Women's Agenda Department Action Plan
SAN FRANCISCO HUMAN SERVICES AGENCY
FY 2026–27 through FY 2028–29

Women's Agenda Vision

The San Francisco Human Services Agency (SFHSA) will partner with the Department on the Status of Women (DOSW) to protect and advance safety net resources that promote safety, stability, and well-being for women, families, and individuals across all programs and services.

SFHSA's public benefits, child welfare, and aging and disability services address critical needs across the lifespan. While designed for universal access, the realities of poverty, child welfare involvement, caregiving, aging, and disability mean that our work inherently serves as a critical source of support for women and gender-nonbinary San Franciscans. Maintaining strong, accessible, and responsive services is central to this commitment.

The importance of this work is reflected in the populations we serve and how we deliver services. According to Census data, nearly half of San Franciscans experiencing poverty are female; similarly, slightly more than half of SFHSA's public benefits participants are female (approximately 122,000 clients). As major federal policy changes under HR 1 threaten access to critical resources, maintaining reliable safety net services is more essential than ever. Our programs also address distinct vulnerabilities across life stages. Aging and disability services help mitigate economic insecurity and isolation, risks that are heightened among older women and women with disabilities. Our child welfare programs promote child safety and family stability while providing vital support to mothers and primary caregivers, who predominantly shoulder family caregiving responsibilities.

Department Priority Areas

Women's Agenda Pillar	Department Alignment *State Priority Area or Not Applicable
Health	Priority Area
Safety	Priority Area
Economic Mobility & Security	Priority Area
Civic Leadership & Community Engagement	Not Applicable

FY 2026–27 | Planning & Alignment

Health

- Minimize loss of Medi-Cal, CalFresh, and In-Home Supportive Services (IHSS) caseloads to ensure uninterrupted access to health coverage, nutritious food, and essential caregiving supports.
- Establish low-barrier workforce pathways that meet HR1 work requirements while supporting Medi-Cal and CalFresh retention.
- Expand staffing capacity to meet increased workload under HR1, ensuring timely, high-quality case processing and responsive client support.
- Expand community partnerships and mobile outreach, scaling Mobile Benefits Center deployment into high-need areas and collaborating with community-based organizations on proactive strategies to prevent benefit losses from shifting federal and state policies.
- Enhance data-sharing approaches with City departments and health systems partners to streamline identification of individuals eligible for work-requirement exemptions and strengthen benefit continuity.
- Manage ongoing diaper bank operations, reducing financial strain and supporting the health and well-being of women and families.
- Reprocure new four-year contracts for Community Engagement and Connection services managed by the Department of Disability and Aging Services (DAS).

Safety

- Streamline referral pathways to connect vulnerable families with essential supports that promote safety and reduce the risk of child welfare involvement.
- Promote family stability and child safety through timely, culturally responsive, and trauma-informed child welfare interventions that support parents and caregivers in maintaining safe and nurturing home environments.

Economic Mobility & Security

- Further implement the statewide Reimagine CalWORKs initiative to center families' voice and choice; provide meaningful pathways to work that provide economic stability; improve access to services; and reduce penalties and administrative burden for families and county workers.
- Develop a part-time wage subsidy program to expand employment opportunities for English language learners, supporting workforce entry, skill development, and increased household financial security.
- Support expanded local IHSS workforce training that replaces sunseted statewide Career Pathways program, partnering with the IHSS Public Authority and Homebridge to support quality caregiving for IHSS recipients

Civic Leadership & Community Engagement

- Not applicable

FY 2027–28 | Implementation

Health

- Manage ongoing benefit operations for Medi-Cal, CalFresh, and IHSS, ensuring reliable, timely delivery, and minimizing administrative burden for clients.
- Monitor and refine accessible, low-barrier workforce services that help participants meet HR1 work requirements while supporting continued Medi-Cal and CalFresh enrollment.
- Sustain strong partnerships with community-based organizations and healthcare systems to coordinate outreach, streamline processes, and support long-term benefit retention.
- Manage ongoing diaper bank operations, ensuring reliable and timely distribution of diapers and essential hygiene supplies.
- Monitor contracts for DAS Community Engagement and Connection services to ensure programs continue to engage target audiences.

Safety

- Sustain coordinated workgroup efforts focused on strengthening prevention services for families at risk of child welfare involvement, ensuring continuity of cross-system collaboration.
- Maintain workgroups and community contracts dedicated to delivering intimate partner violence prevention and supports for girls at risk of commercial sexual exploitation, with ongoing monitoring to ensure service quality and responsiveness.

Economic Mobility & Security

- Further implement the statewide Reimagine CalWORKs initiative to center families' voice and choice; provide meaningful pathways to work that provide economic stability; improve access to services; and reduce penalties and administrative burden for families and county workers.
- Maintain a strong In-Home Supportive Services (IHSS) caregiver workforce, ensuring ongoing training, retention, and quality caregiving services for older adults and people with disabilities.

Civic Leadership & Community Engagement

- Not applicable

FY 2028–29 | Sustainability & Continuous Improvement

Health

- Manage ongoing benefit operations for Medi-Cal, CalFresh, and IHSS, ensuring reliable timely delivery and minimizing administrative burden for clients.
- Maintain accessible, low-barrier workforce services that help participants meet HR1 work requirements while supporting continued Medi-Cal and CalFresh enrollment.
- Evaluate the effectiveness and client impact of low-barrier workforce services to guide ongoing refinement and ensure they meet the needs of women and families.
- Sustain strong partnerships with community-based organizations and healthcare systems to coordinate outreach, streamline processes, and support long-term benefit retention.

- Manage ongoing diaper bank operations, ensuring reliable and timely distribution of diapers and essential hygiene supplies.
- Monitor contracts for DAS Community Engagement and Connection services to ensure programs continue to engage target audiences.

Safety

- Sustain coordinated workgroup efforts focused on strengthening prevention services for families at risk of child welfare involvement, ensuring continuity of cross-system collaboration.
- Maintain workgroups and community contracts dedicated to delivering intimate partner violence prevention and supports for girls at risk of commercial sexual exploitation, with ongoing monitoring to ensure service quality and responsiveness.

Economic Mobility & Security

- Further implement the statewide Reimagine CalWORKs initiative to center families' voice and choice; provide meaningful pathways to work that provide economic stability; improve access to services; and reduce penalties and administrative burden for families and county workers.
- Maintain a strong, licensed In-Home Supportive Services (IHSS) caregiver workforce, ensuring ongoing training, retention, and quality caregiving services for older adults and people with disabilities.

Civic Leadership & Community Engagement

- Not applicable

Annual Performance Measures

- Number of women enrolled in public benefits, by program (CalFresh, Medi-Cal, CalWORKs, IHSS)
- Number and percent of women subject to HR1 work requirements who retain enrollment in public benefits, by program (CalFresh, Medi-Cal)
- Number of events and registered attendees supported through Mobile Benefits Center outreach activities
- Number of boxes of diapers provided to eligible families by the Diaper Bank
- Number of referrals to community-based prevention services for mothers and families who are at-risk of child welfare involvement
- Number of referrals to contracted supports for women involved with child welfare who are survivors of intimate partner violence
- Number of referrals to contracted supports for child-welfare-involved female and non-binary youth at risk of sexual exploitation
- Number of women working as IHSS caregivers
- Number of women participating in DAS Community Connection & Engagement programs

Key Deliverables

FY 2026–27

- Launch new low-barrier workforce services for CalFresh and Medi-Cal participants to support HR1 work-requirement compliance and benefit retention.
- Establish framework to monitor benefit retention on an ongoing basis, including routine monitoring, client feedback, and partner metrics.
- Implement partnership with SF Health Plan for the Get Out the Care campaign to support Medi-Cal continuity and healthcare access.
- Publish the Dignity Fund Data & Evaluation annual report to track engagement trends and service impact in community-based disability and aging services.
- Produce annual reports for FCS-contracted services, including prevention, family support, and safety programs.

FY 2027–28

- Evaluate the impact of low-barrier workforce services; develop a long-term extension or integration strategy based on findings.
- Continue publication of the Dignity Fund Data & Evaluation annual report.
- Continue annual reporting for FCS-contracted services, including performance monitoring and recommendations for improvement.

FY 2028–29

- Identify future policy and program recommendations to support women's economic security, health access, and family stability.
- Continue publication of the Dignity Fund Data & Evaluation annual report
- Continue annual reporting for FCS-contracted services, including performance monitoring and recommendations for improvement.