



Mayor
Daniel Lurie

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



DIRECTOR'S REPORT

September 24, 2025

Working at the **intersection of health, safety, socioeconomics, politics and gender**, the Department on the Status of Women has an **expanded portfolio that prioritizes improving the whole lives of women, girls and nonbinary people** through three core service areas: **Health and Safety, Economic Security and Civic Engagement and Political Empowerment**.

With a focus on its three core service areas, the **Department serves as the City's Watch Dog and Accountability Partner on all issues related to gender parity; Chief Advocate for equity in service delivery, employment opportunities, leadership development and budget allocation; and Community Convener – bringing people together inside and outside the City to collaborate on ideas, strategy and impactful action to help San Francisco transform into a fully gender equitable City**.

Reorganized and reimagined to meet this post-Roe moment, today's Department on the Status of Women is one that is **human-centered, informed by data and infused with confidence, conviction and clarity of purpose**.

The items below **reflect the Department's work towards building a more diverse and efficient San Francisco City and County government through gender-responsive and racially equitable policies and programs**.

ADMINISTRATION & OPERATIONS

Hannah Cotter will be filling in as Acting Director in place of Linda Yeung. The Department would like to highlight the following:

- October is Domestic Violence Awareness Month.
- Black Women Revolt Against Domestic Violence (BWRADV) DVAM 2025 Event will take place on October 1st. The event is sold out, but two Department staff members will be attending. Highlights from the event can be shared at the October meeting.

- The Domestic Violence Awareness Month Rally will take place at the State Building on October 2nd at 3 pm featuring Assemblywoman Stefani, the Domestic Violence Consortium, and other stakeholders.
- Invisible Chains: Human Trafficking among Immigrants, the 2025 Annual Conference of the San Francisco Collaborative Against Human Trafficking (SFCaHT), will take place on October 3rd from 8:30 am – 4:00 pm.
- The October Commercial Sexual Exploitation of Children (CSEC) Steering Committee meeting will take place in person at the HYPE Center on October 16th.
- The Department welcomed a new Willie Brown Fellow, Roya Formuli, in August.

- **Gender-Based Violence (GBV) Portfolio**

- The MOHCD presentation has been moved to October. Ms. Julia Sabory, Deputy Director for MOHCD, will present the Gender-Based Violence portfolio at that time. Their contract negotiations have not been completed.

- **COMMISSION**

- The 2025 Gender Analysis of Commissions and Boards is currently in the data collection phase. Commission Secretary Blakely sent you an email with a link to the online survey. Please complete the demographic survey at your earliest convenience. The deadline is Wednesday, October 8th. Thank you for your participation!
 - In past meetings, Commissioners have expressed interest in potentially revising the bylaws. The two topics raised related to protocols for (1) committees and (2) elections. Commissioners may discuss at this meeting whether they would like to revise the bylaws and decide if this should be added as an agenda item in October or at a later meeting. Please note that if the Commission wishes to adopt a new rule, amend an existing rule, or repeal one, the public must be given at least 10 days' notice before the meeting at which the proposal will be considered.

- **COMMUNICATIONS & EXTERNAL AFFAIRS**

- Commissioner Miry and Denise Heitzenroder met and have a suggested topic for a community meeting that the Commission will discuss and vote on.

- **POLICY, PROGRAMS, EXTERNAL GRANTS & REPORTING**

- Per President Andary's request, the Department has drafted a letter of support for the Family Violence Council to the Prop E Commission Streamlining Task Force, which has been included in your September packets. As instructed, the Department has sent a request for letters of support through the newsletter, sent requests to community partners, and created social media sharing content.
- President Andary will provide more information regarding Prop E later in this agenda. We would like to remind everyone that the preliminary set of recommendations will be released on October 3rd, so please ensure all letters of support are submitted by October 1st. The hearing, which to our knowledge will be the last opportunity for the Commission and the public to weigh in through public comment before the recommendations are finalized, is scheduled for October 15th at 1:00 p.m. at City Hall.
- The Commission may discuss whether President Jones Lowrey will attend the Family Violence Council meeting or appoint another Commissioner as her designee, if she wishes.

- **Program: Economic Security**

The Department continues its collaboration with Indigenous Justice and the Center on Juvenile & Criminal Justice's Cameo House for the Department's Economic Mobility Project. This project includes a Guaranteed Income (GI) pilot program and a microgrant initiative. With the Department's support.

Indigenous Justice launched its GI pilot program in May 2024, providing \$1,000 each month to support ten violence survivors. Similarly, Cameo House is supporting ten justice-impacted individuals with \$1,000 each month through this initiative. The GI program helped support the recipients for 12 months and has now concluded. Both organizations are in their data collection and evaluation phases. DOSW will present the evaluations to the Commission upon completion.

The Microgrants deadline has been extended until December and will continue to assist individuals with emergencies and/or one-time costs. To date, the grants have impacted clients with finding stable housing, utilities, transportation, holiday costs, leaving domestic abuse, and more.

- **Program: Civic Engagement & Political Empowerment**

Members of the Department attended the welcome ceremony and swearing in for the new Youth Commission members. The Department looks forward to engaging with the Youth Commission on upcoming projects. The Department also supported National Voter Registration Day on social media channels.

- **Strategic Initiatives**

Staff from the Department attended a roundtable with the Mayor's Office today, which included many representatives from the Domestic Violence Consortium. The group discussed Domestic Violence Awareness Month and the importance of programs that center survivors.

- **SF Bay Area SOL Collaborative [CA Department of Social Services Grant]**

The SF Bay Area SOL (Safety, Opportunity and Lifelong Relationships) Collaborative continues to develop a continuum of care for youth involved in or at risk of commercial sexual exploitation. The pilot is scheduled to end on December 31, 2025.

- The 2025 Annual Conference of the San Francisco Collaborative Against Human Trafficking (SFCAHT) will take place on October 3rd at the State of California/Milton Marks Conference Center. DOSW is a member of the committee and involved in planning meetings. The 2025 conference is called "Invisible Chains: Human Trafficking among Immigrants" and will include law enforcement, service providers, survivors and businesses exploring strategies to combat human trafficking among immigrants
- Village is Possible's (VIP) 5k fundraiser, Light the Path for Survivors, will take place on October 11 at 4:00 pm in Fairfield. VIP is a member of the SF SOL collaborative and is a healing justice organization led by and for Black survivors, working to create safe spaces and bold systems change for communities impacted by trauma and human trafficking.
- The October Commercial Sexual Exploitation of Children (CSEC) Steering Committee meeting will take place in person at the HYPE Center on October 16th.

- **RESEARCH & DATA/ PROJECTS, STRATEGIC LEARNING & CAPACITY BUILDING**

- **Research & Data**

- The Department is in the data collection phase for the 2025 Gender Analysis of Commissions and Boards report. This report is generated by the Department once every two years and examines representation across several groups in the City's advisory and policy bodies. Among the demographic categories included are sexual orientation, gender identity, race/ethnicity, and disability status.
- The Department has completed the FY25 Annual Performance Reporting. The Controller's Office City Performance Program publishes the Annual Performance Report each fall, which includes performance results for every City department, as mandated in the City Charter.

- **GENERAL UPDATES**

- **Open Enrollment Period for CY 2025 Healthcare**

The Open Enrollment period for 2025 is between October 1st and October 24th. Outside of a [qualifying life event](#), this is the only time when you will be able to make changes to your healthcare benefits for Plan Year 2025; coverage begins on January 1, 2026, and will run through December 31, 2026.

During Open Enrollment, you will be able to:

- Add/change your Medical/Vision and Dental plan
- Add or drop dependents from coverage
- Enroll or re-enroll in a **Healthcare** or **Dependent Care Flexible Spending Account (FSA)**
- Enroll in [Voluntary Benefits](#)

If you do not have any changes to make to your benefits, then you do not need to take any action. The current year elections will automatically roll over to Plan Year 2026, except FSA accounts which require annual enrollment.

Your 2025 CCSF Employee Health Benefits Guide can be found [here](#). Additional information is available on the [SFHSS website](#).

- **SPECIAL EVENTS, ACTIVITIES & ANNOUNCEMENTS**

- Family Violence Council Quarterly Meeting – November 12, 3:00 pm (The Commission President is a voting member on the Council.)

- Village is Possible's (VIP) 5k Fundraiser, Light the Path for Survivors – October 11, 4:00 pm.
- **Prop E Commission Streamlining Task Force Key Dates:**
 - Oct 15: Public Health and Wellbeing: Public meetings where the Task Force will discuss the Commission on the Status of Women ([online information](#))
 - By February 1, 2026: Task Force will finalize recommendations and vote to approve its final report.
 - By March 1, 2026: City Attorney's Office will draft a Charter amendment based on the Task Force's recommendations.
 - By April 1, 2026: Board of Supervisors will hold a hearing on the Task Force's final report and recommendations.
 - By July 2026: Board of Supervisors will decide whether to place a Charter amendment on the November 2026 ballot.

- **DEPARTMENT CALENDAR**

September

Wednesday, September 24

Regular Commission Meeting

October

Wednesday, October 15

*Commission Streamlining Task Force:
Public Health & Wellbeing –
Commission on the Status of Women*