviewing data and evaluating the feedback provided by all the Commissioners to guide the strategic planning sessions. He has collaborated with the team to design both a community provider and individual participant survey, which will be highlighted in today's presentation of the strategic plan.

Denise Heitzenroder and Dominique Blakely have also worked on finalizing all community session dates and sites. Please note, dates have been adjusted based on available locations and reservations.

Dominique will provide today's presentation update. She will also be sharing those updates and requesting sign-ups from all Commissioners to support co-facilitating sessions. We will be embarking on outreach and social media promotion—please let us know if you would like to be featured in the promotion reels. We would also appreciate your help spreading the word and recruit participants as much as possible. Feel free to follow DOSW on social media and share details of the sessions.

- **COMMISSION**

- Once again, Commissioners expressed interest in revisiting a discussion on potential bylaws revisions after the winter retreat and the completion of our strategic plan. We plan to bring this forward as a "Consideration of Bylaws Revision" item at the January meeting. As reminder, any new or amended rule requires at least ten days' public notice prior to that discussion.

- **COMMUNICATIONS & EXTERNAL AFFAIRS**

- Dr. Aroche and the team also participated in District 4 Supervisor Beya Alcazar's swearing-in ceremony—it was an honor to attend and witness the first Filipina being sworn in to the Board of Supervisors.
- In recent weeks, DOSW and Dr. Aroche has met with several key stakeholders including the Public Utilities Commission President, the Vice President of Government Affairs for Planned Parenthood, and participated in multiple discussions with the Mayor's Office on immigration, anti-human trafficking, and victim rights.

- **POLICY, PROGRAMS, EXTERNAL GRANTS & REPORTING**

- The Prop E Commission Streamlining Task Force reviewed the Commission on the Status of Women at its October 15<sup>th</sup> hearing, where Commissioners and community partners voiced their strong support for COSW. Commissioner Andary provided an update at the October 22 COSW meeting. President Jones Lowrey will provide a brief update at today's meeting, and the Commission will discuss next steps and possibly vote on which proposed actions they would like to move forward with.

- **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.

– Microgrants Program: The program remains open through December 2025, offering one-time assistance for urgent needs such as housing, utilities, transportation, and other emergencies. The initiative continues to help participants achieve stability and safety during moments of transition.

- **Civic Engagement & Political Empowerment**

For the November 4th election, the Department shared voter reminders across social media platforms to encourage participation and civic engagement citywide.

- **Strategic Initiatives**

On October 21<sup>st</sup>, our team supported the Office for Victims' Rights and the Domestic Violence Consortium during the Domestic Violence Awareness Month rally on the steps of City Hall.

The event also featured Julia Tempongko, sister of Claire Joyce Tempongko, whose tragic death in 2000 led to major reforms in San

Francisco's domestic violence response. Her story remains a powerful reminder of why our work must continue with urgency and compassion.

- **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's Research and Data Team continues to strengthen capacity for equity-driven decision-making across City departments. While no new reports were released this month, the team is aligning upcoming projects – including the 2025 Gender Analysis of Commissions and Boards – with the Department's strategic-planning timeline to ensure consistency in data collection and reporting.

- **GENERAL UPDATES**

N/A

- **SPECIAL EVENTS, ACTIVITIES & ANNOUNCEMENTS**

- November 12, 12:00 pm: Women in Dialogue Guaranteed Care Income San Francisco pilot press conference with Supervisor Fielder's office
- November 12, 3:00 pm: Family Violence Council Quarterly Meeting – (The Commission President is a voting member on the Council.)

- **Prop E Commission Streamlining Task Force Key Dates:**

- Oct 15: Public Health and Wellbeing: Public meetings where the Task Force will discuss the Commission on the Status of Women ([online information](#))

- 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**

**November**

*Wednesday, November 12*

*Regular Commission Meeting*

**December**

*Tuesday, December 9*

*Regular Commission Meeting*