

File No. 240013

Committee Item No. 3

Board Item No. _____

COMMITTEE/BOARD OF SUPERVISORS

AGENDA PACKET CONTENTS LIST

Committee: Rules Committee

Date Jan 22, 2024

Board of Supervisors Meeting

Date _____

Cmte Board

- Motion
- Resolution
- Ordinance
- Legislative Digest
- Budget and Legislative Analyst Report
- Youth Commission Report
- Introduction Form
- Department/Agency Cover Letter and/or Report
- Memorandum of Understanding (MOU)
- Grant Information Form
- Grant Budget
- Subcontract Budget
- Contract/Agreement
- Form 126 - Ethics Commission
- Award Letter
- Application
- Form 700
- Information/Vacancies (Boards/Commissions)
- Public Correspondence

OTHER (Use back side if additional space is needed)

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

Completed by: Victor Young

Date Jan 18, 2024

Completed by: _____

Date _____

BOARD of SUPERVISORS



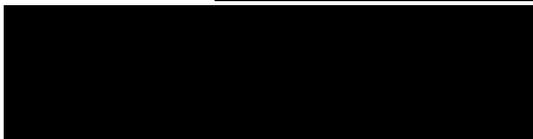
City Hall
1 Dr. Carlton B. Goodlett Place, Room 244
San Francisco 94102-4689
Tel. No. (415) 554-5184
Fax No. (415) 554-5163
TDD/TTY No. (415) 554-5227

Application for Boards, Commissions, Committees, & Task Forces

Name of Board/Commission/Committee/Task Force: Elections Commission

Seat # (Required - see Vacancy Notice for qualifications): 1

Full Name: Ruth Kowitz



Zip Code: 94110

Occupation: Product Management

Work Phone: Employer:

Business Address: Zip Code:

Business Email: Home



Pursuant to Charter, Section 4.101(a)(2), Boards and Commissions established by the Charter must consist of residents of the City and County of San Francisco who are 18 years of age or older (unless otherwise stated in the code authority). For certain appointments, the Board of Supervisors may waive the residency requirement.

Resident of San Francisco: Yes [X] No [] If No, place of residence:
18 Years of Age or Older: Yes [X] No []

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

I have been a San Francisco resident since 2013 and am a Bay Area native. I am a first-generation American, and a straight, white, cis-gendered woman in my 30s. I live in the Mission, am the parent of a preschooler and I use a cargo bike to bring her to school each day.

On paper, my background does not provide much diversity of experience from the existing members of the commission. My professional background is likely the largest differentiating factor. The goal of the Elections Commission is to help ensure free, fair and functional elections for all San Franciscans. It is critical that all voices are heard in our elections and our city government. I understand if I am not selected to serve on this basis, but if I am selected I will work to ensure a diversity of viewpoints are represented.

Business and/or Professional Experience:

Since I got my MBA from Berkeley-Haas in 2013 I have been working and leading teams in San Francisco. My growth has focused on two core skills: problem solving via data and analytics, and influence without authority.

Setting, assessing, and achieving metrics and budgets has been a core part of my career. I have vast experience determining which metrics will give real insights into customer (or voter) behavior, and I understand the methodologies available to measure those metrics. More recently, I have managed teams responsible for these tasks and have learned how to guide from a distance, as the commission does.

More importantly, as a leader in a company it is often my responsibility to bring together many groups of people who have different viewpoints and ensure that they all agree on the best path forward. I believe this superpower will be invaluable in ensuring a functional Elections Commission.



Civic Activities:

In 2019 I volunteered in Supervisor Stefani's office for a few months while I was between jobs. That role allowed me a glimpse of our city workings, the good and the bad. I also got to interact with members of the community that are outside my typical networks. It was such an amazing opportunity to feel closer and more connected with my community. Since then I have had an unrequited desire to give back to my community and participate in our city governance.

During the pandemic, I hosted a polling place in my garage, and I loved enabling my neighbors to cast their ballots. I am passionate about civic engagement and truly believe in the democratic process. The best way for citizens to impact their government is to make their voices heard at the ballot box. I hope to be able to bring this experience to help the Department of Elections and the Elections Commission to operate more smoothly, and better achieve the goal of free and fair elections.

Have you attended any meetings of the body to which you are applying? Yes No

An appearance before the Rules Committee may be required at a scheduled public hearing, prior to the Board of Supervisors considering the recommended appointment. Applications should be received ten (10) days prior to the scheduled public hearing.

Date: 11/29/23

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 Vacated: _____

**STATEMENT OF ECONOMIC INTERESTS
COVER PAGE**
A PUBLIC DOCUMENT

Please type or print in ink.

NAME OF FILER (LAST) (FIRST) (MIDDLE)
Kowitz Ruth Alexandra

1. Office, Agency, or Court

Agency Name (Do not use acronyms)
Elections Commission

Division, Board, Department, District, if applicable Your Position
Candidate for Member

► If filing for multiple positions, list below or on an attachment. (Do not use acronyms)

Agency: _____ Position: _____

2. Jurisdiction of Office (Check at least one box)

- State
- Multi-County _____
- City of San Francisco
- Judge, Retired Judge, Pro Tem Judge, or Court Commissioner (Statewide Jurisdiction)
- County of San Francisco
- Other _____

3. Type of Statement (Check at least one box)

- Annual:** The period covered is January 1, 2022, through December 31, 2022.
-or- The period covered is ____/____/____, through December 31, 2022.
- Assuming Office:** Date assumed ____/____/____
- Candidate:** Date of Election 1/1/24 and office sought, if different than Part 1: _____
- Leaving Office:** Date Left ____/____/____ (Check one circle.)
- The period covered is January 1, 2022, through the date of leaving office.
- The period covered is ____/____/____, through the date of leaving office.

4. Schedule Summary (required)

► Total number of pages including this cover page: _____

Schedules attached

- Schedule A-1 - Investments** – schedule attached
- Schedule A-2 - Investments** – schedule attached
- Schedule B - Real Property** – schedule attached
- Schedule C - Income, Loans, & Business Positions** – schedule attached
- Schedule D - Income – Gifts** – schedule attached
- Schedule E - Income – Gifts – Travel Payments** – schedule attached

-or- **None - No reportable interests on any schedule**

5. Verification

MAILING ADDRESS STREET CITY STATE ZIP CODE
(Business or Agency Address Recommended - Public Document)
134 Bartlett St San Francisco CA 94110
DAYTIME TELEPHONE NUMBER EMAIL ADDRESS
(510) 390-1482 ruth.kowitz@gmail.com

I have used all reasonable diligence in preparing this statement. I have reviewed this statement and to the best of my knowledge the information contained herein and in any attached schedules is true and complete. I acknowledge this is a public document.

I certify under penalty of perjury under the laws of the State of California that the foregoing is true and correct.

Date Signed 11/29/23
(month, day, year)

Signature 
(File the originally signed paper statement with your filing official.)

SCHEDULE A-1

Investments

Stocks, Bonds, and Other Interests

(Ownership Interest is Less Than 10%)

Do not attach brokerage or financial statements.



CALIFORNIA FORM
FAIR POLITICAL PRACTICES COMMISSION



Name
Ruth Kowitz

<BLUE> is a required field

NAME OF BUSINESS ENTITY	GENERAL DESCRIPTION OF THIS BUSINESS ACTIVITY	FAIR MARKET VALUE (Select from drop down list)	NATURE OF INVESTMENT (Select from drop down list. If "other," describe)	IF APPLICABLE, LIST DATE (mm/dd/yyyy) ACQUIRED DISPOSED
GV LLC	Venture Capital	\$10,001 - \$100,000	Partnership	
Stripe Inc	Financial Services	\$100,001 - \$1,000,000	Stock	
Toast Inc	Digital Restaurant Services	\$10,001 - \$100,000	Stock	
Apple Inc.	Technology	\$10,001 - \$100,000	Stock	
Microsoft Corporation	Technology	\$10,001 - \$100,000	Stock	
NVIDIA Corporation	Semiconductors	\$10,001 - \$100,000	Stock	
Alphabet Inc. (Google)	Internet Services	\$10,001 - \$100,000	Stock	
Amazon.com Inc.	E-commerce	\$10,001 - \$100,000	Stock	
Meta Platforms, Inc.	Social Media	\$10,001 - \$100,000	Stock	
Exxon Mobil Corporation	Oil and Gas	\$10,001 - \$100,000	Stock	
Marathon Petroleum Corp.	Oil and Gas	\$10,001 - \$100,000	Stock	
Eli Lilly and Company	Pharmaceuticals	\$10,001 - \$100,000	Stock	
Berkshire Hathaway Inc.	Conglomerate	\$10,001 - \$100,000	Stock	
Procter & Gamble Co.	Consumer Goods	\$10,001 - \$100,000	Stock	
Tesla, Inc.	Electric Vehicles	\$2,000 - \$10,000	Stock	
Broadcom Inc.	Semiconductors	\$2,000 - \$10,000	Stock	
Hess Corporation	Oil and Gas	\$2,000 - \$10,000	Stock	
JPMorgan Chase & Co.	Banking	\$2,000 - \$10,000	Stock	
Netflix, Inc.	Streaming	\$2,000 - \$10,000	Stock	
Linde plc	Industrial Gases	\$2,000 - \$10,000	Stock	
Verizon Communications Inc.	Telecommunications	\$2,000 - \$10,000	Stock	
Visa Inc.	Payments	\$2,000 - \$10,000	Stock	
Oracle Corporation	Software	\$2,000 - \$10,000	Stock	
Copart, Inc.	Online Auto Auctions	\$2,000 - \$10,000	Stock	
Mastercard Incorporated	Payments	\$2,000 - \$10,000	Stock	
Merck & Co., Inc.	Pharmaceuticals	\$2,000 - \$10,000	Stock	
ConocoPhillips	Oil and Gas	\$2,000 - \$10,000	Stock	
UnitedHealth Group Inc.	Healthcare	\$2,000 - \$10,000	Stock	
Costco Wholesale Corp.	Retail	\$2,000 - \$10,000	Stock	

Chevron Corporation	Oil and Gas	\$2,000 - \$10,000	Stock
Intuit Inc.	Financial Software	\$2,000 - \$10,000	Stock
Amgen Inc.	Biotechnology	\$2,000 - \$10,000	Stock
Occidental Petroleum Corp.	Oil and Gas	\$2,000 - \$10,000	Stock
D.R. Horton, Inc.	Homebuilding	\$2,000 - \$10,000	Stock
Comcast Corporation	Media and Telecommunications	\$2,000 - \$10,000	Stock
Consolidated Edison, Inc.	Utilities	\$2,000 - \$10,000	Stock
S&P Global Inc.	Financial Information Services	\$2,000 - \$10,000	Stock
O'Reilly Automotive, Inc.	Auto Parts Retail	\$2,000 - \$10,000	Stock
Valero Energy Corporation	Refining and Marketing	\$2,000 - \$10,000	Stock
AbbVie Inc.	Pharmaceuticals	\$2,000 - \$10,000	Stock
Old Dominion Freight Line	Transportation and Logistics	\$2,000 - \$10,000	Stock
PulteGroup, Inc.	Homebuilding	\$2,000 - \$10,000	Stock
Phillips 66	Energy	\$2,000 - \$10,000	Stock
EOG Resources, Inc.	Oil and Gas Exploration	\$2,000 - \$10,000	Stock
Devon Energy Corporation	Oil and Gas Exploration	\$2,000 - \$10,000	Stock
Illinois Tool Works Inc.	Manufacturing	\$2,000 - \$10,000	Stock
Snap-on Incorporated	Tools and Equipment	\$2,000 - \$10,000	Stock
Church & Dwight Co., Inc.	Consumer Goods	\$2,000 - \$10,000	Stock
Starbucks Corporation	Coffee Retail	\$2,000 - \$10,000	Stock
The Clorox Company	Household and Professional Products	\$2,000 - \$10,000	Stock
The Progressive Corporation	Insurance	\$2,000 - \$10,000	Stock
The Home Depot, Inc.	Home Improvement Retail	\$2,000 - \$10,000	Stock
PepsiCo, Inc.	Food and Beverage	\$2,000 - \$10,000	Stock
Walmart Inc.	Retail	\$2,000 - \$10,000	Stock
McDonald's Corporation	Fast Food	\$2,000 - \$10,000	Stock
The Coca-Cola Company	Beverages	\$2,000 - \$10,000	Stock
International Business Machines Corporation	Technology	\$2,000 - \$10,000	Stock
Tyson Foods, Inc.	Food Processing	\$2,000 - \$10,000	Stock
Vertex Pharmaceuticals Inc.	Biotechnology	\$2,000 - \$10,000	Stock
Advanced Micro Devices, Inc.	Semiconductors	\$2,000 - \$10,000	Stock
The TJX Companies, Inc.	Retail	\$2,000 - \$10,000	Stock
Adobe Inc.	Software	\$2,000 - \$10,000	Stock
Diamondback Energy, Inc.	Oil and Gas Exploration	\$2,000 - \$10,000	Stock
Halliburton Company	Oilfield Services	\$2,000 - \$10,000	Stock
Accenture plc	Consulting and Professional Services	\$2,000 - \$10,000	Stock
Centura Energy, Inc.	Coal Mining	\$2,000 - \$10,000	Stock
The Boeing Company	Aerospace and Defense	\$2,000 - \$10,000	Stock
The Sherwin-Williams Company	Paints and Coatings	\$2,000 - \$10,000	Stock
Lam Research Corporation	Semiconductor Equipment	\$2,000 - \$10,000	Stock
Stryker Corporation	Medical Devices	\$2,000 - \$10,000	Stock
Cisco Systems, Inc.	Networking Equipment	\$2,000 - \$10,000	Stock
Uber Technologies, Inc.	Ride-sharing and Delivery	\$2,000 - \$10,000	Stock
Arthur J. Gallagher & Co.	Insurance and Risk Management	\$2,000 - \$10,000	Stock
Automatic Data Processing, Inc.	Human Resources and Payroll	\$2,000 - \$10,000	Stock
Amphenol Corporation	Electronic Connectors	\$2,000 - \$10,000	Stock
Coinbase Global, Inc.	Cryptocurrency Exchange	\$2,000 - \$10,000	Stock
Analog Devices, Inc.	Semiconductors	\$2,000 - \$10,000	Stock

Synopsys, Inc.	Electronic Design Automation	\$2,000 - \$10,000	Stock
Regeneron Pharmaceuticals, Inc.	Biotechnology	\$2,000 - \$10,000	Stock
Glilead Sciences, Inc.	Biopharmaceuticals	\$2,000 - \$10,000	Stock
AT&T Inc.	Telecommunications	\$2,000 - \$10,000	Stock
Booking Holdings Inc.	Online Travel Booking	\$2,000 - \$10,000	Stock
Lockheed Martin Corporation	Aerospace and Defense	\$2,000 - \$10,000	Stock
Altria Group, Inc.	Tobacco	\$2,000 - \$10,000	Stock
Trane Technologies plc	Climate Solutions	\$2,000 - \$10,000	Stock
Philip Morris International Inc.	Tobacco	\$2,000 - \$10,000	Stock
Franklin Resources, Inc.	Investment Management	\$2,000 - \$10,000	Stock
American Express Company	Financial Services	\$2,000 - \$10,000	Stock
Applied Materials, Inc.	Semiconductor Equipment	\$2,000 - \$10,000	Stock
Molson Coors Beverage Company	Brewing and Beverage	\$2,000 - \$10,000	Stock
Simon Property Group, Inc.	Real Estate Investment Trust	\$2,000 - \$10,000	Stock
Republic Services, Inc.	Waste Management	\$2,000 - \$10,000	Stock
Digital Realty Trust, Inc.	Real Estate Investment Trust	\$2,000 - \$10,000	Stock
Bank of America Corporation	Banking	\$2,000 - \$10,000	Stock
Cognizant Technology Solutions Corporation	IT Services	\$2,000 - \$10,000	Stock
Pfizer Inc.	Pharmaceuticals	\$2,000 - \$10,000	Stock
DoorDash, Inc.	Food Delivery	\$2,000 - \$10,000	Stock
Zoetis Inc.	Animal Health	\$2,000 - \$10,000	Stock
Boston Scientific Corporation	Medical Devices	\$2,000 - \$10,000	Stock
Lennar Corporation	Homebuilding	\$2,000 - \$10,000	Stock
McKesson Corporation	Pharmaceuticals Distribution	\$2,000 - \$10,000	Stock
Fastenal Company	Industrial Supplies	\$2,000 - \$10,000	Stock
KLA Corporation	Semiconductor Equipment	\$2,000 - \$10,000	Stock
TE Connectivity Ltd.	Connectivity and Sensors	\$2,000 - \$10,000	Stock
Schlumberger Limited	Oilfield Services	\$2,000 - \$10,000	Stock
Cadence Design Systems, Inc.	Electronic Design Automation	\$2,000 - \$10,000	Stock
Eaton Corporation plc	Power Management	\$2,000 - \$10,000	Stock
ANSYS, Inc.	Engineering Simulation Software	\$2,000 - \$10,000	Stock
AutoZone, Inc.	Automotive Parts Retail	\$2,000 - \$10,000	Stock
The Kroger Co.	Retail	\$2,000 - \$10,000	Stock
CME Group Inc.	Financial Markets	\$2,000 - \$10,000	Stock
Marsh & McLennan Companies, Inc.	Professional Services	\$2,000 - \$10,000	Stock
Extra Space Storage Inc.	Self-Storage Real Estate	\$2,000 - \$10,000	Stock
Cheniere Energy, Inc.	Liquefied Natural Gas	\$2,000 - \$10,000	Stock
The Blackstone Group Inc.	Investment Management	\$2,000 - \$10,000	Stock
Conagra Brands, Inc.	Food and Beverage	\$2,000 - \$10,000	Stock
ON Semiconductor Corporation	Semiconductors	\$2,000 - \$10,000	Stock
Equinix, Inc.	Data Centers	\$2,000 - \$10,000	Stock
Masco Corporation	Building Products	\$2,000 - \$10,000	Stock
HubSpot, Inc.	Inbound Marketing Software	\$2,000 - \$10,000	Stock
Hubbell Incorporated	Electrical and Electronic Products	\$2,000 - \$10,000	Stock
Seagen Inc.	Biotechnology	\$2,000 - \$10,000	Stock
Northrop Grumman Corporation	Aerospace and Defense	\$2,000 - \$10,000	Stock
W.W. Grainger, Inc.	Industrial Supplies	\$2,000 - \$10,000	Stock
PACCAR Inc	Trucks and Related Parts	\$2,000 - \$10,000	Stock

Tradeweb Markets Inc.	Financial Markets	\$2,000 - \$10,000	Stock
Aon plc	Risk, Retirement, and Health Consulting	\$2,000 - \$10,000	Stock
Marathon Oil Corporation	Oil and Gas Exploration	\$2,000 - \$10,000	Stock
Palantir Technologies Inc.	Data Analytics	\$2,000 - \$10,000	Stock
Caterpillar Inc.	Construction and Mining Equipment	\$2,000 - \$10,000	Stock
KeyCorp	Banking	\$2,000 - \$10,000	Stock
Chipotle Mexican Grill, Inc.	Fast Casual Restaurants	\$2,000 - \$10,000	Stock
General Dynamics Corporation	Aerospace and Defense	\$2,000 - \$10,000	Stock
Waste Management, Inc.	Waste Management	\$2,000 - \$10,000	Stock
Intuitive Surgical, Inc.	Medical Devices	\$2,000 - \$10,000	Stock
Stanley Black & Decker, Inc.	Tools and Equipment	\$2,000 - \$10,000	Stock
Moody's Corporation	Credit Ratings	\$2,000 - \$10,000	Stock
Frank's International N.V.	Oilfield Services	\$2,000 - \$10,000	Stock
Texas Instruments Incorporated	Semiconductors	\$2,000 - \$10,000	Stock
General Electric Company	Conglomerate	\$2,000 - \$10,000	Stock
Honeywell International Inc.	Industrial Conglomerate	\$2,000 - \$10,000	Stock
Parker-Hannifin Corporation	Motion and Control Technologies	\$2,000 - \$10,000	Stock
Healthpeak Properties, Inc.	Real Estate Investment Trust	\$2,000 - \$10,000	Stock
Pioneer Natural Resources Company	Oil and Gas Exploration	\$2,000 - \$10,000	Stock
Cardinal Health, Inc.	Healthcare Services	\$2,000 - \$10,000	Stock
Roper Technologies, Inc.	Diversified Technology	\$2,000 - \$10,000	Stock
Nucor Corporation	Steel	\$2,000 - \$10,000	Stock
Walgreens Boots Alliance, Inc.	Retail Pharmacy	\$2,000 - \$10,000	Stock
Ameriprise Financial, Inc.	Financial Services	\$2,000 - \$10,000	Stock
Dell Technologies Inc.	Technology	\$2,000 - \$10,000	Stock
Citizens Financial Group, Inc.	Banking	\$2,000 - \$10,000	Stock
Williams Companies, Inc.	Energy	\$2,000 - \$10,000	Stock
Nike, Inc.	Athletic Apparel and Footwear	\$2,000 - \$10,000	Stock
Garmin Ltd.	GPS Technology	\$2,000 - \$10,000	Stock
Xylem Inc.	Water Technology	\$2,000 - \$10,000	Stock
Humana Inc.	Health Insurance	\$2,000 - \$10,000	Stock
Dexcom, Inc.	Medical Devices	\$2,000 - \$10,000	Stock
Prologis, Inc.	Logistics Real Estate	\$2,000 - \$10,000	Stock
Lowe's Companies, Inc.	Home Improvement Retail	\$2,000 - \$10,000	Stock

Schedules A-1 through E Comments

CALIFORNIA FORM 700 FAIR POLITICAL PRACTICES COMMISSION
Name
Ruth Kowitz

Schedule A-1 Comments

My spouse is a partner in several GV (formerly Google Ventures) funds dated from his time employed there. The market value is indeterminate, but I estimate it to be \$100,000

All Stocks listed from Apple and below are part of a Wealthfront managed brokerage account. Wealthfront selects a variety of stocks based on my spouse's settings, but neither I nor my spouse can select individual stocks nor choose when to invest/divest. It is not a mutual fund or ETF, but operates as such in our portfolio

Schedule A-2 Comments

I co-founded a venture-backed software startup in 2022. As of November 2023 we are in the process of dissolving the company. It never made any revenue or had a FMV higher than \$0, but I own up to 10% in purchased shares and outstanding options.

Schedule B Comments

Schedule C Comments

Schedule D Comments

Schedule E Comments

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

Application for Boards, Commissions, Committees, & Task Forces

Name of Board/Commission/Committee/Task Force: Elections Commission

Seat # (Required - see Vacancy Notice for qualifications): 1

Full Name: Santisia (Tisa) Ambrosino

[Redacted] Zip Code: 94133
Occupation: Masters of Social Work Student/SFDPH Intern

Work Phone: n/a Employer: n/a

Business Address: Zip Code:

Business Email: Home Email [Redacted]

Pursuant to Charter, Section 4.101(a)(2), Boards and Commissions established by the Charter must consist of residents of the City and County of San Francisco who are 18 years of age or older (unless otherwise stated in the code authority). For certain appointments, the Board of Supervisors may waive the residency requirement.

Resident of San Francisco: Yes [checked] No [] If No, place of residence:
18 Years of Age or Older: Yes [checked] No []

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 queer/bisexual, Latine and Native American woman. I am a transracial adoptee, meaning I grew up with parents who are a different race than me, which gives me a unique perspective when it comes to race and identity. I am 29 years old and have invisible, dynamic disabilities. These disabilities have been classified as Autism, ADHD, and Ehlers-Danlos Syndrome (EDS). I am low-support needs when it comes to Autism and ADHD. While they have a huge impact on my life, I can easily interact with others and stay organized enough to function in life and succeed in many aspects. These diagnoses help me to be acutely aware of the cognitive needs and accommodations that individuals may require as it relates to providing information to the public. That being said, there is always more to learn in this area. EDS results in joint dislocations and consistent chronic pain, which has opened my eyes to physical accessibility/mobility needs of individuals in San Francisco as it can be particularly challenging. I currently live in North Beach, where I feel quite connected to the community. Prior to North Beach, I resided in the Haight, and before that, the Richmond.

Business and/or Professional Experience:

I am a Masters of Social Work (MSW) student at UC Berkeley. My studies focus on organization management, program implementation, and policy design. I believe my breadth of knowledge and education in this area could be helpful to the commission overseeing the Department of Elections when it comes to thinking about accessibility and equity, organizational structure, and policy interpretation (if relevant). While in school, I have assisted the ACLU in facilitating the opening of a chapter of Reimagine Child Safety Coalition in Northern California and also assisted the National Center for Youth Law with their work in support of SB-578, Juvenile court: dependents: removal. This has put me in close proximity to legal work, its jargon, and the workings of politics.

Prior to pursuing my MSW I worked at the Department of Elections for two years as a clerk and as the Ballot Manager. In this time, I gained a deep understanding of how the Department of Elections functions, its strengths, and growth edges. I also learned to think more critically and deeply about election planning and its processes. In addition, and maybe most importantly, I learned how to engage with the general public around election security and related information. Prior to working at the Department of Elections, the majority of work I was involved with was in the mental health sector. There, I often worked collaboratively with a team to make decisions as it related to clients and program functions.

Civic Activities:

I vote. I try to educate anyone I can on the election process.

I have participated in Vote Forward campaigns during election years.

I sign petitions I believe are meaningful to communities I exist within.

I have written letters of support and opposition to state legislators.

I am a part of Telegraph Hill Dwellers, but not very active due to school.

I am currently in an unpaid internship at Family Mosaic Project (unsure if that counts as a Civic Activity, but it is community engagement nonetheless).

Have you attended any meetings of the body to which you are applying? Yes No

An appearance before the Rules Committee may be required at a scheduled public hearing, prior to the Board of Supervisors considering the recommended appointment. Applications should be received ten (10) days prior to the scheduled public hearing.

Date: 09/12/2023

Applicant's Signature (required):

Santisia Ambrosino

Digitally signed by Santisia Ambrosino
Date: 2023.09.12 23:07:45 -07'00'

(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 Vacated: _____

STATEMENT OF ECONOMIC INTERESTS
COVER PAGE
A PUBLIC DOCUMENT

Please type or print in ink.

NAME OF FILER (LAST) (FIRST) (MIDDLE)
Ambrosino Santisia Alicel

1. Office, Agency, or Court

Agency Name (Do not use acronyms)
Board of Supervisors

Division, Board, Department, District, if applicable Your Position
San Francisco Elections Commission Commission Member

▶ If filing for multiple positions, list below or on an attachment. (Do not use acronyms)

Agency: _____ Position: _____

2. Jurisdiction of Office (Check at least one box)

- State
- Multi-County _____
- City of _____
- Judge, Retired Judge, Pro Tem Judge, or Court Commissioner (Statewide Jurisdiction)
- County of San Francisco
- Other _____

3. Type of Statement (Check at least one box)

- Annual:** The period covered is January 1, 2022, through December 31, 2022.
- Leaving Office:** Date Left ____/____/_____
(Check one circle.)
- The period covered is January 1, 2022, through the date of leaving office.
- Assuming Office:** Date assumed ____/____/_____
-OR- The period covered is ____/____/_____, through December 31, 2022.
- The period covered is ____/____/_____, through the date of leaving office.
- Candidate:** Date of Election _____ and office sought, if different than Part 1: _____

4. Schedule Summary (required)

▶ Total number of pages including this cover page: _____

Schedules attached

- Schedule A-1 - Investments - schedule attached
- Schedule A-2 - Investments - schedule attached
- Schedule B - Real Property - schedule attached
- Schedule C - Income, Loans, & Business Positions - schedule attached
- Schedule D - Income - Gifts - schedule attached
- Schedule E - Income - Gifts - Travel Payments - schedule attached

-or- None - No reportable interests on any schedule

5. Verification

MAILING ADDRESS STREET CITY STATE ZIP CODE
(Business or Agency Address Recommended - Public Document)
23a Varennes St. San Francisco CA 94133
DAYTIME TELEPHONE NUMBER EMAIL ADDRESS
(503) 805-8016 taambrosino@gmail.com

I have used all reasonable diligence in preparing this statement. I have reviewed this statement and to the best of my knowledge the information contained herein and in any attached schedules is true and complete. I acknowledge this is a public document.

I certify under penalty of perjury under the laws of the State of California that the foregoing is true and correct.

Date Signed 09/14/2023
(month, day, year)

Signature _____
(File the originally signed paper statement with your filing official.)

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

Application for Boards, Commissions, Committees, & Task Forces

Name of Board/Commission/Committee/Task Force: Elections Commission

Seat # (Required - see Vacancy Notice for qualifications): 1

Full Name: Wing Kwan Wong

San Francisco, CA Zip Code: 94109

Occupation: Immigrant Rights Community Advocate

Employer: Chinese for Affirmative Action

Zip Code: 94108

Home Email:

Pursuant to Charter, Section 4.101(a)(2), Boards and Commissions established by the Charter must consist of residents of the City and County of San Francisco who are 18 years of age or older (unless otherwise stated in the code authority). For certain appointments, the Board of Supervisors may waive the residency requirement.

Resident of San Francisco: Yes [checked] No [] If No, place of residence:
18 Years of Age or Older: Yes [checked] No []

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 believe that my lived experience as a Hong Konger and a recent immigrant in the US uniquely embodies the voice of immigrant communities in San Francisco, a perspective currently underrepresented in the Elections Commission.

I moved to the US from Hong Kong in 2019 and became the first in my family to attend college, earning a master's degree from the Fletcher School of Law and Diplomacy, Tufts University. Growing up in Hong Kong, I witnessed a gradual erosion of democracy and political freedom which ignited my resolve to defend and promote democratic values. I actively participated in peaceful protests during the Umbrella Movement and reported on the 2019 pro-democracy movement for media outlets, capturing the unwavering dedication and resilience of my fellow Hong Kong demonstrators. It is because of my personal struggle with freedom and liberty that motivates me to apply to the Elections Commission, especially in a time when the integrity of democracy in the US, too, faces challenges. My experience has underscored the importance of free, fair, and functional elections in maintaining checks and balance and preventing abuse of power, for which I am determined to continue my mission of safeguarding these democratic principles.

Furthermore, despite my English fluency, I have encountered challenges while navigating an unfamiliar system in a second language, a daunting experience shared by many immigrants in San Francisco. Language barriers and limited opportunities in government roles present formidable obstacles for us to fully engage in American society. Even when immigrants secure positions in government, we often find ourselves pressured to compromise the authenticity of our lived experiences in order to "fit in". These obstacles also contribute to the widespread prevalence of disinformation within immigrant groups, making them more susceptible to misleading narratives. Owing to my personal journey, I can empathize with the experiences of the broader immigrant communities and other marginalized groups in our city. Despite the efforts to disenfranchise immigrants, BIPOC, and low-income individuals, we are all stakeholders in this city and deserve to be seen as such. Therefore, I am committed to amplifying our often unheard voices and creating a platform for underserved groups to meaningfully participate in the democratic process. In addition, my fluency in Cantonese and Mandarin, as well as my cultural competency, not only allows me to bridge communication gaps, it also provides me with insights on how to foster a more inclusive electoral system for all voters, particularly for immigrants groups and communities of color.

Business and/or Professional Experience:

I believe that my role as an Immigrant Rights Community Advocate at Chinese for Affirmative Action (CAA) equips me with a unique perspective that I am eager to bring to the Elections Commission. My work at CAA involves actively empowering low-income Chinese immigrants, many of whom are monolingual, to exercise their fundamental rights to vote. For instance, I have hosted in-language outreach workshops and created a Cantonese podcast episode to inform immigrants of their voting rights and educate them about local ballot measures and candidates during last year's midterm election. Even in a city like San Francisco, which prides itself in being a welcoming sanctuary for immigrants, language and cultural barriers still deter newcomers from participating in the democratic process. My linguistic skills and cultural competency have enabled me to bridge this gap effectively. This year, I provided and coordinated interpretation for immigrant women at a Board of Supervisors meeting, where they made public comments in Cantonese and Spanish to voice their needs and advocate for strengthening our city's Language Access Ordinance. I am deeply committed to ensuring that everyone, regardless of their language background, have the opportunity to fully participate in our democratic system, and I see the Elections Commission as an ideal platform to continue this impactful work.

Additionally, my involvement in non-citizen voting has provided me with a nuanced perspective on issues related to voter access, community representation, and the potential barriers immigrant communities face in civic engagement. While the First District Court of Appeal recently restored immigrant parents' right to vote in school board elections, many of them still fear that their information could be shared with Immigration and Customs Enforcement. Another misconception is that non-citizen voting might negatively impact their future naturalization applications. The Cantonese podcast I hosted addressed these concerns, aiming to provide accurate and easily understandable information about non-citizen voting. It guided eligible voters through the process of registration and exercising their lawful rights to vote in school board elections. In short, my working experience with non-citizen voting aligns with the mandate of the Elections Commission, which is to ensure equal access to the electoral process for all eligible voters, irrespective of their language and cultural background.

Civic Activities:

My extensive experiences with the United Nations (UN), including internships at the International Organization for Migration (IOM) in Hong Kong and Washington, D.C., and at the United Nations High Commissioner for Refugees (UNHCR) in Hong Kong, significantly influenced my belief in the power of public services and diplomacy. During my internship at IOM, I produced a short video highlighting human trafficking in Hong Kong and conducted interviews with three migrant domestic workers who had experienced labor exploitation and abuses. This video was part of our campaign effort designed to raise public awareness and facilitate meetings with representatives from the Hong Kong government, as well as labor-supply and receiving countries. Serving as a neutral mediator, we effectively redirected the conversation to focus on the rights of migrant domestic workers, despite divergent interests among various nations. To conclude, my experience working in a diverse and multicultural environment like the UN has honed my ability to collaborate effectively with people from different backgrounds and conflicting political views, with the goal of not only ensuring that community voices are heard but also that they are meaningfully integrated into the policy decisions that shape their life.

Since moving to San Francisco, I have continued my commitment to community service beyond my professional role. Last year, I volunteered at a free naturalization workshop organized by the San Francisco Pathways to Citizenship Initiative, a network sponsored by the Office of Civic Engagement and Immigrant Affairs, City of San Francisco. During this event, I assisted several Cantonese and Spanish speakers with the help of interpreters in completing their citizenship applications. Additionally, I went above and beyond my role as an Immigrant Rights Community Advocate to work part-time as a research assistant for Stop AAPI Hate, a national campaign co-sponsored by CAA. In this voluntary role, I coded and analyzed hate incidents targeting AAPI groups across the nation, resulting in an evidence-based report aimed at shaping state-level policymaking and enhancing intervention programs.

Have you attended any meetings of the body to which you are applying? Yes No

An appearance before the Rules Committee may be required at a scheduled public hearing, prior to the Board of Supervisors considering the recommended appointment. Applications should be received ten (10) days prior to the scheduled public hearing.

Date: 10/27/2023

Applicant's Signature (required): _____



Digitally signed by Kelly Wong
Date: 2023.10.27 15:25:38 -07'00'

*(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 Vacated: _____

**STATEMENT OF ECONOMIC INTERESTS
COVER PAGE**
A PUBLIC DOCUMENT

Please type or print in ink.

NAME OF FILER (LAST) (FIRST) (MIDDLE)
Wong Wing Kwan

1. Office, Agency, or Court

Agency Name (Do not use acronyms) Commissioner
Elections Commission
Division, Board, Department, District, if applicable Your Position

► If filing for multiple positions, list below or on an attachment. (Do not use acronyms)

Agency: N/A Position: N/A

2. Jurisdiction of Office (Check at least one box)

State Judge, Retired Judge, Pro Tem Judge, or Court Commissioner (Statewide Jurisdiction)
 Multi-County County of San Francisco
 City of San Francisco Other

3. Type of Statement (Check at least one box)

Annual: The period covered is January 1, 2022, through December 31, 2022.
-or- The period covered is _____, through December 31, 2022.
 Assuming Office: Date assumed _____
 Candidate: Date of Election _____ and office sought, if different than Part 1: _____
 Leaving Office: Date Left _____ (Check one circle.)
 The period covered is January 1, 2022, through the date of leaving office.
-or-
 The period covered is _____, through the date of leaving office.

4. Schedule Summary (required)

► Total number of pages including this cover page: 2

Schedules attached

Schedule A-1 - Investments - schedule attached Schedule C - Income, Loans, & Business Positions - schedule attached
 Schedule A-2 - Investments - schedule attached Schedule D - Income - Gifts - schedule attached
 Schedule B - Real Property - schedule attached Schedule E - Income - Gifts - Travel Payments - schedule attached

-or- None - No reportable interests on any schedule

5. Verification

MAILING ADDRESS STREET CITY STATE ZIP CODE
(Business or Agency Address Recommended - Public Document)
17 Walter U. Lum Place San Francisco CA 94108
DAYTIME TELEPHONE NUMBER EMAIL ADDRESS
()

I have used all reasonable diligence in preparing this statement. I have reviewed this statement and to the best of my knowledge the information contained herein and in any attached schedules is true and complete. I acknowledge this is a public document.

I certify under penalty of perjury under the laws of the State of California that the foregoing is true and correct.

Date Signed 10/27/2023
(month, day, year)

Signature _____
(File the originally signed paper statement with your filing official.)

SCHEDULE C
Income, Loans, & Business
Positions

(Other than Gifts and Travel Payments)

Name

Wing Kwan Wong

<BLUE> is a required field

* Select from drop down list

**You are not required to report loans from commercial lending institutions, or any indebtedness created as part of a retail installment or credit card transaction, made in the lender's regular course of business on terms available to members of the public without regard to your official status. Personal loans and loans received not in a lender's regular course of business must be disclosed as follows:

1. Income Received							2. Loans Received or Outstanding			
NAME AND ADDRESS OF SOURCE	BUSINESS ACTIVITY, IF ANY	YOUR BUSINESS POSITION	GROSS INCOME RECEIVED*	CONSIDERATION FOR WHICH INCOME WAS RECEIVED* (if "other," describe)	NAME AND ADDRESS OF LENDER** (Business Address Acceptable) AND GUARANTOR, IF ANY	BUSINESS ACTIVITY, IF ANY	HIGHEST BALANCE*	INTEREST RATE (%)	TERM (Mos/Yrs)	SECURITY FOR LOAN REAL PROPERTY ADDRESS/OTHER INFORMATION*

Cell: A7

Note: After completion, ensure that there are no blue fields on this schedule. If so, you must complete that cell.

Cell: A11

Note: For income from rental property that is not required to be listed on Schedule B, enter "Rental Income" under "Name of Source," check the box indicating the gross income received, and, if you had a 10% or greater interest in the rental property, list the name of each tenant if your pro rata share of the gross income from that tenant was \$10,000 or more during the reporting period.

Cell: A12

Note: Disclose the name and address of each source of income or each business entity with which you held a business position.

Cell: B12

Note: Provide a general description of the business activity if the source is a business entity (for example, pharmaceuticals, computers, automobile manufacturing, or communications).

Cell: C12

Note: Disclose your job title or business position held with the entity. (for example, if you were a director, officer, partner, trustee, employee, or held any position of management).

Cell: D12

Note: Select the amount of gross income received.

Cell: E12

Note: Select the consideration for which the income was received. If you received commission or rental property income of \$10,000 or more from a single source, you must provide the name of the source.

Cell: F12

Note: Provide the name and address of the lender. Identify a guarantor, if applicable.

Cell: G12

Note: Provide a general description of the business activity if the lender is a business entity.

Cell: H12

Note: Select the highest balance of the loan during the reporting period.

Cell: I12

Note: Disclose the interest rate. For variable interest rate loans, disclose the conditions of the loan (for example, Prime + 2) or the average interest rate for the reporting period.

reporting period.

Cell: J12

Note: Disclose the term of the loan. The term of a loan is the total number of months or years given for repayment of the loan at the time the loan was established.

Cell: K12

Note: Identify the security, if any, for the loan.



ELECTIONS COMMISSION

The below listed summary of seats, term expirations and membership information shall serve as notice of **vacancies, upcoming term expirations** and information on currently held seats, appointed by the Board of Supervisors. Appointments by other bodies are listed, if available. Seat numbers listed in **bold** are open for immediate appointment. However, you are able to submit applications for all seats and your application will be maintained for one year, in the event that an unexpected vacancy or opening occurs.

Membership and Seat Qualifications

Seat #	Appointing Authority	Seat Holder	Term Ending	Qualification
1	BOS	Christopher Jerdonek (second term)	1/1/24	Representative of the General public appointed by the Board of Supervisors
	Mayor	Nancy Crowley	1/1/23	Appointed by the Mayor
	City Attorney	Cynthia Dae		Appointed by the City Attorney
	Public Defender	Renita Livolfi	1/1/26	Appointed by the Public Defender
	District Attorney	Robin M. Stone	1/1/27	Appointed by the District Attorney
	Treasurer	Lucy Bernholz <i>President</i> (first term)	1/1/24	Appointed by the Treasurer
	Board of Education	Michelle Parker		Appointed by the Board of Education

BOARD OF SUPERVISORS (BOS) APPLICATION FORMS AVAILABLE HERE

- **English** - https://sfbos.org/sites/default/files/vacancy_application.pdf
- **中文** - https://sfbos.org/sites/default/files/vacancy_application_CHI.pdf
- **Español** - https://sfbos.org/sites/default/files/vacancy_application_SPA.pdf
- **Filipino** - https://sfbos.org/sites/default/files/vacancy_application_FIL.pdf

(For seats appointed by other Authorities please contact the Board / Commission / Committee / Task Force (see below) or the appointing authority directly.)

Pursuant to Board of Supervisors Rules of Order 2.19 (Motion No. 05-92) all applicants applying for this body must complete and submit, with their application, a copy (**not original**) of Form 700, Statement of Economic Interests. Applications will not be considered if a copy of Form 700 is not received.

FORM 700 AVAILABLE HERE (Required)

<https://www.fppc.ca.gov/Form700.html>

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.

Applications and other documents may be submitted to BOS-Appointments@sfgov.org

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

The Elections Commission consists of seven members, one of whom is appointed by the Board of Supervisors and is broadly representative of the general public. The composition of the other members are as follows: one member appointed by the Mayor; the City Attorney, the Public Defender, the District Attorney, the Treasurer, and the Board of Education of the San Francisco Unified School District. The member appointed by the Mayor shall have a background in the electoral process. The member appointed by the City Attorney shall have a background in elections law. The member appointed by the Treasurer shall have a background in financial management. The members appointed by the District Attorney, Public Defender, the Board of Education of SFUSD shall be broadly representative of the general public.

Term of Office: The Commission members shall serve five-year terms. No person appointed as a Commission member may serve as such for more than two successive five-year terms. Any person appointed as a commission member to complete more than two and one half years of a five-year term shall be deemed to have served one full term. In the event a vacancy occurs, the appointing authority who appointed the member vacating the office shall appoint a qualified person to complete the remainder of the term. All members initially appointed shall take office on January 1, 2002.

The Elections Commission shall oversee all public federal, state, district and municipal elections in the City and County. The Commission shall set general policies for the Department of Elections and shall be responsible for the proper administration of the general practices of the Department, subject to the budgetary and fiscal provision of the Charter. These duties shall include but not be limited to approving written plans prior to each election, submitted by the Director of Elections, detailing the policies, procedures, and personnel that will be used to conduct the election as well as an assessment of how well the plan succeeded in carrying out a free, fair and functional election. See Charter for restrictions on membership.

Authority: Charter, Section 13.103.5

Sunset Date: None

Contact: Marisa Davis
Department of Elections
1 Dr. Carlton B. Goodlett Place, Room 48
San Francisco, CA 94102
(415) 554-5756
elections.commission@sfgov.org

Updated: January 5, 2024



Gender Analysis
San Francisco Commissions and Boards
FY 2020-2021



London N. Breed
Mayor

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



Dear Honorable Mayor London N. Breed and Board of Supervisors:

Please find attached the 2021 Gender Analysis of Commissions and Boards Report. We are pleased to share that under Mayor Breed's leadership, representation of women, people of color, and women of color on policy bodies continues to increase. Mayoral appointments are more diverse based on gender and race compared to both supervisorial appointments and appointments in general.

Overall, policy bodies have a larger percentage of women, members of the LGBTQIA+ community, and Veterans¹ than the general San Francisco population. The percentage of women of color and people with disabilities appointed to policy bodies is near equal to the general population. Fiscal year 2020-2021 saw the largest increase in representation of women on policy bodies since the Department on the Status of Women started collecting data in 2009. Women of color have the highest representation of appointees to date.

Black and African American women and men are notably well-represented on San Francisco policy bodies. Black women are 8 percent of appointees compared to 2.4 percent of the general San Francisco population, and Black men are 4 percent of appointees compared to 2.5 percent of the general San Francisco population. Additionally, almost 1-in-4 appointees who responded to the survey question identify as a member of the LGBTQIA+ community.

Commissions that oversee the largest budgets have members of the LGBTQIA+ community, people with disabilities, and Veterans represented at higher percentages than the general population.

While San Francisco continues to make strides in diversity, there is still work to do in achieving parity of representation for Latinx and Asian groups in appointed positions overall, as well as women, people of color, and women of color on Commissions overseeing the largest budgets. The Department applauds Mayor Breed for remaining committed to diversifying policy body appointments across all diversity categories, including for positions of influence and authority.

Thank you to Department staff who worked on this report and to members of the Commission on the Status of Women for their ongoing advocacy for intersectional gender equity efforts.

Kimberly Ellis, Director of the Department on the Status of Women

A handwritten signature in black ink, appearing to read "Kimberly Ellis".

¹ "Veterans" refers to people who have served and/or have an immediate family member who has served in the military.

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Executive Summary

In 2008, San Francisco voters approved a City Charter Amendment (section 4.101) establishing as City policy for the membership of Commissions and Boards to reflect the diversity of San Francisco's population and appointing officials be urged to support the nomination, appointment, and confirmation of these candidates. Additionally, it requires the San Francisco Department on the Status of Women to conduct and publish a gender analysis of Commissions and Boards every two years.

The 2021 Gender Analysis of Commissions and Boards Report (2021 Gender Analysis Report) evaluates representation of the following groups across appointments to San Francisco policy bodies:

- Women
- People of color
- LGBTQIA+ individuals
- People with disabilities
- Veterans (or people who have immediate family members that have served)
- Various religious affiliations

The report includes policy bodies such as task forces, committees, and Advisory Bodies, in addition to Commissions and Boards.

This year, data was collected from 92 policy bodies and from a total of 349 members, mostly appointed by the Mayor and Board of Supervisors. The policy bodies surveyed for the 2021 Gender Analysis Report fall under two categories designated by the San Francisco Office of the City Attorney.² The first category, referred to as "Commissions and Boards," are policy bodies with decision-making authority and whose members are required to submit financial disclosures to the Ethics Commission. The second category, referred to as "Advisory Bodies," are policy bodies with advisory function whose members do not submit financial disclosures to the Ethics Commission. The report examines policy bodies and appointees both comprehensively as a whole and separately by the two categories.

Several changes were made to the survey questions for the 2021 Gender Analysis Report. Sexual Orientation and Gender Identity (SOGI) categories were aligned with the latest classifications used by the Office of Transgender Initiatives. The classification of Veteran Status was also expanded to include individuals with close family members that have served in the military and armed forces. This addition to Veteran Status was adopted based on feedback from previous reports.

While the overall number of policy bodies that submitted data increased compared to 2019, the total number of individual members who participated in the survey was dramatically less than the number who participated in 2019. Due to the pandemic, data collection methods

² "Sec. 3.1-103. Filing Officers." *American Legal Publishing Corporation*, https://codelibrary.amlegal.com/codes/san_francisco/latest/sf_campaign/0-0-0-979.

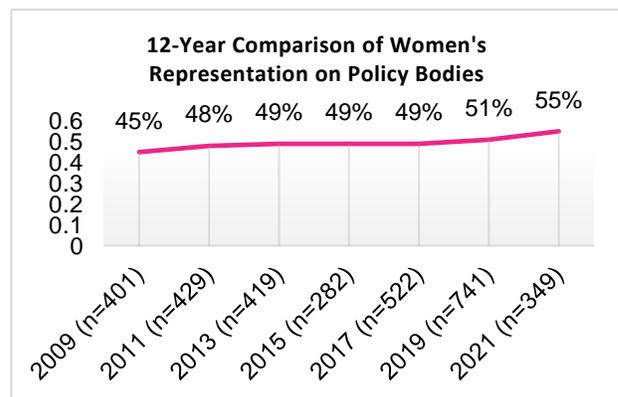
were limited compared to previous years, including the ability to conduct paper surveys and in-person meetings. Reliance on online surveying significantly reduced the level of participation, despite three to five direct contact efforts with policy bodies via phone and email. Moving forward, in addition to collecting data through paper/in-person surveys, when possible, the Department on the Status of Women recommends that all policy body appointees be required to take a training on the Gender Analysis survey process, alongside the required Ethics training, to guarantee participation.

Similarly, due to census data not being collected during COVID-19, updated demographic information on the general population of San Francisco was not available for years more recent than 2019. In this report, data on the San Francisco population references data from previous years (2015-2019) populations.

Key Findings

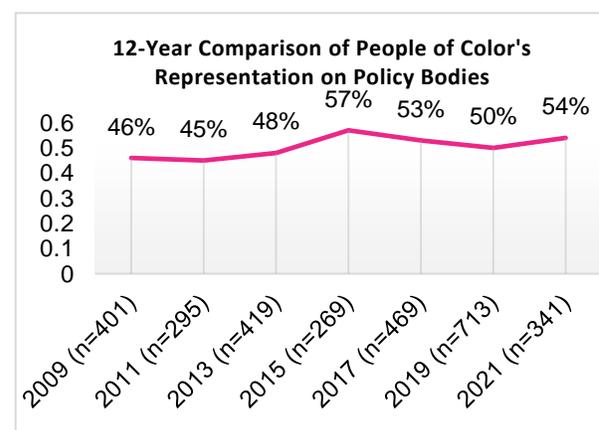
Gender

- Women's representation on policy bodies is 55%, above parity with the San Francisco female population of 49%.
- FY 2021 oversaw the largest increase in the representation of women on San Francisco policy bodies since 2009.



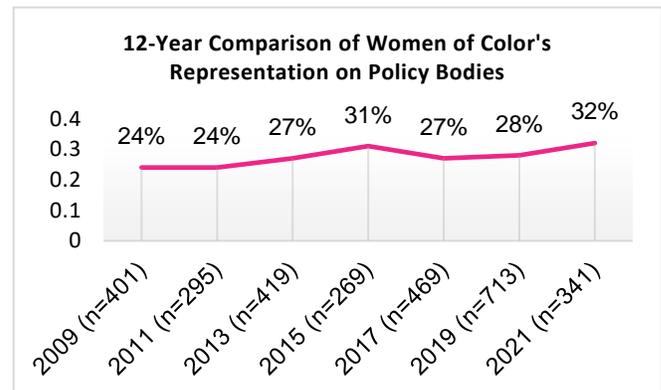
Race and Ethnicity

- The representation of people of color on policy bodies is 54%. Comparatively, in San Francisco, 62% of the population identifies with a race other than white.
- While the overall representation of people of color has increased since the 2019 report at 50%, representation has still decreased compared to 57% in 2015.
- As found in previous reports, Latinx and Asian groups are underrepresented on San Francisco policy bodies as compared to the population. Latinx individuals are 15% of the population but make up only 9% of appointees. Asian individuals are 36% of the population but make up only 26% of appointees.



Race and Ethnicity by Gender

- On the whole, women of color are 32% of the San Francisco population and 32% of appointees. This 4% increase is the highest representation of women of color appointees to date.
- Meanwhile, men of color are underrepresented at 21% of appointees compared to 31% of the San Francisco population.



- Both white women and men are overrepresented on San Francisco policy bodies. White women are 25% of appointees compared to 17% of the San Francisco population. White men are 21% of appointees compared to 20% of the population.
- Black and African American women and men are well-represented on San Francisco policy bodies. Black women are 8% of appointees compared to 2.4% of the population, and Black men are 4% of appointees compared to 2.5% of the population.
- Latinx women are 7% of the San Francisco population but 4% of appointees, and Latinx men are 7% of the population but 4% of appointees.
- Asian women are 17% of the San Francisco population but 15% of appointees, and Asian men are 15% of the population but 11% of appointees.

Additional Demographics

- Out of the 74% of appointees who responded to the survey question on LGBTQIA+ identity, 23% identify as lesbian, gay, bisexual, transgender, nonbinary, queer, or questioning, and 77% of appointees identify as straight/heterosexual.
- Out of the 70% of appointees who responded to the question on Disability Status, 12.6% identify as having one or more disabilities, which is just above parity of the 12% of the adult population with a Disability Status in San Francisco.
- Out of the 67% of appointees who responded to the question on Veteran Status, 22% have served in the military (or have an immediate family member who has served) compared to 3% of the San Francisco population (census data on military service does not include immediate family members who have served).

Proxies for Influence: Budget and Authority

- Although women are half of all appointees, those Commissions and Boards with the largest budgets have fewer women, and especially fewer women of color. Meanwhile, representation of women on Boards and Commissions with the smallest budgets are just below parity with the San Francisco population.
- Although still underrepresented relative to the San Francisco population, there is a larger percentage of people of color on Commissions and Boards with both the largest and smallest budgets compared to overall appointees.
- The percentage of total women is greater on Advisory Bodies than Commissions and Boards. Women are 60% of appointees on Advisory Bodies and 53% of appointees on Commissions and Boards. The percentage of women of color on Advisory Bodies is also higher than on Commissions and Boards.

Appointing Authorities

- Mayoral appointments include 60% women, 59% people of color, and 37% women of color, which is more diverse by gender and race compared to both Supervisorial appointments and total appointments.

Demographics of Appointees Compared to the San Francisco Population

	Women	People of Color	Women of Color	LGBTQIA+	Disability Status	Veteran Status
San Francisco Population**	49%	62%	32%	6%-15%*	12%	2.7%
Total Appointees	55%	54%	32%	23%	13%	22%
10 Largest Budgeted Commissions and Boards	43%	44%	21%	16%	15%	20%
10 Smallest Budgeted Commissions and Boards	48%	43%	29%	17%	9%	12%
Commissions and Boards	53%	53%	30%	18%	11%	21%
Advisory Bodies	60%	53%	33%	31%	15%	20%

San Francisco population estimates come from the 2017 and 2018 American Community Survey 5-Year Estimates, SF DOSW Data Collection and Analysis Report, 2021.

**Note: Estimates vary by source. See page 16 for a detailed breakdown.*

***Due to the COVID-19 pandemic, updated data is unavailable for race/ethnicity, LGBTQIA+ status, Disability Status, and Veteran Status in 2021. Therefore, the data used to represent the San Francisco population is from the 2019 Gender Analysis Report.*

I. Introduction

Inspired by the fourth U.N. World Conference on Women in Beijing, San Francisco became the first city in the world to adopt a local ordinance reflecting the principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), an international bill of rights for women. The CEDAW Ordinance was passed unanimously by the San Francisco Board of Supervisors and signed into law by Mayor Willie L. Brown, Jr. on April 13, 1998.³ In 2002, the CEDAW Ordinance was revised to address the intersection of race and gender and incorporate reference to the U.N. Convention on the Elimination of all Forms of Race Discrimination. The Ordinance requires the City to take proactive steps to ensure gender equity and specifies "gender analysis" as a preventive tool to identify and address discrimination. Since 1998, the Department on the Status of Women has employed this tool to analyze the operations of 10 City Departments using a gender lens.

In 2007, the Department on the Status of Women conducted the first gender analysis to evaluate the number of women appointed to City Commissions and Boards. The findings of this analysis informed a City Charter Amendment developed by the Board of Supervisors for the June 2008 Election. This City Charter Amendment (section 4.101) was overwhelmingly approved by voters and made it City policy that:

- The membership of Commissions and Boards are to reflect the diversity of San Francisco's population,
- Appointing officials are to be urged to support the nomination, appointment, and confirmation of these candidates, and
- The Department on the Status of Women is required to conduct and publish a gender analysis of Commissions and Boards every two years.

The 2021 Gender Analysis Report examines the representation of women, people of color, LGBTQIA+ individuals, people with disabilities, Veterans, and religious affiliations of appointees on San Francisco policy bodies. As was the case for the 2019 Gender Analysis Report, this year's analysis involved increased outreach to policy bodies as compared to previous analyses that were limited to Commissions and Boards. As a result, the data collection and analysis examine a more diverse and expansive layout of City policy bodies. These policy bodies fall under two categories designated by the San Francisco Office of the City Attorney. The first category, referred to as "Commissions and Boards," are policy bodies with decision-making authority and whose members are required to submit financial disclosures to the Ethics Commission. The second category, referred to as "Advisory Bodies," are policy bodies with advisory function whose members do not submit financial disclosures to the Ethics Commission. A detailed description of methodology and limitations can be found on page 27.

³ San Francisco Administrative Code Chapter 33.A.
[http://library.amlegal.com/nxt/gateway.dll/California/administrative/chapter33alocalimplementationoftheunited?
f=templates\\$fn=default.htm\\$3.0\\$vid=amlegal:sanfrancisco_ca\\$anc=JD_Chapter33A.](http://library.amlegal.com/nxt/gateway.dll/California/administrative/chapter33alocalimplementationoftheunited?f=templates$fn=default.htm$3.0$vid=amlegal:sanfrancisco_ca$anc=JD_Chapter33A)

II. Findings

Many aspects of San Francisco's diversity are reflected in the overall population of appointees on San Francisco policy bodies. The analysis includes data from 92 policy bodies, of which 788 of the 979 seats are filled, leaving 20% vacant. As outlined below in Figure 1, slightly more than half of appointees are women and people of color, 32% are women of color, 23% identify as LGBTQIA+, 13% have a disability, and 22% are Veterans.

Figure 1: Summary Data of Policy Body Demographics, 2021

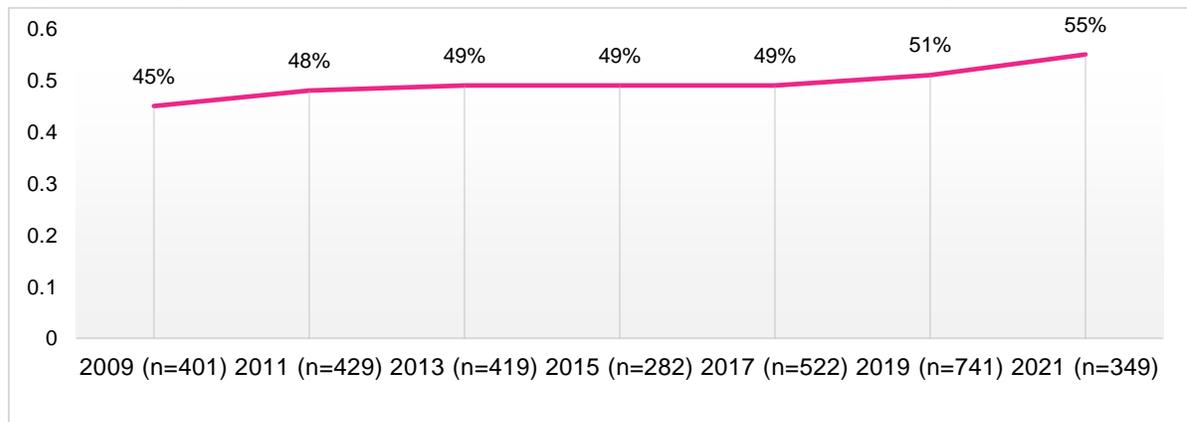
Appointee Demographics	Percentage of Appointees
Women (n=349)	55%
People of Color (n=341)	54%
Women of Color (n=341)	32%
LGBTQIA+ Identifying (n=334)	23%
People with Disabilities (n=349)	13%
Veteran Status (n=349)	22%

However, further analysis reveals underrepresentation of particular groups. Subsequent sections present comprehensive data analysis providing comparison to previous years, detailing the variables of gender, race/ethnicity, LGBTQIA+ identity, Disability Status, Veteran Status, religious affiliations, and policy body characteristics of budget size, decision-making authority, and appointment authority.

A. Gender

On San Francisco policy bodies, 55% of appointees identify as women, which is above parity compared to the San Francisco female population of 49%. The representation of women remained stable at 49% from 2013 until 2017, with a slight increase to 51% in 2019. This increase could be partly due to the larger sample size used in the 2019 analysis compared to previous years. A 12-year comparison shows that the representation of women appointees has gradually increased since 2009 by a total of ten percentage points.

Figure 2: 12-year Comparison of Representation of Women on Policy Bodies



Figures 3 and 4 analyze Commissions and Boards. Figure 3 showcases the five Commissions and Boards with the highest representation of women appointees as compared to 2017 and 2019. The Commission on the Status of Women is currently comprised of all women appointees. This finding has been consistent for the Commission on the Status of Women since 2015. The Aging and Adult Services Commission, Health Commission, and Library Commission are all at 71%, respectively.

Figure 3: Commissions and Boards with the Highest Percentages of Women, 2021 Compared to 2017 and 2019

Policy Body	Percent of Women	Response Rate	2019 Percent	2017 Percent
Commission on the Status of Women	100%	100%	100%	100%
Arts Commission	79%	100%	67%	60%
Children and Families (First 5) Commission	75%	75%	100%	100%
Aging and Adult Services Commission	71%	86%	57%	40%
Health Commission	71%	100%	43%	29%
Library Commission	71%	100%	71%	80%

Out of the Commissions and Boards in this section, 6 have 40% or less women. The Commissions and Boards with the lowest representation of women are displayed in Figure 4. The lowest percentage is found on the Board of Examiners, which has 90% of responses from the Board, but 0 members identifying as women. Unfortunately, demographic data is unavailable for the Board of Examiners for 2017, however there was 0% of female representation in 2019 as well. The Police Commission, Human Services Commission, and Access Appeals Commission all have entirely completed the demographics survey at 100%, yet still have some of the lowest percentages of women at 20%. It should be noted that policy bodies with a small number of members, such as the Residential Users Appeal Board (which currently has two members), means that minimal changes in its demographic composition greatly impacts percentages. Additionally, several policy bodies had low response rates to the demographics survey, ultimately impacting the representation for their respective policy body accordingly.

Figure 4: Commissions and Boards with Lowest Percentage of Women, 2021 Compared to 2017 and 2019

Policy Body	Percent of Women	Response Rate	2019 Percent	2017 Percent
Residential Users Appeal Board	0%	50%	0%	N/A
Board of Examiners	0%	90%	0%	N/A
Assessment Appeals Board No. 3	0%	67%	50%	N/A
Assessment Appeals Board No. 2	0%	100%	50%	N/A
Rent Board Commission	10%	60%	44%	30%
Small Business Commission	14%	43%	43%	43%
Retirement System Board	14%	57%	43%	43%
Health Service Board	14%	43%	33%	29%
Children, Youth, and Their Families Oversight and Advisory Committee	14%	14%	50%	N/A
Treasure Island Development Authority	17%	50%	50%	43%
Public Utilities Commission	20%	60%	67%	40%
Police Commission	20%	100%	43%	29%

Figure 4: Commissions and Boards with Lowest Percentage of Women, 2021 Compared to 2017 and 2019, Continued

Policy Body	Percent of Women	Response Rate	2019 Percent	2017 Percent
Human Services Commission	20%	100%	40%	20%
Access Appeals Commission	20%	100%	N/A	N/A
Public Utilities Rate Fairness Board	25%	75%	33%	33%
Ethics Commission	25%	25%	100%	33%

**Commission and Boards with 70% response rates or higher are highlighted in grey.*

In addition to Commissions and Boards, Advisory Bodies were examined for the highest and lowest percentages of women. This is the second year such bodies have been included, thus comparison to previous years before 2019 is unavailable. Figure 5 below displays the five Advisory Bodies with the highest representations of women. Due to a lack of survey responses from several Advisory Bodies, analysis on the five lowest representations of women is unavailable. The Office of Early Care and Education Citizens' Advisory Committee has the greatest representation of women at 67%, followed closely by the Citizen's Committee on Community Development at 63%.

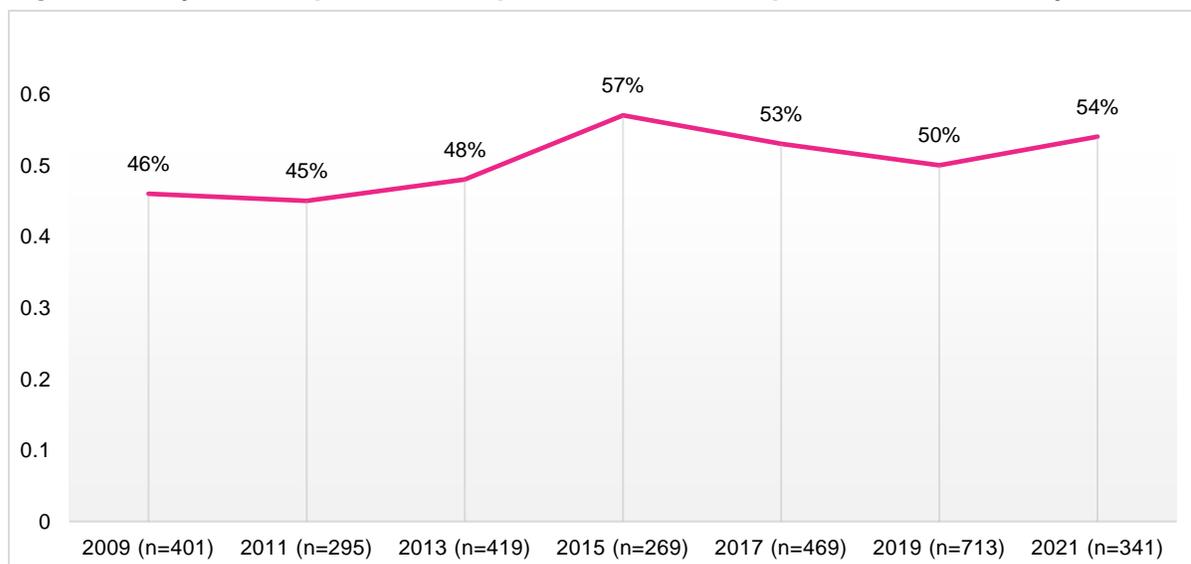
Figure 5: Advisory Bodies with the Highest Percentage of Women, 2021

Policy Body	Percent of Women	Response Rate	2019 Percent
Office of Early Care and Education Citizens' Advisory Committee	67%	78%	89%
Citizens' Committee on Community Development	63%	63%	75%
Ballot Simplification Committee	50%	75%	75%
Immigrant Rights Commission	43%	57%	54%
Municipal Green Building Task Force	43%	67%	50%

B. Race and Ethnicity

Data on racial and ethnic identity was collected from 341 participants, or 98% of the surveyed appointees. Although half of appointees identify as a race or ethnicity other than white or Caucasian, people of color are still underrepresented compared to the San Francisco population of 62%. The representation of people of color has increased since 2009 but has decreased following 2015. The number of appointees analyzed increased substantially in 2017 and 2019, as compared to 2015. These larger data samples have coincided with smaller percentages of people of color.

Figure 6: 12-year Comparison of Representation of People of Color on Policy Bodies



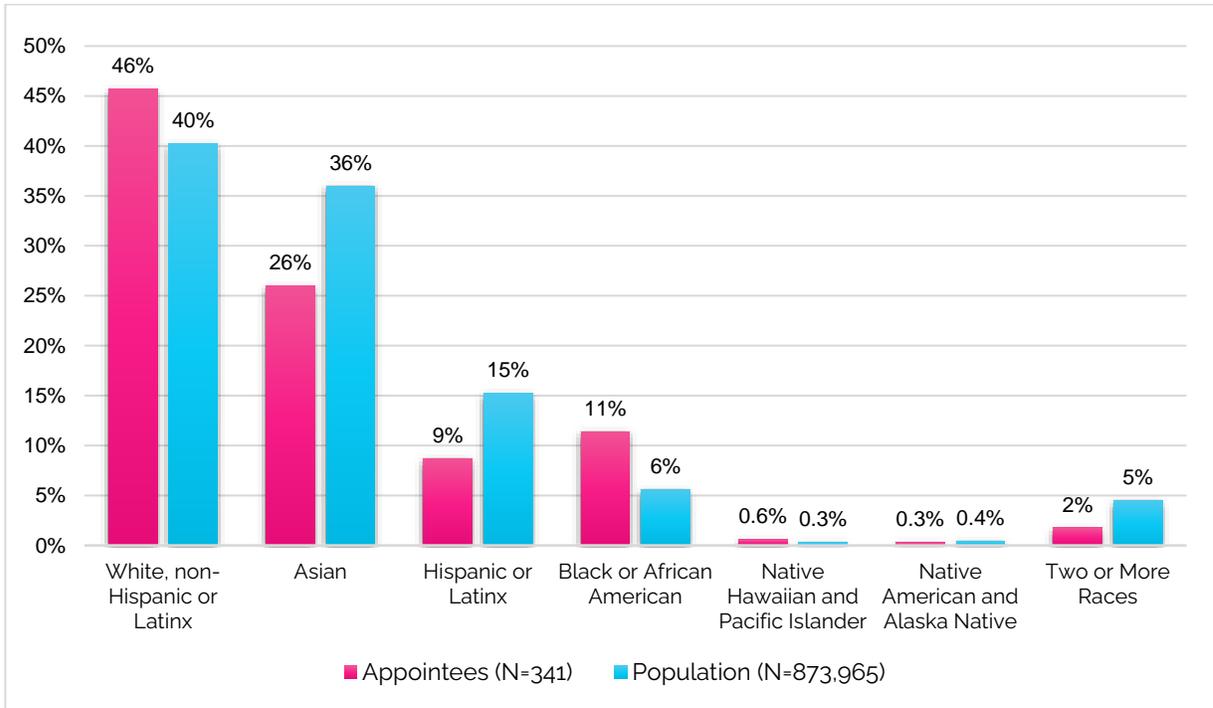
The racial and ethnic breakdown of policy body members compared to the San Francisco population is shown in Figure 7. This analysis reveals underrepresentation and overrepresentation in San Francisco policy bodies for certain racial and ethnic groups. Nearly half of all appointees are white, an overrepresentation by 6 percentage points. The Black community is represented on appointed policy bodies at 11% compared to 6% of the population of San Francisco.⁴ This is a decrease of representation compared to the 14% representation in 2019. Characterizing these as overrepresentations is inaccurate given the representation of Black or African American people on policy bodies has been consistent over the years, while the San Francisco population has declined over the same period.⁵

⁴ US Census Bureau, 2018. Retrieved from <https://www.census.gov/quickfacts/fact/table/US/PST045218>.

⁵ Samir Gambhir and Stephen Menendian, "Racial Segregation in the Bay Area, Part 2," Haas Institute for a Fair and Inclusive Society (2018).

Considerably underrepresented racial and ethnic groups on San Francisco policy bodies compared to the San Francisco population are individuals who identify as Asian or Latinx. While the Asian population is 36% of the San Francisco population, they make up 26% of appointees. While the Latinx population of San Francisco is 15%, 9% of appointees are Latinx. Although there is a small population of Native Americans and Alaska Natives in San Francisco of 0.4%, only one (0.3%) surveyed appointee identified themselves as such. The San Francisco population of Native Hawaiians and Pacific Islanders is 0.3%, which slightly less than the 0.6% of identifying appointees.

Figure 7: Race and Ethnicity of Appointees Compared to San Francisco Population, 2021



Note: Due to the COVID-19 pandemic, updated data is unavailable for race/ethnicity in 2021. Therefore, the data used to represent the San Francisco population is from the 2019 Gender Analysis Report.

The next two figures illustrate Commissions and Boards with the highest and lowest percentages of people of color. As shown in Figure 8, the Commission on the Status of Women holds the highest representation of people of color at 86%, with a 100% response rate. Both the Health Commission and Juvenile Probation Commission have decreased their percentages of people of color since 2019 and 2017.

Figure 8: Commission and Boards with Highest Percentage of People of Color, 2021 Compared to 2019 and 2017

Policy Body	Percent of POC	Response Rate	2019 Percent	2017 Percent
Commission on the Status of Women	86%	100%	71%	71%
Police Commission	80%	100%	71%	71%
Arts Commission	71%	100%	60%	53%
Health Commission	71%	100%	86%	86%
Library Commission	71%	100%	57%	60%
Juvenile Probation Commission	67%	83%	100%	86%
Board of Appeals	60%	100%	40%	40%
Fire Commission	60%	100%	40%	60%
Human Services Commission	60%	100%	40%	60%
Asian Art Commission	54%	81%	59%	59%
Assessment Appeals Board No.2	50%	100%	63%	N/A
Children and Families (First 5) Commission	50%	75%	75%	63%

There are 28 Commissions and Boards that have 40% or less appointees who identified a racial and ethnic category other than white. None of the current appointees of the Access Appeals Commission identified as people of color. Additionally, the Historic Preservation Commission remains at 14% representation since 2019. The Citizens General Obligation Bond Oversight Committee and Assessment Appeals Board No.1 are both at 17% representation for people of color. Lastly, the Public Utilities Rate Fairness Board had a large drop in representation of people of color going from 67% in 2019 to 25% this year.

Figure 9: Commissions and Boards with Lowest Percentage of People of Color, 2021 Compared to 2019 and 2017

Policy Body	Percent of POC	Response Rate*	2019 Percent	2017 Percent
Residential Users Appeal Board	0%	50%	50%	N/A
Children, Youth, and Their Families Oversight and Advisory Committee	0%	14%	75%	N/A
Building Inspection Commission	0%	50%	14%	14%
Access Appeals Commission	0%	100%	N/A	N/A
Small Business Commission	14%	43%	43%	50%
Historic Preservation Commission	14%	71%	14%	17%
Health Service Board	14%	43%	50%	29%
Citizens General Obligation Bond Oversight Committee	17%	100%	N/A	N/A
Assessment Appeals Board No.1	17%	100%	20%	N/A
War Memorial Board of Trustees	18%	45%	18%	18%
Public Utilities Commission	20%	60%	0%	33%
Public Utilities Rate Fairness Board	25%	75%	67%	67%

Figure 9: Commissions and Boards with Lowest Percentage of People of Color, 2021 Compared to 2019 and 2017, Continued

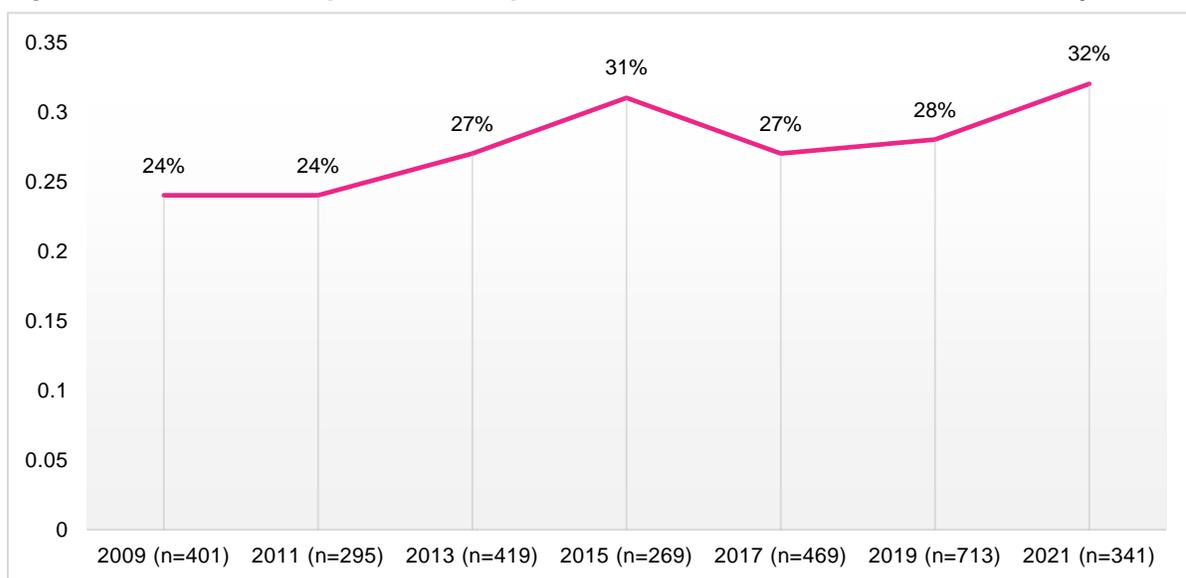
Policy Body	Percent of POC	Response Rate*	2019 Percent	2017 Percent
Ethics Commission	25%	25%	50%	67%
Retirement System Board	29%	57%	29%	29%
Recreation and Park Commission	29%	43%	43%	43%
Rent Board Commission	30%	60%	33%	50%

Commission and Boards with 70% response rates or higher are highlighted in grey.

C. Race and Ethnicity by Gender

Both white men and women are overrepresented on San Francisco policy bodies, while Asian and Latinx men and women are underrepresented. The representation of women of color at 32% is equal to the San Francisco population of 32%, which is a notable increase compared to the 2019 percentage of 28%. Meanwhile, men of color are 21% of appointees compared to 31% of the San Francisco population.

Figure 10: 12-Year Comparison of Representation of Women of Color on Policy Bodies



The following figures present the breakdown for appointees and the San Francisco population by race, ethnicity, and gender. Both white men and women are overrepresented, holding 24% and 20% of appointments, respectively, compared to 20% and 17% of the population. Asian men and women are slightly underrepresented with Asian women making up 15% of appointees compared to 17% of the population, while Asian men comprise 11% of appointees and 15% of the population. Latinx men and women are also slightly underrepresented, with Latinx men and women comprising 4% of appointees each and 7% of the population each. Black men and women are well-represented with Black women comprising 8% of appointees, compared to 2.4% of the general San Francisco population, and Black men comprising 4% of appointees,

compared to 2.5% of the general San Francisco population. Native Hawaiian and Pacific Islander men and women, and multiracial women are below parity with the population. Similarly, although Native American and Alaska Native men and women make up only 0.4% of San Francisco's population, only one (0.3%) of the surveyed appointees identified as such.

Figure 11: Appointees by Race/Ethnicity and Gender, 2021

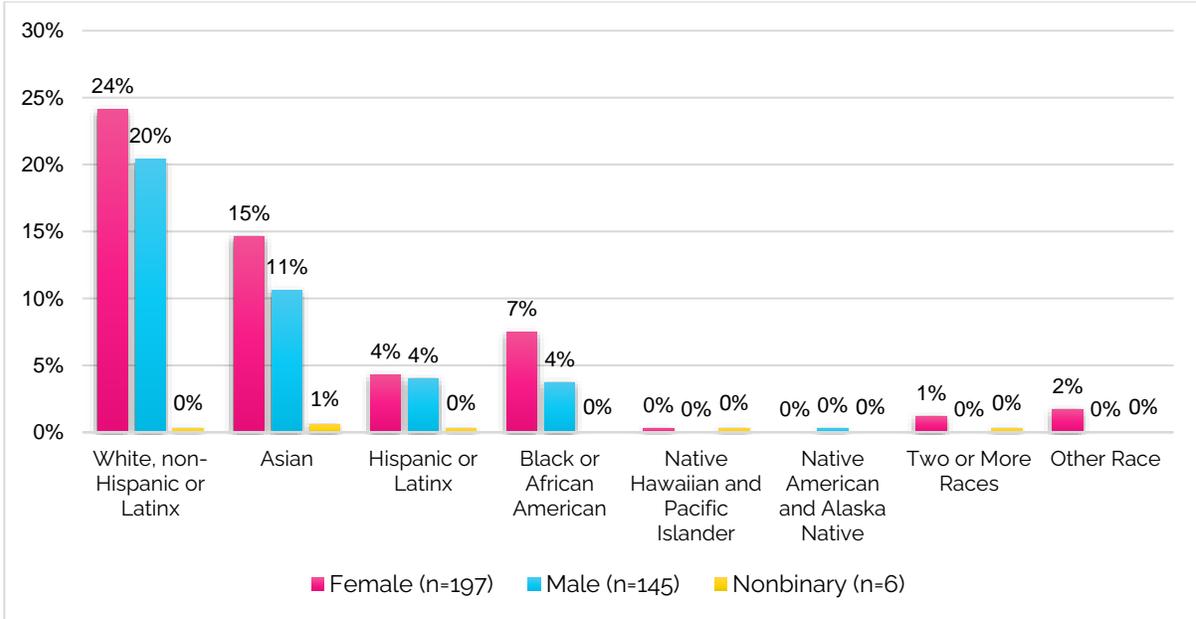
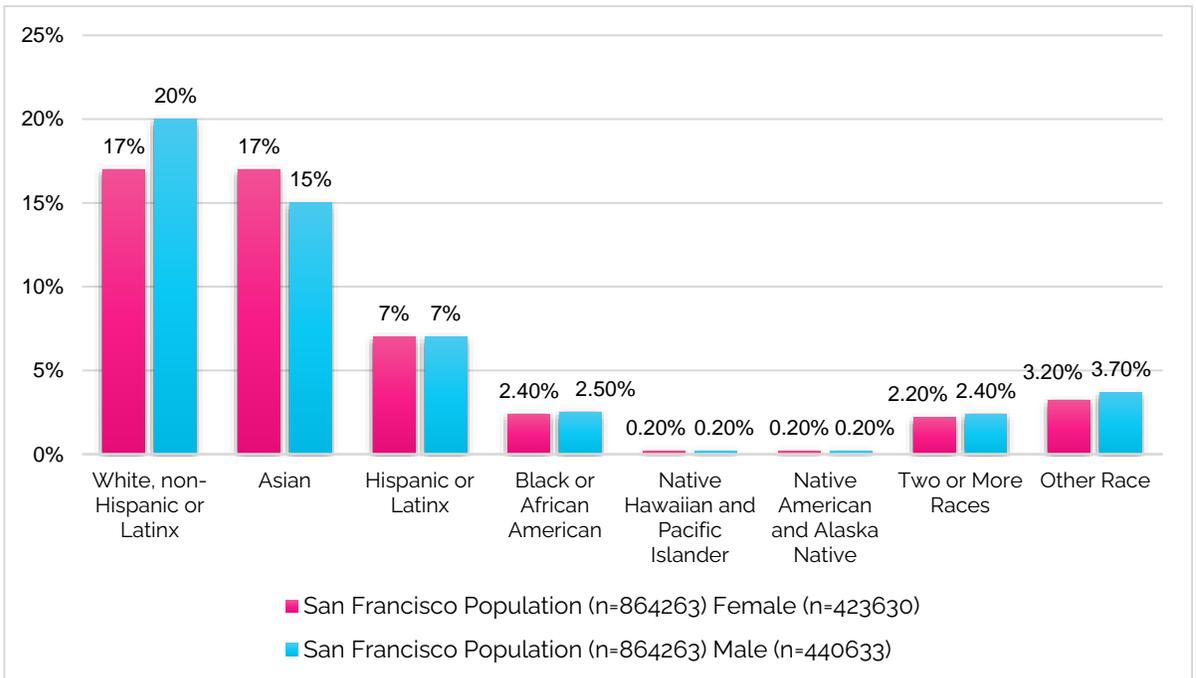


Figure 12: San Francisco Population by Race/Ethnicity

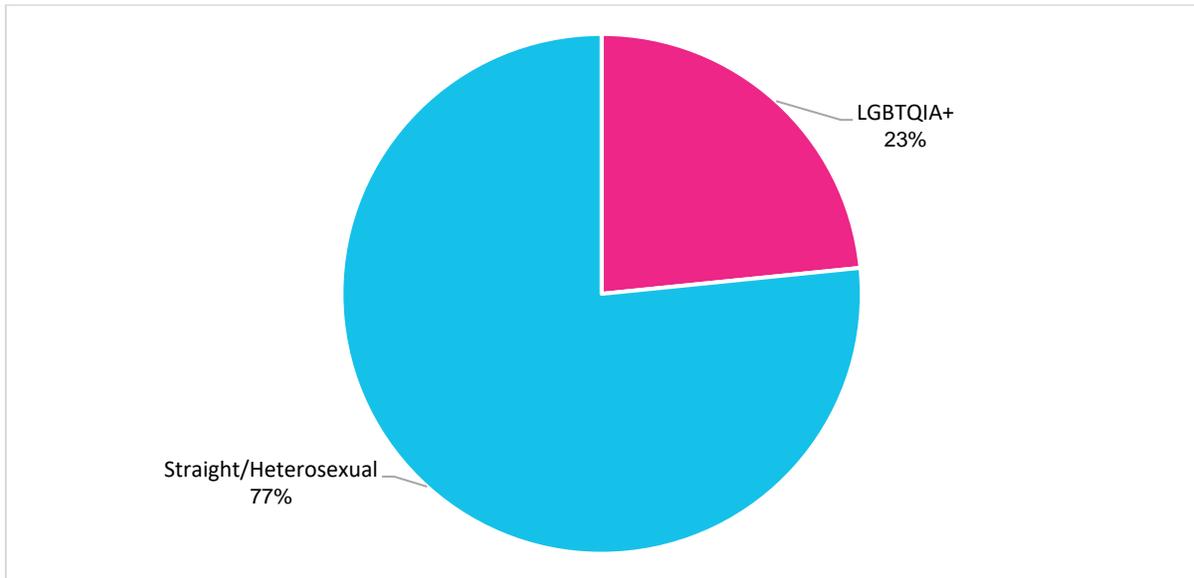


D. LGBTQIA+ Identity

LGBTQIA+ identity data was collected from 334 participants, or 96% of the surveyed appointees. This is a notable increase in data on LGBTQIA+ identity compared to previous reports. Due to limited and outdated information on the population of the LGBTQIA+ community in San Francisco, it is difficult to adequately assess the representation of the LGBTQIA+ community. However, compared to available San Francisco, greater Bay Area, and national data, the LGBTQIA+ community is well represented on San Francisco policy bodies. Recent research estimates the California LGBTQIA+ population is 5.3%⁶. The LGBTQIA+ population of the San Francisco and greater Bay Area is estimated to rank the highest of U.S. cities at 6.2%,⁷ while a 2006 survey found that 15.4% of adults in San Francisco identify as LGBTQIA+⁸.

Of the appointees who responded to this question, 23% identify as LGBTQIA+ and 77% identify as straight or heterosexual. Of the LGBTQIA+ appointees, 56% identify as gay/lesbian, 20% as bisexual, 9% as queer, 9% as transgender, 2% as questioning, and 4% as other LGBTQIA+ identities. Data on LGBTQIA+ identity by race was not captured. Efforts to capture data on LGBTQIA+ identity by race for future reports would enable more intersectional analysis.

Figure 13: LGBTQIA+ Identity of Appointees, 2021

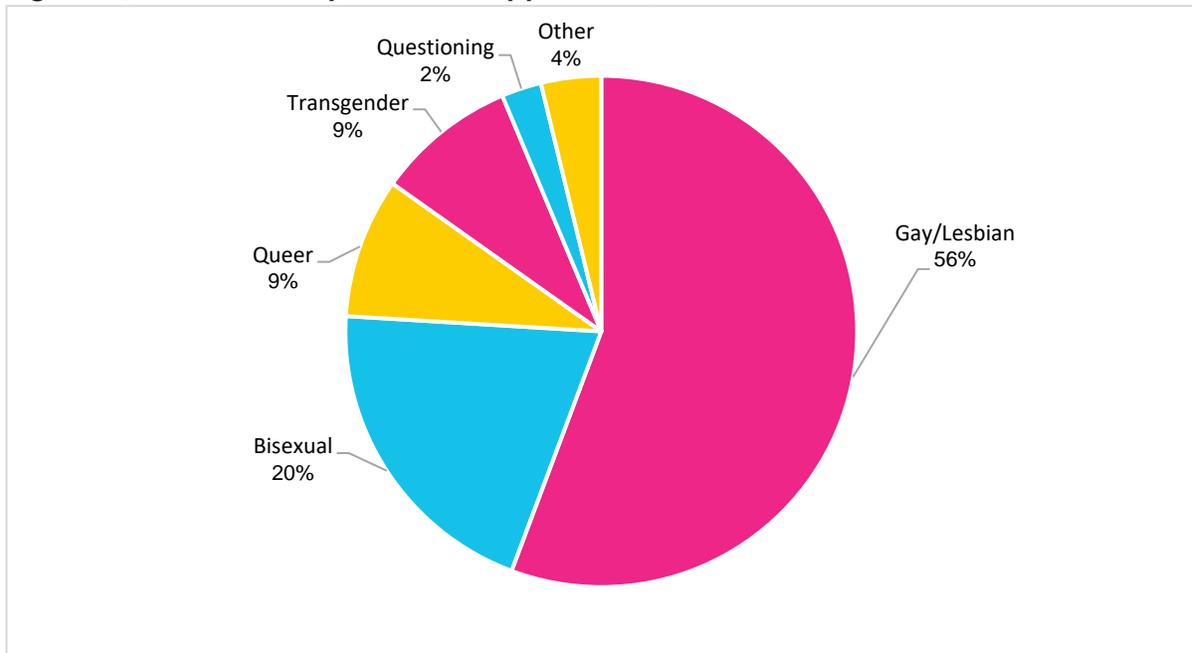


⁶ <https://williamsinstitute.law.ucla.edu/publications/adult-lgbt-pop-us/>

⁷ Gary J. Gates and Frank Newport, "San Francisco Metro Area Ranks Highest in LBG T Percentage," GALLUP (March 20, 2015) https://news.gallup.com/poll/182051/san-francisco-metro-area-ranks-highest-lgbtpercentage.aspx?utm_source=Social%20Issues&utm_medium=newsfeed&utm_campaign=titles.

⁸ Gary J. Gates, "Same Sex Couples and the Gay, Lesbian, Bisexual Population: New Estimates from the American Community Survey," The Williams Institute on Sexual Orientation Law and Public Policy, UCLA School of Law (2006).

Figure 14: LGBTQIA+ Population of Appointees, 2021



E. Disability Status

Overall, more than one in twenty adults in San Francisco live with one or more disabilities. Data on Disability Status was obtained from nearly 100% of the appointees who participated in the survey. 12.6% of participating appointees reported to have one or more disabilities. Of these appointees with one or more disabilities, 56% are women, 30% are men, 2% are trans women, 5% are trans men, and 7% are nonbinary individuals.

Figure 15: Disability Status of Appointees, 2021

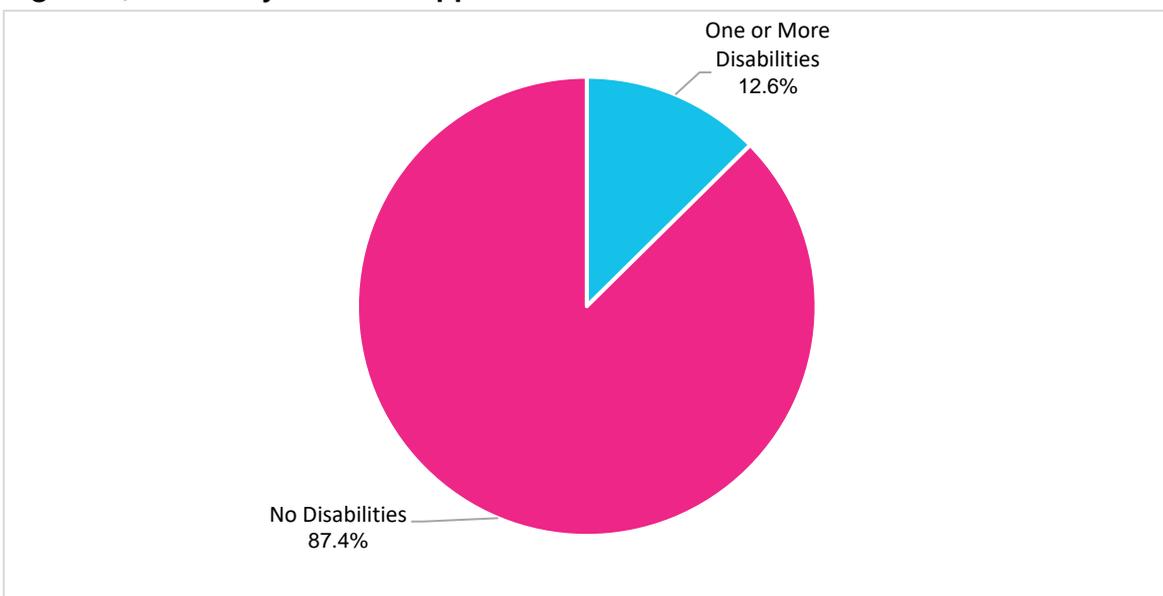
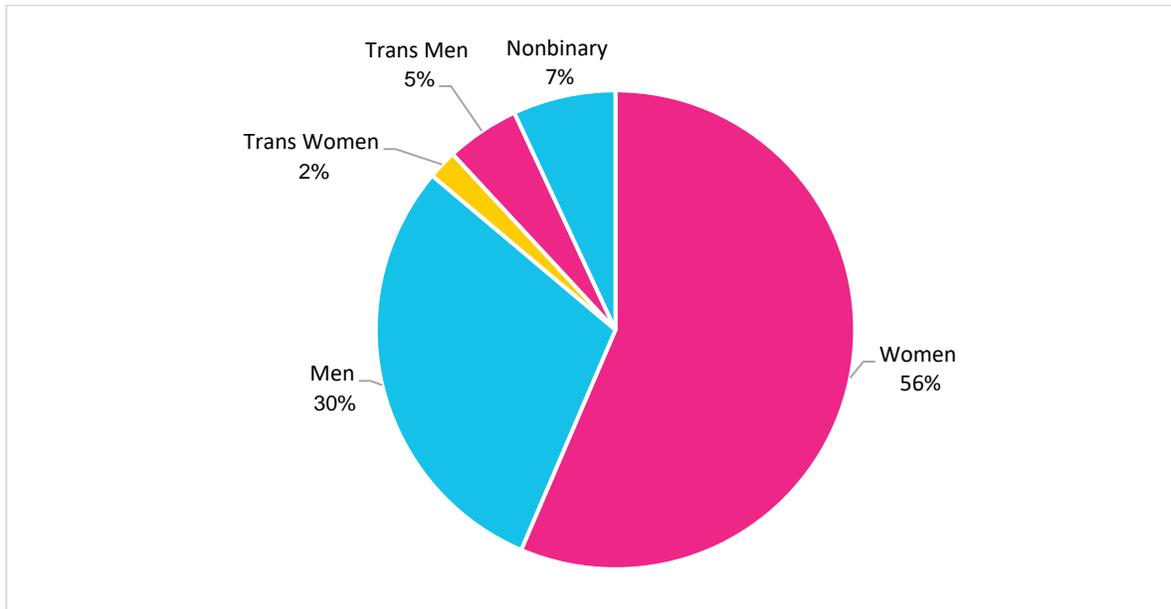


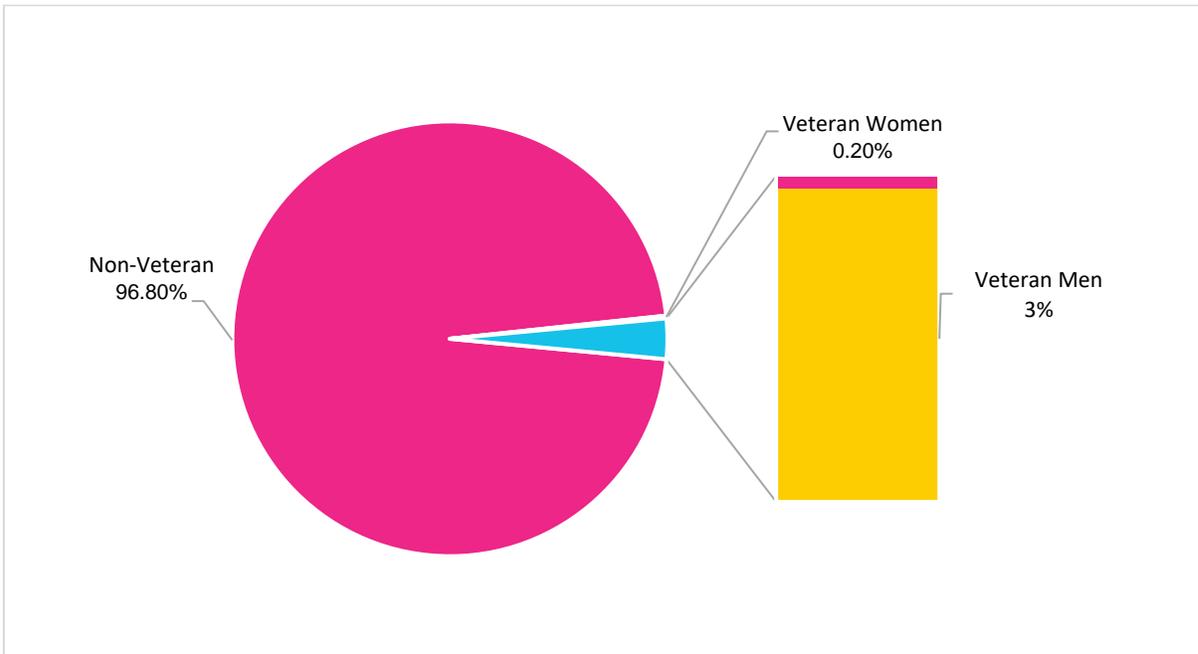
Figure 16: Appointees with One or More Disabilities by Gender Identity, 2021



F. Veteran Status

Overall, 2.7% of the adult population in San Francisco have served in the military. Data on Veteran status was obtained from 334 appointees who participated in the survey. Of the 334 appointees who responded to this question, 22% served in the military. Men comprise 47.2% and women make up 51.4% of the total number of Veteran appointees. Of participating appointees, 1.4% are nonbinary individuals. Veteran status data on transgender and gender-nonconforming individuals in San Francisco is currently unavailable. The vast increase of appointees with military service compared to 2019's 7.1% of appointees is likely due to the change in wording in the 2021 Gender Analysis Report from previous years, which defines an appointee with Veteran status as someone with a spouse or direct family member who has served, as opposed to only oneself or their spouse. This change was implemented based on feedback from prior reports. Future analyses may want to ask separate questions regarding one's personal experience with military service and one's familial ties to military service, in order to distinguish the most accurate and aggregated data results.

Figure 17: San Francisco Adult Population with Military Service by Gender*



**This graph is from the 2019 Gender Analysis Report. Due to the COVID-19 pandemic, updated data on the gendered population of Veterans in San Francisco is unavailable. This graph fails to identify nonbinary individuals with military experience. However, this graph highlights the gender disparity amongst male and female Veterans, with only 0.2% identifying as women.*

Figure 18: Appointees with Military Service, 2021

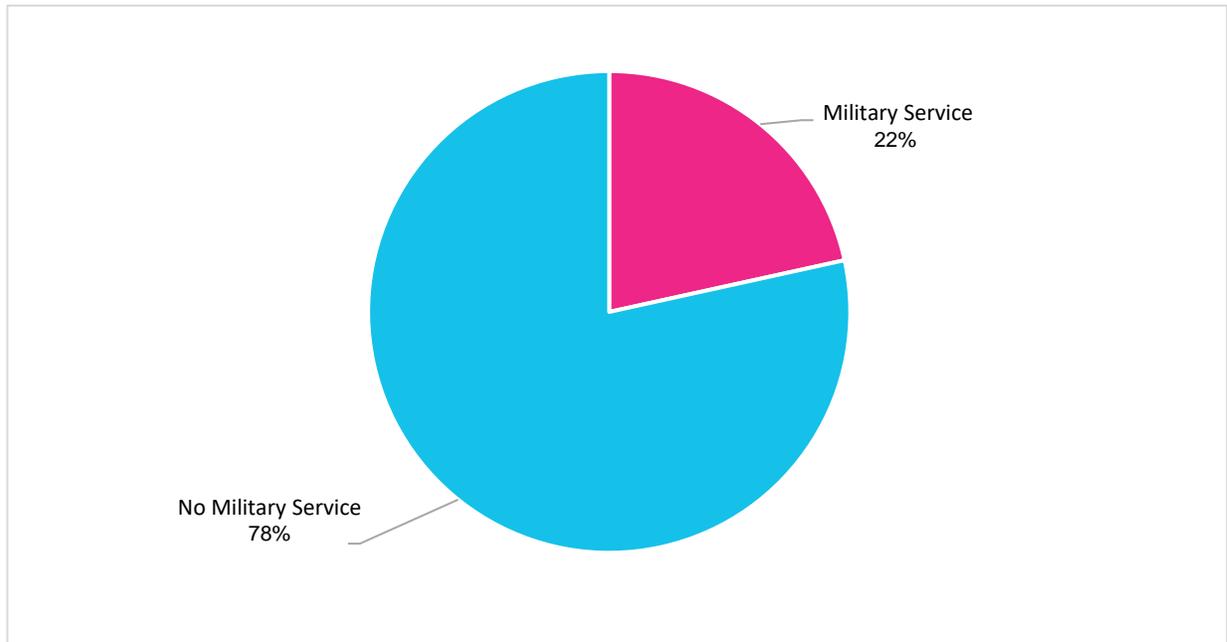
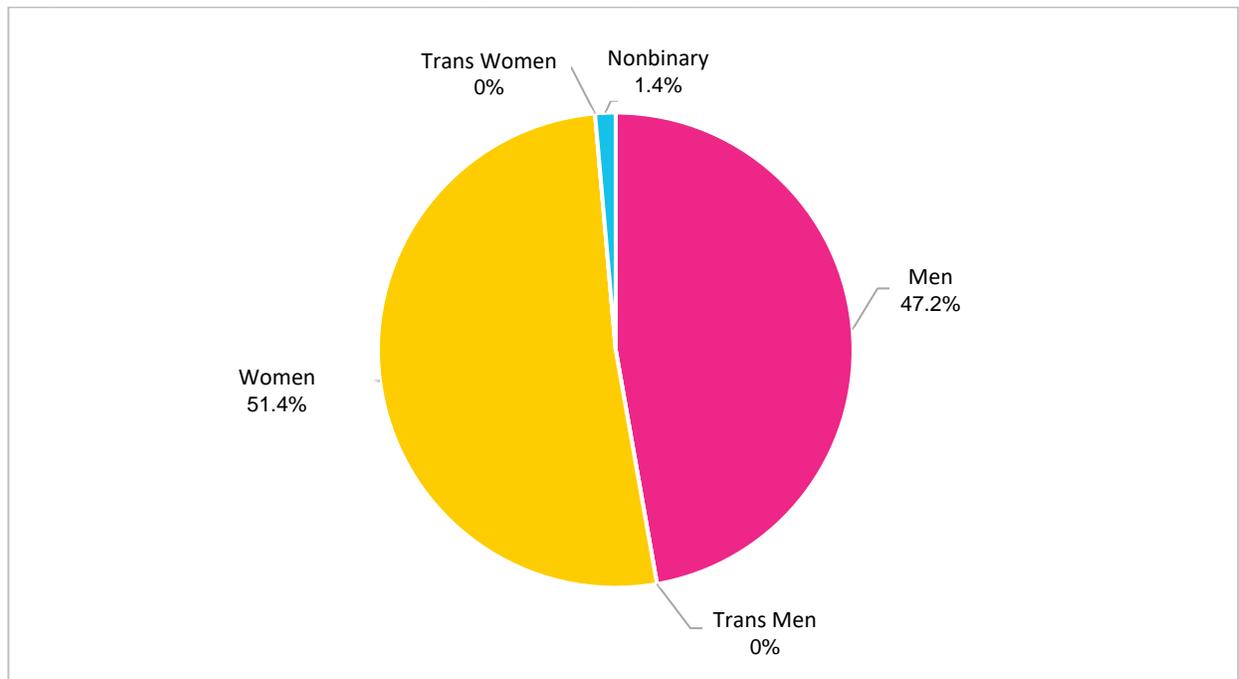


Figure 19: Appointees with Military Service by Gender, 2021



G. Policy Bodies by Budget

This 2021 Gender Analysis Report examines the demographic representativeness of policy bodies by budget size. Budget size is used as a proxy for influence. Although this report has expanded the scope of analysis to include more policy bodies compared to previous reports, this section of analysis was limited to Commissions and Boards with decision-making authority and whose members file financial disclosures with the Ethics Commission.

Overall, appointees from the 10 **largest** budgeted Commissions and Boards are 44% people of color, 43% women, and 21% women of color. Appointees from the 10 **smallest** budgeted Commissions and Boards are 43% people of color, 48% women, and 29% women of color.

Representation for women, women of color, and overall people of color is below parity with the population on both the 10 smallest and 10 largest budgeted bodies. The representation of women and women of color is greater on smaller budgeted policy bodies by 5% and 8%, respectively. The representation of people of color is 1% higher on Commissions and Boards with the largest budgets.

Figure 20: Percent of Women, Women of Color, and People of Color on Commissions and Boards with Largest and Smallest Budgets in Fiscal Year 2020-2021

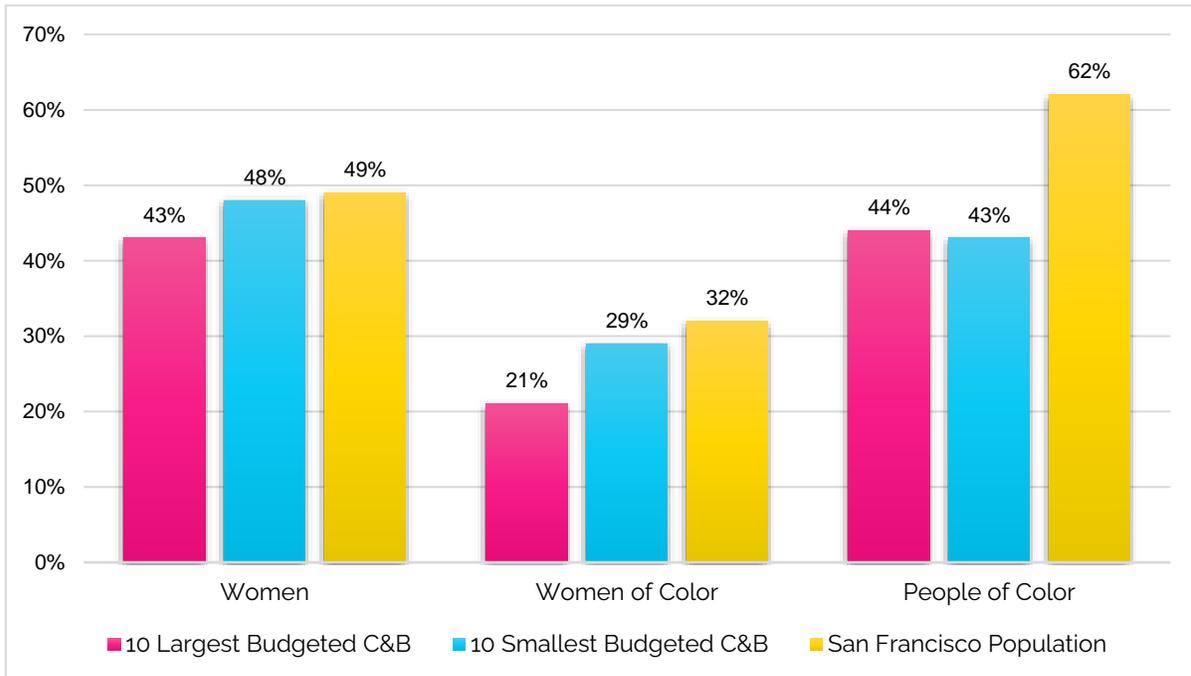


Figure 21: Demographics of Commissions and Boards with Largest Budgets, 2021

Policy Body	FY20-21 Budget	Total Seats	Filled Seats	Response Rate	Women	Women of Color	People of Color
Health Commission	\$2.7B	7	7	100%	71%	43%	71%
Public Utilities Commission	\$1.43B	5	5	60%	20%	20%	20%
Airport Commission	\$1.37B	5	5	100%	40%	0%	40%
MTA Board of Directors and Parking Authority Commission	\$1.26B	7	6	50%	33%	33%	50%
Human Services Commission	\$604M	5	5	100%	20%	0%	60%
Aging and Adult Services Commission	\$435M	7	7	86%	71%	29%	43%
Fire Commission	\$414M	5	5	100%	40%	20%	60%
Library Commission	\$341B	7	7	100%	71%	43%	71%
Recreation and Park Commission	\$231.6M	7	7	43%	29%	14%	29%
Children, Youth, and Their Families Oversight and Advisory Committee	\$171.5M	11	7	14%	14%	0%	0%
Total	\$8.9B	66	61	74%	58%	29%	60%

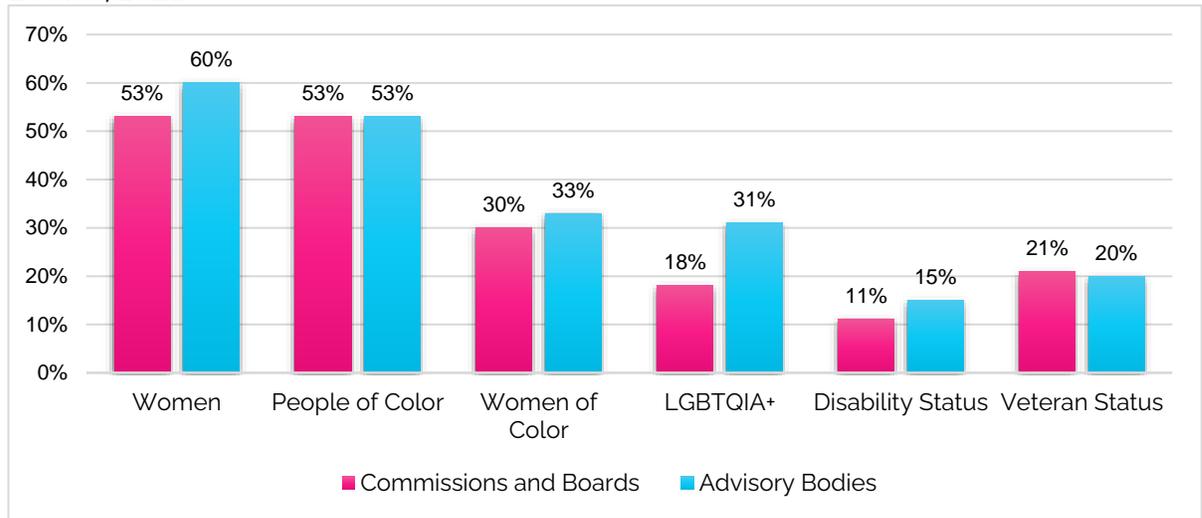
Figure 22: Demographics of Commissions and Boards with Smallest Budgets, 2021

Policy Body	FY20-21 Budget	Total Seats	Filled Seats	Response Rate	Women	Women of Color	People of Color
Commission on the Status of Women	\$9M	7	7	100%	100%	86%	86%
Ethics Commission	\$6.5M	5	4	25%	25%	25%	25%
Small Business Commission	\$3.5M	7	7	43%	14%	0%	14%
Film Commission	\$1.5M	11	11	100%	45%	27%	45%
Civil Service Commission	\$1.3M	5	5	100%	60%	20%	40%
Entertainment Commission	\$1.2M	7	7	100%	29%	14%	43%
Board of Appeals	\$1.2M	5	5	100%	40%	20%	60%
Assessment Appeals Board No.1	\$701,348	8	6	100%	50%	0%	17%
Local Agency Formation Commission	\$427,685	7	4	50%	50%	50%	50%
Sunshine Ordinance Task Force	\$172,373	11	9	89%	56%	44%	44%
Total	\$25.5M	73	65	86%	56%	35%	51%

H. Comparison of Advisory Body and Commission and Board Demographics

The comparison of the two policy body categories in this section provides another proxy for influence. Commissions and Boards whose members file disclosures of economic interest have greater decision-making authority in San Francisco than Advisory Bodies whose members do not file economic interest disclosures. The percentages of total women, LGBTQIA+ people, people with disabilities, and women of color are larger for total appointees on Advisory Bodies. However, the percentages of Veterans on Commissions and Boards slightly exceeds the percentage on Advisory Bodies, and both Commissions and Boards and Advisory Bodies have 53% people of color.

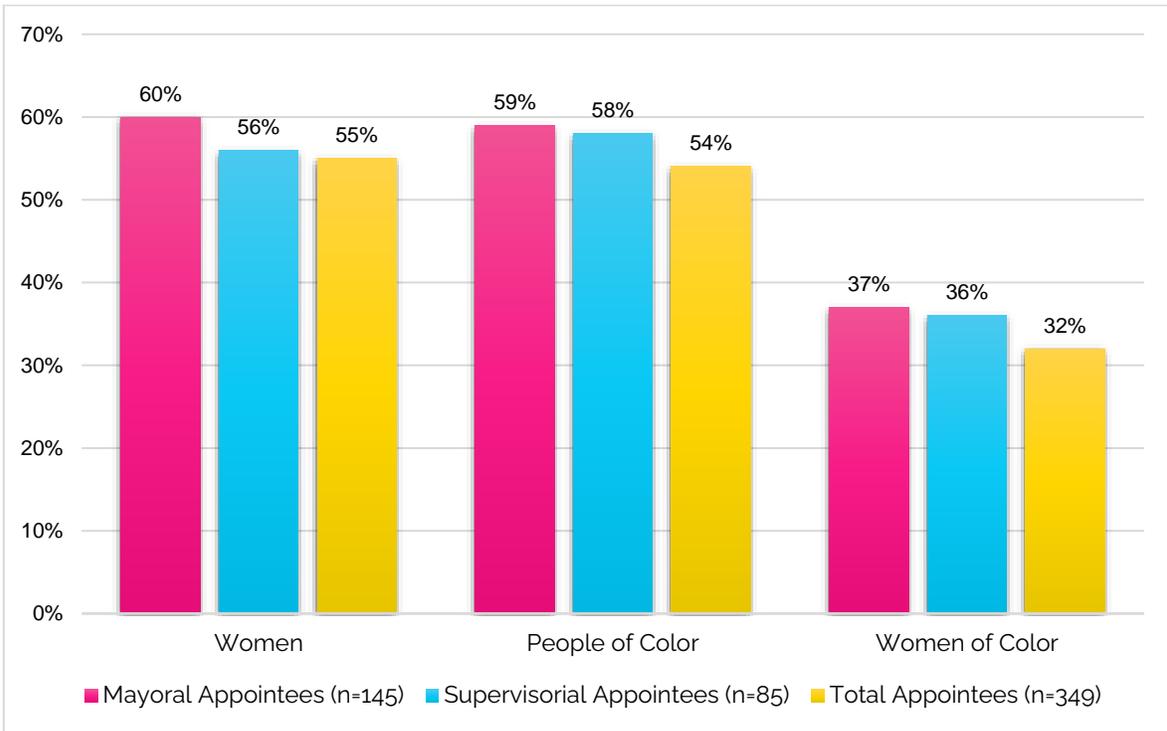
Figure 23: Demographics of Appointees on Commission and Boards and Advisory Bodies, 2021



I. Demographics of Mayoral, Supervisorial, and Total Appointees

Figure 24 compares the representation of women, women of color, and people of color for appointments made by the Mayor, Board of Supervisors, and by the total of all approving authorities combined. Mayoral appointments are more diverse, and consist of more women, women of color, and people of color compared to Supervisorial appointments. Mayoral appointments include 60% women, 37% women of color, and 59% people of color, while Supervisorial appointments are 56% women, 36% women of color, and 58% people of color. The total of all approving authorities combined average out at 55% women, 32% women of color, and 54% people of color. This disparity in diversity between Mayoral and Supervisorial appointments may be due in part to the appointment selection process for each authority. The 11-member Board of Supervisors only sees applicants for specific bodies through the 3- member Rules Committee or by designees, stipulated in legislation (e.g., "renter," "landlord," "consumer advocate"), whereas the Mayor typically has the ability to take total appointments into account during selections, and can therefore better address gaps in diversity.

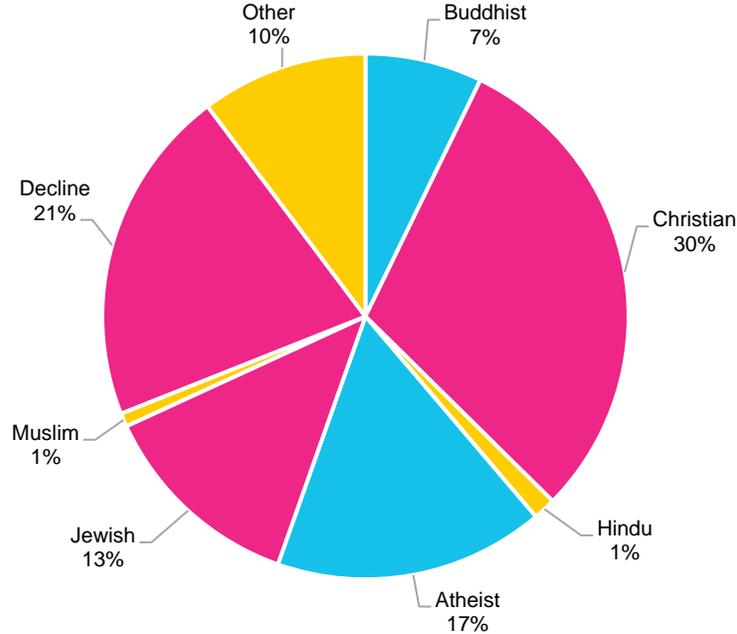
Figure 24: Demographics of Mayoral, Supervisorial, and Total Appointees, 2021



J. Religious Affiliations

The 2021 Gender Analysis Report collected data on religious affiliations to fully examine the demographics and representation of appointees. This is the first-year religious affiliations have been examined. Figure 25 illustrates the religious demographics of appointees, with the largest number of appointees identifying as Christian (30%), and the smallest number of appointees identifying as Hindu (1%) or Muslim (1%).

Figure 25: Religious Affiliations of Appointees, 2021



III. Methodology and Limitations

This report focuses on City and County of San Francisco Commissions, Boards, task forces, councils, and committees that have the majority of members appointed by the Mayor and Board of Supervisors and have jurisdiction limited to the City. The 2021 Gender Analysis Report reflects data from the policy bodies that provided information to the Department on the Status of Women through digital survey. Due to the COVID-19 pandemic, the normal outreach method of paper surveys and in-person meetings was unavailable, ultimately leaving all survey outreach and correspondence to be conducted online. Unfortunately, obtaining the data strictly online had a significant negative impact on participation rates. Following initial email outreach, policy bodies were contacted three to five times via email and phone, including two emails to Department Heads from Department on the Status of Women Director, Kimberly Ellis. All possible measures were taken to obtain accurate and complete data. While participation rates are lower than the 2019 Gender Analysis Report, this report features the most diverse individual responses, as well as participation of the largest number of Commission and Boards and Advisory Bodies to date.

Data was requested from 109 policy bodies and acquired from 92 of those bodies, a total of 349 appointees. Comparatively, the 2019 Gender Analysis Report received data from 84 policy bodies (380 Commission and Boards and 389 Advisory Bodies), a total of 741 total appointees. A Commissioner or Board member's gender identity, race/ethnicity, sexual orientation, Disability Status, Veteran Status, or religious affiliations were among data elements collected on a *voluntary* basis. Therefore, responses were incomplete or unavailable for some appointees but are 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. Data for some policy bodies was incomplete, and all appointees who responded were included in the total demographic categories. Only policy bodies with full data on gender and race for all appointees were included in sections comparing demographics of individual bodies. It should be noted that for policy bodies with a small number of members, the change of a single individual greatly impacts the percentages of demographic categories. This should be kept in mind when interpreting these percentages.

Several changes were made to the survey questions since the 2019 Gender Analysis Report with the goal of distinguishing all possible areas of underrepresentation. In addition to updating SOGI (sexual orientation and gender identity) categories to align with the latest classifications used by the Office of Transgender Initiatives, the 2021 Gender Analysis Report expanded its classification of Veteran Status to include individuals with close family members that have served, as opposed to only oneself or their spouse. This addition to Veteran Status was adopted based on feedback from previous reports.

As acquiring data was the biggest limitation of this report, ensuring participation from all policy bodies could significantly improve or further efforts to address underrepresentation. Some methods of guaranteeing participation include surveying all appointees during their initial onboarding training with the City, as well as relying on paper/in-person survey outreach for future reports.

The surveyed policy bodies fall under two categories designated by the San Francisco Office of the City Attorney document entitled List of City Boards, Commissions, and Advisory Bodies Created by Charter, Ordinance, or Statute.⁹ This document separates San Francisco policy bodies into two different categories. The first category includes Commissions and Boards with decision-making authority and whose members are required to submit financial disclosures with the Ethics Commission. The second category encompasses Advisory Bodies whose members do not submit financial disclosures with the Ethics Commission. Depending on the analysis criteria in each section of this report, the surveyed policy bodies and appointees are either examined comprehensively as a whole or examined separately in the two categories designated by the Office of the City Attorney.

Data from the U.S. Census American Community Survey 5-Year Estimates provides a comparison to the San Francisco population. Due to census data not being collected during COVID-19, updated demographic information on the general population of San Francisco was not available for years more recent than 2019. Comparisons of 2021 demographic data to data on the San Francisco population reference population data from previous years (2015-2019) and will be noted as such. Figures 26 and 27 in the Appendix display these population estimates by race/ethnicity and gender.

⁹"List of City Boards, Commissions, and Advisory Bodies Created by Charter, Ordinance, or Statute," Office of the City Attorney, <https://www.sfcityattorney.org/wp-content/uploads/2016/01/Commission-List-08252017.pdf>, (August 25, 2017).

IV. Conclusion

Since the first Gender Analysis of Commissions and Boards in 2007, the representation of women appointees on San Francisco policy bodies has gradually increased. The 2021 Gender Analysis Report finds the percentage of women appointees is 55%, which exceeds the population of women in San Francisco.

When appointee demographics are analyzed by gender and race, the representation of women of color has increased to 32%, which is 4% higher than 2019 representation, matching the San Francisco population. Most notably, underrepresented are individuals identifying as Asian, making up 36% of the San Francisco population but only 26% of appointees, and Latinx-identifying individuals who make up 15% of the population but only 9% of appointees. Additionally, men of color are underrepresented at 21% of appointees relative to their San Francisco population, 31%.

Furthermore, when analyzing the demographic composition of larger and smaller budgeted Commissions and Boards, women of color are underrepresented on Commission and Boards with both the largest and smallest budgets. Women comprise 43% of total appointees on the largest budgeted policy bodies compared to the population of 49%, and women of color comprise 21% of total appointees on the largest budgeted policy bodies, with the San Francisco population at 32%. Comparatively, women are 48% of total appointees on the smallest budgeted policy bodies, and women of color are 29% of appointees. However, the representation of people of color is higher on larger budgeted policy bodies by 1%. People of color make up 44% of appointees on the largest budgeted policy bodies and 43% of appointees on the smallest budgeted policy bodies compared to 54% of total appointees. The San Francisco population of people of color exceeds these percentages at 62%.

In addition to using budget size as a proxy for influence, this report analyzed demographic characteristics of appointees on Commissions and Boards who file disclosures of economic interest and have decision-making authority and appointees on Advisory Bodies who do not file economic interest disclosures. Over half (60%) of appointees on Advisory Bodies are women, while 53% of appointees on Commissions and Boards are women. Ultimately, women comprise a higher percentage of appointees on Advisory Bodies compared to Commissions and Boards.

The 2021 Gender Analysis Report found a relatively high representation of LGBTQIA+ individuals on San Francisco policy bodies. For the appointees that provided LGBTQIA+ identity information, 23% identify as LGBTQIA+ with the largest subset identifying as gay or lesbian (56%), 16% of appointees from the largest budgeted policy bodies identify as LGBTQIA+, and 17% from the smallest budgeted bodies. However, there is a significant difference of LGBTQIA+ representation when comparing Commissions and Boards (18%) and Advisory Bodies (31%). The representation of appointees with disabilities is 13%, slightly exceeding the 12% population. Veterans are highly represented on San Francisco policy bodies at 22% compared to the Veteran population of 2.7%, which could be due to differences in each source's classification of Veteran Status.

Additionally, this report evaluates and compares the representation of women, women of color, and people of color appointees by the Mayor, Board of Supervisors, and by the total of

all approving authorities combined. Mayoral appointees include 60% women, 37% women of color, and 59% people of color, which overall is more diverse by gender and race compared to both Supervisorial appointees and total appointees.

This report is intended to advise the Mayor, Board of Supervisors, and other appointing authorities, as they select appointments to policy bodies for the City and County of San Francisco. In the spirit of the 2008 City Charter Amendment that establishes this biennial Gender Analysis Report requirement and the importance of diversity on San Francisco policy bodies, efforts to address gaps in diversity and inclusion should remain at the forefront when making appointments, in order to accurately reflect the population of San Francisco.

The San Francisco Department on the Status of Women would like to thank the various Policy Body members, Commission secretaries, and Department staff who graciously assisted in collecting demographic data and providing information about their respective policy bodies, particularly Department Interns Charly De Nocker and Brooklynn McPherson for the data collection and analysis of this report.

San Francisco Commission on the Status of Women

President Breanna Zwart
Vice President Dr. Shokooh Miry
Commissioner Sophia Andary
Commissioner Sharon Chung
Commissioner Dr. Anne Moses
Commissioner Dr. Raveena Rihal
Commissioner Ani Rivera

Kimberly Ellis, Director
Department on the Status of Women

This report is available at the San Francisco Department on the Status of Women website, <https://sfgov.org/dosw/gender-analysis-reports>.

City and County of San Francisco
Department on the Status of Women
25 Van Ness Avenue, Suite 240
San Francisco, California 94102
sfgov.org/dosw
dosw@sfgov.org
415.252.2570

Appendix

Figure 26: Policy Body Demographics, 2021

Policy Body*	Total Seats	Filled Seats	FY20-21 Budget	Women	Women of Color	People of Color	Survey Response Rate
Access Appeals Commission	5	5	\$0	20%	0%	0%	100%
Advisory Committee of Street Artists and Craft Examiners	5	5	\$0	20%	20%	20%	20%
African American Reparations Committee	15	15	\$0	0%	0%	0%	0%
Aging and Adult Services Commission	7	7	\$ 435,011,663	71%	29%	43%	86%
Airport Commission	5	5	\$ 1,370,000,000	40%	0%	40%	100%
Animal Control and Welfare Commission	7	7	\$0	29%	14%	29%	43%
Arts Commission	15	14	\$ 23,762,015	79%	57%	71%	100%
Asian Art Commission	27	26	\$ 10,200,000	50%	35%	54%	81%
Assessment Appeals Board No.1	8	6	\$ -	50%	0%	17%	100%
Assessment Appeals Board No.2	8	4	\$ -	0%	0%	50%	100%
Assessment Appeals Board No.3	8	3	\$ -	0%	0%	33%	67%
Ballot Simplification Committee	5	4	\$0	50%	0%	0%	75%
Bayview Hunters Point Citizens Advisory Committee	12	8	\$0	0%	0%	0%	0%
Board of Appeals	5	5	\$ 1,177,452	40%	20%	60%	100%
Board Of Examiners	13	10	\$0	0%	0%	40%	90%
Building Inspection Commission	7	6	\$ 89,600,000	33%	0%	0%	50%
Cannabis Oversight Committee	16	16	\$0	19%	31%	38%	25%

Figure 26: Policy Body Demographics, 2021, Continued

Policy Body*	Total Seats	Filled Seats	FY20-21 Budget	Women	Women of Color	People of Color	Survey Response Rate
Central Subway Community Advisory Group	21	14	\$0	0%	0%	0%	0%
Children and Families Commission (First 5)	9	8	\$ 31,019,003	75%	50%	50%	75%
Children, Youth, and Their Families Oversight and Advisory Committee	11	7	\$ 171,481,507	14%	0%	0%	14%
Citizen's Advisory Committee for the Central Market Street and Tenderloin Area	9	8	\$0	0%	0%	0%	0%
Citizen's Committee on Community Development	9	8	\$ 27,755,465	63%	50%	50%	63%
Citizens General Obligation Bond Oversight Committee	9	6	\$0	50%	0%	17%	100%
City Hall Preservation Advisory Commission	5	5	\$0	0%	0%	0%	20%
Civil Service Commission	5	5	\$ 1,286,033	60%	20%	40%	100%
Commission on Community Investment and Infrastructure	7	6	\$0	17%	17%	33%	50%
Commission on the Aging Advisory Council	22	14	\$0	21%	0%	0%	21%
Commission on the Environment	7	7	\$0	57%	29%	43%	86%
Commission on the Status of Women	7	7	\$ 9,089,928	100%	86%	86%	100%
Committee on Information Technology	17	17	\$ 22,934,703	12%	0%	6%	18%

Figure 26: Policy Body Demographics, 2021, Continued

Policy Body*	Total Seats	Filled Seats	FY20-21 Budget	Women	Women of Color	People of Color	Survey Response Rate
Elections Commission	7	5	\$ 69,000	60%	20%	40%	100%
Entertainment Commission	7	7	\$0	29%	14%	43%	100%
Ethics Commission	5	4	\$ 6,500,000	25%	25%	25%	25%
Film Commission	11	11	\$0	45%	27%	45%	100%
Fire Commission	5	5	\$ 414,360,096	40%	20%	60%	100%
Health Commission	7	7	\$ 2,700,000,000	71%	43%	71%	100%
Health Service Board	7	7	\$ 16,500,000	14%	14%	14%	43%
Historic Preservation Commission	7	7	\$0	29%	14%	14%	71%
Historic Preservation Fund Committee	7	7	\$0	0%	0%	0%	0%
Housing Authority Commission	7	5	\$ 55,800,000	20%	20%	20%	20%
Human Rights Commission	11	9	\$ 13,618,732	0%	0%	0%	0%
Human Services Commission	5	5	\$ 604,412,630	20%	0%	60%	100%
Immigrant Rights Commission	15	14	\$0	43%	36%	50%	57%
Juvenile Probation Commission	7	6	\$0	50%	33%	67%	83%
Library Commission	7	7	\$ 341,000,000	71%	43%	71%	100%
Local Agency Formation Commission	7	4	\$ 427,685	50%	50%	50%	50%
Local Homeless Coordinating Board	9	7	\$ 54,000,000	0%	0%	0%	0%
Long Term Care Coordinating Council	40	35	\$0	9%	3%	6%	14%
Mental Health Board	17	9	\$0	0%	0%	0%	0%
MTA Board of Directors and Parking Authority Commission	7	6	\$ 1,258,700,000	33%	33%	50%	50%

Figure 26: Policy Body Demographics, 2021, Continued

Policy Body*	Total Seats	Filled Seats	FY20-21 Budget	Women	Women of Color	People of Color	Survey Response Rate
Municipal Green Building Task Force	21	21	\$0	43%	24%	29%	67%
Municipal Transportation Agency Citizens' Advisory Council	15	13	\$0	15%	8%	8%	15%
Office of Early Care and Education Citizens' Advisory Committee	9	9	\$0	67%	33%	44%	78%
Paratransit Coordinating Council	40	25	\$0	0%	0%	0%	0%
Park, Recreation, and Open Space Advisory Committee	23	19	\$0	26%	11%	11%	53%
Planning Commission	7	7	\$ 62,194,821	57%	29%	43%	71%
Police Commission	7	5	\$0	20%	20%	80%	100%
Port Commission	5	5	\$ 125,700,000	60%	40%	40%	60%
Public Utilities Citizen's Advisory Committee	17	14	\$0	21%	0%	14%	43%
Public Utilities Commission	5	5	\$ 1,433,954,907	20%	20%	20%	60%
Public Utilities Rate Fairness Board	7	4	\$0	25%	0%	25%	75%
Recreation and Park Commission	7	7	\$ 231,600,000	29%	14%	29%	43%
Reentry Council	7	5	\$0	0%	0%	0%	0%
Rent Board Commission	10	10	\$ 9,381,302	10%	0%	30%	60%
Residential Users Appeal Board	3	2	\$ 900	0%	0%	0%	50%
Retire Health Care Trust Fund Board	5	5	\$ 70,000	0%	0%	0%	0%
Retirement System Board	7	7	\$ 90,000,000	14%	14%	29%	57%
Small Business Commission	7	7	\$ 3,505,244	14%	0%	14%	43%
SoMa Community Planning Advisory Committee	11	7	\$0	0%	0%	0%	0%

Figure 26: Policy Body Demographics, 2021, Continued

Policy Body*	Total Seats	Filled Seats	FY20-21 Budget	Women	Women of Color	People of Color	Survey Response Rate
SoMa Community Stabilization Fund Community Advisory Committee	14	10	\$0	0%	0%	10%	10%
Southeast Community Facility Commission	7	7	\$0	0%	0%	0%	0%
Sunshine Ordinance Task Force	11	9	\$0	56%	44%	44%	89%
Sweatfree Procurement Advisory Group	11	6	\$0	0%	0%	0%	0%
Transgender Advisory Committee	14	14	\$0	0%	0%	21%	36%
Treasure Island Development Authority	7	6	\$0	17%	17%	33%	50%
Urban Forestry Council	15	14	\$0	0%	0%	0%	0%
Veterans Affairs Commission	17	16	\$ 150,000	0%	0%	0%	0%
War Memorial Board of Trustees	11	11	\$ 18,500,000	27%	18%	18%	45%
Workforce Investment Board	30	27	\$0	0%	0%	0%	0%
Youth Commission	17	17	\$0	41%	35%	71%	88%

**Policy Bodies in bold are Commission and Boards, while unbolded bodies are Advisory Bodies.*

Figure 27: San Francisco Population Estimates by Race/Ethnicity and Gender, 2017*

Race/Ethnicity	Total		Female		Male	
	Estimate	Percent	Estimate	Percent	Estimate	Percent
San Francisco County, California	864,263	-	423,630	49%	440,633	51%
White, non-Hispanic or Latino	353,000	38%	161,381	17%	191,619	20%
Asian	295,347	31%	158,762	17%	136,585	15%
Hispanic or Latinx	131,949	14%	62,646	7%	69,303	7%
Some Other Race	64,800	7%	30,174	3%	34,626	4%
Black or African American	45,654	5%	22,311	2.4%	23,343	2.5%
Two or More Races	43,664	5%	21,110	2.2%	22,554	2.4%
Native Hawaiian and Pacific Islander	3,226	0.3%	1,576	0.2%	1,650	0.2%
Native American and Alaska Native	3,306	0.4%	1,589	0.2%	1,717	0.2%

San Francisco Population estimates come from the 2017 and 2018 American Community Survey 5-Year Estimates.

**Due to unavailable updated data on San Francisco population, the data used to represent the San Francisco population is from the 2019 Gender Analysis Report.*



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



London N. Breed
Mayor

Acknowledgments

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City and County of San Francisco
Department on the Status of Women
25 Van Ness Avenue, Suite 240
San Francisco, California 94102
sfgov.org/dosw
dosw@sfgov.org
415.252.2570