# Women's Agenda Department Action Plan

# San Francisco Police Department (SFPD)

# FY 2026-27 through FY 2028-29

## Women's Agenda Vision

The San Francisco Police Department (SFPD) will partner with the Department on the Status of Women (DOSW) to improve the safety, health, economic opportunity, and leadership for all, including women, girls, and gender-diverse people, both within the Department and throughout San Francisco.

SFPD recognizes that its responsibility extends beyond supporting its workforce to ensuring that everyone, including women and girls, feel safe in their neighborhoods, on public transit, and in public spaces; have confidence in seeking assistance from law enforcement; and receive respectful, responsive, and survivor-centered services when they need help.

Through improvements to investigative practices, community-based public safety efforts, equitable recruitment and advancement opportunities, family-supportive workplace policies, and community partnerships, SFPD will continue working to build a department that reflects the communities it serves and strengthens public safety, accountability, and community trust.

## Women's Agenda | Pillar Alignment

| Pillar | Department Alignment |
|---|---|
| Health | Priority Area |
| Safety | Priority Area |
| Economic Mobility & Security | Priority Area |
| Civic Leadership & Community Engagement | Priority Area |

## FY 2026–27 | Planning & Alignment

Overall

- Report on gender representation for department personnel and services provided by the Department, using available data.
- Continue public reporting of hiring demographics by gender to support transparency and inform recruitment strategies.
- Coordinate with DOSW to align existing departmental policies and initiatives with Women's Agenda priorities.

Health

- Review existing lactation policies and identify opportunities to reduce unnecessary medical-documentation or administrative barriers.
- Continue supporting employees through existing departmental resources, including the Family Support Unit, employee wellness, and peer-support services.
- Review existing pregnancy accommodations, parental leave, and return-to-work policies, as appropriate.
- Continue supporting access to medical care, counseling, and victim-support resources through existing departmental response and referral procedures.

Safety

- Strengthen patrol, investigative, and survivor-centered responses involving domestic violence, sexual violence, human trafficking, and other special-victim cases.
    - Continue implementation of existing departmental policies governing sexual assault, domestic violence, victim assistance, and protective orders.
    - Continue advancing SVU improvements focused on investigative quality, supervisory accountability, case management, and survivor communication.
    - Monitor established SVU performance measures, including investigative standards, supervisory review, case assignment timelines, and survivor contact.
- Continue supporting victim safety through established domestic violence response procedures, including lethality assessments, emergency protective orders, and referrals to supportive services.
- Continue enforcing existing protections against harassment, intimidation, hate crimes, and interference with access to reproductive healthcare facilities.
- Continue supporting workplace protections against discrimination, harassment, retaliation, and member-involved domestic violence, consistent with existing departmental policies.
- Support public safety efforts addressing concerns affecting women, girls, and gender-diverse residents through existing neighborhood policing, crime-prevention, and community engagement activities.

Economic Mobility & Security

- Review recruitment, examination, hiring, promotion, and retention outcomes for employees, including women and gender-diverse people, to identify opportunities for improvement.
- Continue advancing SFPD's participation in the national 30 by 30 Initiative, supporting the goal of increasing women's representation in police recruit classes to 30% by 2030.
- Continue Recruitment Workshops providing physical ability test preparation, oral interview coaching, and opportunities to engage with interested officers across ranks, including women officers.
- Continue public reporting of hiring demographics by gender and use existing data to identify opportunities to strengthen recruitment outreach and applicant preparation.

- Review women's representation across sworn classifications, specialized assignments, supervisory ranks, and command leadership.
- Identify opportunities to support career advancement for all employees, including women.
- Support access to existing mentorship, professional development, specialized assignments, and promotional opportunities for all employees, including women across the Department.

Civic Leadership & Community Engagement

- Partner with DOSW and community organizations to improve public awareness of reporting and victim-support resources.
- Continue supporting access to police services through existing language assistance, community liaison, and victim-support resources, particularly for residents who face barriers to reporting crimes or seeking help.
- Support existing neighborhood engagement and community policing activities to better understand public safety concerns affecting women, girls, and gender-diverse residents.
- Continue recruitment outreach to community members, including women and girls through schools, colleges, career fairs, and community events.

## FY 2027–28 | Implementation

### Overall

- Continue advancing Women's Agenda priorities through existing departmental policies, programs, and initiatives.
- Monitor progress using available workforce representation, recruitment, and public safety performance measures.
- Coordinate with DOSW to identify feasible opportunities for continued collaboration.

### Health

- Continue supporting lactation, pregnancy, parental leave and return-to-work accommodations through existing departmental policies.
- Support employee access to existing wellness, behavioral health, peer-support, and family-supportive resources.
- Identify feasible improvements to existing workplace accommodation practices, as appropriate.
- Continue supporting connections to medical care, counseling, and victim-support services through established departmental procedures.

### Safety

- Continue advancing SVU improvements related to investigative quality, supervisory oversight, case management, and survivor communication.
    - Monitor compliance with investigative standards and required supervisory review.
    - Review case assignment timelines and survivor communication measures.
    - Support recurring case-quality reviews and established public reporting requirements.

- Continue implementing departmental policies governing sexual assault, domestic violence, human trafficking, and other special-victim investigations.
- Maintain existing domestic violence response practices, including victim safety assessments, protective orders, and referrals to supportive services.
- Continue enforcing existing protections against harassment, hate crimes, and interference with access to reproductive healthcare facilities.
- Support existing neighborhood policing and public safety coordination efforts addressing concerns affecting women, girls, and gender-diverse residents.
- Continue supporting departmental workplace safety protections and accommodations.

**Economic Mobility & Security**

- Continue Women's Recruitment Workshops and recruitment activities supporting the 30 by 30 Initiative.
- Use existing hiring demographic reporting to identify opportunities to support all employees' progression through the recruitment and selection process, including women and gender-diverse individuals.
- Support existing mentorship, professional development, specialized assignment, and promotional opportunities for employees, including women.
- Monitor available workforce representation, promotion, and retention outcomes by gender.

**Civic Leadership & Community Engagement**

- Maintain partnerships with DOSW, victim-service providers, and community organizations to improve public awareness of reporting pathways and available support resources.
- Continue supporting access to police services through existing language assistance, community liaison, and victim-support resources.
- Support existing neighborhood engagement and community policing activities addressing public safety concerns affecting women and girls.

## FY 2028–29 | Sustainability & Continuous Improvement

**Overall**

- Evaluate progress on Women's Agenda priorities using available departmental performance measures.
- Continue successful departmental initiatives and identify feasible opportunities for improvement.
- Coordinate with DOSW to inform future Women's Agenda priorities and departmental planning.

**Health**

- Continue supporting lactation, pregnancy, parental leave, and return-to-work accommodations through existing departmental policies and resources.
- Review employee access to wellness, behavioral health, and family-supportive resources to identify opportunities for improvement.
- Maintain coordination with health and victim-service partners supporting survivors of domestic violence, sexual assault, and other crimes.

**Safety**

- Continue monitoring SVU investigative quality, supervisory accountability, case management, and survivor communication.
- Review SVU performance trends to identify opportunities to strengthen investigative consistency, case follow-through, and survivor-centered responses.
- Continue supporting implementation of departmental policies governing sexual assault, domestic violence, human trafficking, and other special-victim investigations.
- Maintain coordination with victim advocates, the District Attorney's Office, and other criminal justice partners.
- Continue integrating women's safety considerations into existing community policing, neighborhood safety, and public safety coordination efforts.
- Review available public safety information and community feedback to identify opportunities to improve responsiveness to concerns affecting community members, including women, girls, and gender-diverse people.
- Continue reviewing workplace safety practices and protections for all employees, including women and gender-diverse employees.

**Economic Mobility & Security**

- Review status of 30 by 30 Initiative's goal of 30% women in police recruit classes by 2030.
- Continue effective Recruitment Workshops and other established recruitment outreach activities.
- Review available recruitment, promotion, retention, and leadership representation data to identify opportunities for improvement.
- Continue supporting existing mentorship, professional development, specialized assignment, and promotional opportunities for employees, including women.

**Civic Leadership & Community Engagement**

- Maintain partnerships with DOSW, community organizations, and victim-service providers.
- Continue supporting access to reporting pathways, victim assistance, and community liaison resources.
- Review existing neighborhood engagement and community policing activities to identify opportunities to strengthen responsiveness to women's public safety concerns.

## Women's Agenda | Gender Representation

Department on the Status of Women (DOSW) requests that each department report workforce and service-related gender data. SFPD will use existing departmental data and reporting processes, where available, to provide:

- Workforce composition by gender across employee classifications.
- Hiring, promotion, and retention outcomes by gender.
- Participation in leadership development, mentorship, and succession planning by gender.
- Recruitment and hiring demographics by gender, including existing public reporting of applicants and candidates throughout the hiring process.

## Annual Data Review

- Annual percentages of applicants and hires by gender
- Annual percentage of sworn classifications and leadership ranks by gender
- Annual promotion by gender
- Annual retention outcomes by gender
- Number of employees participating in mentorship and leadership programs
- Percentage of SVU cases meeting documented investigative standards and receiving required supervisory review, with a target of 100%.
- Percentage of Open/Active SVU cases with documented victim contact within 30 days, with a target of at least 80%.
- Progress on cross-agency SVU case review and coordination with survivor advocates and partners, including MOVR and DOSW, to strengthen investigative practices, survivor communication, and accountability.

## Summary of Key Deliverables

### FY 2026–27 | Planning & Alignment

- Continue advancing the 30 by 30 Initiative, Recruitment Workshops, and workforce representation reporting.
- Strengthen SVU investigative practices, survivor communication, and accountability.
- Review existing workplace policies and strengthen partnerships supporting employee safety and well-being, including women and gender-diverse employees.

### FY 2027–28 | Implementation

- Continue recruitment, mentorship, and professional development efforts supporting a diverse law enforcement.
- Monitor SVU investigative quality and survivor-centered performance measures to support ongoing improvements.
- Advance feasible workplace improvements and community safety initiatives through existing departmental programs and partnerships.

### FY 2028–29 | Sustainability & Continuous Improvement

- Regularly review data related to women's recruitment, representation, retention, and advancement.
- Continue improving survivor-centered investigative practices and community safety efforts.
- Develop recommendations to inform future Women's Agenda priorities and continuous improvement

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|---|---|---|
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### Department Certification

I certify that this report accurately reflects the department's implementation of its Women's Agenda Action Plan

during the reporting period.

**Department Head**

Name: Chief Derrick J. Lew

Signature: _____ Date: 10/26/26

**Women's Agenda Champion**

Name: Assistant Chief Nicole Jones

ASSISTANT CHIEF NICOLE JONES
CHIEF OF STAFF

Signature: _____ Date: 10/26/26