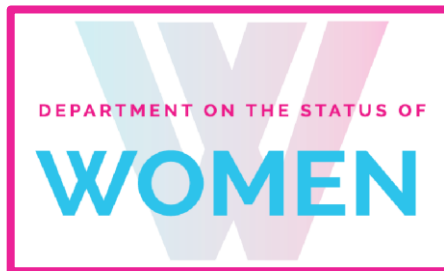

**SAN FRANCISCO BOARD OF SUPERVISORS
GOVERNMENT AUDIT & OVERSIGHT COMMITTEE**

**CITY AND COUNTY OF SAN FRANCISCO
WOMEN'S AGENDA**



March 2026



Overview

City Departments Co-Presenters: Department of Early Childhood, Department of Public Health, Human Rights Commission, Mayor's Office of Housing & Community Development, and Office of Economic & Workforce Development

I. Department Overview

II. Women's Agenda

- a) Community Listening Sessions
- b) Framework
- c) Core Policy Areas
- d) Policy and Advocacy Work
- e) Partner Agencies

III. Conclusion



I. Department Overview



DOSW Governance and Oversight

Agency Structure

The Department on the Status of Women operates within the Agency of Human Rights, alongside the Human Rights Commission (HRC). Together, the agencies collaborate to advance civil rights, gender equity, and community protections across San Francisco.

DOSW Oversight Role

DOSW provides citywide coordination and policy leadership to advance gender equity across government systems. The Department monitors implementation of the Women's Agenda and the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW)—an international human rights framework adopted locally by San Francisco to guide gender equity in government policies and practices.



FY 2025-2028 Purpose Statement

The purpose and mandate of the San Francisco Department on the Status of Women is to advance gender equity by shaping policy, collaborating to hold City systems accountable, and strengthening community-anchored pathways that support the safety, dignity, health, and economic security of women, girls, and non-binary people in San Francisco.

Vision

The San Francisco Department on the Status of Women envisions a City and County where women, girls, and non-binary people, and their families are safe, supported, and able to thrive, and where public systems are accountable to those most impacted by gender-based inequities.

CORE ROLES OF DOSW



**Women's
Advancement
Stewards**



Advocate



Convener



II. Women's Agenda

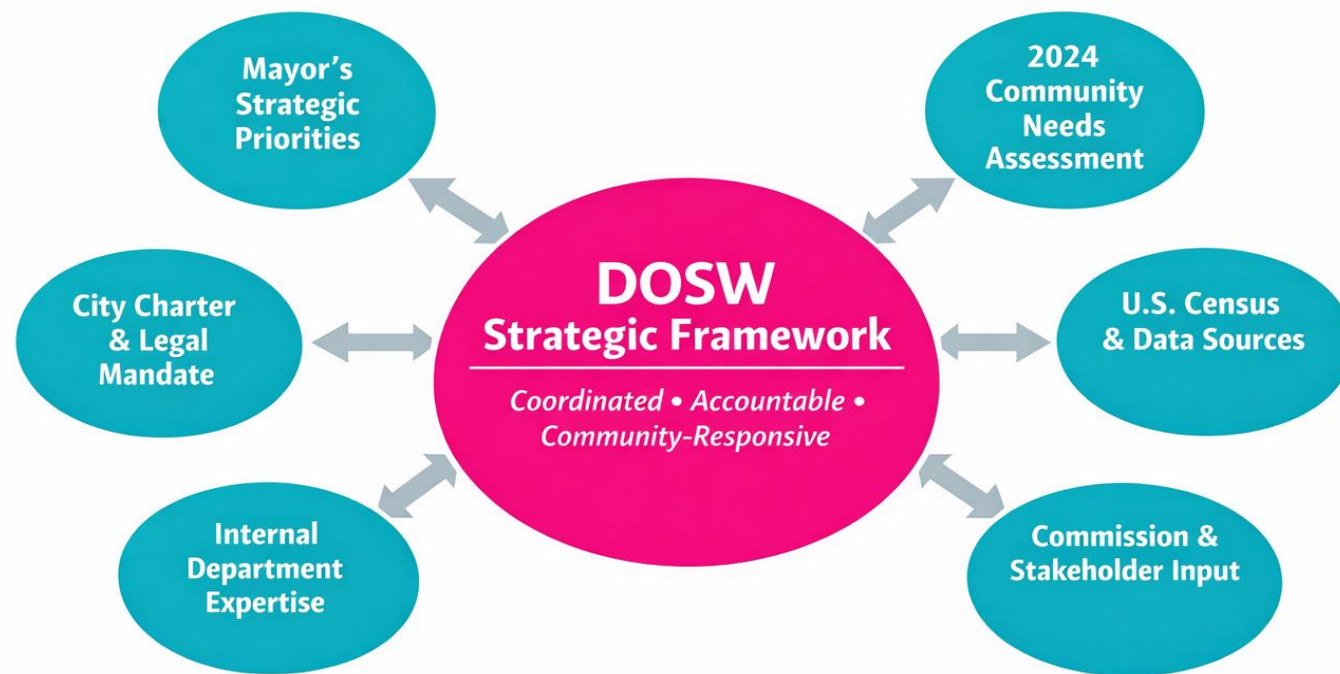
Strategic Planning Timeline



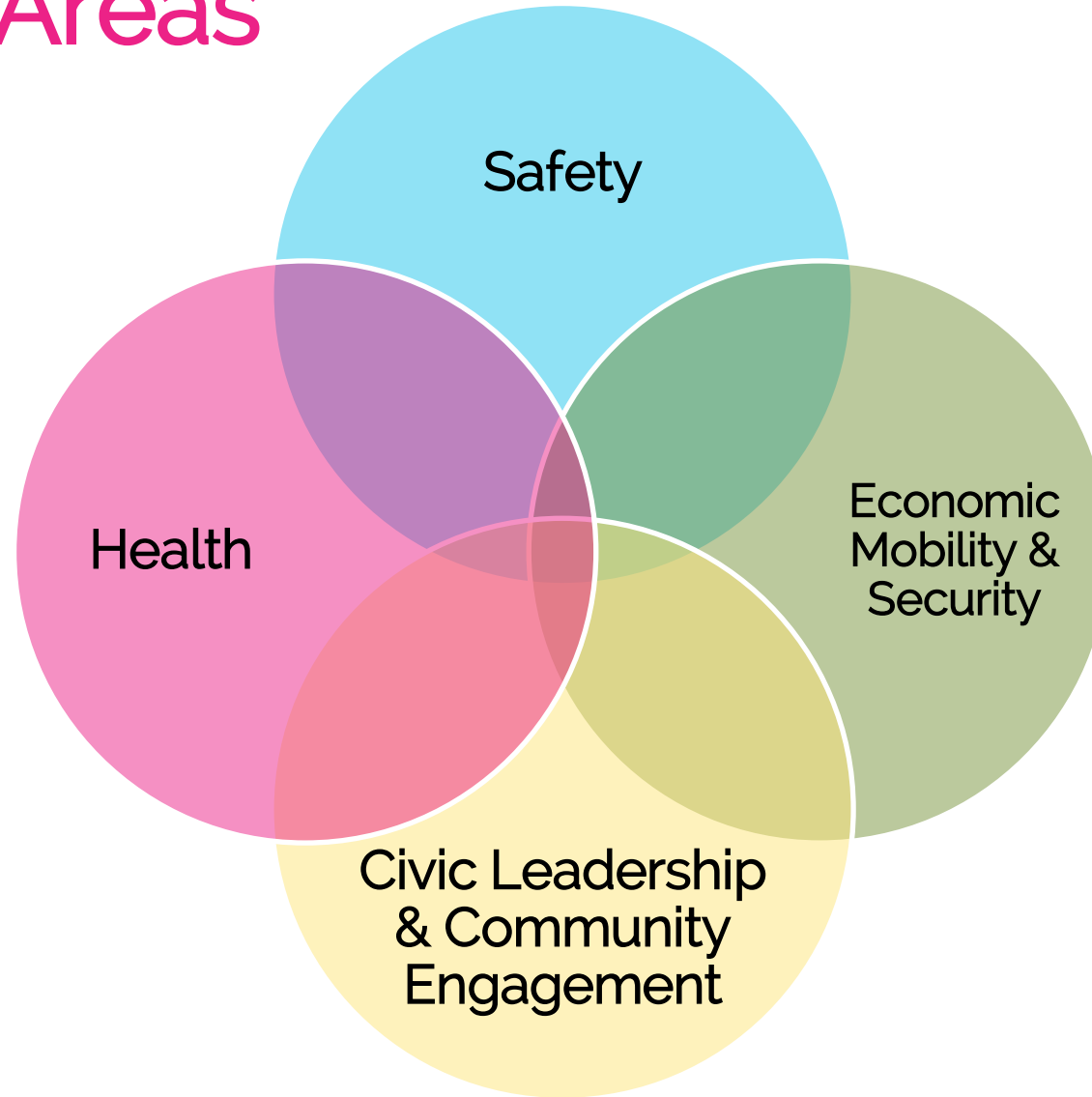
SF Women's Agenda Framework

The DOSW Strategic Framework for the SF Women's Agenda reflects a synthesis of legal mandate, City priorities, data, institutional expertise, and community voice.

The City Charter entrusts us to monitor the status of women and girls throughout San Francisco, to investigate inequalities and to propose remedies.



Core Policy Areas





Health

Goal:

Advance holistic health equity for women, girls, and non-binary people by addressing structural barriers to physical, mental, and reproductive well-being and promoting policies as well as environments that support healing, autonomy, and dignity.

Objectives:

1. Assess how City and County of San Francisco health policies, programs, and systems address holistic health needs, including reproductive, maternal, behavioral health, gender affirming and trauma-informed care.
2. Elevate health issues requiring local, state, or federal policy advocacy, including food security.



Health

Examples:

- **Reproductive Health & Freedom:** The Women's Agenda will advance reproductive health and freedom by strengthening policy coordination, advocacy, and oversight across City systems. The Department will work with health partners and community organizations to support access to reproductive healthcare, including contraception, abortion care, and family planning services, while elevating policies that protect reproductive rights and health equity.
- **Strong Starts Initiative:** The Women's Agenda will support the Strong Starts initiative by strengthening cross-agency coordination and elevating maternal health equity as a priority within the Women's Agenda. Working alongside partners such as the Department of Public Health, the Department of Early Childhood, and the Human Rights Commission, DOSW will help align policy, data tracking, and community engagement to improve outcomes for mothers and families across San Francisco.



Safety

Goal:

Improve both real and perceived safety for women, girls, and non-binary people through prevention-oriented, survivor-centered, and equity-informed approaches across public, institutional, and digital spaces.

Objectives:

1. Examine how City and County of San Francisco safety policies and practices affect women, girls, and non-binary people, including harms not reflected in traditional crime data.
2. Elevate transit, nightlife, and public-space safety concerns that limit participation in education, employment, and community life.
3. Support proactive safety strategies, including prevention trainings.
4. Monitor immigration and law enforcement activities impacting women, girls, and non-binary people.
5. Monitor violence against women incidents and policies and continue supporting funding programs, including creating reports.
6. Tracking incidents of discrimination and sexual harassment and develop strategies to improve the advancement of women and non-binary communities.

Safety

Examples:

- **Gender-Based Violence Prevention & Institutional Coordination:**
Consistent with San Francisco Charter §4.119 and Administrative Code Chapter 33, DOSW will strengthen coordination across institutions responsible for safety and survivor support. The Department will collaborate with the **San Francisco Sheriff's Department, Department of Police Accountability (DPA), Human Rights Commission (HRC)**, and community partners to identify system gaps, improve survivor-centered responses, and advance prevention strategies.
- **Tracking Discrimination & Sexual Harassment:**
Consistent with San Francisco Charter §4.119 and Administrative Code Chapter 33, DOSW will track incidents of discrimination and sexual harassment across workplaces and public institutions. In partnership with the **Human Rights Commission (HRC)**, DOSW will support referrals on cases, analyze trends, and elevate strategies that strengthen accountability and institutional response.



Safety

Examples:

- **MOHCD Gender-Based Violence (GBV) Grant Portfolio**
 - 39 GBV grants: \$9.37M annual investment supporting survivors of domestic violence, sexual assault, stalking, and human trafficking
 - Services include- Crisis lines, Emergency shelter, Transitional housing, Legal Services & Advocacy, Education, Intervention & Prevention programs



Civic Leadership & Community Engagement

Goal:

Increase equitable access to civic participation, leadership opportunities, and decision-making for women, girls, and non-binary people by reducing structural barriers and strengthening pathways for advancement.

Objectives:

1. Identify barriers to civic participation, including childcare, work schedules, language access, and system navigation.
2. Assess representation of women, girls, and non-binary people in City and County of San Francisco leadership and advisory bodies.
3. Strengthen programming and opportunities to promote women, girls, and non-binary people in leadership roles.
4. Complete mandated reports such as the Gender Analysis of SF Commissions and Boards Report and the Representation of Women in City Property Report.



Civic Leadership & Community Engagement

Examples:

- **Women's Civic Leadership & Representation Initiative:**
Consistent with **San Francisco Charter §4.119** and **Administrative Code Chapter 33**, **DOSW will assess representation** of women, girls, and non-binary people across City leadership, boards, and advisory bodies. The Department will **identify barriers** to civic participation—such as **childcare, work schedules, language access, and system navigation**—and **elevate strategies** that expand pathways to leadership.
- **Citywide Gender Representation & Accountability Reporting:**
DOSW will strengthen transparency and accountability by completing mandated reports, including the **Gender Analysis of SF Commissions and Boards Report** and the **Representation of Women in City Property Report**. These reports will inform policy recommendations and strategies to advance equitable representation and leadership opportunities across City government.



Economic Mobility and Security

Goal:

Strengthen economic security and expand pathways to economic mobility for women, girls, and non-binary people by addressing housing, wage inequities, caregiving infrastructure, and access to stable employment through workforce development services and entrepreneurship opportunities.

Objectives:

1. Monitor and analyze gender-based wage gaps and economic disparities in the City and County of San Francisco.
2. Monitor and promote policy approaches supporting wage growth, workforce stability, and professional development in care sectors.
3. Elevate economic strategies that support family stability and reduce survival-driven criminalization, through workforce development services such as self-sufficiency projects (Guaranteed Income Pilots).
4. Promoting diversity in employment and economic advancement, including leadership development pathways.



Economic Mobility and Security

Examples:

- **Women's Economic Mobility & Workforce Equity Initiative:**
Consistent with **San Francisco Charter §4.119** and **Administrative Code Chapter 33**, **DOSW will assess economic conditions** affecting women, girls, and non-binary people, including **wage equity, caregiving responsibilities, and barriers to workforce participation**. The Department will elevate policies and cross-agency strategies that strengthen economic mobility, workforce access, and long-term financial stability.
- **Workforce Development & Self-Sufficiency Partnerships:**
DOSW will partner with the **Office of Economic and Workforce Development (OEWD)** to continue **workforce development pipelines** for women, girls, and non-binary people. Through collaboration with **OEWD** and community partners, the Department will continue to **support referrals to employment, economic mobility, and financial stability pathways**.



Economic Mobility and Security

Examples:

- **Housing-Based Services Grant Portfolio (71% female participants)**
 - 20 grants: \$4.79M annual investment citywide providing Trauma-informed, place-based services across HOPE SF, HOPE VI, RAD, and SRO programs that help families remain safely housed and connected to opportunity.
 - Services include- Housing stabilization, Tenant education, Community leadership, Health & Wellness & Economic mobility

Economic Mobility and Security

Examples:

- **Expanding Transitional Housing for Survivors of Gender-Based Violence: Two New Developments & \$30M Proposition A Bond (2025).** MOHCD awarded funding to expand transitional housing and supportive services for survivors of domestic violence, sexual assault, and human trafficking.

San Francisco SafeHouse – 101 Gough Street

- Conversion of former residential facility
- 23 units | 53 beds for survivors of trafficking and sexual exploitation
- On-site services: case management, mental health care, safety planning, legal advocacy

Friendship House – The Village SF (80 Julian Avenue)

- New development with 36 transitional housing units including 72 beds
- Culturally grounded services supporting Native women, families, and underserved communities
- Behavioral health, recovery services, cultural healing, and workforce development

How the Department of Early Childhood is supporting women's economic mobility, security & workforce equity

Women's economic mobility depends on early learning that is **affordable for families** and **sustainable for the early educators who provide it**. DEC is working on both sides of that equation.

- early learning infrastructure
- career pathways
- educator pay

FOR FAMILIES

10,287

children enrolled in city funded early learning and transitional kindergarten

DEC's Early Learning For All initiative makes high-quality early care more accessible, so families are better able re-enter or stay in the workforce

72%

of SF 3- and 4-year-olds enrolled in preschool vs. 44% statewide and 46% nationally

CAREER PATHWAYS & QUALITY IMPROVEMENTS

1,427

educators advancing education, degrees & careers

DEC removes barriers by pairing education, training, and day-to-day supports for early educators.

- scholarships
- career and educational counseling
- paid apprenticeships
- stipends

78%

of quality instructional improvement coaching were offered in Spanish, Mandarin & Cantonese

FOR EDUCATORS

3,175

educators received higher compensation

Salaries rose an average of 47% at the city's highest-need programs. Stipends averaged \$13,306 annually.

The vast majority of San Francisco's early education workforce are women of color — investing in their wages is workforce equity.

Retention improved. Turnover declines.
Compensation investment is stabilizing SF's early education workforce

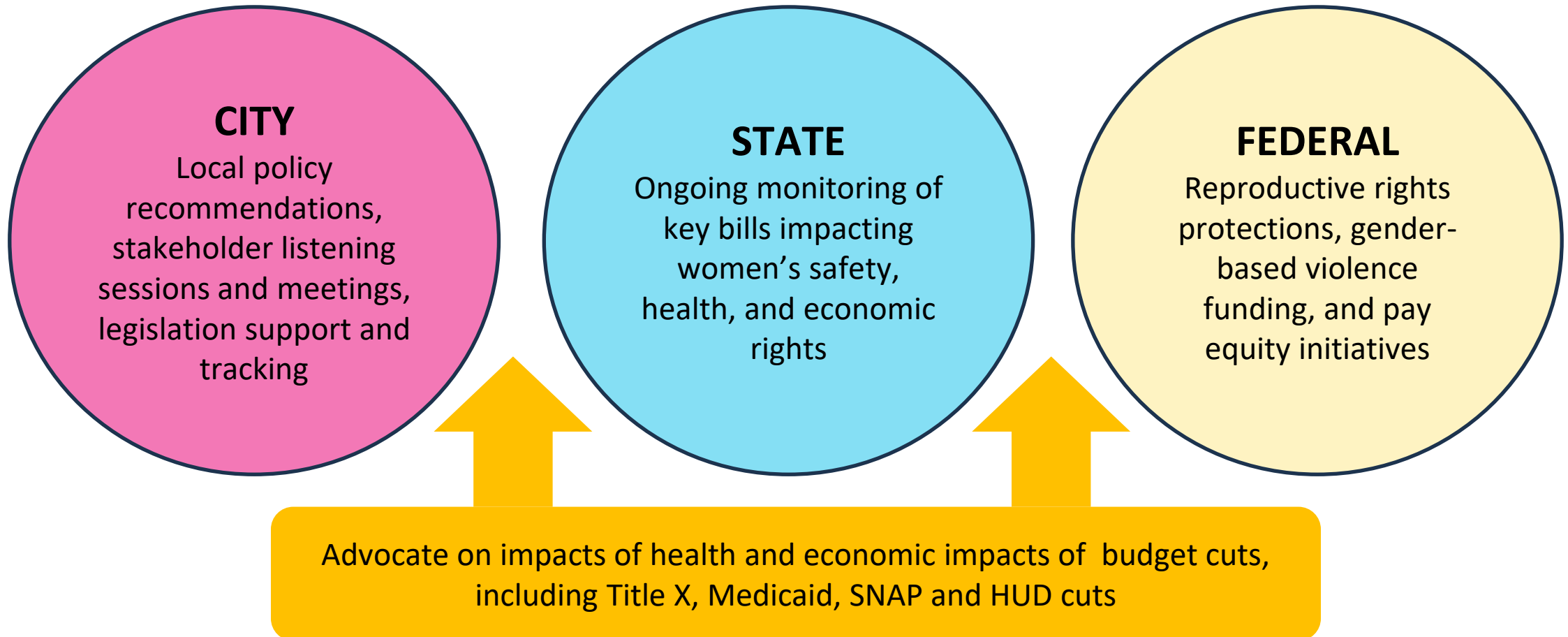
San Francisco is the first city to extend publicly funded workforce compensation and career investments to early educators across its mixed delivery system — **family childcare providers, community-based centers, and SFUSD sites**

a systemic, publicly funded workforce equity policy that functions simultaneously as women's economic security policy — and a model cities are now considering

Women's Agenda alignment

- wage equity
- stable jobs
- Childcare access

DOSW Policy & Advocacy Work





Next Steps

1. Public Launch – March 19, 2026

- Official release of the Women's Agenda during the Women's History Month celebration at San Francisco City Hall
- Begin phased implementation and public engagement

2. Implementation Planning

- Finalize implementation timeline and assign lead agencies for each strategic pillar
- Align departmental roles and resource needs to support execution

3. Stakeholder Coordination

- Convene partner agencies and community partners to align on implementation priorities
- Confirm coordination across DOSW, HRC, DPH, OEWD, DEC, and other City partners

4. Report & Accountability

- Establish performance indicators and progress benchmarks
- Provide regular updates to the Mayor, the Commission on the Status of Women, and the Board of Supervisors

Thank you!



[https://www.sf.gov/departments-status-of-women](https://www.sf.gov/departments/status-of-women)



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