

File No. 260512

Committee Item No. 3

Board Item No. 9

COMMITTEE/BOARD OF SUPERVISORS

AGENDA PACKET CONTENTS LIST

Committee: Rules Committee

Date June 15, 2026

Board of Supervisors Meeting

Date June 23, 2026

Cmte Board

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| ☐ | ☐ | 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 |
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Completed by: Victor Young Date June 11, 2026

Completed by: _____ Date _____

[Appointments, Behavioral Health Council - Athena Bing-Ying Ng and Raymond Deng]

Motion appointing Athena Bing-Ying Ng, term ending January 1, 2028, and Raymond Deng, term ending January 1, 2027, to the Behavioral Health Council.

MOVED, That the Board of Supervisors of the City and County of San Francisco does hereby appoint the following designated person(s) to serve as member(s) of the Behavioral Health Council, pursuant to the provisions of California Welfare and Institutions Code, Section 5604 et seq.; and Administrative Code, Article XVI, for the term specified:

Athena Bing-Ying Ng, seat 2, succeeding Bahlam Vigil, resigned, must be a consumer (a consumer is defined as a person who has received mental health and/or substance use services in San Francisco from any program operated or funded by the City, from a State hospital, or from any public or private nonprofit mental health agency), for the unexpired portion of a three-year term ending January 1, 2028.

Raymond Deng, seat 7, succeeding Stephen Banuelos, term expired, must be a family member of a consumer (a consumer is defined as a person who has received mental health and/or substance use services in San Francisco from any program operated or funded by the City, From a State hospital, or from any public or private nonprofit mental health agency) for the unexpired portion of a three-year term ending January 1, 2027.

BOARD of SUPERVISORS



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

Application for Boards, Commissions, Committees, & Task Forces

Name of Board/Commission/Committee/Task Force: San Francisco Behavioral Health Commission

Seat # (Required - see Vacancy Notice for qualifications): Seat 8

Full Name: Athena Bing-Ying Ng

[Redacted] Zip Code: 94121
[Redacted] Occupation: Rams, Inc. Hire-Ability - Youth 2 You

Work Phone: N/A Employer: Rams, Inc. Hire-Ability

Business Address: 635 22nd Avenue Zip Code: 94121

Business Email: athenang77@gmail.com Home Email: [Redacted]

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

Resident of San Francisco: Yes ☒ No ☐ If No, place of residence: _____
18 Years of Age or Older: Yes ☒ No ☐

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

My qualifications represent the Transitional Age Youth (TAY) group of ages 16-25 as I, myself, being of 18 years of age, am apart of this group and can understand the hardships in which those within said age range face. Furthermore, I represent the first generation Asian-American community of San Francisco, a group that requires more representation in the behavioral health field as there is stigma against both mental health and behavioral health within the community. Growing up Chinese in the Richmond District, I am not only part of, but connect culturally to this neighborhood that consist predominantly of working class individuals and to the vibrant culture of Chinese Immigrants that make up the greater city of San Francisco.

I identify with the LGBTQ community and am familiar with the struggles that come with being apart of the community. I recognize that even within such a diverse city as San Francisco, there are still numerous challenges LGBT residents face regarding discrimination and judgment from the public. These struggles are something which I am able to connect to from personal expierence and hope to confront moving forward.

Business and/or Professional Experience:

I am currently a student at the University of San Francisco, pursuing an education in Chemistry. In 2024, I interned with Opportunities for All (OFA) with the Psychology and Mental Health Cohort where we focused on public outreach and spreading information/resources to the underfunded communities of San Francisco. During my time with OFA, we developed a comprehensive map of places low income individuals could receive professional therapy and presented the importance of Mental Health. As of 2025, I work with Rams, Inc. and Hire-Ability in their YOUTH 2 YOUTH program which focuses on Peer Counseling Training and prepares youth interested in Behavioral Health to go into the field professionally.

Civic Activities:

Over the years I have accumulated over 100 hours of volunteering at both the Veteran Affairs Hospital (VAMC, Richmond District) and UCSF Medical Center in San Francisco. While volunteering, I assisted patients with non clinical tasks such as patient reception and assisted staff by handling non clinical activities. These roles gave me the opportunity to regularly work with a diverse scope of patients, including low-income, seniors, those with disabilities, and veterans. Being able to get first hand experience working with the residents of San Francisco and neighboring cities strengthened my commitment to public service and allowed me to connect personally with the people in my community.

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

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

Date: 11/14/2025

Applicant's Signature (required):



(Manually sign or type your complete name.)

NOTE: By typing your complete name, you are hereby consenting to use of electronic signature.)

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

FOR OFFICE USE ONLY:

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

BOARD of SUPERVISORS



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Application for Boards, Commissions, Committees, & Task Forces

Name of Board/Commission/Committee/Task Force: Behavioral Health Commission

Seat # (Required - see Vacancy Notice for qualifications): 3 or 2 or 4 consumer

Full Name: Elisa Mapson

San Francisco Zip Code: 94102

Home Phone: [REDACTED] Occupation: student College City SF

Work Phone: 415-407-8258 Employer: N/A

Business Address: _____ Zip Code: _____

Business Email: Sweet.apple.ninja@gmail.com Home Email: _____

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

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

18 Years of Age or Older: Yes ☒ No ☐

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

I'm CA born and raised. A 29 year old non-Binary person with severe mental Health disorders, to list a few: Polyfragmented D.I.D., Autism, Major Depression. My sexual orientation is Bisexual. I understand the Hearts and Minds of the SF CA people. I am extremely intelligent, most never see my disorders as I'm highly motivated by Self-control; but I understand the Needs and Behavior of Our People. I wish to Represent the Communities of San Francisco California. I know I can do this and do it well.

~Elisa Mapson

~As I am different so are they.~

Business and/or Professional Experience:

I'm a full-time Student, at 3 Colleges. 2 online Colleges: Maestro AI University and Calbright College.
1 in-person college: City College of SF. I'm pursuing 2 degrees in AI software Engineering and Applied Liberal Arts, major Music. Certificates in IT support and Cybersecurity. My long-term plan is to secure a position in Cybersecurity.
I Volunteer with SPCA (animals) currently and attend RAMS. As well working with Goodwill.
~Elisa Mapson

Civic Activities:

I Volunteer with SPCA (animals) currently and attend RAMS. As well working with Goodwill.

I look forward to having a seat on Behavioral Health Commission as I believe in it, helping the SF people, Our people.
~Elisa Mapson

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

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

Date: 12-18-2025 Applicant's Signature (required):

Elisa Mapson

(Manually sign or type your complete name.)

NOTE: By typing your complete name, you are hereby consenting to use of electronic signature.)

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

FOR OFFICE USE ONLY:

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

BOARD of SUPERVISORS



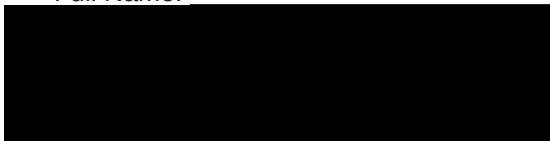
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Application for Boards, Commissions, Committees, & Task Forces

Name of Board/Commission/Committee/Task Force: San Francisco Behavioral Health Commission

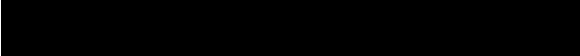
Seat # (Required - see Vacancy Notice for qualifications): Seat #11 (Public Interest / Veteran Advocate) 

Full Name: Gabriel Cervantes Okamoto ** Veteran, **** Consumer

 Zip Code: 94112
Occupation: Salesforce Military Fellow (Financial 

Work Phone: _____ Employer: U.S. Chamber of Commerce Foundati 

Business Address: 415 Mission St, San Francisco, CA Zip Code: 94105

Business Email: _____ Home Email 

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

Resident of San Francisco: Yes ☒ No ☐ If No, place of residence: _____
18 Years of Age or Older: Yes ☒ No ☐

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

I represent multiple communities of interest that reflect the diversity of San Francisco. As a U.S. Army Reserve Soldier, a Japanese-Mexican American, and a gay man, my lived experience intersects with several of the communities most impacted by behavioral health challenges.

I have been honored by CalVet for Latino Heritage Month and serve as a board officer of the Veterans Affiliated Council, where I elevate the voices of veterans from all backgrounds.

Through my work with the Japanese American Veterans Association, I help manage national collaboration platforms for veterans, and I am an active member of the U.S.–Japan Council, which fosters cross-cultural leadership at the global scale.

As someone who has navigated the intersections of identity veteran, Latino, Japanese American, and LGBTQ+ I bring an inclusive perspective to the Commission. My professional background in the California State Senate and Salesforce allows me to pair this lived experience with skills in policy, fiscal oversight, and innovation.

LinkedIn Profile: <https://www.linkedin.com/in/gabriel-okamoto/>

Business and/or Professional Experience:

Salesforce Military Fellow (2025–Present): Supporting Regional Vice Presidents in the Financial Services Growth Business, learning how technology and data can drive improved community outcomes.

California State Senate – Rules Committee Consultant: Oversaw operations and constituent casework, including behavioral health and consumer protection matters. Advisor to the Office of Senator Scott Wiener.

U.S. Army Reserve Soldier / National Guard Veteran: Managed multimillion-dollar budgets and personnel, while also leading soldiers through high-pressure situations with a focus on mental resilience. Supported the Deputy State Surgeon General.

Fiscal Law and Ethics Certification (JAG Legal Center & School): Applied fiscal accountability in public-sector settings.

Civic Activities:

Veterans Affiliated Council (Board Officer, Junior Vice Commander): Lead major veteran events such as the San Francisco 9/11 Patriot Day Golf Fundraiser, Veterans Day Parade on Capitol Mall, and LA County Veterans Congressional Forum.

Japanese American Veterans Association (Coordinator): Manage digital community and collaboration platforms, fostering knowledge-sharing and support across national veteran networks.

CalVet Latino Heritage Month Honoree (2025): Recognized for service and leadership representing Latino veterans and families.

U.S.–Japan Council (Member): Selected into an international leadership network focused on building resilient communities through cross-sector collaboration.

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

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

Date: 08/29/2025

Applicant's Signature (required):

Gabriel Cervantes Okamoto

(Manually sign or type your complete name.)

NOTE: By typing your complete name, you are hereby consenting to use of electronic signature.)

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

FOR OFFICE USE ONLY:

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

From: [Gabriel Okamoto](#)
To: [Young, Victor \(BOS\)](#)
Cc: [Gray, Amber \(DPH\)](#)
Subject: Thank you for returning my call
Date: Friday, September 12, 2025 9:50:42 AM

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

Good morning Mr. Young,

Thank you for taking the time to return my call earlier today and for confirming that my three new endorsements have been received through the Behavioral Health Commission clerk. I am grateful for your attention to my candidacy.

I also wanted to share that I attended both Behavioral Health Commission meetings on Tuesday. Doing so gave me a deeper understanding of the challenges and opportunities before the Commission, and it reinforced my commitment to serve thoughtfully and constructively.

In addition, my background in the California State Senate Rules Committee and my fluency in parliamentary procedure under Mason's Manual of Legislative Procedure would allow me to contribute immediately to effective governance and deliberation.

Please let me know if there are any additional materials or documentation I can provide ahead of Monday's Rules Committee meeting.

Respectfully,
Gabriel Cervantes Okamoto

cc: Amber Gray

To Whom It May Concern,

It is my privilege to recommend Gabriel Cervantes Okamoto whose leadership, vision, and forward-thinking approach to technology and community advancement have left a lasting impression on me and many others in California's civic and innovation space.

I have had the opportunity to witness Gabriel's work firsthand—both as a servant leader in public institutions and as a strategic unifier between civic institutions and innovation. Gabriel has a rare ability to connect the precision of structured government processes with the creativity and adaptability demanded by today's technology landscape. His unique perspective as both a U.S. Army Reserve soldier and a Salesforce Fellow positions him to lead San Francisco and beyond into a new age of civic innovation.

What sets Gabriel apart is his commitment to harnessing artificial intelligence and emerging technologies responsibly and strategically. While many speak about innovation, Gabriel pushes for it with clarity, urgency, and inclusivity. He understands that AI is not simply a tool for efficiency it is a platform for equity, transformation, and stronger citizen engagement. This vision aligns with the future of public service, where communities deserve government systems that are not only modernized but also transparent, human-centered, and trustworthy.

As San Francisco steps into an era defined by rapid digital transformation, Gabriel represents exactly the kind of leadership that is needed. His expertise in Salesforce's CRM and AI platforms, paired with his deep grounding in legislative processes and community advocacy, equips him to ensure technology adoption translates into meaningful outcomes for residents. He has already demonstrated this by championing projects that bring together civic leaders, innovators, and communities of color often left out of the technology conversation.

In short, Gabriel is a change agent advancing the future. He embodies integrity, vision, and impact, and I wholeheartedly support him as a Salesforce Fellow and civic innovator committed to shaping San Francisco's future.

Sincerely,
Eva Robinson, PMP



JAPANESE AMERICAN VETERANS ASSOCIATION

PO Box 341198, BETHESDA, MARYLAND 20827

WWW.JAVA-US.ORG

HONORARY CHAIR

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PRESIDENT

HOWARD S. HIGH

VICE PRESIDENT

COL DANIELLE NGO, USA (RET)

SECRETARY

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TREASURER

CAPT MICHAEL I. KATAHARA, USN (RET)

GENERAL COUNSEL

DAVID M. MIYOSHI, ESQ.

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LTC MARK T. NAKAGAWA, USA (RET)

LTC ROBERT VOKAC, USA (RET)

MAJ LYNN MARIANO, USA (RET)

DAVID IWATA

August 30, 2025

Clerk of the Board and Honorable Members
Rules Committee, San Francisco Board of Supervisors
1 Dr. Carlton B. Goodlett Place
City Hall, Room 244
San Francisco, CA 94102

Re: Recommendation of Mr. Gabriel Cervantes Okamoto for Appointment to the Behavioral Health Commission

Dear Chair and Members of the Rules Committee,

It is my honor to recommend Mr. Gabriel Cervantes Okamoto for
appointment to the San Francisco Behavioral Health Commission.

I know Mr. Okamoto through his involvement with the Japanese American
Veterans Association and most recently through his work on the Kintsugi
Project, a pilot program aimed at reducing suicide among veterans. In that
role he helped guide planning, outreach, and coalition building, bringing in
his professional experience and community connections. His ability to
apply cultural philosophy to modern public health challenges shows both
creativity and respect for diverse communities.

Mr. Okamoto's service in the U.S. Army Reserve, his experience in the
California State Senate, and his current work in the business and
technology sector make him uniquely qualified to strengthen the
Commission. He understands operations, fiscal discipline, and the
importance of building partnerships that lead to measurable outcomes.

I am confident he will serve with integrity and dedication to the public
good. I strongly encourage you to appoint him to this important
Commission.

Respectfully,

Howard S. High
President
Japanese American Veterans
Association



JAPANESE AMERICAN VETERANS ASSOCIATION

PO Box 341198, BETHESDA, MARYLAND 20827

WWW.JAVA-US.ORG

HONORARY CHAIR

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HOWARD S. HIGH

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MAJ LYNN MARIANO, USA (RET)

DAVID IWATA

August 30, 2025

Clerk of the Board and Honorable Members
Rules Committee, San Francisco Board of Supervisors
1 Dr. Carlton B. Goodlett Place
City Hall, Room 244
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California State Senate, and his current work in the business and
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importance of building partnerships that lead to measurable outcomes.

I am confident he will serve with integrity and dedication to the public
good. I strongly encourage you to appoint him to this important
Commission.

Respectfully,

Howard S. High
President
Japanese American Veterans
Association

From: [Emran, Hasib \(HRC\)](#)
To: [Young, Victor \(BOS\)](#)
Subject: Support for Gabriel Okamoto to BHC Commission
Date: Thursday, September 11, 2025 1:36:24 PM

Hi Secretary Young,

My name is Hasib Emran, Vice Chair of the Human Rights Commission and I am writing today in support of Mr. Okamoto's appointment to the BHC. Gabriel is an incredible community advocate, displays fairness and will be accountable to the people of San Francisco. I am confident in his abilities to carry out the duties of the BHC and he would be a welcomed addition as a Commissioner with diverse background and experience. Thank you for your time today and do not hesitate to reach out if you have any questions or concerns!

Best,
Hasib Emran
HRC Vice Chair

From: [Peter Murphy](#)
To: [Young, Victor \(BOS\)](#)
Cc: [Gray, Amber \(DPH\)](#); g.cervantes.okamoto@gmail.com
Subject: Support for Behavioral Health Commission - Gabriel Cervantes Okamoto
Date: Thursday, September 25, 2025 1:28:14 PM

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

Dear Victor,

I am writing to express support for Gabriel Cervantes Okamoto as a candidate for the current vacancy on the Behavioral Health Commission for a Military Veteran to join the commission.

As a current committee member myself, I want to express my support for Gabriel's candidacy. Please let me know if you have any questions, and thank you for this consideration.

Respectfully yours,

Peter

Peter Murphy ([he/him](#))
Outreach Manager
General work hours: 9:00 AM - 5:00 PM
Mental Health Association of San Francisco
870 Market Street, Suite 658
San Francisco, CA 94102
415-377-8267 cellphone

<http://mentalhealthsf.org/programs/peer-run-warm-line/>

The mission of the Mental Health Association of San Francisco is to cultivate peer leadership, build community, and advance social justice in mental health.

Our California Warm Line is facing massive cuts to our funding—please help
<https://savethewarmline.org/>



P.O.Box 920214 * Sylmar CA 91392 *
Calvac1921@gmail.com Calvac.org
EIN# 87-0803453

Commander William Franco

Veterans Affiliated Council

August 31, 2025

Clerk of the Board and Honorable Members
Rules Committee, San Francisco Board of Supervisors
1 Dr. Carlton B. Goodlett Place, City Hall, Room 244
San Francisco, CA 94102

Re: Appointment of Gabriel Cervantes Okamoto to the Behavioral Health Commission (Public Interest Seat)

Dear Chair and Members of the Rules Committee,

San Francisco's behavioral health system is at a turning point. San Francisco is a world-class city known for compassion, but also for the scale of challenges. What we need now are commissioners who not only understand the policies, but also understand the people who rely on these services every day. That is why I strongly support the appointment of **Gabriel Cervantes Okamoto** to the Behavioral Health Commission.

Gabriel's leadership is rooted in both professional service and personal resilience. As a soldier in the U.S. Army Reserve, he has lived with the reality of post-traumatic stress. As a survivor of intimate partner violence, he knows the courage it takes to rebuild life after trauma. These experiences have given him empathy, insight, and credibility that cannot be taught in classrooms or boardrooms. He knows firsthand what it means to navigate a system that can feel overwhelming, and he is committed to making that system more humane, more effective, and more accessible.

Behavioral health care must go beyond treatment. Housing stability, supportive care, and clinical services are essential, but they are not enough. What sustains recovery long-term is workforce development. Creating opportunities for people to work, contribute, and regain dignity. Gabriel has made workforce development a personal and professional priority, ensuring that those emerging from crisis are not left behind, but empowered to thrive. His current role as a Salesforce Fellow gives him direct experience aligning employers, city departments, and community providers to open pathways back into stability.

Gabriel also brings a broader perspective that strengthens his local leadership. As a member of the U.S.-Japan Council, he participates in an international network of leaders dedicated to building bridges across government, business, and community. This experience demonstrates not only his ability to collaborate at a high level, but also his commitment to partnerships that deliver lasting impact here in San Francisco.

What makes Gabriel stand out is his ability to connect across boundaries:

- Veterans in transition
- Survivors to services
- Community needs to government accountability
- Recovery to workforce opportunity

In Gabriel, the City has a candidate who is more than qualified, he is exactly what this moment requires. He combines the discipline of military service, the vision of a global leader, the skills of a business innovator, and the resilience of someone who has walked the path himself.

I urge you in the strongest possible terms to appoint Gabriel Cervantes Okamoto to the Behavioral Health Commission. He will be a commissioner San Francisco can count on: principled, prepared, people-first, and relentless about outcomes.

For any questions, comments, or concerns please reach out to me at the Committee's convenience.

Respectfully,
Commander William Franco
Veterans Affiliated Council
(916) 663-9991

From: [Gabriel Okamoto](#)
To: [Young, Victor \(BOS\)](#)
Cc: [Gray, Amber \(DPH\)](#)
Subject: Thank you for returning my call
Date: Friday, September 12, 2025 9:50:42 AM

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Good morning Mr. Young,

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I also wanted to share that I attended both Behavioral Health Commission meetings on Tuesday. Doing so gave me a deeper understanding of the challenges and opportunities before the Commission, and it reinforced my commitment to serve thoughtfully and constructively.

In addition, my background in the California State Senate Rules Committee and my fluency in parliamentary procedure under Mason's Manual of Legislative Procedure would allow me to contribute immediately to effective governance and deliberation.

Please let me know if there are any additional materials or documentation I can provide ahead of Monday's Rules Committee meeting.

Respectfully,
Gabriel Cervantes Okamoto

cc: Amber Gray

California Department of Veterans Affairs
Women Veteran Affairs

September 10, 2025

Rules Committee
San Francisco Board of Supervisors
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

Re: Endorsement of Gabriel Cervantes Okamoto for Appointment to the San Francisco Behavioral Health Commission as Commissioner

Dear Chair and Honorable Members of the Rules Committee,

It is my privilege to endorse Gabriel Cervantes Okamoto for appointment to the San Francisco Behavioral Health Commission. In my role as Deputy Secretary for Women Veterans at the California Department of Veterans Affairs, and as a licensed clinical social worker specializing in PTSD, trauma, and military sexual trauma, I know how critically important it is to include leaders who reflect the lived experiences of marginalized communities. For veterans and for San Franciscans who often face multiple layers of inequity, representation is not symbolic—it is essential to ensuring their voices and needs shape behavioral health policy.

Mr. Okamoto embodies this kind of leadership. As a U.S. Army Reserve soldier living with military-related PTSD and as a survivor of intimate partner violence, he represents communities whose perspectives are too often left out of decision-making spaces. He understands firsthand the stigma attached to trauma, the difficulty of navigating fragmented systems, and the urgency of building trauma-informed, person-centered care. His voice at the Commission would ensure that individuals living at these intersections are not only acknowledged but meaningfully represented.

In addition to his lived experience, Mr. Okamoto brings deep professional expertise. His service as a Consultant with the California State Senate Rules Committee and his leadership roles in statewide and national veterans' organizations demonstrate his ability to navigate policy, build coalitions, and advocate effectively. This rare combination of survivor perspective and

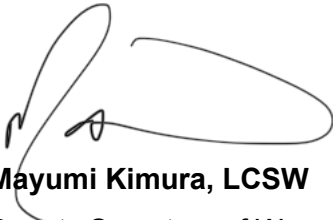
governance experience uniquely positions him to influence systems in ways that are both compassionate and pragmatic.

From my clinical perspective, the inclusion of leaders like Mr. Okamoto is exactly what San Francisco needs. He can speak authentically to the realities of trauma, PTSD, and interpersonal violence while also carrying the skills to advance systemic change. His presence would strengthen the Commission, ensuring it remains both accountable to those most impacted and innovative in its vision for the future.

San Francisco deserves commissioners who embody integrity, empathy, and courage. Mr. Okamoto is living proof of resilience and leadership, and his appointment would help build a behavioral health system that is more equitable, inclusive, and effective.

I strongly believe Mr. Okamoto's appointment will bring vital representation and meaningful impact.

Sincerely,

A handwritten signature in black ink, appearing to read 'Mayumi Kimura', with a large, stylized loop at the end.

Mayumi Kimura, LCSW

Deputy Secretary of Women Veteran Affairs
California Department of Veterans Affairs

From: [Kimura, Mayumi@Calvet](mailto:Kimura.Mayumi@Calvet)
To: [BOS-Appointments](#); [Young, Victor \(BOS\)](#)
Cc: Amber.gray@sfgov.org; g.cervantes.okamoto@gmail.com
Subject: Letter of recommendations for Gabriel Okamoto
Date: Wednesday, September 10, 2025 2:30:09 PM
Attachments: [image001.png](#)
[image002.png](#)
[image003.png](#)
[image004.png](#)

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

Hello,

Please accept my letter of recommendation for Gabriel Okamoto for the SF Behavioral Health Commission. Thank you and please do not hesitate to reach out with any questions.



Mayumi Kimura, LCSW
Deputy Secretary
Women Veterans Affairs
Phone: 916.653.8692
Cell: 916.584.0310

1227 O Street
Sacramento, CA. 95814
www.calvet.ca.gov



From: [Prince Jordan](#)
To: [Young, Victor \(BOS\)](#)
Cc: g.cervantes.okamoto@gmail.com
Subject: Letter Of Support Gabriel Cervantes Okamoto - Behavioral Health Commission
Date: Wednesday, September 10, 2025 8:01:33 AM

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

Dear Victor,

I hope this email finds you well. I am reaching out to express my enthusiastic support for Gabriel Cervantes, also known as Gabriel Okamoto, in his application for the open Veteran/Veterans Advocacy seat on the Behavioral Health Commission.

As a member of the Veteran Affairs Commission, I had the pleasure of being approached by Gabriel yesterday following our recent commission meeting. Gabriel, a dedicated veteran, shared his compelling interest in contributing to the Behavioral Health Commission's mission of advancing behavioral health initiatives, particularly through the lens of veteran advocacy. As a veteran, his support and eagerness to serve on that commission is what I love to see in veterans willing to serve beyond their military service. His background and passion align seamlessly with the Commission's goals, and I believe he would bring invaluable insights and commitment to the team.

To ensure a smooth progression in the appointment process, I kindly request that you please help verify that all necessary documentation and information are in place for the Rules Committee meeting next week or whenever the meeting is scheduled to take place. This would enable Gabriel to make a formal appearance, where he can articulate his qualifications, experiences, and motivations for joining the Commission.

Please feel free to contact me with any questions or if you would like to discuss this further via a phone call. I am available at your earliest convenience and can be reached at (415) 571-9682 or via email.

Thank you for your attention to this matter. I look forward to the rules committee's and your positive consideration and submission of Gabriel's application.

Best Regards,
Prince Jordan

Prince Jordan

Local Board Member State Of California
US Selective Service System

www.sss.gov

P: (415) 571-9682

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Fax No. (415) 554-5163
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Application for Boards, Commissions, Committees, & Task Forces

Name of Board/Commission/Committee/Task Force: Behavioral Health Commission

Seat # (Required - see Vacancy Notice for qualifications): 2, 7, 8, or 11

Full Name: Kerry Lynn Burns

[REDACTED] F, CA Zip Code: 94116

Occupation: Non Profit Mental Health Leader

Work Phone: 4154496283

Employer: Community Forward SF

Business Address: 1171 Mission St. 2nd Fl.

Zip Code: 94103

Business Email: kerry.burns@communityforwardsf.org

Home Email: [REDACTED]

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

Resident of San Francisco: Yes ☒ No ☐

If No, place of residence: _____

18 Years of Age or Older: Yes ☒ No ☐

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

As a San Francisco resident in the Outer Sunset neighborhood, I bring both professional expertise and deeply personal insight to the Behavioral Health Commission. My qualifications represent multiple dimensions of our city's diverse communities.

Living in the Outer Sunset provides me with perspective on the needs of residents in San Francisco's western neighborhoods, areas that are sometimes underrepresented in city-wide health policy discussions. Geographic diversity matters, as access to services, transportation challenges, and community resources vary significantly across our city's distinct neighborhoods.

I currently work in senior leadership for a CBO, with services based in The Mission, SOMA, and the Tenderloin. I witness and respond to the needs of the most vulnerable San Francisco residents on a daily basis.

My Doctorate in Educational Leadership, combined with my Master of Social Work and clinical licensure in California (LCSW #115934), provides me with both the clinical expertise and the organizational leadership skills necessary to contribute meaningfully to policy development and systems change. I am trained to examine problems from multiple angles, engage stakeholders, and implement evidence-based solutions.

My personal experience as a consumer of mental health services and someone in recovery from substance use provides an essential perspective that complements my professional credentials. This lived experience allows me to:

- Understand the behavioral health system from the inside, including its strengths and limitations
- Advocate authentically for client-centered, dignity-based care
- Bridge the gap between service providers and service recipients
- Bring credibility and empathy when addressing stigma and accessibility issues
- Represent the significant portion of San Franciscans who navigate mental health challenges while contributing meaningfully to their communities

My unique position—as a neighborhood resident, licensed clinical social worker, nonprofit leader, disability advocate, mental health consumer and someone in recovery—enables me to represent and bridge multiple communities of interest. I am able to contribute to policy discussions with clinical knowledge, operational understanding, cross-system experience, community connections, and the authentic perspective of someone who has personally navigated the system I would help advise and support.

San Francisco's behavioral health system serves an extraordinarily diverse population facing complex challenges. My multifaceted experience uniquely positions me to help ensure that city policies and programs are responsive to this diversity and truly serve all San Franciscans, particularly those who are most vulnerable, underserved, and facing intersecting barriers to care. I am eager to be of service.

Business and/or Professional Experience:

As Vice President of Clinical Services at Community Forward SF, I oversee the Mental Health Outpatient Program (MHOP) working directly with San Francisco's most marginalized populations: individuals experiencing homelessness, with a particular focus on unhoused women. In this role, I partner directly with the SF Department of Public Health and have demonstrated success in dramatically improving service delivery via increased Medi-Cal billing, directly translating to more clients receiving the care they need.

This experience gives me firsthand knowledge of:

- The intersection of housing insecurity and mental health needs
- Gender-specific barriers to accessing care
- The systemic gaps in our current behavioral health infrastructure
- The practical realities of delivering services to those facing multiple, compounding challenges
- The complexities of navigating Medi-Cal and insurance systems that may create barriers rather than bridges to care

Women experiencing homelessness face unique vulnerabilities, including higher rates of trauma, domestic violence, and sexual assault, as well as specific healthcare needs that are often overlooked in service design. My daily work informs my understanding of how policies translate into actual care delivery.

My career spans multiple interconnected systems that impact behavioral health outcomes:

- Working within Higher Education settings, I provided crisis intervention and care coordination for thousands of students, earning recognition for handling sensitive cases related to suicidality, sexual harassment, and sexual violence. I understand how mental health challenges manifest across the lifespan and the critical importance of early intervention.
 - Through my roles in early care and education, I've worked to connect historically underserved and marginalized populations to essential services. I understand how childhood experiences, family stability, and access to early care impact long-term behavioral health outcomes.
 - I bring previous experience working on an Advisory Commission.
 - Within nonprofit social service agencies, I have experience supervising teams providing crisis treatment and stabilization for youth, including those with Autism Spectrum Disorder as well as those with emotional and behavioral healthcare needs. This work required collaborative engagement and coalition building with schools, healthcare providers, and community agencies.
- This breadth of experience across child welfare, education, housing, and clinical mental health systems positions me to understand the interconnected nature of behavioral health challenges and the need for coordinated, systemic solutions.

Civic Activities:

In a previous role as a Community Advisor to the Mayor's Advisory Commission on Disabilities (Warwick, RI), I dedicated significant energy to eliminating systemic and structural barriers for individuals with disabilities. This experience taught me to:

- Identify and address accessibility gaps in service delivery
- Advocate for policy changes that create real-world improvements
- Center the voices and experiences of people with disabilities in decision-making
- Understand disability as a diversity dimension that intersects with all other identities

This background is particularly relevant as I represent communities with disabilities, including those living with mental health conditions, and can advocate for behavioral health services that are truly accessible and inclusive.

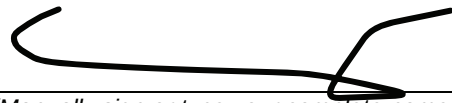
I have engaged in extensive volunteer service, including establishing and running a non profit organization to provide financial support to families fighting Cystic Fibrosis.

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

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

Date: 11/21/25

Applicant's Signature (required):



(Manually sign or type your complete name.)

NOTE: By typing your complete name, you are hereby consenting to use of electronic signature.)

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

FOR OFFICE USE ONLY:

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

KERRY BURNS

drkerryburns@gmail.com | 401-527-1773 | [linkedin.com/in/kerry-burns](https://www.linkedin.com/in/kerry-burns)

NON-PROFIT AND MENTAL HEALTH LEADER

Creating and delivering services that put client needs and experience first.

- Known for identifying, pursuing, and building internal and external partnerships to accommodate over 50% growth in demand for client facing services for multiple organizations.
- Fluent at navigating ambiguity, with experience molding multiple newly created positions, structuring solutions to vague challenges, and mobilizing resources to meet stakeholder and client needs.
- Skilled at navigating complex systems of care.
- Experienced at coaching and supporting individuals and teams to their best potential, utilizing clinical background to build trust and rapport to facilitate developmental conversations.

CLINICAL LICENSURE

California – Licensed Clinical Social Worker: 115934 (exp. 6/30/27)

Rhode Island - Licensed Independent Clinical Social Worker: ISW 01453 (exp. 5/1/27)

NPI - 1366513236

PROFESSIONAL EXPERIENCE

COMMUNITY FORWARD SF

AUGUST 2024 – PRESENT

VICE PRESIDENT OF CLINICAL SERVICES

JULY 2025 – PRESENT

Providing organization-wide strategic leadership for mental health services to two clinical programs – Mental Health Outpatient Program (MHOP) and Permanent Housing Advanced Clinical Services (PHACS).

- Program and Staff Development: Recruit, train, supervise, and evaluate clinical and behavioral health staff; foster multidisciplinary team environment and lead staff development initiatives on emerging best practices for vulnerable populations.
- Ensure compliance with SF Department of Public Health regulations and healthcare standards; monitor program metrics and outcomes, complete monthly reporting, and implement data-driven quality improvement strategies.
- Collaborate with community health partners, government agencies, and stakeholders to coordinate comprehensive care; manage clinical department budgets and advocate for funding opportunities to expand services.

DIRECTOR OF CLINICAL SERVICES

AUGUST 2024 – JUNE 2025

Provided oversight and leadership to mental health care for individuals experiencing homelessness – with a focus on women - through trauma-informed, person-centered services.

- Program Development: Responsible for leading the MHOP and PHACS programs, including hiring and creation/implementation of program infrastructure and processes.
- Program Assessment and Improvement: Conducted a full review of MHOP processes and began making changes needed to meet contract deliverables for clients with Medi-Cal insurance. Billing during FY 24-25 increased significantly from 2% to 70% of contract goal.
- Data Collection: responsible for monthly reporting for MHOP and PHACS programs.
- Funder Relations: directly supported multiple contracts and established and maintained collaborative working relationships with city funders (Department of Public Health).

LOW INCOME INVESTMENT FUND**JULY 2022 – PRESENT****PROGRAM OFFICER**

Managing all aspects of the grant life cycle for the California Department of Social Services (CDSS) Infrastructure Grant Program, focused on facilities improvement and the creation, enhancement and preservation of child care spaces for licensed early care and education (ECE) programs. This is the first grant program of this size and scope offered by CDSS.

- Grant Monitoring: Ongoing contact with more than 300 ECE programs with over \$25 million in awarded grant funds to ensure successful project completion and tracking of expenditures.
- Training and Technical Assistance: Develop, update, and disseminate regulatory, planning, building code and funding requirements for licensed childcare centers and family childcare homes.
- Grantee Support: developed a grant road map to provide a grant overview for ECE programs.
- Capacity Building: established a 3 language online help center via ZenDesk platform for FAQs.
- Data Collection: track and maintain data on grantee contacts via Salesforce CRM.

WU YEE CHILDREN'S SERVICES**JANUARY 2020 – JUNE 2022****RESOURCE AND REFERRAL MANAGER**

Directed strategy and execution for community programs serving over 3,000 children and families each year. Cultivate partnerships with local governments and nonprofits to connect historically underserved and marginalized populations to childcare and financial assistance. Coach, develop, and supervise a team of 7 employees and manage a ~\$700,000 budget.

- Process Improvement: Streamlined processes to enhance employee and client experience, increasing the program success rate from 20% to 70% of families connected to childcare.
- Remote Leadership: Navigated transition to 100% remote work for a 15-month period and built team culture.
- Data-Driven Decision-Making: Collected meaningful data and conducted data analysis to illustrate a 60%+ increase in workload with no additional resources, influencing leadership to fund 1 new FTE.
- Technology Modernization: Initiated and oversaw the transition from paper-based to web-based record management, replaced database software, and introduced new technologies for team management.
- Service Delivery: Created all standard operating procedures (SOPs) from scratch, standardized documentation practices, and structured resource allocation to create consistent service delivery.

UNIVERSITY OF SAN FRANCISCO**APRIL 2018 – DECEMBER 2019****ASSOCIATE DIRECTOR OF CASE MANAGEMENT**

Responsible for case management for a population of 6,500 undergraduate students, providing crisis intervention, plans of care, and coaching to help students develop skills for self-care and advocacy. Structured scalable case management practices to provide sustainable services to students and employees organization-wide.

- Capacity Building: Accommodated a 60% year-over-year increase in cases with no additional staff or funding by equipping cross-functional staff with the skills and resources to help students and by creating online resources.
- Client Education: Identified gaps and developed both web and print resources to educate students on self-advocacy, coping strategies, and connections to community mental health services.
- Coaching & Mentoring: Created a master's internship opportunity; oversaw hiring, supervision, and development of a student intern, a media/design student worker, and a peer mentor for the USF 101 course.
- New Program Launch: Served on a cross-functional team that conceptualized, launched, and managed an on-campus food pantry to meet client needs, personally structuring practices for sustainable operations.

UNIVERSITY OF CALIFORNIA – DAVIS**MARCH 2016 – MARCH 2018****ADMINISTRATIVE CASE MANAGER**

Fielded and managed reports related to students of concern, serving as 1 of 2 case managers for a student population of 35,000. Triaged cases and partnered with students to understand needs and connect them to support services.

- Learning & Development: Developed and delivered a quarterly workshop on “Working with Students of Concern” to staff and faculty and taught a “Comic Con-versations” seminar providing education and support to 20 first-year students.
- Program Assessment: Overhauled data collection and evaluation practices to provide senior leadership with accurate metrics and actionable insights that influenced changes in service delivery.
- Crisis Response: Earned Chancellor’s Commendation and Point of Pride award for responding to emergencies and handling sensitive cases related to suicidality, sexual harassment, and sexual violence; primary member of student crisis response team and sexual violence response team.

SELECTED PRIOR EXPERIENCE

Clinical Supervisor, Northeast Behavioral Associates (2013 – 2014): Led team of 6 case coordinators and 20+ direct service workers supporting youth with emotional, behavioral, and healthcare needs. Collaborated with schools, healthcare providers, and community agencies to provide care. Oversaw all data collection and reporting.

Disability Inclusion Coordinator, Serve Rhode Island (2011 – 2012): Established new position to implement the AmeriCorps Disability Grant. Developed and delivered training curriculum and outreach programs to over 700 individuals in 10 months. Conducted the first disability survey of state AmeriCorps members and facilitated a Justice Talks series.

Program Manager, Gateway Healthcare (2009 – 2011): Oversaw a home-based services program providing crisis treatment and stabilization for youth with Autism Spectrum Disorder. Supervised 10 clinicians and 2 case managers.

COMMUNITY LEADERSHIP

FOUNDER & EXECUTIVE DIRECTOR | FINNZ FUNDZ

2011 – 2017

- Founded and ran a 501(c)3 organization providing financial assistance to families fighting cystic fibrosis, reaching over 100 families in 35 states to fund basic needs not covered by insurance.
- Raised and distributed over \$250,000 through fundraising events, donor development, and a critical partnership with Alex and Ani to design and launch a “Shark Finn” bracelet.

COMMUNITY ADVISOR | MAYOR’S ADVISORY COMMISSION ON DISABILITIES

2012 – 2015

- Contributed to initiatives in Warwick, RI, that worked to eliminate systemic and structural barriers for individuals with disabilities, including sidewalk snow removal laws, an advisory network system, and recognition for local businesses exceeding ADA guidelines.

EDUCATION

Doctor of Education (Ed.D.) | Educational Leadership | Johnson & Wales University

Master of Social Work (MSW) | Rhode Island College

Bachelor of Arts (BA) | Sociology | Keene State College

BOARD of SUPERVISORS



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Application for Boards, Commissions, Committees, & Task Forces

Name of Board/Commission/Committee/Task Force: Behavioral Health Commission

Seat # (Required - see Vacancy Notice for qualifications): 3

Full Name: LeesaMaree Bleicher

[Redacted] Zip Code: 94124

[Redacted] Occupation: Survivor/Advocate

Work Phone: N/A Employer: N/A

Business Address: N/A Zip Code: N/A

Business Email: [Redacted] Home Email: [Redacted]

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

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

18 Years of Age or Older: Yes ☒ No ☐

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

I represent San Francisco residents across multiple dimensions of diversity—including race, ethnicity, age, gender, disability, and socioeconomic experience—as well as those with lived experience of complex trauma, polyvictimization, adverse childhood experiences (ACEs), behavioral health conditions, and justice system involvement.

I am a 58-year-old woman, long-time Bay Area resident, and a survivor of child sexual exploitation (CSEC) and polyvictimization, including domestic violence and multiple adverse childhood experiences. I am also formerly incarcerated and a suicide survivor. I live with complex PTSD and other diagnosed behavioral health conditions, including anxiety, obsessive-compulsive disorder, major depressive disorder, and a history of disordered eating, and have been engaged with and navigating the behavioral health system since early childhood. These lived experiences place me within the populations the Behavioral Health Commission is charged to serve—individuals with significant trauma histories, complex behavioral health needs, and systemic barriers to accessing equitable care.

Business and/or Professional Experience:

I bring over 25 years of leadership experience in behavioral health, trauma-informed care, and community-based systems across the San Francisco Bay Area. I hold a Master's degree in Psychology and am currently a doctoral candidate in Psychology with a specialization in trauma. I am also a certified Alcohol and Drug Counselor (CADC III), Certified Behavioral Health Counselor, and Mental Health Rehabilitation Specialist.

I have designed, led, and implemented trauma-informed programs serving high-risk and underserved populations, including justice-involved individuals, survivors of child sexual exploitation (CSEC), and individuals with co-occurring mental health and substance use conditions. My leadership roles include Director of Clinical Programs at U.N.I.T.Y., Inc., Program Director of a trauma-informed program for sexually exploited youth, and Program Manager for a court-mandated diversion program serving justice-involved youth in San Francisco.

Civic Activities:

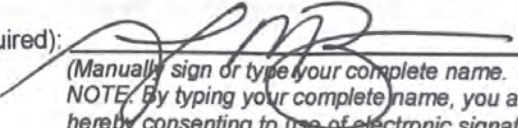
My civic activities reflect a sustained commitment to community advocacy, public engagement, and advancing equitable, trauma-informed systems in San Francisco. I am actively engaged in community-based advocacy supporting residents—particularly in high-need communities such as District 10—in navigating behavioral health services, accessing housing (including Section 8), and securing public benefits. As a disabled resident and Section 8 Housing Choice Voucher participant, I bring direct lived experience navigating these systems, which informs my advocacy and strengthens my ability to support others facing similar barriers. This work focuses on reducing barriers to care, improving access, and strengthening trust between underserved communities and public institutions.

I contribute to civic dialogue and public awareness through speaking engagements and community forums focused on trauma, recovery, reentry, and human trafficking. These efforts center trauma-informed approaches and highlight the intersection of behavioral health with systemic inequities, helping to inform community understanding and policy conversations.

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

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

Date: April 1, 2026 Applicant's Signature (required):


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

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

FOR OFFICE USE ONLY:

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

PROFESSIONAL SUMMARY

Trauma-informed behavioral health leader with 25+ years of experience advancing community-based and justice-involved systems of care across the Bay Area. Doctoral candidate in Psychology (trauma focus), master's in psychology, and Certified AOD Counselor (CADC III). Recognized for integrating lived experience with clinical and system knowledge to inform policy, strengthen engagement with underserved communities, and advance equitable, trauma-informed care. Provides systems navigation and advocacy for residents in San Francisco's District III across Behavioral Health Housing (Section 8), and public benefits. Demonstrated ability to identify and respond to high-risk situations, including indicators of possible drug activity and child exploitation, leading to law enforcement intervention and the confirmed protection of a child at high risk of exploitation.

LIVED EXPERIENCE LEADERSHIP

Brings lived experience as a survivor of child sexual exploitation (CSEC) and human trafficking, domestic violence, and complex trauma shaped by multiple adverse childhood experiences (ACEs), as well as direct experience as a consumer of behavioral health services. This perspective informs advocacy, strengthens engagement with underserved communities, and advances trauma-informed, equitable systems of care.

KEY LEADERSHIP & COMMUNITY IMPACT

- Designed and led trauma-informed programs serving CSEC youth, justice-involved individuals, and high-risk populations
- Advanced cross-system collaboration across behavioral health, criminal justice, and community-based organizations
- Trained multidisciplinary teams in trauma-responsive, culturally competent care
- Delivered public education and advocacy on trauma, recovery, and restorative justice
- Applied survivor-informed frameworks to improve program design and service accessibility

CORE COMPETENCIES

Trauma-Informed Care | Community Advocacy | Behavioral Health | Program Development | Co-Occurring Disorders | CBT & DBT | Crisis Intervention | Reentry Services | Restorative Justice

CREDENTIALS

CADC III (CCAPP) | Certified Behavioral Health Counselor (BHAP) | NPI: 1568616829

Mental Health Rehabilitation Specialist (CA Title 9)

Domestic Violence & Sexual Assault Counselor (80+ hours each)

EDUCATION

Ph.D. in Psychology (Trauma Focus), In Progress – National University

M.A., Psychology – Saybrook University

PROFESSIONAL EXPERIENCE

Director of Clinical Programs | U.N.I.T.Y., Inc., Oakland, CA (2016–2025)

- Led trauma-informed, survivor-centered programming and staff supervision
- Provided therapy and coordinated reentry and wraparound services
- Developed curriculum, trainings, and community partnerships

Program Director | RISE Program, Redwood City, CA (2011–2014)

- Founded trauma-informed program for sexually exploited youth
- Led outreach, crisis intervention, and system collaboration

Program Manager | YTEC Diversion Program, San Francisco, CA (2009–2011)

- Developed court-mandated diversion programming for justice-involved youth
- Coordinated with probation, schools, and community providers

PUBLIC ENGAGEMENT & COMMUNITY ADVOCACY

Speaker – San Francisco Reentry Conference (2023, 2024)

Speaker – Sonoma County Human Trafficking Awareness (2024)

Speaker – San Francisco Collaborative Against Human Trafficking (SFCAHT) (2024) Lived experience, systems gaps, and trauma-informed responses

Community-Based Animal Rescue & Advocacy – San Francisco Bay Area

Hearts with a Mission -Founder/Lead Advocate – Trauma-informed community cat rescue and care

- Rescued and coordinated placement for vulnerable and abandoned animals in high-need communities
- Advocates for trauma-informed approaches to animal welfare and community-based care systems
- Collaborates with community members, caregivers, and organizations to reduce suffering and improve outcomes
- Supports community members in accessing resources, including recovery services, behavioral health care, housing (Section 8), and public benefits, recognizing the intersection between human and animal welfare

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**Application for Boards / Commissions / Committees / Task Forces
INSTRUCTIONS AND APPLICATION**

San Francisco is a diverse City and County with a wide range of people and issues affecting it. In order to take advantage of the extensive experience and knowledge available throughout our communities, various Boards/Commissions/Committees/Task Forces have been established to bring that knowledge together. These groups and their membership requirements are established by legislation approved through the local, state, and/or federal government.

In addition to setting up the purpose and goals of the various groups, the governing legislation outlines the type of person - in terms of desirable skills and/or knowledge - who can contribute their knowledge and perspective. In this manner, a group of San Franciscans, who are representative of the City and County, can be active participants in addressing issues affecting the entire City and County.

If you are interested in serving the City and County of San Francisco, the following procedures are provided:

1. A list of vacancies and expected vacancies, with their qualifications, can be found at the Office of the Clerk of the Board of Supervisors, at the San Francisco Main Public Library, and online on the Board of Supervisors' website (<http://www.sfbos.org/vacancy>). Please review this list for positions of interest.
2. Submit an application ([http://www.sfbos.org/vacancy application](http://www.sfbos.org/vacancy_application))
(List all of the appropriate seat number(s) and/or category/categories for which you qualify. We request applications be received ten (10) days before the scheduled hearing.)

Applicants may also need to submit a Form 700, Statement of Economic Interests (<https://www.fppc.ca.gov/Form700.html>), along with their application for all bodies listed in [Campaign and Governmental Conduct Code, Section 3.1-103\(a\)\(1\)](#).

3. If the seat(s) you are applying for is vacant and requires the Board of Supervisors' confirmation, the Rules Committee may schedule your application for review. Applicants should expect to appear before the Rules Committee to speak on their qualifications and answer questions during a public hearing.
(There are no set instructions on what you are expected to present to the Rules Committee; however, a brief description of how your qualifications distinguish you from other applicants, reasons for your interest in the subject, and/or a short summarization on why you would make a good candidate is appropriate.)
4. The Rules Committee may or may not make a recommendation for appointment. If a recommendation is made by the Rules Committee, the recommendation is forwarded to the Board of Supervisors for approval. It generally takes approximately 15 days from the date the Rules Committee makes their recommendation, for the individual to become officially appointed.
5. Depending on the type of organization, a new appointee may need to take an Oath of Office.

If there are no vacancies, your application will be retained for one year. If any openings occur during this time, your application will be submitted to the Rules Committee for review.

If you have any further questions, please contact the Rules Committee Clerk at (415) 554-5184. If you require detailed information concerning the operations of a particular Board/Commission/Committee/Task Force, please contact the administering department directly.

(Applications must be submitted to BOS-Appointments@sfgov.org or to the mailing address listed above.)

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Application for Boards, Commissions, Committees, & Task Forces

Commission

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

Family Seat #6

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

Lisa L. Williams

94115

Zip Code: _____

Occupation: _____

415-424-9660

BOSS

Work Phone: _____ Employer: _____

1918 University Ave

Business Address: _____ Zip Code: _____

94704

Business Email: _____ Home Email: _____

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18 Years of Age or Older: Yes ☐ No ☐

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I represent the BIPOC community and Women who suffer from Mental Health Challenges. My community work is done in areas such as the Fillmore, BVHP, OMI, Tenderlion and Treasurer Island. I'm also an a leader in the LGBTQ community and do work in the Castro.

Business and/or Professional Experience:

My professional background is Community Advocacy, Government Relations, Fundraising and Special Large events. I began work with the mental health arena during college and committed to help the community have a better quality of life by advocating for affordable services.

Civic Activities:

I'm on the Board of Directors for Rafiki Wellness Coalition, Bayard Rustin LGBTQ Coalition, Mayor's LGBTQ Advisory Board, Black Women Organized for Political Action, Alice B. Toklas and Director of The Soul of Pride.

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

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

August 7th, 2025

Date: _____ Applicant's Signature (required):



(Manually sign or type your complete name.)

NOTE: By typing your complete name, you are hereby consenting to use of electronic signature.)

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

FOR OFFICE USE ONLY:

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

BOARD of SUPERVISORS



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San Francisco 94102-4689
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Fax No. (415) 554-5163
TDD/TTY No. (415) 554-5227

**Application for Boards / Commissions / Committees / Task Forces
INSTRUCTIONS AND APPLICATION**

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Application for Boards, Commissions, Committees, & Task Forces

Name of Board/Commission/Committee/Task Force: Behavioral Health Commission

Seat # (Required - see Vacancy Notice for qualifications): 7, 12-16

Full Name: Nicholas W. Chapman

San Francisco CA Zip Code: 94117

Occupation: Civil Servant

Work Phone: _____ Employer: SFMTA

Business Address: 1 South Van Ness, San Francisco, CA Zip Code: 94117

Business Email: nick.chapman@sfmta.com Home Email: _____

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If No, place of residence: _____

18 Years of Age or Older: Yes ☒ No ☐

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I'm a long term resident of San Francisco who has been both a consumer and a family member of consumers of City (and state) mental health services, and it is that capacity, as someone with extensive experience with mental health services, that I am particularly interested in a seat on this Commission. I have that first hand experience of what works - and what doesn't - in the systems we currently have.

In other axes of identity, I'm a white, bisexual cis male, an immigrant, a senior citizen (just), an alumnus of our public schools, a former small business employee (for a number of different San Francisco businesses) and current City staff person.

While I recognize that the issues and challenges I face - as a middle class white male - accessing mental health services are very different from those faced by people with other, less privileged identities, I also think that the fact that people with my demographic profile still struggle with the various systems for help and support is a valuable perspective, and poses a challenge for some common views of who accesses these services, and who struggles to access them

Business and/or Professional Experience:

I am currently a manager with SFMTA with varied responsibilities that involve working with a range of other departments, including SFPD, SFFD, DPH, and Public Works. And I work on reviewing proposed legislation and on developing programs for the City in my areas of expertise. That professional experience with City policies, programs and legislation would I think be a valuable asset in work for the Commission. Previous positions I've held have included administering a medical residency program for UCSF, and serving as Data Manager for Planned Parenthood, analyzing data and producing reports on services and financials for all Planned Parenthood clinics nationwide, and that work has included managing NIH grants; those positions, I think, might also provide experience that would be useful for someone serving on the Commission.

Civic Activities:

My organized participation in Civic activities in San Francisco is fairly slight at present. In the past, I have volunteered with various entities around the city, but not in recent years, when work and family have occupied all my time. I've volunteered with Shanti, and worked with other food service entities, and also done volunteer work in the parks on things like trails and weed clearance.

In previous years, in Berkeley and elsewhere, I've worked as a peer counselor, both in mental health and sexuality areas. I've been a volunteer tutor working with immigrants on English language learning and cultural adjustments.

I often sit in on public meetings, and not just those directly related to my work for the City, and I am a passionate advocate of involvement in City governance, and in good government practices.

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

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

Date: **6/4/2024**

Applicant's Signature (required):

Nick Chapman

Digitally signed by Nick Chapman
Date: 2024.06.04 18:42:36 -07'00'

(Manually sign or type your complete name.)

NOTE: By typing your complete name, you are hereby consenting to use of electronic signature.)

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

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Application for Boards, Commissions, Committees, & Task Forces

Name of Board/Commission/Committee/Task Force: Behavioral Health Commission

Seat # (Required - see Vacancy Notice for qualifications): 5

Full Name: Raymond Deng

[Redacted] Zip Code: 94103
[Redacted] Occupation: Director of Data

Work Phone: n/a Employer: Thyme Care

Business Address: n/a n/a

Business Email: ray@thymecare.com Home E [Redacted]

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Resident of San Francisco: Yes ☒ No ☐ If No, place of residence: _____
18 Years of Age or Older: Yes ☒ No ☐

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I have lived in San Francisco for over 12 years, in Mission, Bernal Heights and finally, in Potrero Hill for the past 8 years. I have a physical disability that impairs me from walking for more than a few minutes, although I am in avid cyclist. I have supported my brother, John, who has been struggling with heroin and fentanyl addiction, for the past 13 years. He has been living with me for the past 3 years. Although it has been a long journey with him, it has given me the intimate knowledge of the local recovery community: the patchwork network of sober living homes in the Bay Area, addiction medicine and the crucial role of the medical establishment and the sheer amount of resources it takes to build a life back.

I am second generation Chinese-American and though my parents immigrated from China when they were in their 20s, I have roots in California, as my great-grand father came to California (spending a few years in San Francisco!) in the 1870s as a laborer until Chinese Exclusion, when he was forced to return to China. Though I grew up in Michigan, the last 15 years in California has always been a return home for me.

Business and/or Professional Experience:

- MPH in Public Health from Harvard School of Public Health
- 3.5 years of medical school at Stanford Medical School (but did not finish, in part, because I took time off to help John after he overdosed in 2015)
- Over 10 years of experience in healthcare data, particularly Value Based Care and government contracts in Medicare and Medicaid
- Research experience includes addiction issues at the Palo Alto Veteran Affairs and in health systems capacity building at the World Health Organization
- Founded a social enterprise in Rwanda building earthen floors (earthenable.org)

Civic Activities:

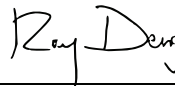
- Weekly volunteering at local food pantry (thefoodpantry.org)
- Political candidate phone banking
- Occasional meetings at SF YIMBY and SF Berniecrats

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

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

Date: 5/23/2025

Applicant's Signature (required):



(Manually sign or type your complete name.)

NOTE: By typing your complete name, you are hereby consenting to use of electronic signature.)

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

FOR OFFICE USE ONLY:

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

From: [Ray Deng](#)
To: [Young, Victor \(BOS\)](#)
Subject: Re: Behavioral Health Commission - Tentatively Rescheduled for hearing on May 4, 2026
Date: Tuesday, April 28, 2026 4:36:34 PM
Attachments: [image001.png](#)

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

Hi Victor,

I actually went to City Hall last week only to find the meeting was moved. Then, I had planned to go on an international trip last weekend, but moved my flight a week forward to accommodate what was previously the tentative April 27th Rules Committee meeting; therefore, I actually cannot make this May 4th meeting because I will be abroad.

However, I did take the liberty of recording a video of myself that I hope you can forward to commissioners as I am still very interested in serving on the commission. The link for the video is linked [here](#). The transcript is below:

"My name is Raymond Deng and I am a resident of San Francisco, where I've lived for nearly 15 years. I'm a healthcare services researcher and data scientist. I went to medical school down at Stanford and I hold an MPH from the Harvard School of Public Health. For the last two decades, I've researched addiction programs for veterans at the Palo Alto Veterans Affairs, health systems capacity building programs at the World Health Organization and Value Based Care contracts that simultaneously minimize cost and maximize quality in Medicare and Medicaid programs across three healthcare startups.

Perhaps most importantly, I have a brother named John who has been struggling for two decades with opiate addiction. I originally relocated him to San Francisco from Michigan, where we both grew up, because he was getting in trouble with the law and abusing prescription painkillers. But John's addiction grew worse after the move - where he began using heroin and ultimately, fentanyl - and he ping-ponged in and out of sober living homes, homeless shelters and addiction programs across the city. After he survived an overdose three years ago, I asked him to live with me and my partner in Potrero Hill, where he has been since living, thankfully sober. He's currently employed, takes monthly Sublocade injections, is involved in AA/NA groups throughout the city and has a sponsor. He's about to begin sponsoring someone himself. I couldn't be more proud of him. Although our journey has been long, it has given me the intimate knowledge of the depth and breadth of resources it takes to build a life back: the patchwork but crucial network of social and mental health services across the city, addiction medicine and the important role of the medical establishment, and how to balance the dual mandates of care and boundary setting, support and accountability. The city's mental health and addiction programs have arguably saved his life, so I have a very personal interest in funding the programs that work and ensuring their long term success. I will bring to this seat a healthcare services researcher's eye for measuring efficacy and the pragmatism of someone whose life has been greatly impacted by the tragedy of the opiate crisis. Thank you."

Thank you so much for your time and consideration!

Best,
Ray

On Thu, Apr 23, 2026 at 10:37 AM Young, Victor (BOS) <victor.young@sfgov.org> wrote:

Good Morning:

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Application for Boards, Commissions, Committees, & Task Forces

Name of Board/Commission/Committee/Task Force: San Francisco Behavioral Health Commission

Seat # (Required - see Vacancy Notice for qualifications): 8-12

Full Name: Samrat Samin Roy

[Redacted] CO 94114
Zip Code: 94114
Board Certified Behavior Analyst & S

Work Phone: 408-329-3272 Employer: Nova Health Therapies, CEO

Business Address: 3000 Scott Boulevard # 101, Santa Clara, CA Zip Code: 95054

Business Email: sroy@novatherapies.com Home Email: [Redacted]

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

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18 Years of Age or Older: Yes ☒ No ☐

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As a clinical leader, with experience in healthcare management and extensive experience in developing clinical pathways and delivery of services, I appreciate this opportunity to apply for the appointment as a Behavioral Health Commissioner.

My experience and passion in behavioral health emanated from my experiences as a child growing in Mumbai, India. These personal and familial struggles combined with lack of detection, services and being from a working class background had a significant impact on my early years. I had to grow up very quickly and mature at an early age. Having said that, I was very fortunate to have educators, school buddies and a fantastic school library that gave me the dreams, aspirations and tenacity to plow through these hard times and not only support myself but also my family.

With tenacious hard work and due diligence, I set my sights to seek a healthcare vocation and completed BS in Audiology and Speech Pathology from the University of Mumbai. Because it was undertaken in a highly competitive and coveted government institute, I received a monthly stipend from the Government of India and was able to complete the degree with 1st class with distinction and received an opportunity to work as a Clinical Instructor in my Alma Mater.

Business and/or Professional Experience:

Samrat Roy M.B.A., BCBA, M.A.CCC-SLP, MHCP-C-UK

Career Highlights:

As Founder/COO of Nova Health Therapies, developed contracts with over 110 school district Organizations in California to provide healthcare consultancy and services

Achieved growth across western United States including Washington State, Arizona and California

Achieved an average annual growth rate of 158% year-on-year from founding the Organization in 2013 to current fiscal year

Managed a Team of 300+ healthcare and education professionals for a 20,000+ student school

Civic Activities:**CIVIC DUTIES/CONFERENCES / SEMINARS/ BOARD DUTIES**

*Task Force On Autism – Present Board member for development of survey on Autism in Santa Clara County

*Practical & Compliant Autism Programming: Evidence Based Strategies for Both, February 2009, San Jose

*Write Meaningful, Measurable IEP Goals: Using data to establish present levels of performance, November 2008, San Jose

*Response to Intervention Seminar – MEDS Professional Development Network, May 2008, San Jose, California, U.S.A.

*ASHA National Conference – November 2007, Boston, Massachusetts, U.S.A.

*British Society of Cochlear Implantation National Conference – October 2006, Nottingham, United Kingdom

*Seminar on It Takes Two To Talk, HANEN Foundation – November 2005, London, United Kingdom

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

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

Date: 05/01/2024

Applicant's Signature (required):

Samrat S. Roy

(Manually sign or type your complete name.)

NOTE: By typing your complete name, you are hereby consenting to use of electronic signature.)

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

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With tenacious hard work and due diligence, I set my sights to seek a healthcare vocation and completed BS in Audiology and Speech Pathology from the University of Mumbai. Because it was undertaken in a highly competitive and coveted government institute, I received a monthly stipend from the Government of India and was able to complete the degree with 1st class with distinction and received an opportunity to work as a Clinical Instructor in my Alma Mater.

My first opportunity in working for western systems, was when I secured a position as a Speech and Language Therapist - Social Service Nurseries, in Lancaster, United Kingdom in 2001. Lancaster and Morecambe Bay had the highest rate of drug abuse per capita, teenage pregnancies and related health and social deprivation. I was handpicked from India, to come into the second year of a 2 year national project. The project required me to set up therapy units in two social nurseries in Morecambe Bay, as the clients were failing to meet developmental targets due to the lack of attendance and social factors. I was informed on my first day of arrival in the UK, that the project was failing and that no one would blame me if it was unsuccessful. (on a side note: Never had flown in a plane before... could not afford it!!) I immediately, did some research and enrolled in a Certificate program in Clinical Audit with an institution in Manchester. I developed meaningful rapport with staff and undertook clinical audit to measure the efficacy and utility of the two therapy units. At the end of the year the audit indicated 96% growth in the clients speech and language development goals and 94% utilization of the services. I was commended by the NHS and this set up was rolled out as a model.

While working in Lancaster, I enrolled in a MA in Language studies in the University of Lancaster and received a full scholarship working assistantship by the Enabling Minority Language Engineering project that was awarded under the auspices of the Economic and Scientific Research Council (ESRC) - UK. Lancaster was my ground outside India, to work and experience life and develop friendships and professionalism with individuals from diverse backgrounds, nationalities, race and sexual orientation and gender identity. It developed lifelong friendships and respect towards and with different cultural traits and identities.

Over the coming years, I worked as a Hearing Impairment / Deafness Specialist in diverse boroughs of London such as working with the Bengali speaking borough of Tower Hamlets, with population of Bangladeshi descent and the London Borough of Lewisham with population, who identify their origins from North and East Africa, and the Caribbean. I enjoyed, made meaningful friendships and developed huge respect for the diverse cultural, social and religious practices of these communities. I learned how to work with professionals from diverse and multi-ethnic backgrounds.

This experience drove me to specialize in deafness which led to my next vocational opportunity with Cambridge University Research Hospitals, as the Lead Pediatric Cochlear Implantation Expert for southern England region. This was one of the two specialist centers in the United Kingdom for assessment and related rehabilitation of individuals with Cochlear Implants. I learnt British Sign Language in order to develop effective communication practices with families and individuals, who are hearing impaired or deaf.

My educational and professional experience and learnings from the United Kingdom, catapulted me to the role of Speech and Language Pathology Supervisor in New York City with Bilinguals Inc. I was supervising and providing early intervention and related direct to individuals and families in the projects of Brooklyn and covered the length and breadth of the region.

Being Licensed as a Speech and Language Pathologist, both in New York and California, I decided to move to warmer climes, and in a matter of 3 years from 2007 - 2010, was appointed first as the Special Education Coordinator with Behavior Management for a school district in San Jose and then as the Cabinet level Director of Special Education for Gilroy Unified School District. During these 3 years, I gained my MBA from Santa Clara University in Corporate Finance with emphasis on social entrepreneurship. While at Gilroy Unified School District, I undertook Program Management Certificate with specialization in Special Education funding from the University of Southern California. This enabled me to be part of the California School Business Officers. The professional expertise in special education and public school funding, helped me to reduce general education

encroachment and undertake appropriate funding allocations. This helped the District save over \$1.3 MM in special education funds.

During my tenure I was humbled to be part of the Santa Clara Autism Task Force Panel, that spearheaded the need for insurance companies to pay for autism related therapies outside school hours.

In Gilroy, to bridge the gap between access to special education services and the Latino and Migrant communities, my staff and I undertook twice monthly public meetings to educate the community on their rights for accessing special education services and the Individualized Education Process.

In recognition of the efforts, I was felicitated and given an award by Fiesta Educativa- a special education group of Spanish speaking parents and families. As their website indicates “Dedicated to educating and empowering families of individuals with disabilities to become effective advocates for their loved ones.

In addition, my Department organized the Special Education Olympic Games - Bailer Games for which we received commendation from the Office of California Governor Gavin Newsom.

Since 2012, I have been involved in providing professional services and programs to educational institutions, individual clients and private entities in the area of therapies for individuals with autism and related disorders.

I believe my professional and vocational qualification combined with my personal attributes, that reflect the diversity of San Francisco, provide me with the necessary skills, talent and expertise to be successful in this role and I appreciate your consideration of my application.

BUSINESS and/or PROFESSIONAL EXPERIENCE

Samrat Roy M.B.A., BCBA, M.A.CCC-SLP, MHCP-UK

Career Highlights:

As Founder/COO of Nova Health Therapies, developed contracts with over 110 school district Organizations in California to provide healthcare consultancy and services

Achieved growth across western United States including Washington State, Arizona and California

Achieved an average annual growth rate of 158% year-on-year from founding the Organization in 2013 to current fiscal year

Managed a Team of 300+ healthcare and education professionals for a 20,000+ student school district in Silicon Valley

Hands on fiscal management and public fund experience of over \$20 million

Developed and implemented 'Disaster Management Plan' for Tower Hamlets NHS Trust Speech and Language Pathology Department in the event of terroristic or natural emergencies in 2006

Project Lead for pilot program paving the way for development of 'Sure-Start' programs in the United Kingdom

Conducted Clinical Audit on Efficacy and Utilization of services at Bay Community National Health Service, UK, achieving targets with 95%+ consistency.

EDUCATION

School Business Management University of Southern California, 2012: Specialization in Special Education & Public Education Finance

Behavior Analysis & Organizational Florida Institute of Technology, 2010 & University of West Florida 2020

Behaviour Management

M.B.A. Santa Clara University, 2009 Specialization in Finance

M.B.A. St. Gallen University, Switzerland, 2009, Specialization in European Finance

M. A. University of Lancaster, Department of Linguistics,
Language Studies Lancaster, U.K., September 2003

B.Sc. A.Y.J. National Institute, University of Mumbai,
Audiology & Speech Mumbai, India, May 1996, First Class

LICENSES AND CERTIFICATIONS

UK Society for Behaviour Analysis – Full Member Applied Behaviour Analyst

Health Professions Council, United Kingdom – Speech and Language Therapist

Commission on Teacher Credentialing, California – Special Education Administrator

Commission on Teacher Credentialing, California – Language, Speech and Hearing

California State Speech Language Pathology License – Permanent, License Number 16034

New York State Speech Language Pathology License - Permanent

Clinical Competency Certificate – Speech Language Pathology, American Speech-
Language Hearing Association (ASHA)

Member of HANEN Organization, Ontario, Canada

Clinical Audit Association, United Kingdom

CURRENT RELEVANT WORK EXPERIENCE

October 2012 – To Present, Nova Group of Companies

Chief Operations Officer

- * Responsible for day to day management/operations of one of the fastest growing healthcare and special education based consulting firm in the USA and UK
- * Clinical Lead for a Team of over 50 professionals in the areas of Speech and Language Pathology. Occupational Therapy and Special Education
- * Have developed contracts with a variety of client organizations including School Districts, Regional Centres and Private Institutions
- * Have developed a multi-million dollar revenue channels on the west coast.
- * Have developed a management team to undertake operations and clinical support and delegated responsibilities towards business development, recruitment and payroll functions
- * Developed business liaisons for recruitment and program management with Universities and Institutions
- * Developed a team of support professionals such as Legal Counsel and Chartered Accountant for the firm to provide a sound framework of contracts and fiscal discipline

December 2011 – June 2013 Gilroy Unified School District

Director of Special Education and Student Services

- * Cabinet level Director of Student Services, at Gilroy Unified School District (GUSD), directly reporting to the Superintendent, managing Student Services, Psychological Services and Special Education areas with over 130 staff, 1,165 students with special needs spanning over 16 sites, with 26 Special Day Classes
- * Co-chair of the Budget Development Work Group for School Linked Services through County Mental Health department with budgetary pledges totaling \$100 million
- * Reduced & avoided expenditures of ~\$360,000 by developing programs for students with Autism and, bringing back students from the SELPA VI program & NPS programs starting 2012- 13 SY.

- * Responsible for planning, organization, budgetary allocation and developing expenditure controls at GUSD Student Services with a total budget of \$10.5 million
- * Identified the discrepancy in allocation of students to Special Education transportation, thus revising the Special Education transportation budget to ~ \$278,000 from \$1.1 million
- * Contacted the Office of the Lieutenant Governor Gavin Newsom, extending an invitation for the 1st Gilroy Gifted Games. Received a 'Memorandum' recognizing the Games
- * Negotiated NPA contractual rates achieving a reduction in contractual expenditures by 27% for Speech Pathologists, 15% for Occupational Therapists & 10% for Behavioral Services

March 2008 – December 2011, Orchard School District, San Jose, CA

Director of Special Education & Applied Behavioural Analysis; Assistant Principal (in Rotation)

- * Part of the Management Team with direct reporting to the Principal of the District.
- * Strategy and Service Development Panel member of Santa Clara County Autism Task Force.
- * Special Education Law and Regulation Advisor to the School District
- * Direct management of the Special Education Services for the School District serving over 860 primary and middle school students with 120 students with Special Needs.
- * District contact for outside agencies, Parents and Teachers for initiating and coordinating multidisciplinary referrals and assessments.
- * District Liaison Officer for County Child Protection Services, & Homeless and Foster Youth.

July 2008 – August 2008, Brocade Communications,

California, Corporate Internal Audit Intern

- * An Internal Audit Internship role, which involved developing automatic tracking of management commitments. In addition, participated in the planning of 'Fraud Risk Assessment' audit.

- * Undertook review of Internal Audit projects and identified the recommendations provided to Business Process Owners and to understand the relationship between the Internal Audit Team vis-à-vis the Business units within the organization
- * To upload Internal Audit recommendations and commitment updates, transferring from Microsoft Excel to the Movaris system and developed training and documentation for the Movaris system
- * Undertook and audited evaluation of feedback obtained from customers towards the application of ratings by the Internal Audit team, and presented the findings
- * Identified critical issues in the areas of Rev Rec., Inventory Resources and Intellectual Property
- * Maintained constant liaison with various BPOs and resolved issues regarding delegation / deferral of essential unit processes.

January 2007 – April 2008, AlphaVista Services Inc., California

Director of Clinics and Training

- * As Line Manager and Senior Advisor imparted training packages to develop skills of professionals, who provided services for the organisation. Completed 5 training programs focussed on different areas of Health Sciences Administration and Management.
- * Represented the organization on the Individual Education Plan (IEP) meetings.
- * Provided consultation on service plans offered to various School district administrators and actively sought placement of professionals through Alpha Vista Services.
- * Undertook Training Seminars for Speech and Language Pathologists in the area of Hearing Impairment
- * Developed business liaisons between Alphavista Services and other Educational and Health Agencies to develop clientele and provide Speech and Hearing Services
- * Undertook and developed recruitment protocols to recruit candidates from Universities and Colleges for the organization
- * Developed research programs for presentation in National Conferences.
- * Supervised newly qualified professionals and ensured maintenance of highest clinical standards within the organisation

* As the Lead Clinic Director, I won a coveted contract from the federal government which secured client referrals for a health clinic projected to provide gross revenue of \$640,000 per annum per clinic. I developed the structure of the first clinic which has been operational since November 2007.

September 2004 - December 2006– Tower Hamlets PCT & Southwark PCT

Locum Consultant Speech and Language Therapist – Mainstream Schools, Sure Start

Cambridge University Research Hospitals – Paediatric Rehabilitationist Hearing Impairment

- * Undertook Screening and provision of services for hearing-impaired children and assessed their candidacy for Cochlear Implantation.
- * Acted in a specialist capacity for Hearing Impaired children within the Mainstream school settings and Sure Start programs.
- * Provided Counselling services to parents and care givers with regard to the procedures of cochlear implantation.
- * Consultant Speech and Language Pathologist for pre and post cochlear implant rehabilitation procedure for the Eastern region of England.
- * Worked in a Specialist multi-disciplinary team consisting of Otolaryngologists, Surgeons, Research Scientists, Audiologists and Teachers of the Deaf.
- * Developed training resources for internal and external staff. Produced training lectures titled 'Audiology & Hearing Development', 'Diagnosis & Rehabilitative Procedures in Hearing' and 'Hearing Loss and effects on Language Development'.
- * Enhanced networking opportunities through liaison with National & International Agencies.

September 2001 – August 2004, Enfield Primary Care Trust, Enfield

Speech and Language Therapist – Durants Special School, Enfield

- * Developed and implemented Individualised Education Plan for MLD and SLD students.

- * Liaised with Speech Needs Teachers, Instructional Aids, Parents and Healthcare Professionals to develop and implement programs and plans.

- * Liaised with Teachers to implement best practices such as visual schedules, reinforcement strategies and Picture Exchange Communication Symbols.

- * Maintained records in accordance with the NHS Trust and RCSLT guidelines.

January 2000 – August 2001, Bay PCT, Lancashire

Joint Finance Project between Lancashire Social Services & Morecambe Bay PCT

Speech & Language Therapist –Social Service Nurseries

- * Provided peer supervision and supervised professionals within a multi-disciplinary team.

- * Undertook supervision and mentoring responsibilities for newly qualified Therapists.

- * Recommended & advised education staff towards procurement of suitable resources.

- *Reduced the waiting lists for clients awaiting initial appointments and therapy blocks, and brought them in line with the national criterion.

- *Complimented by the NHS on the success of the project, which reported above 90% efficacy and 95% utility of the Speech and Language units within the nurseries.

- *Provided training and courses for co-professionals and educational settings.

- *Undertook audit analysis and data collection of clinical appointments, turnover of clinical reports and efficacy of speech and language input.

Experience May 1996 – December 1999

E.A.R. Centre, Bombay, Dr. Bhumkar's ENT Hospital, Bombay - Lead Speech & Language Therapist & Audiologist

Dr. Monga's ENT Hospital, Bombay - Speech & Language Therapist & Audiologist

National Institute for the Hearing Handicapped, Bombay – Student Supervisor

CIVIC ACTIVITIES

- *Task Force On Autism – Present Board member for development of survey on Autism in Santa Clara County
- *Practical & Compliant Autism Programming: Evidence Based Strategies for Both, February 2009, San Jose
- *Write Meaningful, Measurable IEP Goals: Using data to establish present levels of performance, November 2008, San Jose
- *Response to Intervention Seminar – MEDS Professional Development Network, May 2008, San Jose, California, U.S.A.
- *ASHA National Conference – November 2007, Boston, Massachusetts, U.S.A.
- *British Society of Cochlear Implantation National Conference – October 2006, Nottingham, United Kingdom
- *Seminar on It Takes Two To Talk, HANEN Foundation – November 2005, London, United Kingdom
- *Seminar on Case Trials and Litigations in Health Service – April 2004, London, United Kingdom
- *Clinical Audit Association of United Kingdom, National Conference – 2003, Birmingham, United Kingdom
- *National Conference on Corpus Linguistics – 2001, Lancaster, United Kingdom
- *Seminar on Ototoxicity and Hearing Loss – 1996, Mumbai, India
- Indian Speech and Hearing Association, National Conference – 1995, Madras, India

PAPERS/ ACHIEVEMENTS

- *Organised and liased with HANEN Organisation – Canada to impart a training program in Tower Hamlets.
- *Appointed as a Principal Transcribers for the ‘Enabling Minority Language Engineering Project’, whilst studying for the MA degree.
- *Lead Audiologist pioneering the neo natal hearing-screening program in Mumbai, 1998 – 1999.

*Exceeded expectations and complimented on the success of the Clinical Audit on Joint

*Finance Project between the Lancaster & Morecambe Social Services & NHS.

*Achieved commendation in AYJNIHH conference 1996: 'Ototoxicity and Hearing Loss'.

*Achieved the 'Best Paper' award in Indian Speech and Hearing Association

Conference and acknowledged for my contribution to the 'Hearing Aid Trial – A Follow – up Study' (1995).

BOARD of SUPERVISORS



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

Application for Boards / Commissions / Committees / Task Forces
INSTRUCTIONS AND APPLICATION

San Francisco is a diverse City and County with a wide range of people and issues affecting it. In order to take advantage of the extensive experience and knowledge available throughout our communities, various Boards/Commissions/Committees/Task Forces have been established to bring that knowledge together. These groups and their membership requirements are established by legislation approved through the local, state, and/or federal government.

In addition to setting up the purpose and goals of the various groups, the governing legislation outlines the type of person - in terms of desirable skills and/or knowledge - who can contribute their knowledge and perspective. In this manner, a group of San Franciscans, who are representative of the City and County, can be active participants in addressing issues affecting the entire City and County.

If you are interested in serving the City and County of San Francisco, the following procedures are provided:

1. A list of vacancies and expected vacancies, with their qualifications, can be found at the Office of the Clerk of the Board of Supervisors, at the San Francisco Main Public Library, and online on the Board of Supervisors' website (<http://www.sfbos.org/vacancy>). Please review this list for positions of interest.
2. Submit an application ([http://www.sfbos.org/vacancy application](http://www.sfbos.org/vacancy_application))
(List all of the appropriate seat number(s) and/or category/categories for which you qualify. We request applications be received ten (10) days before the scheduled hearing.)

Applicants may also need to submit a Form 700, Statement of Economic Interests (<https://www.fppc.ca.gov/Form700.html>), along with their application for all bodies listed in [Campaign and Governmental Conduct Code, Section 3.1-103\(a\)\(1\)](#).

3. If the seat(s) you are applying for is vacant and requires the Board of Supervisors' confirmation, the Rules Committee may schedule your application for review. Applicants should expect to appear before the Rules Committee to speak on their qualifications and answer questions during a public hearing.
(There are no set instructions on what you are expected to present to the Rules Committee; however, a brief description of how your qualifications distinguish you from other applicants, reasons for your interest in the subject, and/or a short summarization on why you would make a good candidate is appropriate.)
4. The Rules Committee may or may not make a recommendation for appointment. If a recommendation is made by the Rules Committee, the recommendation is forwarded to the Board of Supervisors for approval. It generally takes approximately 15 days from the date the Rules Committee makes their recommendation, for the individual to become officially appointed.
5. Depending on the type of organization, a new appointee may need to take an Oath of Office.

If there are no vacancies, your application will be retained for one year. If any openings occur during this time, your application will be submitted to the Rules Committee for review.

If you have any further questions, please contact the Rules Committee Clerk at (415) 554-5184. If you require detailed information concerning the operations of a particular Board/Commission/Committee/Task Force, please contact the administering department directly.

(Applications must be submitted to BOS-Appointments@sfgov.org or to the mailing address listed above.)

BOARD of SUPERVISORS



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Application for Boards, Commissions, Committees, & Task Forces

Name of Board/Commission/Committee/Task Force: Behavioral Health Commission

Seat # (Required - see Vacancy Notice for qualifications): 2

Full Name: Theresa Muehlbauer

[Redacted] Francisco CA

Zip Code: _____

Occupation: Civil Servant

Work Phone: 628 271 2012

Employer: City and County of San Francisco

Business Address: 49 South Van Ness Ave, 3 Floor San Francisco CA Zip Code: 94103

Business Email: _____ Home Email: [Redacted]

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

Resident of San Francisco: Yes ☐ No ☐

If No, place of residence: _____

18 Years of Age or Older: Yes ☐ No ☐

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

I was diagnosed with my mental health condition in my early adolescence and have had to learn to navigate life with this disability. I have had to learn how to advocate for myself and effectively communicate my needs. I have learned my rights and how to insist they be respected. I have learned how to access and utilize medical providers, programs, and resources. I have learned how to maintain employment while continuing to attend frequent appointments and experiencing frequent symptoms. I have also learned to balance school while working and navigating my disability. I have also managed to maintain my housing despite a mental condition which traditionally leads to financial instability. But most importantly I have learned to accept myself as I am with my disability. I have learned to embrace my mental health as a part of me and appreciate the unique gifts it does give. As someone who has managed a mental health disability for over 20 years, I look forward to using my experiences to advocate for others like me. Others who may not outwardly appear to suffer from mental health conditions but who still need representation. We are an under-represented and unheard group. I would like to show a different side of mental illness.

A little background about myself, I am a SF native. Born and raised in the Lakeview. I currently live in Diamond Heights. I have worked for the City and County for 22 years (since I was 14). Currently I work for DPW as an administrative analyst. I have a BA in psychology and two masters one in Law Studies and the other in Public Administration. Currently my two major projects are working to get my student loans discharged as my school took advantage of mental health condition and fraudulently withdrew \$164,000 in loans. Additionally, I am working on getting my reasonable accommodation permanently approved. I want to use my background in law and public administration to help the board access information and the people they need to create the changes they want to see in the city. I also want to try my hand at effecting the mental health system so San Francisco residents can see the changes we need.

Business and/or Professional Experience:

I have 22 years of experience with the City and County, starting in 2003 when I was 14. Initially I worked with Recreation and Parks as a public service trainee, assistant recreation director, and recreation leader III. I performed duties ranging from facility monitoring to class facilitation to program development. I also worked with the Department of Elections on elections days as a poll worker and field election deputy. In 2013 I was hired to work with Department of Building Inspection as a Senior Clerk. Here I worked with Housing Inspection Services maintaining records, providing customer service, administrative and clerical support, related to residential code complaints, violations, and inspections. In 2014 and again in 2017 I worked with HSA first a Human Service Technician transporting clients to scheduled activities. In 2017 I worked as a Senior Eligibility Worker determining eligibility for general assistance. In 2014 and 2017 I worked with SFMTA as a Senior Permit and Citation Clerk in the Customer Service Center. Currently I work with DPW as an administrative analyst reviewing permits. In this role I work with multiple departments, including the Mayor's Office on special and sensitive projects. My current assignment is the new Love our Neighborhoods permit program. Which is a neighborhood beautification permit program.

My academic experience includes two child development certificates, a BA and a minor, and two masters degree. I also have two years of law school though I did not finish that program. My child development certificates are in School Age Development and Administration of School Age Programs. My BA is in psychology and my minor is in Business Administration. My masters are in Public Administration and Law Studies. My certificates are from City College. My BA, minor and MPA are from SF State. My Masters in Law Studies is from Golden Gate University.

Civic Activities:

One of my civic activities is my public service. I take pride in my civil service career and strive to ensure the utmost quality in all my work. I ensure that every action I take is grounded in integrity and equity. I know that many people have a negative view of city workers but I believe my actions do not have to exemplify that characterization. I try my best to change that perception by going the extra mile. Doing things such as giving my direct contact information, explaining all the options and helping the resident understand why the policy or action is necessary, and following up without being prompted. I also actively volunteer to engage with the community when applicants, residents, or internal/external city staff need training or require other presentations.

I also have experience in advocacy through the SFUSD's Student Advisory Council, as well as with the Youth Leadership Institute, and Kellogg Foundation. In these roles, I formally sat on advisory boards advising the Board of Education on matters of student concern. I also awarded grants to youth lead projects and participated in conferences with the Kellogg foundation reporting on the status of those grants. I also have experience in advocacy in less formal settings advocating for those in need by providing information and access to resources. As well as help individual to understand and navigate government programs, public services, and health care systems. I do this with people I know personally and people I have just be introduced to. I am looking forward to being involved with the Behavioral Health Commission as it gives me an opportunity to be formally involved with the civic process once again.

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

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

Date: 5/11/2025

Applicant's Signature (required): _____

(Manually sign or type your complete name.

NOTE: By typing your complete name, you are hereby consenting to use of electronic signature.)

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

FOR OFFICE USE ONLY:

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



BEHAVIORAL HEALTH COMMISSION

The below listed summary of seats, term expirations and membership information shall serve as notice of vacancies, upcoming term expirations, and information on currently held seats, appointed by the Board of Supervisors. Appointments by other bodies are listed, if available.

Seat numbers listed as "VACANT" are open for immediate appointment. However, you are able to submit applications for all seats and your application will be maintained for one year, in the event that an unexpected vacancy or opening occurs.

Membership and Seat Qualifications

Seat #	Appointing Authority	Seat Holder	Term Ending	Qualification
1	BOS	VACANT	Indefinite	Member of Board of Supervisors
2	BOS	VACANT	1/1/28	Must be a consumer (a consumer is defined as a person who has received mental health and/or substance use services in San Francisco from any program operated or funded by the City, From a State hospital, or from any public or private nonprofit mental health agency). Term: 3-years
3	BOS	Brandon Fountain (first term)	1/1/29	
4	BOS	Peter Thomas Murphy * and *** (first term)	1/1/27	
5	BOS	Michael Fittro (first term)	1/1/28	Must be a family member of a consumer (a consumer is defined as a person who has received mental health and/or substance use services in San Francisco from any program operated or funded by the City, From a State hospital, or from any public or private nonprofit mental health agency). Term: 3-years
6	BOS	Amelia Harmon (first term)* and ***	1/1/29	
7	BOS	VACANT Term Expired - Holdover Member Stephen Banuelos	1/1/27	

Seat #	Appointing Authority	Seat Holder	Term Ending	Qualification
8	BOS	Sam Ustryznski (first term)* and **	1/1/28	Must be a person with experience and knowledge of the mental health system representing the public interest, which may include, but not be limited to, people who engage with individuals living with mental illness in the course of daily operations, such as representatives of county offices of education, businesses, hospitals, hospital districts, physicians practicing in an ER, city police chiefs, county sheriffs, and community and nonprofit service providers. Term: 3-years
9	BOS	Stephanie Gonzales (first term)*	1/1/29	
10	BOS	Jasper Verduin (first term (Less than half a term does not count)) *	1/1/27	
11	BOS	Kescha Mason (second term) * and **	1/1/28	
12	BOS	Tara Gamboa-Eastman (first term)	1/1/29	

The following are “**Floating Requirements**” not assigned to a specific seat, but apply to seats 2-12:

1. * At least 2 members of the BHC shall be from the following professions: psychiatry, psychology, mental Health Social Work, nursing with a specialty in mental health, marriage and family counselling, psychiatric technology, or administration of a hospital providing mental health services or of a community mental health facility.
2. ** At least 1 member of the BHC shall be a veteran or veteran advocate (a parent, spouse, or adult child of a veteran, or an individual who is part of a veteran organization including but not limited to the Veterans of Foreign Wars or the American Legion). May fulfill both the requirements to be a veteran or veteran advocate and the requirement to be a consumer or the parent, spouse, sibling, or adult child of a consumer.
3. *** At least 1 member of the BHC shall be child advocate (includes a family member of a child consumer or consumer advocate for minors who use mental health services). A member may satisfy the requirements of both child advocate and the requirement under subsection c to be a consumer or parent, spouse sibling, or adult child of a consumer.

4. *At least 1 member of the BHC shall be an **individual who is 25 years of age or younger** throughout the term. Members who exceed the age requirement during their term will be deemed to not be qualified to fulfill this requirement (can be fulfilled by any member from seats 2-7, consumer or family member of a consumer).*
5. *At least 1 member of the BHC shall be an employee of a **local education agency**.*
6. At least 1 member of the BHC shall be an **older adult advocate** (requested pursuant to BHC bylaws).
7. Members of the BHC should have experience and knowledge of the Mental Health System (no minimum).

***** Fifty percent (50%) of the board membership shall be consumers, or the parents, spouses, siblings, or adult children of consumers, who are receiving or have received behavioral health services.*

Exclusions: No member or their spouse shall be a full-time or part-time County employee of a County mental health service, an employee of the State Department of Health Care Services, or an employee of, or a paid member of the governing body of, a mental health contract agency.

A consumer who has obtained employment with an employer described in subsection (g), and who holds a position in which the consumer has no interest, influence, or authority over any financial or contractual matter concerning the employer may be appointed to the Commission. Such a member shall not participate in any matter concerning the member's employer if prohibited by state or local law.

A term limit of two consecutive terms shall apply.

BOARD OF SUPERVISORS (BOS) APPLICATION FORMS AVAILABLE HERE

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

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

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

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.

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

The Behavioral Health Commission ("Commission") shall consist of eleven (11 members) appointed by the Board of Supervisors:

- One member of the Board of Supervisors. (seat 1)
- At least three members shall be consumers (seats 2-4)
- At least three members shall be family of consumers (seats 5-7)
- Must be a person with experience and knowledge of the mental health system representing the public interest, which may include, but need not be limited to, people who engage with individuals living with mental illness in the course of daily operations, such as representatives of county offices of education, large and small businesses, hospitals, hospital districts, physicians practicing in emergency departments, city police chiefs, county sheriffs, and community and nonprofit service providers. (seats 8-12)
- At least one member (from seats 2-12) shall be a veteran or veteran advocate.
- At least two members of the BHC (from seats 2-12) shall be from the following professions: psychiatry, psychology, mental Health Social Work, nursing with a specialty in mental health, marriage and family counselling, psychiatric technology, or administration of a hospital providing mental health services or of a community mental health facility.

No member shall serve more than two consecutive full terms.

The California Welfare and Institutions Code, Section 5604, requires: Fifty percent of the board membership shall be consumers, or the parents, spouses, siblings, or adult children of consumers, who are receiving or have received mental health services. At least 20 percent of the total membership shall be consumers, and at least 20 percent shall be families of consumers.

In counties with a population of 100,000 or more, at least one member of the board shall be a veteran or veteran advocate. In counties with a population of fewer than 100,000, the county shall give a strong preference to appointing at least one member of the board who is a veteran or a veteran advocate. A county shall notify its county veterans service officer about vacancies on the board, if a county has a veteran's service officer.

The Commission shall review and evaluate the City and County's behavioral health needs, services, facilities and special problems and other duties as stated in Administrative Code, Section 15.14.

Reports: An Annual Report shall be submitted to the Board of Supervisors on the needs and performance of the City and County's mental health system.

Holdover Limit: Not Applicable

Authority: California Welfare and Institutions Code, Section 5604 et seq.; and
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Updated: May 13, 2026



Gender Analysis of
San Francisco Commissions and Boards
2023



London N. Breed
Mayor

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



Dear Honorable Mayor London Breed and Board of Supervisors:

Please find attached the 2023 Gender Analysis of Commissions and Boards Report. We are pleased to share that under Mayor Breed's leadership, the representation of women, people of color, and women of color in policy bodies continues to increase.

The Department wishes to emphasize three areas of consideration for future reports.

These areas were identified as key opportunities to increase response rates from sitting members, expand efforts to ensure most members identify with the categories presented in the survey questions and deepen insights into the diversity of our policy bodies.

First, integrating the survey for this report with the Form 700 process could enhance participation efforts. Coordination between the Department, the San Francisco Ethics Commission, and the Director of Boards and Commissions could develop a more systematic approach to data collection and establish a centralized data repository for crucial demographic information.

Second, the Department recommends a more unified and expansive approach to addressing race and ethnicity in surveys. This approach should include groups that the U.S. Census Bureau's current racial classifications overlook. For example, the Census presently directs individuals of Middle Eastern or North African origin to identify as White. However, by offering more nuanced racial and ethnic categories, members can see their identities better represented, and an additional understanding of member diversity can be gained. Revising categories to include a broader range of sexual orientations could similarly enhance our insights.

Third, this survey offers a unique opportunity to illuminate potential barriers to service on policy bodies by expanding the survey questions and, for example, collecting information about policy board members' socioeconomic status and whether they have dependents. Such questions may provide additional information about likely factors that prevent more diverse policy bodies. These three areas of consideration offer pathways to advance the Department's charge in assessing the diversity of the City's Commissions and Boards.

That said, this 2023 report offers important insights into the current make-up and diversity of San Francisco's policy bodies. Overall, policy bodies have a larger percentage of women, members of the LGBTQIA+ community, and veterans than the general San Francisco population. The rate of women of color and people with disabilities appointed to policy bodies is nearly equal to the general population. Fiscal year 2022-2023 saw the highest 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 nine percent of appointees compared to two

percent of the general San Francisco population. Black men are five percent of appointees compared to three percent of the general San Francisco population. Additionally, almost 1-in-4 appointees who responded to the survey question identify as same-gender loving, bisexual, or some other sexual orientation than heterosexual.

While San Francisco continues to make strides in diversity, there is still work to do to achieve parity of representation for Latinx and Asian groups in appointed positions overall, as well as 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 diverse categories, including for positions of influence and authority.

Thank you to the 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.

A handwritten signature in black ink, appearing to read "Kim Ellis", with a stylized flourish at the end.

Kimberly Ellis, J.D.
Director of the Department on the Status of Women

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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 to 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 2023 Gender Analysis of Commissions and Boards Report (2023 Gender Analysis Report) evaluates the representation of the following groups across appointments to San Francisco policy bodies:

- Women
- People of color
- Sexual orientation and gender identity
- People with disabilities
- Veterans

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 99 policy bodies and a total of 685 members, generally appointed by the Mayor and Board of Supervisors. The policy bodies surveyed for the 2023 Gender Analysis Report fall under two categories designated by the San Francisco Office of the City Attorney¹. 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 functions whose members do not submit financial disclosures to the Ethics Commission. The report comprehensively examines policy bodies and appointees, considering them as a whole and separately by the two categories.

Several changes were made to the survey questions for the 2023 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 reverted to its 2019 form to include only individuals who have served in the military and armed forces.

The overall number of policy bodies that submitted data increased compared to 2021 and the total number of individual members who participated in the survey was almost double those in 2021.

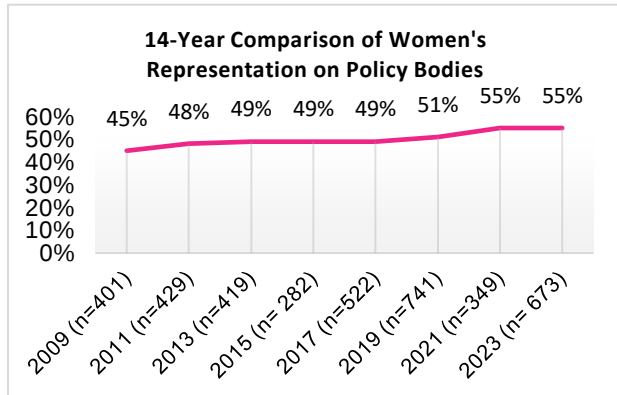
¹ San Francisco Administrative Code 4.101

https://codelibrary.amlegal.com/codes/san_francisco/latest/sf_charter/0-0-0-52865

Key Findings

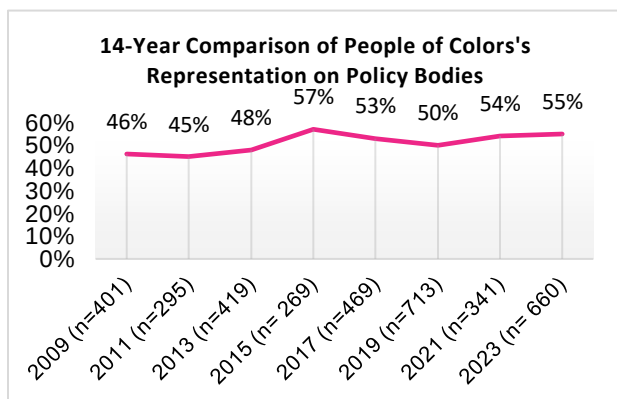
Gender

- Women's representation on policy bodies is 55%, above parity with the San Francisco female population of 49%.
- 2023 saw no change in the overall representation of women since our 2021 report.



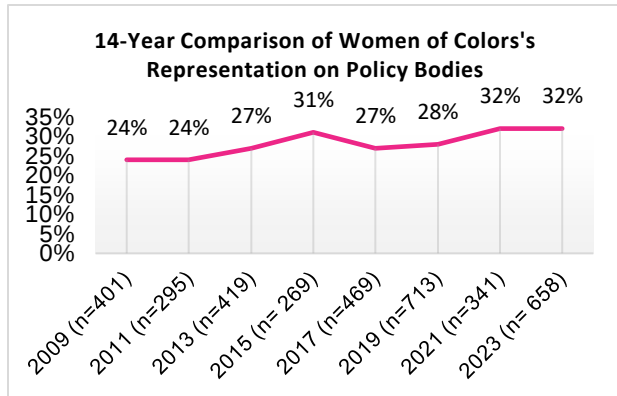
Race and Ethnicity

- The representation of people of color on policy bodies is 55%. Comparatively, in San Francisco, 62% of the population are people of color.
- The overall representation of people of color has increased by one percent since our 2021 report, however, this is still below the 57% reported 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 16% of the population but make up only 8% of appointees. Asian individuals are 31% of the population but make up only 20% of appointees, a marked decrease from the 26% share in our previous report. Some of this decrease can be attributed to an increased rate of those reporting "Two or More Races" and the inclusion of an "Other" category for the Race/Ethnicity question.



Race and Ethnicity by Gender

- On the whole, women of color are 32% of the San Francisco population and 32% of appointees. This is the same as our previous report but represents a large increase from the pre-pandemic period.
- Meanwhile, men of color are underrepresented at 23% of appointees compared to 33% of the San Francisco population.



- Both White women and men are overrepresented on San Francisco policy bodies. White women are 23% of appointees compared to 17% of the San Francisco population. White men are 22% of appointees compared to 20% of the population.
- Black and African American women and men are overrepresented on San Francisco policy bodies. Black women comprise nine percent of appointees compared to two percent of the population, and Black men comprise five percent of appointees compared to three percent of the population.
- Latinx men and women are underrepresented on San Francisco policy bodies. Latinx women are eight percent of the San Francisco population but five percent of appointees, and Latinx men are seven percent of the population but three percent of appointees.
- Asian men and women are also underrepresented on San Francisco policy boards. Asian women are 18% of the San Francisco population but 12% of appointees, and Asian men are 16% of the population but eight percent of appointees.

Additional Demographics

- 76% of appointees identified as straight/heterosexual, 16% identified as gay/lesbian/same gender loving, six percent of respondents identified as bisexual, and two percent as some other sexual orientation.
- 11% identified as having one or more disabilities, which is just at parity of the 11% of the adult population with a disability status in San Francisco.
- Four percent of respondents said they have served in the military, representative of the four percent of San Franciscans who have served.

Proxies for Influence: Budget and Authority

- Although women are just over half of all appointees (55%), they have a higher representation in those Commissions and Boards with the largest budgets (63%) while women of color are underrepresented in these same boards.
- Although still underrepresented relative to the San Francisco population, there is a larger percentage of people of color on Commissions and Boards with the smallest budgets, and to a lesser degree, boards with the largest budgets.
- The percentage of total women is slightly larger on Advisory Bodies than Commissions and Boards. Women are 58% of appointees on Advisory Bodies and 56% of appointees on Commissions and Boards.

Demographics of Respondents Compared to the San Francisco Population

	Women	People of Color	Women of Color	LGBTQIA+	Disability Status	Veteran Status
San Francisco Population	48%	66%	33%	5%-15%	11%	3%
Total Appointees	55%	55%	32%	24%	11%	4%
10 Largest Budgeted Commissions and Boards	63%	58%	36%	8%	-	-
10 Smallest Budgeted Commissions and Boards	57%	64%	41%	3%	-	-
Commissions and Boards	56%	55%	33%	26%	8%	4%
Advisory Bodies	58%	53%	33%	27%	18%	4%

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, 1998². 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 Racial 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.

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 (see Footnote 1) was overwhelmingly approved by voters and made it City policy that:

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

The 2023 Gender Analysis Report examines the representation of women, people of color, gender and sexual orientation, people with disabilities, and veteran status of appointees on San Francisco policy bodies. As was the case for the 2019 and 2021 Gender Analysis Reports, this year's analysis involved increased outreach to policy bodies compared to previous analyses 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, "Commissions and Boards," comprises policy bodies with decision-making authority whose members must submit financial disclosures to the Ethics Commission³. The second category, "Advisory Bodies," consists of policy bodies with advisory functions whose members do not submit financial disclosures to the Ethics Commission. A detailed description of the methodology and limitations can be found on page 19.

² San Francisco Administrative Code 33A.1
https://codelibrary.amlegal.com/codes/san_francisco/latest/sf_admin/0-0-0-59871

³ San Francisco Campaign and Governmental Code of Conduct Section 3.1-103
https://codelibrary.amlegal.com/codes/san_francisco/latest/sf_campaign/0-0-0-979

II. Findings

San Francisco's diversity is reflected in the overall population of appointees on San Francisco policy bodies. The analysis in this report includes data from 99 policy bodies, of which 925 of the 1160 seats are filled, leaving 20% (235) vacant. Of the 925 non-vacant seats, we received responses from 685 individuals (a 74% response rate). This represents a much higher participation rate than our 2021 report, almost double the number of respondents. As outlined below in Figure 1, slightly more than half of appointees are women and people of color, 32% are women of color, 24% identify as LGBTQIA+⁴, 11% have a disability, and four percent are veterans. Each question in our survey allowed respondents to decline to answer. Therefore, sample sizes (n) vary for each category.

Figure 1: Summary Data of Policy Body Demographics, 2023

Appointee Demographics	Percentage of Appointees
Women (n=673)	Women- 55%
People of Color (n=660)	People of Color- 55%
Women of Color (n=658)	Women of Color- 32%
Sexual Orientation (n=641)	LGBTQIA+ -24%
People with Disabilities (n=647)	People with Disabilities-11%
Veteran Status (n=670)	Veteran Status-4%

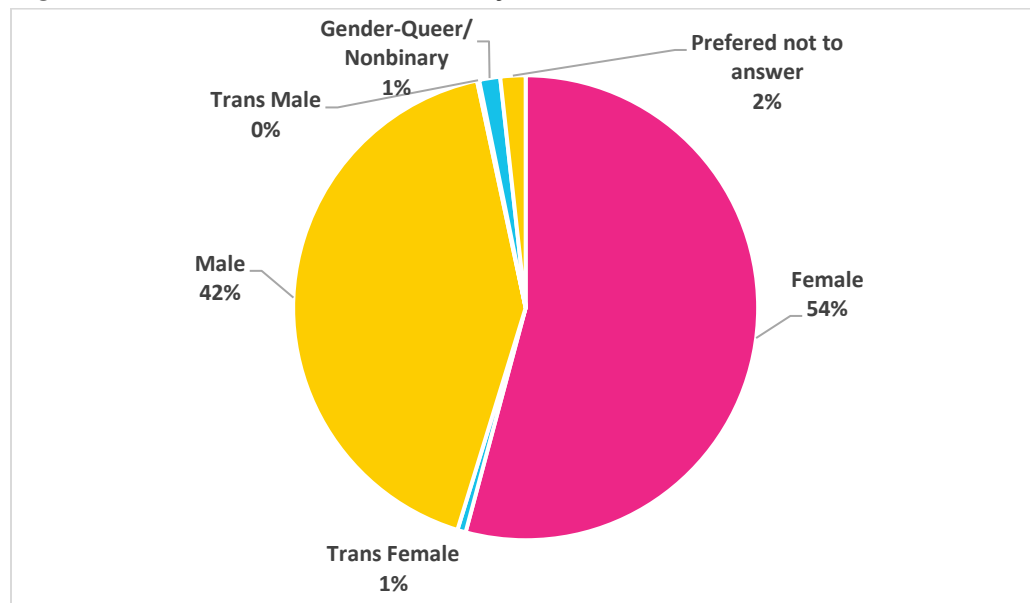
The following sections present comprehensive data analysis comparing previous years, detailing the variables of gender, race/ethnicity, sexual orientation, disability status, veteran status, and policy body characteristics of budget size, decision-making authority, and appointment authority.

A. Gender

Information on gender identity was collected from 673 individuals out of 685 respondents. On San Francisco policy bodies, 55% (375) of policy board members identified as women, including four who identified as trans women. Of the 673 individuals who provided gender identity information, 43% (288) identified as male, including one who identified as a trans man. Further, 1.5% (10) identified as gender-queer or nonbinary. Figure 2 shows a breakdown of the gender identities of our sample.

⁴ We use LGBTQIA+ to refer to the broader community. Limitations in the data collection process prevented a more robust analysis of the diverse identities that are included in this umbrella term.

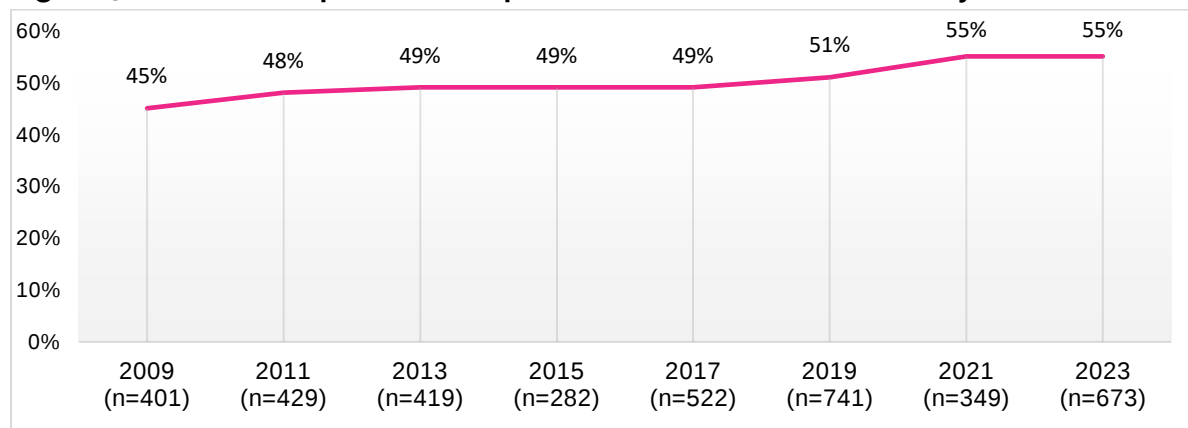
Figure 2: Gender Identities of Policy Members



At 55%, the percentage of women represented in San Francisco's policy bodies is above parity compared to the San Francisco female population of 48%. This is similar to previously reported numbers. The representation of women remained stable at 49% from 2013 until 2017, with a slight increase to 51% in 2019, and increasing again to 55% in 2021. Our previous report had to conclude that the increase in representation from 2019 to 2021 may have been due to the low participation in the 2021 survey. However, the replication of that level of representation in this report provides much stronger evidence that the representation of women in City policy bodies has gone up considerably.

Figure 3 shows a 14-year comparison, which demonstrates that the representation of women appointees has gradually increased since 2009 by a total of 10 percentage points and has remained stable over the last two reports.

Figure 3: 14-Year Comparison of Representation of Women on Policy Bodies



Figures 4 and 5 show the policy bodies with the highest and lowest percent of women⁵. For these figures, policy bodies were only evaluated if they had at least a 75% response rate, as we cannot speak confidently on the composition of agencies where individuals did not respond. This analysis includes both Commissions and Boards and Advisory Bodies.

Figure 4 showcases the 10 Commissions and Boards with the highest representation of women appointees as compared to 2021. 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 Commission on Investment and Infrastructure and the Early Childhood Community Oversight and Advisory Committee are also comprised entirely of women.

Figure 4: Policy Bodies with the Highest Percentage of Women, 2023 Compared to 2021

Policy Body	Percent of Women	Response Rate	Active Seats	2021 Percent*
Commission on the Status of Women	100%	100%	6	100%
Commission on Investment and Infrastructure	100%	100%	4	50%
Early Childhood Community Oversight and Advisory Committee	100%	89%	8	-
Dignity Fund Oversight and Advisory Committee	89%	82%	11	-
Children and Families First Commission	88%	100%	9	75%
Elections Commission	86%	100%	7	60%
Recreation and Park Commission	86%	100%	7	-
Mental Health SF Implementation Working Group	86%	78%	9	-
Health Commission	83%	100%	6	71%
Port Commission	83%	86%	7	60%

*This column shows the percent of women in 2021. Policy bodies with less than a 50% response rate in 2021 were marked as "-".

Figure 5 shows the 12 policy bodies with the lowest percentage of women. The Board of Appeals and Board of Examiners have the lowest representation (among boards with more than a 75% response rate). Both policy bodies have no members who identify as women. The Board of Examiners has not had any female representation since at least 2019, the year we began collecting data on the board. There are five policy bodies whose membership is between 14% and 29% women, and five boards with one-third of their members identifying as women.

⁵ This encompasses respondents who selected Female or Trans Female.

Figure 5: Policy Bodies with Lowest Percentage of Women, 2023 Compared to 2021

Policy Body	Percent of Women	Response Rate	Active Seats	2021 Percent*
Board of Appeals	0%	100%	5	40%
Board of Examiners	0%	100%	10	0%
Cannabis Oversight Committee	14%	100%	7	-
Urban Forestry Council	18%	100%	11	-
Airport Commission	20%	100%	5	40%
Police Commission	29%	100%	7	20%
Retirement Board	29%	100%	7	14%
Assessment Appeals Board	33%	100%	16	-
Health Services Board	33%	100%	7	14%
Sunshine Ordinance Task Force	33%	100%	11	56%
Market and Octavia Community Advisory Committee	33%	86%	7	-
Capital Planning Committee	33%	82%	9	-

*This column shows the percent of women in 2021. Policy bodies with less than a 50% response rate in 2021 were marked as "-".

B. Sexual Orientation

Sexual orientation data was collected from 641 participants, or 94% of the surveyed appointees. Figure 6 shows that among the appointees who responded to this question, 16% identify as Lesbian/Gay, six percent identify as Bisexual, two percent identify as an "Other" sexual orientation, and 76% identify as Straight/Heterosexual. Comparison of San Francisco's policy boards to the general San Francisco population is difficult, given limited data.

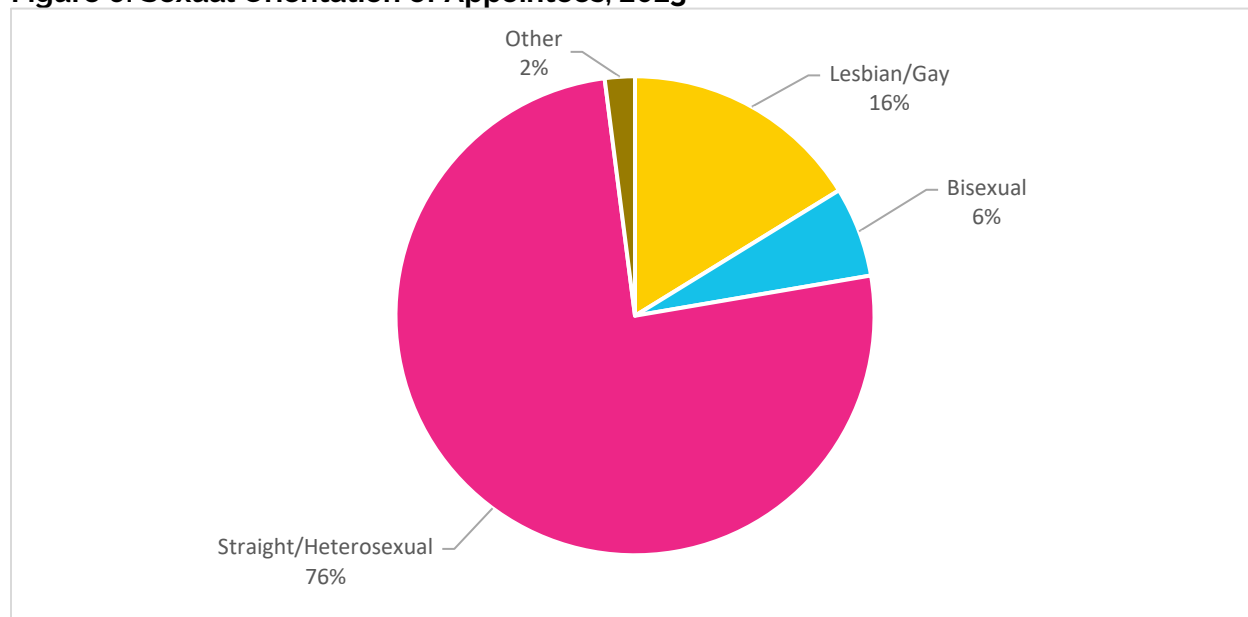
Recent research estimates the California LGBT population is 5.1%⁶. The LGBTQ population of the San Francisco and greater Bay Area ranks highest of U.S. cities at 6.2%⁷. Additionally, a 2006 survey found that 15.4% of adults in the San Francisco metropolitan area identify as LGB⁸. Therefore, compared to available San Francisco, greater Bay Area, and national data, the LGBTQ community is well represented on San Francisco policy bodies.

⁶ Flores, Andrew R. and Kerith J. Conron, "Adult LGBT Population in the United States, 2023," <https://williamsinstitute.law.ucla.edu/publications/adult-lgbt-pop-us/>

⁷ Gary J. Gates and Frank Newport, "San Francisco Metro Area Ranks Highest in LGBT 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=tiles.

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 6: Sexual Orientation of Appointees, 2023

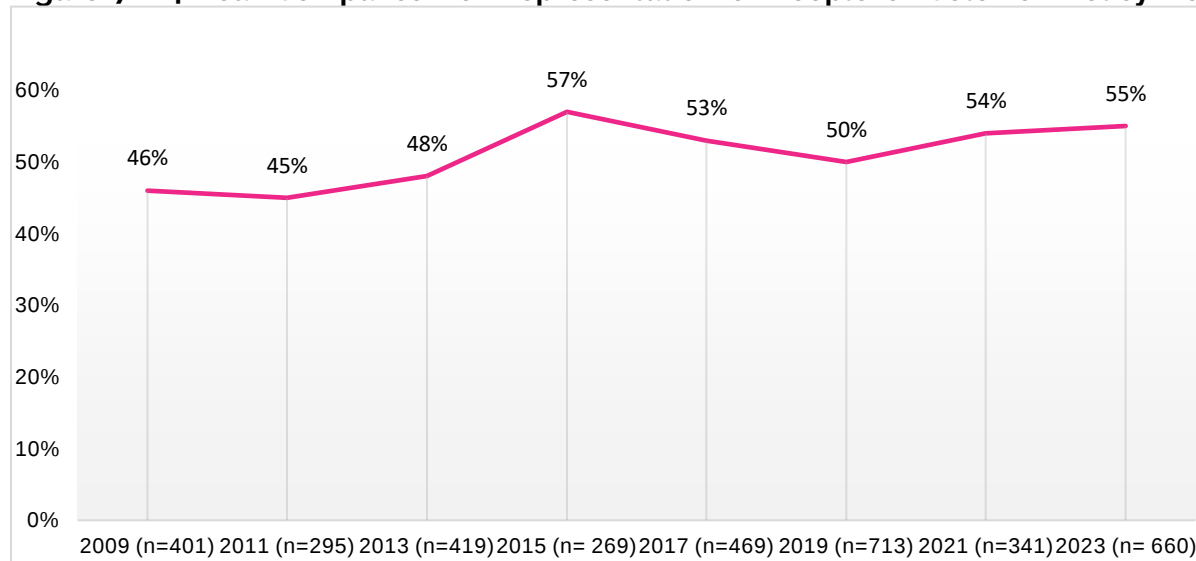


C. Race and Ethnicity

Data on racial and ethnic identity was collected from 660 participants, or 96% of the surveyed appointees, with 25 respondents (4%) preferring not to answer. Although 55% of respondents identify as a race or ethnicity other than White or Caucasian, people of color are still underrepresented compared to the San Francisco population⁹ of 66%. It should be noted that the percentage of people of color has grown over time. In 2020 about 63% of the population was listed as non-White. As seen in Figure 7, the representation of people of color has increased by nine percent since 2009, but not linearly. The representation of people of color increased from 2009 to 2015, then decreased until 2019, and has increased in our last two reports. The highest reported share of people of color was 57% in 2015, though it should be noted that this was a small sample.

⁹ Bureau, US Census. "American Community Survey 5-Year Data (2009-2022)." Census.Gov, 26 Jan. 2024, www.census.gov/data/developers/data-sets/acs-5year.html.

Figure 7: 14-Year Comparison of Representation of People of Color on Policy Bodies

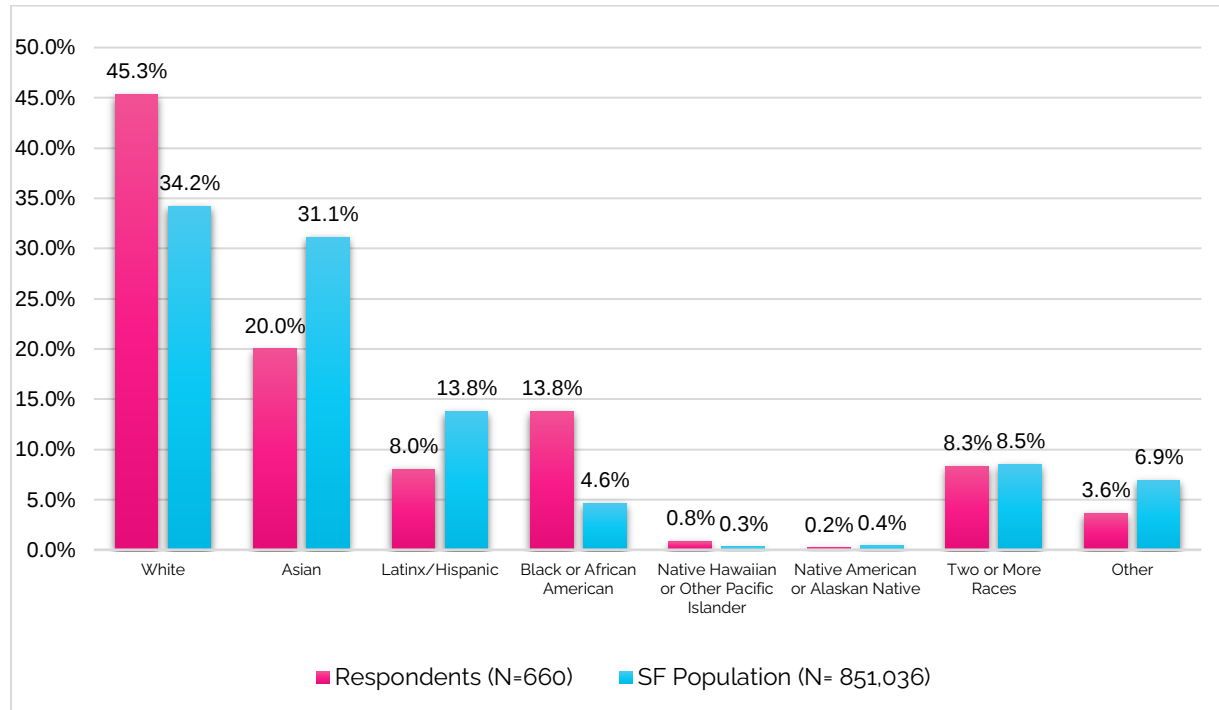


The racial and ethnic breakdown of policy body members compared to the San Francisco population is shown in Figure 8. Population data uses 5-year estimates from the 2022 American Communities Survey¹⁰. This analysis reveals an underrepresentation and an overrepresentation in San Francisco policy bodies for certain racial and ethnic groups. Nearly half of all appointees are White, an overrepresentation of about 12 percentage points. Our previous reports have found a similar disparity¹¹. The Black community is represented on policy bodies at 13.8% compared to being only 4.6% of the population of San Francisco. This level of representation has increased since 2021, when Black representation was about 11%, but about the same as 2019 (which had a much more substantial sample size).

¹⁰ Ibid

¹¹ Our 2021 report listed the White population as about 40% of the population, when Census data suggests it would have been about 34%. When correcting for this, the disparity described above is similar from 2021 to 2023.

Figure 8: Race/Ethnicity of Respondents Compared to San Francisco Population, 2023



Considerably underrepresented racial and ethnic groups on San Francisco policy bodies compared to the San Francisco population are individuals who identify as Asian, Latinx/Hispanic, or some other race. While the Asian population is 31% of the San Francisco population, they make up 20% of appointees. This represents a six percent decrease from the Asian representation reported in 2021, but a two percent increase from the representation reported in 2019 (our last report with a similar sample size). While Latinx individuals are about 14% of the SF population they were only eight percent of respondents, an almost seven percent disparity. This disparity is similar to previously reported data.

The representation of Native Hawaiian or Other Pacific Islanders, Native American or Alaskan Natives, and those who identify with two or more races are close to parity with their shares of the population.

Taken together, our data shows persistent disparities in the racial and ethnic composition of San Francisco's policy bodies. In general Whites and Black/African Americans are over-represented, while Asian, Latinx/Hispanic, and other races are underrepresented. While the specific levels of representation have changed, the level of disparity has remained roughly consistent since data collection began.

The following figures illustrate Commissions and Boards with the highest and lowest percentages of people of color. As shown in Figure 9, the Ethics Commission and Refuse Rate Board have the highest representation of people of color at 100%, with a 100% response rate. However, it should be noted that the Refuse Rate Board only comprises two members at the time of the survey, with the third seat on their board being vacant.

Figure 9: Commission and Boards with Highest Percentage of People of Color, 2023 Compared to 2021

Policy Body	Percent of POC	Response Rate	Active Seats	2021 Percent*
Ethics Commission	100%	100%	4	25%
Refuse Rate Board	100%	100%	2	-
Immigrant Rights Commission	93%	100%	15	50%
Children, Youth, and Their Families Oversight and Advisory Committees.	88%	100%	6	-
Shelter Monitoring Committee	86%	100%	8	-
Sheriff's Department Oversight Board	86%	100%	7	-
Commission on the Status of Women	83%	100%	6	86%
Youth Commission	83%	100%	17	71%
Citizen's Committee on Community Development	80%	100%	5	50%
Commission on Investment and Infrastructure	80%	100%	4	33%
Local Agency Formation Commission	80%	100%	5	50%

*This column shows the percent of women in 2021. Policy bodies with less than a 50% response rate in 2021 were marked as "-".

Figure 10 shows the policy bodies with the lowest representation of people of color. There were no boards above the 75% response rate threshold that had no people of color. The Fine Arts Museum Board of Trustees has the lowest representation of people of color at 13%, followed by the Commission on Animal Control and Welfare at 14% and the Urban Forestry Council at 18%.

Figure 10: Commissions and Boards with the Lowest Percentage of People of Color, 2023 Compared to 2021

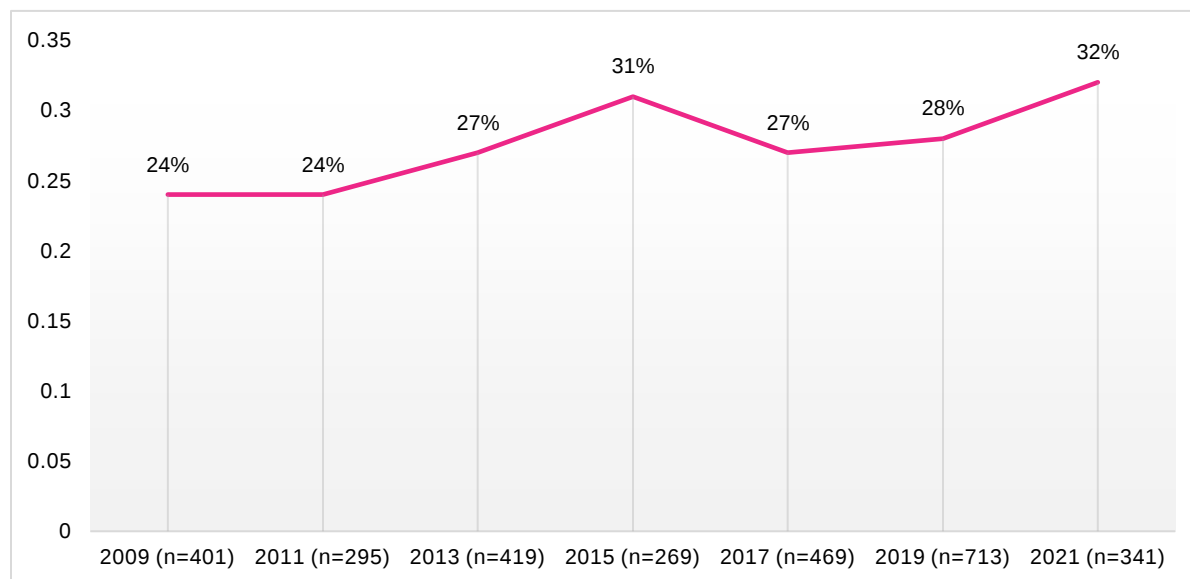
Policy Body	Percent of POC	Response Rate*	Active Seats	2021 Percent*
Fine Arts Museum Board of Trustees	13%	100%	8	-
Commission of Animal Control and Welfare	14%	100%	7	-
Urban Forestry Council	18%	100%	9	-
Capital Planning Committee	22%	81%	11	-
Elections Commission	29%	100%	7	40%
Shelter Grievance Advisory Committee	30%	78%	9	-
War Memorial Board of Trustees	33%	91%	11	-
Dignity Fund Oversight and Advisory Committee	33%	81%	11	-
Market and Octavia Community Advisory Committee	33%	86%	7	-
Port Commission	33%	86%	7	40%
Public Utilities Rate Fairness Board	33%	100%	4	25%

*This column shows the percent of women in 2021. Policy bodies with less than a 50% response rate in 2021 were marked as "-".

D. Race and Ethnicity by Gender

This report also examines the representation of race and gender simultaneously. Women of color are represented in about 32% of seats and make up about 32% of the population¹², at parity. The representation of women of color has generally increased over time since our first report in 2009. Conversely, men of color are underrepresented, making up about 23% of policy board members while being about 33% of the San Francisco population. Figure 11 shows the levels of representation for women of color since 2009.

Figure 11: 14-year Comparison of Representation of Women of Color on Policy Bodies



Figures 12 and 13 present the breakdown for policy board members and the San Francisco population¹³ by race, ethnicity, and gender. White men and White women are overrepresented, holding 22% and 23% of appointments, respectively, compared to 20% and 17% of the population. Black men and Black women are also overrepresented, but more acutely. Black men make up five percent of the policy board members and three percent of the population, and Black women make up nine percent of the policy board members and two percent of the population. 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 Black population in San Francisco has declined over the same period.

Asian men and women are underrepresented, with Asian women making up 12% of policy board members compared to 17% of the population, while Asian men comprise eight percent of policy board members and 15% of the population, representing the highest disparity in our data. Latinx/Hispanic men and women are also underrepresented. Latinx/Hispanic men are three percent of policy board members while being seven percent of the population and their female counterparts are five percent of policy board members while making up 6.5% of the population.

¹² Bureau, US Census. "American Community Survey 5-Year Data (2009-2022)." Census.Gov, 26 Jan. 2024, www.census.gov/data/developers/data-sets/acs-5year.html.

¹³ Ibid.

Figure 12: Appointees by Race/Ethnicity and Gender, 2023

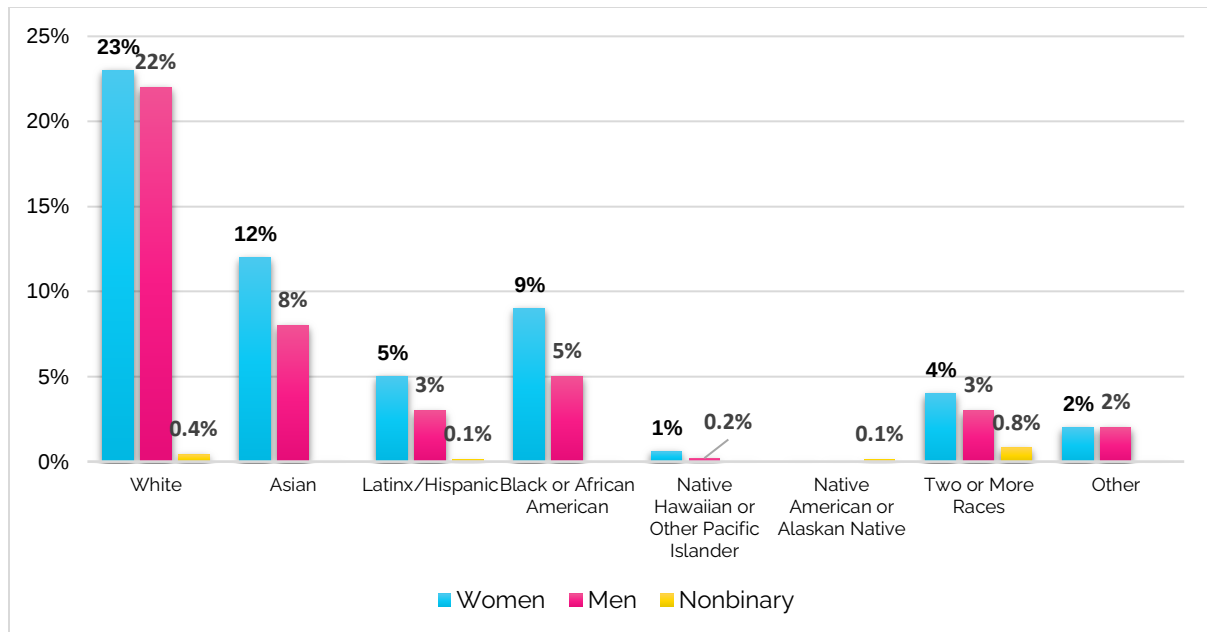
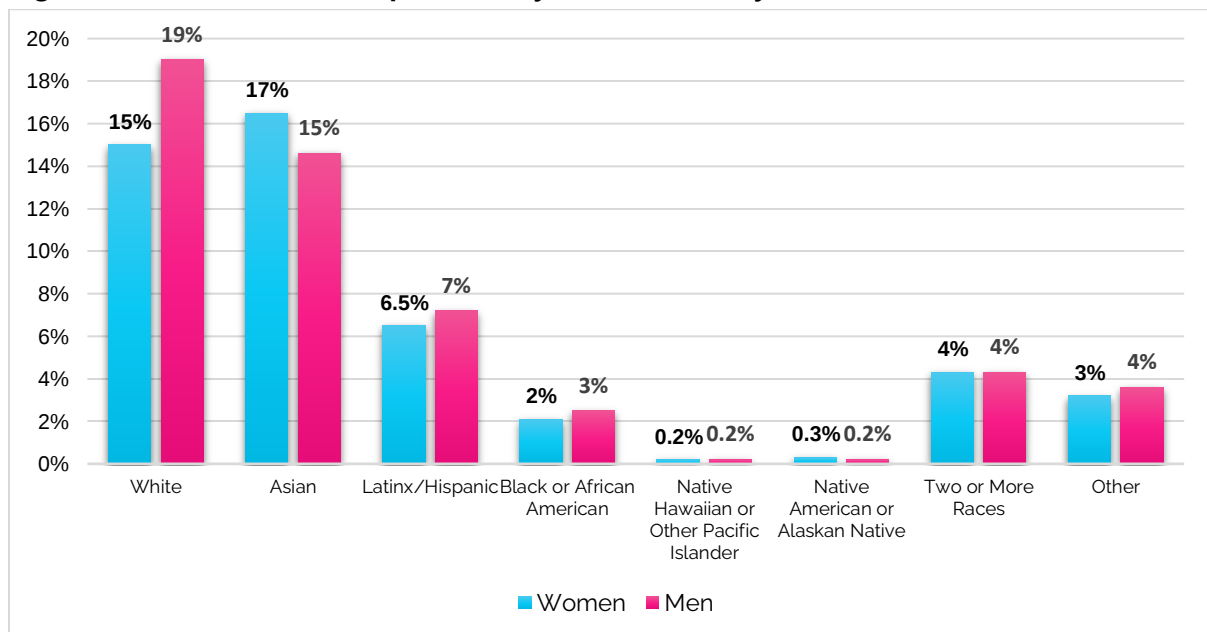


Figure 13: San Francisco Population by Race/Ethnicity, 2022 ACS 5-Year Estimates

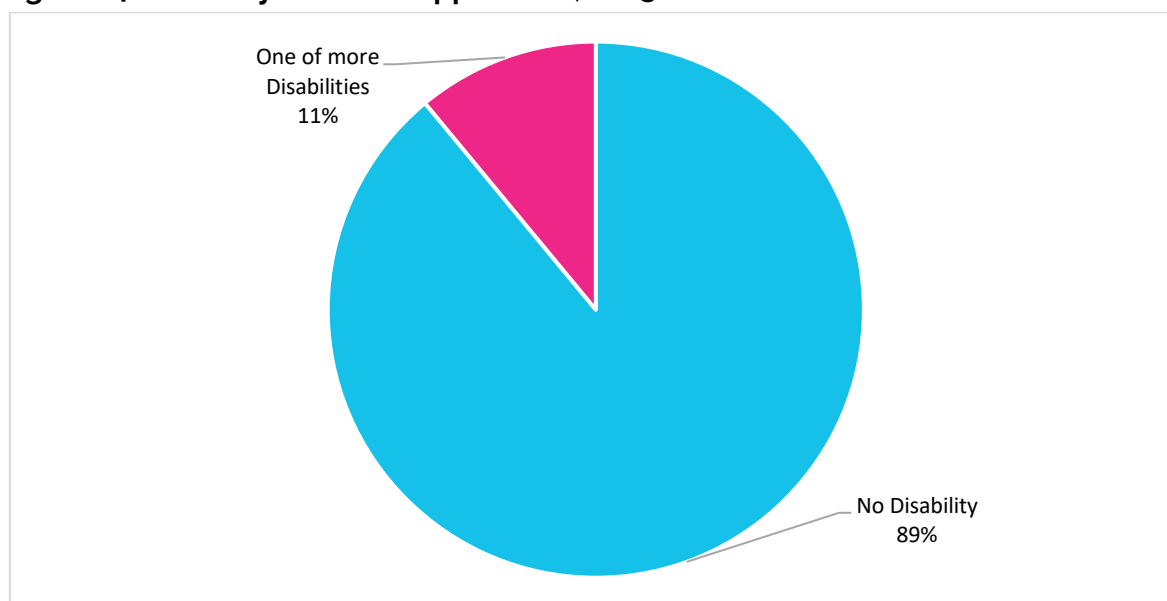


E. Disability Status

Data on disability status was obtained from 647 of our 685 respondents, with a response rate of about 94%. Figure 14 shows about 11% of those who responded to the survey reported having one or more disabilities, mirroring the 11% of the San Francisco population¹⁴ living with a disability. Therefore, our data suggested that those with disabilities are represented relative to their population size. Further, our data shows that policy board members who are disabled are more likely to be female.

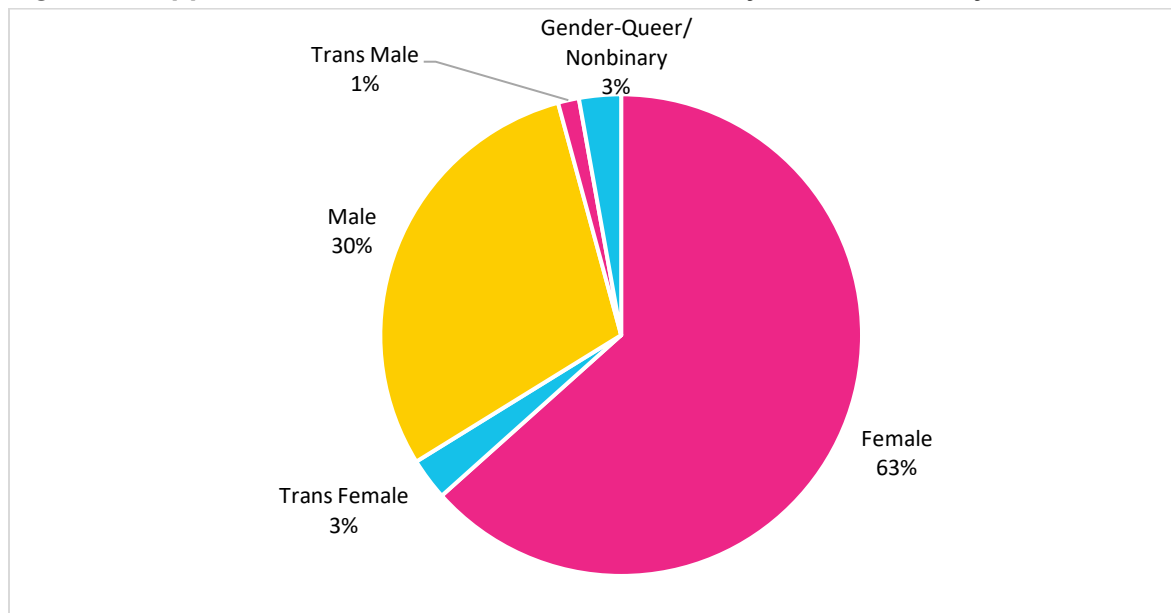
Figure 15 shows that of those with one or more disabilities, 63% are women, 30% are men, three percent are trans women, one percent are trans men, and three percent are gender-queer/nonbinary individuals.

Figure 14: Disability Status of Appointees, 2023



¹⁴ Bureau, US Census. "American Community Survey 5-Year Data (2009-2022)." Census.Gov, 26 Jan. 2024, www.census.gov/data/developers/data-sets/acs-5year.html.

Figure 15: Appointees with One or More Disabilities by Gender Identity, 2023



F. Veteran Status

Overall, approximately 2.7% of the adult population in San Francisco have served in the military¹⁵. Out of 685 who participated in the survey, 670 (98%) provided information on their veteran status¹⁶.

Of the policy board members who responded to this question, 3.7% served in the military. Figure 16 shows the breakdown of veteran status in our data. This level of representation is slightly above parity with the share of the population; however, this also represents a decrease in the level of representation described in our previous reports¹⁷.

¹⁵ Bureau, US Census. "American Community Survey 5-Year Data (2009-2022)." Census.Gov, 26 Jan. 2024, www.census.gov/data/developers/data-sets/acs-5year.html.

¹⁶ For the 2023 report, veteran status was reverted to its 2019 form to include only individuals who have served in the military and armed forces. This decision was driven primarily by the desire to maintain comparability across previous reports. Future reports should consider adding a second question measuring whether respondents have close family members who are in the military or have served. Such an approach would maintain comparability and collect military service prevalence among appointees.

¹⁷ Compared to previous reports, it is important to note that our 2021 report included both veterans and close family members of veterans, inflating their percentage by necessity. The 3.7% in our current data is still lower than other reports that only included veterans.

Figure 16: Policy Board Member with Military Service, 2023

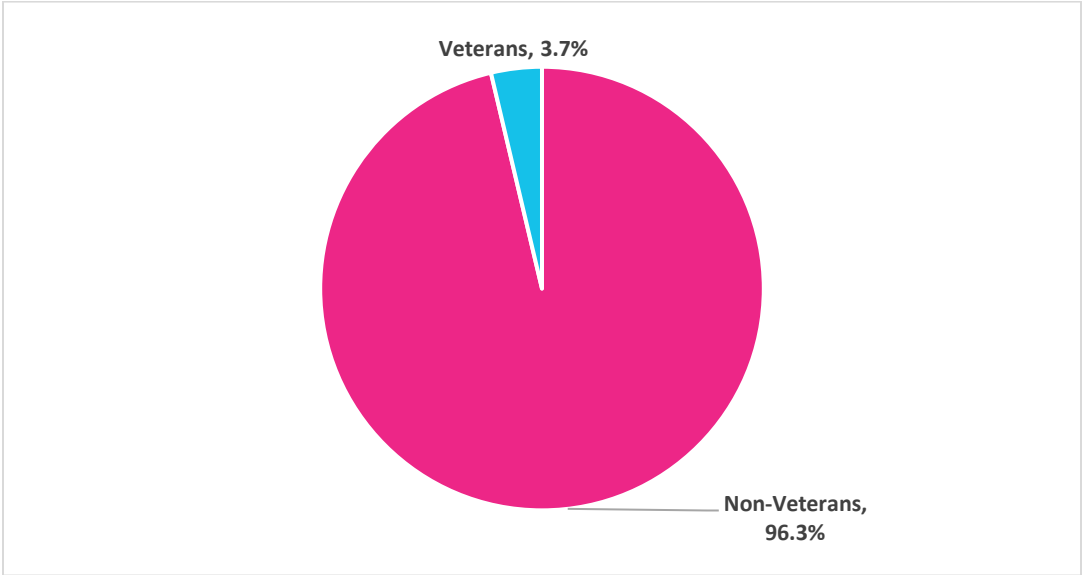
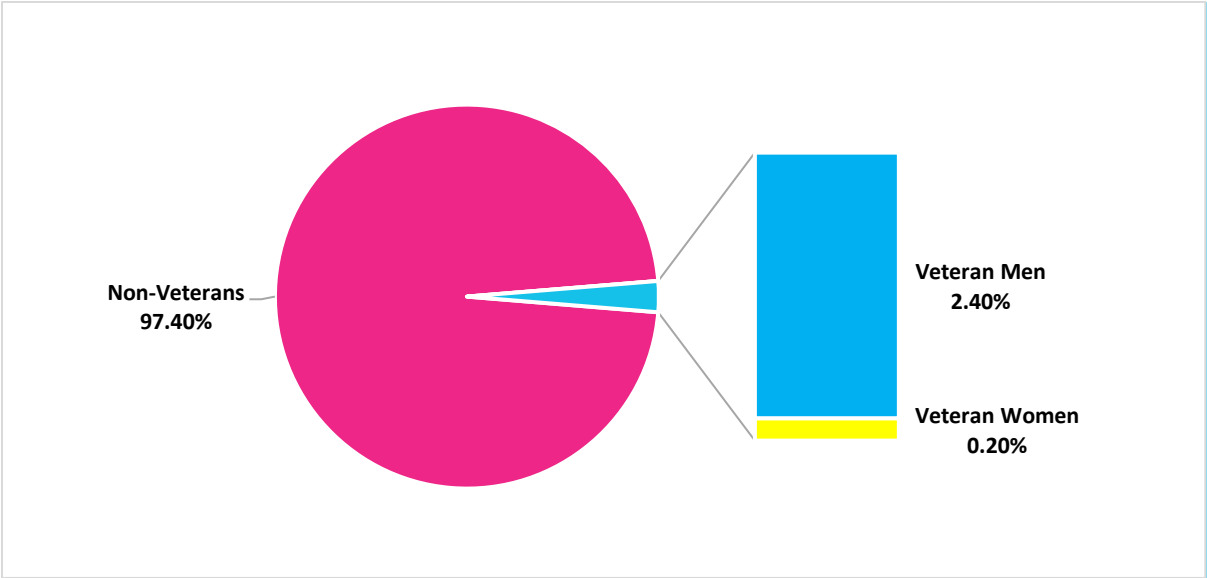


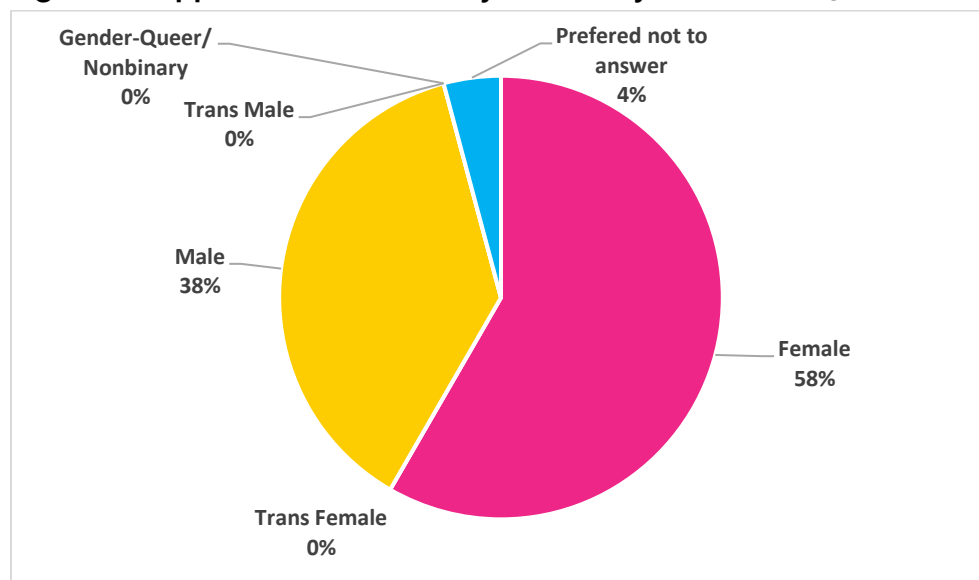
Figure 17 shows the breakdown of the adult San Francisco population and the breakdown of the veteran population by gender. Figure 18 shows the breakdown of gender identities among those who are veterans. We can see that the vast majority of veterans in the population are male, the opposite of what our data shows. Men comprise 42% and women make up 58% of the total number of veteran policy board members. No respondents with veteran status were from any other gender identity.

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



** This graph fails to identify nonbinary individuals with military experience, as data was not collected for that population. However, this graph highlights the gender disparity amongst male and female veterans, with only 0.2% of 2.6% identifying as women.*

Figure 18: Appointees with Military Service by Gender, 2023



G. Policy Bodies by Budget

This 2023 Gender Analysis Report examines the demographic representativeness of policy bodies by budget size, as a proxy for influence. This report will examine all reporting policy bodies in this section, regardless of response rate. Figure 19 shows the representation of women, people of color, and women of color in these policy bodies.

Overall, appointees from the 10 **largest** budgeted policy bodies are 63% women, 58% people of color, and 36% women of color. In contrast, appointees from the 10 **smallest** budgeted policy bodies are 57% women, 64% people of color, and 41% women of color. While women are better represented in the higher-budgeted bodies, people and women of color are more strongly represented in the lower-budgeted bodies.

Figure 19: Percent of Women, People of Color, and Women of Color on Commissions and Boards with Largest and Smallest Budgets in 2023

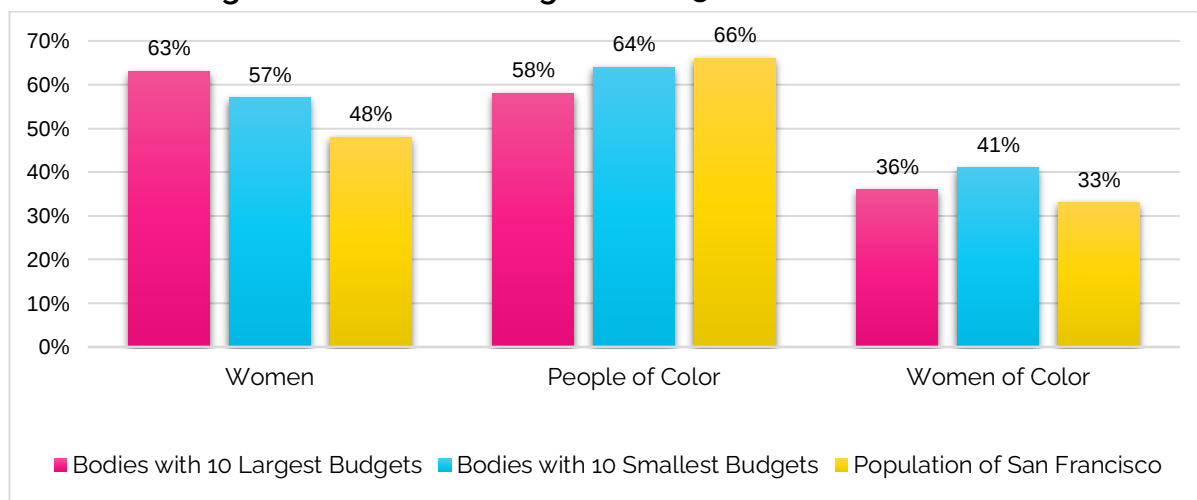


Figure 20: Demographics of Commissions and Boards with Largest Budgets, 2023

Policy Body	FY20-21 Budget	Total Seats	Filled Seats	Response Rate	Women	People of Color	Women of Color
Health Commission	\$2.20B	7	6	100%	83%	66%	50%
Public Utilities Commission	\$1.65B	5	5	100%	60%	60%	40%
Municipal Transportation Agency Board of Directors	\$1.47B	7	7	100%	71%	71%	57%
Health Authority	\$1.37B	19	13	15%	100%	100%	100%
Airport Commission	\$1.02B	5	5	100%	20%	60%	0%
Commission on Investment and Infrastructure	\$717M	5	4	100%	100%	80%	80%
Homelessness Oversight Commission	\$672M	7	7	100%	57%	43%	30%
Human Services Commission	\$624M	5	5	100%	40%	40%	0%
Fire Commission	\$499B	5	5	100%	80%	50%	25%
Recreation and Park Commission	\$368M	7	7	43%	85%	43%	43%
Total	\$10.5B	72	64	84%	63%	58%	36%

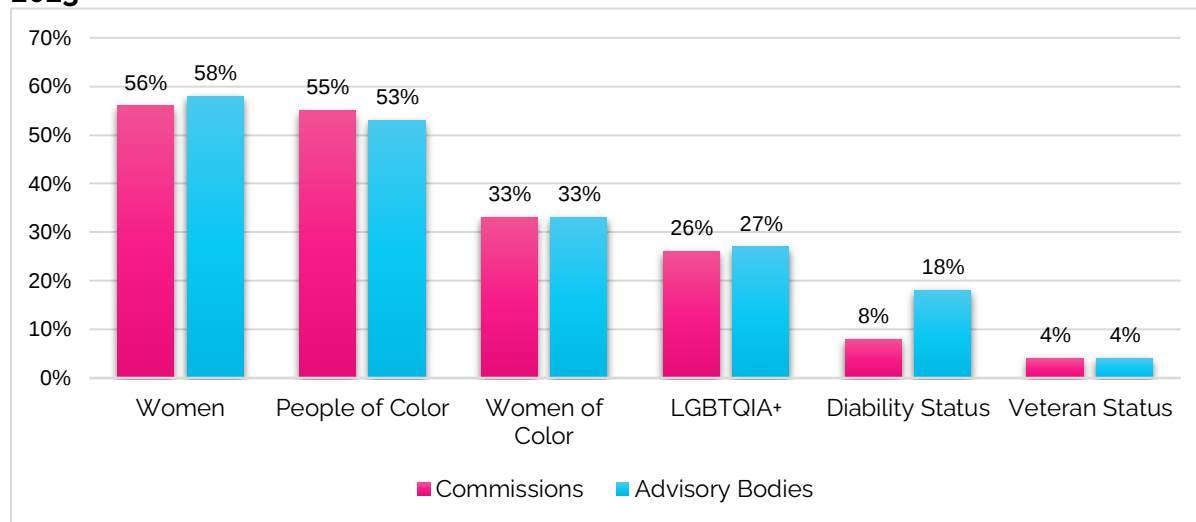
Figure 21: Demographics of Commissions and Boards with Smallest Budgets, 2023

Policy Body	FY20-21 Budget	Total Seats	Filled Seats	Response Rate	Women	People of Color	Women of Color
Civil Service Commission	\$1.51M	5	5	100%	100%	75%	66%
Film Commission	\$1.25M	11	11	82%	56%	67%	44%
Board of Appeals	\$1.20M	5	5	100%	0%	40%	0%
SOMA Community Stabilization Fund Community Advisory Committee	\$1.00M	7	5	20%	0%	0%	0%
Local Agency Formation Commission	\$550,477	7	5	100%	80%	80%	80%
Youth Commission	\$444,847	17	17	100%	82%	82%	76%
Public Works Commission	\$250,000	5	4	100%	40%	40%	0%
Sanitation and Streets Commission	\$250,000	5	4	50%	50%	0%	0%
Retiree Health Care Trust Fund Board	\$111,000	5	5	20%	100%	100%	100%
Residential Users Appeal Board	\$90,000	3	2	50%	0%	0%	0%
Total	\$6.7M	70	63	72%	57%	64%	41%

H. Comparison of Commission and Board and Advisory Body 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 similar disclosures. Commissions have a higher percentage of people of color than Advisory Bodies but lower percentages of women, women of color, LGBTQIA+ people, and disabled people.

Figure 22: Demographics of Appointees on Commission and Boards and Advisory Bodies, 2023



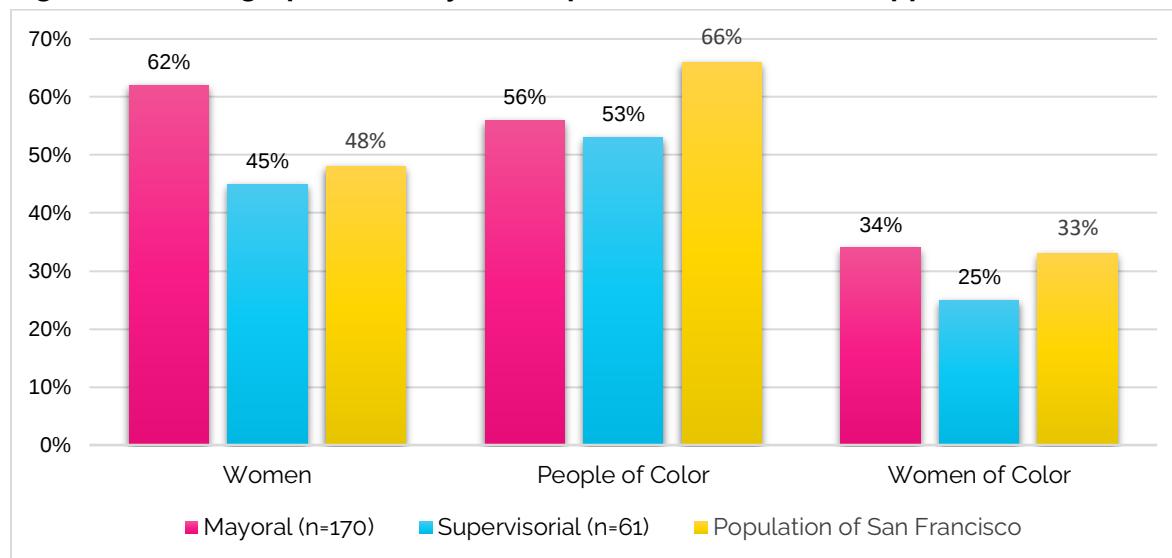
I. Demographics of Mayoral, Supervisorial, and Total Appointees

This section analyzes the demographic compositions of mayoral and supervisorial-appointed policy bodies. For this analysis, mayoral boards are those boards entirely composed of mayoral appointments, and supervisorial boards are those composed entirely of supervisorial appointments. We do not have individual appointment information for boards of mixed appointments, though future reports should consider additional data collection efforts to determine individual-level appointment types. An important caveat of the following data analysis is that far more boards are comprised of mayoral appointments than supervisorial appointments. As the total number of supervisorial appointments in this analysis is low, any findings concerning the demographic composition of supervisorial appointments may be a relic of the limited number of observations. This is especially important to note because the demographic composition shown in our analysis shows supervisorial appointments as being far less diverse than in previous years, suggesting that the true nature of the data is likely more diverse than our data suggests.

Figure 23 compares the representation of women, people of color, and women of color for appointments made by the Mayor, Board of Supervisors, and the population of San Francisco. Mayoral appointments are more diverse and consist of more women, people of color, and women of color compared to Supervisorial appointments. Mayoral appointments include 62% women, 56% people of color, and 34% women of color, while Supervisorial appointments are 45% women, 53% people of color, and 25% women of color. As noted above, the low diversity shown for supervisorial appointments may be due to a relatively

small amount of data. However, previous reports have indicated that this disparity may also be partly due 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”). In contrast, the Mayor typically can take total appointments into account during selections and can, therefore, better address gaps in diversity.

Figure 23: Demographics of Mayoral, Supervisorial, and Total Appointees, 2023



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 2023 Gender Analysis Report reflects data from the policy bodies that provided information to the Department on the Status of Women through digital or paper survey¹⁸. Following initial email outreach, policy bodies were contacted three to five times via email and phone. All possible measures were taken to obtain accurate and complete data.

Participation rates for this report exceeded our 2021 report, with the highest participation of Commission and Boards and Advisory Bodies to date. We requested data from 130 policy bodies and received responses from 99, covering 685 policy board members. Comparatively, the 2021 Gender Analysis Report received data from 92 policy bodies and 349 policy body members.

Data elements such as a Commissioner or Board member's gender identity, race/ethnicity, sexual orientation, disability status, and veteran status were collected on a *voluntary* basis. As a result, some responses were incomplete or unavailable but were included to the extent possible.

¹⁸ Our previous 2021 report used an all-online participation format that significantly decreased participation, due to the COVID-19 pandemic.

Given the primary objective of this report, surfacing patterns of underrepresentation, every attempt has been made to reflect accurate and complete information. Data for some policy bodies was incomplete, and all appointees who responded were included in the total demographic categories.

To ensure that low response rates did not distort our analysis, we established response rate thresholds in examinations of policy boards with the highest or lowest representation of specific groups. 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 and any changes over time.

While this report's survey had a higher level of participation than our 2021 report, missing data is still the biggest limitation. Given this limitation, 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 more 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 Statute¹⁹. 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 to 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. Figure 25 in the Appendix displays these population estimates by race/ethnicity and gender.

¹⁹ "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 2009, the representation of women appointees on San Francisco policy bodies has gradually increased. The 2023 Gender Analysis Report finds that the percentage of women appointees is 55%, which is above parity with the population of women in San Francisco.

When appointee demographics are analyzed by gender and race, the representation of women of color is 32%, which mirrors the data in our 2021 report and roughly matches the San Francisco population. Most notably underrepresented are individuals identifying as Asian, making up 31% of the San Francisco population but only 20% of appointees. Similarly, Latinx-identifying individuals, who make up 14% of the population, are only eight percent of appointees. Additionally, men of color are underrepresented at 23% of appointees relative to their San Francisco population of 33%.

Furthermore, when analyzing the demographic composition of larger and smaller budgeted Commissions and Boards, women of color are roughly at parity on Commissions and Boards with both the largest and smallest budgets. Women comprise 63% of total appointees on the largest budgeted policy bodies compared to their population of 48%, and women of color comprise 36% of total appointees on the largest budgeted policy bodies, with the San Francisco population at 33%. Comparatively, women are 57% of total appointees on the smallest budgeted policy bodies, and women of color are 41% of appointees. However, the representation of people of color is seven percentage points higher on smaller budgeted policy bodies than on larger budgeted policy bodies. People of color make up 58% of appointees on the largest budgeted policy bodies and 64% of appointees on the smallest budgeted policy bodies. The San Francisco population of people of color exceeds these percentages at 66%.

In addition to using budget size as a proxy for influence, this report analyzed the 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. Women, women of color, people of color, LGBTQIA+ populations, and veterans are evenly represented across both Commissions and Boards and Advisory Bodies. Individuals with disabilities, however, have more robust representation within Advisory Bodies than Commissions and Boards. Women comprise a slightly higher percentage of Advisory Bodies appointees than Commissions and Boards.

The 2023 Gender Analysis Report found satisfactory representation of LGBTQIA+ individuals on San Francisco policy bodies. Of the appointees who provided LGBTQIA+ identity information, 24% identified as LGBTQIA+, with the largest subset identifying as gay or lesbian (16%). Eight percent of appointees from the largest budgeted policy bodies identify as LGBTQIA+, and three percent from the smallest budgeted bodies. There was also a similar representation of LGBTQIA+ appointees between Commissions and Boards (26%) and Advisory Bodies (27%).

The representation of appointees with disabilities in Commissions and Boards is 18%, more than double the representation in Advisory Bodies (8%). Veterans are adequately represented on San Francisco policy bodies at 3.7%, compared to the veteran population of 2.7%, and are evenly represented between Commissions and Boards and Advisory Bodies.

This report is intended to advise the Mayor, Board of Supervisors, and other appointing authorities as they select appointments to the City and County of San Francisco policy bodies. In the spirit of the 2008 City Charter Amendment, which 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 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 former Department Intern Liliana Pacheco for the data collection and analysis of this report.

Appendix I

Figure 24: Policy Body Demographics, 2023

Policy Body	Total Seats	Filled Seats	FY22-23 Budget	Women	Women of Color	People of Color	Survey Response Rate
Access Appeals Commission	5	5	-	0%	0%	0%	60%
African American Reparations Advisory Committee	15	15	-	83%	67%	83%	40%
Airport Commission	5	5	\$1,017,000,000	20%	0%	60%	100%
Arts Commission	15	15	\$42,741,948	60%	43%	64%	100%
Asian Art Commission	27	22	-	42%	25%	50%	55%
Assessment Appeals Board	24	16	-	33%	7%	43%	100%
Bayview Hunters Point Citizens Advisory Committee	12	7	-	25%	25%	100%	57%
Behavioral Health Commission	17	10	-	60%	60%	100%	50%
Board of Appeals	5	5	\$1,195,116	0%	0%	40%	100%
Board of Examiners	13	10	-	0%	0%	44%	100%
Board of Supervisors	11	11	\$23,600,000	36%	18%	36%	100%
Building Inspection Commission	7	6	\$92,844,927	57%	29%	43%	117%
Cannabis Oversight Committee	9	7	-	14%	14%	71%	100%
Capital Planning Committee	11	11	\$159,000,000	33%	11%	22%	82%
Children and Families First Commission	9	8	\$27,305,805	88%	57%	71%	100%
Children, Youth and Their Families Oversight and Advisory Committee	11	6	\$333,011,845	75%	63%	88%	133%
Citizen Committee on Community Development	9	5	\$36,000,000	40%	40%	80%	100%
Citizens General Obligation Bond Oversight Committee	9	6	-	40%	0%	40%	100%
Civil Service Commission	5	5	\$1,511,609	80%	50%	75%	100%
Code Advisory Committee	17	17	-	0%	0%	25%	47%
Commission of Animal Control and Welfare	7	7	-	57%	0%	14%	100%
Commission on Investment and Infrastructure	5	4	\$717,300,000	100%	80%	80%	125%
Commission on the Environment	7	7	\$35,349,283	43%	43%	71%	100%

Figure 24: Policy Body Demographics, 2023, Continued

Policy Body	Total Seats	Filled Seats	FY22-23 Budget	Women	Women of Color	People of Color	Survey Response Rate
Commission on the Status of Women	7	6	\$14,434,165	100%	80%	83%	100%
Committee on City Workforce Alignment	17	17	-	60%	60%	91%	65%
Committee on Information Technology	18	16	\$27,000,000	56%	22%	44%	56%
Community Corrections Partnership	13	12	-	20%	20%	60%	42%
Dignity Fund Oversight and Advisory Committee	11	11	-	89%	22%	33%	82%
Disability and Aging Commission	8	8	\$365,000,000	75%	38%	63%	100%
Early Childhood Community Oversight and Advisory Committee	9	9	\$27,305,805	100%	71%	71%	89%
Eastern Neighborhoods Community Advisory Committee	11	8	-	50%	50%	63%	100%
Elections Commission	7	7	\$24,000,000	86%	29%	29%	100%
Entertainment Commission	7	7	-	50%	33%	67%	100%
Ethics Commission	5	4	\$7,586,853	67%	67%	100%	100%
Family Violence Council	28	28	-	77%	31%	38%	46%
Film Commission	11	11	\$1,250,000	63%	50%	75%	82%
Fine Arts Museums Board of Trustees	62	8	-	38%	13%	13%	100%
Fire Commission	5	5	\$498,585,516	80%	25%	50%	100%
Food Security Task Force	20	18	-	80%	38%	63%	56%
Free City College Oversight Committee	15	13	-	63%	43%	57%	62%
Health Authority	19	13	\$1,373,782,524	100%	100%	100%	15%
Health Commission	7	6	\$2,200,000,000	83%	33%	67%	100%
Health Service Board	7	7	\$14,200,000	33%	20%	40%	100%
Homelessness Oversight Commission	7	7	\$672,000,000	57%	14%	43%	100%
Housing Conservatorship Working Group	12	8	-	75%	0%	25%	50%
Housing Stability Fund Oversight Board	11	9	-	0%	0%	100%	11%
Human Rights Commission	11	10	\$15,120,673	40%	40%	70%	100%
Human Services Commission	5	5	\$624,500,000	40%	0%	40%	100%
Immigrant Rights Commission	15	15	-	60%	50%	93%	100%
Juvenile Justice Coordinating Council	20	18	-	80%	33%	47%	83%

Figure 24: Policy Body Demographics, 2023, Continued

Policy Body	Total Seats	Filled Seats	FY22-23 Budget	Women	Women of Color	People of Color	Survey Response Rate
Juvenile Probation Commission	7	7	-	57%	14%	57%	100%
Local Agency Formation Commission	7	5	\$550,477	80%	80%	80%	100%
Market and Octavia Community Advisory Committee	9	7	-	33%	17%	33%	86%
Mayor's Disability Council	11	5	-	100%	0%	0%	40%
Mental Health SF Implementation Working Group	13	9	-	86%	43%	43%	78%
Mission Bay Citizen's Advisory Committee	13	7	-	80%	40%	40%	71%
Municipal Green Building Task Force	20	20	-	63%	38%	50%	40%
Municipal Transportation Agency Board of Directors	7	7	\$1,472,363,382	71%	57%	71%	100%
Municipal Transportation Agency Citizens Advisory Council	15	14	-	42%	17%	50%	86%
Our City, Our Home Oversight Committee	9	7	-	80%	40%	40%	71%
Oversight Board (to the Successor Agency to the Redevelopment Agency of the City and County of San Francisco)	7	6	-	80%	50%	50%	83%
Paratransit Coordinating Council Executive Committee	38	21	-	75%	50%	75%	19%
Park, Recreation, And Open Space Advisory Committee	24	17	-	58%	42%	58%	71%
Planning Commission	7	7	\$60,000,000	50%	50%	100%	29%
Police Commission	7	7	-	29%	14%	71%	100%
Port Commission	7	7	\$193,700,000	83%	33%	33%	86%
Public Utilities Commission	5	5	\$1,651,537,786	60%	40%	60%	100%
Public Utilities Rate Fairness Board	7	4	-	67%	33%	33%	125%
Public Utilities Revenue Bond Oversight Committee	7	5	-	50%	50%	50%	100%
Public Works Commission	5	4	\$250,000	40%	0%	40%	125%
Recreation and Park Commission	7	7	\$367,800,000	86%	43%	43%	100%
Reentry Council	25	22	-	55%	36%	64%	100%
Refuse Rate Board	3	2	-	50%	50%	100%	100%
Residential Rent Stabilization and Arbitration Board	10	10	\$16,294,283	50%	17%	50%	60%
Residential Users Appeal Board	3	2	\$900	0%	0%	0%	50%
Retiree Health Care Trust Fund Board	5	5	\$110,000	100%	100%	100%	20%

Figure 24: Policy Body Demographics, 2023, Continued

Policy Body	Total Seats	Filled Seats	FY22-23 Budget	Women	Women of Color	People of Color	Survey Response Rate
Retirement Board	7	7	-	29%	29%	57%	100%
San Francisco Reinvestment Working Group	9	9	-	25%	0%	75%	44%
Sanitation and Streets Commission	5	4	\$250,000	50%	0%	0%	50%
Sentencing Commission	13	13	-	46%	15%	62%	100%
Shelter Grievance Advisory Committee	15	9	-	57%	14%	29%	78%
Shelter Monitoring Committee	12	8	-	75%	71%	86%	100%
Sheriff's Department Oversight Board	7	7	-	43%	43%	86%	100%
Small Business Commission	7	5	-	75%	50%	75%	80%
SOMA Community Stabilization Fund Community Advisory Committee	7	5	\$1,000,000	0%	0%	0%	20%
South of Market Community Planning Advisory Committee	11	7	-	20%	0%	20%	71%
State Legislation Committee	7	7	-	40%	25%	50%	71%
Street Artists and Craftsmen Examiners Advisory Committee	5	5	-	100%	50%	50%	40%
Sugary Drinks Distributor Tax Advisory Committee	16	16	-	71%	57%	86%	44%
Sunshine Ordinance Task Force	11	9	-	33%	22%	44%	100%
Sweatfree Procurement Advisory Group	11	6	-	50%	25%	25%	67%
Treasure Island Development Authority Board of Directors	7	7	\$31,333,345	33%	0%	0%	43%
Treasure Island/Yerba Buena Island Citizens Advisory Board	25	9	-	50%	0%	0%	44%
Urban Forestry Council	15	11	-	18%	0%	18%	100%
Veterans Affairs Commission	13	11	-	100%	0%	0%	9%
War Memorial Board of Trustees	11	11	\$19,236,764	50%	30%	30%	91%
Workforce Investment Board	28	27	\$4,250,713	57%	21%	43%	52%
Youth Commission	17	17	\$444,847	82%	76%	82%	100%

Figure 25: San Francisco Population Estimates by Race/Ethnicity and Gender, 2022*

Race/Ethnicity	Total		Male		Female	
	Estimate	Percent	Estimate	Percent	Estimate	Percent
San Francisco County, California	851,036	-	412,924	49%	438,093	51%
White, non-Hispanic or Latino	325,900	34%	179,461	19%	146,439	15%
Asian	296,122	31%	139,015	15%	157,107	17%
Hispanic or Latinx	131,517	14%	69,384	7%	62,133	7%
Some Other Race	65,487	7%	34,703	4%	30,784	3%
Black or African American	44,058	5%	24,026	3%	20,032	2%
Two or More Races	80,858	8%	41,270	4%	39,588	4%
Native Hawaiian and Pacific Islander	3,312	0.5%	1,763	0.2%	1,549	0.2%
Native American and Alaska Native	4,725	0.5%	2,781	0.3%	1,944	0.2%

San Francisco Population estimates come from the 2022 American Community Survey 5-Year Estimates, chart B01001. The racial estimates use Census subpopulation charts. Please note that the subpopulations added together are larger than the estimated population size. This is primarily due to potential double counts for ethnicities and races (the only category that does not include overlap is the White population, which is specifically White non-Hispanics).

Survey Questions

1. "What is your gender identity?" and could select from the following:
 - Male
 - Female
 - Trans Male
 - Trans Female
 - Gender Queer/ Non-Binary
 - Other (no respondents selected other)
 - Prefer not to say
2. "What is your race/ethnicity?" and could select one of the following options²⁰:
 - Asian (alone)
 - Black/African American (alone)
 - Latinx/Hispanic
 - Native American/American Indian or Alaska Native (alone)
 - Native Hawaiian or Other Pacific Islander (alone)
 - Other (alone)
 - White/ Caucasian (alone)
 - Two or More Races
 - Prefer not to say
3. "What is your sexual orientation?"
 - Bisexual
 - Gay/ Lesbian/ Same-Gender Loving
 - Questioning/ Unsure
 - Straight/Heterosexual
 - Other
 - Prefer not to say
4. "Do you have one or more disabilities?"
 - Yes
 - No
 - Prefer not to say
5. "Have you ever served in the military of any country?"
 - Yes
 - No
 - Prefer not to say

²⁰ Note that respondents were instructed to select either Latinx/Hispanic or a racial category and to choose the category that best fits their identity. This eliminates any double counting issues, and in this analysis, we considered those who responded as White as White, not Latinx/Hispanic.



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



London N. Breed
Mayor

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San Francisco Commission on the Status of Women

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Commissioner Dr. Raveena Rihal

Commissioner Ani Rivera

Commissioner Diane Jones-Lowrey

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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Contact Information				Floating Requirements					
New Applicant Name	Matches which seats in vacancy notice?	Consumer Seats 2-3	Family Seats 5-7	MH Professional 2 seats	Transition Age Youth TAY 1 seat, seats 2-7	Child Advocate 1 seat	Older Adult Advocate 1 seat	Veteran Advocate 1 seat	Education Agency 1 seat
CURRENT MEMBERS									
Brandon Fountain	3	x					x		
Peter Thomas Murphy	4	x		x					
Michael (Mirac) Fittro	5	x	x						
Amelia Harmon	6	x	x	x		x	x		
Sam Ustrznski (residency waiver required)	8			x				x	x
Stephanie Gonzales	9	x		x			x		x
Jasper Verduin	10			x					
Kescha Mason (Holdover)	11			x				x	
Tara Gamboa-Eastman	12	x							
PENDING APPLICATIONS									
Athena Bing-Yng Ng	2 -4	x			x				
Elisa Mapson	2 -4	x							
Gabriel Okamoto	2 -4; 5-7; 8-12	x	x					x	
Kerry Burns	2 -4; 8-12	x		x			x		
LeesaMaree Bleicher	2 -4	x				x			
Lisa Williams (Holdover)	5, 6, 7		x						
Nicholas Chapman	2 -4	x					x		
Raymond Deng	5-7; 8-12		x						
Samrat Roy	5-7; 8-12		x	x		x			
Theresa Muehbauer	2 -4	x							