

Women's Agenda Department Action Plan

San Francisco Public Defender's Office (PDR)

FY 2026–27 through FY 2028–29



Women's Agenda Vision

The San Francisco Public Defender will partner with the Department on the Status of Women (DOSW) to advance safety, dignity, and justice for women, girls, gender-diverse people, and families affected by incarceration, immigration enforcement, and the criminal legal system. Through family-centered representation, custodial accountability, narrative change, regional collaboration, and advocacy for humane conditions, the Public Defender will help address the broader impacts of detention and sentencing on individuals, families, and communities in alignment with the San Francisco Women's Agenda.

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.

Health

- Advocate for clients represented by our Mental Health Unit.

Safety

- Provide policy expertise to address jail conditions (including addressing strip search policies and practices), pre-trial detention, and gender-responsive practices within custodial facilities.
- Advocate for clients impacted by immigration enforcement and detention practices.

Economic Mobility & Security

- Connect clients and their families with shelter, housing, drug treatment, mental health treatment, educational, and vocational services.
- Promote alternatives to incarceration that reduce family disruption and economic instability.

Civic Leadership & Community Engagement

- Engage in narrative-shifting work through public education and related storytelling initiatives.
- Engage in public education regarding the rights of clients and their families in the immigration and criminal justice system. .
- Host and mentor students interested in public criminal defense

FY 2027–28 | Implementation

Health

- Continue to advocate for clients represented by our Mental Health Unit.

Safety

- Advance policy and operational recommendations addressing jail conditions (including strip searches), pretrial detention, and gender-responsive conditions.
- Continue to advocate for clients and families impacted by immigration enforcement and detention practices.

Economic Mobility & Security

- Strengthen referrals supporting shelter, housing, drug treatment, mental health treatment, educational and vocational services.
- Promote legal strategies that reduce unnecessary family separation.

Civic Leadership & Community Engagement

- Produce or amplify storytelling and other communication projects to educate the public about the impact of incarceration and detention on women and families.
- Engage in public education regarding the rights of clients and their families in the immigration and criminal legal systems.

FY 2028–29 | Sustainability & Continuous Improvement

Health

- Continue to advocate for clients represented by our Mental Health Unit.

Safety

- Monitor compliance with policy and operational recommendations addressing jail conditions (including strip searches), pretrial detention, and gender-responsive conditions.
- Develop recommendations for future Women's Agenda criminal-legal and immigration priorities.

Economic Mobility & Security

- Continue to identify opportunities to connect clients and their families with shelter, housing, drug treatment, mental health treatment, educational, and vocational services.
- Continue to promote alternatives to incarceration that reduce family disruption and economic instability.

Civic Leadership & Community Engagement

- Evaluate the reach and impact of storytelling projects.
- Evaluate the reach and impact of public education projects.
- Evaluate employment placement of our interns

Women's Agenda | Gender Representation

To advance equitable representation across City government and establish a consistent baseline for measuring progress, DOSW requests that the Public Defender report workforce and service-related gender data, including:

- Workforce composition by gender across employee classifications and leadership levels.
- Hiring, promotion, and retention outcomes by gender.
- Clients served by gender and other available demographic indicators.
- Department-specific strategies implemented to improve gender equity and representation.

Annual Performance Measures

- Number of custodial policy, practice, or accountability matters reviewed.
- Number of narrative-shifting and public-education projects engaged in.
- Number of clients and families connected to stabilization resources.
- Number of client matters represented by the Public Defender's Office's Immigration Unit.

- Workforce and leadership representation by gender.
- Annual progress toward departmental Women's Agenda implementation goals.

Summary of Key Deliverables

FY 2026–27

- Establish a baseline of gender representation and relevant client-service data.
- Identify priority custodial practices for review and advocacy.
- Develop narrative-shifting strategy.
- Strengthen family-centered representation and referral pathways.

FY 2027–28

- Implement narrative and public-education initiatives.
- Advance recommendations addressing custodial practices and pretrial detention.
- Expand family-stabilization partnerships.
- Advocate for clients impacted by immigration enforcement and detention.
- Monitor outcomes and community feedback.

FY 2028–29

- Evaluate family-centered and narrative-shifting practices.
- Evaluate policy, client, and partnership outcomes.
- Strengthen long-term custodial accountability strategies.
- Develop recommendations for future Women's Agenda priorities.

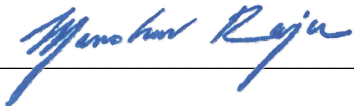
City Department Contact Information		
Role	Contact	Information
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Department Certification

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: _____ Manohar Raju _____

Signature: _____  _____ Date: _____ 08-28-2026 _____

Women's Agenda Champion

Name: _____ Lyslynn Lacoste _____

Signature: _____

A stylized, handwritten signature in black ink, consisting of several overlapping, sweeping strokes.

Date: 8/27/26