



Mayor
Daniel Lurie

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



DIRECTOR'S REPORT

September 23, 2026

Working at the intersection of health, safety, economic mobility and security, civic leadership, and community engagement, the San Francisco Department on the Status of Women advances policies, programs, and systems that improve outcomes for women, girls, and non-binary people. Guided by the San Francisco Women's Agenda, the Department's work is to advance gender equity across four core policy areas: **Health; Safety; Economic Mobility and Security; and Civic Leadership and Community Engagement.**

Through this framework, the Department fulfills three core roles. As a **Women's Advancement Steward**, the Department works collaboratively with City and County agencies to conduct gender-based and intersectional analyses, identify disparities, and support implementation of the City's gender equity commitments, including those under the CEDAW ordinance. As an **Advocate**, the Department advances gender-responsive policy and resource decisions at the local level and elevates San Francisco's priorities in state and federal policy discussions. As a **Convener**, the Department bridges silos across City departments and community partners to align efforts, share best practices, and scale effective, community-informed approaches.

Reorganized and strengthened to meet the current policy landscape, the Department on the Status of Women operates as a human-centered, data-informed partner—grounded in collaboration, accountability, and clarity of purpose—to advance gender equity across City and County government.

The items below reflect the Department's work to support a coordinated, effective, and equity-centered City and County of San Francisco through gender-responsive and racially equitable policies, programs, and partnerships.

ADMINISTRATION & OPERATIONS

The Department recognizes Hispanic Heritage Month, celebrated from September 15 through October 15, as an opportunity to honor the histories, cultures, and contributions of Hispanic and Latino communities. The Department also recognizes October as Domestic

Violence Awareness Month, raising awareness about the impact of domestic violence and reaffirming the importance of prevention, support, safety, and resources for survivors and their families.

Women's Agenda:

The Executive Director continues to prioritize strong, collaborative relationships with the Commission on the Status of Women, the Mayor's Office, the Board of Supervisors, City and County partners, and community-based organizations.

The foundational planning phase is now complete. DOSW has conducted individual meetings with department heads, gathered feedback through the Women's Agenda Questionnaire, and developed tailored departmental Action Plans that reflect existing initiatives, opportunities for collaboration, and areas for growth. The Department is now entering the implementation phase by working with each department to finalize Action Plans, establish measurable goals and performance indicators, and identify opportunities for cross-departmental collaboration and resource alignment.

Beginning in September 2026, departments will implement their Action Plans and track progress throughout the year. DOSW will provide ongoing technical assistance, monitor implementation, and compile departmental outcomes into the City's inaugural **One-Year Women's Agenda Report**, to be released in advance of Women's History Month in March 2027. This next phase establishes a citywide framework for accountability, continuous improvement, and measurable progress toward advancing gender equity for women, girls, and non-binary people.

Agency of Human Rights (AHR) Update

The Agency for Human Rights will hold an all-staff meeting on October 6 with staff from both the Department on the Status of Women (DOSW) and the Human Rights Commission (HRC). The meeting will provide an opportunity for staff across both departments to connect, strengthen collaboration, and continue building coordination across the Agency. DOSW and HRC will continue to work together and collaborate on shared priorities and opportunities to advance human rights and gender equity across San Francisco.

Board of Supervisors' Updates

Last week at the full Board meeting, Supervisor Stephen Sherrill introduced a motion asking the Board of Supervisors to suspend William Palmer from the San Francisco Sheriff's Department Oversight Board. San Francisco Inspector General Alex Shepard released a report finding that Palmer had violated City law 14 times. The report alleges that he "committed official misconduct that falls below the standard of decency" and "violated

City conflict-of-interest and governmental ethics laws.” The motion has been referred to the Rules Committee and, if passed, would suspend Palmer and direct the Ethics Commission to conduct a hearing and present findings and recommendations to Board of Supervisors, advising whether the charges should be sustained.

COMMISSION

A joint hearing of the Board of Supervisors’ Public Safety and Neighborhood Services Committee and the Commission on the Status of Women is tentatively scheduled for **October 8 at 10:00 a.m.** The hearing will focus on staffing needs, policies, and procedures for responding to and addressing reports of sexual assault, with presentations from the San Francisco Police Department, Office of Victim and Witness Rights, and Office of Sexual Harassment and Assault. Staff will provide additional information and updates as the date approaches.

At the February meeting, the Commission reviewed key priorities from prior discussions—including safety and gender equity in sports and public-private partnerships—and agreed to focus on two main areas for the year.

- President Diane Jones-Lowrey and Vice President Rivera serve on a committee leading efforts related to public-private partnerships, philanthropy, and identifying additional funding sources.
- Commissioner Rihal and Commissioner Miry will serve on a committee and lead efforts focused on the safety of women and girls in sports, and possibly menopause-related work.

Both committees will report back to the full Commission with updates and recommendations.

Future priorities might include:

- Safety of girls in SF parks, on transit, and in schools (Commissioner Miry)
- Impacts on immigration and women’s and children’s safety (Vice President Rivera)
- Hearing from the Small Business Commission; economic empowerment; representation of women, girls, and non-binary individuals; cultivation of economic independence in general (Vice President Rivera)
- Women’s sports/equity (Commissioner Miry)

COMMUNICATIONS & EXTERNAL AFFAIRS

Jail In-Custody Issues & Department Response

As part of the joint recommendations memo from the Department of Police Accountability (DPA), the Human Rights Commission (HRC), the Office of Transgender Initiatives (OTI), the Commission on the Status of Women (COSW), and Department on the Status of Women (DOSW) following a multi-agency briefing of County Jail #2, a sub-group was created to review and update policies related to an alleged strip search conducted by Sheriff's Deputies on May 22, 2025.

DOSW is a member of the Policy Sub-Group and continues to review policies and procedures relevant to the concerns raised regarding County Jail #2, including searches, recording devices, visitors, and safety cell placement.

The sub-group finalized the recommendations for Policy 514, Searches, which has been sent to the Sheriff's Office legal team, unions, and Undersheriff for final review. DOSW and HRC prepared a letter for Sheriff Miyamoto with additional recommendations from AHR, further recommending use of the least invasive search method to be used at all times. The sub-group has opened Policy 1010, Incarcerated Visitation, as the next policy to review.

POLICY, PROGRAMS, EXTERNAL GRANTS & REPORTING

Health

Maternal Health:

In honor of National Midwifery Week, the Department is co-hosting "Toward Justice and a Reclamation of Joy in Birth" on **Monday, October 5, 2026, from 10:00 a.m. to 2:00 p.m. at the UC Law Auditorium, 198 McAllister Street, San Francisco**, alongside our partner agencies and organizations. This is a one-day conference will bring together practitioners and thought leaders to create space for conversation, community connection, and reclamation of joy in birth.

SF Strong Starts Initiative:

The IAC consists of multiple tracks of meetings to discuss systems-level recommendations intended to improve transparency, accountability, communication, and conditions within the jail system. The Department continues to participate in the SF Strong Starts Working Group and engage with community partners, focusing on identifying ways to improve maternal health outcomes for San Francisco's Indigenous and Pacific Islander communities. Insights and perspectives

gathered through recent community roundtables continue to inform the initiative's ongoing work.

As the initiative moves into its next phase, the San Francisco Mayor's Office is forming two advisory panels to provide consistent community and professional input:

- **Community Advisory Panel:** San Francisco residents who are currently pregnant or have given birth in San Francisco.
- **Care Team Advisory Panel:** clinicians and birth workers who serve San Francisco families. Panelists will meet monthly beginning in October 2026.

Decisions on the selection process is tentatively scheduled for the end of September.

Safety

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

The Safety, Opportunity and Lifelong Relationships (SOL) Collaborative – a regional initiative funded by the California Department of Social Services is a continuum of care for youth involved in or at risk of commercial sexual exploitation. The program ended on December 31, 2025.

The Inter-Agency Collaborative

The IAC is an “Inter-Agency Collaborative” consisting of the following San Francisco city government agencies: Department on the Status of Women, Human Rights Commission, Department of Police Accountability, and the Sheriff's Office.

The IAC was formally established in early 2026 in response to allegations of sexual violence inside of SF county jail, including a high-profile allegation of an illegal mass strip search of nearly two dozen women, and aims to increase coordination among key city departments with the goal of improving the safety, well-being, and treatment of incarcerated people in San Francisco.

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Economic Mobility and Security

Through the FY 2026–27 budget process, the Department successfully secured additional funding to continue Economic Mobility and Security initiatives, ensuring support for guaranteed income participants while expanding opportunities to advance women's economic mobility and financial stability. The Department is deeply grateful to the **Board of Supervisors** for its leadership and commitment to preserving these critical investments. Their support will allow DOSW and its community partners to continue providing direct economic assistance to women and families while informing future policy and program development.

A Request for Proposals (RFP) for these funds has been drafted and reviewed by the City Attorney, and the Department continues to work with HRC to determine the next steps and release of the RFP.

Civic Leadership and Community Engagement

The Department continues the data analysis of and writing of the Gender Analysis of San Francisco Commissions and Boards Report. This report, generated by the Department every two years, examines representation across several groups in the City's advisory and policy bodies. The demographic categories include women, people of color, LGBTQIA+ individuals, people with disabilities, and veterans.

The Department also continues to invest in leadership development and civic engagement through its internship programs. This summer, DOSW is hosting interns from colleges, universities, and professional development programs who are supporting policy research, community engagement, communications, and departmental initiatives. Through these opportunities, participants gain hands-on experience in public service while contributing to efforts that advance gender equity and improve outcomes for women and girls across San Francisco.

SPECIAL EVENTS, ACTIVITIES & ANNOUNCEMENTS

- October 1, 2026 - BWRADV's DVAM 2026 Launch Event
 - 9:30am to 3:30pm – KOHO Creative Hub
- October 5, 2026 – “Toward Justice and a Reclamation of Joy in Birth” Event
 - 10am to 2pm – UC Law Auditorium
- October 27, 2026 – Domestic Violence Awareness Month Rally at City Hall

Prop E Commission Streamlining Task Force Key Dates:

- On January 28th, the Task Force published its final recommendations and sent the report to the Board of Supervisors, Mayor's office, the City Attorney's Office and other stakeholders.
- By March 1, 2026: City Attorney's Office will draft a Charter amendment based on the Task Force's recommendations. The proposed Charter Amendment will be sent to the Board of Supervisors.
- By April 1, 2026, or sooner: 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 23

Regular Commission Meeting

October

Thursday, October 8

*BOS Public Safety and Neighborhood
Services Committee and COSW Joint
Hearing*

Wednesday, October 28

Regular Commission Meeting