

**From:** [Board of Supervisors \(BOS\)](#)  
**To:** [BOS-Supervisors](#); [BOS-Legislative Aides](#)  
**Cc:** [BOS-Operations](#); [Crayton, Monique \(BOS\)](#); [Calvillo, Angela \(BOS\)](#); [De Asis, Edward \(BOS\)](#); [Entezari, Mehran \(BOS\)](#); [Mchugh, Eileen \(BOS\)](#); [Ng, Wilson \(BOS\)](#); [Somera, Alisa \(BOS\)](#)  
**Subject:** FW: Support and Immediate Action on Women's Advancement and Gender Equity Citywide Action Plan  
**Date:** Thursday, March 19, 2026 9:45:35 AM

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Hello,

Please see below communication regarding **File No. 260127:**

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

Regards,

John Bullock  
Office of the Clerk of the Board  
San Francisco Board of Supervisors  
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San Francisco, CA 94102  
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**From:** Andary, Sophia (HRC) <sophia.andary@sfgov.org>  
**Sent:** Friday, March 13, 2026 7:44 PM  
**To:** Board of Supervisors (BOS) <board.of.supervisors@sfgov.org>; Calvillo, Angela (BOS) <angela.calvillo@sfgov.org>; Chan, Connie (BOS) <connie.chan@sfgov.org>; ChanStaff (BOS) <ChanStaff@sfgov.org>; Hsieh, Frances (BOS) <frances.hsieh@sfgov.org>; Sherrill, Stephen (BOS) <stephen.sherrill@sfgov.org>; SherrillStaff <SherrillStaff@sfgov.org>; Hebb, Jack (BOS) <jack.hebb@sfgov.org>; Wong, Alan (BOS) <alan.wong@sfgov.org>; WongStaff (BOS) <WongStaff@sfgov.org>; Mahmood, Bilal (BOS) <bilal.mahmood@sfgov.org>; Logan, Samantha (BOS) <sam.logan@sfgov.org>; MahmoodStaff <MahmoodStaff@sfgov.org>; Dorsey, Matt (BOS)

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**Cc:** Blakely, Dominique (HRC) <dominique.blakely@sfgov.org>; Aroche, Diana (HRC) <diana.aroche@sfgov.org>; Andary, Sophia (HRC) <sophia.andary@sfgov.org>

**Subject:** Support and Immediate Action on Women's Advancement and Gender Equity Citywide Action Plan

March 13, 2026

San Francisco Board of Supervisors  
1 Dr Carlton B Goodlett Pl.  
San Francisco, CA 94102

**RE: Resolution Urging an Executive Directive and Citywide Action Plan to Advance Women and Gender Equity Action Plan**

*Government Audit and Oversight Committee - March 19, 2026*

Dear Members of the Government and Oversight Committee and the Board of Supervisors,

I write to express my strong and unequivocal support for the resolution introduced by Supervisor Myrna Melgar, urging the Mayor to issue an executive directive establishing a Citywide Women's Advancement and Gender Equity Action Plan. This plan, coordinated by the San Francisco Department on the Status of Women, must include full cross-departmental participation and the dedicated resources necessary to ensure meaningful and measurable implementation.

The first and most immediate step you can take is to sign on to this resolution. Doing so would be a clear and public statement of your commitment to the women of our city. But support cannot end with symbolic gestures. The women of San Francisco deserve action that is meaningful and substantive, not merely performative.

A critical next step is to correct the serious mistake of merging the San Francisco Department on the Status of Women into a new "Agency on Human Rights" alongside the Human Rights Commission. This proposal disregards the will of San Francisco voters and undermines the Department's independence, weakening its ability to effectively advocate for women, girls, and gender-nonconforming individuals.

Equally troubling are the recommendations put forward by the Mayor and the Commission Streamlining Task Force. These proposals call for sweeping and short-sighted changes that would weaken democratic oversight, strip authority from commissioners, and remove several commissions, including the Commission on the Status of Women, from the City Charter.

Eliminating these protections would diminish community oversight and silence vital voices that hold our government accountable. At this moment, it is essential that you stand with the community, especially our most marginalized communities, and oppose efforts that would erode representation and weaken the structures designed to protect them.

This resolution outlines a clear path forward and calls for concrete action, including but not limited to:

- Urging the Mayor to issue an executive directive establishing a Citywide Women's Advancement and Gender Equity Action Plan.

- Designating the Department on the Status of Women as the lead agency and central coordinating body for gender equity efforts across all city departments.
- Requiring collaboration across departments, including the sharing of policies, programs, data, and budget information related to women and gender equity.
- Conducting annual assessments of gender representation in leadership across city commissions, boards, elected offices, and departmental leadership.
- Requiring regular progress reports from the Department on the Status of Women to the Mayor and the Board of Supervisors, including policy and budget recommendations.
- Reaffirming San Francisco's commitment to the principles of CEDAW and advancing gender equity throughout city government.
- Requesting studies from the Budget and Legislative Analyst regarding funding for women-focused programs and city human resources policies related to family leave and caregiving.

These actions are not controversial; they are responsible governance. The question before you is not complicated: whether you will actively stand with the women of San Francisco by supporting and advancing these measures.

The women of this city are watching closely. We expect leadership and accountability.

Thank you,  
Sophia Andary  
Commissioner, Commission on the Status of Women  
City and County of San Francisco



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WOMEN'S POLITICAL COMMITTEE

## **SFWPC Support for BOS File No. 260127**

March 19, 2026

Government Audit and Oversight Committee

Cc: Board of Supervisors

San Francisco Board of Supervisors

1 Dr Carlton B Goodlett Pl, #244,

San Francisco, CA 94102

### **RE: Statement in support of Resolution Urging an Executive Directive and Citywide Action Plan to Advance Women and Gender Equity**

Dear Members of the Government and Oversight Committee,

The San Francisco Women's Political Committee (SFWPC) supports the resolution introduced by Supervisor Myrna Melgar, urging the Mayor to issue an executive directive establishing a Citywide Women's Advancement and Gender Equity Action Plan, coordinated by the San Francisco Department on the Status of Women with full cross-departmental participation and dedicated resources to ensure effective implementation.

This resolution calls for a coordinated, citywide strategy to advance gender equity across San Francisco – bringing City departments together to examine how policies, programs, and budget decisions affect women, girls, and gender-diverse communities, and ensuring that gender equity is consistently integrated across City government.

San Francisco has long been a national leader on gender equity, most notably becoming the first municipality in the world to adopt the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) into local law. However, despite this legacy, women and gender-marginalized people in San Francisco continue to experience persistent disparities in economic security, safety, health outcomes, and representation in leadership.



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WOMEN'S POLITICAL COMMITTEE

The Gender Equity Action Plan proposed in this resolution would help close that gap by:

- Identifying and eliminating policies, procedures, and programs that perpetuate gender inequity across City government.
- Expanding economic security and opportunity for women, including through greater coordination of policies affecting workforce participation, caregiving responsibilities, and economic mobility.
- Strengthening cross-department collaboration and data-sharing so that the City can better understand how its policies impact women and gender-diverse communities.
- Establishing measurable goals, timelines, and accountability measures to track progress in advancing gender equity.

SFWPC supports this resolution because meaningful gender equity requires more than good intentions – it demands a coordinated, data-driven approach embedded across all levels of City government. We commend the leadership of Supervisor Melgar and the resolution's cosponsors, and we look forward to continued collaboration between the Board of Supervisors, the Mayor's Office, the Department on the Status of Women, and community stakeholders in turning this commitment into action.

Sincerely,

San Francisco Women's Political Committee