

Women's Agenda Department Action Plan
OFFICE OF ECONOMIC & WORKFORCE DEVELOPMENT
FY 2026–27 through FY 2028–29

Women's Agenda Vision

The OEWD will partner with the Department on the Status of Women (DOSW) to advance gender-responsive, trauma-informed, and prevention-focused strategies that improve safety for girls and young women involved in or at risk of involvement with the juvenile justice system.

OEWD Department Priority Areas

Women's Agenda Pillar	Department Alignment *State Priority Area or Not Applicable
Health	
Safety	
Economic Mobility & Security	X
Civic Leadership & Community Engagement	X

FY 2026–28 | Planning, Alignment, & Implementation

Economic Mobility & Security

- Increase women's access to high-quality jobs and career pathways.
 - Expand participation and outcomes for women in OEWD workforce programs that lead to family-sustaining careers.
 - Develop targeted outreach with the DOSW, community organizations, and educational partners.
 - Advance the Early Childhood Education (ECE) workforce through the dual enrollment pilot program.
 - Track employment, wages, and career advancement by gender.
- Strengthen women's economic empowerment through small businesses and neighborhood revitalization.
 - Expand opportunities for women entrepreneurs and women-led neighborhood leadership while activating commercial corridors.
 - Highlight and replicate successful women-led initiatives such as the Tenderloin Safe Passage program.
- Institutionalize a gender-responsive approach across OEWD programs and partnerships.
 - Embed gender equity into OEWD planning, decision-making, and performance measurement.
- OEWD would love to collaborate with DOSW on promoting CityBuild, Healthcare Academy, Hospitality Initiative, and TechSF to connect San Francisco residents, especially women and non-binary people, to the programs.

Civic Leadership & Community Engagement

- Community Benefit Districts (CBD's)
 - CBDs do great work to promote small business growth, community safety, and cleanliness among SF neighborhoods.

- Through ambassador support & public realm improvements, CBDs contribute directly to the Agenda's Safety pillar – improving how women, girls & non-binary people experience and navigate public spaces and neighborhoods daily.
- Spotlight: Over the past 15+ years, TLCBD's Safe Passage program provides escorts to support children, seniors and people with disabilities through the Tenderloin; program started by a coalition of TL mothers.
 - o Women-led CBDs are a real-world example of the Women's Agenda's vision in action - women already holding civic leadership roles while advancing safety and economic vitality in their own neighborhoods.
- The majority of CBDs in SF are women-led (65% | 11 of 17 – including the Tourism Improvement District).
- Specifically - Castro, Civic Center, Mid-Market, Noe Valley, Ocean Avenue, Excelsior Action Group, Fisherman's Wharf, Tenderloin CBD, Japantown CBD, TID via SF Travel, Union Square Alliance.
 - o Great way for women and non-binary individuals to get involved in their communities.
- Board Leadership: Each CBD is governed by a volunteer Board of Directors composed of a mix of property owners, biz owners, residents, and community stakeholders providing opportunities to serve in civic leadership roles and help guide neighborhood priorities.
- Volunteer Opportunities: CBDs regularly engage volunteers through neighborhood cleanups, beautification efforts, merchant events.

FY 2028–29 | Sustainability & Continuous Improvement

Economic Mobility & Security

- Regularly share workforce economic data disaggregated by gender.
- Regularly share California wage gap information.
- Participate in cross-department coordination through the Committee on City Workforce Alignment.
- OEWD would love to collaborate with DOSW on promoting CityBuild, Healthcare Academy, Hospitality Initiative, and TechSF to connect San Francisco residents, especially women and non-binary people, to the programs.

Annual Performance Measures

- Grow participation of women-owned businesses through Vacant to Vibrant program and other business development initiatives.
- Increase enrollment of women in CityBuild, TechSF, Healthcare Academy, Hospitality Initiative, and other workforce programs.

Key Deliverables

FY 2026–28

- Continue OEWD's existing work and programs.

FY 2028–29

- Evaluate outcomes and institutionalize successful practices.
- Identify future policy and program recommendations.