

File No. 180767

Committee Item No. 7

Board Item No. _____

COMMITTEE/BOARD OF SUPERVISORS

AGENDA PACKET CONTENTS LIST

Committee: Rules Committee

Date July 25, 2018

Board of Supervisors Meeting

Date _____

Cmte Board

- | | | |
|-------------------------------------|--------------------------|--|
| <input type="checkbox"/> | <input type="checkbox"/> | Motion |
| <input type="checkbox"/> | <input type="checkbox"/> | Resolution |
| <input type="checkbox"/> | <input type="checkbox"/> | Ordinance |
| <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 checked="" 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 |
| <input type="checkbox"/> | <input type="checkbox"/> | Subcontract Budget |
| <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 type="checkbox"/> | Application |
| <input type="checkbox"/> | <input type="checkbox"/> | Form 700 |
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | Vacancy Notice |
| <input checked="" type="checkbox"/> | <input type="checkbox"/> | Information Sheet |
| <input type="checkbox"/> | <input type="checkbox"/> | Public Correspondence |

OTHER (Use back side if additional space is needed)

<input type="checkbox"/>	<input type="checkbox"/>	_____
<input type="checkbox"/>	<input type="checkbox"/>	_____
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<input type="checkbox"/>	<input type="checkbox"/>	_____

Completed by: Victor Young Date July 19, 2018

Completed by: _____ Date _____

Save Form

Print Form



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: Veterans Affairs Commission

Seat # or Category (If applicable): District:

Name: Raymond P. Gobberg

Home Address: Gladys St, San Francisco CA Zip: 94110

Home Phone: Occupation: Director, Sales

Work Phone: 415-969-6552 Employer: WalkMe, Inc.

Business Address: 525 Market St., 37th Floor Zip: 94105

Business E-Mail: ray.g@walkme.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 [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:

Having served as an officer in the active-duty United States Air Force for four years and the active Reserves for six years; I have a unique perspective of the intersection of civilian and military life. My service included a 10-month tour as part of a Provincial Reconstruction Team in Southern Afghanistan. While deployed, I focused on advising local Afghan officials on how to develop the foundations of a civic society supported by government services.
My time in the military included service alongside individuals from different countries -- Afghans, Romanian, Brits and Germans. Additionally, while in Afghanistan, my experiences included supporting and advising communities rich in diversity of thought, spirituality, identity and disability.
In my current reserve capacity, I serve at the Defense Innovation Unit Experimental (DIUx), located at Moffett Field, CA. In my position as a Business Development and Engagement executive, I interact with Bay Area venture capitalists, technology companies and military servicemembers with the goal of accelerating commercial innovation within the Department of Defense.
These experiences, both domestic and abroad, have shaped my ability to understand, interact with and support multiple different communities, all of which have representation in the City and County of San Francisco.

Business and/or professional experience:

Director of Sales, WalkMe Inc.
- Lead a team of Mid-Market and Enterprise sales reps, delivering training solutions for companies facing digital adoption challenges within their technology stack

Business Development, Defense Innovation Unit Experimental (DIUx) - Department of Defense (Moffett Field, CA)
- Liase with and develop relationships between venture captial, technology companies, elected officials in D.C., systems integrators and the larger Department of Defense with the goal of accelerating the development of technology for combat use.

Public Relations / Public Affairs, United States Air Force (New Mexico, New York City and Afghanistan)
- Develop and distribute media products that inform the public about the Air Force's strategic initiatives and efforts in national defense.

Civic Activities:

USAF Reserve Officer (Rank: Major (select))

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: 2018/07/09 Applicant's Signature: (required) RAYMOND P GOBBERG

(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: _____



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: Veterans Commission

Seat # or Category (If applicable): District:

Name: Margo Ellis

Home Address: Starwood Court Zip: 93534

Home Phone: Occupation: CEO of EELA Solutions

Work Phone: 415-872-1802 Employer: Self Employed

Business Address: 549 Starwood Court, Fairfield CA Zip: 94534

Business E-Mail: Margo@eelasolutions.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: Fairfield

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

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:

Though my family has lived in San Francisco for 3 generations as home owners, I bought a house in the suburbs, because I have been priced out of the current SF market. That said, it's home for me. It's where my grandmother still lives and where my family has served for generations. My grandfather drove a Muni bus, my aunt was a police officer and my dad to this day is a cable car driver. All of them were able to purchase homes in San Francisco as public servants. I would love to do my part serving San Francisco with the commission if you would have me, even though I my home owning dreams had to be realized outside of the city.

Business and/or professional experience:

After serving 10 years in the Marine Corps, I served as a congressional aid for the Department of Veterans Affairs under the Obama Administration. Then I moved on to the private sector spending 3 years as a Vice-President at J.P. Morgan and the last 3 years running my own independent consulting company.

Civic Activities:

I am very involved with the veteran activist community, including work with Student Veterans of America and many others.

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: 7/15/2018 Applicant's Signature: (required)



(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: _____



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City and County of San Francisco
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Print Application

Application for Boards, Commissions and Committees

Application for Appointment to: Veterans Affairs Commission

Name of Board, Commission, Committee, or Task Force

Seat # or Category (If applicable):

Name: Christy Collins

Home Address: Sutter St.,

Zip: 94109

Home Phone: [Redacted]

Occupation: Adv. MSA for the PsychoSocial Rehab. & Recovery Center

Work Phone: 415.750.2226

Employer: San Francisco Veterans Affairs Health Care System

Business Address: 4150 Clement Street, M116

Zip: 94121

Check All That Apply:

A citizen of the United States. [X]

At least 18 years old on or before Election Day. [X]

Not in prison or on parole for a felony conviction [X]

A resident of San Francisco [X] Yes: [] No: (Place of Residence):

Please state your qualifications (attach supplemental sheet if necessary)

As a woman Veteran, I have been committed to increasing awareness and assisting Veterans; to include, the unique recognition of the experiences of women Veterans. I participated in SWAN's advocacy on Capital Hill.

Education:

Co-founded VOW (Veterans Outreach to Women) at UC Berkeley while pursuing a BA in Psychology and then co-founded Veterans Affairs Caucus at Columbia University School of Social Work while pursuing an MSSW.

Business and/or professional experience:

My career has been focused on contributing to the well-being of Veterans; including, job placement while working at the Veterans Success Center and also as a case manager at a non-profit. Currently I work at the SFVAHCS.

Civic Activities:

Volunteering as needed. And, would appreciate the opportunity to serve Veterans on this Commission.

Ethnicity: (optional)

Sex (optional) M [] F [X]

Have you attended any meetings of the Board/Commission to which you wish appointment? [X] 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.)

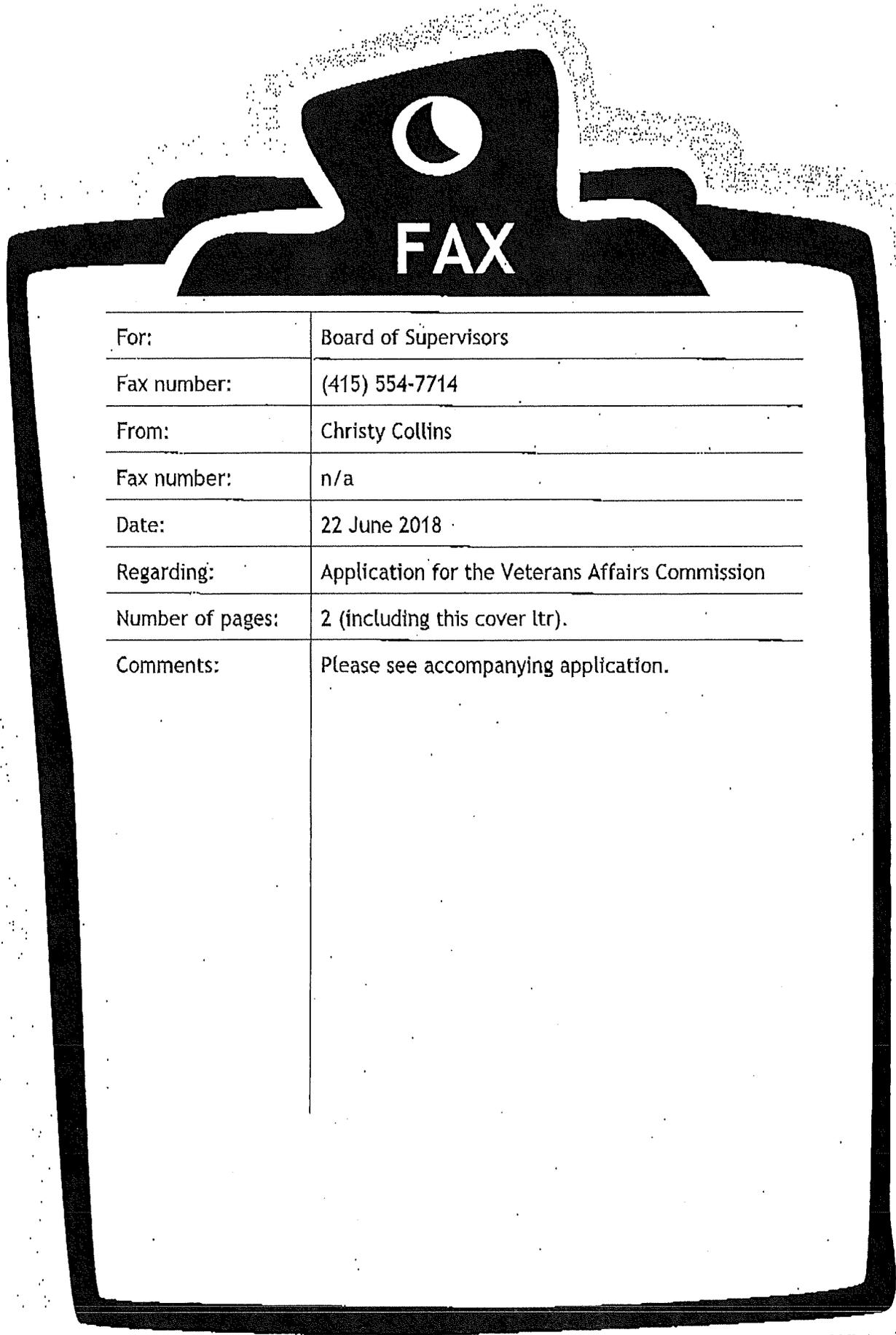
(Please Note: Once completed, this form, including all attachments, become public record)

Date: Applicant's Signature: (required)

Please Note: Your application will be retained for one year.

FOR OFFICE USE ONLY:

Appointed to Seat #: Term Expires: Date Seat was Vacated:



For:	Board of Supervisors
Fax number:	(415) 554-7714
From:	Christy Collins
Fax number:	n/a
Date:	22 June 2018
Regarding:	Application for the Veterans Affairs Commission
Number of pages:	2 (including this cover ltr).
Comments:	Please see accompanying application.



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Application for Boards, Commissions, Committees, & Task Forces

Name of Board, Commission, Committee, or Task Force: Veterans Affairs

Seat # or Category (If applicable): 5 District: 5

Name: Deborah Dacumos

Home Address: — Clarendon Ave Zip: _____

Home Phone: — Occupation: volunteer /retired Army nurse

Work Phone: 415-342-2086 Employer: _____

Business Address: _____ Zip: _____

Business E-Mail: _____ 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 am a retired U.S. Army nurse who served in various clinical and leadership roles. I have been actively involved in the care of elderly, wounded and/or sick veterans and their families as a nurse regardless of age, race, gender, sexual orientation, types of disabilities and other demographic qualities. I have been involved with the incarcerated veterans program at the San Bruno Pod and have seen the reduction of incarcerated veterans with the establishment of the Veterans Treatment Court. I am also involved with the San Francisco Interfaith Council that provides winter shelter to the homeless, that includes veterans.

Business and/or professional experience:

I am currently a member of the SFVAC. I was an US Army nurse for 31 years. I served as active duty nurse in South Korea and Walter Reed Army Medical Center. I was assigned to various clinical duties and responsibilities, including head nurse and assistant chief nurse during my US Army Reserves years. My last position was Deputy Commander for clinical services of a combat support hospital. I continue to volunteer as a part of medical team who take care of wounded and sick veterans and their families—from WWII to OIF/OEF veterans. I obtained by masters and PhD in Nursing at UCSF. I am currently an alumni member of the UCSF School of Nursing Dean's Council. As a member, I have raised clinical and research issues related to care of veterans especially as they relate to collaboration between the San Francisco VA Medical Center and UCSF School of Nursing. The UCSF nursing students and faculty oversee the mental health care of veterans. Collaborative efforts are being planned with other council members and faculty who work with agencies in the coordination of community support and assistance especially to elderly veterans.

Civic Activities:

I continue to volunteer as a nurse taking care of wounded and sick veterans and their families. I also have special interest in homeless, elderly veterans and incarcerated veterans. I have been involved with the incarcerated veterans at the San Bruno Pod and have participated at their activities, graduation and have attended court hearings. I have also collaborated with SF Medical Examiner's Office, VA National Cemetery, Swords to Plowshares, when one of the homeless Vietnam veterans died in his tent and was unclaimed by a living relative. Through collaborative efforts, burial arrangements were made at a National Cemetery in Dixon, California. I also have been supportive of the WWII Filipino veterans who have wanted recognition for their service. My father was a guerilla in the Philippines who was captured during WWII. And my two stepfathers both served in the Pacific Theater during WWII. I walked with the Filipino students during one of the Veterans Day parade and encouraged them with their efforts. The efforts bore fruit and the WWII Filipino veterans were recognized with a Medal of Honor in December 2016. I hope to continue working on behalf of all veterans and their families.

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: 2/14/18

Applicant's Signature: (required)

Deborah Dacumos

(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.

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 City and County of San Francisco
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Application for Boards, Commissions, Committees, & Task Forces

Name of Board, Commission, Committee, or Task Force: Veterans Affairs Commission

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

Name: Kyle Matthew Zeck

Home Address: Storey Avenue, San Francisco, CA Zip: 94129

Home Phone: _____ Occupation: Business Development

Work Phone: 415-318-5908 Employer: NextEra Energy Resources

Business Address: 1 Post Street, Suite 2550, San Francisco, CA Zip: 94104

Business E-Mail: kyle.zeck@nee.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:

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

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

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 served as a commissioned officer for seven years on active duty, I continue to serve in the United States Army Reserves. During my time as a commissioned officer, I commanded a company of over 180 Soldiers from diverse backgrounds from both within and outside of the United States. I managed my own Equal Opportunity, Sexual Harassment/Assault Reporting and Prevention, suicide prevention, alcohol & drug abuse prevention programs, and other programs for a period that exceeded 16 months without any violations of these policies. I care about Veterans and my fellow citizens of this amazing city.

Business and/or professional experience:

United States Military Academy at West Point: 2005-2009
United States Army: 2009-2016
United States Army Reserve: 2016-present
University of Oxford: 2016-2017
NextEra Energy Resources: 2017-present

Civic Activities:

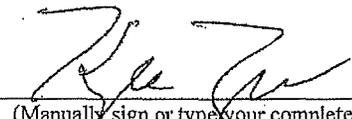
Knights of Columbus: 2006-present
Fires Squadron, 2nd Cavalry Regiment Family Readiness Group: 2011-2012
297th Military Intelligence Battalion Family Readiness Group: 2014-2016

While I have not been an active volunteer with the Knights of Columbus since 2009, I have organized and volunteered consistently with Family Readiness Groups (FRGs) in my time as a Soldier overseas and in the United States.

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

Appointments confirmed by the Board of Supervisors require an appearance before the Rules Committee. Once your application is received, the Rules Committee Clerk will contact you when a hearing is scheduled. *(Please submit your application 10 days before the scheduled hearing.)*

Date: 15 FEB 2018 Applicant's Signature: (required)



(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: _____



Board of Supervisors
 City and County of San Francisco
 1 Dr. Carlton B. Goodlett Place, Room 244
 (415) 554-5184 FAX (415) 554-5163

RECEIVED
 BOARD OF SUPERVISORS
 SAN FRANCISCO

2010 JAN 11 PM 2:27

BY RZ

Application for Boards, Commissions, Committees, & Task Forces

Name of Board, Commission, Committee, or Task Force: Veterans Affairs Commission

Seat # or Category (If applicable): BOS #10/Mayor District: _____

Name: Christopher Todd McDonald

Home Address: Carr St, San Francisco, CA Zip: 94124

Home Phone: Occupation: Retired Military/Disabled

Work Phone: _____ Employer: General Dynamics (July 2011)

Business Address: _____ Zip: _____

Business E-Mail: _____ 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:

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

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

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:

Served 10 years as an affirmative action and equal opportunity representative, school trained during my 20 year military Career. Served all soldiers as a representative to fair and equal treatment. Disabled by SSA/Veteran Affairs, types of disabilities (70%): PTSD/Depression, De-generative back disease of the spine (Cervical, Thoracic, Lumbar), diabetes type II, severe chronic migraines, pituitary tumor benign, Hearing Loss/Mild Tinnitus; Benign Prostatic hypertrophy and Obstructive Sleep Apnea.



Christopher T. McDonald

Volunteer Medical Support Assistant, Military Veteran, Logistics and Maintenance
Engineering, Networking Administration
San Francisco VA Health Care System • University of Phoenix
San Francisco Bay Area • 500-88

My Values, Beliefs Statement of Purpose and Action to be a member of the Veterans Commission

Compassion

I will treat all Veterans and their families with the utmost dignity and compassion. I will provide services in a caring manner, with a sympathetic consciousness of others' distress together with a desire to alleviate it.

Commitment

I believe Veterans have earned our gratitude and respect. Their health care, benefits, employment and housing needs drive my actions.

Excellence

I will strive to exceed the expectations of Veterans and their families. I will strive to perform at the highest level of competence and take pride in the San Francisco Public Office and the Veterans Commission's accomplishments.

Professionalism

My success depends on maintaining a highly skilled, diverse, and compassionate team mentality. I will foster a culture that values equal opportunity, innovation, and accountability.

Integrity

I recognize the importance of accurate information. I will practice open, truthful, and timely communication with Veterans, their families, and external stakeholders. By listening and responding to their concerns, I will seek continuous improvement in our Countries, State, San Francisco's programs and services.

Accountability

I will perform in a manner that makes all of us accountable and responsible to Veterans and their families, our leaders and other employees, as well as to external stakeholders.

Stewardship

I will ensure responsible stewardship of natural resources as well as data and information entrusted to all of us. I will improve performance with innovative technologies and sound business principles.

CERTIFICATE OF RELEASE OR DISCHARGE FROM ACTIVE DUTY

1. NAME (Last, First, Middle) MCDONALD, CHRISTOPHER TODD		2. DEPARTMENT, COMPONENT AND BRANCH ARMY/RA		3. SOCIAL SECURITY NO.	
4.a GRADE, RATE OR RANK SFC	4.b PAY GRADE E7	5. DATE OF BIRTH (YYYYMMDD)		6. RESERVE OBLIG. TERM. DATE Year 0000 Month 00 Day 00	
7.a PLACE OF ENTRY INTO ACTIVE DUTY DETROIT, MI		7.b HOME OF RECORD AT TIME OF ENTRY (City and state, or complete address if known) LIVONIA, MI 48154			
8.a LAST DUTY ASSIGNMENT AND MAJOR COMMAND D CO 832D ORD BN TC		8.b STATION WHERE SEPARATED REDSTONE ARSENAL, AL 35898-5000			
9. COMMAND TO WHICH TRANSFERRED RETIRED RESERVE, AR-PERSCOM, 1 RESERVE WAY, ST LOUIS, MO 63132-5200		10. SGLI COVERAGE <input type="checkbox"/> None Amount: \$250,000.00			
11. PRIMARY SPECIALTY (List number, title and years and months in specialty. List additional specialty numbers and titles involving periods of one or more years.) 27E40 00 LAND COMBAT ELECTRONIC MISSILE SYSTEM REPAIR--19 YRS-9 MOS//NOTHING FOLLOWS		12. RECORD OF SERVICE			
		a. Date entered AD This Period	1982	07	08
		b. Separation Date This Period	2002	11	30
		c. Net Active Service This Period.	0020	04	23
		d. Total Prior Active Service	0000	00	00
		e. Total Prior Inactive Service	0000	10	05
		f. Foreign Service	0007	09	10
		g. Sea Service	0000	00	00
		h. Effective Date of Pay Grade	1997	08	01
13. DECORATIONS, MEDALS, BADGES, CITATIONS AND CAMPAIGN RIBBONS AWARDED OR AUTHORIZED (All periods of service) MERITORIOUS SERVICE MEDAL//ARMY COMMENDATION MEDAL (3RD AWARD)//ARMY ACHIEVEMENT MEDAL (4TH AWARD)//ARMY GOOD CONDUCT MEDAL (5TH AWARD)//NATIONAL DEFENSE SERVICE MEDAL//NATO MEDAL//ARMED FORCES EXPEDITIONARY MEDAL//ARMED FORCES SERVICE MEDAL//NONCOMMISSIONED OFFICER'S PROFESSIONAL DEVELOPMENT RIBBON WITH NUMERAL 3//ARMY SERVICE RIBBON//CONT IN BLOCK 18.					
14. MILITARY EDUCATION (Course title, number of weeks and month and year completed) TOW/Dragon Repairer Course, 17 weeks, 1983//Primary Leadership Development Course, 4 weeks, 1986//TOW II Trans Course, 2 weeks, 1986//Army Precommissioned Officer Course, 1987//Intro Rappelling Mountaineer Course, 1 week, 1988//Basic Elec/Electronics C, 1989//Special Forces Course, 1989//EOR Course, 1 week, 1989//BFVS (ASI D3) Course, 6 weeks, 1989//CONT IN BLOCK 18.					
15.a MEMBER CONTRIBUTED TO POST-VIETNAM ERA VETERAN'S EDUCATIONAL ASSISTANCE PROGRAM		Yes	No	15.b HIGH SCHOOL GRADUATE OR EQUIVALENT	
			X	Yes	
				X	
				16. DAYS ACCRUED LEAVE PAID NONE	
17. MEMBER WAS PROVIDED A COMPLETE DENTAL EXAM AND ALL APPROPRIATE DENTAL SERVICES AND TREATMENT WITHIN 90 DAYS PRIOR TO SEPARATION				Yes	X No
18. REMARKS DATA HEREIN SUBJECT TO COMPUTER MATCHING WITHIN DOD OR WITH OTHER AGENCIES FOR VERIFICATION PURPOSES AND DETERMINING ELIGIBILITY OR COMPLIANCE FOR FEDERAL BENEFITS//CONTINUOUS HONORABLE ACTIVE SERVICE: 19820708-20021130//IMMEDIATE REENLISTMENTS THIS PERIOD: 19850523-19891018 19891019-19940921 19910922-19940920 19940922-19980115 19980116-20021130//SUBJECT TO ACTIVE DUTY RECALL BY THE SECRETARY OF THE ARMY//BLOCK 5 PERIOD OF DELAYED ENTRY PROGRAM: 19810902-19820708//RETIRED LIST GRADE SFC//MEMBER HAS COMPLETED FIRST FULL TERM OF SERVICE//U.S. FLAG ISSUED AMBA BOSNIA 970922-980708//CONT FROM BLOCK 13//OVERSEAS SERVICE RIBBON (2ND AWARD)//SHARPSHOOTER MARKSMANSHIP QUALIFICATION BADGE WITH RIFLE BAR//DRIVER AND MECHANIC BADGE WITH DRIVER W BAR//CONT FROM BLOCK 18 1990//BASIC NONCOMMISSIONED OFFICER COURSE, 3 WEEKS 1991//SAMS 1 COURSE, 1 WEEK 1993//AMO COURSE, 1 WEEK 1994//INSTRUCTOR TRAINING COURSE, 2 WEEKS 1999//SYSTEM APPROACH TO TRAINING COURSE, 1 WEEK 2000//NOTHING FOLLOWS					
19.a MAILING ADDRESS AFTER SEPARATION (include Zip Code) 14925 CLOVER CREST HUNTSVILLE, AL 35802			19.b NEAREST RELATIVE (Name and address - include Zip Code) SONG H MCDONALD 14925 CLOVER CREST HUNTSVILLE, AL 35802		
20. MEMBER REQUESTS COPY 4 BE SENT TO AT: (DIA OF VET AFFAIRS)		X	Y	22. OFFICIAL AUTHORIZED TO SIGN (typed name, grade, title and signature) P. H. FREDRICH, ACFT, TRANSITION CENTER	
21. SIGNATURE OF MEMBER BEING SEPARATED 					

SPECIAL ADDITIONAL INFORMATION (For use by authorized agencies only)		
23. TYPE OF SEPARATION RETIREMENT	24. CHARACTER OF SERVICE (include upgrades) HONORABLE	
25. SEPARATION AUTHORITY AR 635-200, CHAP 12	26. SEPARATION CODE RED	27. REENTRY CODE 4R
28. NARRATIVE REASON FOR SEPARATION SUFFICIENT SERVICE FOR RETIREMENT		
29. DATES OF TIME LOST DURING THIS PERIOD NONE		30. MEMBER REQUESTS COPY 4 Initials

Christopher T. McDonald

Volunteer Medical Support Assistant, Military Veteran, Logistics and Maintenance Engineering,
Networking Administration

Summary

A military veteran with 30 years of experience in Logistics Supportability Engineering; Maintenance, Production, and Quality Control Management; Missile Maintenance and Electronics Engineering Technology within the defense industry. Gained additional experience in Network Systems Administration, Information System Security, and Sales/Marketing. Significant experience in combat systems to subsystems diagnostic analysis, test procedure development, hardware, and software Infrastructure Technical Writing throughout the system life cycle phases and system software used to control electro-mechanical and hydraulic subsystems of wheeled, track and amphibious vehicles diesel engine(s), power-train, turret, and weapon fire control systems.

Intuitive Skills:

- * Logic and reasoning to identify strengths and weaknesses of alternative solutions
- * Conclusions and/or approaches to solving problems

Training Status:

Volunteering Medical Assistance, Logistical Engineering Pro Bono Consulting

Independent Studies: Mathematics, System Software & Hardware Architecture

Civilian Career Experience Positions Summary (15 years)

- * Volunteer San Francisco Veterans Affairs Health Care System (Hours To Date:)
- * Network Systems Administrator (Intem Heald College)
- * Farm Manager (Averett Family Farm)
- * Logistics Engineer (Vehicle; Turret; Weapons Electronics; Diagnostics; Direct-General Dynamics)
- * Logistics Engineer (Turret; Weapons Electronics; Diagnostics; Contractor-General Dynamics)
- * Senior Electronics Engineering Technologist (Chandler/May Inc)
- * Senior Electronics Technology Instructor/Writer (Analytical Services, Inc)

Military Career Experience Positions Summary (20 years United States Army):

- * Supervisor, Maintenance (Logistics Management)
 - * Shop Manager, Maintenance (Logistics Management)
 - * Section Manager, Electronics Engineering Technologist (Diagnostics)
 - * Electronics Engineering Technologist (Verification; Test; Diagnostics; Troubleshooting;)
-

Experience

Volunteer - Medical Support Assistant

April 2017 - Present

Perform backup support and limited certain clinical duties within the mental health administrative office under the direction of the physician's and administrative personal. Duties include scheduling appointments, call back appointment reminders to patients, mail service and maintaining medical records to specific process guidelines.

Successfully applies active listening skills by giving full attention to what other people are saying, taking the time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.

Network Systems Administrator (Internship) at Heald College

September 2013 - April 2015 (1 year 8 months)

As a intern Network Systems Administrator worked for Senior Network Administrator in support of the technology needs for 1,150 local campus students and staff. Our team provided computer and network support for 525 Windows 7 clients on HP hardware, and maintained server infrastructure running Windows Server 2003/2008/2012 & VMware vSphere 5 on Dell PowerEdge and HP boxes. Job tasks included being a member of the IT support team, configuring and managing network switches, and monitoring and updating Active Directory memberships and GPOs. Data was protected through daily backups via Veritas Backup Exec. We managed the local Exchange 2003 e-mail system. I also helped maintained a Cisco VoIP. In addition, I helped with the local Trend OfficeScan antivirus system virus definitions update.

- Successfully removed and installed hardware components (graphics cards, hard drives, RAM)
- Successfully installed/updated and performed administrator tasks in Windows and Linux Operating systems
- Successfully installed operating systems using imaging software on client computers.
- Performed maintenance tasks for system to operate efficiently and corrected various types of faults with the operating systems
- Performed security administration and removed various types of viruses from infected operating systems
- Installed, updated and performed administer tasks for Microsoft Server 2008/2012
- Successfully created basic algorithms in the C programming language
- Successfully created new databases and tables using Microsoft SQL Server 2008/2012
- Collected/summarized data into tangible information from databases & created specific queries
- Performed backup/drop/restore of databases using Microsoft SQL Server 2008/2012

Farm Manager

September 2011 - February 2013 (1 year 6 months)

Provided technical assistance to various computer users. Answered questions and resolved computer problems for clients in person. Provided assistance concerning the use of computer hardware and software, including printing, installation, word processing, electronic mail, and operating systems.

Assisted farm owner with the daily operations of the farm to include directing crop production operations, such as planning, tilling, planting, fertilizing, cultivating, spraying, or harvesting. Set up and operated hay rakes and haybine equipment. Operated tractors, self-propelled machinery cultivate and harvest crops. Maintained farm vehicles, implements, and mechanical equipment. Instrumental in the grinding and mixing of feed to the right mixture for the proper nutritional feeding of the cattle. Distributed feed in the right amount for the feeding of the cattle. Maintained farms facilities, irrigation, fences, and animal shelters. Assisted owner in administrator antibiotics, medicines, nutrients and performing castration of steers prior to resell.

Logistics Engineer (Vehicle; Turret; Weapons Fire Control; Diagnostics; Technical Writer) at General Dynamics

February 2007 - July 2011 (4 years 6 months)

- * Performance logistics support analysis, to include maintenance and diagnostic task development on various land and amphibious combat vehicle projects within General Dynamics Land Systems for Department of Defense and overseas clients.
- * Performed supportability analysis on turret weapon and fire control station using requirements documents and past technical experience.
- * Successfully performed Reliability-Centered Maintenance Analysis (RCMA) for combat vehicles and their specific subsystems.
- * Headed up design Failure Modes and Effects Analysis (FMECA) for the various subsystems of the various combat vehicles in the performance of reliability and maintainability engineering tasks.
- * Interacted with engineers for Level of Repair Analysis (LORA) and presented findings in a work group meeting for the various subsystems within the combat vehicles
- * Prepared new repair parts for entry into the DoD supply chain system based upon DoD Acquisition policies, procedure and regulations.
- * Compiled Logistic Management Information for the development of logistics support plans and LSAR for the various combat vehicle projects

* Worked with the following types of subsystems and shop replaceable units: power distribution, microprocessors and control electronic circuits, electric drive motors, hydraulic valves and actuators rated at 3,750 Nominal psi and 30,000 intensified psi, NBC Filtration units, Environmental Control units to include air handling/compressor/motor units; CAN BUS; turret weapons and Fire Control electronics and various types of sensors and electric circuits.

• Reviewed Preliminary Design Review technical documents for technical errors needing correction, which was instrumental in Engineering Integrated Product Team's meeting a 96% pass in support of the Integrated Defense Acquisition, Technology, and Logistics Life Cycle Management System Milestone requirements.

Logistics Engineer (Turret, Weapons Fire Control Systems; Diagnostics Technical Writer; Contracts)

October 2004 - January 2007 (2 years 4 months)

- Contracted to General Dynamics Expeditionary Fighting Vehicle project to develop diagnostic procedures for the turret weapons fire control system.
- Responsible for the development and authoring of the "Interactive Electronic Technical Manual (IETM)" maintenance and repair tasks for the Mk46 30mm two-man weapon system feed subsystem, and gun control subsystem for the USMC EFV program.
- Responsible for successfully developing and authoring Interactive Electronic Technical Manual (IETM) maintenance and repair tasks for Mk46 30mm turret weapon system platform thermal sensors, optics, gyro, computing, and other hardware.

Senior Electronics Engineering Technologist

June 2004 - November 2004 (6 months)

Worked integration of computer networking equipment into unmanned aerial vehicle shelters

Senior Electronics Technology Instructor/Writer

November 2002 - June 2004 (1 year 8 months)

- Successfully taught over 1,865 hours of classroom instruction in the areas of basic and advanced electronic circuits to include microwave and radar basic systems.
- Developed lesson plans and training materials using the principles and methods for curriculum and training design, teaching and instruction for individuals and groups.
- Monitored student progress and measured training effect outcomes through various testing and practical methodologies.
- Developed storyboards, video and graphics for Computer Based Training (CBT) program providing instruction on electrical theory and use of general purpose electronic test equipment.

Supervisor (Maintenance; Production; Quality Control; Logistics Management; Electronics Technology) at US Army

September 1997 - November 2002 (5 years 3 months)

- Advised Maintenance Officer in determining and administering operational policies, planning maintenance operations and on all matters concerning subordinate personnel.
- Directly managed eight Section Leaders and the combined number of 52 maintenance personnel.
- Coordinated the support maintenance and work flow of the following sections: Production Control and Shop Supply, Quality Control/Quality Assurance, Communications Electronics Repair, Armament Repair, Land Combat Support System (LCSS), Integrated Family of Test Equipment (IFTE), various types of combat vehicles equipped with the TOW II Missile System, Multiple Launch Rocket System (MLRS), and system-associated trainers and test equipment.
- Used military-specific MRP software for inventory control, production control and integrated automation system; continually updated and validated maintenance records.
- Increased/decreased 26,342 lines of shop repair parts based upon demand forecasting and ensured the turn-in of all excess repair parts back to the supply chain, while ensuring they were properly packaged for shipping saving the US Army millions of dollars in the reduction of excess serviceable and unserviceable repair parts on-hand.
- Performed failure-based root cause analysis on subsystems submitted to maintenance shops and there work flow through the maintenance process resulting in improvements developing in the form of engineering change requests.
- Chosen above peers to serve as a chief instructor of training facility successfully managing the class assignments of 22 instructors and 144 students with outstanding results for the United States Military, Department of Defense and foreign national students enrolled in the Missile and Munitions program of instruction.
- Instructor/Technical Writer successfully teaching over 1,700 hours of classroom instruction in the areas of basic and advanced electronic circuits to include microwave and radar basic systems.

Supervisor (Maintenance, Production, Quality Control, & Logistics Management) at US Army

August 1991 - September 1997 (6 years 2 months)

Brief description: With its extended range performance, the TOW Weapon System is the long-range precision, heavy anti-tank and assault weapon system of choice for the U.S. Army Stryker, Bradley Fighting

Vehicle, ITAS High-Mobility Multipurpose Wheeled Vehicle and Light Armored Vehicle-Anti-tank platforms. The TOW weapon system will be in service with the U.S. military beyond 2050.

- Reviewed financial reports for Life Cycle Cost Analysis (LCCA) on all Various TOWII Missile System variants within the Division and Regiment.
- Supervised Team Leads for field service teams and shop maintenance technicians in the repair of subsystems submitted to maintenance shop, as well as the training of all subordinates.
- Managed the preparation of records and reports; applies production and quality control principles and procedures to maintenance operations; determines appropriate method for repair or fabrication; plans and organizes work area layout; schedules, assigns, and coordinates work according to the availability and capability of personnel and equipment.
- Enforced safety regulations to ensure a safe working environment for all subordinate technicians and customers.
- Planned and established work schedules, assignments, and production sequences to meet production goals. Inspected materials, products, or equipment to detect defects or malfunctions.
- Performed direct support and general support maintenance and repair on TOWII HMMWV and Bradley turret mounted TOW II Missile Guidance system and launcher to include Night Vision Sights, battery chargers and other types of electro-mechanical equipment.

Section Manager, Electronics Engineering Technology (Production & Quality Control/Diagnostics) at US Army

June 1988 - July 1991 (3 years 2 months)

Quality Control/Quality Assurance Inspector

- Inspected incoming system/subsystems for technical compliance with processes for turn-in to the maintenance shop for repair.
- Performed in-process inspections of work being performed by shop technicians in accordance with technical manuals and standards of repair for subsystem line replaceable units, as well as compliance with Department of Defense soldiering standards.
- Performed final inspections on shop repaired subsystems being placed back into the supply system for stockage replenishments and return to customer units, as well as unserviceable repair parts inspections for disposal through return to supply system.

Shop Team Leader

- Established work loads and subsystem repair priorities; conducted inservice staff training; demonstrated proper maintenance and troubleshooting techniques; recommended maintenance procedures; implemented quality control measures; established and maintained maintenance records and provided technical guidance to subordinate repair technicians in field maintenance teams ranging from several two person teams to five shop personnel.
- Provided technical assistance to customer units performing operator maintenance on a fleet of ground mounted and Bradley Fighting vehicles.
- Installed equipment modifications and troubleshot missile weapon systems at a tier II electronic technician level.

Electronics Engineering Technologist (Missile Maintenance Technology; Diagnostics, Logistics) at US Army

July 1982 - May 1988 (5 years 11 months)

Brief Description:

Job Tasks/Results:

- * Performed system verification, test, troubleshooting, repair, modification developmental utilizing diagnostic test equipment on the missile systems fire control, acquisition and targeting guidance computer electronics, control instrumentation, and launcher specific Line Replaceable Units (LRUs), malfunctioning circuit cards to the component level while applying the principles and theories of electro-mechanical operations, pneumatic and hydraulic sub-systems.
- * Reviewed manufacturing technical manuals, wiring diagrams, schematic drawings, test procedures to inspect, perform diagnostic tests, troubleshoot malfunctioning systems and adjust subsystem components to specified tolerances.
- * Used various types of oscilloscopes, digital multi-meters, frequency counters, function generators, digital logic probes, calipers, pneumatic and hydraulic test equipment.
- * Located and replaced malfunctioning components by using repair parts manuals and preparing maintenance/supply forms for the procurement of replacement parts through the DOD supply system.

* Developed technical reports to assist upper level technical managers development of engineering change requests for further equipment modifications.

* Provided technical assistance to customer units operators and maintainers.

Education

University of Phoenix

Bachelor's Degree, Business Administration and Project Management, 2002 - 2007

Heald College-San Francisco

Associate's Degree, Network Systems Administration, 2013 - 2015

Activities and Societies: Phi Theta Kappa

Defense Acquisition University

Life Cycle Logistics Certifications I, II, III, Logistics, Materials, and Supply Chain Engineering Management, 2007 - 2011

John C Calhoun State Community College

Associate's Degree, Technical Management, Missile Maintenance Technology, 1999 - 2002

Activities and Societies: Debate Team

United States Army Professional Development

Technical Management, Leadership and Technologies, Military Science, Leadership and Missile Maintenance Technology, 1982 - 2002

Honors and Awards

Meritorious Service Medal (MSM), Army Commendation Medal (ARCOM 3rd Oak Leaf Award), Army Commendation Medal (ARCOM 2nd Oak Leaf Award), Army Commendation Medal (ARCOM 1st Award), North Atlantic Treaty Organization (NATO) Medal, Army Achievement Medal (AAM 4th Oak Leaf Award), Army Achievement Medal (AAM 3rd Oak Leaf Award), Army Achievement Medal (AAM 2nd Oak Leaf Award), Army Achievement Medal (AAM 1st Award), Good Conduct Medal (GCM 6th Award), National Defense Service Medal (NDSM), Armed Forces Expeditionary Medal (AFEM), Korean Defense Service Medal (KDSM), Driver's and Mechanic's Badge/with "W" device

Christopher T. McDonald

**Volunteer Medical Support Assistant, Military Veteran, Logistics and Maintenance Engineering,
Networking Administration**

chrismcdonald5987@comcast.net



Contact Christopher T. on LinkedIn



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

Print Application

Application for Boards, Commissions and Committees

Application for Appointment to: San Francisco Veterans Affairs Commission
Name of Board, Commission, Committee, or Task Force

Seat # or Category (If applicable): BOS Seat #10

Name: Lydia Davey

Home Address: Jones St San Francisco, CA Zip: 94133

Home Phone: Occupation: Marketing Manager

Work Phone: 408.987.7000 Employer: Apple Inc.

Business Address: 5201 Patrick Henry Drive, Santa Clara, CA Zip: 95054

Check All That Apply:

A citizen of the United States. At least 18 years old on or before Election Day.

Not in prison or on parole for a felony conviction

A resident of San Francisco Yes: No: (Place of Residence): Russian Hill

Please state your qualifications (attach supplemental sheet if necessary)

U.S. Marine veteran, communications professional, volunteer with multiple VSOs, co-creator of telemedicine course on resilience and post-traumatic growth at UCSF (targeted to female veterans), Truman Defense Council

Education:

Stanford Ignite Graduate, Stanford Graduate School of Business
BA, Indiana University

Basic Public Affairs Specialist, Defense Information School

Business and/or professional experience:

Understand messaging development and story creation from 13-year career as journalist and public relations business owner. Today I market technical products globally. Strong leader and cross-functional collaborator.

Civic Activities:

Served as Field Lead for pilot partnership between City of San Francisco and national disaster response non-profit, helping to build resilient neighborhoods here. Multiple deployments as disaster response team leader.

Ethnicity: (optional)

Sex (optional) M F

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.)

(Please Note: Once completed, this form, including all attachments, become public record)

Date: 12 Aug. 2017 Applicant's Signature: (required)

Please Note: Your application will be retained for one year.

FOR OFFICE USE ONLY:

Appointed to Seat #: _____ Term Expires: _____ Date Seat was Vacated: _____

Lydia Davey

◆ [linkedin.com/in/lydiadavey](https://www.linkedin.com/in/lydiadavey)

SUMMARY

Demonstrated excellence as public relations executive and U.S. Marine press chief during 13 year career

- Proven project leader and communications strategist generating \$16M in new leads for clients
- Led team of 6 to create and execute 25+ regional and national public relations campaigns
- Non-profit leader; served as Field Lead for pilot partnership between City of San Francisco and national disaster response non-profit, led teams of 80 volunteers in disaster response missions nationwide

PROFESSIONAL EXPERIENCE

MORIAH CREATIVES PR - CEO/Founder

2012-Present

People and Project Leader - San Francisco, CA

- Founded and grew 6-person public relations firm in a highly competitive market
- Recruited and managed 5 entrepreneurial creatives, fostering a loyal and highly collaborative culture to deliver value for more than 20 small business and tech startup clients
- Innovated as a PR tech pioneer, productizing services to increase trust and incentivize performance
- Consistently delivered on client KPIs, ensuring an 80% client retention rate over 4 years
- Directed national public relations campaigns that generated more than \$16M in new leads for tech clients in Q1/Q2 2016

University of California, San Francisco (UCSF) - Curriculum Developer

2015-2016

Course Builder and Instructor - San Francisco, CA

- Co-Developed and launched *Women Warriors: Stress, Resiliency, and Post-Traumatic Growth*

US MARINE CORPS FORCES AFRICA - Public Relations Manager

2009-2010

Press Chief and News Correspondent - Stuttgart, Germany

- Led teams of 5-6 news correspondents to work in remote, technically challenging environments throughout Africa to include: Morocco, Mozambique, Senegal, Liberia
- Trained and mentored more than 20 members of foreign press in public affairs craft and strategy
- Executed public affairs campaigns for large-scale international military training events, providing deliverables for a daily audience of more than 1.2M via the US Marine Corps' official website

US MARINE CORPS - News Correspondent

2004-2009

Photojournalist - Iwakuni, Japan; MCAS Cherry Point, NC; Afghanistan

- Produced 200+ feature, personality, sports, and news products for print in award-winning publications
- Travelled extensively on independent assignment in the U.S. and overseas

EDUCATION

STANFORD, GRADUATE SCHOOL OF BUSINESS - Palo Alto, CA

2016

Stanford Ignite, Entrepreneurship Certificate Program for Innovative Leaders

INDIANA UNIVERSITY - Indianapolis, IN

2013

BA in Communications and Media Studies

DEFENSE INFORMATION SCHOOL - Fort Meade, MD

2004

Basic Public Affairs Specialist Certificate

HONORS & AWARDS

- *2015 Alumni of the Year* - Indiana University Purdue University Indianapolis (IUPUI) Department of Communications
- *William M. Plater Civic Engagement Medallion* - IUPUI (2013)
- *Lambda Pi Eta* - National Communication Association's Honor Society (2013)
- *SALUTE* - U.S. Military Honor Society (2013)

MEMBERSHIPS

- *Defense Council Member* - Truman National Security Project (2016)
- *Veteran Fellow* - World Affairs Council (2015)
- *Member* - Marines' Memorial Club of San Francisco (2014)



**Board of Supervisors
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Print Application

Application for Boards, Commissions and Committees

Application for Appointment to: Veterans Affairs Commission

Name of Board, Commission, Committee, or Task Force

Seat # or Category (If applicable):

Name: Nina A. D'Amato

Home Address: Naglee Avenue

Zip: 94112

Home Phone: _____

Occupation: Chief of Staff

Work Phone: 4155976802

Employer: City and County of San Francisco, Dept of Technology

Business Address: 1 South Van ness Avenue, SF, CA

Zip: 94103

Check All That Apply:

A citizen of the United States.

At least 18 years old on or before Election Day.

Not in prison or on parole for a felony conviction

A resident of San Francisco Yes: No: (Place of Residence):

Please state your qualifications (attach supplemental sheet if necessary)

Lieutenant Colonel, USMC Reserves. Veteran of Afghan and Iraq conflicts.

See attached resume.

Education:

Currently enrolled at UC Berkeley as a doctoral student. Finishing dissertation. MA, UC Berkeley. BA, University of Washington.

Business and/or professional experience:

See attached.

Civic Activities:

Board Member, San Francisco Fleet Week Association. Formerly, Cal Alumni Association Board.

Ethnicity: (optional)

Sex (optional) M F

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.)

(Please Note: Once completed, this form, including all attachments, become public record)

Date: August 21, 2017 Applicant's Signature: (required) Nina A. D'Amato

Please Note: Your application will be retained for one year.

FOR OFFICE USE ONLY:

Appointed to Seat #: _____ Term Expires: _____ Date Seat was Vacated: _____

Nina A. D'Amato

■ Naglee Avenue, San Francisco, CA 94112, ■■■■■■

PROFESSIONAL PROFILE

Proven leader with international, multi-organizational, strategic planning and operations experience. Capable of breaking down complexity and communicating meaning. Widely recognized as accountable professional who fosters innovation, closes gaps, and possesses the skills to deliver organizational goals.

HIGHLIGHTS AND EXPERTISE

Transformative Leadership

Global Operations

IT Governance

Change Management

Data Driven

Org Development

Strategic Planning

Budget Analysis

Policy Development

PROFESSIONAL EXPERIENCE

Chief of Staff, Department of Technology, City & County of San Francisco Mar 2016-pres

- Synchronize, integrate, and drive success, projects, and programs across six strategic initiatives: 1) Connectivity, 2) Digital Services, 3) IT Talent, 4) Client Engagement and Operations Delivery, 5) Cybersecurity, and 6) Operational Excellence. Measure performance through data, monitor progress through dashboards, and report long term change through Key Performance Indicators.
- Lead Policy & Governance, Communications, IT recruiting teams
- Developed, implemented, and evaluated department's first strategic plan. Promoted to Chief of Staff.

United States Marine Corps

Rank: Lieutenant Colonel

Deputy of Programs, Naval Postgraduate School, Monterey, CA Jan 2013-pres

- Manage, evaluate, and improve 14 quarterly resident and online graduate programs for students; created two new programs in the business school, developed three training programs for staff.
- Led change effort over a six-month user-driven redesign of the enterprise Learning Management System for 43K member workforce; resulting in organizational and technology policy changes and a strategic change plan for implementation.
- Concurrently, I am a full time doctoral student at UC Berkeley. Research is focused on innovation and increasing workforce capacity. Awarded \$50K by the Office of Naval Research to conduct study.

Rank: Major

US Congressional Fellow, Office of Senator Robert P. Casey, Jr Oct 2011-Dec 2012

- Less than 1% selection rate for program.
- Managed the Defense Appropriations Portfolio: delivered \$120M of public appropriation monies toward private sector defense companies for research, product development, testing, and evaluation.
- Instituted office scorecard with strategic metrics to prioritize and synthesize over 130 requests for financial support from defense sector; instituting transparency and evidenced based decisions for Senator.

- Analyze and evaluate all budget requests from Veterans Administration (Health & Education), Department of Defense. Prepare recommendations and Congressional testimony for Senator.
- Selected to brief the Senator on Vertical/Short Takeoff and Landing (V/S TOL) Airframe Technology (\$35.6B program) and Virginia Class Submarine future build schedule.
- Authored and introduced the federal Transition Assistance Advisor Act of 2012; authorizing \$11M dollars in improving access to health services, higher education and employment assistance, financial planning and family assistance to transitioning Veterans.

Rank: Major

Director, Education and Gender Portfolio, Helmand and Nimroz Province, Afghanistan, Operation Enduring Freedom Sept 2009-Apr 2011

- Led 16 teams in the implementation of the Government of the Islamic Republic of Afghanistan's National Education Strategic Plan (NESP) (2010-2014) over two provinces in southwest Afghanistan. Quarterly brief to the Afghan Minister of Education, Ambassadors, and Senior Executives on progress.
- Within 13 months, our efforts resulted in approximately 23,000 children and young adults returning to school after 30 years of violence.
- Managed 37 projects valued at \$4.2M, resulting in the establishment education and health services to communities within the provinces.

Education

Doctoral Candidate, Education Technology, University of California, Berkeley, (expected graduation, 2017)

M.A. Education, University of California, Berkeley, 2008

B.A. History, University of Washington, 1996

Professional Certificates

- Stanford Graduate School of Business, Design Thinking Bootcamp, July, 2015.
- Georgetown Government Affairs Institute, Legislative Studies Certificate, July 2012.
- US Marine Corps Leadership and Management Professional Development Program, Command and Staff College, June 2012.
- Project Management Professional (PMP) Certificate, University of California, Berkeley, May 2011.

Professional Activities, Associations, and Awards

- Director, San Francisco Fleet Week Association:
Committees: Senior Leaders Seminar, Operations Design
- Director, California Alumni Association Board:
Committees: Finance, Business Development
- Recipient of 2013 University of California Mark Bingham Award for Excellence in Achievement by a Young Alumna
- Selected Speaker: US Department of State, Bureau of Consular Affairs, Leadership and Practicing 360-Degree Diplomacy, Washington DC (2012); World Affairs Council, San Francisco (2013); California State Legislature (2013); Defense Language Institute (2014); Marines Memorial Club (2011, 2015).



Board of Supervisors
City and County of San Francisco
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Application for Boards, Commissions, Committees, & Task Forces

Name of Board, Commission, Committee, or Task Force: Veterans Affairs Commission

Seat # or Category (If applicable): District:

Name: George K. Ishikata

Home Address: Dorado Terrace Zip: 94112

Home Phone: Occupation: Teacher

Work Phone: 415-242-2546 Employer: Abraham Lincoln High School

Business Address: 2162 24th Avenue Zip: 94116

Business E-Mail: ishikatag@sfusd.edu 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 [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 31-year Army veteran and VA-rated disabled retiree, I understand the concerns and interests of the Veteran community in San Francisco. Having grown up in The City and owning property here since 1992, I'm aware of the the communities of interest, and as an Asian-American, feel I reflect the larger population of San Francisco. I also had the opportunity to serve a portion of my Army career here, while in the 223d MI Battalion (Linguist) of the California National Guard. My interest is in representing the entire veteran's community, much like I had the opportunity to lead not just Soldiers, but Sailors, Airmen, and Marines as well in my assignments. I had the honor of serving with service members of various ethnicities, races, ages, sexes, sexual orientations, and disabilities, and would be honored to represent them again.

Business and/or professional experience:

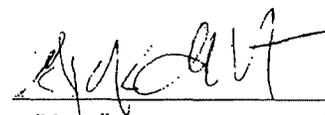
During my Army career, I worked in numerous environments that required collaborative efforts to accomplish goals. Although teamwork is a key military foundation, every entity within the military focuses on their individual needs. I was successful in finding common ground amongst stakeholders and in identifying mutual concerns to work toward. My expertise was in working with new or problem units and establishing a foundation for these units to use for future success. My experience was in the areas of intelligence and financial management. I also have extensive experience working at the national and state level in both the Army and other organizations.

Civic Activities:

Treasurer, Japanese American Veteran's Association; Board Member, USO of Northern California; Director of Cadet Programs, California Wing Civil Air Patrol; Association of the US Army; Air Force Association; Phi Beta Kappa; SF State University Alumni Association; Lowell High School Alumni Association; Federal Asian/Pacific American Council; Pan Pacific American Leaders and Mentors; National Guard Association of the US; Military Officer's Association of America; MI Corps Association; Naval War College Alumni Association; Command and General Staff College Alumni Association; California Federation of Teachers; American Legion; Veterans of Foreign Wars; Association of Former Intelligence Officers

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: 24 May 17 Applicant's Signature: (required) 

(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: _____



**Board of Supervisors
City and County of San Francisco
1 Dr. Carlton B. Goodlett Place, Room 244
(415) 554-5184 FAX (415) 554-5163**

Application for Boards, Commissions, Committees, & Task Forces

Name of Board, Commission, Committee, or Task Force: Veterans Affairs Commission

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

Name: Matthew J. Brauer

Home Address: McAllister St Zip: 94102

Home Phone: Occupation: Health Administration

Work Phone: 415.750.2189 Employer: San Francisco VA Health Care System

Business Address: 4150 Clement St. Building 8-318 Zip: 94121

Business E-Mail: matthew.brauer@va.gov 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:

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

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

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 38 year old white cisgender gay male Iraq & Operation Inherent Resolve Veteran with 15 years of active and reserve military service who has done multiple deployments to combat zones (total of three years deployed overseas) who has a current VA disability rating of 60% covering multiple disabilities. I also live in the Mid Market neighborhood of District 6.

Business and/or professional experience:

My significant professional experience includes 7 years of total active duty experience ranging from logistics to civil affairs and engineering work, both deployed and stateside. My last duty assignment brought me to San Francisco where I worked on a \$26 million economic stimulus program from 2009-2011. After leaving active duty, I have worked in multiple health administration positions at the Department of Veterans Affairs including administration of homeless, mental health and medical research programs. Currently, I work as the Business Manager for Mental Health at the San Francisco VA Health Care system, where I oversee all non-clinical dimensions of a \$45 million mental health program covering 12,500 Veterans in northern California. Additionally, I sit on SFVAHCS outreach and planning committees; and work closely with community partners throughout our area. Additionally, I am a civil affairs officer with the 416th Civil Affairs Battalion (airborne) in San Diego, CA where our mission is to assist local populations in recovery and reconstruction, both during and after conflict.

Civic Activities:

I've recently become involved with the San Francisco Veterans Affairs Commission in my VA capacity, where I seek to better understand Veteran concerns, collaborate with City agencies, and provide data from VA sources not otherwise available to the Commission. In my outreach capacity, I seek willing partners to expand health access for Veterans through collaborative enrollment efforts. Additionally, I am working on a proposal to make it easier for Veterans to gain access to new condo developments by proactively sharing paperwork the City already has with VA so that Veterans can more easily use their loan guarantee benefit. I am also a board member of the United Democratic Club, and co-chair of the political engagement committee. I am also an active participant on Veterans and refugee assistance fundraising efforts.

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

Appointments confirmed by the Board of Supervisors require an appearance before the Rules Committee. Once your application is received, the Rules Committee Clerk will contact you when a hearing is scheduled. *(Please submit your application 10 days before the scheduled hearing.)*

Date: 18 AUG 17 Applicant's Signature: (required) Matthew John Brauer
(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: _____

MATTHEW J. BRAUER

E-mail: 


McAllister Street
San Francisco, CA 94102

EDUCATION

Excelsior College - Bachelor of Arts, Liberal Studies Mar 2009

EXPERIENCE

United States Department of Veterans Affairs

Business Manager for Mental Health Aug 2015 – Present

- Lead team of 20 to provide budget, contract, logistical, credentialing and data analytics to 150 Mental Health providers across San Francisco VA Health Care System and its Community Based Outpatient Clinics (CBOCs)
- Recruited nine administrative staff to solve a 40% staffing deficit within one year
- Forged relationships with local agencies, Veteran Service organizations; and represented VA at public events
- Spearheaded reform of scheduling practices to conform to VA standards; improved clinic grid alignment by 33%
- Systematized the use of data analytics in Mental Health daily operations to impact no-show rates & scheduling issues
- Executed \$2M annually in medical service contracts for residential detoxification and other clinical services
- Integrated new scheduling applications into ongoing clinical services
- Shaped health system through business operations, position review, ambulatory care and emergency management committee work
- Wielded wage data to aid recruitment efforts in high-priority clinical areas; wrote white papers for leadership
- Synchronized efforts to improve Veteran Experience through innovative partnerships with tech community
- Launched pilot project for VA / US Army Reserve collaboration through resource sharing arrangement; initial operating capability of pilot site in January 2017
- Served as Mental Health lead for emergency management

Research Operations Manager Aug 2013-July 2015

- Execute administrative policies and priorities on \$35 million research program
- Provide direct oversight of five staff responsible for: (1) pre- and post-award research grant management, including all budgeting and financial matters; (2) human resources management, including without compensation appointments, interpersonal act (IPA) agreements, and investigator credentialing and training; (3) acquisition and material management in partnership with Logistics Service; and (4) procurement and management of information technology (IT) needs in partnership with the Office of Information and Technology (OI&T)
- Develop performance standards for both new and subordinate employees
- Give advice, counsel, and instruction to employees on both work and administrative matters
- Develop departmental budget for the fiscal year; ensure compliance with fiscal processes
- Interview candidates for positions in the unit
- Make sure Veterans, researchers and staff get the warmest welcome and our best help, every time
- Develop and implement training plan for administrative staff
- Active member of the Administrative Officer Steering Committee, lead process improvement and training initiatives

United States Army

Battle Captain, Combined Joint Task Force, Kuwait Dec 2013 – Jan 2015

- Managed operations at Headquarters, US Army Central for more than ten countries that comprise the US Central Command area of responsibility
- Integrated staff activities and elements of US national power and coalition partners into a joint task force as part of the current operations team
- Executed battle drills and readiness exercises for wide-ranging contingencies and crisis scenarios; capture feedback for further improvement to training regime; proactively work through crises as they unfold
- Organized and synthesized information for use by multiple functional areas across a strategic-level command; develop and publish operations orders for subordinate units and commands
- Monitored events for impacts to operations within US Army Central area of responsibility; coordinate staff activities at the direction of operations officer
- Identified and implemented process improvements that leveraged existing technologies to reduce staffing requirements
- Gathered, synthesized and produced daily briefing materials for senior leaders throughout the command

Battle Captain, Combined Joint Task Force, Kuwait Dec 2013 – Jan 2015 (Continued)

- Created orders for a strategic-level command; ensure subordinate units and staff directorates execute to desired benchmarks

United States Department of Veterans Affairs

***Administrative Officer, Social Work Service* Aug 2012-Aug 2013**

- Coordinated HR actions for the service, including hiring, pay, professional boarding and separation; provided guidance for administration as a functional area; supervised three employees
- Advised social work leadership on overall divisions of labor within supervisory sections Perform analyses, assist in budget formulation of a program in excess of \$2 million, track the usage of those funds and complete necessary reports for accountability
- Executed contract work in excess of \$500K; work with Acquisitions and Material Management Service on a local or regional level as necessary to finalize contracts
- Managed end-to-end personnel integration from selection until employee's start date; exercise delegated signature authority as the approving official for personnel actions for over 110 employees
- Championed IT needs within Social Work; liaise with multiple staff sections to ensure full-spectrum services are functioning across northern California
- Ensured Veterans feel that they belong at VA; worked with upset people and turn-around their experience
- Assisted social workers in delivery of housing programs as part of national effort to end Veteran homelessness; resourced data and budget requirements

United States Army

***District Operations Officer, US Army Corps of Engineers* Dec 2008-Dec 2011**

- Spearheaded \$50 million economic stimulus effort in a battalion-level command
- Administered \$15 million baseline budget including dam operations, debris removal and emergency management impacting billions in US commerce
- Led 107 civilian personnel across California; ensure all human resources, regulatory, legal and mission requirements are accomplished; coordinate necessary contracting actions
- Conducted asset management of \$2 billion in Government property; oversaw design of new assessment tool that enhances infrastructure funding outcomes
- Provided support throughout the acquisition process by updating technical specifications
- Designed continuity of operations plan to ensure reconstitution of the District after a disaster

***Executive Officer* Sep 2007-Dec 2008**

- Oversaw full-spectrum logistics operation to stage for future deployment
- Led, trained and mentored 200 Soldiers across multiple missions including convoys & maintenance

***Civil Affairs Officer* May 2007-Sep 2007**

- Initiated \$2.5 million in reconstruction & transport projects
- Utilized cultural and historical knowledge of region to cultivate local relationships in order to further US foreign policy during Operation Iraqi Freedom (OIF)
- Coordinated local political, interagency and contracting issues in assigned area

***Maintenance Control Officer and Platoon Leader* Dec 2005-May 2007**

- Ensured full-spectrum logistics operations through maintenance, readiness, supply and personnel management
- Provided ready combat power through maintenance analysis & support during OIF
- Demonstrated accountability for \$25 million in Government property; recovered \$1.5 million in spare parts
- Communicated with equipment repair teams on design modifications
- Coordinated and integrated equipment management operations

Military & Specialized Training

***FEMA Introduction to Individual Assistance* May 2017**

***US Army Information Operations Capstone* May 2013**

***US Army Airborne School* Dec 2010**

***US Army Officer Basic Course (Logistics)* Dec 2005**

***US Army Basic Officer Leadership Course* Aug 2005**

***US Army Officer Candidate School* Apr 2004**

Awards – Meritorious Service Medal, Iraq Campaign Medal with Two Campaign Stars

Awards (Continued)

Army Commendation Medal (Two Awards), National Defense Service Medal, Global War on Terrorism Expeditionary Service Medal, Global War on Terrorism Service Medal, Army Service Ribbon, Armed Forces Reserve Medal

Active Public Trust Clearance

Interests – Cooking, yoga, volunteerism, fitness, reading

BOARD of SUPERVISORS



City Hall
1 Dr. Carlton B. Goodlett Place, Room 244
San Francisco 94102-4689
Tel. No. (415) 554-5184
Fax No. (415) 554-5163
TDD/TTY No. (415) 554-5227

VACANCY NOTICE

VETERANS AFFAIRS COMMISSION

Replaces All Previous Notices

NOTICE IS HEREBY GIVEN of the following seat information and term expirations (**in bold**), appointed by the Board of Supervisors:

Seat 1, Victor Olivieri, term expiring January 31, 2019, must be an at-large appointment, for a four-year term.

Vacant Seat 2, Kelsey Campbell, resigned, must be an at-large appointment, for the unexpired portion of a four-year term January 31, 2021.

Seat 3, William Barnickel, term expiring January 31, 2020, must be an at-large appointment, for a four-year term.

Seat 4, David Chasteen, term expiring January 31, 2019, must be an at-large appointment, for a four-year term.

Seat 5, succeeding Debroah Dacumos, term expired, must be an at-large appointment, for the unexpired portion of a four-year term ending January 31, 2022.

Seat 6, Kimberly Flaherty, term expiring January 31, 2020, must be an at-large appointment, for a four-year term.

Seat 7, Kevin Miller, term expiring January 31, 2019, must be an at-large appointment, for a four-year term.

Seat 8, Stephen Noetzel, term expiring January 31, 2019, must be an at-large appointment, for a four-year term.

Seat 9, Michael Maffei, term expiring January 31, 2020, must be an at-large appointment, for a four-year term.

Vacant Seat 10, succeeding Angela Jenkins, resigned, must be an at-large appointment, for the unexpired portion of a four-year term ending January 31, 2022.

Seat 11, Scott Joiner, term expiring January 31, 2019, must be an at-large appointment, for a four-year term.

Vacant Seat 12, succeeding Dorothy Guy, resigned, must be an at-large appointment, for the unexpired portion of a four-year term ending January 31, 2021.

Additional Qualification: All members shall reside in the City and County of San Francisco and the Board of Supervisors may only waive this requirement by Ordinance. At least three must be women veterans (of which, at least two members shall be appointed by the Board). Two members must have served in the Armed Forces of the United States and have a physical disability arising from that service (the Mayor and Board of Supervisors shall each appoint at least one member), in accordance with the definitions applied in such cases by the Veterans' Administration.

Report: The Commission shall render an annual written report of its activities to the Board of Supervisors and the Mayor.

Sunset Date: None.

Additional information relating to the Veterans Affairs Commission may be obtained by reviewing Administrative Code, Section 5.100, et seq., at <http://www.sfbos.org/sfmunicodes> or by visiting the Veterans Affairs Commission's website at <http://sfgov.org/vets/>.

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 at the meeting and applicant(s) may be asked to state their qualifications. The appointment of the individual who is recommended by the Rules Committee will be forwarded to the Board of Supervisors for final approval.

Please Note: Depending upon the posting date, a vacancy may have already been filled. To determine if a vacancy for this Commission is still available, or if you require additional information, please call the Rules Committee Clerk at (415) 554-5184.

Further Note: Additional seats on this body may be available through other appointing authorities, including the Mayor's Office.


for Angela Calvillo
Clerk of the Board

San Francisco
BOARD OF SUPERVISORS

Date Printed: March 22, 2017

Date Established: September 13, 1982

Active

VETERANS AFFAIRS COMMISSION

Contact and Address:

Michael Maffei
2306 Union Street
Apt. 6
San Francisco, CA 94123

Phone:

Fax:

Email: Mike.Maffei@gmail.com

Authority:

Administrative Code, Section 5.100 et seq. (Added by Ord. 449-82, amended by Ordinance Nos. 33-94, 224-94, 97-97, and 245-09).

Board Qualifications:

The Veterans Affairs Commission consists of a total of seventeen (17) members, twelve (12) of whom are appointed by the Board of Supervisors and five (5) of whom are appointed by the Mayor as follows:

- At least three (3) must be women veterans (at least two (2) members shall be appointed by the Board);
- Two (2) members who served in the Armed Forces of the United States and who have a physical disability arising from that service (the Mayor and Board of Supervisors shall each appoint at least one (1) member), in accordance with the definitions applied in such cases by the Veterans' Administration; and
- All members shall reside in the City and County of San Francisco. The Board of Supervisors may only waive this requirement by Ordinance.

The term of each member of the Commission shall be four (4) years; provided, however, that the members first appointed shall, by lot, classify their terms so that three (3) members shall serve a one-year term, four (4) members shall serve a two-year term, four (4) members shall serve a three-year term and four (4) members shall serve a four-year term. On the expiration of these and all successive terms, their successors shall be appointed for a four-year term in a manner similar to that described for the initial members. In the event a vacancy occurs during the term of office of any member, a successor shall be appointed for the unexpired portion of the term of the office vacated in a manner similar to that described for the initial members.

San Francisco
BOARD OF SUPERVISORS

The Commission shall directly advise the Mayor and the Board of Supervisors on all matters affecting veterans of the Armed Forces of the United States of America, on the problems, interests and needs of veterans who are residents of the City and County of San Francisco and on the coordination of economic development, health care, and social services programs as they relate to veterans who are residents of the City and County of San Francisco.

The Commission shall have the power and duty to:

- Hold hearings and submit recommendations to the Board of Supervisors and the Mayor regarding the problems, interests, and needs of veterans; and
- Make recommendations to the Board of Supervisors and the Mayor concerning the coordination of economic development health care and social services programs as they relate to veterans who are residents of the City and County of San Francisco.

Reports: The Commission shall render an annual written report of its activities to the Board of Supervisors and the Mayor.

Sunset Date: None referenced.



City and County of San Francisco
Department on the Status of Women

Emily M. Murase, PhD
 Director



City and County of
 San Francisco

2017 Gender Analysis of Commissions and Boards: Executive Summary

Overview

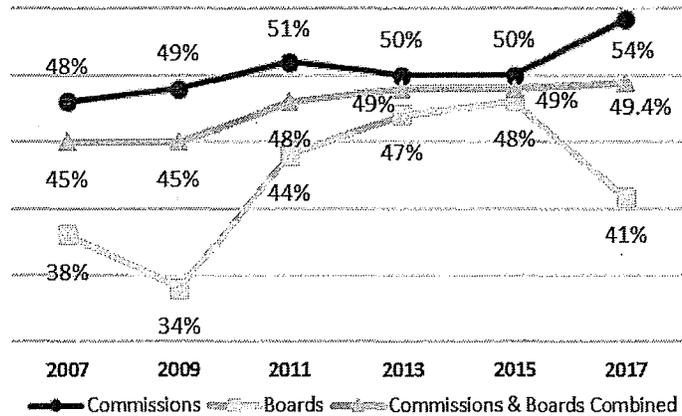
A 2008 City Charter Amendment passed by the voters of San Francisco enacted a city policy that membership of Commissions and Boards reflect the diversity of the population. As part of this measure, the Department on the Status of Women is required to conduct a biennial gender analysis of Commissions and Boards. Data was collected from 57 policy bodies with a total of 540 members primarily appointed by the Mayor and Board of Supervisors.

Gender Analysis Findings

Gender

- Women’s representation on Commissions and Boards in 2017 is 49%, equal to the female population in San Francisco.
- Since 2007 there has been an overall increase of women on Commissions with women comprising 54% of Commissioners in 2017.
- Women’s representation on Boards has declined to 41% this year following a period of steady increases over the past 3 reports.

Figure 1: 10-Year Comparison of Women’s Representation on Commissions and Boards

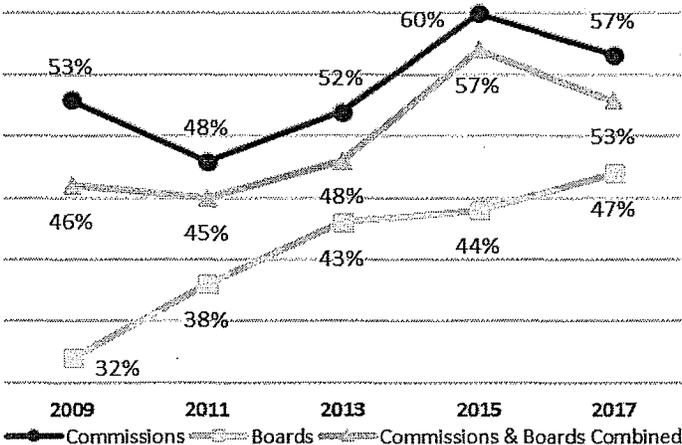


Sources: Department Survey, Mayor’s Office, 311.

Race and Ethnicity

- While 60% of San Franciscans are people of color, 53% of appointees are racial and ethnic minorities.
- Minority representation on Commissions decreased from 60% in 2015 to 57% in 2017.
- Despite a steady increase of people of color on Boards since 2009, minority representation on Boards, at 47%, remains below parity with the population.
- Asian, Latinx/Hispanic, and multiracial individuals are underrepresented on Commissions and Boards.
- There is a higher representation of White and Black/African American members on policy bodies than in the San Francisco population.

Figure 2: 8-Year Comparison of Minority Representation on Commissions and Boards



Sources: Department Survey, Mayor’s Office, 311.

Race and Ethnicity by Gender

- In San Francisco, 31% of the population are women of color. Although representation of women of color on Commissions reaches parity with the population, only 19% of Board members are women of color.
- Men of color comprise 26% of both Commissioners and Board members compared to 29% of the San Francisco population.
- The representation of White men on policy bodies is 28%, exceeding the 22% of the San Francisco population, while White women are at parity with the population at 19%.
- Underrepresentation of Asian and Latinx/Hispanic individuals is seen among both men and women.
 - One-tenth of Commissioners and Board members are Asian men and 12% are Asian women compared to 16% and 18% of the population, respectively.
 - Latinos are 6% of Commissioners and Board members and Latinas are 4% of Commissioners and Board members compared to 8% and 7% of San Franciscans, respectively.

Additional Demographics

- Among Commissioners and Board members, 17% identify as lesbian, gay, bisexual, or transgender (LGBT).
- Individuals with a disability comprise 11% of appointees on policy bodies, just below the 12% of the adult population with a disability in San Francisco.
- Representation of veterans on Commissions and Boards is 13%, exceeding the 4% of San Franciscans that have served in the military.

Budget

- Women and women of color, in particular, are underrepresented on the policy bodies with the largest budgets while exceeding or nearing parity on policy bodies with the smallest budgets.
- Minority representation on policy bodies with both the largest and smallest budgets is at least 60%, equal to the population.

Table 1: Demographics of Appointees to San Francisco Commissions and Boards, 2017

	Women	Minority	Women of Color	LGBT	Disabilities	Veterans
San Francisco Population	49%	60%	31%	5%-7%	12%	4%
Commissions and Boards Combined	49%	53%	27%	17%	11%	13%
Commissions	54%	57%	31%	18%	10%	15%
Boards	41%	47%	19%	17%	14%	10%
10 Largest Budgeted Bodies	35%	60%	18%			
10 Smallest Budgeted Bodies	58%	66%	30%			

Sources: 2015 American Community Survey 5-Year Estimates, Department Survey, Mayor's Office, 311, FY17-18 Annual Appropriation Ordinance, FY17-18 Mayor's Budget Book.

The full report is available at the San Francisco Department on the Status of Women website, <http://sfgov.org/dosw/>.



Emily M. Murase, PhD
Director

City and County of San Francisco
Department on the Status of Women



City and County of
San Francisco

Gender Analysis of San Francisco Commissions and Boards

December 2017

Acknowledgements

This report is dedicated in memory of the late Mayor Edwin M. Lee, who made an inclusive San Francisco a priority, including through the appointment of numerous women to public policy bodies throughout the City.

The San Francisco Department on the Status of Women would like to thank the various commission secretaries and department staff who graciously assisted in collecting and providing information about their respective commissions and boards. We also want to thank Francis Tsang, Deputy Chief of Staff for the Office of Mayor Edwin M. Lee, as well as the 311 Information Directory Department ("311") for providing much of the data necessary for the completion of this report.

The data collection and analysis for this report was conducted by Public Policy Fellow Nami Yokogi with support from Workplace Policy and Legislative Director Elizabeth Newman, Associate Director Carol Sacco, and Director Emily Murase, PhD, at the San Francisco Department on the Status of Women.

This document was presented to and adopted by the San Francisco Commission on the Status of Women in December 2017.

San Francisco Commission on the Status of Women

President Debbie Mesloh

Vice President Breanna Zwart

Commissioner Marjan Philhour

Commissioner Olga Ryerson

Commissioner Carrie Schwab-Pomerantz

Commissioner Andrea Shorter

Commissioner Julie D. Soo

The full report is available at the San Francisco Department on the Status of Women website, <http://sfgov.org/dosw/>.

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Executive Summary

Overview

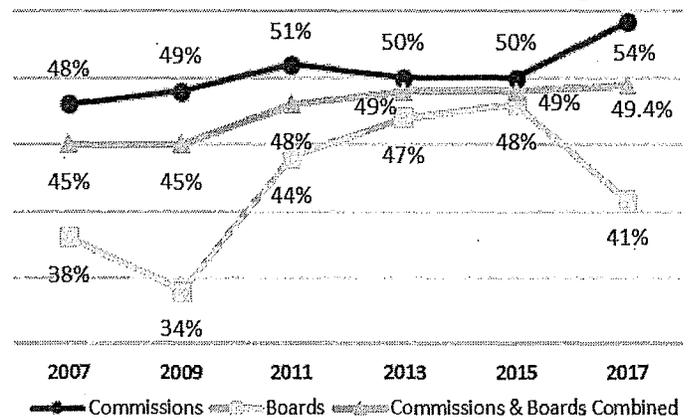
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Key Findings

Gender

- Women's representation on Commissions and Boards in 2017 is 49%, equal to the female population in San Francisco.
- Since 2007, there has been an overall increase of women on Commissions: women compose 54% of Commissioners in 2017.
- Women's representation on Boards has declined to 41% this year following a period of steady increases over the past 3 reports.

Figure 1: 10-Year Comparison of Women's Representation on Commissions and Boards

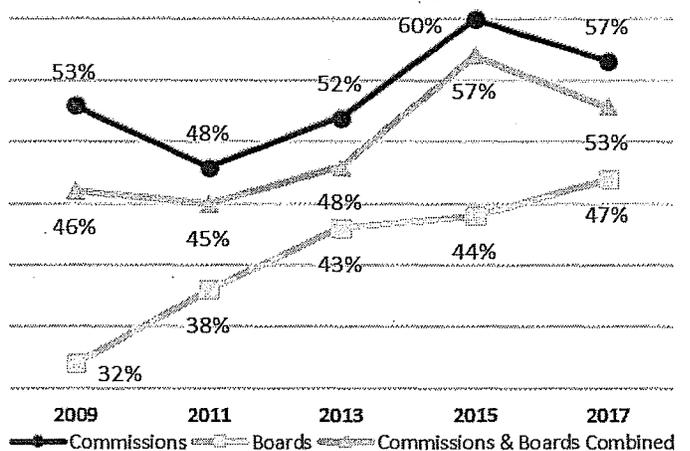


Sources: Department Survey, Mayor's Office, 311.

Race and Ethnicity

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- Minority representation on Commissions decreased from 60% in 2015 to 57% in 2017.
- Despite a steady increase of people of color on Boards since 2009, minority representation on Boards, at 47%, remains below parity with the population.
- Asian, Latinx/Hispanic, and multiracial individuals are underrepresented on Commissions and Boards.
- There is a higher representation of White and Black or African American members on policy bodies than in the San Francisco population.

Figure 2: 8-Year Comparison of Minority Representation on Commissions and Boards



Sources: Department Survey, Mayor's Office, 311.

Race and Ethnicity by Gender

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Representation on Policy Bodies by Budget

- Women and women of color, in particular, are underrepresented on the policy bodies with the largest budgets while exceeding or nearing parity on policy bodies with the smallest budgets.
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Sources: 2015 American Community Survey 5-Year Estimates, Department Survey, Mayor's Office, 311, FY17-18 Annual Appropriation Ordinance, FY17-18 Mayor's Budget Book.

I. Introduction

The central question of this report is whether appointments to public policy bodies of the City and County of San Francisco are reflective of the population at large.

In 1998, San Francisco became the first city in the world to pass a local ordinance reflecting the principles of the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), also known as the "Women's Human Rights Treaty."¹ The Ordinance requires City government to take proactive steps to ensure gender equality and specifies "gender analysis" as a preventive tool to identify and address discrimination.² Since 1998, the Department on the Status of Women (Department) has used this tool to analyze operations of 11 City departments.

In 2007, the Department used gender analysis to analyze the number of women appointed to City Commissions, Boards, and Task Forces.³ Based on these findings, a City Charter Amendment was developed by the Board of Supervisors for the June 2008 election. The Amendment, which voters approved overwhelmingly, made it City policy that:

1. Membership of Commissions and Boards reflect the diversity of the San Francisco population;
2. Appointing officials be urged to support the nomination, appointment, and confirmation of these candidates; and
3. The San Francisco Department on the Status of Women is required to conduct a gender analysis of Commissions and Boards to be published every 2 years.⁴

This 2017 gender analysis assesses the representation of women; racial and ethnic minorities; lesbian, gay, bisexual, and transgender (LGBT) individuals; people with disabilities; and veterans on San Francisco Commissions and Boards appointed by the Mayor and the Board of Supervisors.⁵

¹ While 188 of the 193 member states of the United Nations, including all other industrialized countries, have ratified the Women's Human Rights Treaty, the U.S. has not. President Jimmy Carter signed the treaty in 1980, but it has been languishing in the Senate ever since, due to jurisdictional concerns and other issues. For further information, see the United Nations website, available at www.ohchr.org/english/bodies/cedaw/index.htm.

² The gender analysis guidelines are available at the San Francisco Department on the Status of Women website, under Women's Human Rights, at www.sfgov.org/dosw.

³ *The 2007 Gender Analysis of Commissions, Boards, and Task Forces* is available online at the Department website, under Women's Human Rights, at www.sfgov.org/dosw.

⁴ The full text of the charter amendment is available at https://sfpl.org/pdf/main/gic/elections/June3_2008.pdf.

⁵ Appointees in some policy bodies are elected or appointed by other entities.

II. Methodology and Limitations

This report focuses on City and County of San Francisco Commissions and Boards whose jurisdiction is limited to the City, that have a majority of members appointed by the Mayor and Board of Supervisors, and that are permanent policy bodies.⁶ Generally, *Commission* appointments are made by the Mayor and *Board* appointments are made by members of the Board of Supervisors. For some policy bodies, however, the appointments are divided between the Mayor, the Board of Supervisors, and other agencies. *Commissions* tend to be permanent policy bodies that are part of the City Charter and oversee a department or agency. *Boards* are typically policy bodies created legislatively to address specific issues.

The gender analysis in this report reflects data from the Commissions and Boards that provided information to the Department through survey, the Mayor's Office, and the Information Directory Department (311), which collects and disseminates information about City appointments to policy bodies. Based on the list of Commissions and Boards that are reported by 311, data was compiled from 57 policy bodies with a total of 540 appointees. A Commissioner or Board member's gender identity, race/ethnicity, sexual orientation, disability status, and veteran status were among data elements collected on a voluntary basis. In many cases, identities are vastly underreported due to concerns about social stigma and discrimination. Thus, data on lesbian, gay, bisexual, transgender (LGBT) identity, disability, and veteran status of appointees were limited, incomplete, and/or unavailable for many appointees, but included to the extent possible. As the fundamental objective of this report is to surface patterns of underrepresentation, every attempt has been made to reflect accurate and complete information in this report.

For the purposes of comparison in this report, data from the *U.S. Census 2011-2015 American Community Survey 5-Year Estimates* is used to reflect the current San Francisco population. Charts 1 and 2 in the Appendix show these population estimates by race/ethnicity and gender.

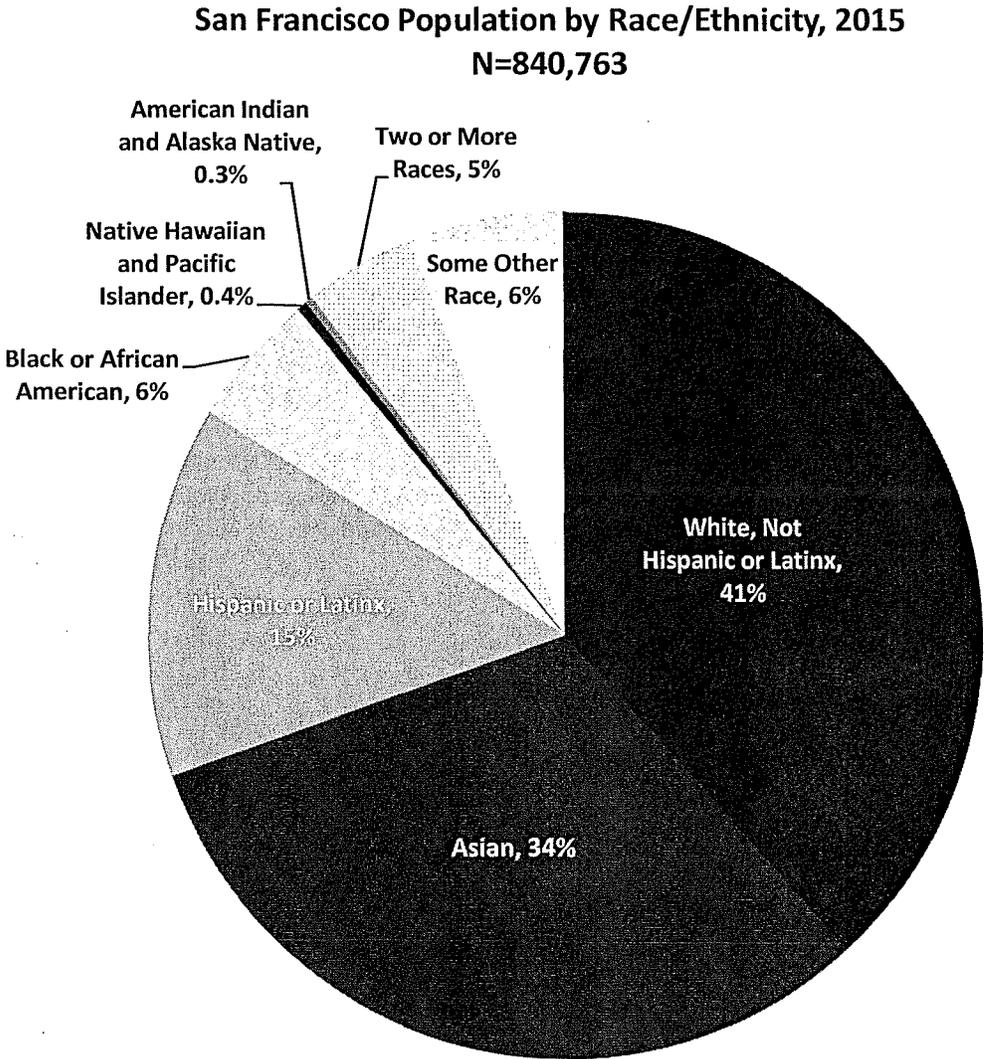
⁶ It is important to note that San Francisco is the only jurisdiction in the State of California that is both a city and a county. Therefore, while in other jurisdictions, the Human Services Commission is typically a county commission that governs services across multiple cities and is composed of members appointed by those cities, the San Francisco case is much simpler. All members of Commissioner and Boards are appointed either by the San Francisco Mayor or the San Francisco County Board of Supervisors which functions as a city council..

III. San Francisco Population Demographics

An estimated 49% of the population in San Francisco are women and approximately 60% of residents identify as a race or ethnicity other than White. Four in ten San Franciscans are White, one-third are Asian, 15% are Hispanic or Latinx, and 6% are Black or African American.

The racial and ethnic breakdown of San Francisco’s population is shown in the chart below. Note that the percentages do not add up to 100% since individuals may be counted more than once.

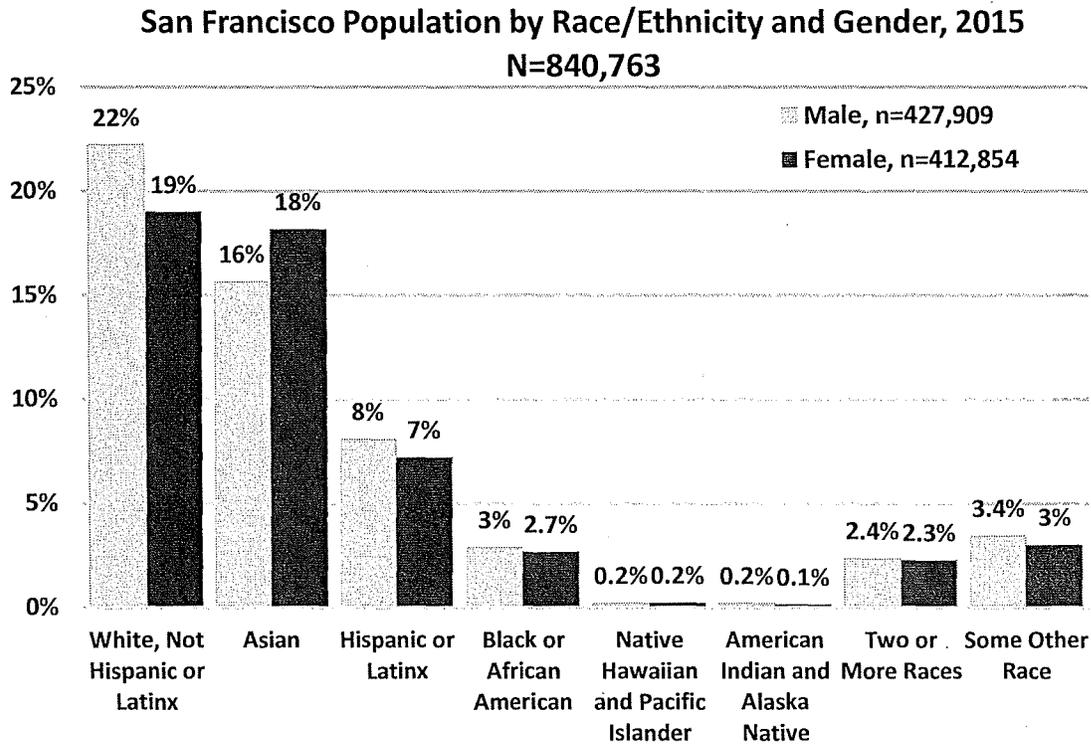
Figure 1: San Francisco Population by Race/Ethnicity



Source: 2011-2015 American Community Survey 5-Year Estimates.

A more nuanced view of San Francisco’s population can be seen in the chart below, which shows race and ethnicity by gender. Most racial and ethnic groups have a similar representation of men and women in San Francisco, though there are about 15% more White men than women (22% vs. 19%) and 12% more Asian women than men (18% vs. 16%). Overall, 29% of San Franciscans are men of color and 31% are women of color.

Figure 2: San Francisco Population by Race/Ethnicity and Gender

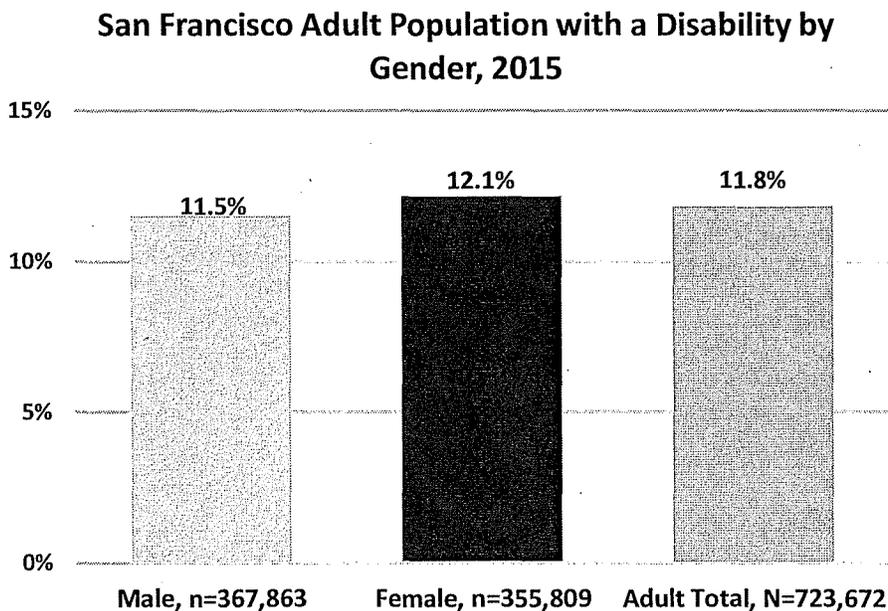


Source: 2011-2015 American Community Survey 5-Year Estimates.

The U.S. Census and *American Community Survey* do not count the number of individuals who identify as lesbian, gay, bisexual, or transgender (LGBT). However, there are several reputable data sources that estimate San Francisco has one of the highest concentrations of LGBT individuals in the nation. A 2015 Gallup poll found that among employed adults in the San Francisco Metropolitan Area, which includes San Francisco, Alameda, Contra Costa, Marin, and San Mateo counties, 6.2% identify as LGBT, the largest percentage of any populous area in the U.S. The 2010 U.S. Census reported 34,000 same-sex couples in the Bay Area, with an estimated 7,600 male same-sex couples and 2,700 female same-sex couples in the City of San Francisco, approximately 7% of all households. In addition, the Williams Institute at the University of California Los Angeles estimates that 4.6% of Californians identify as LGBT, which is similar across gender (4.6% of males vs. 4.5% of females). The Williams Institute also reported that roughly 92,000 adults ages 18-70 in California, or 0.35% of the population, are transgender. These sources suggest between 5-7% of the San Francisco adult population, or approximately 36,000-50,000 San Franciscans, identify as LGBT.

Women are slightly more likely than men to have one or more disabilities. For women 18 years and older, 12.1% have at least one disability, compared to 11.5% of adult men. Overall, about 12% of adults in San Francisco live with a disability.

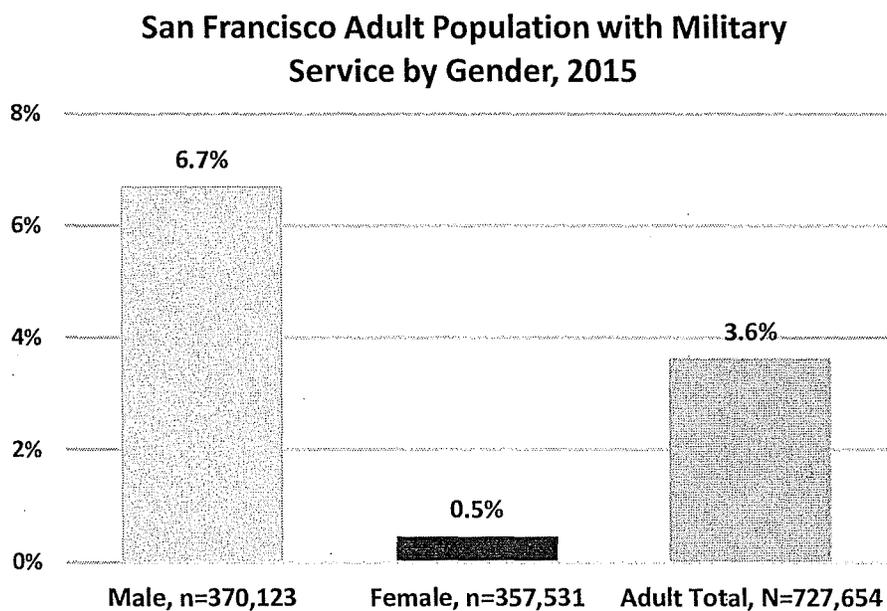
Figure 3: San Francisco Adults with a Disability by Gender



Source: 2011-2015 American Community Survey 5-Year Estimates.

In terms of veterans, according to the U.S. Census, 3.6% of the adult population in San Francisco has served in the military. There is a drastic difference by gender. More than 12 times as many men are veterans, at nearly 7% of adult males, than women, with less than 1%.

Figure 4: Veterans in San Francisco by Gender



Source: 2011-2015 American Community Survey 5-Year Estimates.

IV. Gender Analysis Findings

On the whole, appointees to Commissions and Boards reflect many aspects of the diversity of San Francisco. Among Commissioners and Board members, nearly half are women, more than 50% are people of color, 17% are LGBT, 11% have a disability, and 13% are veterans. However, Board appointees are less diverse than Commission appointees. Below is a summary of key indicators, comparing them between Commissions and Boards. Refer to Appendix II for a complete table of demographics by Commissions and Boards.

Figure 5: Summary Data Comparing Representation on Commissions and Boards, 2017

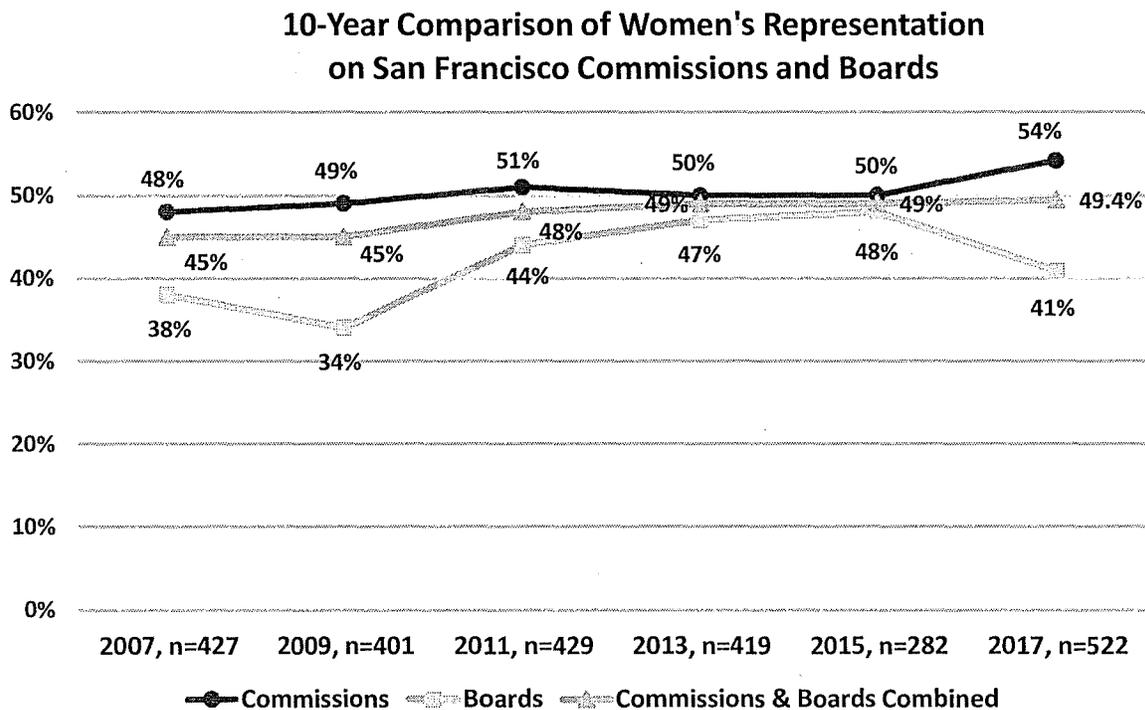
	Commissions	Boards
Number of Policy Bodies Included	40	17
Filled Seats	350/373 (6% vacant)	190/213 (11% vacant)
Female Appointees	54%	41%
Racial/Ethnic Minority	57%	47%
LGBT	17.5%	17%
With Disability	10%	14%
Veterans	15%	10%

The next sections will present detailed data, compared to previous years, along the key variables of gender, ethnicity, race/ethnicity by gender, sexual orientation, disability, veterans, and policy bodies by budget size.

A. Gender

Overall, the percentage of female appointees to City Commissions and Boards is 49%, equal to the female percentage of the San Francisco population. A 10-year comparison of the gender diversity on Commissions and Boards shows that the percentage of female Commissioners has increased over the 10 years since the first gender analysis of Commissions and Boards in 2007. At 54%, the representation of women on Commissions currently exceeds the percentage of women in San Francisco (49%). The percentage of female Board appointees declined 15% from the last gender analysis in 2015. Women make up 41% of Board appointees in 2017, whereas women were 48% of Board members in 2015. A greater number of Boards were included this year than in 2015, which may contribute to the stark difference from the previous report. This dip represents a departure from the previous trend of increasing women’s representation on Boards.

Figure 6: 10-Year Comparison of Women’s Representation on Commissions and Boards

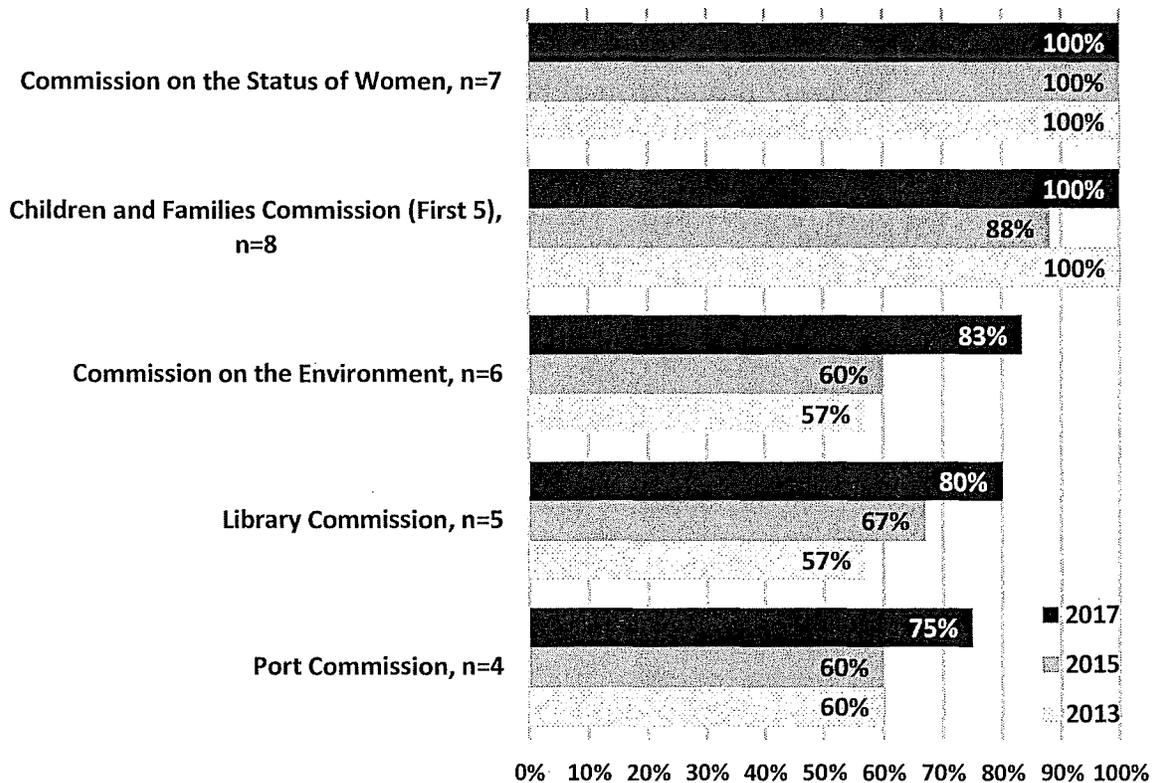


Sources: Department Survey, Mayor’s Office, 311.

The next two charts illustrate the Commissions and Boards with the highest and lowest percentage of female appointees in 2017. Data from the two previous gender analyses for these Commissions and Boards is also included for comparison purposes. Of 54 policy bodies with data on gender, roughly one-third (20 Commissions and Boards) have more than 50% representation of women. The greatest women’s representation is found on the Commission on the Status of Women and the Children and Families Commission (First 5) at 100%. The Long Term Care Coordinating Council and the Mayor’s Disability Council also have some of the highest percentages of women, at 78% and 75%, respectively. However, the latter two policy bodies are not included in the chart due to lack of prior data.

Figure 7: Commissions and Boards with Most Women

**Commissions and Boards with Highest Percentage of Women,
2017 Compared to 2015, 2013**

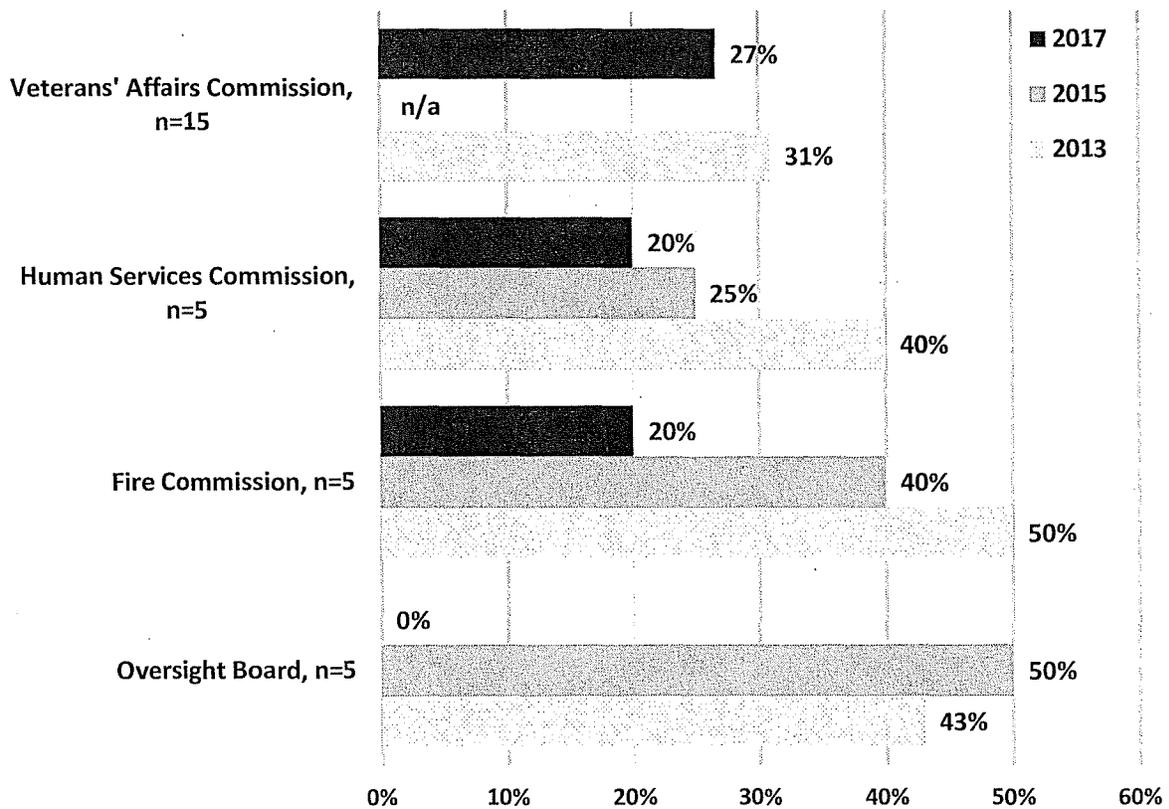


Sources: Department Survey, Mayor’s Office, 311.

There are 14 Commissions and Boards that have 30% or less women. The lowest percentage is found on the Oversight Board of the Office of Community Investment & Infrastructure where currently none of the five appointees are women. The Urban Forestry Council and the Workforce Investment Board also have some of the lowest percentages of women members at 20% and 26%, respectively, but are not included in the chart below due to lack of prior data.

Figure 8: Commissions and Boards with Least Women

**Commissions and Boards with Lowest Percentage of Women,
2017 Compared to 2015, 2013**

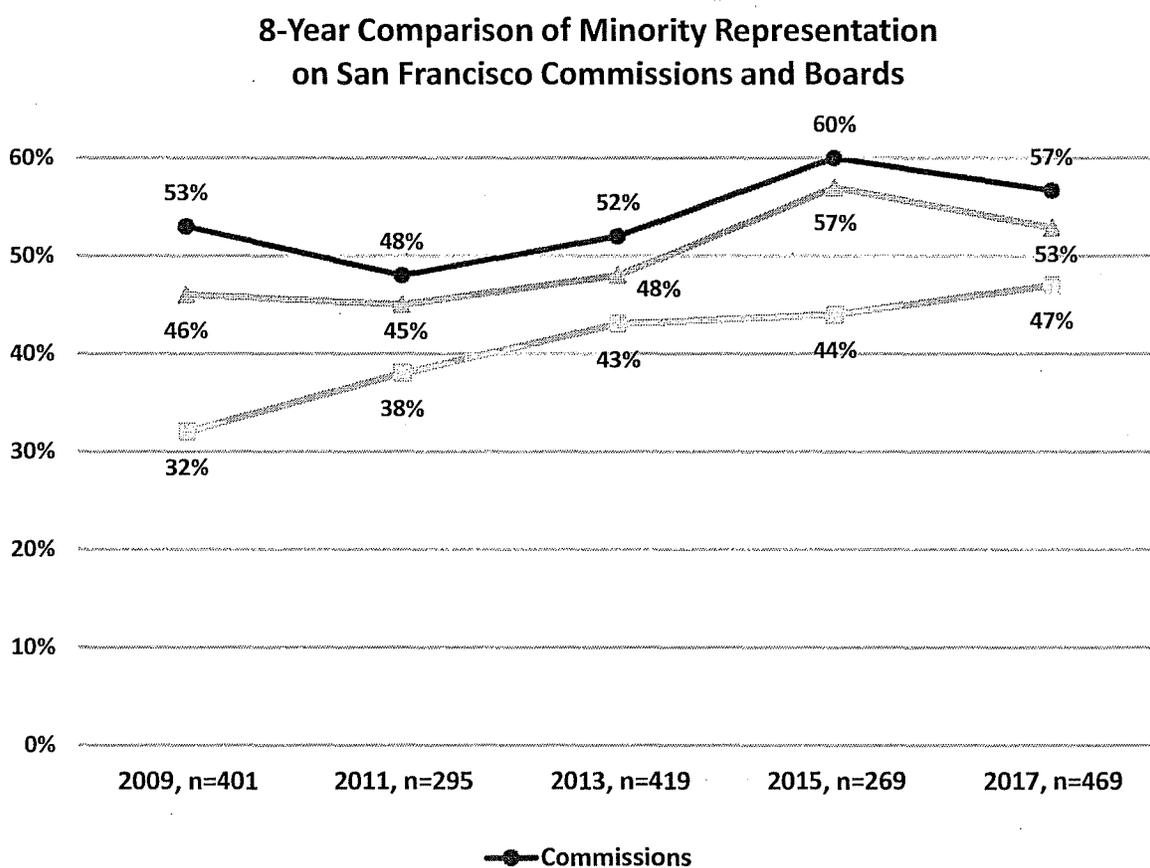


Sources: Department Survey, Mayor's Office, 311.

B. Ethnicity

Data on racial and ethnic background were available for 286 Commissioners and 183 Board members. More than half of these appointees identify as people of color. However, representation of people of color on Commissions and Boards falls short of parity with the approximately 60% minority population in San Francisco. In total, 53% of appointees identify as racial and ethnic minorities. The percentage of minority Commissioners decreased from 2015, while the percentage of minority Board members has been steadily increasing since 2009. Yet, communities of color are represented in greater numbers on Commissions, at 57%, than Boards, at 47%, of appointees. Below is the 8-year comparison of minority representation on Commissions and Boards. Data on race and ethnicity were not collected in 2007.

Figure 9: 8-Year Comparison of Minority Representation on Commissions and Boards

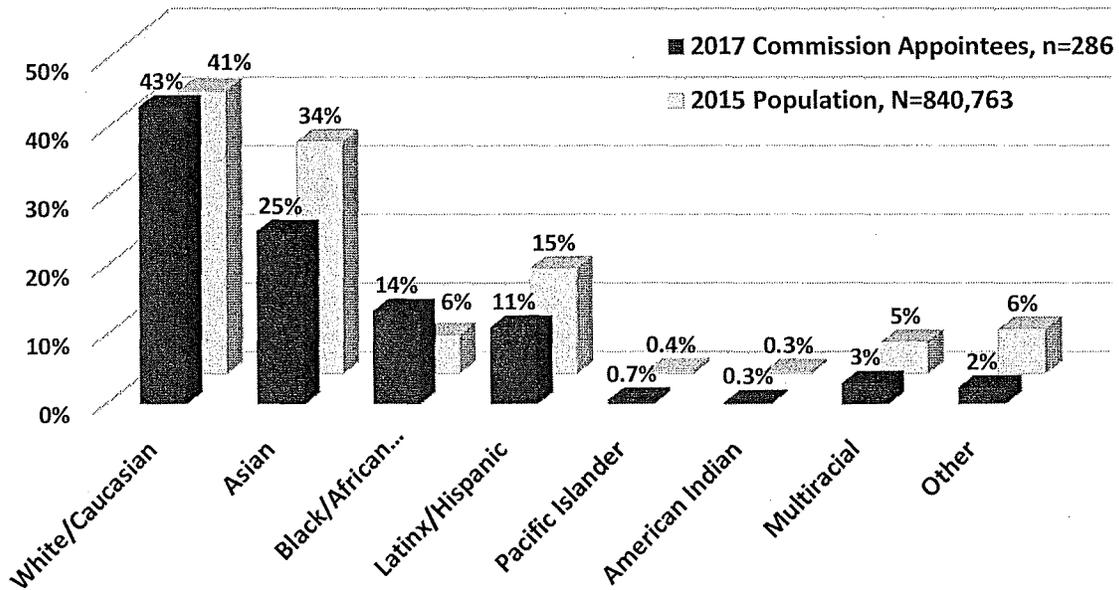


Sources: Department Survey, Mayor's Office, 311.

The racial and ethnic breakdown of Commissioners and Board members as compared to the San Francisco population is presented in the next two charts. There is a greater number of White and Black/African American Commissioners in comparison to the general population, in contrast to individuals identifying as Asian, Latinx/Hispanic, multiracial, and other races who are underrepresented on Commissions. One-quarter of Commissioners are Asian compared to more than one-third of the population. Similarly, 11% of Commissioners are Latinx compared to 15% of the population.

Figure 10: Race/Ethnicity of Commissioners Compared to San Francisco Population

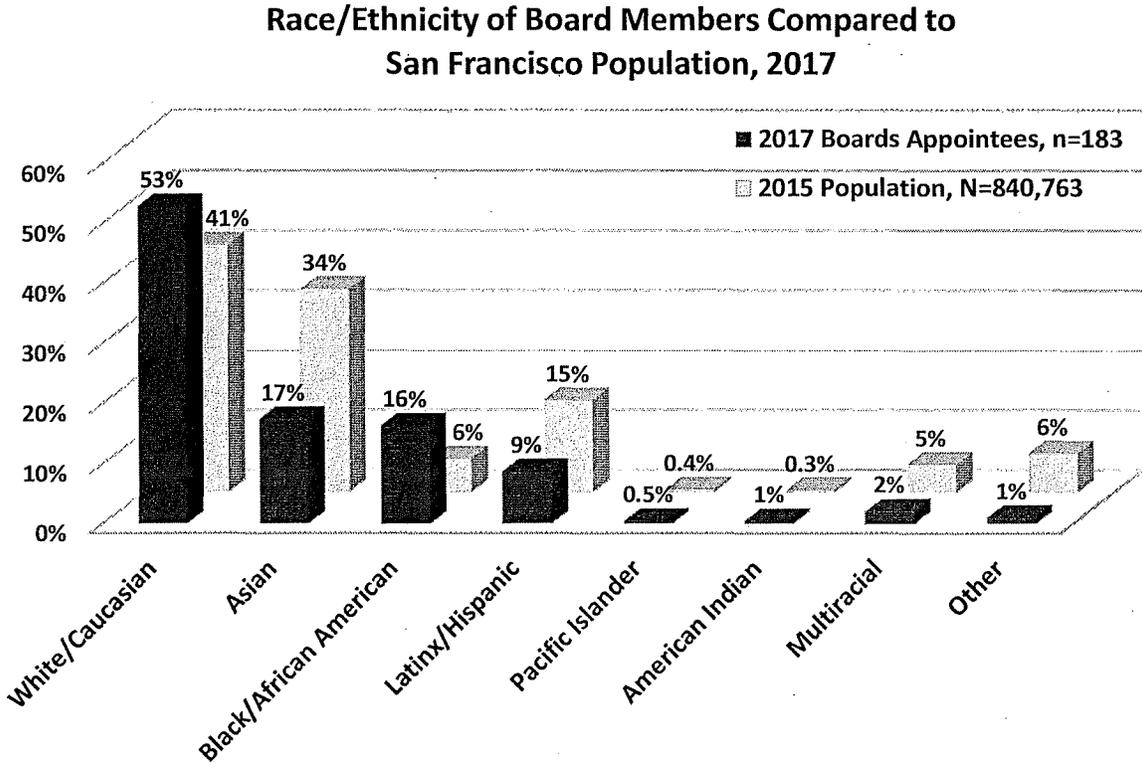
Race/Ethnicity of Commissioners Compared to San Francisco Population, 2017



Sources: Department Survey, Mayor's Office, 311.

A similar pattern emerges for Board appointees. In general, racial and ethnic minorities are underrepresented on Boards, except for the Black/African American population with 16% of Board appointees compared to 6% of the population. White appointees far exceed the White population with more than half of appointees identifying as White compared to about 40% of the population. Meanwhile, there are considerably fewer Board members who identify as Asian, Latinx/Hispanic, multiracial, and other races than in the population. Particularly striking is the underrepresentation of Asians, where 17% of Board members identified as Asian compared to 34% of the population. Additionally, 9% of Board appointees are Latinx compared to 15% of the population.

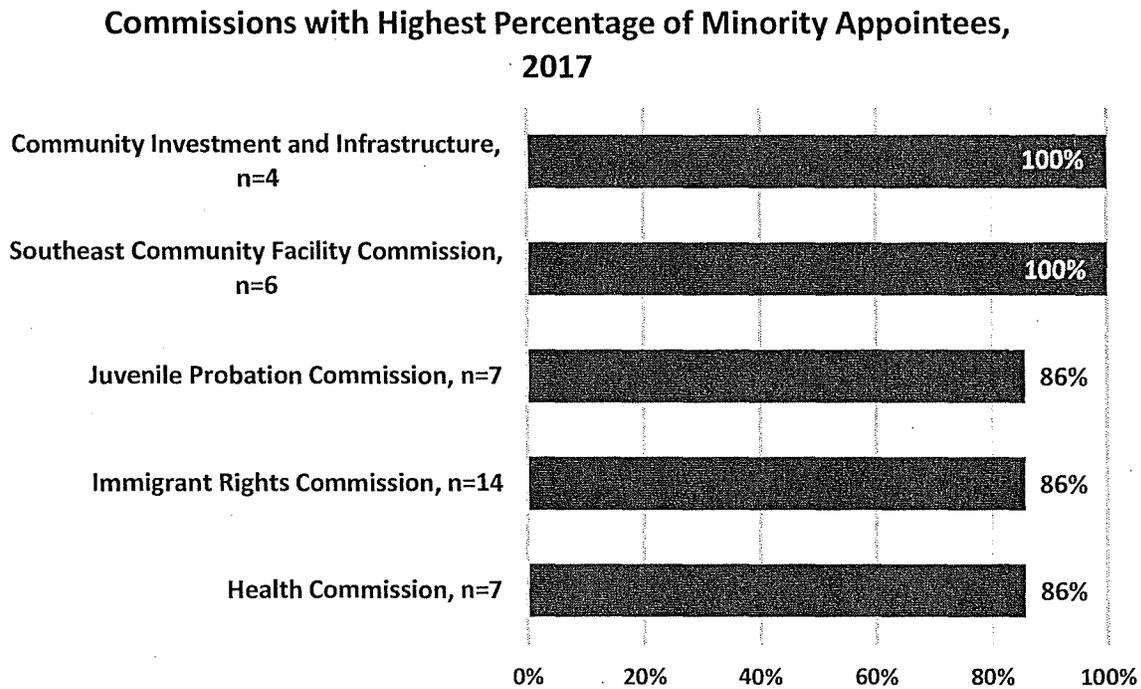
Figure 11: Race/Ethnicity of Board Members Compared to San Francisco Population



Sources: Department Survey, Mayor's Office, 311.

Of the 37 Commissions with information on ethnicity, more than two-thirds (26 Commissions) have at least 50% of appointees identifying as persons of color and more than half (19 Commissions) reach or exceed parity with the nearly 60% minority population. The Commissions with the highest percentage of minority appointees are shown in the chart below. The Commission on Community Investment and Infrastructure and the Southeast Community Facility Commission both are comprised entirely of people of color. Meanwhile, 86% of Commissioners are minorities on the Juvenile Probation Commission, Immigrant Rights Commission, and Health Commission.

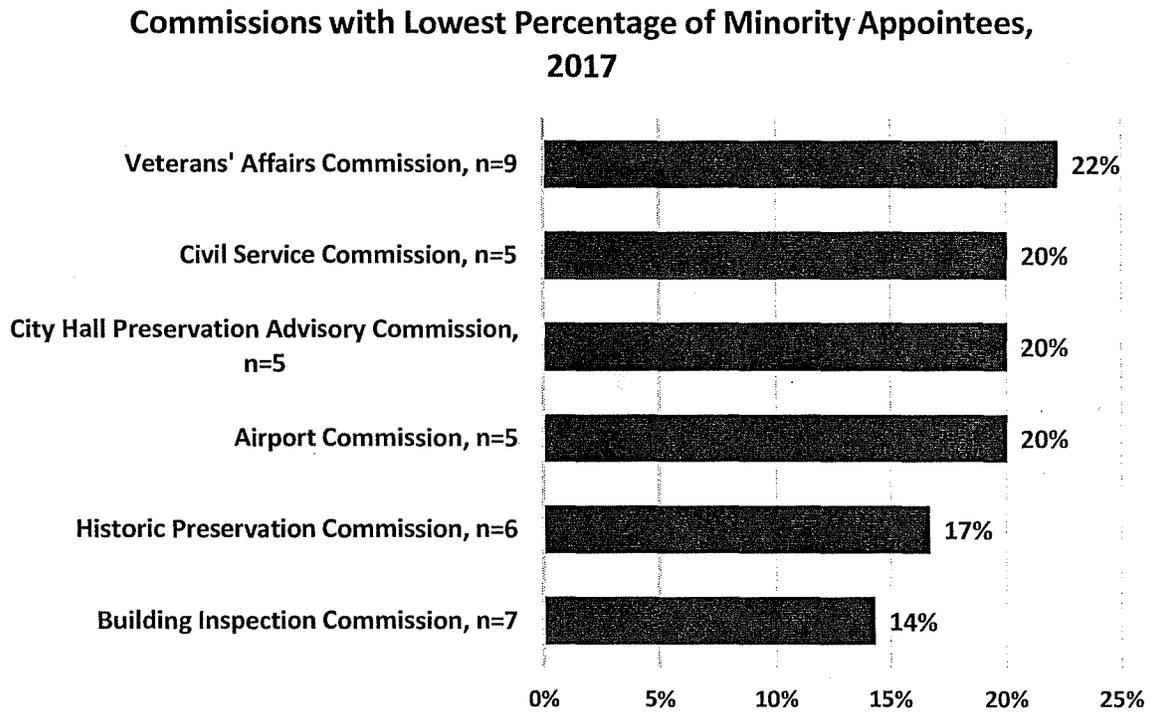
Figure 12: Commissions with Most Minority Appointees



Sources: Department Survey, Mayor's Office, 311.

Seven Commissions have fewer than 30% minority appointees, with the lowest percentage of minority appointees being found on the Building Inspection Commission at 14% and the Historic Preservation Commission at 17%. The Commissions with the lowest percentage of minority appointees are shown in the chart below.

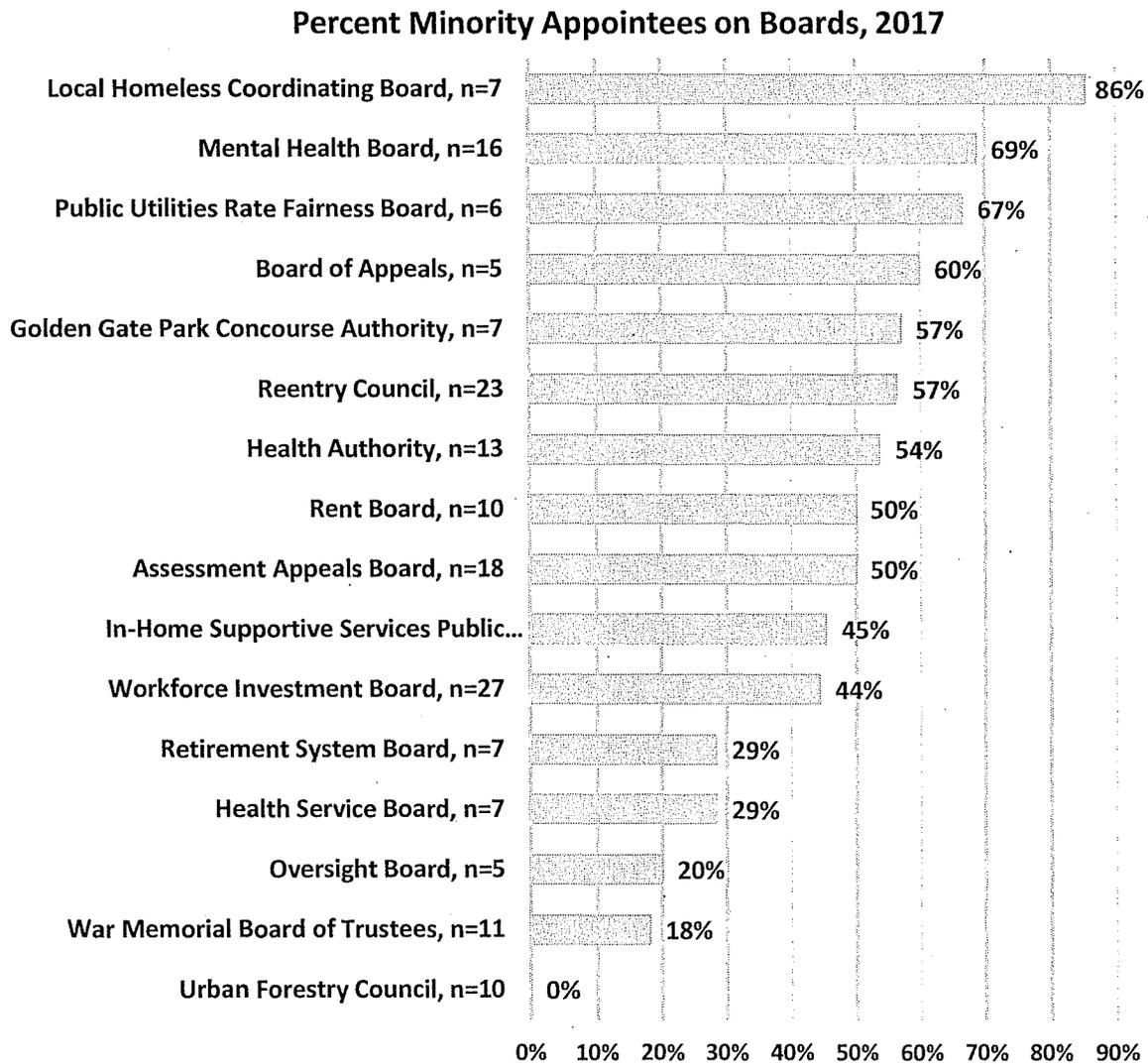
Figure 13: Commissions with Least Minority Appointees



Sources: Department Survey, Mayor's Office, 311.

For the 16 Boards with information on race and ethnicity, nine have at least 50% minority appointees. The Local Homeless Coordinating Board has the greatest percentage of members of color with 86%. The Mental Health Board and the Public Utilities Rate Fairness Board also have a large representation of people of color at 69% and 67%, respectively. Meanwhile, seven Boards have a majority of White members, with the lowest representation of people of color on the Oversight Board at 20% minority members, the War Memorial Board of Trustees at 18% minority members, and the Urban Forestry Council with no members of color.

Figure 14: Minority Representation on Boards

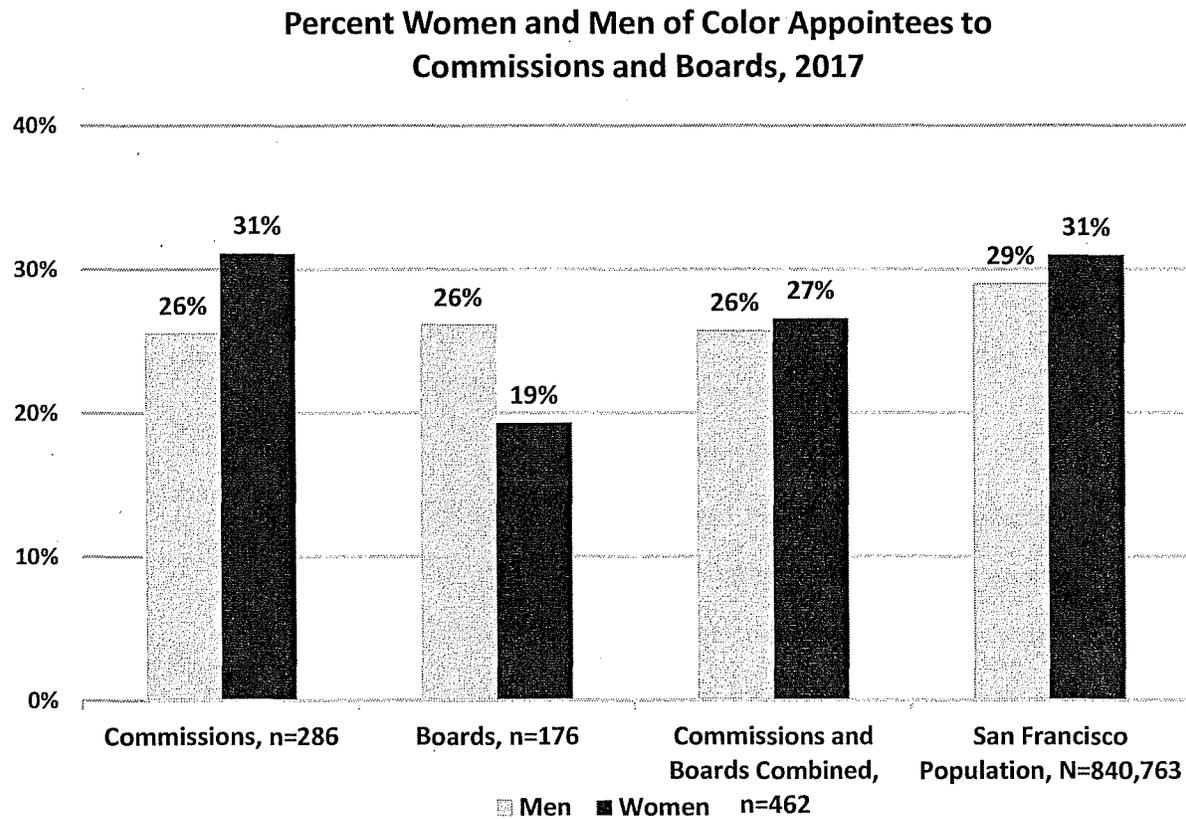


Sources: Department Survey, Mayor's Office, 311.

C. Race/Ethnicity by Gender

Minorities comprise 57% of Commission appointees and 47% of Board appointees. The total percentage of minority appointees on Commissions and Boards in 2017 is 53% compared to about 60% of the population. There are slightly more women of color on Commissions and Boards at 27% than men of color at 26%. Women of color appointees to Commissions reach parity with the population at 31%, while women of color are 19% of Board members, far from parity with the population. Men of color are 26% of appointees to both Commissions and Boards, below the 29% men of color in the San Francisco population.

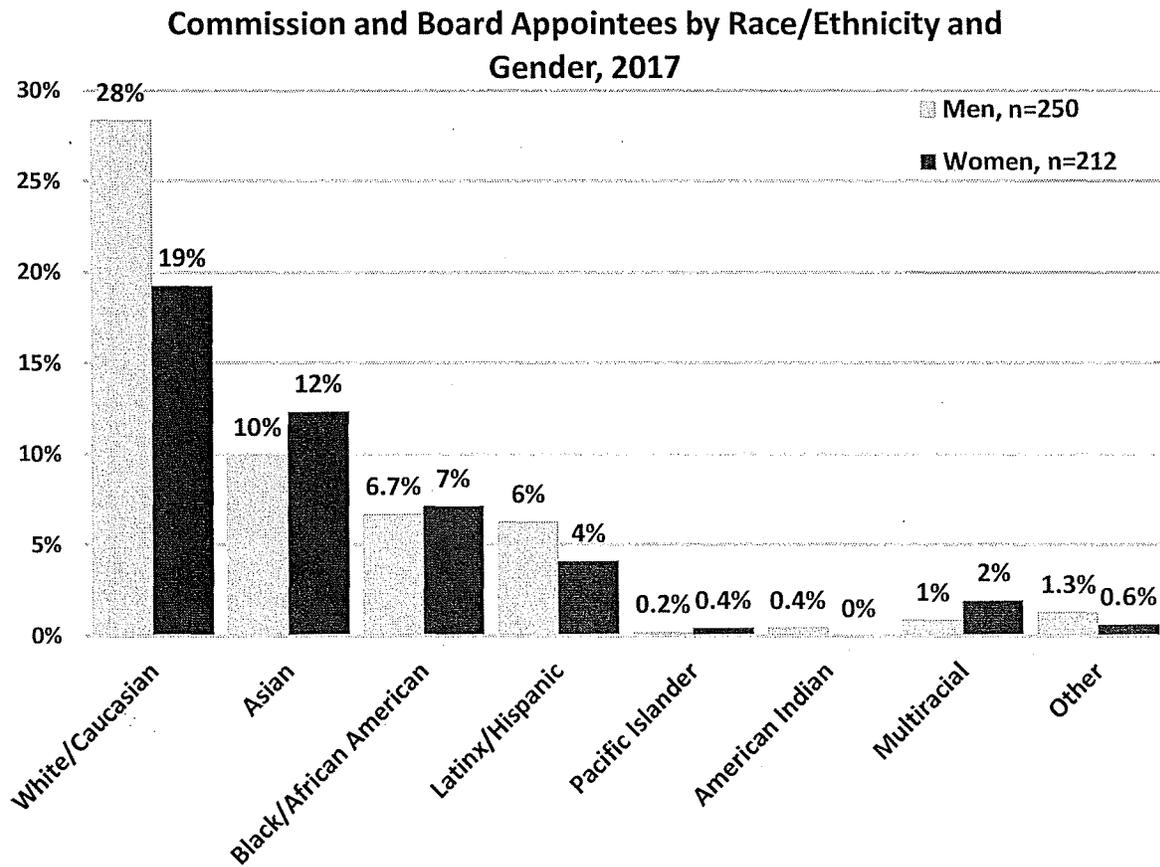
Figure 15: Women and Men of Color on Commissions and Boards



Sources: Department Survey, Mayor’s Office, 311, 2011-2015 American Community Survey 5-Year Estimates.

The next chart illustrates appointees' race and ethnicity by gender. The gender distribution in most racial and ethnic groups on policy bodies is similar to the representation of men and women in minority groups in San Francisco except for the White population. White men represent 22% of San Francisco population, yet 28% of Commission and Board appointees are White men. Meanwhile, White women are at parity with the population at 19%. Women and men of color are underrepresented across all racial and ethnic groups, except for Black/African American appointees. Asian women are 12% of appointees, but 18% of the population. Asian men are 10% of appointees compared to 16% of the population. Latina women are 4% of Commissioners and Board members, yet 7% of the population, while 6% of appointees are Latino men compared to 8% of San Franciscans.

Figure 16: Commission and Board Appointees by Race/Ethnicity and Gender

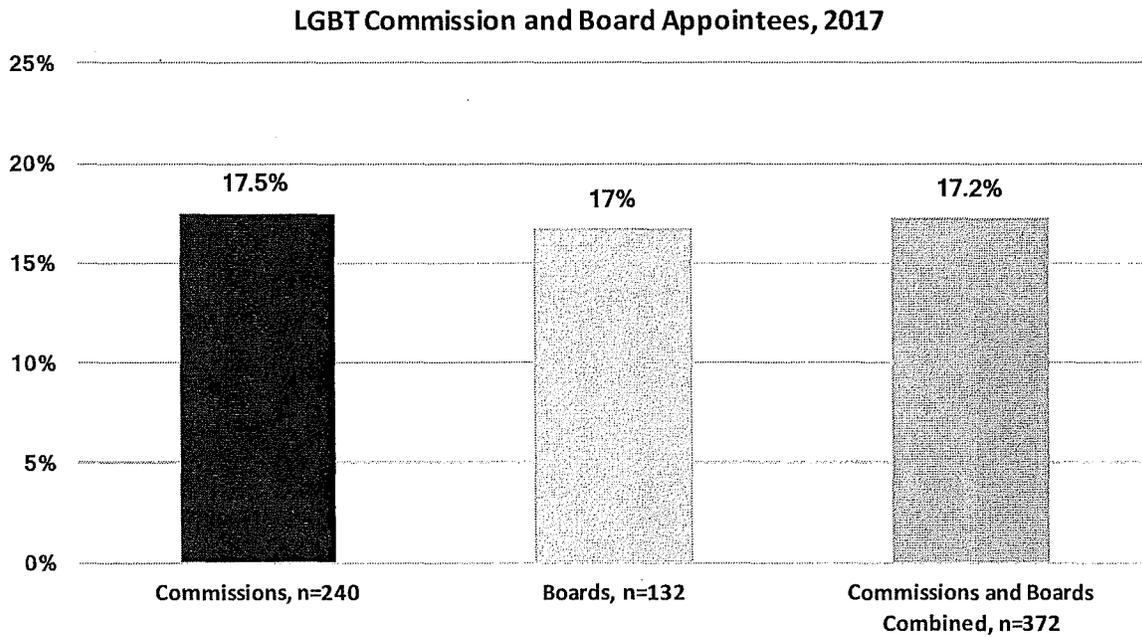


Sources: Department Survey, Mayor's Office, 311.

D. Sexual Orientation

While it is challenging to find accurate counts of the number of lesbian, gay, bisexual, and transgender (LGBT) individuals, a combination of sources, noted in the demographics section, suggests between 4.6% and 7% of the San Francisco population is LGBT. Data on sexual orientation and gender identity was available for 240 Commission appointees and 132 Board appointees. Overall, about 17% of appointees to Commissions and Boards are LGBT. There is a large LGBT representation across both Commissioners and Board members. Three Commissioners identified as transgender.

Figure 17: LGBT Commission and Board Appointees

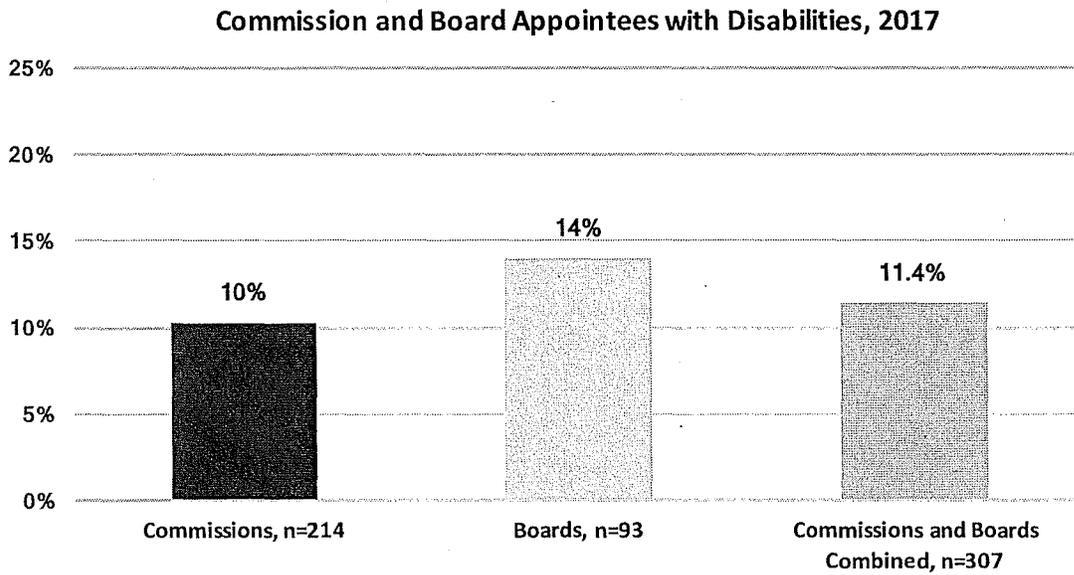


Sources: Department Survey, Mayor's Office, 311.

E. Disability

An estimated 12% of San Franciscans have a disability. Data on disability was available for 214 Commission appointees and 93 Board appointees. The percentage of Commission and Board appointees with a disability is 11.4% and almost reaches parity with the 11.8% of the adult population in San Francisco that has a disability. There is a much greater representation of people with a disability on Boards at 14% than on Commissions at 10%.

Figure 18: Commission and Board Appointees with Disabilities

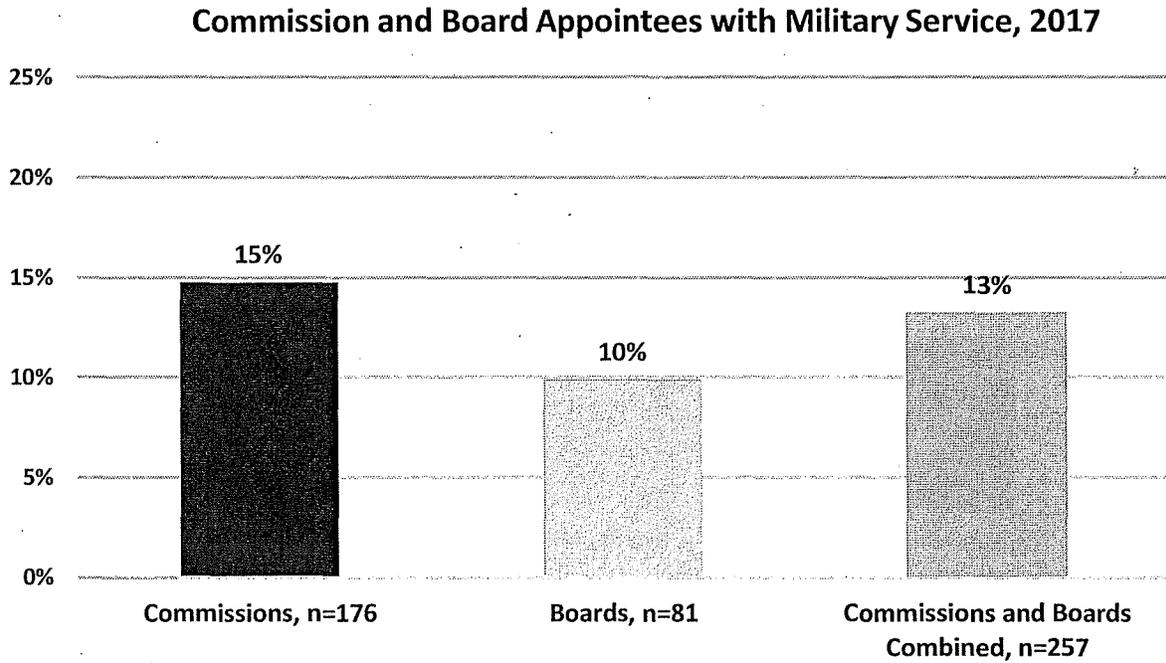


Sources: Department Survey, Mayor's Office, 311.

F. Veterans

Veterans are 3.6% of the adult population in San Francisco. Data on military service was available for 176 Commission appointees and 81 Board appointees. Overall, veterans are well represented on Commissions and Boards with 13% of appointees having served in the military. However, there is a large difference in the representation of veterans on Commissions at 15% compared to Boards at 10%. This is likely due to the 17 members of Veterans Affairs Commission of which all members must be veterans.

Figure 19: Commission and Board Appointees with Military Service



Sources: Department Survey, Mayor's Office, 311.

G. Policy Bodies by Budget Size

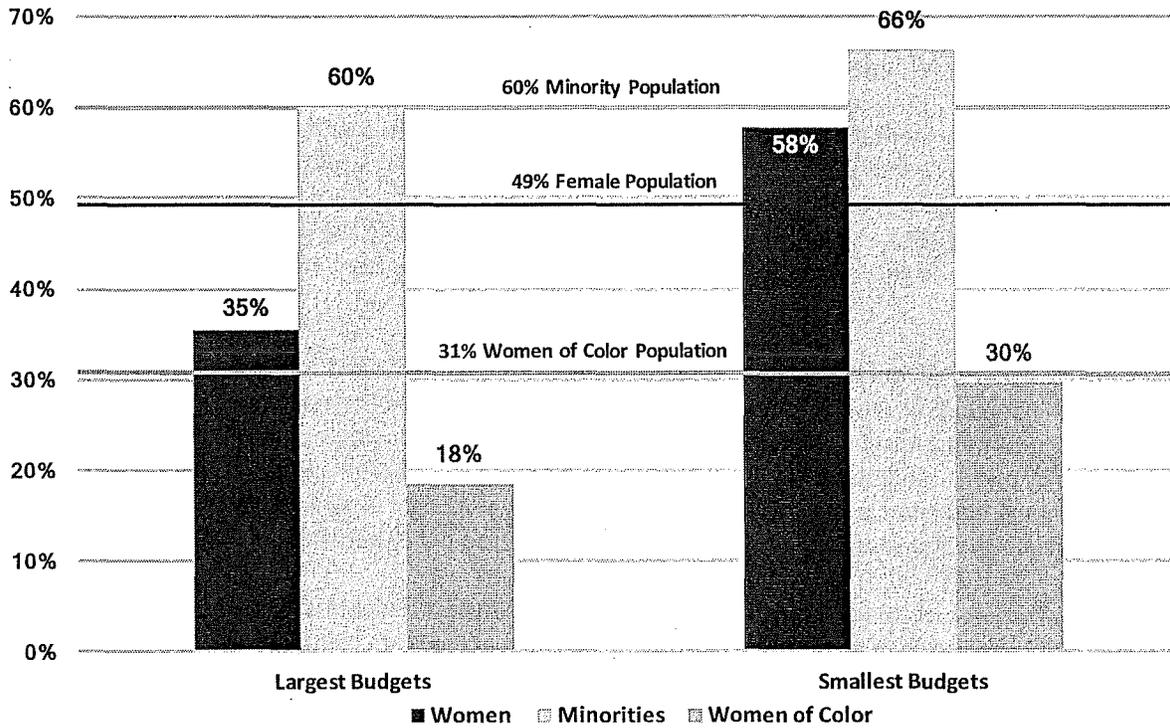
In addition to data on the appointment of women and minorities to Commissions and Boards, this report examines whether the demographic make-up of policy bodies with the largest budget (which is often proportional to the amount of influence in the City) are representative of the community. On the following page, Figure 19 shows the representation of women, people of color, and women of color on the policy bodies with the largest and smallest budgets.

Though the overall representation of female appointees (49%) is equal to the City's population, Commissions and Boards with the highest female representation have fairly low influence as measured by budget size. Although women's representation on the ten policy bodies with the largest budgets increased from 30% in 2015 to 35% this year, it is still far below parity with the population. The percentage of women on the ten bodies with the smallest budgets grew from 45% in 2015 to 58% in 2017.

With respect to minority representation, the bodies with both the largest and smallest budgets exceed parity with the population. On the ten Commissions and Boards with the largest budgets, 60% of appointees identify as a racial or ethnic minority; meanwhile 66% of appointees identify as a racial or ethnic minority on the ten Commissions and Boards with the smallest budgets. Minority representation on the ten largest budgeted policy bodies was slightly greater in 2015 at 62%, while there was a 21% increase of minority representation on the ten smallest budgeted policy bodies from 52% in 2015.

Percentage of women of color on the policy bodies with the smallest budgets is 30% and almost reaches parity with the population in San Francisco. However, women of color are considerably underrepresented on the ten policy bodies with the largest budgets at 18% compared to 31% of the population.

Figure 20: Women, Minorities, and Women of Color on Largest and Smallest Budget Bodies
Percent Women, Minorities and Women of Color on Commissions and Boards with Largest and Smallest Budgets in Fiscal Year 2017-2018



Sources: Department Survey, Mayor's Office, 311, FY17-18 Annual Appropriation Ordinance, FY17-18 Mayor's Budget Book.

The following two tables present the demographics of the Commissions and Boards overseeing some of the City's largest and smallest budgets.

Of the ten Commissions and Boards that oversee the largest budgets, women make up 35% and women of color are 18% of the appointees. The Commission on Community Investment and Infrastructure is the most diverse with people of color in all appointed seats and women comprising half of the members. The Municipal Transportation Agency (MTA) Board of Directors and Parking Authority Commission has the next largest representation of women with 43%. Four of the ten bodies have less than 30% female appointees. Women of color are near parity on the Police Commission at 29% compared to 31% of the population. Meanwhile, the Public Utilities Commission and Human Services Commission have no women of color.

Overall, the representation of minorities on policy bodies with the largest budgets is equal to that of the minority population in San Francisco at 60% and four of the ten largest budgeted bodies have greater minority representation. Following the Commission on Community Investment and Infrastructure with 100% minority appointees, the Health Commission at 86% minority appointees, the Aging and Adult Services Commission at 80% minority appointees, and the Police Commission with 71% minority appointees have the next highest minority representation. In contrast, the Airport Commission has the lowest minority representation at 20%.

Table 1: Demographics of Commissions and Boards with Largest Budgets

Body	FY17-18 Budget	Total Seats	Filled Seats	% Women	% Minority	% Women of Color
Health Commission	\$ 2,198,181,178	7	7	29%	86%	14%
MTA Board of Directors and Parking Authority Commission	\$ 1,183,468,406	7	7	43%	57%	14%
Public Utilities Commission	\$ 1,052,841,388	5	5	40%	40%	0%
Airport Commission	\$ 987,785,877	5	5	40%	20%	20%
Human Services Commission	\$ 913,783,257	5	5	20%	60%	0%
Health Authority (SF Health Plan Governing Board)	\$ 637,000,000	19	15	40%	54%	23%
Police Commission	\$ 588,276,484	7	7	29%	71%	29%
Commission on Community Investment and Infrastructure	\$ 536,796,000	5	4	50%	100%	50%
Fire Commission	\$ 381,557,710	5	5	20%	60%	20%
Aging and Adult Services Commission	\$ 285,000,000	7	5	40%	80%	14%
Total	\$ 8,764,690,300	72	65	35%	60%	18%

Sources: Department Survey, Mayor's Office, 311, FY17-18 Annual Appropriation Ordinance, FY17-18 Mayor's Budget Book.

Commissions and Boards with the smallest budgets exceed parity with the population for women's and minority representation with 58% women and 66% minority appointees and are near parity with 30% women of color appointees compared to 31% of the population. The Long Term Care Coordinating Council has the greatest representation of women at 78%, followed by the Youth Commission at 64%, and the City Hall Preservation Advisory Commission at 60%. Five of the ten smallest budgeted bodies have less than 50% women appointees. The Southeast Community Facility Commission, the Youth Commission, the Housing Authority Commission, and the Public Utilities Rate Fairness Board have more than 30% women of color members.

Of the eight smallest budgeted policy bodies with data on race and ethnicity, more than half have greater representation of racial and ethnic minority and women of color than the population. The Southeast Community Facility Commission has 100% members of color, followed by the Housing Authority Commission at 83%, the Sentencing Commission at 73%, and the Public Utilities Rate Fairness Board at 67% minority appointees. Only the Historic Preservation Commission with 17% minority members, the City Hall Preservation Advisory Commission at 20% minority members, and the Reentry Council with 57% minority members fall below parity with the population.

Table 2: Demographics of Commissions and Boards with Smallest Budgets

Body	FY17-18 Budget	Total Seats	Filled Seats	% Women	% Minority	% Women of Color
Historic Preservation Commission	\$ 45,000	7	6	33%	17%	17%
City Hall Preservation Advisory Commission	\$ -	5	5	60%	20%	20%
Housing Authority Commission	\$ -	7	6	33%	83%	33%
Local Homeless Coordinating Board	\$ -	9	7	43%	n/a	n/a
Long Term Care Coordinating Council	\$ -	40	40	78%	n/a	n/a
Public Utilities Rate Fairness Board	\$ -	7	6	33%	67%	33%
Reentry Council	\$ -	24	23	52%	57%	22%
Sentencing Commission	\$ -	12	12	42%	73%	18%
Southeast Community Facility Commission	\$ -	7	6	50%	100%	50%
Youth Commission	\$ -	17	16	64%	64%	43%
Totals	\$ 45,000	135	127	58%	66%	30%

Sources: Department Survey, Mayor's Office, 311, FY17-18 Annual Appropriation Ordinance, FY17-18 Mayor's Budget Book.

V. Conclusion

Per the 2008 Charter Amendment, the Mayor and Board of Supervisors are encouraged to make appointments to Commissions, Boards, and other policy bodies that reflect the diverse population of San Francisco. While state law prohibits public appointments based solely on gender, race and ethnicity, sexual orientation, or disability status, an awareness of these factors is important when appointing individuals to serve on policy bodies, particularly where they may have been historically underrepresented.

Since the first gender analysis of appointees to San Francisco policy bodies in 2007, there has been a steady increase of female appointees. There has also been a greater representation of women on Commissions as compared to Boards. This continued in 2017 with 54% female Commissioners. However, it is concerning that the percentage of female Board members has dropped from 48% in 2015 to 41% in 2017.

People of color represent 60% of the San Francisco population, yet only represent 53% of appointees to San Francisco Commissions and Boards. There is a greater representation of people of color on Commissions than Boards. However, Commissions have fewer appointees identified as ethnic minorities this year, 57%, than the 60% in 2015, while the representation of people of color on Boards increased from 44% in 2015 to 47% in 2017. There is still a disparity between race and ethnicity on public policy bodies and in the population. Especially Asians and Latinx/Hispanic individuals are underrepresented across Commissions and Boards while there is a higher representation of White and Black/African American appointees than in the general population. Women of color are 31% of the population and comprise 31% of Commissioners compared to 19% of Board members. Meanwhile, men of color are 29% of the population and 26% of Commissioners and Board members.

This year there is more data available on sexual orientation, veteran status, and disability than previous gender analyses. The 2017 gender analysis found that there is a relatively high representation of LGBT individuals on the policy bodies for which there was data at 17%. Veterans are also highly represented at 13%, and the representation of people with a disability in policy bodies almost reaches parity with the population with 11.4% compared to 11.8%.

Finally, the policy bodies with larger budgets have a smaller representation of women at 35% while Commissions and Boards with smallest budgets are 58% female appointees. While minority representation exceeds the population on the policy bodies with both the smallest and largest budgets, women of color are considerably underrepresented on the largest budgeted policy bodies at 18% compared to 31% of the population.

This report is intended to inform appointing authorities, including the Mayor and the Board of Supervisors, as they carefully select their designees on key policy bodies of the City & County of San Francisco. In the spirit of the charter amendment that mandated this report, diversity and inclusion should be the hallmark of these important appointments.

Appendix I. 2015 Population Estimates for San Francisco County

The following 2015 San Francisco population statistics were obtained from the U.S. Census Bureau's *2011-2015 American Community Survey 5-Year Estimates*.

Chart 1: 2015 Total Population by Race/Ethnicity

Race/Ethnicity	Total	
	Estimate	Percent
San Francisco County California	840,763	
White, Not Hispanic or Latino	346,732	41%
Asian	284,426	34%
Hispanic or Latino	128,619	15%
Some Other Race	54,388	6%
Black or African American	46,825	6%
Two or More Races	38,940	5%
Native Hawaiian and Pacific Islander	3,649	0.4%
American Indian and Alaska Native	2,854	0.3%

Chart 2: 2015 Total Population by Race/Ethnicity and Gender

Race/Ethnicity	Total		Male		Female	
	Estimate	Percent	Estimate	Percent	Estimate	Percent
San Francisco County California	840,763	-	427,909	50.9%	412,854	49.1%
White, Not Hispanic or Latino	346,732	41%	186,949	22%	159,783	19%
Asian	284,426	34%	131,641	16%	152,785	18%
Hispanic or Latino	128,619	15%	67,978	8%	60,641	7%
Some Other Race	54,388	6%	28,980	3.4%	25,408	3%
Black or African American	46,825	6%	24,388	3%	22,437	2.7%
Two or More Races	38,940	5%	19,868	2%	19,072	2%
Native Hawaiian and Pacific Islander	3,649	0.4%	1,742	0.2%	1,907	0.2%
American Indian and Alaska Native	2,854	0.3%	1,666	0.2%	1,188	0.1%

Appendix II. Commissions and Boards Demographics

Commission	Total Seats	Filled Seats	FY17-18 Budget	% Women	% Minority	% Women of Color
1 Aging and Adult Services Commission	7	5	\$285,000,000	40%	80%	40%
2 Airport Commission	5	5	\$987,785,877	40%	20%	20%
3 Animal Control and Welfare Commission	10	9	\$-			
4 Arts Commission	15	15	\$17,975,575	60%	53%	27%
5 Asian Art Commission	27	27	\$10,962,397	63%	59%	44%
6 Building Inspection Commission	7	7	\$76,533,699	29%	14%	0%
7 Children and Families Commission (First 5)	9	8	\$31,830,264	100%	63%	63%
8 City Hall Preservation Advisory Commission	5	5	\$-	60%	20%	20%
9 Civil Service Commission	5	5	\$1,250,582	40%	20%	0%
10 Commission on Community Investment and Infrastructure	5	4	\$536,796,000	50%	100%	50%
11 Commission on the Environment	7	6	\$23,081,438	83%	67%	50%
12 Commission on the Status of Women	7	7	\$8,048,712	100%	71%	71%
13 Elections Commission	7	7	\$14,847,232	33%	50%	33%
14 Entertainment Commission	7	7	\$987,102	29%	57%	14%
15 Ethics Commission	5	5	\$4,787,508	33%	67%	33%
16 Film Commission	11	11	\$1,475,000	55%	36%	36%
17 Fire Commission	5	5	\$381,557,710	20%	60%	20%
18 Health Commission	7	7	\$2,198,181,178	29%	86%	14%
19 Historic Preservation Commission	7	6	\$45,000	33%	17%	17%
20 Housing Authority Commission	7	6	\$-	33%	83%	33%
21 Human Rights Commission	11	10	\$4,299,600	60%	60%	50%
22 Human Services Commission	5	5	\$913,783,257	20%	60%	0%
23 Immigrant Rights Commission	15	14	\$5,686,611	64%	86%	50%
24 Juvenile Probation Commission	7	7	\$41,683,918	29%	86%	29%
25 Library Commission	7	5	\$137,850,825	80%	60%	40%
26 Local Agency Formation Commission	7	4	\$193,168			
27 Long Term Care Coordinating Council	40	40	\$-	78%		
28 Mayor's Disability Council	11	8	\$4,136,890	75%	25%	13%
29 MTA Board of Directors and Parking Authority Commission	7	7	\$1,183,468,406	43%	57%	14%
30 Planning Commission	7	7	\$54,501,361	43%	43%	29%
31 Police Commission	7	7	\$588,276,484	29%	71%	29%
32 Port Commission	5	4	\$133,202,027	75%	75%	50%
33 Public Utilities Commission	5	5	\$1,052,841,388	40%	40%	0%

Commission	Total Seats	Filled Seats	FY17-18 Budget	% Women	% Minority	% Women of Color
34 Recreation and Park Commission	7	7	\$221,545,353	29%	43%	14%
35 Sentencing Commission	12	12	\$-	42%	73%	18%
36 Small Business Commission	7	7	\$1,548,034	43%	50%	25%
37 Southeast Community Facility Commission	7	6	\$-	50%	100%	50%
38 Treasure Island Development Authority	7	7	\$2,079,405	43%	57%	43%
39 Veterans' Affairs Commission	17	15	\$865,518	27%	22%	0%
40 Youth Commission	17	16	\$-	64%	64%	43%
Total	373	350		54%	57%	31%

Board	Total Seats	Filled Seats	FY17-18 Budget	% Women	% Minority	% Women of Color
1 Assessment Appeals Board	24	18	\$653,780	39%	50%	22%
2 Board of Appeals	5	5	\$1,038,570	40%	60%	20%
3 Golden Gate Park Concourse Authority	7	7	\$11,662,000	43%	57%	29%
4 Health Authority (SF Health Plan Governing Board)	19	15	\$637,000,000	40%	54%	23%
5 Health Service Board	7	7	\$11,444,255	29%	29%	0%
6 In-Home Supportive Services Public Authority	12	12	\$207,835,715	58%	45%	18%
7 Local Homeless Coordinating Board	9	7	\$-	43%	86%	
8 Mental Health Board	17	16	\$218,000	69%	69%	50%
9 Oversight Board	7	5	\$152,902	0%	20%	0%
10 Public Utilities Rate Fairness Board	7	6	\$-	33%	67%	33%
11 Reentry Council	24	23	\$-	52%	57%	22%
13 Relocation Appeals Board	5	0	\$-			
12 Rent Board	10	10	\$8,074,900	30%	50%	10%
14 Retirement System Board	7	7	\$97,622,827	43%	29%	29%
15 Urban Forestry Council	15	14	\$92,713	20%	0%	0%
16 War Memorial Board of Trustees	11	11	\$26,910,642	55%	18%	18%
17 Workforce Investment Board	27	27	\$62,341,959	26%	44%	7%
Total	213	190		41%	47%	19%

	Total Seats	Filled Seats	FY17-18 Budget	% Women	% Minority	% Women of Color
Commissions and Boards Total	586	540		49.4%	53%	27%