

File No. 230755

Committee Item No. 2

Board Item No. 59

COMMITTEE/BOARD OF SUPERVISORS

AGENDA PACKET CONTENTS LIST

Committee: Rules Committee

Date July 10, 2023

Board of Supervisors Meeting

Date July 18, 2023

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

Completed by: Victor Young

Date July 6, 2023

Completed by: _____

Date _____

1 [Mayoral Appointment, Municipal Transportation Agency Board of Directors - Lydia So]

2

3 **Motion approving the Mayor's nomination for the appointment of Lydia So to the**
4 **Municipal Transportation Agency Board of Directors, term ending March 1, 2025.**

5

6 WHEREAS, Article VIII.A of the City Charter, approved November 1999, establishes
7 the Municipal Transportation Agency (“MTA”) which includes the Municipal Railway and shall
8 include the Department of Parking and Traffic; and

9 WHEREAS, The MTA includes a Board of Directors governed by a board of seven
10 directors appointed by the Mayor and confirmed by the Board of Supervisors; and

11 WHEREAS, At least four of the directors must be regular riders of the municipal railway
12 and must continue to ride the municipal railway during their terms; and

13 WHEREAS, The directors must possess significant knowledge of, or professional
14 experience in, one or more the fields of government, finance, or labor relations; and

15 WHEREAS, At least two of the directors must possess significant knowledge of, or
16 professional experience in, the field of public transportation; and

17 WHEREAS, The Mayor has appointed Lydia So to the MTA Board of Directors to
18 serve a term ending March 1, 2025; now, therefore, be it

19 MOVED, That the Board of Supervisors of the City and County of San Francisco does
20 hereby approve the Mayor’s nomination for appointment of Lydia So to the Board of Directors
21 of the Municipal Transportation Agency for a term ending March 1, 2025.

22

23

24

25

OFFICE OF THE MAYOR
SAN FRANCISCO



LONDON N. BREED
MAYOR

Notice of Nomination of Appointment

June 16, 2023

Angela Calvillo
Clerk of the Board, Board of Supervisors
San Francisco City Hall
1 Carlton B. Goodlett Place
San Francisco, CA 94102

Dear Ms. Calvillo,

Pursuant to Charter Section 8A.102, of the City and County of San Francisco, I make the following nomination of Lydia So for appointment to the San Francisco Municipal Transportation Agency Board of Directors, filling the seat formerly held by Sharon Lai for a term ending March 1, 2025.

I am confident that Ms. So will serve our community well. Attached are her qualifications to serve, which demonstrate how her appointment represents the communities of interest, neighborhoods and diverse populations of the City and County of San Francisco.

Should you have any question about this appointment nomination, please contact my Director of Commission Affairs, Tyra Fennell, at 415-554-6696.

Sincerely,

A handwritten signature in blue ink that reads "London Breed".

London N. Breed
Mayor, City and County of San Francisco

LYDIA SO, AIA, LEED AP

BIOGRAPHY

Lydia moved to San Francisco after college 19 years ago and calls San Francisco her home. She was born in Hong Kong when it was a British colony. It was the freedom, diversity and equalities of this City that inspired her to stay. She enjoys riding bikes with her daughter to school from their home in the Mission.

Lydia is an astute architect highly skilled in solving problems through design thinking. Her brush strokes in architectural design & preservation and real estate developments span across North America, China and Japan. A dynamic collaborative communicator, she believes design is not just skin deep and focuses on building relationships among stakeholders. She is proven to excel in projects that leverage design quality, historic significance, regulatory constraints and construction realities to improve our living environments for generations to enjoy.

Lydia's work has made positive impacts on regional economic growth, transit oriented developments and sustainability. Her global experience includes the tallest building, China World Trade Center, for the Olympics in Beijing. Creatively designed adaptive re-use of historically significant building for Adobe HQ in San Francisco, Hutong (traditional dwellings) in Beijing Finance Street Daji mixed use development, Apple Store Stockton Street in SF, Apple Store Soho in New York and Apple Store Regent Street in London. The most advanced neuroscience building at UCSF Mission Bay and the world's first all glass spiral staircase in the Apple Store in Osaka, Japan. Lydia is very proud and honor to work alongside with the Chinese artisans from Suzhou to design the traditional Lan Su Chinese Garden in Portland, Oregon, based on a 2,000-year-old historical architecture design.

Prior to founding her own architecture and consulting firm in 2015, Lydia held a real estate design and management position at Apple which redefined the status quo of retail real estate development. Prior to that, Lydia was the first minority woman architect promoted to Technical Associate at, the eminence of architecture firms, Skidmore, Owings & Merrill. She honed her design and preservation skills and trailblazed the technical aspects of architecture, engineering and construction practice. It was her first job at Bohlin, Cywinski, Jackson where she met Steve Jobs whom she was involved with inventing the first nine Apple Stores.

EDUCATION

Bachelor of Architecture, Business Administration Minor, Dean's List
Portland Urban Architecture Center
UNIVERSITY OF OREGON, 2000

Leadership & Management
Certificate

APPLE UNIVERSITY, 2014

CREDENTIALS

Registered Architect, CA C-31721

Member, **American Institute of Architects** since 2007

LEED Accredited Professional,
USGBC since 2003

Commissioner, Civic Design
Committee, Community Investment
Committee, Nominating Committee,
Liason to MOHCD

San Francisco Arts Commission

Vice President of the Board, **Asian
American Architects & Engineers
Association**

Impact Award Jury Panel,
Architectural Guest Critic,
California College of Arts

Master Planning Advisory
Committee, **Presidio Knolls
School**

USA Representative, the **Italy
Stone Conference**, Carrara, Italy

LANGUAGES

Native Cantonese and professional
Mandarin speaker. Lydia's
Chinese writing skills allow her to
effectively demystify ambiguous
translation assumptions in project
management and business deals.

LYDIA SO, AIA, LEED AP

EXPERIENCE

SOLYD Architecture, Management & Design, Principal, 2015 - current

A woman, minority owned certified SBE & LBE company based in San Francisco. Offering turn-key architectural design and consulting services to private residences, condos and offices owners. Specialty consulting services for third-party quality control, accessibility compliance, elevators system design, and artwork management.

San Francisco Arts Commission, Commissioner, 2016 - current

Civic Design Committee - Serve as the architect seats to review and approve design of public buildings and infrastructures, and advice on the public art appropriateness criteria. Focus on multi-agency complex projects balancing construction budgetary realities and design excellence. Serve on MOHCD panels to select development & architect team to design and build affordable housing.

Community Investment Committee - Evaluate and award grants funding to artists and community cultural groups. Manage operation of the commission's cultural centers. Regulatory authority on Street Artist Permits and disputes.

Nominating Committee - Nominate and elect commission leadership by building consensus and bridges among fellow Commissioners and the Mayor's Office.

SOLYD online marketplace, Founder, 2014-15

Founded an online technology platform for homeowners to hire independent prequalified architects, engineers, designers and experts on renovation projects.

Apple, Retail Real Estate Development, Design Manager, North America, 2011 - 14

Managed real estate development and design new prototype initiatives of Apple Stores in North America. Negotiated optimal real estate leases with landlords and streamlined contracts with consultants through unique design approach. Established design and construction standards in line with financial pro forma analysis and store operations. Instrumental in interpreting appropriateness of design within historically significance contexts.

Skidmore Owings & Merrill LLP, Associate, Senior Project Architect, 2003 - 11

Directed extensive portfolio of work globally, including urban scale master planning, multi modal transportation centers, Class A commercial office mixed-use developments in United States and China.

Bohlin Cywinski Jackson Architects, Designer, 2001 - 03

Key designer of R&D effort for the first nine Apple Flagship Stores including the engineering of all-glass stairs & Pixar Animation Studios HQ.

Merryman Barnes Architects, Designer, 1998

Designer and translator of the Lan Su Chinese Historical Garden.

STATEMENT OF ECONOMIC INTERESTS
COVER PAGE
A PUBLIC DOCUMENT

Please type or print in ink.

NAME OF FILER (LAST) (FIRST) (MIDDLE)
So Lydia

1. Office, Agency, or Court

Agency Name (Do not use acronyms)
City and County of San Francisco

Division, Board, Department, District, if applicable Your Position
Planning Department Historic Preservation Commissioner

► 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 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. Leaving Office: Date Left ____/____/____ (Check one circle.)
- or- The period covered is ____/____/____, through December 31, 2022. The period covered is January 1, 2022, through the date of leaving office.
- or- Assuming Office: Date assumed ____/____/____ 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 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)
49 South Van Ness Avenue, Suite 1400 San Francisco CA 94103
DAYTIME TELEPHONE NUMBER EMAIL ADDRESS
(415) 652-7589 lydia.so@sfgov.org

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 02/17/2023
(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%)

Investments must be itemized.

Do not attach brokerage or financial statements.

Name

So, Lydia

▶ NAME OF BUSINESS ENTITY
Apple, Inc.

GENERAL DESCRIPTION OF THIS BUSINESS
Consumer electronics

FAIR MARKET VALUE
 \$2,000 - \$10,000 \$10,001 - \$100,000
 \$100,001 - \$1,000,000 Over \$1,000,000

NATURE OF INVESTMENT
 Stock Other _____ (Describe)
 Partnership Income Received of \$0 - \$499
 Income Received of \$500 or More (Report on Schedule C)

IF APPLICABLE, LIST DATE:
____/____/22 ____/____/22
ACQUIRED DISPOSED

▶ NAME OF BUSINESS ENTITY
Palantir

GENERAL DESCRIPTION OF THIS BUSINESS
Technology Company

FAIR MARKET VALUE
 \$2,000 - \$10,000 \$10,001 - \$100,000
 \$100,001 - \$1,000,000 Over \$1,000,000

NATURE OF INVESTMENT
 Stock Other _____ (Describe)
 Partnership Income Received of \$0 - \$499
 Income Received of \$500 or More (Report on Schedule C)

IF APPLICABLE, LIST DATE:
____/____/22 ____/____/22
ACQUIRED DISPOSED

▶ NAME OF BUSINESS ENTITY
Senseonics Holdings

GENERAL DESCRIPTION OF THIS BUSINESS
Biotechnology Company

FAIR MARKET VALUE
 \$2,000 - \$10,000 \$10,001 - \$100,000
 \$100,001 - \$1,000,000 Over \$1,000,000

NATURE OF INVESTMENT
 Stock Other _____ (Describe)
 Partnership Income Received of \$0 - \$499
 Income Received of \$500 or More (Report on Schedule C)

IF APPLICABLE, LIST DATE:
____/____/22 ____/____/22
ACQUIRED DISPOSED

▶ NAME OF BUSINESS ENTITY
Tesla

GENERAL DESCRIPTION OF THIS BUSINESS
Car manufacturer

FAIR MARKET VALUE
 \$2,000 - \$10,000 \$10,001 - \$100,000
 \$100,001 - \$1,000,000 Over \$1,000,000

NATURE OF INVESTMENT
 Stock Other _____ (Describe)
 Partnership Income Received of \$0 - \$499
 Income Received of \$500 or More (Report on Schedule C)

IF APPLICABLE, LIST DATE:
03 03 / ____/22 ____/____/22
ACQUIRED DISPOSED

▶ NAME OF BUSINESS ENTITY
Marathon Oil Corp.

GENERAL DESCRIPTION OF THIS BUSINESS
Oil company

FAIR MARKET VALUE
 \$2,000 - \$10,000 \$10,001 - \$100,000
 \$100,001 - \$1,000,000 Over \$1,000,000

NATURE OF INVESTMENT
 Stock Other _____ (Describe)
 Partnership Income Received of \$0 - \$499
 Income Received of \$500 or More (Report on Schedule C)

IF APPLICABLE, LIST DATE:
____/____/22 ____/____/22
ACQUIRED DISPOSED

▶ NAME OF BUSINESS ENTITY
Pfizer, Inc.

GENERAL DESCRIPTION OF THIS BUSINESS
Pharmaceutical company.

FAIR MARKET VALUE
 \$2,000 - \$10,000 \$10,001 - \$100,000
 \$100,001 - \$1,000,000 Over \$1,000,000

NATURE OF INVESTMENT
 Stock Other _____ (Describe)
 Partnership Income Received of \$0 - \$499
 Income Received of \$500 or More (Report on Schedule C)

IF APPLICABLE, LIST DATE:
____/____/22 ____/____/22
ACQUIRED DISPOSED

Comments: _____

SCHEDULE A-2

Investments, Income, and Assets of Business Entities/Trusts

(Ownership Interest is 10% or Greater)

CALIFORNIA FORM 700
FAIR POLITICAL PRACTICES COMMISSION

Name
So, Lydia

▶ 1. BUSINESS ENTITY OR TRUST

SOLYD Architecture, Management and Design

Name
1 Market Street, Suite 201, San Francisco, CA 94111

Address (Business Address Acceptable)

Check one
 Trust, go to 2 Business Entity, complete the box, then go to 2

GENERAL DESCRIPTION OF THIS BUSINESS
Professional architecture services

FAIR MARKET VALUE IF APPLICABLE, LIST DATE:

<input type="checkbox"/> \$0 - \$1,999	_____ / _____ / <u>22</u>	_____ / _____ / <u>22</u>
<input type="checkbox"/> \$2,000 - \$10,000	ACQUIRED	DISPOSED
<input checked="" type="checkbox"/> \$10,001 - \$100,000		
<input type="checkbox"/> \$100,001 - \$1,000,000		
<input type="checkbox"/> Over \$1,000,000		

NATURE OF INVESTMENT
 Partnership Sole Proprietorship _____ Other

YOUR BUSINESS POSITION Principal

▶ 2. IDENTIFY THE GROSS INCOME RECEIVED (INCLUDE YOUR PRO RATA SHARE OF THE GROSS INCOME TO THE ENTITY/TRUST)

<input type="checkbox"/> \$0 - \$499	<input type="checkbox"/> \$10,001 - \$100,000
<input type="checkbox"/> \$500 - \$1,000	<input checked="" type="checkbox"/> OVER \$100,000
<input type="checkbox"/> \$1,001 - \$10,000	

▶ 3. LIST THE NAME OF EACH REPORTABLE SINGLE SOURCE OF INCOME OF \$10,000 OR MORE (Attach a separate sheet if necessary.)

None or Names listed below

Craig Nicol
Alex Lyon
Wallace Properties LLC

▶ 4. INVESTMENTS AND INTERESTS IN REAL PROPERTY HELD OR LEASED BY THE BUSINESS ENTITY OR TRUST

Check one box:
 INVESTMENT REAL PROPERTY

Name of Business Entity, if Investment, or Assessor's Parcel Number or Street Address of Real Property

Description of Business Activity or City or Other Precise Location of Real Property

FAIR MARKET VALUE IF APPLICABLE, LIST DATE:

<input type="checkbox"/> \$2,000 - \$10,000	_____ / _____ / <u>22</u>	_____ / _____ / <u>22</u>
<input type="checkbox"/> \$10,001 - \$100,000	ACQUIRED	DISPOSED
<input type="checkbox"/> \$100,001 - \$1,000,000		
<input type="checkbox"/> Over \$1,000,000		

NATURE OF INTEREST
 Property Ownership/Deed of Trust Stock Partnership

Leasehold _____ Other _____
Yrs. remaining

Check box if additional schedules reporting investments or real property are attached

▶ 1. BUSINESS ENTITY OR TRUST

Name

Address (Business Address Acceptable)

Check one
 Trust, go to 2 Business Entity, complete the box, then go to 2

GENERAL DESCRIPTION OF THIS BUSINESS

FAIR MARKET VALUE IF APPLICABLE, LIST DATE:

<input type="checkbox"/> \$0 - \$1,999	_____ / _____ / <u>22</u>	_____ / _____ / <u>22</u>
<input type="checkbox"/> \$2,000 - \$10,000	ACQUIRED	DISPOSED
<input type="checkbox"/> \$10,001 - \$100,000		
<input type="checkbox"/> \$100,001 - \$1,000,000		
<input type="checkbox"/> Over \$1,000,000		

NATURE OF INVESTMENT
 Partnership Sole Proprietorship _____ Other

YOUR BUSINESS POSITION _____

▶ 2. IDENTIFY THE GROSS INCOME RECEIVED (INCLUDE YOUR PRO RATA SHARE OF THE GROSS INCOME TO THE ENTITY/TRUST)

<input type="checkbox"/> \$0 - \$499	<input type="checkbox"/> \$10,001 - \$100,000
<input type="checkbox"/> \$500 - \$1,000	<input type="checkbox"/> OVER \$100,000
<input type="checkbox"/> \$1,001 - \$10,000	

▶ 3. LIST THE NAME OF EACH REPORTABLE SINGLE SOURCE OF INCOME OF \$10,000 OR MORE (Attach a separate sheet if necessary.)

None or Names listed below

▶ 4. INVESTMENTS AND INTERESTS IN REAL PROPERTY HELD OR LEASED BY THE BUSINESS ENTITY OR TRUST

Check one box:
 INVESTMENT REAL PROPERTY

Name of Business Entity, if Investment, or Assessor's Parcel Number or Street Address of Real Property

Description of Business Activity or City or Other Precise Location of Real Property

FAIR MARKET VALUE IF APPLICABLE, LIST DATE:

<input type="checkbox"/> \$2,000 - \$10,000	_____ / _____ / <u>22</u>	_____ / _____ / <u>22</u>
<input type="checkbox"/> \$10,001 - \$100,000	ACQUIRED	DISPOSED
<input type="checkbox"/> \$100,001 - \$1,000,000		
<input type="checkbox"/> Over \$1,000,000		

NATURE OF INTEREST
 Property Ownership/Deed of Trust Stock Partnership

Leasehold _____ Other _____
Yrs. remaining

Check box if additional schedules reporting investments or real property are attached

Comments: _____



MUNICIPAL TRANSPORTATION AGENCY BOARD OF DIRECTORS

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	Mayor	Stephanie Cajina (first term) (Rides Muni – yes) (knowledge/exp. in government) (knowledge or exp. in public transportation)	3/1/26	At least four of the Directors must be regular riders of the Municipal Railway and must continue to be regular riders during their terms. The directors must possess significant knowledge of, or professional experience in, one or more of the fields of government, finance or labor relations. At least two of the directors must possess significant knowledge of or professional experience in, the field of public transportation. During their terms, all directors shall be required to ride the Municipal Railway on the average once a week.
2	Mayor	Emanuel Yekutieli (first term) (Rides Muni – yes) (knowledge/exp. in government and finance) (knowledge or exp. in public transportation)	3/1/24	
3	Mayor	Amanda Eaken (third) (Rides Muni – yes) (knowledge/exp. in government) (knowledge or exp. in public transportation)	3/1/27	
4	Mayor	Steve Heminger (second term) (Rides Muni – yes) (knowledge/exp. in government, finance and labor relations) (knowledge or exp. in public transportation)	3/1/27	

5	Mayor	VACANT (Rides Muni – ___) (knowledge/exp. in government, finance and labor relations) (knowledge or exp. in public transportation)	3/1/25	
6	Mayor	VACANT (Rides Muni – ___) (knowledge/exp. in government, finance and labor relations) (knowledge or exp. in public transportation)	3/1/26	
7	Mayor	Fiona Hinze (first term) (Rides Muni and paratransit – yes) pa (knowledge/exp. in government) (knowledge or exp. in public transportation)	3/1/24	

Seats are nominated by the Mayor, subject to confirmation by the Board of Supervisors.

(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.

The Municipal Transportation Agency Board of Directors shall be governed by a Board of seven Directors appointed by the Mayor and confirmed after public hearing by the Board of Supervisors.

The composition of the MTA shall be as follows: At least four of the Directors must be regular riders of the Municipal Railway and must continue to be regular riders during their terms. The directors must possess significant knowledge of, or professional experience in, one or more of the fields of government, finance or labor relations. At least two of the directors must possess significant knowledge of or professional experience in, the field of public transportation. During their terms, all directors shall be required to ride the Municipal Railway on the average once a week. No person may serve more than three terms as a director.

The Municipal Transportation Agency shall include the Municipal Railway and the Department of Parking and Traffic. The goals of the Agency shall be: 1) to strengthen the MTA's authority to manage its employees; 2) to establish efficient and economical work rules and work practices to meet the public's needs; 3) to protect the Railway's right to select, train, discipline and layoff employees; 4) to ensure that transit vehicles move through City streets safely and efficiently; 5) to value and protect pedestrians and bicyclists; 6) to reduce congestion and air pollution through efficient use of the streets; and 7) to protect the City's economic health by giving priority to commercial deliveries and access to local business.

Directors shall serve four-year terms, provided, however, that two of the initial appointees shall serve for terms ending March 1, 2004; two for terms ending March 1, 2003, two for terms ending March 1, 2002, and one for a term ending March 1, 2001. Initial terms shall be designated by the Mayor. No person may serve more than three terms as a director.

Reports: The agency shall adopt achievement measurements and goals by July 1st of each year and shall regularly publish reports on its attainment of the achievement of its goals. In addition, on a biannual basis an independent quality review of performance shall be conducted by an outside consulting firm and submitted to the Mayor, the Board of Supervisors, the Agency and the Citizen's Advisory Council who shall each hold a public hearing on the report.

Authority: Charter, Sections 8A.100 - 115

Sunset Date: None

Contact: Christine Silva
Municipal Transportation Agency
1 South Van Ness Avenue, 7th Floor
San Francisco, CA 94103
(415) 646-4770
christine.silva@sfmta.com

Updated: June 30, 2023



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.

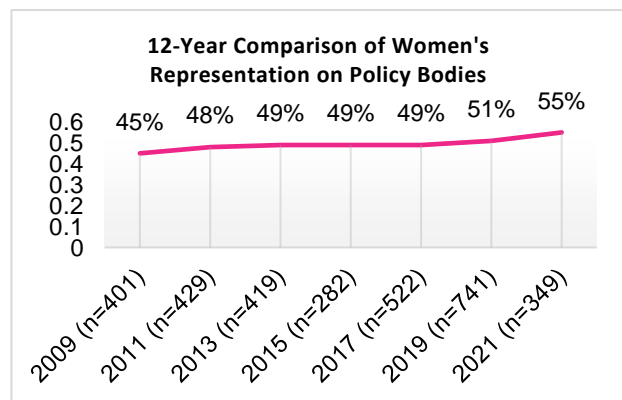
were limited compared to previous years, including the ability to conduct paper surveys and in-person meetings. Reliance on online surveying significantly reduced the level of participation, despite three to five direct contact efforts with policy bodies via phone and email. Moving forward, in addition 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

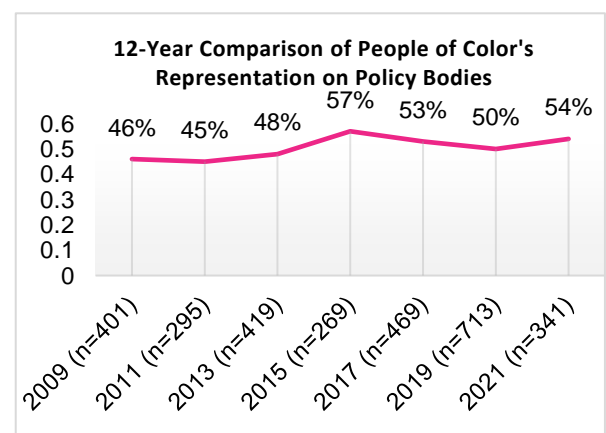
Gender

- 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.



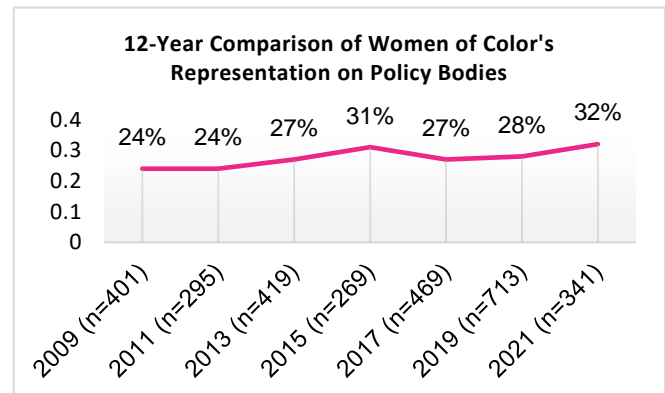
Race and Ethnicity

- 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

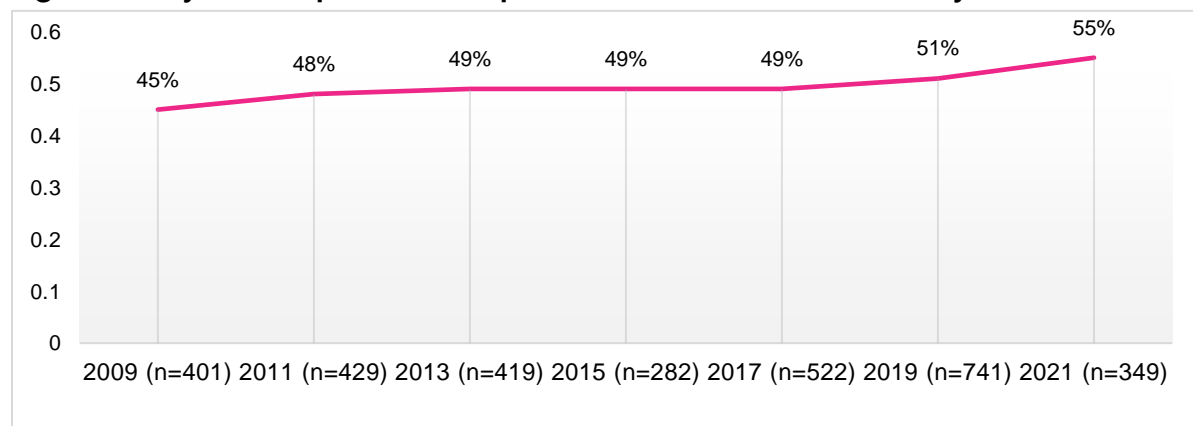
Appointee Demographics	Percentage of Appointees
Women (n=349)	55%
People of Color (n=341)	54%
Women of Color (n=341)	32%
LGBTQIA+ Identifying (n=334)	23%
People with Disabilities (n=349)	13%
Veteran Status (n=349)	22%

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%.

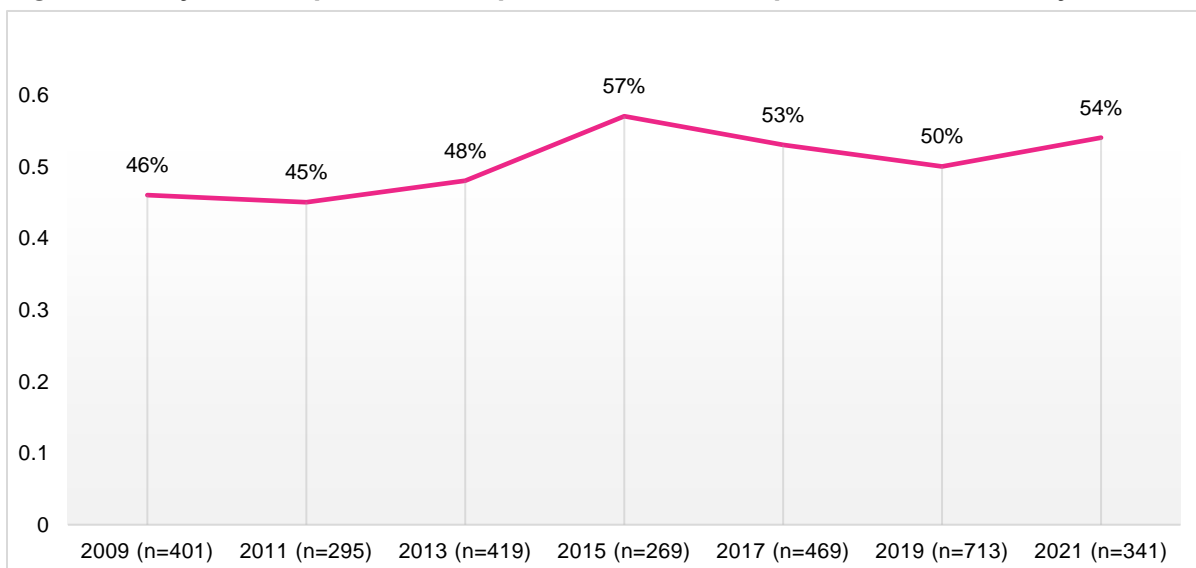
Figure 5: Advisory Bodies with the Highest Percentage of Women, 2021

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



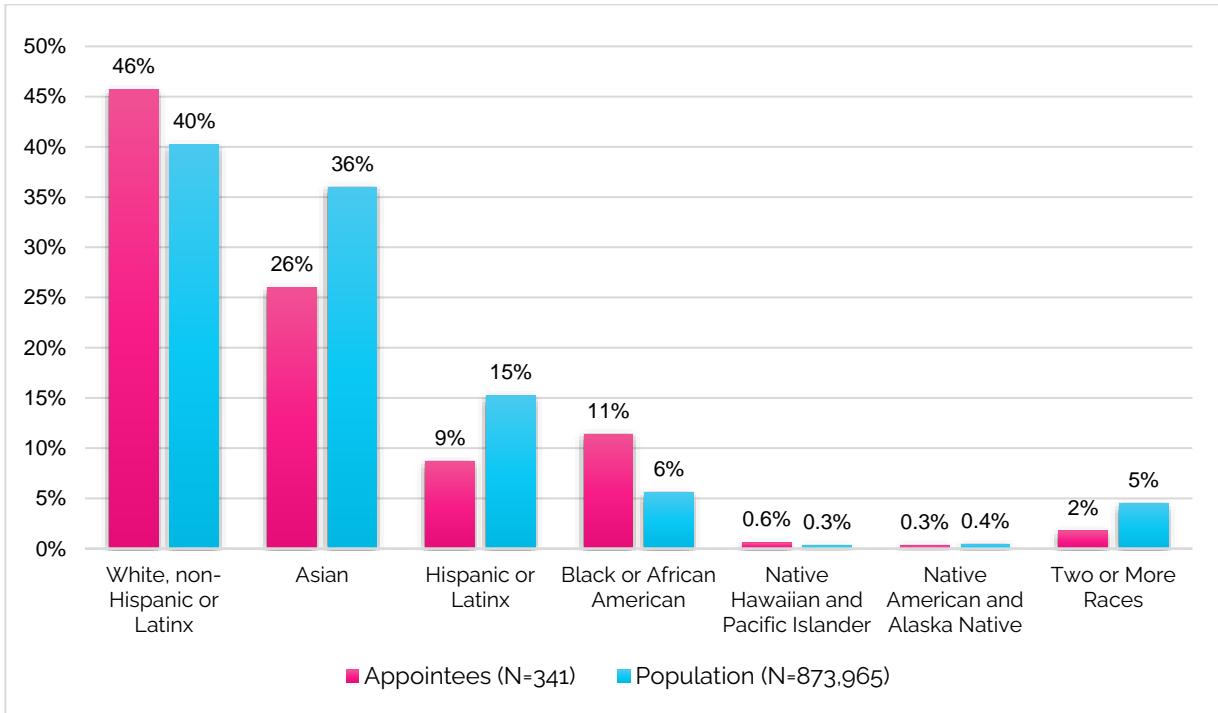
The racial and ethnic breakdown of policy body members compared to the San Francisco population is shown in Figure 7. This analysis reveals underrepresentation and overrepresentation in San Francisco policy bodies for certain racial and ethnic groups. Nearly half of all appointees are white, an overrepresentation 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

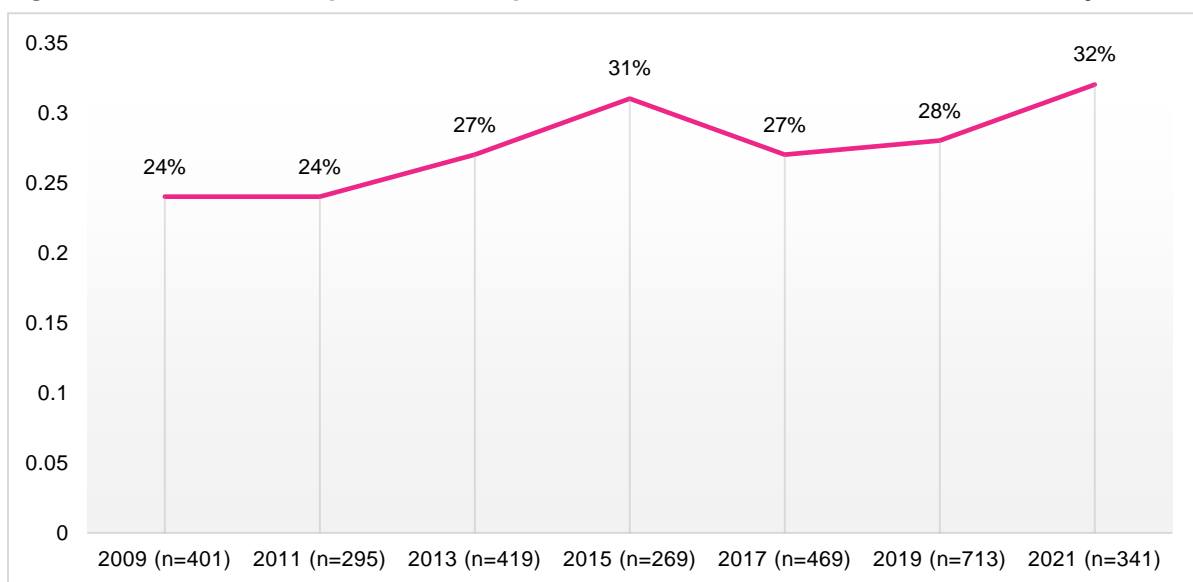
Policy Body	Percent of POC	Response Rate*	2019 Percent	2017 Percent
Ethics Commission	25%	25%	50%	67%
Retirement System Board	29%	57%	29%	29%
Recreation and Park Commission	29%	43%	43%	43%
Rent Board Commission	30%	60%	33%	50%

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

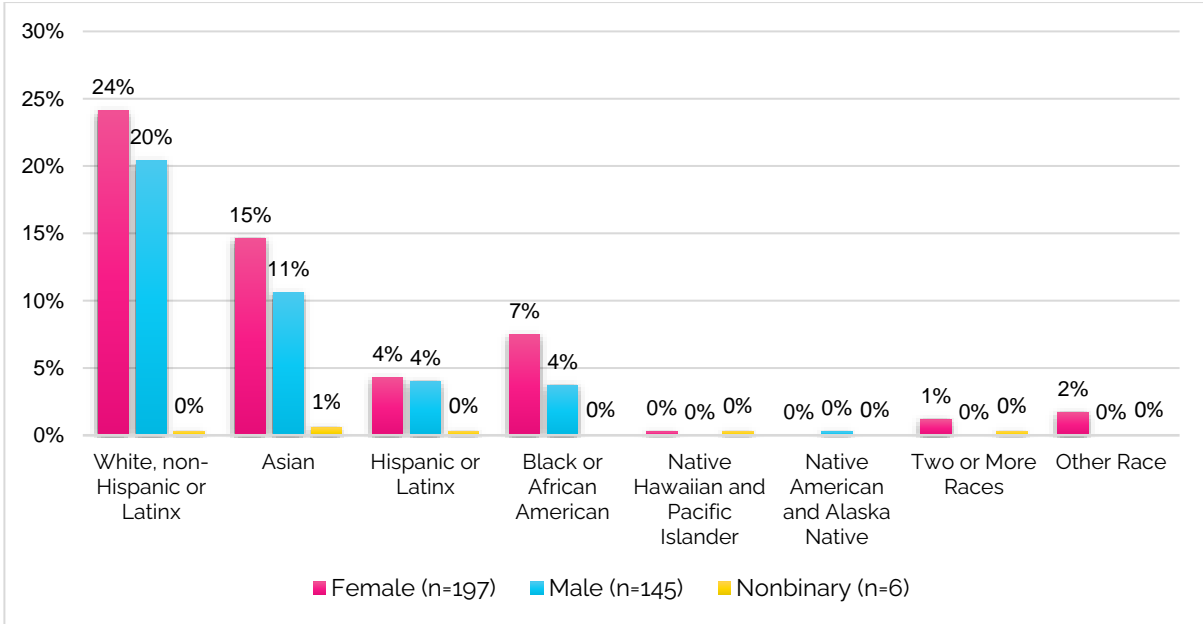
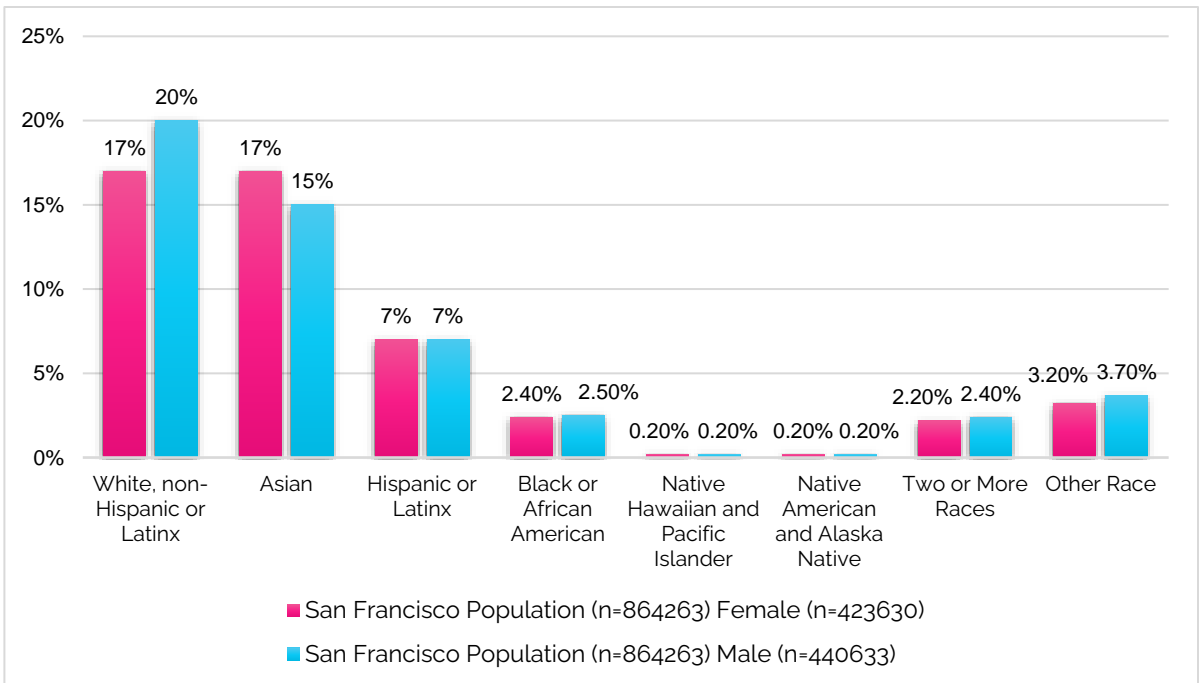


Figure 12: San Francisco Population by Race/Ethnicity



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

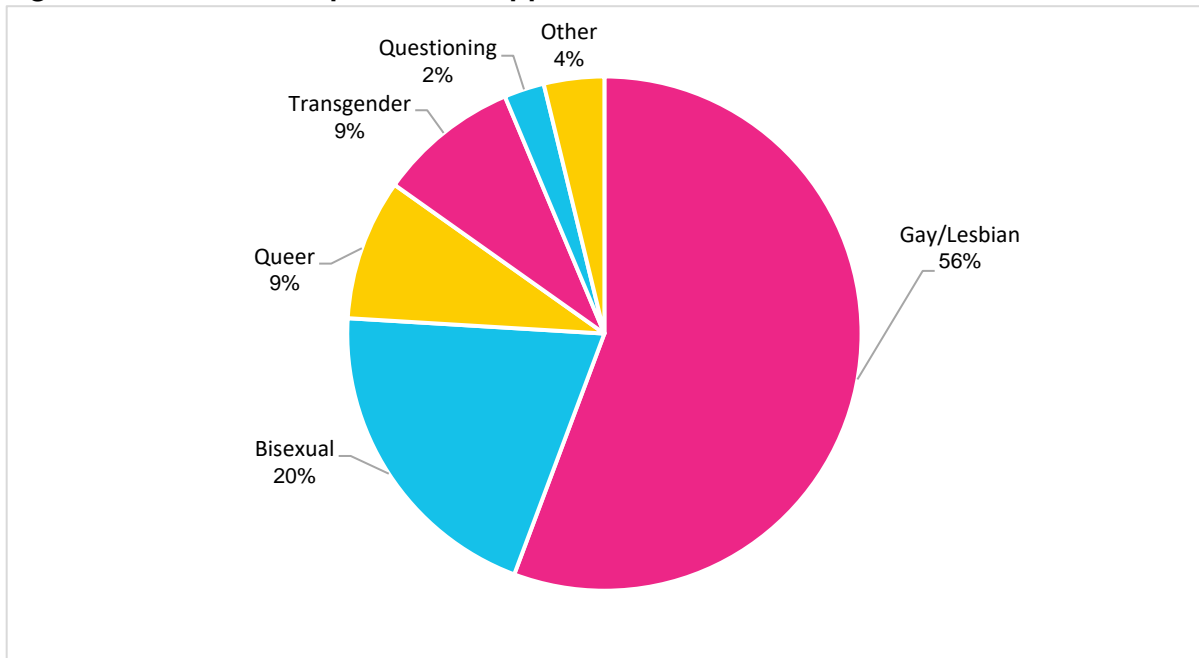


⁶ <https://williamsinstitute.law.ucla.edu/publications/adult-lgbt-pop-us/>

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

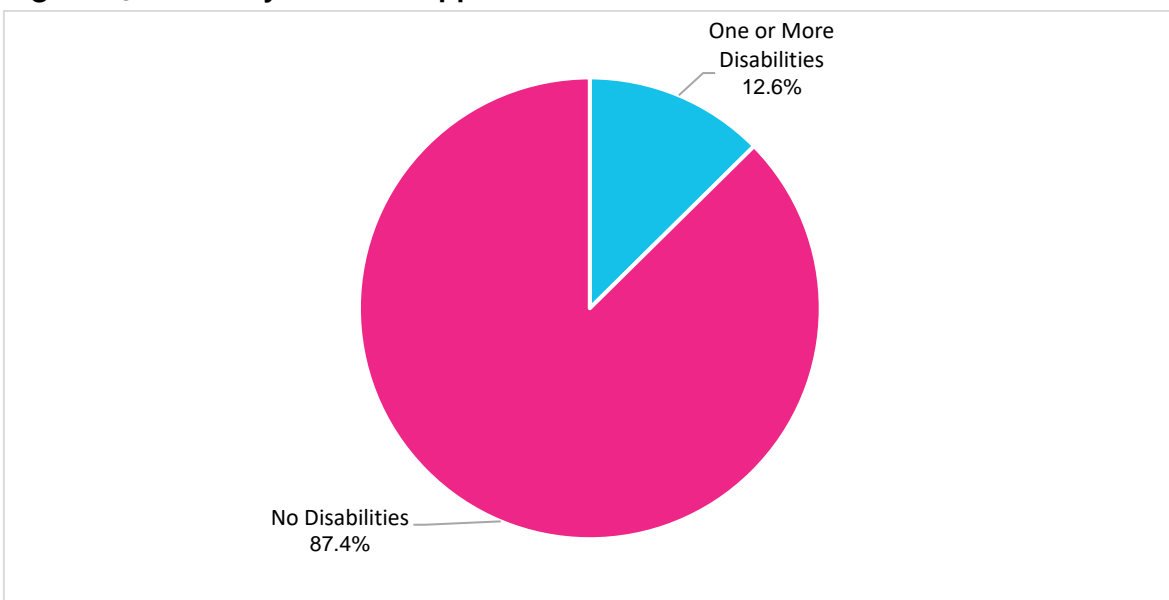


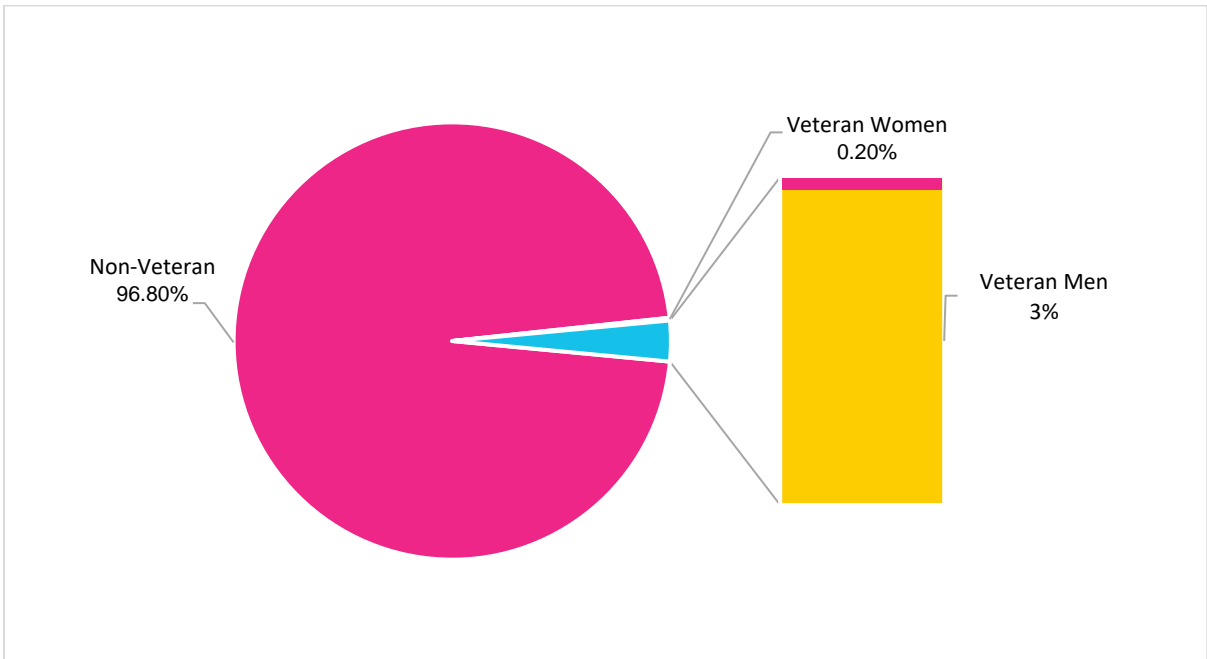
Figure 16: Appointees with One or More Disabilities by Gender Identity, 2021



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

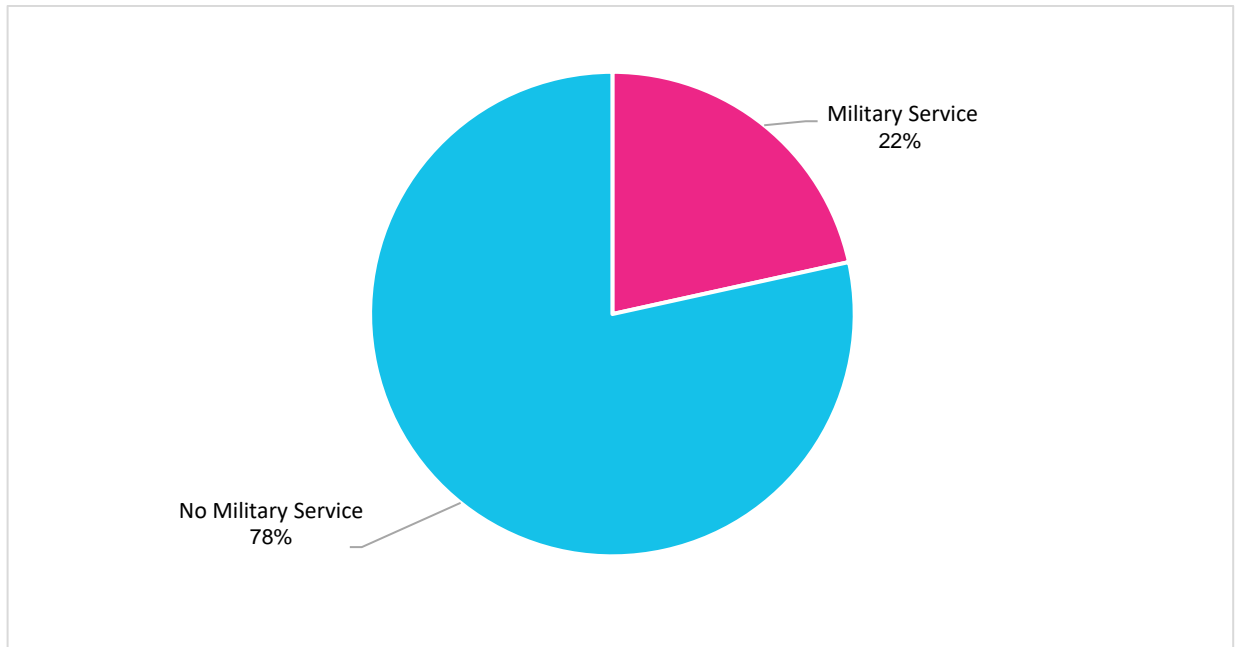
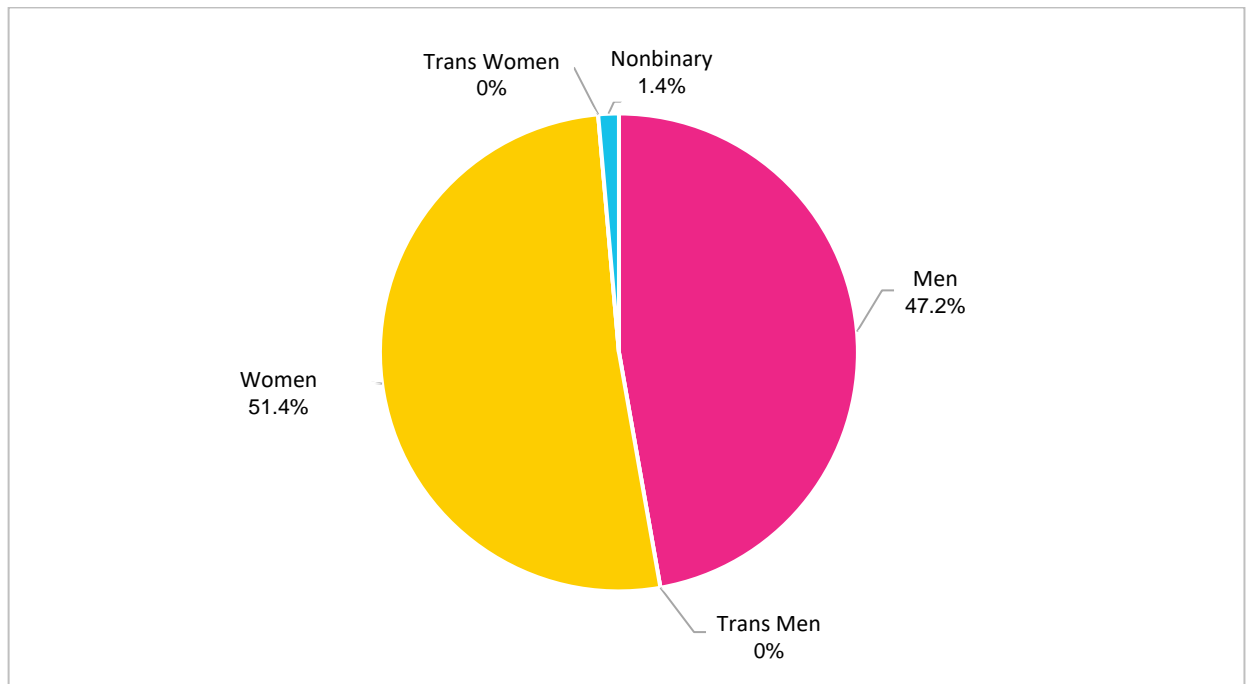


Figure 19: Appointees with Military Service by Gender, 2021



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

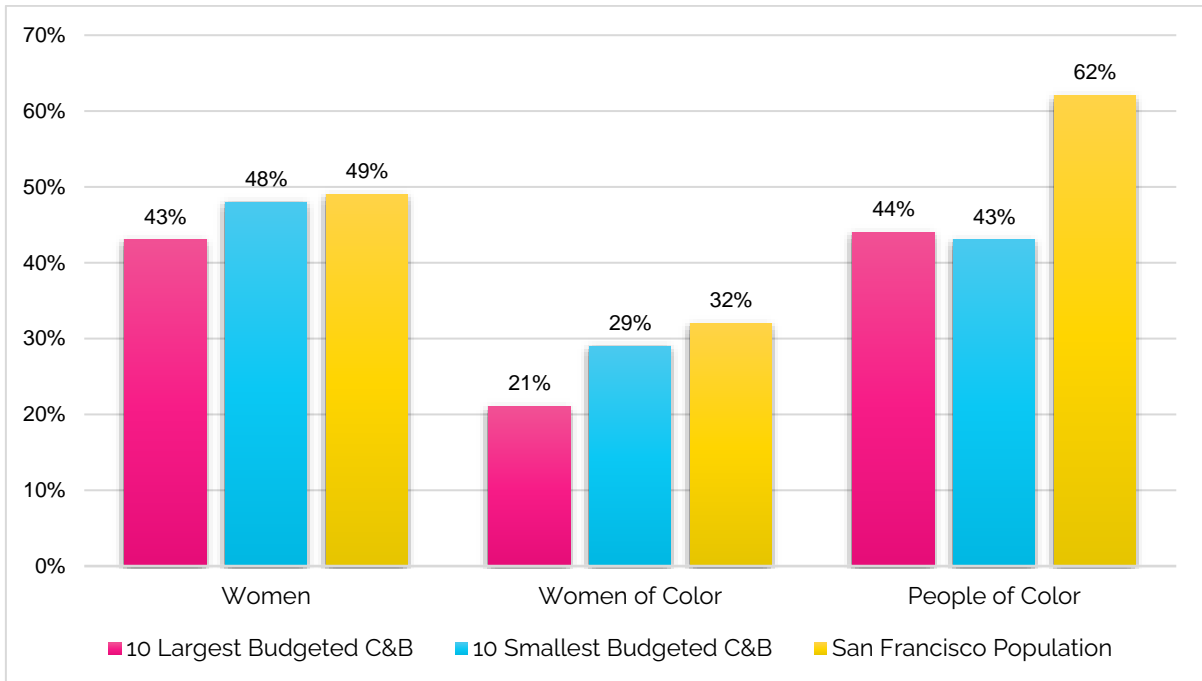


Figure 21: Demographics of Commissions and Boards with Largest Budgets, 2021

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%

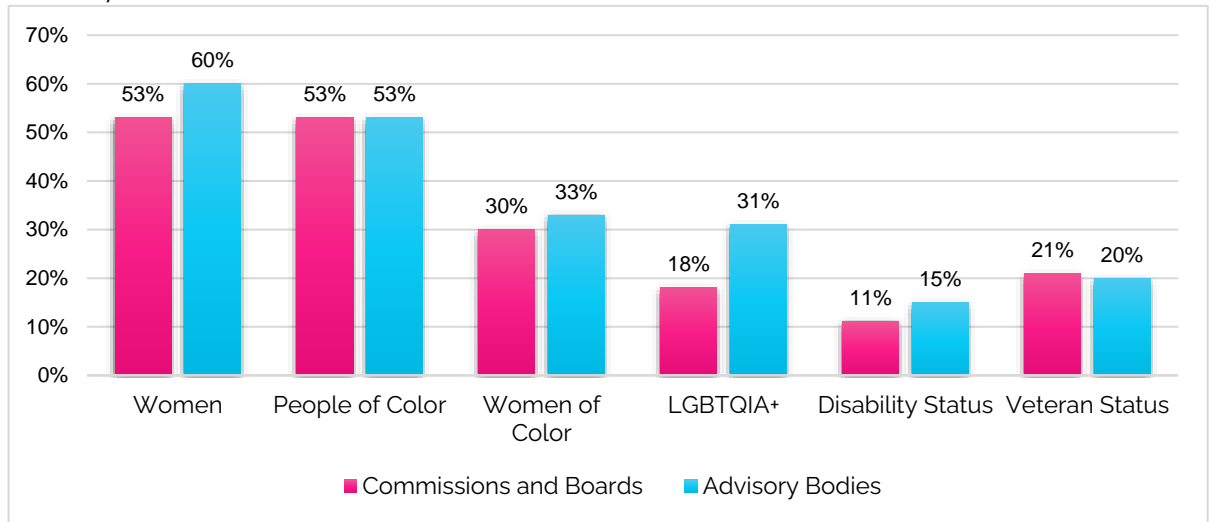
Figure 22: Demographics of Commissions and Boards with Smallest Budgets, 2021

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.

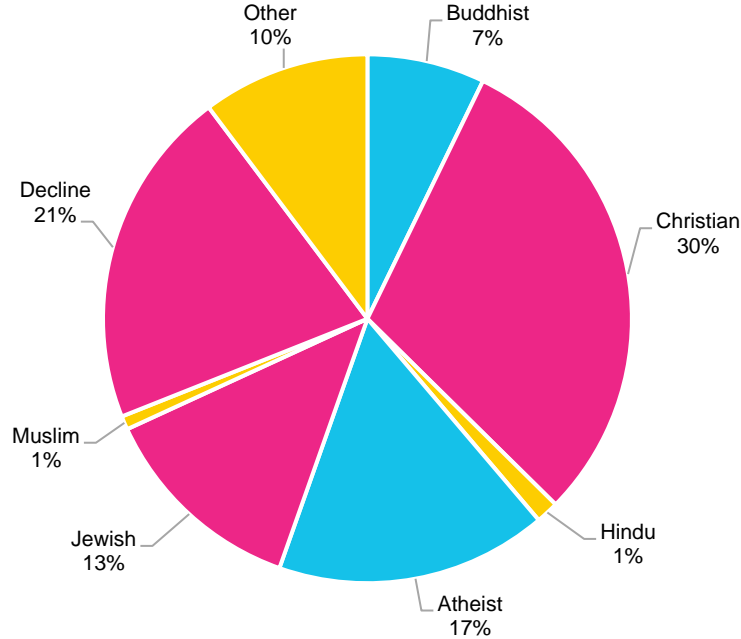
Figure 24: Demographics of Mayoral, Supervisorial, and Total Appointees, 2021



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>.

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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

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

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June 29, 2023

Supervisor Dorsey
Supervisor Walton
Supervisor Safai
Rules Committee
San Francisco Board of Supervisors
1 Dr Carlton B Goodlett Pl, City Hall, Room 244
San Francisco, CA 94102

Subject: Enthusiastic Recommendation for Lydia So to Serve on Board of Directors of the SFMTA

Dear Supervisors Dorsey, Safai and Walton

I am writing to express my enthusiastic support for Lydia So to serve as a Board of Directors of the San Francisco Municipal Transportation Agency (SFMTA). I have had the privilege of knowing Lydia for several years in our joint capacities as members of the San Francisco Arts Commission and the Mayor's Monuments and Memorials Task Force. We also jointly serve on the Arts and Culture of Grace Cathedral. I have witnessed her exceptional dedication to public service and her unwavering commitment to the betterment of San Francisco and its communities.

Lydia's extensive experience in public service, combined with her exceptional qualifications, make her an ideal candidate for the SFMTA Board. Her previous service on the Arts Commission is a testament to her visionary leadership and her ability to contribute to city planning, improve the design quality of City-owned properties, and effectively regulate the 1%-for-art program. Lydia's invaluable contributions during her tenure on the Arts Commission have demonstrated her ability to think strategically and implement policies that enhance the cultural equity of our city.

Furthermore, Lydia's role as a liaison to the Mayor's Office of Housing and Community Development exemplifies her commitment to promoting affordable housing for all residents of San Francisco. She understands the importance of accessible housing options and has actively supported initiatives that prioritize inclusivity and equitable development. Her dedication to improving the living conditions of families and business owners in the Bay Area through her own architecture firm further underscores her passion for creating vibrant and culturally equitable communities.

Lydia's involvement in significant projects, such as the Better Market Street improvement plan, highlights her dedication to sustainable urban growth and her focus on Vision Zero, aimed at eliminating traffic-related fatalities in our city. Her expertise in the technical aspects of architecture and engineering, as evidenced by her trailblazing achievement as the first AAPI woman architect promoted to Technical Associate at Skidmore, Owings & Merrill, makes her uniquely qualified to contribute to the SFMTA Board's endeavors.

Moreover, Lydia's recent roles as a Historic Preservation Commissioner and Portsmouth Square Parking Corporation Board Member demonstrate her commitment to preserving San Francisco's rich heritage and enhancing its cultural fabric. Her global experience in designing some of the world's most iconic structures, including the world's first all-glass spiral staircase, reflects her expertise in land use, urban environments, and transit-oriented developments. Lydia's comprehensive skill set and understanding of

the critical role transit plays in maintaining vibrant communities would be invaluable assets to the SFMTA Board.

As a longtime resident of the Mission neighborhood, Lydia intimately understands the challenges and opportunities that our diverse communities face. It is high time that the SFMTA Board has AAPI representation, and Lydia's exceptional qualifications, coupled with her proven track record in city governance, make her the perfect candidate to bridge gaps and accomplish tangible results.

In conclusion, I wholeheartedly endorse Lydia So's candidacy for the Board of Directors of the SFMTA. Her expertise, dedication to public service, and her ability to build bridges within our diverse communities make her the ideal candidate for this position. I urge you to give Lydia's application your utmost consideration and to cast your vote in support of her appointment.

Thank you for your time and attention to this matter. Should you require any further information or wish to discuss Lydia's candidacy in more detail, please do not hesitate to contact me. As a resident of our great City and with two grandchildren and their parents who also live here, I have complete confidence in Lydia's ability to contribute significantly to the SFMTA Board and to advance the transportation policies and services in San Francisco.

Sincerely,

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collinccharlesm@me.com
(415) 720-5633

cc: Clerk of the Rules Committee, Victor Young
President of the Board of Supervisor, Aaron Peskin
Supervisor Connie Chan
Supervisor Catherine Stefani
Supervisor Joel Engardio
Supervisor Dean Preston
Supervisor Myrna Melgar
Supervisor Rafael Mandelman
Supervisor Hillary Ronen
Clerk of the Board, Angela Calvillo
Deputy Clerk of the Board, Alisa Somera

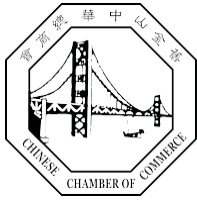
From: collinscharlesm@me.com
To: [Dorsey, Matt \(BOS\)](#); [DorseyStaff \(BOS\)](#); [Waltonstaff \(BOS\)](#); [Safai, Ahsha \(BOS\)](#); [Chan, Connie \(BOS\)](#); [ChanStaff \(BOS\)](#); [Stefani, Catherine \(BOS\)](#); [Engardio, Joel \(BOS\)](#); [Preston, Dean \(BOS\)](#); [PrestonStaff \(BOS\)](#); [Melgar, Myrna \(BOS\)](#); [MelgarStaff \(BOS\)](#); [Mandelman, Rafael \(BOS\)](#); [MandelmanStaff, J \(BOS\)](#); [RonenStaff \(BOS\)](#); [Young, Victor \(BOS\)](#); [Somera, Alisa \(BOS\)](#); [Calvillo, Angela \(BOS\)](#); [Walton, Shamann \(BOS\)](#); [Peskin, Aaron \(BOS\)](#); [Ronen, Hillary](#)
Subject: Letter of Support for Lydia So as SFMTA Board of Directors
Date: Thursday, June 29, 2023 6:08:47 PM
Attachments: [June 29 Lydia So Recommendation.docx](#)

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Please see the attached letter in support of Lydia So as Board Member, SFMTA.

Thank you,

Charles M. Collins
24 Sixth Avenue
San Francisco, CA 94118
(415) 720-5633
collinscharlesm@me.com



CHINESE CHAMBER OF COMMERCE

730 Sacramento Street, San Francisco, CA 94108

(415) 982-3000

Fax: (415) 982-4720

Donald Luu
730 Sacramento Street,
San Francisco, CA 94108
dluu09@gmail.com
415.613.3483
July 3, 2023

Supervisor Dorsey
Supervisor Walton
Supervisor Safai
Rules Committee
San Francisco Board of Supervisors
1 Dr Carlton B Goodlett Pl, City Hall, Room 244
San Francisco, CA 94102

Subject: Strong Recommendation for Lydia So to Serve as a Board of Directors of the SFMTA

Dear Matt, Shamann and Ahsha,

I am writing to express my enthusiastic support for Lydia So to serve as a Board of Directors of the San Francisco Municipal Transportation Agency (SFMTA). I have had the privilege of knowing Lydia for several years. The Chinese community have witnessed her exceptional dedication to public service and her unwavering commitment to the betterment of San Francisco and its communities.

Lydia's extensive experience in public service, combined with her exceptional qualifications, make her an ideal candidate for the SFMTA Board. Her previous service on the Arts Commission is a testament to her visionary leadership and her ability to contribute to city planning, improve the design quality of City-owned properties, and effectively regulate the 1%-for-art program. Lydia's invaluable contributions during her tenure on the Arts Commission have demonstrated her ability to think strategically and implement policies that enhance the cultural equity of our city.

Furthermore, Lydia's role as a liaison to the Mayor's Office of Housing and Community Development exemplifies her commitment to promoting affordable housing for all residents of San Francisco. She understands the importance of accessible housing options and has actively supported initiatives that prioritize inclusivity and equitable development. Her dedication to improving the living conditions of families and business owners in the Bay Area through her own architecture firm further underscores her passion for creating vibrant and culturally equitable communities.

Lydia's involvement in significant projects, such as the Better Market Street improvement plan, highlights her dedication to sustainable urban growth and her focus on Vision Zero, aimed at eliminating traffic-related fatalities in our city. Her expertise in the technical aspects of architecture and engineering, as evidenced by her trailblazing achievement as the first AAPI woman architect promoted to Technical Associate at Skidmore, Owings & Merrill, makes her uniquely qualified to contribute to the SFMTA Board's endeavors.

Moreover, Lydia's recent roles as a Historic Preservation Commissioner and Portsmouth Square Parking Corporation Board Member demonstrate her commitment to preserving San Francisco's rich heritage and enhancing its cultural fabric. Her global experience in designing some of the world's most iconic structures, including the world's first all-glass spiral staircase, reflects her expertise in land use, urban environments, and transit-oriented developments. Lydia's comprehensive skill set and understanding of

Supervisor Dorsey
Supervisor Walton
Supervisor Safai
Rules Committee
San Francisco Board of Supervisors

July 3, 2023
Page 2 of 2

the critical role transit plays in maintaining vibrant communities would be invaluable assets to the SFMTA Board.

As a longtime resident of the Mission neighborhood, Lydia intimately understands the challenges and opportunities that our diverse communities face. It is high time that the SFMTA Board has AAPI representation, and Lydia's exceptional qualifications, coupled with her proven track record in city governance, make her the perfect candidate to bridge gaps and accomplish tangible results.

In conclusion, I wholeheartedly endorse Lydia So's candidacy for the Board of Directors of the SFMTA. Her expertise, dedication to public service, and her ability to build bridges within our diverse communities make her the ideal candidate for this position. I urge you to give Lydia's application your utmost consideration and to cast your vote in support of her appointment.

Thank you for your time and attention to this matter. Should you require any further information or wish to discuss Lydia's candidacy in more detail, please do not hesitate to contact me. I have complete confidence in Lydia's ability to contribute significantly to the SFMTA Board and to advance the transportation policies and services in San Francisco.

Sincerely,



Donald Luu,
President, Supervisory Board of San Francisco Chinese Chamber of Commerce

cc: Clerk of the Rules Committee, Victor Young
President of the Board of Supervisor, Aaron Peskin
Supervisor Connie Chan
Supervisor Catherine Stefani
Supervisor Joel Engardio
Supervisor Dean Preston
Supervisor Myrna Melgar
Supervisor Rafael Mandelman
Supervisor Hillary Ronen
Clerk of the Board, Angela Calvillo
Deputy Clerk of the Board, Alisa Somera

Meaghan M. Mitchell
269 Bridgeview Dr.
San Francisco, CA 94124
MeaghanMitchell@gmail.com
415-218-3434

Supervisor Dorsey
Supervisor Walton
Supervisor Safai
Rules Committee
San Francisco Board of Supervisors
1 Dr. Carlton B Goodlett Pl, City Hall, Room 244
San Francisco, CA 94102

Subject: Recommendation for Lydia So to Serve as a Board of Directors of the SFMTA

Dear Supervisors Dorsey, Walton, and Safai,

I am writing to express my support for Lydia So to serve on the Board of Directors of the San Francisco Municipal Transportation Agency (SFMTA). As a passionate Bayview resident dedicated to improving San Francisco, I have witnessed Lydia's exceptional commitment to public service.

Lydia's extensive experience and qualifications make her an ideal candidate for the SFMTA Board. Her leadership on the Arts Commission improved city planning, design quality, and the 1%-for-art program. She thinks strategically and implements policies that enhance our city's cultural equity.

Lydia's role as a liaison to the Mayor's Office of Housing and Community Development demonstrates her dedication to affordable housing for all residents. Through her architecture firm, she improves living conditions and promotes vibrant, inclusive communities.

Her involvement in projects like the Better Market Street plan demonstrates her commitment to sustainable urban growth and Vision Zero. As the first AAPI woman architect promoted to Technical Associate at Skidmore, Owings & Merrill, her expertise is invaluable to the SFMTA Board.

Furthermore, Lydia's experience as a Historic Preservation Commissioner and Portsmouth Square Parking Corporation Board Member showcases her dedication to preserving heritage and enhancing our cultural fabric. Her global experience in designing iconic structures reflects her expertise in land use, urban environments, and transit-oriented developments.

Lydia understands the challenges and opportunities in our diverse communities as a longtime resident of the Mission neighborhood. Her qualifications and proven track record in city governance make her the ideal candidate to bridge gaps and achieve tangible results.

I wholeheartedly endorse Lydia So for the SFMTA Board of Directors. Her expertise, dedication to public service, and ability to build bridges within our communities make her the perfect candidate.

Thank you for your consideration.

Sincerely,

Meaghan M. Mitchell

Board President,, San Francisco African American Art & Cultural District
Board member, San Francisco Bicycle Coalition

Edward Siu
658 Jackson Street
San Francisco CA. 94133
edwardsiu@cmuasf.org
Tel: (415) 706-6978
Jun 27, 2023

Supervisor Dorsey
Supervisor Walton
Supervisor Safai
Rules Committee
San Francisco Board of Supervisors
1 Dr Carlton B Goodlett Pl, City Hall, Room 244
San Francisco, CA 94102

Subject: Recommendation for Lydia So as Board of Directors of the SFMTA

Dear Supervisor Dorsey, Supervisor Walton and Supervisor Safai,

I am writing to express my strong support and recommendation for Lydia So to serve as a Board of Directors of the San Francisco Municipal Transportation Agency (SFMTA). As an esteemed member of the Chinatown Merchants United Association and an advocate for the betterment of San Francisco, I believe that Lydia's extensive experience in public service, her unwavering dedication to the community, and her exceptional qualifications make her an outstanding candidate for this crucial position.

Lydia has a proven track record of advocating for cultural equity and sustainable urban growth in San Francisco. Her previous service on the Arts Commission is a testament to her ability to provide visionary leadership in city planning, enhance the design quality of City-owned properties, and effectively regulate the 1%-for-art program. Her commitment to fostering a vibrant and inclusive city shines through her work and accomplishments during her tenure.

In her role as a liaison to the Mayor's Office of Housing and Community Development, Lydia has been a staunch supporter of affordable housing production for all San Franciscans. She understands the pressing need for accessible housing options and has consistently championed initiatives that promote equitable development and address the housing challenges faced by our residents.

Lydia's involvement in the Better Market Street improvement plan demonstrates her dedication to enhancing the city's main thoroughfare and improving the safety and accessibility of our transportation system. Her focus on Vision Zero, aiming to eliminate traffic-related deaths in San Francisco, is commendable and aligns perfectly with the SFMTA's mission to prioritize the safety of all road users.

Furthermore, Lydia's accomplishments as a Historic Preservation Commissioner and Portsmouth Square Parking Corporation Board Member highlight her commitment to preserving the city's heritage and enhancing its cultural richness. Her diverse experiences and expertise in architecture and engineering, including her trailblazing role as the first AAPI woman architect promoted to Technical Associate at Skidmore, Owings & Merrill, make her a highly qualified candidate to contribute to the development of inclusive and respectful transportation policies.

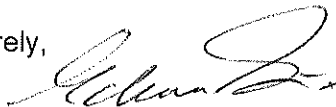
Lydia's practice as an architect, her work in regional urban growth, transit-oriented developments, and sustainability, as well as her global experience in designing world-renowned structures, showcase her unique skill set and deep understanding of the critical role that transit plays in maintaining the vitality of unique environments. Her perspective on places, land use, and the built environment will be invaluable in shaping the SFMTA's policies and initiatives.

As a longtime resident of San Francisco's Mission neighborhood and a Chinese American, Lydia is deeply connected to our community and understands the diverse needs of our residents. Having an AAPI representation on the SFMTA Board is long overdue, and Lydia's exceptional qualifications, combined with her city governance experience, make her the ideal candidate to build bridges and ensure that the voices of all communities are heard.

In conclusion, I wholeheartedly endorse Lydia So's appointment to the Board of Directors of the SFMTA. Her extensive experience, proven track record, and dedication to public service make her an exceptional candidate who will bring valuable insights and positive change to San Francisco's transportation policies and services. I strongly urge you to vote in favor of her appointment and provide her with the opportunity to serve our city.

Thank you for your attention to this matter, and I am available for any further discussion or clarification. Please consider Lydia So's candidacy with the utmost seriousness and support her appointment to the SFMTA Board for the betterment of our city and its residents.

Sincerely,



Edward Siu

Chairman – Chinatown Merchants United Association of San Francisco

cc: Clerk of the Rules Committee, Victor Young
President of the Board of Supervisor, Aaron Peskin
Supervisor Connie Chan
Supervisor Catherine Stefani
Supervisor Joel Engardio
Supervisor Dean Preston
Supervisor Myrna Melgar
Supervisor Rafael Mandelman
Supervisor Hillary Ronen
Clerk of the Board, Angela Calvillo
Deputy Clerk of the Board, Alisa Somera

Edward Siu
658 Jackson Street
San Francisco CA. 94133
Edsiu88@yahoo.com
Tel: (415) 706-6978
Jun 28, 2023

Supervisor Dorsey
Supervisor Walton
Supervisor Safai
Rules Committee
San Francisco Board of Supervisors
1 Dr Carlton B Goodlett Pl, City Hall, Room 244
San Francisco, CA 94102

Subject: Strong Recommendation for Lydia So to Serve as a Board of Directors of the SFMTA

Dear Matt, Shamann and Asha,

I am writing to express my enthusiastic support for Lydia So to serve as a Board of Directors of the San Francisco Municipal Transportation Agency (SFMTA). I have had the privilege of knowing Lydia for several years [Edward Siu – Classics Tour Inc. friend with Lydia] and have witnessed her exceptional dedication to public service and her unwavering commitment to the betterment of San Francisco and its communities.

Lydia's extensive experience in public service, combined with her exceptional qualifications, make her an ideal candidate for the SFMTA Board. Her previous service on the Arts Commission is a testament to her visionary leadership and her ability to contribute to city planning, improve the design quality of City-owned properties, and effectively regulate the 1%-for-art program. Lydia's invaluable contributions during her tenure on the Arts Commission have demonstrated her ability to think strategically and implement policies that enhance the cultural equity of our city.

Furthermore, Lydia's role as a liaison to the Mayor's Office of Housing and Community Development exemplifies her commitment to promoting affordable housing for all residents of San Francisco. She understands the importance of accessible housing options and has actively supported initiatives that prioritize inclusivity and equitable development. Her dedication to improving the living conditions of families and business owners in the Bay Area through her own architecture firm further underscores her passion for creating vibrant and culturally equitable communities.

Lydia's involvement in significant projects, such as the Better Market Street improvement plan, highlights her dedication to sustainable urban growth and her focus on Vision Zero, aimed at eliminating traffic-related fatalities in our city. Her expertise in the technical aspects of

architecture and engineering, as evidenced by her trailblazing achievement as the first AAPI woman architect promoted to Technical Associate at Skidmore, Owings & Merrill, makes her uniquely qualified to contribute to the SFMTA Board's endeavors.


Moreover, Lydia's recent roles as a Historic Preservation Commissioner and Portsmouth Square Parking Corporation Board Member demonstrate her commitment to preserving San Francisco's rich heritage and enhancing its cultural fabric. Her global experience in designing some of the world's most iconic structures, including the world's first all-glass spiral staircase, reflects her expertise in land use, urban environments, and transit-oriented developments. Lydia's comprehensive skill set and understanding of the critical role transit plays in maintaining vibrant communities would be invaluable assets to the SFMTA Board.

As a longtime resident of the Mission neighborhood, Lydia intimately understands the challenges and opportunities that our diverse communities face. It is high time that the SFMTA Board has AAPI representation, and Lydia's exceptional qualifications, coupled with her proven track record in city governance, make her the perfect candidate to bridge gaps and accomplish tangible results.

In conclusion, I wholeheartedly endorse Lydia So's candidacy for the Board of Directors of the SFMTA. Her expertise, dedication to public service, and her ability to build bridges within our diverse communities make her the ideal candidate for this position. I urge you to give Lydia's application your utmost consideration and to cast your vote in support of her appointment.

Thank you for your time and attention to this matter. Should you require any further information or wish to discuss Lydia's candidacy in more detail, please do not hesitate to contact me. I have complete confidence in Lydia's ability to contribute significantly to the SFMTA Board and to advance the transportation policies and services in San Francisco.

Sincerely,


Edward Siu
CEO – Classics Tour

cc: Clerk of the Rules Committee, Victor Young
President of the Board of Supervisor, Aaron Peskin
Supervisor Connie Chan
Supervisor Catherine Stefani
Supervisor Joel Engardio
Supervisor Dean Preston
Supervisor Myrna Melgar
Supervisor Rafael Mandelman
Supervisor Hillary Ronen
Clerk of the Board, Angela Calvillo
Deputy Clerk of the Board, Alisa Somera

July 2, 2023

Mike Chen
San Francisco

Supervisor Matt Dorsey
Supervisor Shamann Walton
Supervisor Ahsha Safai
Rules Committee
San Francisco Board of Supervisors
1 Dr Carlton B Goodlett Pl, City Hall, Room 244
San Francisco, CA 94102

Subject: Support Lydia So's Appointment to SFMTA Board of Directors

Dear Supervisors Dorsey, Walton, and Safai:

I am writing to ask for your support for Lydia So's appointment to the San Francisco Municipal Transportation Agency (SFMTA) Board of Directors (Board File 230755). I currently serve as the District 2 appointee and Chair of the SFMTA Citizens' Advisory Council (but am currently speaking in my personal capacity only). I have known Lydia So for years on a personal level and through her public service work. I believe Lydia's extensive, years-long experience in public service across multiple commissions, particularly in land use and holistic urban planning, has prepared her to tackle issues in transportation. Lydia's deep ties to multiple communities, including the Chinese community, make her well qualified for the position. Lydia would bring a valuable perspective, currently missing, to the MTA Board.

I am available for any questions. I urge you to recommend Lydia So's nomination and pass it to the full board without delay.

Sincerely,

Mike Chen
Chair, San Francisco Municipal Transportation Agency (SFMTA) Citizens' Advisory Council
(speaking in my personal capacity)

cc: Clerk of the Rules Committee, Victor Young
Board of Supervisors President Aaron Peskin
Supervisor Connie Chan
Supervisor Catherine Stefani
Supervisor Joel Engardio
Supervisor Dean Preston
Supervisor Myrna Melgar

Supervisor Rafael Mandelman
Supervisor Hillary Ronen
Clerk of the Board, Angela Calvillo
Deputy Clerk of the Board, Alisa Somera

From: [Edward Siu](#)
To: [Young, Victor \(BOS\)](#); [Somera, Alisa \(BOS\)](#); [Calvillo, Angela \(BOS\)](#); [Dorsey, Matt \(BOS\)](#); [DorseyStaff \(BOS\)](#); [Walton, Shamann \(BOS\)](#); [Waltonstaff \(BOS\)](#); [Safai, Ahsha \(BOS\)](#); [Chan, Connie \(BOS\)](#); [ChanStaff \(BOS\)](#); [Stefani, Catherine \(BOS\)](#); [Peskin, Aaron \(BOS\)](#); [Engardio, Joel \(BOS\)](#); [Preston, Dean \(BOS\)](#); [PrestonStaff \(BOS\)](#); [Melgar, Myrna \(BOS\)](#); [MelgarStaff \(BOS\)](#); [Mandelman, Rafael \(BOS\)](#); [MandelmanStaff, \[BOS\]](#); [Ronen, Hillary](#); [RonenStaff \(BOS\)](#)
Subject: Strong Recommendation for Lydia So to Serve as a Board of Directors of the SFMTA
Date: Wednesday, June 28, 2023 7:03:19 PM
Attachments: [Recommendation for Lydia So.pdf](#)

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Dear Supervisor Dorsey, Supervisor Walton, and Supervisor Safai:
Here attached Chinatown Merchants United Association highly strong recommendation letter for Lydia So to serve as a Board of Directors of the San Francisco Municipal Transportation Agency (SFMTA).

Edward Siu
Chairman
658 Jackson Street
San Francisco CA. 94133
web: chinatownmerchantssf.org



From: [edsiu888](#)
To: [Young, Victor \(BOS\)](#); [Somera, Alisa \(BOS\)](#); [Calvillo, Angela \(BOS\)](#); [Dorsey, Matt \(BOS\)](#); [DorseyStaff \(BOS\)](#); [Walton, Shamann \(BOS\)](#); [Waltonstaff \(BOS\)](#); [Safai, Ahsha \(BOS\)](#); [Chan, Connie \(BOS\)](#); [ChanStaff \(BOS\)](#); [Stefani, Catherine \(BOS\)](#); [Peskin, Aaron \(BOS\)](#); [Engardio, Joel \(BOS\)](#); [Preston, Dean \(BOS\)](#); [PrestonStaff \(BOS\)](#); [Melgar, Myrna \(BOS\)](#); [MelgarStaff \(BOS\)](#); [Mandelman, Rafael \(BOS\)](#); [MandelmanStaff, \(BOS\)](#); [Ronen, Hillary](#); [RonenStaff \(BOS\)](#)
Subject: Strong Recommendation for Lydia So to Serve as a Board of Directors of the SFMTA
Date: Wednesday, June 28, 2023 7:11:15 PM
Attachments: [RECOMMENDATION LETTER FOR LYDIA SO TO SERVE SFMTA.pdf](#)

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Dear Matt, Shamann, and Asha:

Here attached the recommendation letter which to express my enthusiastic support for Lydia So to serve as a Board of Directors of the San Francisco Municipal Transportation Agency (SFMTA)

Ed Siu
CEO
Classics Tour
658 Jackson Street
San Francisco CA. 94133
Tel: (415) 391-8887 Fax: (415) 391-2778
www.classicstour.net

Chinatown Community Development Center
615 Grant Avenue
San Francisco, CA 94108
July 6, 2023

Supervisor Dorsey
Supervisor Walton
Supervisor Safai
Rules Committee
San Francisco Board of Supervisors
1 Dr Carlton B Goodlett Pl, City Hall, Room 244
San Francisco, CA 94102

Subject: Recommendation for Lydia So as Board of Directors of the SFMTA

Dear Supervisor Dorsey, Supervisor Walton and Supervisor Safai,

I am writing to express our strong support and recommendation for Lydia So to serve as a Board of Directors of the San Francisco Municipal Transportation Agency (SFMTA). CCDC advocates for the betterment of San Francisco, I believe that Lydia's extensive experience in public service, her unwavering dedication to the community, and her exceptional qualifications make her an outstanding candidate for this crucial position.

Lydia has a proven track record of advocating for cultural equity and sustainable urban growth in San Francisco. Her previous service on the Arts Commission is a testament to her ability to provide visionary leadership in city planning, enhance the design quality of City-owned properties, and effectively regulate the 1%-for-art program. Her commitment to fostering a vibrant and inclusive city shines through her work and accomplishments during her tenure.

In her role as a liaison to the Mayor's Office of Housing and Community Development, Lydia has been a staunch supporter of affordable housing production for all San Franciscans. She understands the pressing need for accessible housing options and has consistently championed initiatives that promote equitable development and address the housing challenges faced by our residents.

Lydia's involvement in the Better Market Street improvement plan demonstrates her dedication to enhancing the city's main thoroughfare and improving the safety and accessibility of our transportation system. Her focus on Vision Zero, aiming to eliminate traffic-related deaths in San Francisco, is commendable and aligns perfectly with the SFMTA's mission to prioritize the safety of all road users.

Furthermore, Lydia's accomplishments as a Historic Preservation Commissioner and Portsmouth Square Parking Corporation Board Member highlight her commitment to preserving the city's heritage and enhancing its cultural richness. Her diverse experiences and expertise in

architecture and engineering, including her trailblazing role as the first AAPI woman architect promoted to Technical Associate at Skidmore, Owings & Merrill, make her a highly qualified candidate to contribute to the development of inclusive and respectful transportation policies.

Lydia's practice as an architect, her work in regional urban growth, transit-oriented developments, and sustainability, as well as her global experience in designing world-renowned structures, showcase her unique skill set and deep understanding of the critical role that transit plays in maintaining the vitality of unique environments. Her perspective on places, land use, and the built environment will be invaluable in shaping the SFMTA's policies and initiatives.

As a longtime resident of San Francisco's Mission neighborhood and a Chinese American, Lydia is deeply connected to our community and understands the diverse needs of our residents. Having an AAPI representation on the SFMTA Board is long overdue, and Lydia's exceptional qualifications, combined with her city governance experience, make her the ideal candidate to build bridges and ensure that the voices of all communities are heard.

In conclusion, I wholeheartedly endorse Lydia So's appointment to the Board of Directors of the SFMTA. Her extensive experience, proven track record, and dedication to public service make her an exceptional candidate who will bring valuable insights and positive change to San Francisco's transportation policies and services. I strongly urge you to vote in favor of her appointment and provide her with the opportunity to serve our city.

Thank you for your attention to this matter, and I am available for any further discussion or clarification. Please consider Lydia So's candidacy with the utmost seriousness and support her appointment to the SFMTA Board for the betterment of our city and its residents.

Sincerely,

Malcolm Yeung
Executive Director

cc: Clerk of the Rules Committee, Victor Young
President of the Board of Supervisor, Aaron Peskin
Supervisor Connie Chan
Supervisor Catherine Stefani
Supervisor Joel Engardio
Supervisor Dean Preston
Supervisor Myrna Melgar
Supervisor Rafael Mandelman
Supervisor Hillary Ronen
Clerk of the Board, Angela Calvillo
Deputy Clerk of the Board, Alisa Somera

Chinatown Transportation Research Improvement Project
July 6, 2023



Transportation
Research and
Improvement
Project

Supervisor Dorsey
Supervisor Walton
Supervisor Safai
Rules Committee
San Francisco Board of Supervisors
1 Dr Carlton B Goodlett Pl, City Hall, Room 244
San Francisco, CA 94102

Subject: Recommendation for Lydia So as Board of Directors of the SFMTA

Dear Supervisor Dorsey, Supervisor Walton and Supervisor Safai,

We are writing to express our strong support and recommendation for Lydia So to serve as a Board of Directors of the San Francisco Municipal Transportation Agency (SFMTA). Chinatown Transportation Research Improvement Project (Chinatown TRIP) advocates for the betterment of San Francisco, we believe that Lydia's extensive experience in public service, her unwavering dedication to the community, and her exceptional qualifications make her an outstanding candidate for this crucial position.

Lydia has a proven track record of advocating for cultural equity and sustainable urban growth in San Francisco. Her previous service on the Arts Commission is a testament to her ability to provide visionary leadership in city planning, enhance the design quality of City-owned properties, and effectively regulate the 1%-for-art program. Her commitment to fostering a vibrant and inclusive city shines through her work and accomplishments during her tenure.

In her role as a liaison to the Mayor's Office of Housing and Community Development, Lydia has been a staunch supporter of affordable housing production for all San Franciscans. She understands the pressing need for accessible housing options and has consistently championed initiatives that promote equitable development and address the housing challenges faced by our residents.

Lydia's involvement in the Better Market Street improvement plan demonstrates her dedication to enhancing the city's main thoroughfare and improving the safety and accessibility of our transportation system. Her focus on Vision Zero, aiming to eliminate traffic-related deaths in San Francisco, is commendable and aligns perfectly with the SFMTA's mission to prioritize the safety of all road users.

Furthermore, Lydia's accomplishments as a Historic Preservation Commissioner and Portsmouth Square Parking Corporation Board Member highlight her commitment to preserving the city's heritage and enhancing its cultural richness. Her diverse experiences and expertise in

architecture and engineering, including her trailblazing role as the first AAPI woman architect promoted to Technical Associate at Skidmore, Owings & Merrill, make her a highly qualified candidate to contribute to the development of inclusive and respectful transportation policies.

Lydia's practice as an architect, her work in regional urban growth, transit-oriented developments, and sustainability, as well as her global experience in designing world-renowned structures, showcase her unique skill set and deep understanding of the critical role that transit plays in maintaining the vitality of unique environments. Her perspective on places, land use, and the built environment will be invaluable in shaping the SFMTA's policies and initiatives.

As a longtime resident of San Francisco's Mission neighborhood and a Chinese American, Lydia is deeply connected to our community and understands the diverse needs of our residents. Having an AAPI representation on the SFMTA Board is long overdue, and Lydia's exceptional qualifications, combined with her city governance experience, make her the ideal candidate to build bridges and ensure that the voices of all communities are heard.

In conclusion, we wholeheartedly endorse Lydia So's appointment to the Board of Directors of the SFMTA. Her extensive experience, proven track record, and dedication to public service make her an exceptional candidate who will bring valuable insights and positive change to San Francisco's transportation policies and services. We strongly urge you to vote in favor of her appointment and provide her with the opportunity to serve our city.

Thank you for your attention to this matter, and we are available for any further discussion or clarification. Please consider Lydia So's candidacy with the utmost seriousness and support her appointment to the SFMTA Board for the betterment of our city and its residents.

Sincerely,

Jon Hee
Chinatown TRIP Co-Chair

cc: Clerk of the Rules Committee, Victor Young
President of the Board of Supervisor, Aaron Peskin
Supervisor Connie Chan
Supervisor Catherine Stefani
Supervisor Joel Engardio
Supervisor Dean Preston
Supervisor Myrna Melgar
Supervisor Rafael Mandelman
Supervisor Hillary Ronen
Clerk of the Board, Angela Calvillo
Deputy Clerk of the Board, Alisa Somera



Rules Committee

San Francisco Board of Supervisors

1 Dr Carlton B Goodlett Pl, City Hall, Room 244

San Francisco, CA 94102

Subject: Recommendation for Lydia So as Board of Directors of the SFMTA

Dear Supervisor Dorsey, Supervisor Walton and Supervisor Safai,

The San Francisco Latinx Democratic Club (SFLDC) is writing to express our support for Lydia So to serve as a Board of Directors of the San Francisco Municipal Transportation Agency (SFMTA). Our organization's membership of the club unanimously voted to support Lydia because of her extensive experience in public service and her unwavering dedication to the AAPI community.

Commissioner So has a proven track record of advocating for cultural equity and sustainable urban growth in San Francisco. Lydia's practice as an architect, her work in regional urban growth, transit-oriented developments, and sustainability, as well as her global experience in designing world-renowned structures, showcase her unique skill set and deep understanding of the critical role that transit plays in maintaining the vitality of unique environments. Her perspective on places, land use, and the built environment will be invaluable in shaping the SFMTA's policies and initiatives.

As a longtime resident of San Francisco's Mission neighborhood and a Chinese American, Lydia is deeply connected to our community's needs and understands the diverse needs of our residents. Having AAPI representation on the SFMTA Board is long overdue, and Lydia's exceptional qualifications, combined with her city governance experience, make her the ideal candidate to build bridges and ensure that the voices of all communities are heard.

In conclusion, we wholeheartedly endorse Lydia So's appointment to the Board of Directors of the SFMTA. Her extensive experience, proven track record, and dedication to public service as both an Arts Commissioner and Historic Preservation commissioner make her an exceptional candidate who will bring valuable insights and positive change to San Francisco's transportation policies and services. I strongly urge you to vote in favor of her appointment and provide her with the opportunity to serve our city.

Thank you again for your attention to this matter.

Sincerely,

The San Francisco Latinx Democratic Club

From: [Mary Miles](#)
To: [Young, Victor \(BOS\)](#)
Subject: PUBLIC COMMENT, RULES COMMITTEE 7-10-23, AGENDA ITEM 2, OPPOSING NOMINATION OF LYDIA SO TO MTA BOARD, FILE 230755
Date: Sunday, July 9, 2023 7:57:55 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

FROM:

Mary Miles

Attorney at Law

364 Page St., #36

San Francisco, CA 94102

TO:

Victor Young, Clerk, and

Members of the San Francisco Board of Supervisors Rules Committee

BY E-MAIL TO: victor.young@sfgov.org

PUBLIC COMMENT OPPOSING NOMINATION OF LYDIA SO TO MTA BOARD OF DIRECTORS, RULES COMMITTEE AGENDA ITEM 2

[BOS FILE NO. 230755]

This Comment opposes the appointment of Lydia So to the Board of Directors of the Municipal Transportation Agency (“MTAB”). Please distribute this Comment to all Members of the Rules Committee and place it in all relevant Board of Supervisors files.

The MTA Board consists of seven directors appointed by the Mayor who control a two-billion-dollar annual budget and the transportation system of San Francisco.

The Charter requires that least four directors must be regular riders MTA’s transit. At least two must “possess significant knowledge of, or professional experience” in “the field of public transportation.” All directors must also have significant knowledge and/or experience in government finance or labor relations. (SF Charter, § 8A.102(a).)

According to her resume and other file documents, Ms. So would bring **no** transportation experience to the MTA Board.

The record shows only Ms. So's advocacy for the "Better Market" bicycle project, a *billion-dollar* (including bonds) City Project, which has banned cars on Market Street from Octavia Blvd. to the Embarcadero, will remove existing trees and historic streetlamps, and will **construct more** bicycle lanes on new 40-foot-wide sidewalks on Market Street.

So advocates for "Vision Zero," a project heavily lobbied for by the San Francisco Bicycle Coalition ("SFBC") and "Walk San Francisco" that receives millions in public funding to remove traffic lanes and street parking and create obstructions to driving on City streets, claiming 13% of those streets are in SFBC's "high injury corridors." Vision Zero is a slogan, not a credible safety project.

Those anti-car projects already receive millions from the MTA Board, while MTA Director Tumlin complains about a looming "fiscal cliff" caused by the Agency's reckless deficit spending on anti-car projects like those that Ms. So supports.

Ms. So's Form 700 shows that she is an affluent person who makes *no claim of transit ridership* as required by the Charter. Her private investments are not those of a typical transit rider. Further, her advocacy for bicycling and against cars does not represent the interests of City travelers.

As MTA's data shows, bicycling is the travel choice of fewer than 3 percent of San Franciscans. (Corey, Canapary, & Galanis Research: SFMTA Travel Decisions Survey 2021 Summary Report, page 5; see also, "MTA, 4/19/22, Maia Moran, "How People Traveled Through San Francisco in 2021.") Yet the lopsided MTA Board has unanimously supported that small special interest lobby with millions in bicycle and anti-car Projects such as "Better Market" and "Vision Zero."

With a 2-billion per year budget, MTA complains that its own foolish expenditures have caused a "fiscal cliff" (deficit), while demanding additional state and City funding for more of the same.

Meanwhile, the state of San Francisco streets is among the worst of any city in the United States. (<https://www.teletracnavman.com/teletracnavman/images/infographics/cities-worst-maintained-roads-11.pdf>)

Why should the public have to put up with another unelected bicycle advocate on the MTA Board? IT SHOULD NOT! Objectivity is lacking in every MTA Board decision (nearly always unanimous) that ignores the vast majority of city residents, workers and visitors who

travel in cars and trucks. The Ethics Code (CGC secs. 3.200 *et seq.*) requires objective representation, not another yes vote for anti-car, anti-people measures. Government decisions must be impartial and eliminate “both the actual and perceived undue influence, favoritism or preferential treatment.” (CGC, sec. 3.200(e).)

Work toward meeting that worthy goal by getting the MTA Board closer to the proportional representation of City travelers with members who will represent the vast majority of constituents that travel in vehicles.

Please reject the nomination of Lydia So to the MTA Board.

Mary Miles

STEVEN LEE
250 Clara Street #1
San Francisco , Ca. 94107
Steven.lee.ventures@gmail.com
415.720.4208
7/10/2023

Supervisor Matt Dorsey
BOS Rules Committee - Chair
San Francisco Board of Supervisors
1 Dr Carlton B Goodlett Pl, City Hall, Room 244
San Francisco, CA 94102

Subject: Letter of Support for Lydia So to serve on the SFMTA Commission

Dear Rules Committee Chair Supervisor Dorsey,

In case I cannot make the Rules Committee hearing in person. I like express my support for appointee Lydia So to serve on the San Francisco Municipal Transportation Agency (SFMTA) Commission, that you will consider this morning. I have had the privilege of knowing Lydia for her work on the SF Arts, and Historic Preservation Commission. I also had a chance to serve with her for a year on Portsmouth Square Garage Corporation in Chinatown.

I am very impressed with her exceptional dedication to public service and her unwavering commitment to the betterment of San Francisco and its communities. Lydia has already worked on significant transportation projects, such as the Better Market Street improvement plan, that highlights her dedication to sustainable urban growth and her focus on Vision Zero, aimed at eliminating traffic-related fatalities in our city.

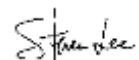
As a longtime resident of San Francisco and now self-employed business owner, Lydia intimately understands the challenges and opportunities that our small business and diverse communities need after the pandemic. It is important that they is AAPI representation on this Commission, and Lydia's exceptional qualifications, coupled with her proven track record in city governance, make her the perfect candidate to bridge gaps and accomplish tangible results.

In conclusion, with Lydia's extensive planning and architecture, combined with her exceptional public service and her independent business experience. She is a really good choice to serve on the SFMTA Board. I wholeheartedly endorse Lydia So's candidacy to continue to serve the City and Country of San Francisco.

I do not think you can do wrong by supporting her appointment.

Thank you, Supervisor.

Sincerely,



Steven Lee
Small Business Owner & Advocate

cc: Clerk of the Rules Committee, Victor Young
Clerk of the Board, Angela Calvillo
Deputy Clerk of the Board, Alisa Somera

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250 Clara Street #1
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Supervisor Shamann Walton
BOS Rules Committee
San Francisco Board of Supervisors
1 Dr Carlton B Goodlett Pl, City Hall, Room 244
San Francisco, CA 94102

Subject: Letter of Support for Lydia So to serve on the SFMTA Commission

Dear Supervisor Walton,

In case I cannot make the Rules Committee hearing in person. I like express my support for appointee Lydia So to serve on the San Francisco Municipal Transportation Agency (SFMTA) Commission, that you will consider this morning. I have had the privilege of knowing Lydia for her work on the SF Arts, and Historic Preservation Commission. I also had a chance to serve with her for a year on Portsmouth Square Garage Corporation in Chinatown.

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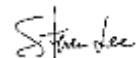
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I do not think you can do wrong by supporting her appointment.

Thank you, Supervisor.

Sincerely,



Steven Lee
Small Business Owner & Advocate

cc: Clerk of the Rules Committee, Victor Young
Clerk of the Board, Angela Calvillo
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Supervisor Ahsai Safai
BOS Rules Committee
San Francisco Board of Supervisors
1 Dr Carlton B Goodlett Pl, City Hall, Room 244
San Francisco, CA 94102

Subject: Letter of Support for Lydia So to serve on the SFMTA Commission

Dear Supervisor Safai,

In case I cannot make the Rules Committee hearing in person. I like express my support for appointee Lydia So to serve on the San Francisco Municipal Transportation Agency (SFMTA) Commission, that you will consider this morning. I have had the privilege of knowing Lydia for her work on the SF Arts, and Historic Preservation Commission. I also had a chance to serve with her for a year on Portsmouth Square Garage Corporation in Chinatown.

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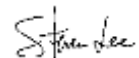
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I do not think you can do wrong by supporting her appointment.

Thank you, Supervisor.

Sincerely,



Steven Lee
Small Business Owner & Advocate

cc: Clerk of the Rules Committee, Victor Young
Clerk of the Board, Angela Calvillo
Deputy Clerk of the Board, Alisa Somera

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Supervisor Matt Dorsey - Chair
Supervisor Shamann Walton
Supervisor Ashai Safai
BOS Rules Committee
San Francisco Board of Supervisors
1 Dr Carlton B Goodlett Pl, City Hall, Room 244
San Francisco, CA 94102

Subject: Letter of Support for Lydia So to serve on the SFMTA Commission

Dear Supervisors Dorsey, Walton, and Safai.

In case I cannot make the Rules Committee hearing in person. I like express my support for appointee Lydia So to serve on the San Francisco Municipal Transportation Agency (SFMTA) Commission, that you will consider this morning. I have had the privilege of knowing Lydia for her work on the SF Arts, and Historic Preservation Commission. I also had a chance to serve with her for a year on Portsmouth Square Garage Corporation in Chinatown.

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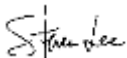
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I do not think you can do wrong by supporting her appointment.

Thank you, Supervisor.

Sincerely,



Steven Lee
Small Business Owner & Advocate

cc: Clerk of the Rules Committee, Victor Young
Clerk of the Board, Angela Calvillo
Deputy Clerk of the Board, Alisa Somera

From: [Gee, Natalie \(BOS\)](#)
To: [Young, Victor \(BOS\)](#)
Subject: FW: Lydia So--MTA Commission
Date: Friday, July 7, 2023 1:54:54 PM

Natalie Gee 朱凱勤, Chief of Staff
Supervisor Shamann Walton, District 10
1 Dr. Carlton B. Goodlett Pl, San Francisco | Room 282
Direct: 415.554.7672 | **Office:** 415.554.7670
District 10 Community Events Calendar: <https://bit.ly/d10communityevents>

From: Betty Louie <bjlouie@att.net>
Sent: Thursday, July 06, 2023 4:11 PM
To: Dorsey, Matt (BOS) <matt.dorsey@sfgov.org>; Safai, Ahsha (BOS) <ahsha.safai@sfgov.org>; Walton, Shamann (BOS) <shamann.walton@sfgov.org>
Subject: Lydia So--MTA Commission

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Rules Committee

RE: Lydia So

July 6, 2023

Dear Members of the Rules Committee,

I would like to support the nomination of Lydia So to the MTA Commission.

Lydia has proven that she is very community oriented having served on the Historic Preservation Commission and most recently, as a fellow Board Director for the Portsmouth Square Garage.

She is knowledgeable regarding the City and its rules and regulations. I am sure she will serve as a dedicated member of the Commission. She has invested much of her time and energy as a volunteer to help make our City a better place. She is able to grasp the

details of any project quickly and efficiently.

Please allow her nomination to this Commission to go forward.

Thank you for your attention to this matter.

Sincerely,

Betty Louie

667 Grant Ave.

San Francisco, CA 94108



Rules Committee

San Francisco Board of Supervisors

1 Dr Carlton B Goodlett Pl, City Hall, Room 244

San Francisco, CA 94102

Subject: Recommendation for Lydia So as Board of Directors of the SFMTA

Dear Supervisor Dorsey, Supervisor Walton and Supervisor Safai,

The San Francisco Latinx Democratic Club (SFLDC) is writing to express our support for Lydia So to serve as a Board of Directors of the San Francisco Municipal Transportation Agency (SFMTA). Our organization's membership of the club unanimously voted to support Lydia because of her extensive experience in public service and her unwavering dedication to the AAPI community.

Commissioner So has a proven track record of advocating for cultural equity and sustainable urban growth in San Francisco. Lydia's practice as an architect, her work in regional urban growth, transit-oriented developments, and sustainability, as well as her global experience in designing world-renowned structures, showcase her unique skill set and deep understanding of the critical role that transit plays in maintaining the vitality of unique environments. Her perspective on places, land use, and the built environment will be invaluable in shaping the SFMTA's policies and initiatives.

As a longtime resident of San Francisco's Mission neighborhood and a Chinese American, Lydia is deeply connected to our community's needs and understands the diverse needs of our residents. Having AAPI representation on the SFMTA Board is long overdue, to and Lydia's exceptional qualifications, combined with her city governance experience, make her the ideal candidate to build bridges and ensure that the voices of all communities are heard.

In conclusion, we wholeheartedly endorse Lydia So's appointment to the Board of Directors of the SFMTA. Her extensive experience, proven track record, and dedication to public service as both an Arts Commissioner and Historic Preservation commissioner make her an exceptional candidate who will bring valuable insights and positive change to San Francisco's transportation policies and services. I strongly urge you to vote in favor of her appointment and provide her with the opportunity to serve our city.

Thank you again for your attention to this matter.

Sincerely,

The San Francisco Latinx Democratic Club