Women's Agenda Department Action Plan

San Francisco Public Library

FY 2026–27 through FY 2028–29

Women's Agenda Vision

The San Francisco Public Library 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 those involved in or at risk of involvement with the juvenile justice system including girls and young women.

Department Priority Areas

Women's Agenda Pillar	Department Alignment (State Priority Area or Not Applicable)
Health	Not Applicable
Safety	Not Applicable
Economic Mobility & Security	Priority Area: The Library supports economic mobility and security through partnerships with local businesses including women-owned via the Business, Science, and Technology (BST) center programs.
Civic Leadership & Community Engagement	Priority Area: The Library fosters civic leadership and community engagement through dedicated programming to highlight the wide-range of diversity of authors and literature, including hosting author talks with female authors, honoring women groundbreakers and the feminist movement, and providing tailored youth programs.

Three-Year Strategic Alignment

FY 2026–27 | Planning & Alignment

- **Health:** Not Applicable.
- **Safety:** Not Applicable.
- **Economic Mobility & Security:** Expand outreach and establish new partnerships featuring local businesses including women-owned in San Francisco and the Bay Area for the Business, Science, and Technology (BST) center; plan BST center events and business development workshops led by entrepreneurs including women.
- **Civic Leadership & Community Engagement:** Assess branch needs and plan the expansion of Women's History Month and #Women'sInterest programming across all branches; strengthen coordination with youth-serving

partners (e.g., Women's Audio Mission – Girls on the Mic, Oasis for Girls) to design tailored programs for at-risk teens, including girls, aged 12–17 at the Main Library's teen center (The Mix) and high-need branches.

FY 2027–28 | Implementation

- **Health:** Not Applicable.
- **Safety:** Not Applicable.
- **Economic Mobility & Security:** Execute expanded BST programming featuring businesses including women-owned businesses; and collect data regarding vendor diversity; explore ways to encourage more partnerships with small businesses, including women-owned small businesses.
- **Civic Leadership & Community Engagement:** Deliver an increased roster of Women's History Month activities (author talks, book clubs, films, panels, workshops) and ongoing #Women'sInterest events systemwide; scale youth engagement at The Mix and branch locations, offering dedicated cohorts and creative sessions for teens, including girls; explore ways to enhance women's interest programming across all age groups.

FY 2028–29 | Sustainability & Continuous Improvement

- **Health:** Not Applicable.
- **Safety:** Not Applicable.
- **Economic Mobility & Security:** Explore ways to ensure small businesses, including women-owned businesses, are aware of procurement and promotional partnerships BST operational practices, and related City procurement processes; assess economic empowerment outcomes and feedback from participating small businesses.
- **Civic Leadership & Community Engagement:** Sustain long-term partnerships with community organizations (including Women's Audio Mission and Oasis for Girls); evaluate multi-year attendance and engagement metrics across the branch library network to inform future program cycles and equity strategies.

Annual Data Review

- Number of #Women'sInterest programs hosted systemwide (30 programs YTD; explore ways to increase programming).
- Number of attendees at #Women'sInterest and Women's History Month programs (Baseline: 492 attendees YTD for #Women'sInterest; 333 attendees across 18 Women's History Month programs).
- Number of partnerships established or maintained with small businesses including women-owned via the BST center
- Number of youth programs and class visits delivered for at-risk teens, including girls, (ages 12–17) at The Mix and branch locations (9 Women's Audio Mission programs and 3 Oasis for Girls visits YTD).

Key Deliverables

FY 2026–27

- Develop and launch an expanded Women's History Month programming schedule across branch locations.
- Establish formal intake and tracking in the internal programming platform to consistently log attendance and partner demographics for women-focused initiatives.
- Launch targeted workshops and programs for teenagers, including girls, (ages 12–17) at The Mix.

FY 2027–28

- Implement expanded BST programming series featuring businesses including women-owned businesses.
- Explore opportunities to enhance women-focused programming.
  Explore ways to improve outreach to small business including women-owned.

FY 2028–29

- Evaluate outcomes and institutionalize successful practices across all branch libraries.
- Identify future policy, partnership, and programming recommendations to support long-term gender equity and community leadership.
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