

BOARD of SUPERVISORS



City Hall
Dr. Carlton B. Goodlett Place, Room 244
San Francisco 94102-4689
Tel. No. 554-5184
Fax No. 554-5163
TDD/TTY No. 554-5227

MEMORANDUM

RULES COMMITTEE

SAN FRANCISCO BOARD OF SUPERVISORS

TO: Supervisor John Avalos, Chairperson
Rules Committee

FROM: Alisa Somera, Rules Committee Clerk

DATE: March 2, 2015

SUBJECT: **COMMITTEE REPORT, BOARD MEETING**
Tuesday, March 3, 2015

The following file should be presented as a **COMMITTEE REPORT** at the Board meeting on Tuesday, March 3, 2015. This item was acted upon at the Rules Committee Meeting on Thursday, February 26, 2015, at 11:00 a.m., by the votes indicated.

Item No. 15 **File No. 150181**

[Appointments, Equal Pay Advisory Board - Utuma Belfrey, Rachael Langston, and Marisa Diaz]

Motion appointing Utuma Belfrey, Rachael Langston, and Marisa Diaz, for indefinite terms, to the Equal Pay Advisory Board.

Prepared in Committee as a Motion
(Supervisor Avalos dissented on the appointment of Marisa Diaz (seat no. 3) in committee.)

RECOMMENDED AS A COMMITTEE REPORT

Vote: Supervisor John Avalos - Aye
Supervisor Katy Tang - Aye
Supervisor Malia Cohen - Aye

c: Board of Supervisors
Angela Calvillo, Clerk of the Board
Rick Caldeira, Legislative Deputy Director
Jon Givner, Deputy City Attorney

File No. 150181

Committee Item No. 7

Board Item No. 15

COMMITTEE/BOARD OF SUPERVISORS

AGENDA PACKET CONTENTS LIST

Committee: Rules Committee

Date February 26, 2015

Board of Supervisors Meeting

Date March 3, 2015

Cmte Board

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| <input type="checkbox"/> | <input checked="" type="checkbox"/> | Motion |
| <input type="checkbox"/> | <input type="checkbox"/> | Resolution |
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| <input type="checkbox"/> | <input type="checkbox"/> | Legislative Digest |
| <input type="checkbox"/> | <input type="checkbox"/> | Budget and Legislative Analyst Report |
| <input type="checkbox"/> | <input type="checkbox"/> | Youth Commission Report |
| <input type="checkbox"/> | <input type="checkbox"/> | Introduction Form |
| <input type="checkbox"/> | <input type="checkbox"/> | Department/Agency Cover Letter and/or Report |
| <input type="checkbox"/> | <input type="checkbox"/> | Memorandum of Understanding (MOU) |
| <input type="checkbox"/> | <input type="checkbox"/> | Grant Information Form |
| <input type="checkbox"/> | <input type="checkbox"/> | Grant Budget |
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| <input type="checkbox"/> | <input type="checkbox"/> | Contract/Agreement |
| <input type="checkbox"/> | <input type="checkbox"/> | Form 126 - Ethics Commission |
| <input type="checkbox"/> | <input type="checkbox"/> | Award Letter |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | Application |
| <input type="checkbox"/> | <input type="checkbox"/> | Form 700 |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | Vacancy Notice |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | Information Sheet |
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OTHER (Use back side if additional space is needed)

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Completed by: Alisa Somera Date February 20, 2015

Completed by: Alisa Somera Date March 2, 2015

1 [Appointments, Equal Pay Advisory Board - Utuma Belfrey, Rachael Langston, and Marisa
2 Diaz]

3 **Motion appointing Utuma Belfrey, Rachael Langston, and Marisa Diaz, for indefinite**
4 **terms, to the Equal Pay Advisory Board.**

5
6 MOVED, That the Board of Supervisors of the City and County of San Francisco does
7 hereby appoint the hereinafter designated persons to serve as members of the Equal Pay
8 Advisory Board, pursuant to the provisions of Administrative Code, Sections 12B.2-1, et seq.,
9 for the terms specified:

10 Utuma Belfrey, seat 1, new appointment, must be a person who works in or represents
11 workers in an industry where wage discrimination is common, for an indefinite term.

12 Rachael Langston, seat 2, new appointment, must be a person who has worked as a
13 discrimination or employment lawyer with an emphasis on gender equality, for an indefinite
14 term.

15 Marisa Diaz, seat 3, new appointment, must be a person with expertise on
16 discrimination against women of color, for an indefinite term.

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Board of Supervisors
City and County of San Francisco
1 Dr. Carlton B. Goodlett Place, Room 244
(415) 554-5184 FAX (415) 554-7714

Application for Boards, Commissions, Committees, & Task Forces

Name of Board, Commission, Committee, or Task Force: Equal Pay Advisory Board

Seat # or Category (If applicable): 1 District: _____

Name: Wendolyn Aragon

Home Address: 25th Ave. Zip: 94121

Home Phone: (415) _____ Occupation: Assistant Project Manager

Work Phone: (415)434-1500 Employer: Principal Builders, Inc.

Business Address: 616 Minna Street Zip: 94103

Business E-Mail: wendy@principalbuilders.com Home E-Mail: wendolyn.aragon@ _____

Pursuant to Charter Section 4.101 (a)2, Boards and Commissions established by the Charter must consist of electors (registered voters) of the City and County of San Francisco. For certain other bodies, the Board of Supervisors can waive the residency requirement.

Check All That Apply:

Registered voter in San Francisco: Yes No If No, where registered: _____

Resident of San Francisco Yes No If No, place of residence: _____

Pursuant to Charter section 4.101 (a)1, please state how your qualifications represent the communities of interest, neighborhoods, and the diversity in ethnicity, race, age, sex, sexual orientation, gender identity, types of disabilities, and any other relevant demographic qualities of the City and County of San Francisco:

As a woman of color working in the construction industry, I have experienced what it means to be underpaid, undervalued, and have limited opportunities for career advancement. Despite their level of education or experience, fewer women find work in construction management or trades. However, it is quite common for women to work in administrative support roles.

I currently work for a company that was rated one of the San Francisco Business Time's Best Places to Work in 2013. In addition to paying a living wage, having a horizontal structure, and offering flexible paid time off, 50% of our project management team are women which goes against the norms of the industry. People are hired and earn a wage that reflects their educational level, tenure in the industry, and skill sets. We set the example of what it means to be a truly equitable construction company.

Business and/or professional experience:

I have worked in the construction industry for over ten years. I started out as a receptionist for a medium sized general contractor; eventually I became an administrative assistant to our General Superintendent spending most of my time in the field. I have also worked as a project coordinator for a civil engineer and have run my own consulting business.

I am currently an Assistant Project Manager for a medium sized general contractor. I specialize in building code compliance, preparing our projects for final inspection and closeout, and handling potential warranty issues for completed projects.

Civic Activities:

I am an active leader in my community, working on neighborhood issues and serving as President of our neighborhood Democratic Club.

I am also the District 1 appointee to the San Francisco Public Utilities Commission's Citizens Advisory Committee (CAC). I was elected Chair of our CAC, and I am the first woman and person of color to ever hold this position. As Chair, I tackled a noticeable lack of diversity on the our CAC, seeking out new members to fill vacancies. Today two-thirds of our CAC members are women, over half of our members are people of color, and we have two members who identify as LGBTQ.

Have you attended any meetings of the Board/Commission to which you wish appointment? Yes No

For appointments by the Board of Supervisors, appearance before the RULES COMMITTEE is a requirement before any appointment can be made. *(Applications must be received 10 days before the scheduled hearing.)*

Date: February 12, 2015 **Applicant's Signature: (required)** Wendolyn Aragon

(Manually sign or type your complete name.
NOTE: By typing your complete name, you are hereby consenting to use of electronic signature.)

Please Note: Your application will be retained for one year. Once Completed, this form, including all attachments, become public record.

FOR OFFICE USE ONLY:
Appointed to Seat #: _____ Term Expires: _____ Date Seat was Vacated: _____

Somera, Alisa (BOS)

From: wendolyn aragon <wendolyn.aragon@gmail.com>
Sent: Monday, February 23, 2015 1:28 PM
Subject: Fwd: Rules Committee - Equal Pay Advisory Board - Wendy Aragon

From: lindapost2000@comcast.net
To: John avalos <John.avalos@sfgov.org>, katy tang <katy.tang@sfgov.org>, malia cohen <malia.cohen@sfgov.org>
Sent: Mon, 23 Feb 2015 21:10:58 -0000 (UTC)
Subject: Rules Committee - Equal Pay Advisory Board - Wendy Aragon

I am sending a note in support of Wendy Aragon to be appointed to the Equal Pay Advisory Board. As one of the leaders as President of NWPC in 1985 we led the fight for Comparable Worth in San Francisco. The Equal Pay Advisory Board is extremely important. What can I say? Wendy will pay attention. We need people who pay attention and work,
Regards,
Linda Post

O C C I D E N T A L
E X P R E S S

GENERAL CONTRACTORS
& CONSULTANTS

February 19, 2015

The Honorable Malia Cohen
Board of Supervisors
City and County of San Francisco
1 Dr. Carlton B. Goodlett Place, Suite 244
San Francisco, CA 94102

Dear Supervisor Cohen,

I am writing in support of and urging you to vote for the appointment of Ms. Wendy Aragon, to Seat 1 on the Equal Pay Advisory Board, which will be presented for a vote at the February 26th Rules Committee hearing.

Women in construction are changing the face of what the industry looks like, but there are still many challenges to overcome in regard to equal pay and equal opportunity. Ms. Aragon's experience would be of great value toward achieving the goals set out by the Equal Pay Advisory Board.

With more than ten years of experience working in the construction industry, Ms. Aragon is knowledgeable in both construction management and field operations. She has also demonstrated more than proficient understanding of building code and public policy; and she has forged strong relationships with Department of Building Inspection officials and within the construction and design community. Most notably, she worked her way up from a front office receptionist to project management, based on her own merit.

Ms Aragon has always exhibited a strong commitment to community leadership, serving as the neighborhood leader, Chair of the San Francisco Public Utilities Commission's Citizens Advisory Committee, President of the Richmond District Democratic Club, and as a member of the Latino Democratic Club's Issues Subcommittee. Her involvement in women's issues includes being a long-time member of San Francisco Women's Political Committee, Democratic Women in Action, Democratic Women's Forum, NARAL Pro-Choice America, and as a member of the local governing board for Girl Scouts of Northern California.

I would appreciate your consideration of her candidacy and humbly ask for your vote, on her behalf.

Sincerely yours,



Henry Karnilowicz
Principal

OFFICE 415.621.7533
FAX 415.621.7583



1019 HOWARD STREET
SAN FRANCISCO
CALIFORNIA
94103.2806

LIC #319153

O C C I D E N T A L
E X P R E S S

GENERAL CONTRACTORS
& CONSULTANTS

February 19, 2015

The Honorable Katy Tang
Board of Supervisors
City and County of San Francisco
1 Dr. Carlton B. Goodlett Place, Suite 244
San Francisco, CA 94102

Dear Supervisor Tang,

I am writing in support of and urging you to vote for the appointment of Ms. Wendy Aragon, to Seat 1 on the Equal Pay Advisory Board, which will be presented for a vote at the February 26th Rules Committee hearing.


Women in construction are changing the face of what the industry looks like, but there are still many challenges to overcome in regard to equal pay and equal opportunity. Ms. Aragon's experience would be of great value toward achieving the goals set out by the Equal Pay Advisory Board.

With more than ten years of experience working in the construction industry, Ms. Aragon is knowledgeable in both construction management and field operations. She has also demonstrated more than proficient understanding of building code and public policy; and she has forged strong relationships with Department of Building Inspection officials and within the construction and design community. Most notably, she worked her way up from a front office receptionist to project management, based on her own merit.

Ms Aragon has always exhibited a strong commitment to community leadership, serving as the neighborhood leader, Chair of the San Francisco Public Utilities Commission's Citizens Advisory Committee, President of the Richmond District Democratic Club, and as a member of the Latino Democratic Club's Issues Subcommittee. Her involvement in women's issues includes being a long-time member of San Francisco Women's Political Committee, Democratic Women in Action, Democratic Women's Forum, NARAL Pro-Choice America, and as a member of the local governing board for Girl Scouts of Northern California.

I would appreciate your consideration of her candidacy and humbly ask for your vote, on her behalf.

Sincerely yours,


Henry Karnilowicz
Principal

OFFICE 415.621.7533
FAX 415.621.7589



1019 HOWARD STREET
SAN FRANCISCO
CALIFORNIA
94103.2806

LIC #319153

Somera, Alisa (BOS)

From: Laurel Muniz <lmunizsf@gmail.com>
Sent: Wednesday, February 25, 2015 8:23 AM
To: Somera, Alisa (BOS)
Subject: Rules Committee: Equal Pay Advisory Board- Appointment Seat 1 Wendy Aragon

Dear Supervisors Cohen, Avalos, and Tang

I am writing to you to urge you to support Wendy Aragon for Seat 1 on the *Equal Pay Advisory Board* at the Rules Committee Meeting on February 26, 2015.

Ms. Aragon has over 10 years of experience in the construction industry, ranging from receptionist to project management. While women have made advancements in the field, there is still much to be done to equal the playing field. I know that Ms. Aragon's experience and commitment to breaking down barriers that women face in the industry will be an asset to the Equal Pay Advisory Commission.

Additionally, Wendy has a proven track record of working on women's issues in organizations such as the San Francisco Women's Political Committee, NARAL, and the San Francisco Latino Democratic Club.

Thank you for your consideration. I ask that you join me in supporting Wendy Aragon's appointment to the Equal Pay Advisory Board.

Sincerely,

Laurel Muniz

415-385-8295

February 19, 2015

The Honorable John Avalos, Malia Cohen, and Katy Tang
Board of Supervisors
Rules Committee
City and County of San Francisco
1 Dr. Carlton B. Goodlett Place, Suite 244
San Francisco, CA 94102

Dear John Avalos, Malia Cohen, and Katy Tang

We are writing to ask for your consideration of our esteemed member, Wendy Aragon, as a candidate for Seat 1 on the Equal Pay Advisory Board. The qualification for Seat 1 is a person who works in or represents workers in an industry where wage discrimination is common. We feel that Wendy is more than qualified to serve in this seat.

The issue of pay inequality between men and women is important to the Latino community because while women tend to be paid, on average, 80 cents to the dollar that men earn for the same work; women of color are compensated even less. Latinas have been statistically shown to be paid 54% of what their white male counterparts earn for doing the same job and with the same level of experience.

The construction industry not only transacts a significant share of contracts with the City and County of San Francisco, this industry is also a leading employers in the Latino community. Many find skilled and unskilled work in the building trades. However, Latinas working in the trades tend to experience higher rates of discrimination and are often the last hired, first fired. Other Latinas in the construction trades find themselves limited to work as administrative assistants with very little promise of being promoted to more lucrative positions, regardless of their skills and experience.

Ms. Aragon works in the construction industry and has so for more than a decade. She has sufficient knowledge of day-to-day operations in both project management and building trades. Her professional experience will clearly benefit Latinos, and other marginalized groups employed in the building trades. She has learned the ins and outs of the construction industry from the bottom up. Her success in construction project management proves that Latinas can be valued by their employers for their experience and tenacity as opposed to being limited by their gender and ethnicity. This experience challenges the established order that has kept the industry behind the times for decades. Having Wendy Aragon serve on the Equal Pay Advisory Board sends a clear message that the City and County of San Francisco expects fairness from its contractors.

Wendy was an early supporter of Supervisor Campos' Equal Pay for Equal Work legislation that created this Advisory Board. Her support and political expertise led to its passage at the Board of Supervisors. Her many contributions to the Latino community, as well her advocacy of women's issues, neighborhood issues, and educational and work-force development issues, are comprehensive and meaningful. Her civic engagement compliments her building trades qualifications on the Equal Pay Advisory Board.

The San Francisco Latino Democratic Club gives our highest endorsement to Wendy Aragon and we support her without reserve. We ask you for your thoughtful consideration of Ms Aragon's many qualifications for Seat 1 on the Equal Pay Advisory Board

Sincerely yours,

Board of Supervisors
San Francisco City Hall
1 Dr Carlton B Goodlett Place
San Francisco, CA 94102

Dear Supervisors Tang, Cohen, and Avalos,

First, I would like to thank the Board of Supervisors and the Mayor for approving the Equal Pay Ordinance. The Equal Pay Advisory Board's recommendations and findings will hopefully set forward a standard that the nation will soon follow and uphold itself to.

I am writing to recommend Wendy Aragon be appointed to this advisory board. Having worked in the construction industry for over 10 years, Wendy is an impressive choice for Seat 1. A report released in December 2014 by the Department for Professional Employees, AFL-CIO states that less than 10 percent of those employed in the construction industry are women¹. Nearly half of that 10 percent are positions in administrative tasks.

Fortunately Wendy works for a construction company that was rated one of the best places to work by SF Business Times in 2013. Her employers pay a living wage, have flexible paid time off, and have a 50 percent ratio of women in project management. Notably, that ratio far surpasses what the Department for Professional Employees reported.

In addition, Wendy will bring diversity to the board, representing Latinas throughout the city. While white women make 80 cents to the dollar that a man does for the same work, women of color make even less. Latinas have the largest wage discrepancy in the gender pay gap, earning 54 cents to the dollar for the same work as white men.

Currently I serve on a Citizens' Advisory Committee with Wendy, of which she chairs. During the time I have spent on the board, she is always amenable to working with every member to achieve a common goal and understanding. She is extremely active in the community in her role as chair, and I have no doubt that she will be just as active and forward thinking when serving on this advisory board.

I have no doubt that the five candidates for the advisory board are strong contenders. However, I respectfully ask for your support of Wendy Aragon's appointment to Seat 1 of the Equal Pay Advisory Board.

Sincerely,

Kelly Groth

¹ Department for Professional Employees, AFL-CIO. Women in the Professional Workforce. <http://dpeaflcio.org/professionals-in-the-workplace/women-in-the-professional-and-technical-labor-force/> - edn4 Updated Feb 2015



Board of Supervisors
City and County of San Francisco
1 Dr. Carlton B. Goodlett Place, Room 244
(415) 554-5184 FAX (415) 554-7714

Application for Boards, Commissions, Committees, & Task Forces

Name of Board, Commission, Committee, or Task Force: Equal Pay Advisory Board

Seat # or Category (If applicable): Seat #2 District: 6

Name: Rachael Langston

Home Address: Howard Street, Apt San Francisco, CA Zip: 94105

Home Phone: 510- Occupation: attorney

Work Phone: 415-864-8848 ext. 253 Employer: Legal Aid Society - Employment Law Center

Business Address: 180 Montgomery St., Ste. 600, San Francisco, CA Zip: 94104

Business E-Mail: rlangston@las-elc.org Home E-Mail: langston.rachael@

Pursuant to Charter Section 4.101 (a)2, Boards and Commissions established by the Charter must consist of electors (registered voters) of the City and County of San Francisco. For certain other bodies, the Board of Supervisors can waive the residency requirement.

Check All That Apply:

Registered voter in San Francisco: Yes [checked] No [] If No, where registered:

Resident of San Francisco [checked] Yes [] No [] If No, place of residence:

Pursuant to Charter section 4.101 (a)1, please state how your qualifications represent the communities of interest, neighborhoods, and the diversity in ethnicity, race, age, sex, sexual orientation, gender identity, types of disabilities, and any other relevant demographic qualities of the City and County of San Francisco:

As a woman with a life-long disability that affects my mobility, I highly value both the diversity and accessibility of San Francisco. As a workers' rights attorney at a non-profit legal organization, I have a substantial breadth and depth of knowledge regarding many of the issues faced by low-income San Franciscans representing a variety of diverse backgrounds, as well as the protections available in San Francisco to address these issues.

Business and/or professional experience:

Since 2008, I have worked as an attorney in the Gender Equity & LGBT Rights Program of Legal Aid Society - Employment Law Center, a non-profit legal aid organization in San Francisco. In my work, I regularly advocate for low-income individuals who face discrimination, harassment, or other inequities at the workplace based on their gender, gender identity, sex, or sexual orientation. I have worked on matters involving pay inequity, including equal pay violations on the basis of gender. As a staff attorney at ELC, I both litigate on behalf of our clients and engage in policy advocacy surrounding workers' rights issues.

Civic Activities:

I regularly advocate for policy changes at the local, state, and federal levels that will enhance the lives of low-income workers and their families. I have testified before the Board of Supervisors and the California legislature regarding pending legislation relevant to these interests, including but not limited to recently-enacted state legislation that protects survivors of domestic violence, sexual assault and stalking against employment discrimination. Myself and my organization were also active in advocating for the recent passage of the San Francisco Family Friendly Workplace Ordinance as well as the Retail Workers' Bill of Rights.

Have you attended any meetings of the Board/Commission to which you wish appointment? Yes No

n/a; however, I have attended Board of Supervisor meetings wherein the Equal Pay Ordinance was discussed and voted upon

For appointments by the Board of Supervisors, appearance before the RULES COMMITTEE is a requirement before any appointment can be made. (Applications must be received 10 days before the scheduled hearing.)

Date: 2/16/15 Applicant's Signature: (required) Racael Jangsten
(Manually sign or type your complete name.
NOTE: By typing your complete name, you are hereby consenting to use of electronic signature.)

Please Note: Your application will be retained for one year. Once Completed, this form, including all attachments, become public record.

FOR OFFICE USE ONLY:
Appointed to Seat #: _____ Term Expires: _____ Date Seat was Vacated: _____



The
Legal Aid Society—
Employment Law
Center

180 Montgomery Street, Suite 600 San Francisco, California 94104-4244
TEL 415 864 8848 FAX 415 593 0096 TTY/TDD 415 593 0091 www.las-etc.org

Putting Justice to Work

Joan Messing Graff

President

Christine Todd

Chief Operating Officer

Diane Webb

Chief Program Officer

General Counsel

PROGRAM SERVICES

Leslie Chaires

Administrative & Community Outreach
Coordinator

Marsha Chien

Staff Attorney

Katherine Fiester

Shauna Friesse Public Interest Fellow

Michael T. Gaitley

Director, Community Legal Services

Christopher Ho

Director, National Origin, Immigration and
Language Rights

Jinny Kim

Director, Disability Rights

Elizabeth Krlsten

Director, Gender Equity & LGBT Rights

Rachael Langston

Staff Attorney

William C. McNeill III

Director, Racial Equality

Giselle Olmedo

Sanford Heiser Public Interest Diversity Fellow

Julia Parish

Staff Attorney

Ruby Ponce

Paralegal

Kathleen Sheppard

Paralegal

King Szeto

Language Access Coordinator

Sharon Terman

Director, Work and Family

Kim Turner

Staff Attorney

Carole Vigne

Director, Wage Protection Program

EXTERNAL RELATIONS

Sara Feldman

Communications Manager

Steven E. Heimerle

Development Manager

Mario Lemos

Development Associate

ADMINISTRATION

Howard Chen

Director of Human Resources

Ana Flores

Receptionist

Mariela Esther Dawkins

Finance Manager

Scott Nelson

Network Administrator

Via Electronic Mail

February 25, 2015

Supervisor John Avalos, Chair and Members
Board of Supervisors Rules Committee
c/o Rules Committee Clerk Alisa Somera (alisa.somera@sfgov.org)

Re: *Support for Appointment of Rachael Langston to Equal Pay Advisory Board*

Dear Chairman Avalos and Members of the Committee:

On behalf of the Legal Aid Society – Employment Law Center, I am writing in strong support of the appointment of Rachael Langston to the newly established Equal Pay Advisory Board.

Founded in 1916 in San Francisco, the Legal Aid Society-Employment Law Center ("Legal Aid") protects the rights and economic self-sufficiency of low-income workers by providing free legal services, education and advocacy. Legal Aid's Gender Equity & LGBT Rights program is dedicated to promoting gender equity and advancing the rights of low-wage women and families, lesbian, gay, bisexual, and transgender individuals, survivors of domestic and sexual violence, pregnant women, caregivers, military families and veterans, and other under-represented workers and students.

Rachael's qualifications render her especially well-suited to fill seat 2 of the Board described as "a person who has worked as a discrimination or employment lawyer with an emphasis on gender equality." She became a staff attorney with our organization in 2010 and is a member of our Gender Equity and LGBT Program. Prior to joining our organization Rachael attend and graduated from Berkeley Law School and was then awarded a prestigious two year Skadden Fellowship to work with our organization and with it she begin her legal aid career with Legal Aid.

Since graduating from Law School Rachael has advised and advocated for numerous clients who have faced discrimination, harassment, disparate pay and other inequities and retaliation because of their sex, gender, sexual orientation, gender identity or as a survivor of domestic violence.

And Ms. Langston has worked directly on matters involving violations of state and federal equal pay legislation. She has also witnessed our clients' struggles to access the information necessary to identify or prove pay inequities in their workplaces.

In addition to delivering direct legal services and representing clients in administrative proceedings and in courts Rachael has drafted legislation and self-help materials and conducted community outreach initiatives and trainings. For example, she spearheaded Legal Aid's work in providing comments to the Fair Employment and Housing Council on interpretations of the California Family Rights Act. She also was a prime mover behind our organization's successful work to pass SB 400, a law that provides critical workplace protections for survivors of domestic and sexual violence. Rachael is now conducting trainings throughout the state on recently enacted employment protections available to survivors of domestic violence, sexual assault and stalking.

By virtue of Rachael's broad scope of activities and expertise she has become well-versed in the policy-related needs and concerns of workers, worker advocates, and employers. With that and her interest, experience and knowledge of employment law, Rachael has much to offer to the Equal Pay Advisory Board. I hope she will be given the opportunity to serve our community with an appointment to Seat 2 of the Board.

Thank you for your consideration and please do not hesitate to call me should you have any questions.

Yours truly,



Joan Graff
President



Board of Supervisors
 City and County of San Francisco
 1 Dr. Carlton B. Goodlett Place, Room 244
 (415) 554-5184 FAX (415) 554-7714

Application for Boards, Commissions, Committees, & Task Forces

Name of Board, Commission, Committee, or Task Force: Equal Pay Advisory Board

Seat # or Category (If applicable): 1 or 3 District: 10

Name: Utuma Belfrey

Home Address: — Rosie Lee Lane Unit — Zip: 94124

Home Phone: _____ Occupation: Insidewireman Electrician

Work Phone: 415-290-1551 Employer: IBEW #6 member

Business Address: 55 Fillmore st, SF Ca. Zip: 94115

Business E-Mail: SUSTAINRFUTURE@AOL.COM Home E-Mail: _____

Pursuant to Charter Section 4.101 (a)2, Boards and Commissions established by the Charter must consist of electors (registered voters) of the City and County of San Francisco. For certain other bodies, the Board of Supervisors can waive the residency requirement.

Check All That Apply:

Registered voter in San Francisco: Yes No If No, where registered: _____

Resident of San Francisco Yes No If No, place of residence: _____

Pursuant to Charter section 4.101 (a)1, please state how your qualifications represent the communities of interest, neighborhoods, and the diversity in ethnicity, race, age, sex, sexual orientation, gender identity, types of disabilities, and any other relevant demographic qualities of the City and County of San Francisco:

I have a combination of personal, professional and credentialed experience as a person who is and has represented women, men and persons of color who have faced wage, gender and racial discrimination within the construction industry for 20 years. I have an extensive knowledge of discriminatory practices in the work place as well as practical and alternative methods in resolving those issues within the workplace. I believe my qualifications are representative of women, women of color and especially those in the construction industry.

Business and/or professional experience:

In 1999, I was indentured as an inside wireman apprentice finishing my 8,000 hour program in 2006.

In 2007 I, founded Sustainable Futures, Inc.: a consulting firm that works with trade unions, contractors, and government agencies to develop projects that are not only environmentally sustainable, but that create truly sustainable changes for women and individuals in underserved communities. I obtained a contract as an independent consultant in collaboration with Trades Women Inc. through the Port of Oakland's Social Justice committee as a construction Job Retention Specialist in which 70 percent of my clients were women of color for four consecutive years.

In 2010, I sat as a stake holder to help inform the development of mandatory local hire legislation. When San Francisco was confronted with record high levels of unemployment; a steady stream of major development projects were underway; very few local residents, women and people of color were in the construction pipeline. A system had to be created that would provide jobs and career opportunities in the construction sector for San Francisco's low-income residents which are highest among minorities and women. As a consultant and member of my union I participated in the planning process that would engage a range of stakeholders in determining how best to strengthen San Francisco's local construction hire policies and practices.

In 2012, I completed a B.A. Degree from the National Labor College in Union Leadership and Administration in which I received certificates of completion in Labor Law and Advanced Grievance Handling. While simultaneously completing an A.A. Degree at City College of San Francisco in Labor and Community Studies with a certificate of completion in Diversity and Social Justice in 2013.

Since then I have continued my community participation and education in Labor and Social Justice issues by receiving certifications from the C.L. Dellums African American Labor Leadership training, becoming a certified mediator, and a construction job steward.

Civic Activities:

I currently sit as a member of the Citizens Committee on Community Development (CCCD), I am the interim Vice President of the Northern Ca. Chapter of the Coalition of Black Trade Unionist (N. Ca. CBTU), I am a member of the Bay Area Black workers Center, An alumni of the Boards and Commissions Leadership Institute, An Alumni of the SF Community, Labor, Organizing and Uniting Together (SFCLOUT), an active member of the International Brotherhood of Electrical Worker's Union.

Have you attended any meetings of the Board/Commission to which you wish appointment? Yes No

For appointments by the Board of Supervisors, appearance before the RULES COMMITTEE is a requirement before any appointment can be made. (Applications must be received 10 days before the scheduled hearing.)

Date: 2/19/15 Applicant's Signature: (required) Utuma Belfrey

(Manually sign or type your complete name.
NOTE: By typing your complete name, you are hereby consenting to use of electronic signature.)

Please Note: Your application will be retained for one year. Once Completed, this form, including all attachments, become public record.

FOR OFFICE USE ONLY:
Appointed to Seat #: _____ Term Expires: _____ Date Seat was Vacated: _____

Pursuant to Charter section 4.101 (a)1, please state how your qualifications represent the communities of interest, neighborhoods, and the diversity in ethnicity, race, age, sex, sexual orientation, gender identity, types of disabilities, and any other relevant demographic qualities of the City and County of San Francisco:

I have a combination of personal, professional and credentialed experience as a person who is and has represented women, men and persons of color who have faced wage, gender and racial discrimination within the construction industry for 20 years. I have an extensive knowledge of discriminatory practices in the work place as well as practical and alternative methods in resolving those issues within the workplace. I believe my qualifications are representative of women, women of color and especially those in the construction industry.

Business and/or professional experience:

In 1999, I was indentured as an inside wireman apprentice finishing my 8,000 hour program in 2006. 2007 I, founded Sustainable Futures, Inc.: a consulting firm that works with trade unions, contractors, and government agencies to develop projects that are not only environmentally sustainable, but that create truly sustainable changes for women and individuals in underserved communities. I obtained a contract as an independent consultant in collaboration with Trades Women Inc. through the Port of Oakland's Social Justice committee as a construction Job Retention Specialist in which 70 percent of my clients were women of color for four consecutive years. In 2010, I sat as a stake holder to help inform the development of mandatory local hire legislation. A system had to be created that would provide jobs and career opportunities in the construction sector for San Francisco's low-income residents which are highest among minorities and women. As a consultant and member of my union I participated in the planning process that would engage a range of stakeholders in determining how best to strengthen San Francisco's local construction hire policies and practices. In 2012, I completed a B.A. Degree from the National Labor College in Union Leadership and Administration in which I received certificates of completion in Labor Law and Advanced Grievance Handling. Simultaneously I completed an A.A. Degree at City College of San Francisco in Labor and Community Studies with a certification in Diversity and Social Justice in 2013. Since then I have continued my community participation and education in Labor and Social Justice issues by receiving certifications from the C.L. Dellums African American Labor Leadership training, becoming a certified mediator, and a construction job steward,

Civic Activities:

I currently sit as a member of the Citizens Committee on Community Development (CCCD), I am the interim Vice President of the Northern Ca. Chapter of the Coalition of Black Trade Unionist (N. Ca. CBTU), I am a member of the Bay Area Black workers Center, An alumni of the Boards and Commissions Leadership Institute, An Alumni of the SF Community, Labor, Organizing and Uniting Together (SFCLOUT), an active member of the International Brotherhood of Electrical Worker's Union.

Utuma S. Belfrey

Profile Summary

Labor, Diversity and Social Justice Advocate, Certified Mediator and Construction Job Steward, 20 years of Construction and Electrical training experience with a specialty in Solar and Green Energy.

Education

2009-2012 National Labor College Silverspring, MD
• Specialization in Building & Construction Trades & Labor Policy
Degree Union Leadership and Administration

2006-2013 City College of San Francisco San Francisco, CA
• Labor and Community Studies and Social Justice and Diversity
Degree Labor and Community Studies

2002-2004 Foothill College Los Altos Hills, CA
• Inside Wireman Certification
Degree Inside Wireman Electrician

Certifications: Diversity and Social Justice (2012) Advanced Grievance Handling (2010), Green Building Professional (2010), Labor Law (2009), CPBCA Home Energy Rater (2009), Boards and Commissions Leadership Institute (2010) Sustainable Building Advisor (2008), Hands-On PV (2007), C.L. Dellum's Labor Leadership Training (2012) SF CLOUT (2014), Mediation (2014), IBEW Construction Steward Training (2015)

Experience

2007-Present Sustainable Futures, Inc. San Francisco, CA
Founder and CEO

- Founded consulting firm that works with trade unions, contractors, and government agencies to develop projects that are not only environmentally sustainable, but that create truly sustainable changes for underserved communities.
- and Social Justice and Diversity & Aviation Project Labor Agreement (MAPLA) Social Justice Program.
- Reviewed Contractor Labor Utilization Reports to identify potential non-compliance and advised contractors about how to meet their local hiring obligations and increase employee retention.
- provided support to apprentices and community-based organizations, as well as case management, mentoring, and advocacy in coordination with the Port's Social Responsibility Program.

2007-2008 GRID Alternatives San Francisco, CA
Outreach Coordinator

- Acted as main point of contact between the community and non-profit solar installer, recruiting clients as well as solar installation volunteers.
- Developed relationships with residents, community-based organizations, job training programs, churches, housing developers, and government agencies to promote and install solar power in the community.
- Conducted site visits and assessed solar potential and electrical compatibility of individual families' homes.

1999-Present International Brotherhood of San Francisco, CA

Electrical Workers, Local 6

Electrician: Inside Wireman

- Completed 8,000 hours of apprenticeship to earn journey-level certification from the state Department of Industrial Relations in 2006.
- Performed skilled electrical work in connection with the installation, maintenance, repair, and alteration of electrical systems, machinery, and equipment
- worked with high voltage equipment and installed, maintained, tested and repaired transformers, generators, service distribution equipment, lighting and security alarm systems, motors, street lights

Volunteer and Political Activities

Served as a member of the Hunters Point Ship Yard Citizens Advisory Committee for San Francisco Mayor's Gavin Newsome and Edwin Lee 2006-20012.

Serve as Board of Supervisors appointee for the Citizens Committee on Community Development 2010-present

Member of Tradeswomen Inc. 2002-present

Interim Vice President for The Northern Ca. Chapter of the. Coalition of Black Trade Unionist 2010-present

Former member of Mayor Edwin Lee's 100% Renewable Energy Task Force 2012
San Francisco's construction local hire stake holder convening 2009

References

File No. 150181
2/26/15 Received
in Committee

(My apologies, I have lost my voice today).

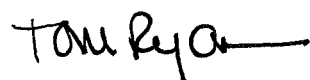
My name is Tom Ryan, I am the Community Services Director of the SF Labor Council. I'm here to support the appointment of Utuma Belfrey to the SF Equal Pay Advisory Board seat #3 for a person with expertise in discrimination against women.

I have worked with Ms. Belfrey for a number of years on a variety of projects. We are currently working together on a Leadership Program for union members in Bayview Hunter's Point. Ms. Belfrey has been involved in this project for nearly 1.5 years. I have found her to be very committed seeking solutions for issues of discrimination in her own experience as well as for the community at large.

She has worked as a union electrician for more than fifteen years. Unfortunately, this is still more rare than it should be for an African American woman in 2015. She has an AA from City College of San Francisco as well as a number of relevant certificates around Diversity and Social justice. She also has her BA from the National Labor College in Union Leadership and Administration.

I think Ms. Belfrey brings both practical, hands on knowledge of the world of work, and workplace discrimination as well as a curiosity and expertise in researching the finding solutions in academic or research settings for the community overall.

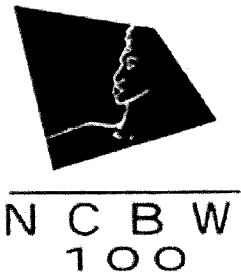
I highly recommend her appointment.

A handwritten signature in black ink that reads "Tom Ryan" followed by a horizontal line.

National Coalition of 100 Black Women, Inc.
San Francisco Chapter

(TAX I.D. 20-1573025)

Historic Shreve Building – Union Square
210 Post Street, Suite 714
San Francisco, California 94108



February 24, 2015

San Francisco Board of Supervisor's Rules Committee
San Francisco Equal Pay Advisory Board
City Hall, Committee Room 263
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

Re: Letter of Support – Utuma Belfrey

Dear Supervisor John Avalos, Chair; Supervisor Katy Tang, Vice Chair, Supervisor Malia Cohen;
Members of the San Francisco Board of Supervisor's Rules Committee:

The National Coalition of 100 Black Women, Inc - SF Chapter is honored to provide this letter of support of Utuma Belfrey's placement and active participation on the San Francisco Equal Pay Advisory Board (seat 3). She brings professional expertise, personal experiences, many academic credentials, and myriad skills to serve in this capacity effectively. Ms. Belfrey has demonstrated the sincerity of her commitments both short and long-term in her chosen field of the construction trades industry, by not singularly focusing on utilizing the skills of her trade but also by being an active advocate and participant in bringing positive changes into fruition for the residents of her community in such areas of salary equity; job skills training; living-wage employment, and suitable, stable housing.

In addition to her active participation on the San Francisco Citizen's Committee on Community Development and other community-based tasks she has undertaken, she has simultaneously acquired comprehensive, credentialed knowledge of the construction trade industry over the past 20+ years; she has also acquired academic achievements and first-hand personal experience in discrimination against women of color; Labor and Social Justice Leadership Training; Organized Labor and Union Training; Certified Mediator (SF CLOUT), and has received numerous certifications during her tenure acknowledging her outstanding mastery of the Construction Trades industry. Her newly appointed position of Vice President of the Coalition of Black Trade Unions of Northern California will definitely serve as a vehicle to assist her while serving on the San Francisco Equal Pay Advisory Board and in continuing to serve her community in the Bay View section of San Francisco.

It is without apprehension that the National Coalition of 100 Black Women, Inc – SF Chapter, fully support Ms. Belfrey in the appointment to the San Francisco Equal Pay Advisory Board. Please feel free to contact me should there be a need for amplification of our support.

Sincerely,


Maxine V. Hickman
President



Board of Supervisors
City and County of San Francisco
1 Dr. Carlton B. Goodlett Place, Room 244
(415) 554-5184 FAX (415) 554-7714

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SAN FRANCISCO
FEB 17 PM 4:42
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Application for Boards, Commissions, Committees, & Task Forces

Name of Board, Commission, Committee, or Task Force: Equal Pay Advisory Board
Seat # or Category (If applicable): 3 and or 1 District: 10

Name: A. Tyra Fennell

Home Address: Clearview Court Zip: 94124

Home Phone: 202 Occupation: Consultant

Work Phone: 4158570638 Employer: Tyra Fennell Consulting

Business Address: same as above Zip: 94124

Business E-Mail: tyrafennellconsulting@gmail.com Home E-Mail: aswantf@

Pursuant to Charter Section 4.101 (a)2, Boards and Commissions established by the Charter must consist of electors (registered voters) of the City and County of San Francisco. For certain other bodies, the Board of Supervisors can waive the residency requirement.

Check All That Apply:

Registered voter in San Francisco: Yes No If No, where registered: _____

Resident of San Francisco Yes No If No, place of residence: _____

Pursuant to Charter section 4.101 (a)1, please state how your qualifications represent the communities of interest, neighborhoods, and the diversity in ethnicity, race, age, sex, sexual orientation, gender identity, types of disabilities, and any other relevant demographic qualities of the City and County of San Francisco:

I am a resident of District 10 and have primarily worked there to positively rebrand and activate underutilized spaces with art. My work also seeks to build bridges between the historically African American and emerging community by create projects that encourage community and economic development.

Business and/or professional experience:

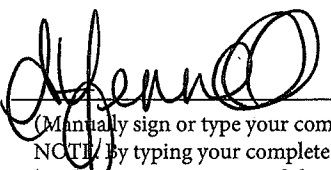
See Attached

Civic Activities:

My civic engagement activities include:
Bayview YMCA (Chair)
Heron's Head Eco Center (Advisory Committee)
New Leaders Council (Board Member)
Bayview Opera House (Advisory Committee)

Have you attended any meetings of the Board/Commission to which you wish appointment? Yes No

For appointments by the Board of Supervisors, appearance before the RULES COMMITTEE is a requirement before any appointment can be made. *(Applications must be received 10 days before the scheduled hearing.)*

Date: 2/2/15 Applicant's Signature: (required)  / A. Tyra Fennel
(Manually sign or type your complete name.
NOTE: By typing your complete name, you are hereby consenting to use of electronic signature.)

Please Note: Your application will be retained for one year. Once Completed, this form, including all attachments, become public record.

FOR OFFICE USE ONLY:
Appointed to Seat #: _____ Term Expires: _____ Date Seat was Vacated: _____

Tyra Fennell
Business and/or Professional Experience

Tyra Fennell develops and implements projects for the San Francisco Arts Commission such as StreetSmARTS, celebrating the vibrancy of urban art by connecting established muralists with private property owners in order to deter property vandalism. Tyra also managed the Commission's Mayor's Art Awards and is credited for starting SF49ers Vernon Davis' Visual Arts Scholarship Fund, now the Vernon Davis Foundation for the Arts.

In 2013, Ms. Fennell began growing arts enrichment programs as a vehicle to encourage economic growth in District 10. In this role, Tyra cultivates strategic partnerships, develops marketing strategies and program evaluation tools. She masterminded 3rd on Third, a reference to the third Friday of the month and the event location, Third Street. This project supports the economic growth of local merchants in Bayview by featuring a myriad of arts and culture activities.

Tyra is working diligently to rebrand the Bayview Hunter's Point neighborhood as the premier visual arts district in San Francisco. Her newest initiative, ArtUp San Francisco seeks to increase foot traffic and vibrancy by commissioning world-renowned muralists to paint large-scale artwork on industrial buildings in underutilized areas of the city. This initiative will launch in October 2015 in the Bayview Hunter's Point.

In addition to the aforementioned projects, Ms. Fennell manages a community collective in District 10, working to develop strategies supporting better public transportation services for residents that live in the Visitation Valley and Bayview Hunter's Point neighborhoods. This includes forging a robust advocacy campaign, setting goals and working with the SFMTA to garner needed city support as well as amending legislation to address the pressing transportation needs of residents in the above mentioned communities.

Tyra currently serves as chair of the Bayview YMCA board, board member for the New Leaders Council of San Francisco and an Emerge California Fellow. Tyra is also on the advisory committee for Heron's Head EcoCenter in District 10, an organization focusing on the environmental education field, serving as a model for green building, sustainable resource use, environmental justice, and experiential learning. In addition, Tyra is a member of the Bayview Alliance, spearheaded by philanthropist Roselyn "Cissie" Swig and president and CEO of the YMCA San Francisco, Chuck Collins.

Please view Tyra's blog focusing on arts, culture and issues in her community. Please view at tyrafennell.com.



Board of Supervisors
City and County of San Francisco
1 Dr. Carlton B. Goodlett Place, Room 244
(415) 554-5184 FAX (415) 554-7714

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2015 FEB 13 PM 12:10

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Application for Boards, Commissions, Committees, & Task Forces

Name of Board, Commission, Committee, or Task Force: Equal Pay Advisory Board

Seat # or Category (If applicable): Seat 3 District: _____

Name: Marisa Diaz

Home Address: 24th Street, San Francisco, CA Zip: 94107

Home Phone: 510- _____ Occupation: Attorney

Work Phone: 415-575-2385 Employer: Equal Rights Advocates

Business Address: 1170 Market St., Suite 700, San Francisco, CA Zip: 94102

Business E-Mail: mdiaz@equalrights.org Home E-Mail: marisacdiaz@ _____

Pursuant to Charter Section 4.101 (a)2, Boards and Commissions established by the Charter must consist of electors (registered voters) of the City and County of San Francisco. For certain other bodies, the Board of Supervisors can waive the residency requirement.

Check All That Apply:

Registered voter in San Francisco: Yes No If No, where registered: _____

Resident of San Francisco Yes No If No, place of residence: _____

Pursuant to Charter section 4.101 (a)1, please state how your qualifications represent the communities of interest, neighborhoods, and the diversity in ethnicity, race, age, sex, sexual orientation, gender identity, types of disabilities, and any other relevant demographic qualities of the City and County of San Francisco:

I am a woman from the San Francisco Bay Area who has resided in San Francisco for the last seven plus years. As a third-generation Mexican American, I grew up in a multicultural household and have contributed to and learned from my diverse and dynamic Bay Area community. As a bilingual Spanish and English speaker, I move between English and Spanish-speaking San Francisco communities in both my personal and professional life. In my personal life, I am engaged in San Francisco, and especially Mission District, community and art activities, and in my professional life, I interact on a regular basis with women in San Francisco and the greater Bay Area who are facing various forms of sex discrimination in their school or work environments. I look forward to continuing to serve my San Francisco community and to representing the interests of women and minority communities.

Business and/or professional experience:

I graduated from Pomona College in 2006, where I majored in sociology and Spanish literature. As a sociology major, I concentrated my studies on issues impacting Latino and immigrant communities in the United States. After graduating, I worked for a women's rights organization in Mexico, conducted a year-long research project on Colombian domestic workers in Spain, worked at a San Francisco private public interest law firm that defends the civil rights of California prisoners (Rosen, Bien, Galvan & Grunfeld LLP), and worked at a San Francisco nonprofit serving low-income, mostly women of color, entrepreneurs (La Cocina). I attended Stanford Law School in 2010-2013, where I participated in volunteer activities, a law school clinic, and summer and academic-year internships where I worked on issues impacting communities of color and immigrant communities. After graduating from law school, I clerked for the Honorable Michael Daly Hawkins of the U.S. Ninth Circuit Court of Appeals. I began in my current position as Equal Rights Advocates' Ruth Chance Law Fellow in September 2014.

Civic Activities:

I currently work at Equal Rights Advocates, a San Francisco nonprofit organization that advocates on behalf of women and girls who face sex discrimination at work or at school. In this position, I regularly provide bilingual know your rights trainings to diverse San Francisco communities regarding their workplace rights, staff a legal advice and counseling hotline, and engage in litigation and policy work related to women's rights issues in San Francisco, California, and the nation.

My other recent civic activities include volunteering at the International Institute of the Bay Area to assist immigrants in preparing their citizenship applications; participating as a member of the Board of Directors of Community Legal Services in East Palo Alto and of Stanford Law School's Latino Students' Association; and, organizing a successful community fundraising event in solidarity with the 43 students who went missing in Iguala, Mexico, in September 2014.

Have you attended any meetings of the Board/Commission to which you wish appointment? Yes No

For appointments by the Board of Supervisors, appearance before the RULES COMMITTEE is a requirement before any appointment can be made. (*Applications must be received 10 days before the scheduled hearing.*)

Date: February 12, 2015 Applicant's Signature: (required) Marisa Diaz

(Manually sign or type your complete name.
NOTE: By typing your complete name, you are hereby consenting to use of electronic signature.)

Please Note: Your application will be retained for one year. Once Completed, this form, including all attachments, become public record.

FOR OFFICE USE ONLY:
Appointed to Seat #: _____ Term Expires: _____ Date Seat was Vacated: _____

Marisa C. Díaz

(510) [REDACTED] ♦ marisacdiaz@[REDACTED]

BAR ADMISSIONS

California, December 2013

EDUCATION

Stanford Law School, J.D., June 2013

- **Academic Awards:** Gerald Gunther Prize for Outstanding Performance in Criminal Law
- **Journal:** Stanford Law & Policy Review, Senior Editor
- **Activities:** Board of Directors, Community Legal Services in East Palo Alto; Naturalization Pro Bono Program Coordinator; Public Interest Fellow; Latino Law Student Association Executive Board Member; Women of Stanford Law Mentor; Project Development for the Stanford Human Rights Clinic.

Fulbright Scholar, Madrid, Spain, September 2008 – July 2009

- Conducted study on the experiences of Colombian domestic workers in Spain.
- Researched employment and immigration laws, conducted in-depth interviews, volunteered with a domestic workers' organization, and generated descriptive statistics on immigrant domestic workers in Spain.
- Presented research findings at a conference at the Casa de América in Madrid and created a multi-media magazine on the topic. This magazine now serves as a resource for domestic workers in Madrid.

Pomona College, B.A., *Cum Laude*, May 2006

- **Majors:** Sociology and Spanish
- **Academic Awards:** Pomona College Scholar; National Society of Collegiate Scholars; National Hispanic Scholar.
- **Senior Sociology Thesis with Honors:** "*Se habla español*, English Spoken Here: The Skyline Dual Immersion Program" (case study on a low-income public school's dual immersion program).

EXPERIENCE

Equal Rights Advocates, San Francisco, CA

September 2014 – Present

Ruth Chance Law Fellow

- Work on impact litigation and pre-litigation tasks in employment sex discrimination cases.
- Engage in legislative advocacy to strengthen protections against sex discrimination at work and at school.
- Manage a national legal advice telephone hotline and conduct community "Know your Rights" trainings.
- Recruit and manage law student interns.

The Honorable Michael Daly Hawkins, Ninth Circuit Court of Appeals, Phoenix, AZ

September 2013 – September 2014

Law Clerk

- Conducted legal research, writing, and analysis regarding the Court's civil, criminal, and immigration cases.

American Civil Liberties Union Immigrants' Rights Project, San Francisco, CA September – December 2012

Legal Extern

- Worked on impact litigation and injunction monitoring tasks.
- Conducted legal research and drafted memos on immigration laws and regulations, class action procedures in federal courts, jurisdictional issues, and state laws pertaining to class members in a federal lawsuit.
- Conducted class member interviews to monitor government compliance with a permanent injunction.

Legal Aid Society-Employment Law Center, San Francisco, CA

June – August 2012

Summer Law Clerk

- Worked on impact litigation in the areas of workplace language and national origin discrimination and provided counseling to individual workers through the organization's Workers' Rights Clinic.
- Directly represented individual workers in unemployment insurance appeals hearings.
- Conducted legal research and writing, discovery, and trial and appellate-level preparation tasks.

Immigrants' Rights Clinic, Stanford Law School

April – June 2012

Student Participant

- Represented an immigrant woman in her removal proceeding and in applying for a U Visa.
- Developed overall case strategy, conducted legal research and writing on immigration and constitutional law issues, drafted declarations, and engaged in multiple client interviews.
- Advocated against the practice of referring youth to immigration authorities, which included giving an advocacy presentation on this issue to the San Mateo County Commission on the Status of Women.

Center for Justice and International Law (CEJIL), Buenos Aires, Argentina

June – August 2011

Summer Legal Intern

- Drafted section of Inter-American Court of Human Rights brief on equal protection under Article 24 of the American Convention on Human Rights.
- Conducted research and drafted litigation memo about the Inter-American Court's jurisprudence on Article 24 of the American Convention and its relevance to our client's case.
- Researched the Constitutional Court of Colombia's jurisprudence on statutory and constitutional laws related to women's reproductive health. Compiled most important opinions for publication.

La Cocina, San Francisco, CA

October 2009 – July 2010

Development Officer

- Raised funds for this food-business incubator program that serves low-income women entrepreneurs.
- Researched funders, wrote grant proposals, and developed a donor database and outreach strategy.
- Assisted in event planning and community outreach.

Rosen Bien Galvan & Grunfeld LLP, San Francisco, CA

March 2007 – August 2008

Paralegal

- Worked primarily on the firm's prisoners' rights class-action lawsuits.
- Corresponded with class members to monitor prisons' compliance with permanent injunctions and to address urgent situations.
- Reviewed class members' prison files to prepare memos about prisons' compliance with court orders.
- Conducted client interviews and prison compliance monitoring tours.
- Engaged in discovery and trial-preparation tasks.

Centro Las Libres, Guanajuato, Mexico

August 2006 – February 2007

Full-time Intern

- Led and organized workshops and know your rights presentations on reproductive rights/health and domestic violence for women and youth in rural and urban communities, as well as for public health and justice officials.
- Documented women's rights abuses in Guanajuato.
- Corresponded with other NGOs and volunteers. Organized fundraising events.

SKILLS

Fluent in Spanish speaking, reading, and writing.



February 25, 2015

Via E-mail to alisa.somera@sfgov.org

San Francisco Board of Supervisors
1 Dr. Carlton B. Goodlett Place
City Hall, Room 244
San Francisco, CA 94102-4689

Re: Application of Marisa Díaz to the San Francisco Equal Pay Advisory Board

Dear Board of Supervisors:

I write to express Equal Rights Advocates' (ERA) strong support of Marisa Díaz as a candidate for seat three on the Equal Pay Advisory Board. ERA is a national civil rights organization dedicated to protecting and expanding economic and educational access and opportunities for women and girls. We do this by engaging in public education, legislative advocacy, and litigation. Founded in 1974, ERA has been a pioneer advancing equality for hundreds of thousands of women across the country. ERA stands firmly behind Marisa in this effort, and will put our collective, institutional knowledge and organizational resources at her disposal.

Marisa is ERA's current Ruth Chance Law Fellow, a position for new attorneys who have demonstrated a commitment to women's rights and who plan to develop a career in this field. We are confident that the same factors that led Marisa to ERA will enable her to excel as a member of the Equal Pay Advisory Board. As a Bay Area native and San Francisco resident, Marisa understands the diverse realities faced by San Francisco's women. She has dedicated her academic and professional career to learning about the discrimination faced by communities of color and advocating on behalf of these communities. This career has already included work on behalf of low-income Bay Area women entrepreneurs, incarcerated Californians, immigrant women facing domestic violence and potential removal from this country, domestic and other low-wage workers, and women experiencing sex discrimination in the workplace. Through her work at ERA, Marisa represents women who have suffered sex discrimination at work, including unequal pay, and educates members of the community about their workplace civil rights. She also has been actively involved in ERA's legislative advocacy on the issue of equal pay, which has included conducting research and making recommendations about the language of the Fair Pay Act of 2015, which was just introduced by State Senator Hannah-Beth Jackson on February 24, 2015.

In addition to her substantive knowledge about equal pay and employment discrimination law and her familiarity with issues facing women of color in the workplace, Marisa's strong leadership skills and demonstrated capacity to work effectively as part of a team also make her an ideal candidate for this position. We have no doubt that Marisa will take seriously her responsibility as an Advisory Board member and will work with the other members to develop an efficient and effective system to combat any pay discrimination occurring among the City's contractors.



We wholeheartedly support Marisa's application to the Pay Advisory Board and are happy to discuss Marisa's qualifications with you.

Sincerely yours,

A handwritten signature in black ink that reads "Jennifer A. Reisch". The signature is written in a cursive style with a large, looping initial "J".

Jennifer Reisch
Legal Director

February 25, 2015

Via E-mail

San Francisco Board of Supervisors
1 Dr. Carlton B. Goodlett Place
City Hall, Room 244
San Francisco, CA 94102-4689

Dear Board of Supervisors,

I fully support Marisa Díaz's application to serve on the San Francisco Equal Pay Advisory Board and could not think of a more capable and ideal candidate for this appointment.

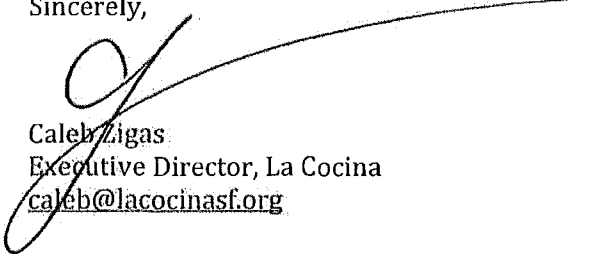
I am the Executive Director of La Cocina, a nonprofit business incubator program located in San Francisco's Mission District that assists low-income women entrepreneurs launch and grow their own food businesses. We cultivate low-income food entrepreneurs by providing affordable commercial kitchen space, industry-specific technical assistance and access to market opportunities. We serve primarily women of color and immigrant women.

I had the pleasure of working with Marisa when she was La Cocina's Development Officer. During that time, Marisa worked diligently and passionately to support the organization and the women it served. Marisa worked alongside La Cocina's program participants as they built their businesses and developed a newfound level of economic security for themselves and their families. Marisa always demonstrated a strong commitment to our program participants and an understanding of the challenges that low-income small business owners face.

Since her time at La Cocina, Marisa and I have remained friends and I have witnessed her passion for women's rights flourish. She left La Cocina to attend Stanford Law School, where she joined clinics and activities to advocate on behalf of immigrant communities and communities of color. Since graduating, she has come back to the San Francisco nonprofit community and is now a civil rights attorney at Equal Rights Advocates, where she specializes in sex discrimination in employment.

I can assure you that Marisa cares deeply about her San Francisco community and would be an invaluable resource to the Equal Pay Advisory Board. This Board would greatly benefit from someone with the passion, experience, and professional knowledge and skill that Marisa would bring to her position on the Board.

Sincerely,



Caleb Zigas
Executive Director, La Cocina
caleb@lacocinasf.org

AVIVA J. GILBERT
agilbert@fbm.com
D 415.954.4478

February 25, 2015

By email

Dear Commission Members:

I write to convey my support for Marisa Diaz's appointment to the San Francisco Pay Advisory Board. Marisa is my dearest friend from law school and the professional I trust most. In addition to being a wonderful lawyer and friend, she is eminently well qualified for this role. Simply put, you could not find a smarter, more dedicated, effective advocate for those facing discrimination if you tried.

She has a large and long-standing set of experiences—both practical and professional—working on women's rights and discrimination against women. Immediately after college she moved to Mexico to work on women's rights issues and has maintained the thread of that work throughout her subsequent work and eventual legal education. She has worked with low wage women of color on employment discrimination, immigration, human rights, and labor rights issues. Marisa is deeply committed to her clients as individuals and to the causes she champions. It is rare to find an attorney who is so good at appreciating issues and working on changes at individual, collective and communal levels.

Marisa is exactly who you want on a committee if you're looking to determine a practical solution to a thorny problem. She is hardworking and—more importantly—good at asking the right questions even when they're difficult to tease out and answer. I urge the membership to accept her application and to welcome her to the Advisory Board.

Sincerely,

Aviva J. Gilbert

AJG

BOARD of SUPERVISORS



City Hall
1 Dr. Carlton B. Goodlett Place, Room 244
San Francisco 94102-4689
Tel. No. 554-5184
Fax No. 554-5163
TDD/TTY No. 554-5227

VACANCY NOTICE

EQUAL PAY ADVISORY BOARD

NOTICE IS HEREBY GIVEN of the following vacancies:

Vacant seat 1, new appointment, must be a person who works in, or represents workers in, an industry where wage discrimination is common, for an indefinite term.

Vacant seat 2, new appointment, must be a person who has worked as a discrimination or employment lawyer with an emphasis on gender equality, for an indefinite term.

Vacant seat 3, new appointment, must be a person with expertise on discrimination against women of color, for an indefinite term.

Reports: The Advisory Board shall make recommendations to the Board of Supervisors and the Human Rights Commission within six months of its inaugural meeting. Thereafter, the Advisory Board shall meet at least once every four months to evaluate the effectiveness of the data collection methods used and make further recommendations, as appropriate.

Sunset Date: The Advisory Board shall expire by operation of law on October 1, 2017, unless the Board of Supervisors adopts an ordinance continuing its existence.

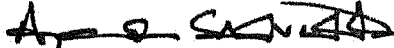
Additional information relating to the Equal Pay Advisory Board may be obtained by reviewing Administrative Code, Section 12B.2-1 et seq., at <http://www.sfbos.org/sfmunicodes>.

Interested persons may obtain an application from the Board of Supervisors website at http://www.sfbos.org/vacancy_application or from the Rules Committee Clerk, 1 Dr. Carlton B. Goodlett Place, Room 244, San Francisco, CA 94102-4689. Completed applications should be submitted to the Clerk of the Board. All applicants must be residents of San Francisco, unless otherwise stated.

Next Steps: Applicants who meet minimum qualifications will be contacted by the Rules Committee Clerk once the Rules Committee Chair determines the date of the hearing. Members of the Rules Committee will consider the appointment(s) at the meeting and applicant(s) may be asked to state their qualifications. The appointment(s)

of the individual(s) who are recommended by the Rules Committee will be forwarded to the Board of Supervisors for final approval.

Please Note: Depending upon the posting date, these vacancies may have already been filled. To determine if vacancies for this Committee are still available, or if you require additional information, please call the Rules Committee Clerk at (415) 554-4447.



Angela Calvillo
Clerk of the Board

DATED/POSTED: February 11, 2015

San Francisco
BOARD OF SUPERVISORS

Date Printed: February 20, 2015

Date Established: January 16, 2015

Active

EQUAL PAY ADVISORY BOARD

Contact and Address:

Mullane Ahern
25 Van Ness Avenue
Suite 800
San Francisco, CA 94102

Phone: (415) 252-2514

Fax:

Email: mullane.ahern@sfgov.org

Authority:

Administrative Code, Section 12B.2-1 et seq. (Ordinance No. 251-14)

Board Qualifications:

The Equal Pay Advisory Board (Advisory Board) was established to analyze and recommend the best method(s) of data collection that will identify wage gaps between men and women of the same or different races, and amount members of different races. The Advisory Board shall also analyze and recommend data points that may include, but are not limited to, employees' education, years of work experience, and specialized skills, that would aid in the analysis of wage disparities. The Advisory Board's recommendations shall include additional ordinances if legislative change is necessary or desirable to implement the recommendations.

The Advisory Board shall consist of seven (7) voting members:

> The Board of Supervisors shall appoint:

Seat 1: A person who works in or represents workers in an industry where wage discrimination is common.

Seat 2: A person who has worked as a discrimination or employment lawyer with an emphasis on gender equality.

Seat 3: A person with expertise on discrimination against women of color.

> The Mayor shall appoint:

Seat 4: A person who works in human resources responsible for diversity.

Seat 5: A person who owns a small or medium size business that has contracted with the City and County of San Francisco.

San Francisco
BOARD OF SUPERVISORS

> Commission on the Status of Women shall appoint:

Seat 6: A person who has worked in quantitative gender analysis, including statistics.

Seat 7: A person employed by a nonprofit organization that contracts with the City.

The appointing authorities shall make appointments within 60 days of the effective date of Ordinance No. 251-14. If the appointing authority fails to act within 60 days or at any subsequent time there has been a vacancy for more than 60 days, the Director of the Human Rights Commission shall have the power to make an appointment. All members serve at the pleasure of their appointing authority.

The Human Rights Commission shall provide in-kind professional and administrative staff to the Advisory Board.

Reports: The Advisory Board shall make recommendations to the Board of Supervisors and the Human Rights Commission within six months of its inaugural meeting. Thereafter, the Advisory Board shall meet at least once every four months to evaluate the effectiveness of the data collection methods used and make further recommendations, as appropriate.

Sunset Date: The Advisory Board shall expire by operation of law on October 1, 2017, unless the Board of Supervisors adopts an ordinance continuing its existence. The Advisory Board shall submit a report to the Board of Supervisors by May 1, 2017, recommending whether they should continue to operate and consider legislative changes that would enhance the capacity of the Advisory Board.

Member, Board of Supervisors
District 11



City and County of San Francisco

JOHN AVALOS

DATE: February 20, 2015

TO: Angela Calvillo
Clerk of the Board of Supervisors

FROM: Supervisor John Avalos *JAA*
Chairperson

RE: Rules Committee
COMMITTEE REPORTS

Pursuant to Board Rule 4.20, as Chair of the Rules Committee, I have deemed the following matters are of an urgent nature and request they be considered by the full Board on March 3, 2015, as Committee Reports:

141272 Appointments, Golden Gate Bridge, Highway and Transportation District

Motion appointing four members, terms ending January 31, 2017, to the Golden Gate Bridge, Highway and Transportation District.

150056 Reappointment, Historic Preservation Commission - Andrew Wolfram

Motion approving/rejecting the Mayor's nomination for reappointment of Andrew Wolfram to the Historic Preservation Commission, Seat No. 2, for the unexpired portion of a four-year term ending December 31, 2018.

150057 Reappointment, Historic Preservation Commission - Richard Johns

Motion approving/rejecting the Mayor's nomination for reappointment of Richard Johns to the Historic Preservation Commission, Seat No. 4, for the unexpired portion of a four-year term ending December 31, 2018.

150058 Reappointment, Historic Preservation Commission - Karl Hasz

Motion approving/rejecting the Mayor's nomination for reappointment of Karl Hasz to the Historic Preservation Commission, Seat No. 6, for the unexpired portion of a four-year term ending December 31, 2018.

150138 Appointment, Entertainment Commission

Motion appointing one member, term ending July 1, 2015, to the Entertainment Commission.

150181 Appointments, Equal Pay Advisory Board

Motion appointing three members, for indefinite terms, to the Equal Pay Advisory Board.

These matters will be heard at the Rules Committee Meeting on Thursday, February 26, 2015, at 11:00 a.m.