

1 [Urging an Executive Directive and Citywide Action Plan to Support Women and Gender  
Equity]

2  
3 **Resolution urging the Mayor to issue an executive directive establishing a citywide**  
4 **women’s advancement and gender equity policy action plan, led and coordinated by**  
5 **the San Francisco Department on the Status of Women, with full cross-departmental**  
6 **participation and dedicated budgetary support to ensure effective implementation.**

7  
8 WHEREAS, San Francisco has long positioned itself as a national leader in advancing  
9 gender equity through progressive policies, public investment, and community partnership;  
10 and

11 WHEREAS, Women make up 49% of San Francisco’s total population, yet women and  
12 gender-marginalized people continue to experience persistent inequities in safety, economic  
13 security, health outcomes, bodily autonomy, and representation in leadership; and

14 WHEREAS, The voters of San Francisco established the Commission on the Status  
15 of Women in the City Charter in 1975, and the Board of Supervisors established the  
16 Department on the Status of Women (DOSW) in 1994 to serve as the City’s lead entity on  
17 gender equity policy, coordination, and implementation; and

18 WHEREAS, San Francisco was the first municipality in the world to adopt the United  
19 Nations Convention on the Elimination of All Forms of Discrimination Against Women  
20 (CEDAW) into local law, which meaningfully provided gender analysis on City services and  
21 provided recommendations on policy and process reforms; and

22 WHEREAS, Women disproportionately are impacted by gender-based violence and  
23 harassment; with immigrant women, women of color, and low-income women facing  
24 increased barriers to safety, justice, and recovery; and

25

1           WHEREAS, Data from the U.S. Census Bureau’s American Community Survey (ACS),  
2 the San Francisco Controller’s Office, and Citywide equity analyses consistently show that  
3 women in San Francisco experience poverty at higher rates than men, with disproportionately  
4 severe impacts on single mothers, immigrant women, women of color, and women with  
5 disabilities; and

6           WHEREAS, According to analyses based on U.S. Census Bureau ACS data and  
7 reports from the San Francisco Department on the Status of Women, women in San  
8 Francisco earn significantly less than men on average, reflecting a persistent gender wage  
9 gap that places the City among those with the widest disparities nationally and contributes to  
10 long-term economic insecurity for women and their families; and

11           WHEREAS, Data from the San Francisco Controller’s Office, the Bay Area Regional  
12 Collaborative, and regional economic recovery assessments demonstrate that women and  
13 women-headed households in San Francisco and the broader Bay Area continue to face  
14 prolonged economic instability following the COVID-19 pandemic, driven by rising housing  
15 costs, childcare affordability challenges, and caregiving responsibilities; and

16           WHEREAS, The City made prior investments to support workforce development for  
17 women, business development for women-owned businesses, however, pilot programs have  
18 since expired and the disparities to access continue to persist; and

19           WHEREAS, Workplace policies disproportionately impact women particularly with  
20 parental leave, lactation, and lack of flexibility in scheduling to accommodate caregiving; and

21           WHEREAS, The City’s commitments under voter-approved and policy-mandated  
22 initiatives affecting women - including Universal Childcare through Proposition C in 2018;  
23 Proposition D in 2022, to guarantee legal counsel for domestic violence cases; maternal and  
24 child health responsibilities administered by the San Francisco Department of Public Health;  
25 and other gender-equity and reproductive health commitments - have not been fully or

1 consistently resourced, resulting in fragmented implementation and undermining the stability  
2 of survivor services, maternal and infant health outcomes, childcare access, and violence  
3 prevention systems; and

4 WHEREAS, Existing housing supports in San Francisco remain insufficient,  
5 fragmented, and under-resourced to meet the needs of women - particularly single mothers,  
6 survivors of gender-based violence, immigrant women, seniors, and women-headed  
7 households - resulting in heightened housing instability that undermines women's safety,  
8 health outcomes, and economic security; and

9 WHEREAS, According to data reported by the San Francisco Department of Public  
10 Health, over a recent ten-year period Black mothers represented approximately four percent  
11 of live births in San Francisco but accounted for fifty percent of pregnancy-associated  
12 maternal deaths, reflecting a disproportionate burden and persistent racial inequities in  
13 maternal health outcomes; and

14 WHEREAS, Women disproportionately are impacted by gender-based violence and  
15 harassment; and

16 WHEREAS, Service providers addressing women's safety, health, and economic  
17 stability - including domestic violence and sexual assault services, trafficking prevention,  
18 maternal and mental health supports, housing stabilization, and violence prevention - face  
19 ongoing financial instability due to cumulative Federal and State funding reductions and  
20 unstable local investment; and documented federal cuts have significantly reduced resources  
21 for women's services, including steep declines in Victims of Crime Act (VOCA) funding, the  
22 cancellation of hundreds of U.S. Department of Justice grants supporting victim services and  
23 community violence prevention, and narrowed funding through the Office on Violence Against  
24 Women, disproportionately impacting organizations serving women, survivors, and gender-  
25 marginalized communities; and,

1           WHEREAS, Effective responses to gender-based violence require law enforcement  
2 agencies with adequate staffing, training, and representation of women, yet Federal and State  
3 funding reductions, limited recruitment and retention of women officers, and insufficient  
4 trauma-informed and survivor-centered capacity continue to constrain public safety systems’  
5 ability to meet the needs of women and families; and

6           WHEREAS, In 2025, as part of the budget process, DOSW was merged under a new  
7 “Agency on Human Rights” along with the Human Rights Commission; which is perceived as  
8 a demotion that diminishes the work on women’s rights and gender equity; and

9           WHEREAS, Pursuant to Charter, Section 33.4, the San Francisco Department on the  
10 Status of Women has served since 1994 as the City’s Charter-mandated department charged  
11 with implementing the policies of the Commission on the Status of Women, coordinating  
12 interdepartmental efforts, and advancing the safety, health, economic security, and civic  
13 participation of women and girls across San Francisco; now, therefore, be it

14           RESOLVED, That the Board of Supervisors urges the Mayor to issue an Executive  
15 Directive and Citywide Women’s Advancement and Gender Equity Policy Action Plan  
16 designating the San Francisco Department on the Status of Women as the lead department  
17 responsible for coordinating and implementing a Citywide women’s advancement and gender  
18 equity policy action plan, and the Mayor’s Executive Directive would require all City  
19 departments and offices to work collaboratively with the Department on the Status of Women  
20 to develop and execute a coordinated action plan with measurable goals, timelines, and  
21 accountability measures across the priority areas of Health, Safety, Economic Mobility &  
22 Security, and Civic Advancement and Community Engagement; and

23           FURTHER RESOLVED, That the Board of Supervisors reaffirms our City’s  
24 commitment to the principles of the CEDAW and will collaborate with the Department on the  
25

1 Status of Women and relevant departments to renew its implementation and ensure its  
2 efficacy; and

3 FURTHER RESOLVED, That the Board of Supervisors reaffirms the City and County  
4 of San Francisco's commitment to shifting our culture to uphold the dignity and rights of  
5 women, girls, and nonbinary people; and

6 FURTHER RESOLVED, That the Board of Supervisors requests the Budget and  
7 Legislative Analyst to produce a study on the funding on women's issues, including, but not  
8 limited to economic workforce development, small business support, maternal health  
9 outcomes; and

10 FURTHER RESOLVED, That the Board of Supervisors directs the Clerk  
11 to transmit copies of this Resolution to the Mayor's office.

12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25