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

Mayor
Daniel Lurie

DIRECTOR'S REPORT

November 9, 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 Department recognizes November as **National Native American Heritage Month**, honoring the history, cultures, contributions, and resilience of Native American and Indigenous communities.

The Department would also like to highlight two events that staff attended last month and early November.

On October 29, Dr. Aroche, Dominique Blakely, and Alfredo Huante attended the **Women's Housing Coalition 2026 Citywide Retreat**, which included a discussion of findings from the Coalition's recent survey on women's homelessness and strategies to ensure that women throughout San Francisco have access to safe and stable housing, whether housed or unhoused.

Last Thursday, Dr. Aroche, Denise Heitzenroder, and Febbie Valderrama attended the **Economic Recovery Summit**, which featured discussions on key strategies to support economic stability and recovery, including childcare and early childhood education, homelessness prevention and housing stabilization, workforce development, employment reentry, financial planning, budgeting, credit restoration, and access to education and job training.

Women's Agenda:

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, working with each department to finalize its Action Plan and advance the Women's Agenda's priorities. To date, DOSW has received 20 of the 29 finalized Action Plans, which are available on the Department's website. DOSW continues to work with the remaining departments to finalize their Action Plans and support implementation efforts across the City.

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

The Agency for Human Rights held an all-staff meeting on October 6 with staff from both the Department on the Status of Women (DOSW) and the Human Rights Commission (HRC). The meeting provided an opportunity for staff across both departments to connect, strengthen collaboration, and continue building coordination across the Agency. Based on feedback, DOSW and HRC will meet every other month and continue to work together and collaborate on shared priorities and opportunities to advance human rights and gender equity across San Francisco.

Board of Supervisors' Updates

On October 8th, the Commission joined the Board of Supervisors Public Safety and Neighborhood Services Committee at a special hearing on the policies and procedures at San Francisco Police Department regarding sexual assault. The special hearing was called by Supervisor Melgar after numerous news reports on the SFPD's poor clearance rate and persistent challenges survivors faced. The Commission heard presentations from the Mayor's Office of Victim's Rights and the San Francisco Police Department, including Chief Derrick Lew. The Commission posed questions to the presenters that were focused on survivor centered policies and outcomes. The Commission will be discussing next steps at Commission meetings in the coming months.

COMMISSION

Building on the concerns raised during the October 8 joint hearing, the Commission on the Status of Women (COSW) has developed recommendations to strengthen and formalize SFPD's response to sexual assault cases. The recommendations were finalized at the October 28th Commission meeting. The recommendations aim to advance meaningful, sustained improvements while ensuring survivors' voices, experiences, and perspectives remain at the forefront.

At its October 28 meeting, the Commission voted to move forward with a request for a joint hearing with the Police Commission. On behalf of the Commission, Vice President Rivera submitted a formal request to Police Commission President Don Clay through Commission Secretary Blakely. The Commission will be provided with an update once a response is received from the Police Commission.

POLICY, PROGRAMS, EXTERNAL GRANTS & REPORTING

Health

Maternal Health:

In honor of National Midwifery Week, the Department co-hosted with the Human Rights Commission the "Toward Justice and a Reclamation of Joy in Birth" panel conference on **Monday, October 5, 2026, from 10:00 a.m. to 2:00 p.m. at the UC Law Auditorium, 198 McAllister Street, San Francisco**. This is a one-day conference brought together practitioners and thought leaders to create space for conversation, community connection, and reclamation of joy in birth.

SF Strong Starts Initiative:
The Department continues to participate in the SF Strong Starts Working Group and engage with community partners, focusing on identifying ways to improve maternal health outcomes for San Francisco's Indigenous and Pacific Islander communities. Insights and perspectives gathered through recent community roundtables continue to inform the initiative's ongoing work.

As the initiative moves into its next phase, the San Francisco Mayor's Office is forming two advisory panels to provide consistent community and professional input:

- **Community Advisory Panel:** San Francisco residents who are currently pregnant or have given birth in San Francisco.

- **Care Team Advisory Panel:** clinicians and birth workers who serve San Francisco families. Panelists will meet monthly beginning in October 2026.

Decisions on the selection process has been completed and announced to each respective selected candidate. Meetings will begin in November 2026.

Safety

Jail In-Custody Issues & The Inter-Agency Collaborative

The IAC is an "Inter-Agency Collaborative" consisting of the following San Francisco city government agencies: Department on the Status of Women, Human Rights Commission, Department of Police Accountability, and the Sheriff's Office.

The IAC was formally established in early 2026 in response to allegations of sexual violence inside of SF county jail, including a high-profile allegation of an illegal mass strip search of nearly two dozen women, and aims to increase coordination among key city departments with the goal of improving the safety, well-being, and treatment of incarcerated people in San Francisco.

The IAC consists of multiple tracks of meetings to discuss systems-level recommendations intended to improve transparency, accountability, communication, and conditions within the jail system.

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.

The sub-group finalized the recommendations for Policy 514, Searches, which has been sent to the Sheriff's Office legal team, unions, and Undersheriff for final review. DOSW and HRC prepared a letter for Sheriff Miyamoto with additional recommendations from AHR, further recommending use of the least invasive search method to be used at all times. The sub-group has opened Policy 1010, Incarcerated Visitation, as the next policy to review.

Economic Mobility and Security

Through the FY 2026–27 budget process, the Department successfully secured additional funding to continue Economic Mobility and Security initiatives, ensuring support for guaranteed income 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.

A Request for Proposals (RFP) for Gender-Based Violence Economic Stabilization projects opened to the public on October 1st, followed by an Informational Session on Monday, October 5th. The application period closed on Monday, October 19th, and a review committee was established with staff members from DOSW and HRC. Scoring and award decisions will take place in November.

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 fall, DOSW is hosting interns from colleges, universities, and professional development programs who are supporting policy research, community engagement 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

- November 12, 2026 – Reentry Policy & Public Safety Symposium: Beyond the Sentence
    - 8 am to 4:00pm – 445 Golden Gate Ave, State Building - Hiram W. Johnson auditorium

Prop E Commission Streamlining Task Force:

- 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.

- March 2026: The Board of Supervisors held a hearing on the proposed legislation on March 17, 2026.

- June 2026: The Task Force's proposed legislation took effect within 90 days of the Board of Supervisors hearing.

- July 2026: Board of Supervisors decided to place a Charter amendment with some of the Task Force's recommendations on the November 2026 ballot.

    - The Board of Supervisors approved changes for advisory bodies under its direct legislative authority and placed **Proposition A** on the ballot for charter-level changes.
    - San Francisco Proposition A on the November 3, 2026 ballot is a proposed City Charter amendment that would change how the city organizes and oversees its departments, boards, and commissions. It is part of an effort to streamline city government by eliminating or

combining some commissions and moving others out of the City Charter and into the Municipal Code.
- San Francisco Proposition A was approved by voters.

DEPARTMENT CALENDAR

November	
Monday, November 9	*Regular Commission Meeting*
October	
Tuesday, December 8	*Regular Commission Meeting*
January	
Wednesday, January 12	*2027 Annual COSW Winter Retreat*
Wednesday, January 27	*Regular Commission Meeting*