

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

3 **Resolution urging the Mayor to issue an executive directive establishing a Citywide**  
4 **Women’s Advancement and Gender Equity Action Plan, led and coordinated by the San**  
5 **Francisco Department on the Status of Women, with full cross-departmental**  
6 **participation and dedicated budgetary support to ensure effective implementation.**

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

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

23 WHEREAS, According to analyses based on U.S. Census Bureau ACS data and  
24 reports from the San Francisco Department on the Status of Women, women in San  
25 Francisco earn significantly less than men on average, reflecting a persistent gender wage

1 gap that places the City among those with the widest disparities nationally and contributes to  
2 long-term economic insecurity for women and their families; and

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

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

11 WHEREAS, Workplace policies disproportionately impact women such as reproductive  
12 processes, including pregnancy loss, fertility treatments, paid parental leave, retirement  
13 benefits during leave, lactation, lack of flexibility in scheduling to accommodate caregiving; and

14 WHEREAS, The City’s commitments under voter-approved and policy-mandated  
15 initiatives affecting women - including Universal Childcare through Proposition C in 2018;  
16 Proposition D in 2022, to guarantee legal counsel for domestic violence cases; maternal and  
17 child health responsibilities administered by the San Francisco Department of Public Health;  
18 and other gender-equity and reproductive health commitments - have not been fully or  
19 consistently resourced, resulting in fragmented implementation and undermining the stability  
20 of survivor services, maternal and infant health outcomes, childcare access, and violence  
21 prevention systems; and

22 WHEREAS, Existing housing supports in San Francisco remain insufficient,  
23 fragmented, and under-resourced to meet the needs of women - particularly single mothers,  
24 survivors of gender-based violence, immigrant women, seniors, and women-headed  
25

1 households - resulting in heightened housing instability that undermines women’s safety,  
2 health outcomes, and economic security; and

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

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

11 WHEREAS, The City and County of San Francisco needs significant work to improve  
12 the conditions and services within custodial and incarceration settings and to ensure that  
13 policies, facilities, and programs are fully gender-responsive, trauma-informed, and aligned  
14 with the health, safety, dignity, and reentry needs of women and gender-diverse  
15 individuals; and

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

1           WHEREAS, Effective responses to gender-based violence require non-law  
2 enforcement resources to be readily available, adequately resourced, and acknowledged as  
3 integral to public safety, and also requires that law enforcement agencies prioritize meaningful  
4 recruitment, hiring, and training of women, especially given the research finding that women in  
5 law enforcement are less likely to use deadly force and more likely to be able to de-escalate  
6 situations without resorting to violence and yet Federal and State funding reductions, limited  
7 recruitment and retention of women officers, and insufficient trauma-informed and survivor-  
8 centered capacity continue to constrain public safety systems' ability to meet the needs of  
9 women and families; and

10           WHEREAS, The voters of San Francisco established the Commission on the Status  
11 of Women in the City Charter in 1975, and the Board of Supervisors established the  
12 Department on the Status of Women (DOSW) in 1994 to serve as the City's lead entity on  
13 gender equity policy, coordination, and implementation; and

14           WHEREAS, In 2025, as part of the budget process, DOSW was merged under a new  
15 "Agency on Human Rights" along with the Human Rights Commission; which undermines the  
16 will of San Francisco voters that there should be an independent department, subordinate to  
17 no other department, in order to effectively further women's rights and gender equity; and

18           WHEREAS, Pursuant to Charter, Section 33.4, DOSW has served since 1994 as the  
19 City's Charter-mandated department charged with implementing the policies of the  
20 Commission on the Status of Women, coordinating interdepartmental efforts, and advancing  
21 the safety, health, economic security, and civic participation of women and girls across San  
22 Francisco; and

23           WHEREAS, The City and County of San Francisco should have a comprehensive  
24 grasp of the multi-faceted status of this population in San Francisco and this requires a central  
25 clearinghouse of local, statewide, and federal data, research, budgetary investment and

1 allocation information, programming, policies, and legislation that significantly impacts the  
2 lives and well-being of women and girls; now, therefore, be it

3 RESOLVED, That the Board of Supervisors urges the Mayor to issue an executive  
4 directive and citywide women’s advancement and gender equity action plan designating the  
5 San Francisco Department on the Status of Women as the department responsible for serving  
6 as that central clearinghouse; and

7 FURTHER RESOLVED, That the action plan’s purpose should be to eliminate gender  
8 inequitable policies, procedures, programming, budget allocations, operations, appointments,  
9 and more across San Francisco and to advance gender equity in all lawful ways citywide in  
10 order to advance the well-being and quality of life for all women, girls, and non-binary  
11 individuals in our city; and

12 FURTHER RESOLVED, That this collaborative work should include having DOSW  
13 serve as the primary home for the city’s various departments to share information about the  
14 substantive policies, programs, budget allocations, and other relevant information that  
15 comprise each department’s work as it relates to the lives and well-being of women and girls  
16 and include the recommendations of subject matter experts within departments regarding  
17 actionable changes the city should and can make to advance gender equity; and

18 FURTHER RESOLVED, That the action plan should be developed as a collaborative  
19 effort between the city’s departments and be based on a data and evidence-based analysis of  
20 how the city’s policies, programs, budget allocations, and other work are supporting or failing  
21 to support women and girls, with DOSW playing a key role to convene departments as  
22 needed to collect and discuss this information; and

23 FURTHER RESOLVED, That the action plan should require the city as a whole to work  
24 collaboratively with DOSW by sharing all of the above information to ensure that DOSW can  
25 serve effectively as the key authority on the overall status and well-being of women and girls

1 in the city and how the city’s policies, programming, budget allocations, and more impact their  
2 lives and ability to thrive; and

3 FURTHER RESOLVED, That the action plan should include an annual assessment of  
4 the demographic composition of the leadership and decision-making positions across the city,  
5 including but not limited to the city’s commissions, boards, elected positions, department  
6 leadership, especially as consolidation of government bodies may result in fewer opportunities  
7 for women and girls to serve in these positions; and

8 FURTHER RESOLVED, That the action plan should include measurable goals,  
9 timelines, and accountability measures across the priority areas of Health, Safety, Economic  
10 Mobility & Security, and Civic Advancement and Community Engagement; and

11 FURTHER RESOLVED, That the Department of the Status of Women should provide a  
12 regular analysis of the City Departments’ progress on the action plan to the Mayor and the  
13 Board of Supervisors, and that analysis should include budget recommendations to guide  
14 decision makers; and

15 FURTHER RESOLVED, That the Board of Supervisors reaffirms our city’s commitment  
16 to the principles of the CEDAW and will collaborate with the Department on the Status of  
17 Women and relevant departments to renew its implementation and ensure its efficacy; and

18 FURTHER RESOLVED, That the Board of Supervisors reaffirms the City and County  
19 of San Francisco’s commitment to shifting our culture to uphold the dignity, equality, choice,  
20 and rights of women, girls, and nonbinary people; and

21 FURTHER RESOLVED, That the Board of Supervisors requests the Budget and  
22 Legislative Analyst to produce a study on the funding on women’s issues, including, but not  
23 limited to economic workforce development, housing, small business support, health  
24 outcomes; and a separate study on the existing human resources policies of the City and  
25 County of San Francisco, especially any policies and financial impacts relevant to family leave

1 and caregiving responsibilities that disproportionately impact women’s economic and financial  
2 well-being for the short and long term; and

3 FURTHER RESOLVED, That the Board of Supervisors directs the Clerk  
4 to transmit copies of this Resolution to the Mayor’s office.

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