

File No. 230131

Committee Item No. 2

Board Item No. 26

# COMMITTEE/BOARD OF SUPERVISORS

## AGENDA PACKET CONTENTS LIST

Committee: Rules Committee

Date Feb 27, 2023

Board of Supervisors Meeting

Date March 7, 2023

### Cmte Board

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

### OTHER (Use back side if additional space is needed)

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Completed by: Victor Young

Date Feb 23, 2023

Completed by: \_\_\_\_\_

Date \_\_\_\_\_

**AMENDED IN COMMITTEE**  
**2/27/2023**

FILE NO. 230131

MOTION NO.

1 [Mayoral Appointment, Historic Preservation Commission - Victoria Gray]

2

3 **Motion approving the Mayor’s nomination for the appointment of Victoria Gray, term**  
4 **ending December 31, 2026, to the Historic Preservation Commission.**

5

6 WHEREAS, Pursuant to Charter, Section 4.135, the Mayor submitted a communication  
7 notifying the Board of Supervisors of the nomination of Victoria Gray to the Historic  
8 Preservation Commission, received by the Clerk of the Board on February 7, 2023; and

9 WHEREAS, The Board of Supervisors has the authority to hold a public hearing and  
10 vote on the appointment within 60 days following transmittal of the Mayor’s Notice of  
11 Appointment, and the failure of the Board to act on the nomination within the 60-day period  
12 shall result in the nominee being deemed approved; now, therefore, be it

13 MOVED, That the Board of Supervisors hereby approves Mayor London N. Breed’s  
14 nomination for the appointment of Victoria Gray to the Historic Preservation Commission, Seat  
15 No. 4, for the unexpired portion of a four-year term ending December 31, 2026.

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OFFICE OF THE MAYOR  
SAN FRANCISCO



LONDON N. BREED  
MAYOR

## Notice of Appointment

February 7, 2023

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

Honorable Board of Supervisors:

Pursuant to Charter Section 4.135, of the City and County of San Francisco, I make the following reappointment:

**Victoria Gray** to seat 4 (Historian) of the Historic Preservation Commission with a term ending December 31, 2026, formerly held by Richard Johns.

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

Should you have any question about this reappointment, please contact my Director of Appointments, Tyra Fennell, at 415.554.6696.

Sincerely,

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

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



**Victoria R. Gray**

Victoria Gray is a native San Franciscan and currently serves as a Vice President and Director for Bonhams & Butterfields Auction House as well as Head of the San Francisco office. Victoria holds a Bachelor's degree in Art History from Bucknell University and also completed a 6 month course of intensive Historical research studies at Syracuse University in Florence, Italy.

A practicing Art Historian for 2 decades Victoria worked for Sotheby's Auction House in New York prior to joining Bonhams & Butterfields in San Francisco in 2003. Victoria's tenure at Bonhams started the Fine European & American Furniture and Decorative Arts Department where she focused solely on collections of important furniture and decorations. Victoria was responsible for putting together the catalogue for the collections and assisting with the research and writing of scholarly essays, highlighting the local historical context around each piece. In 2005 she moved into the Trusts & Estates Department working with large public and private collections from estates.

In 2007 and 2008 Victoria worked regularly in Bonhams' Hong Kong office helping to drive the company's expansion in the Asian Market including holding the first wine auction in Hong Kong in 2007. In 2008 Victoria was relocated to Bonhams' New York office where she was Head of the Trusts & Estates Department on the East Coast for 5 years. In 2012 Victoria was relocated back to the San Francisco office where she runs the Trusts & Estates group for Northern California in addition to serving as Head of the San Francisco office. Victoria advises trust officers, estate planning attorneys, wealth managers, certified public accountants and professional fiduciaries on all aspects of tangible personal property including appraisals, conservation, restoration, auctions and private treaty sales.

In Victoria's current capacity she is responsible for the historical research and writing of scholarly essays surrounding important Bay Area estate collection. In recent years this has included the handling of some of the most historically important San Francisco figures and families such as Helene & Charles Templeton Crocker of the Big Four and Charlotte and George Shultz. Victoria has also advised, researched and successfully handled the auctions of historically important items such a relief sculptures from the Palace of Fine Arts and longtime San Francisco institutions such as the bars Henry Africa and Eddie Rickenbacker's.

In addition to her Trusts & Estates responsibilities Victoria has also served as one of Bonhams chief auctioneers since 2014, selling auctions ranging from wine, guns, jewelry, Asian Works of Art and Fine Art. Victoria is a frequent lecturer and often speaks on topics including the art market, primary source research topics and conservation issues to groups including Santa Clara University, ArtTable, Society of Trusts & Estates Practitioners, American College of Trusts & Estate Counsel, Peninsula Estate Planning Council and local historical societies.

When not working Victoria enjoys spending time with her husband and three-year-old twins. She currently serves on the executive committee for the Edgewood Auxiliary of the Edgewood Center for Children and Families. Victoria is a native San Francisco, born and raised in the city and enjoys showing her family and friends all the city has to offer.

STATEMENT OF ECONOMIC INTERESTS  
COVER PAGE  
A PUBLIC DOCUMENT

Please type or print in ink.

NAME OF FILER (LAST) GRAY (FIRST) VICTORIA (MIDDLE) RICHARDSON

1. Office, Agency, or Court SAN FRANCISCO PLANNING DEPARTMENT

Agency Name (Do not use acronyms)

HISTORIC PRESERVATION COMMISSION, Commissioner  
Division, Board, Department, District, if applicable Your Position

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

Agency: \_\_\_\_\_ Position: \_\_\_\_\_

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

- State
- Judge, Retired Judge, Pro Tem Judge, or Court Commissioner (Statewide Jurisdiction)
- Multi-County \_\_\_\_\_
- County of \_\_\_\_\_
- City of SAN FRANCISCO
- Other \_\_\_\_\_

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

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

4. Schedule Summary (required)

► Total number of pages including this cover page: 4

Schedules attached

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

-or-  None - No reportable interests on any schedule

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

Date Signed 1/24/2023 Signature \_\_\_\_\_  
(month, day, year) (File the originally signed paper statement with your filing official.)

**SCHEDULE A-1**

**Investments**

Stocks, Bonds, and Other Interests

(Ownership Interest is Less Than 10%)

*Do not attach brokerage or financial statements.*

<b>CALIFORNIA FORM 700</b> <small>FAIR POLITICAL PRACTICES COMMISSION</small>
<b>Name</b> Victoria Gray

**<BLUE> is a required field**

NAME OF BUSINESS ENTITY	GENERAL DESCRIPTION OF THIS BUSINESS ACTIVITY	FAIR MARKET VALUE <i>(Select from drop down list)</i>	NATURE OF INVESTMENT <i>(Select from drop down list. If "other," describe)</i>	IF APPLICABLE, LIST DATE <b>(mm/dd/2019)</b>	
				ACQUIRED	DISPOSED
G Force, LLC	Telecommunications Holding Company	Over \$1,000,000	Partnership		
ZG Holdings, LLC	Outdoor Retail Holding Company	\$10,001 - \$100,000	Partnership		
5TH AVE ABS RETURN FD LLC	Hedge Fund	\$100,001 - \$1,000,000	Partnership		
5TH AVE PRIV EQUITY 16 LLC	Private Equity Fund	\$100,001 - \$1,000,000	Partnership		
5TH AVE PRIV EQUITY 17 LLC	Private Equity Fund	\$100,001 - \$1,000,000	Partnership		
5TH AVE VALUE CREAT FD LLC	Hedge Fund	\$100,001 - \$1,000,000	Partnership		
MICROSOFT CORP	Publicly Traded Stock	\$10,001 - \$100,000	Stock		
APPLE INC	Publicly Traded Stock	\$10,001 - \$100,001	Stock		
ALPHABET INC CLASS C	Publicly Traded Stock	\$10,001 - \$100,002	Stock		
VISA INC	Publicly Traded Stock	\$10,001 - \$100,003	Stock		
UNITEDHEALTH GROUP INC	Publicly Traded Stock	\$10,001 - \$100,004	Stock		
AMAZON.COM INC	Publicly Traded Stock	\$10,001 - \$100,005	Stock		
BANK OF AMERICA CORP	Publicly Traded Stock	\$10,001 - \$100,006	Stock		
CONOCOPHILLIPS	Publicly Traded Stock	\$10,001 - \$100,007	Stock		
IQVIA HOLDINGS INC	Publicly Traded Stock	\$10,001 - \$100,008	Stock		
AN SCHLUMBERGER LTD	Publicly Traded Stock	\$10,001 - \$100,009	Stock		
JPMORGAN CHASE & CO	Publicly Traded Stock	\$10,001 - \$100,010	Stock		
FR LVMH MOET HENNESSY VUITTON	Publicly Traded Stock	\$10,001 - \$100,011	Stock		
S&P GLOBAL INC.	Publicly Traded Stock	\$10,001 - \$100,012	Stock		
PEPSICO INC	Publicly Traded Stock	\$10,001 - \$100,013	Stock		
COPART INC	Publicly Traded Stock	\$10,001 - \$100,014	Stock		
TEXAS INSTRUMENTS INC	Publicly Traded Stock	\$10,001 - \$100,015	Stock		
SCHWAB CHARLES CORP NEW	Publicly Traded Stock	\$10,001 - \$100,016	Stock		
THERMO FISHER SCIENTIFIC	Publicly Traded Stock	\$10,001 - \$100,017	Stock		
NL ASML HOLDING	Publicly Traded Stock	\$10,001 - \$100,018	Stock		
AMEREN CORP	Publicly Traded Stock	\$10,001 - \$100,019	Stock		
AMERICAN TOWER CORP	Publicly Traded Stock	\$10,001 - \$100,020	Stock		
VULCAN MATERIALS	Publicly Traded Stock	\$10,001 - \$100,021	Stock		
MOTOROLA SOLUTIONS INC	Publicly Traded Stock	\$10,001 - \$100,022	Stock		
HOWMET AEROSPACE INC	Publicly Traded Stock	\$10,001 - \$100,023	Stock		
PROLOGIS INC	Publicly Traded Stock	\$10,001 - \$100,024	Stock		
DANAHER CORP	Publicly Traded Stock	\$10,001 - \$100,025	Stock		
AMERISOURCE BERGEN CORP	Publicly Traded Stock	\$10,001 - \$100,026	Stock		
HEALTH CARE SELECT SPDR	Publicly Traded Stock	\$10,001 - \$100,027	Stock		
ORACLE CORP	Publicly Traded Stock	\$10,001 - \$100,028	Stock		
ZOETIS INC	Publicly Traded Stock	\$10,001 - \$100,029	Stock		
TAKE-2 INTERACTIVE	Publicly Traded Stock	\$10,001 - \$100,030	Stock		
KY ANTA SPORTS PRODUCTS LTD	Publicly Traded Stock	\$10,001 - \$100,031	Stock		
WALMART INC	Publicly Traded Stock	\$10,001 - \$100,032	Stock		
IE EATON CORP PLC	Publicly Traded Stock	\$10,001 - \$100,033	Stock		
HILTON WORLDWIDE HOLDINGS	Publicly Traded Stock	\$10,001 - \$100,034	Stock		
IE AON PLC	Publicly Traded Stock	\$10,001 - \$100,035	Stock		
AMPHENOL CORP	Publicly Traded Stock	\$10,001 - \$100,036	Stock		
PIONEER NATURAL RESOURCES	Publicly Traded Stock	\$10,001 - \$100,037	Stock		
NVIDIA CORP	Publicly Traded Stock	\$10,001 - \$100,038	Stock		
UNION PACIFIC CORP	Publicly Traded Stock	\$10,001 - \$100,039	Stock		
CA DOLLARAMA INC	Publicly Traded Stock	\$10,001 - \$100,040	Stock		
DOLLAR GENERAL CORP	Publicly Traded Stock	\$10,001 - \$100,041	Stock		
US FOODS HOLDING CORP	Publicly Traded Stock	\$10,001 - \$100,042	Stock		
NORTHROP GRUMMAN CORP	Publicly Traded Stock	\$10,001 - \$100,043	Stock		
COOPER COS INC	Publicly Traded Stock	\$10,001 - \$100,044	Stock		
EQUIFAX INC	Publicly Traded Stock	\$10,001 - \$100,045	Stock		
CDW CORP/DE	Publicly Traded Stock	\$2,000 - \$10,000	Stock		
MERCADOLIBRE INC	Publicly Traded Stock	\$2,000 - \$10,001	Stock		
NEXTERA ENERGY INC	Publicly Traded Stock	\$2,000 - \$10,002	Stock		

**SCHEDULE A-1**

**Investments**

Stocks, Bonds, and Other Interests

(Ownership Interest is Less Than 10%)

Do not attach brokerage or financial statements.

<b>CALIFORNIA FORM 700</b>	
FAIR POLITICAL PRACTICES COMMISSION	
Name	
Victoria Gray	

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NAME OF BUSINESS ENTITY	GENERAL DESCRIPTION OF THIS BUSINESS ACTIVITY	FAIR MARKET VALUE (Select from drop down list)	NATURE OF INVESTMENT (Select from drop down list. If "other," describe)	IF APPLICABLE, LIST DATE (mm/dd/2019)	
				ACQUIRED	DISPOSED
S&P 500 DEP RCPTS	Publicly Traded Stock	\$2,000 - \$10,003	Stock		
LINCOLN ELEC HLDG	Publicly Traded Stock	\$2,000 - \$10,004	Stock		
META PLATFORMS INC	Publicly Traded Stock	\$2,000 - \$10,005	Stock		
SERVICENOW INC	Publicly Traded Stock	\$2,000 - \$10,006	Stock		
BURLINGTON STORES INC	Publicly Traded Stock	\$2,000 - \$10,007	Stock		
NASDAQ INC.	Publicly Traded Stock	\$2,000 - \$10,008	Stock		
CARLISLE COS	Publicly Traded Stock	\$2,000 - \$10,009	Stock		
EXPEDIA GROUP INC	Publicly Traded Stock	\$2,000 - \$10,010	Stock		
IE STERIS PLC	Publicly Traded Stock	\$2,000 - \$10,011	Stock		
TRANSUNION	Publicly Traded Stock	\$2,000 - \$10,012	Stock		
BLACKSTONE INC	Publicly Traded Stock	\$2,000 - \$10,013	Stock		
CONSUMER STAPLES INDEX FD	Publicly Traded Stock	\$2,000 - \$10,014	Stock		
IAA INC	Publicly Traded Stock	\$2,000 - \$10,015	Stock		
CA CANADIAN PACIFIC RAILWAY L	Publicly Traded Stock	\$2,000 - \$10,016	Stock		
LKQ CORP	Publicly Traded Stock	\$2,000 - \$10,017	Stock		
ISHARES CHINA LRGE-CAP ETF	Publicly Traded Stock	\$2,000 - \$10,018	Stock		
TELEFLEX INC	Publicly Traded Stock	\$2,000 - \$10,019	Stock		
BJ'S WHOLESALE CLUB HOLDIN	Publicly Traded Stock	\$2,000 - \$10,020	Stock		
KEYSIGHT TECHNOLOGIES INC	Publicly Traded Stock	\$2,000 - \$10,021	Stock		
SYNOPSIS INC	Publicly Traded Stock	\$2,000 - \$10,022	Stock		
WEX INC	Publicly Traded Stock	\$2,000 - \$10,023	Stock		
IL NICE LTD ADR	Publicly Traded Stock	\$2,000 - \$10,024	Stock		
SHERWIN-WILLIAMS CO	Publicly Traded Stock	\$2,000 - \$10,025	Stock		
DOMINOS PIZZA	Publicly Traded Stock	\$2,000 - \$10,026	Stock		
SMITH A O CORP	Publicly Traded Stock	\$2,000 - \$10,027	Stock		
CA BROOKFIELD ASSET MANAGEMEN	Publicly Traded Stock	\$2,000 - \$10,028	Stock		
AVANTOR INC	Publicly Traded Stock	\$2,000 - \$10,029	Stock		
JONES LANG LASALLE INC COM	Publicly Traded Stock	\$2,000 - \$10,030	Stock		
JE APTIV PLC	Publicly Traded Stock	\$2,000 - \$10,031	Stock		
PAYCOM SOFTWARE INC	Publicly Traded Stock	\$2,000 - \$10,032	Stock		
SAIA INC COM	Publicly Traded Stock	\$2,000 - \$10,033	Stock		
LAB CORP OF AMER HLDGS NEW	Publicly Traded Stock	\$2,000 - \$10,034	Stock		
NL ASM INTERNATIONAL NV	Publicly Traded Stock	\$2,000 - \$10,035	Stock		
COSTCO WHSL CORP NEW	Publicly Traded Stock	\$2,000 - \$10,036	Stock		
WILLSCOT MOBILE MINI HOLDI	Publicly Traded Stock	\$2,000 - \$10,037	Stock		
KY LI NING CO LTD	Publicly Traded Stock	\$2,000 - \$10,038	Stock		
HEICO CORPORATION	Publicly Traded Stock	\$2,000 - \$10,039	Stock		
TRADEWEB MARKETS INC	Publicly Traded Stock	\$2,000 - \$10,040	Stock		
CHAMPIONX CORP	Publicly Traded Stock	\$2,000 - \$10,041	Stock		
ADVANCE AUTO PARTS	Publicly Traded Stock	\$2,000 - \$10,042	Stock		
ASPEN TECHNOLOGY INC	Publicly Traded Stock	\$2,000 - \$10,043	Stock		
BATH & BODY WORKS INC	Publicly Traded Stock	\$2,000 - \$10,044	Stock		













**SCHEDULE C**  
**Income, Loans, & Business**  
**Positions**

(Other than Gifts and Travel Payments)

<b>CALIFORNIA FORM</b>	<b>700</b>
FAIR POLITICAL PRACTICES COMMISSION	
<b>Name</b>	
Victoria Gray	

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\* Select from drop down list

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

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







## HISTORIC PRESERVATION COMMISSION

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

### Membership and Seat Qualifications

Seat #	Appointing Authority	Seat Holder	Term Ending	Qualification
1	Mayor	Ruchira Nageswaran	12/31/24	Must be licensed architects meeting the Secretary of the Interior's Professional Qualifications Standards for historic architecture
2	Mayor	Lydia So	12/31/22	Must be licensed architects meeting the Secretary of the Interior's Professional Qualifications Standards for historic architecture
3	Mayor	Jason Wright	12/31/24	Must be an architectural historian meeting the Secretary of the Interior's Professional Qualifications Standards for architectural history with specialized training and/or demonstrable experience in North American or Bay Area architectural history
4	Mayor	Richard Johns	12/31/22	Must be a historian meeting the Secretary of the Interior's Professional Qualifications Standards for history with specialized training and/or demonstrable experience in North American or Bay Area history
5	Mayor	Chris Foley	12/31/24	Must be a historic preservation professional or professional in a field such as law, land use, community planning or urban



				design with specialized training and/or demonstrable experience in historic preservation or historic preservation planning
6	Mayor	Kate Black	12/31/26	Shall be specially qualified in one of the following fields or in one of the fields set forth for Seats 1, 2, or 3: (a) - A professional archeologist meeting the Secretary of the Interior's Professional Qualifications Standards for Archeology; (b) - A real estate professional or contractor who has demonstrated a special interest, competence, experience, and knowledge in historic preservation; (c) - A licensed structural engineer with at least four years of experience in seismic and structural engineering principals applied to historic structures; or (d) - A person with training and professional experience with materials conservation
7	Mayor	Diane Matsuda	12/31/24	Shall be an at large seat subject to the minimum qualifications set forth above

Seats 1-7 are nominated by the Mayor; subject to approval by the Board of Supervisors.

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

Proposition J, on the November 4, 2008 ballot, amended the Charter to create an independent Historic Preservation Commission, which shall advise the City on historic preservation matters, participate in processes that involve historic or cultural resources, and take such other actions concerning historic preservation as may be prescribed by ordinance. The proposed Charter amendment would end the service of all current members of the Landmarks Preservation Advisory Board as of December 31, 2008. The Commission shall have the authority to recommend approval, disapproval, or modification of landmark designations and historic district designations under the Planning Code to the Board of Supervisors. The Planning Commission would have 45 days to comment on the HPC recommendation regarding landmarks designations and provide comments to the Board of Supervisors. Certain matters of the Board of Supervisors would be required to be referred to the HPC prior to passage by the

Board of Supervisors, including ordinances and resolutions concerning historic preservation issues of historic resources, redevelopment project plans and waterfront plans.

The Historic Preservation Commission shall consist of seven members nominated by the Mayor and subject to approval by a majority of the Board of Supervisors. The original appointments shall have four members with four-year terms and three members with two-year terms as follows: the odd-numbered seats shall be for 4-year terms and the even-numbered seats shall be for 2-year terms. After the expiration of the original terms, all appointments shall be four-year terms, provided however, that a member may holdover until a successor has been nominated by the Mayor and approved by the Board of Supervisors. There shall be no limit on the number of terms a member may serve.

Within 60 days of the expiration of a term or other vacancy the Mayor shall nominate a qualified person to fill the vacant seat subject to approval by a majority of the Board of Supervisors who shall hold a public hearing and vote on the nomination within 60 days of the Mayor's transmittal of the nomination to the Clerk of the Board of Supervisors. If the Mayor fails to make such nomination within 60 days, the nomination may be made by the President of the Board of Supervisors, subject to the approval of a majority of the Board of Supervisors. Members of this Commission shall be persons specially qualified by reason of interest, competence, knowledge, training and experience in the historic, architectural, aesthetic, and cultural traditions of the City, interested in the preservation of its historic structures, sites and areas, and residents of the City.

- Seats 1 and 2 must be licensed architects meeting the Secretary of the Interior's Professional Qualifications Standards for historic architecture.
- Seat 3 must be an architectural historian meeting the Secretary of the Interior's Professional Qualifications Standards for architectural history with specialized training and/or demonstrable experience in North American or Bay Area architectural history.
- Seat 4 must be a historian meeting the Secretary of the Interior's Professional Qualifications Standards for history with specialized training and/or demonstrable experience in North American or Bay Area history.
- Seat 5 must be a historic preservation professional or professional in a field such as law, land use, community planning or urban design with specialized training and/or demonstrable experience in historic preservation or historic preservation planning.
- Seat 6 shall be specially qualified in one of the following fields or in one of the fields set forth for Seats 1, 2, or 3: (a) - A professional archeologist meeting the Secretary of the Interior's Professional Qualifications Standards for Archeology; (b) - A real estate professional or contractor who has demonstrated a special interest, competence, experience, and knowledge in historic preservation; (c) - A licensed structural engineer with at least four years of experience in seismic and structural engineering principals applied to historic structures; or (d) - A person with training and professional experience with materials conservation.
- Seat 7 shall be an at large seat subject to the minimum qualifications set forth above.

The Commission shall be staffed by the Planning Department.

Authority: Charter Amendment, Prop. J, November 4, 2008 election.

Sunset Date: None

Contact: Jonas Ionin  
Planning Department  
1650 Mission Street, 4th Floor  
San Francisco, CA 94103  
(415) 558-6307  
[jonas.ionin@sfgov.org](mailto:jonas.ionin@sfgov.org)

Updated: December 14, 2022

# ***GENDER ANALYSIS OF COMMISSIONS AND BOARDS***

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City and County of San Francisco  
London N. Breed  
Mayor

Department on the Status of Women  
Emily M. Murase, PhD  
Director



## Acknowledgements

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

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.

### **San Francisco Commission on the Status of Women**

President Debbie Mesloh

Vice President Breanna Zwart

Commissioner Shokooh Miry

Commissioner Carrie Schwab-Pomerantz

Commissioner Andrea Shorter

Commissioner Julie D. Soo

Emily M. Murase, PhD, 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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## Executive Summary

In 2008, San Francisco voters overwhelmingly 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 that appointing officials be urged to support the nomination, appointment, and confirmation of these candidates. Additionally, it requires the San Francisco Department on the Status of Women to conduct and publish a gender analysis of Commissions and Boards every two years.

The *2019 Gender Analysis of Commissions and Boards* includes more policy bodies such as task forces, committees, and advisory bodies, than previous analyses, which were limited to Commissions and Boards. Data was collected from 84 policy bodies and from a total of 741 members mostly appointed by the Mayor and Board of Supervisors. These policy bodies fall under two categories designated by the San Francisco Office of the City Attorney.<sup>1</sup> The first category, referred to as “Commissions and Boards,” are policy bodies with decision-making authority and whose members are required to submit financial disclosures to the Ethics Commission. The second category, referred to as “Advisory Bodies,” are policy bodies with advisory function whose members do *not* submit financial disclosures to the Ethics Commission. This report examines policy bodies and appointees both comprehensively as a whole and separately by the two categories.

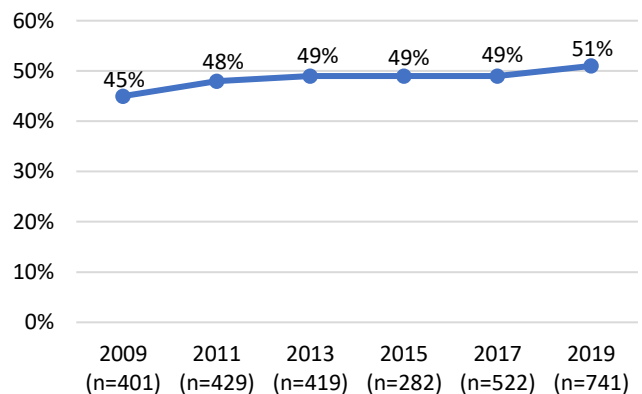
The *2019 Gender Analysis* evaluates the representation of women; people of color; lesbian, gay, bisexual, transgender, queer, and questioning (LGBTQ) individuals; people with disabilities; and veterans on San Francisco policy bodies.

### Key Findings

#### Gender

- Women’s representation on policy bodies is 51%, slightly above parity with the San Francisco female population of 49%.
- Since 2009, there has been a small but steady increase in the representation of women on San Francisco policy bodies.

**10-Year Comparison of Representation of Women on Policy Bodies**



Source: SF DOSW Data Collection & Analysis.

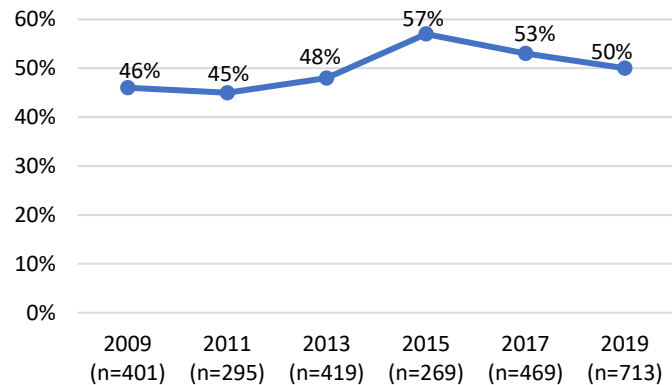
<sup>1</sup> “List of City Boards, Commissions, and Advisory Bodies Created by Charter, Ordinance, or Statute,” Office of the City Attorney, <https://www.sfcityattorney.org/wp-content/uploads/2016/01/Commission-List-08252017.pdf>, (August 25, 2017).



## Race and Ethnicity

- People of color are underrepresented on policy bodies compared to the population. Although people of color comprise 62% of San Francisco’s population, just 50% of appointees identify as a race other than white.
- While the overall representation of people of color has increased between 2009 and 2019, as the Department collected data on more appointees, the representation of people of color has decreased over the last few years. The percentage of appointees of color decreased from 53% in 2017 to 49% in 2019.
- As found in previous reports, Latinx and Asian groups are underrepresented on San Francisco policy bodies compared to the population. Latinx individuals are 14% of the population but make up only 8% of appointees. Asian individuals are 31% of the population but make up only 18% of appointees.

**10-Year Comparison of Representation of People of Color on Policy Bodies**

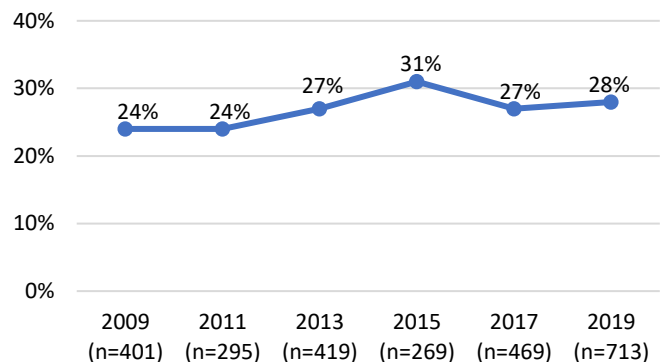


Source: SF DOSW Data Collection & Analysis.

## Race and Ethnicity by Gender

- On the whole, women of color are 32% of the San Francisco population, and 28% of appointees. Although still below parity, 28% is a slight increase compared to 2017, which showed 27% women of color appointees.
- Meanwhile, men of color are underrepresented at 21% of appointees compared to 31% of the San Francisco population.
- Both White women and men are overrepresented on San Francisco policy bodies. White women are 23% of appointees compared to 17% of the San Francisco population. White men are 26% of appointees compared to 20% of the population.
- Black and African American women and men are well-represented on San Francisco policy bodies. Black women are 9% of appointees compared to 2.4% of the population, and Black men are 5% of appointees compared to 2.5% of the population.
- Latinx women are 7% of the San Francisco population but 3% of appointees, and Latinx men are 7% of the population but 5% of appointees.
- Asian women are 17% of the San Francisco population but 11% of appointees, and Asian men are 15% of the population but just 7% of appointees.

**10-Year Comparison of Representation of Women of Color on Policy Bodies**



Source: SF DOSW Data Collection & Analysis.

### Additional Demographics

- Out of the 74% of appointees who responded to the survey question on LGBTQ identity, 19% identify as lesbian, gay, bisexual, transgender, nonbinary, queer, or questioning, and 81% of appointees identify as straight/heterosexual.
- Out of the 70% of appointees who responded to the question on disability, 11% identify as having one or more disabilities, which is just below the 12% of the adult population with a disability in San Francisco.
- Out of the 67% of appointees who responded to the question on veteran status, 7% have served in the military compared to 3% of the San Francisco population.

### Proxies for Influence: Budget & Authority

- Although women are half of all appointees, those Commissions and Boards with the largest budgets have fewer women and especially fewer women of color. Meanwhile, women exceed representation on Boards and Commissions with the smallest budgets and women of color reach parity with the population on the smallest budgeted Commissions and Boards.
- Although still underrepresented relative to the San Francisco population, there is a larger percentage of people of color on Commissions and Boards with both the largest and smallest budgets compared to overall appointees.
- The percentage of total women is greater on Advisory Bodies than Commissions and Boards. Women are 54% of appointees on Advisory Bodies and 48% of appointees on Commissions and Boards. However, the percentages of people of color and women of color on Commissions and Boards exceed the percentages of people of color and women of color on Advisory Bodies.

### Appointing Authorities

- Mayoral appointments include 55% women, 52% people of color, and 30% women of color, which is more diverse by gender and race compared to both Supervisorial appointments and total appointments.

### Demographics of Appointees Compared to the San Francisco Population

	Women	People of Color	Women of Color	LGBTQ	Disability Status	Veteran Status
San Francisco Population	49%	62%	32%	6%-15%*	12%	3%
Total Appointees	51%	50%	28%	19%	11%	7%
10 Largest Budgeted Commissions & Boards	41%	55%	23%			
10 Smallest Budgeted Commissions & Boards	52%	54%	32%			
Commissions and Boards	48%	52%	30%			
Advisory Bodies	54%	49%	28%			

Sources: 2017 American Community Survey 5-Year Estimates, SF DOSW Data Collection & Analysis, 2019, \*Note: Estimates vary by source. See page 16 for a detailed breakdown.

## I. Introduction

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Inspired by the 4th UN 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 (CEDAW), an international bill of rights for women. The CEDAW Ordinance was passed unanimously by the San Francisco Board of Supervisors and signed into law by Mayor Willie L. Brown, Jr. on April 13, 1998.<sup>2</sup> In 2002, the CEDAW Ordinance was revised to address the intersection of race and gender and incorporate reference to the UN Convention on the Elimination of all Forms of Race Discrimination. The Ordinance requires City Government to take proactive steps to ensure gender equity and specifies “gender analysis” as a preventive tool to identify and address discrimination. Since 1998, the Department on the Status of Women has employed this tool to analyze the operations of 10 City Departments using a gender lens.

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

- The membership of Commissions and Boards are to reflect the diversity of San Francisco’s population,
- Appointing officials are to be urged to support the nomination, appointment, and confirmation of these candidates, and
- The Department on the Status of Women is required to conduct and publish a gender analysis of Commissions and Boards every 2 years.

The *2019 Gender Analysis* examines the representation of women; people of color; lesbian, gay, bisexual, transgender, queer, and questioning (LGBTQ) individuals; people with disabilities; and veterans on San Francisco policy bodies primarily appointed by the Mayor and the Board of Supervisors. This year’s analysis included more outreach to policy bodies as compared to previous analyses that were limited to Commissions and Boards. As a result, more appointees were included in the data collection and analysis than even before. These policy bodies fall under two categories designated by the San Francisco Office of the City Attorney. The first category, referred to as “Commissions and Boards,” are policy bodies with decision-making authority and whose members are required to submit financial disclosures to the Ethics Commission, and the second category, referred to as “Advisory Bodies,” are policy bodies with advisory function whose members do not submit financial disclosures to the Ethics Commission. A detailed description of methodology and limitations can be found at the end of this report on page 23.

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<sup>2</sup> San Francisco Administrative Code Chapter 33.A.  
[http://library.amlegal.com/nxt/gateway.dll/California/administrative/chapter33alocalimplementationoftheunited?f=templates\\$fn=default.htm\\$3.0\\$vid=amlegal:sanfrancisco\\_ca\\$sanc=JD\\_Chapter33A](http://library.amlegal.com/nxt/gateway.dll/California/administrative/chapter33alocalimplementationoftheunited?f=templates$fn=default.htm$3.0$vid=amlegal:sanfrancisco_ca$sanc=JD_Chapter33A).

## II. Gender Analysis Findings

Many aspects of San Francisco’s diversity are reflected in the overall population of appointees on San Francisco policy bodies. The analysis includes 84 policy bodies, of which 823 of the 887 seats are filled leaving 7% vacant. As outlined below in the summary chart, slightly more than half of appointees are women, half of appointees are people of color, 28% are women of color, 19% are LGBTQ, 11% have a disability, and 7% are veterans.

**Figure 1: Summary Data of Policy Body Demographics, 2019**

Appointee Demographics	Percentage of Appointees
Women (n=741)	51%
People of Color (n=706)	50%
Women of Color (n=706)	28%
LGBTQ Identified (n=548)	19%
People with Disabilities (n=516)	11%
Veteran Status (n=494)	7%

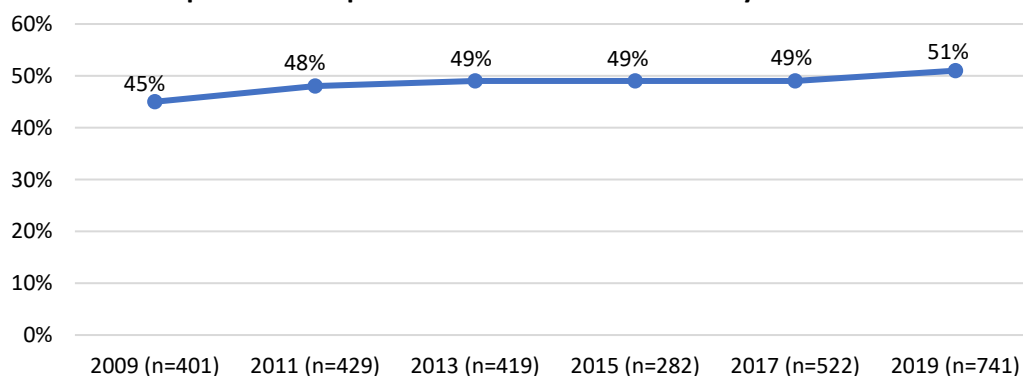
*Source: SF DOSW Data Collection & Analysis.*

However, further analysis reveals underrepresentation of particular groups. Subsequent sections present comprehensive data analysis providing comparison to previous years, detailing the variables of gender, race/ethnicity, LGBTQ identity, disability, veteran status, and policy body characteristics of budget size, decision-making authority, and appointment authority.

### A. Gender

On San Francisco policy bodies, 51% of appointees identify as women, which is slightly above parity compared to the San Francisco female population of 49%. The representation of women remained stable at 49% from 2013 until 2017. This year, the representation of women increased by 2 percentage points, which could be partly due to the larger sample size used in this year’s analysis compared to previous years. A 10-year comparison shows that the representation of women appointees has gradually increased since 2009 by a total of six percentage points.

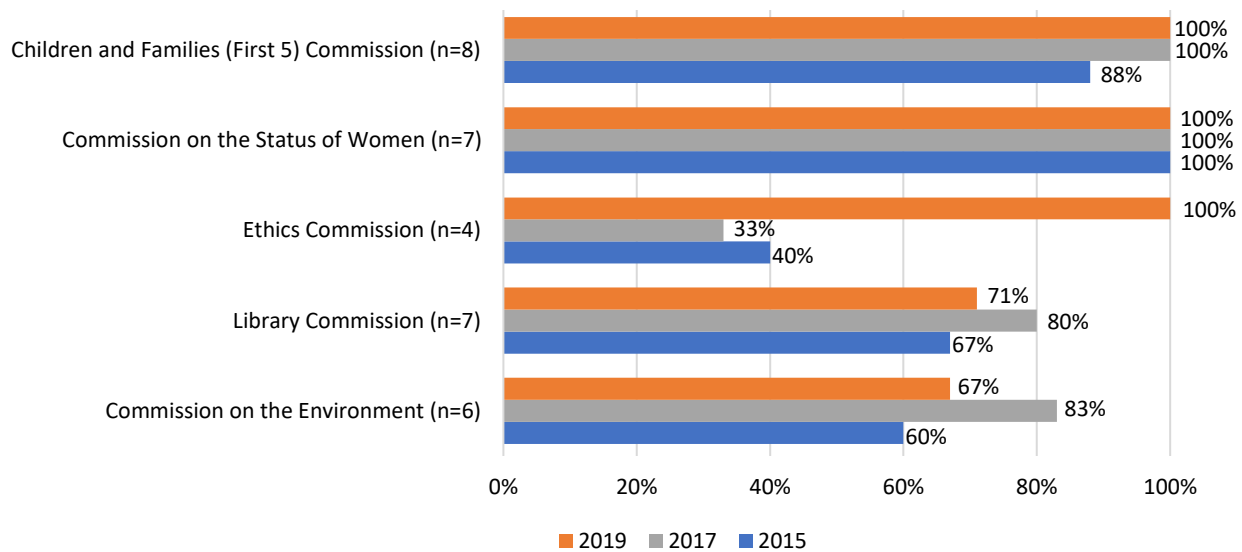
**Figure 2: 10-Year Comparison of Representation of Women on Policy Bodies**



*Source: SF DOSW Data Collection & Analysis.*

Figures 3 and 4 analyze Commissions and Boards. Figure 3 showcases the five Commissions and Boards with the highest representation of women appointees as compared to 2015 and 2013. The Children and Families (First Five) Commission and the Commission on the Status of Women are currently comprised of all women appointees. This finding has been consistent for the Commission on the Status of Women in 2015 and 2017. While the Ethics Commission has 100% women appointees, much more than 2015 and 2017, its small size of five appointees means that minimal changes in its demographic composition greatly impacts percentages. This is also the case for other policy bodies with a small number of members. The Library Commission and the Commission on the Environment are fourth and fifth on the list at 71% and 67% women, respectively, with long standing female majorities on each.

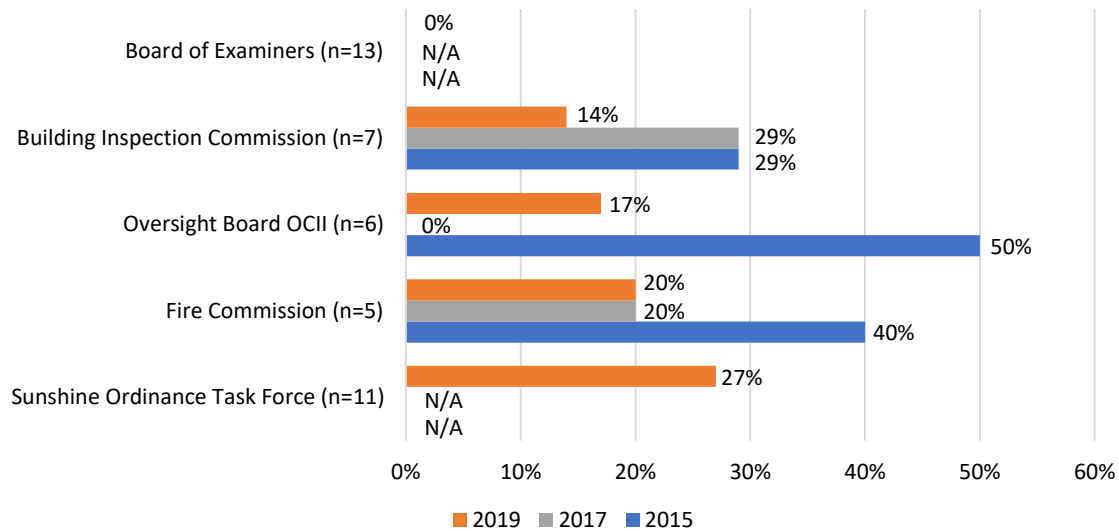
**Figure 3: Commissions and Boards with Highest Percentages of Women, 2019 Compared to 2017, 2015**



Source: SF DOSW Data Collection & Analysis.

Out of the Commissions and Boards in this section, 23 have 40% or less women. The five Commissions and Boards with the lowest representation of women are displayed in Figure 4. The lowest percentage is found on the Board of Examiners where currently *none* of the 13 appointees are women. Unfortunately, demographic data is unavailable for the Board of Examiners for 2017 and 2015. Next is the Building Inspection Commission at 14%, which is a decrease of female representation compared to 2017 and 2015. The Oversight Board of Community Investment and Infrastructure, Fire Commission, and Sunshine Ordinance Task Force also have some of the lowest percentages of women at 17%, 20%, and 27%, respectively. Unfortunately, the Sunshine Ordinance Task Force did not participate in previous analyses and therefore demographics data is unavailable for 2017 and 2015.

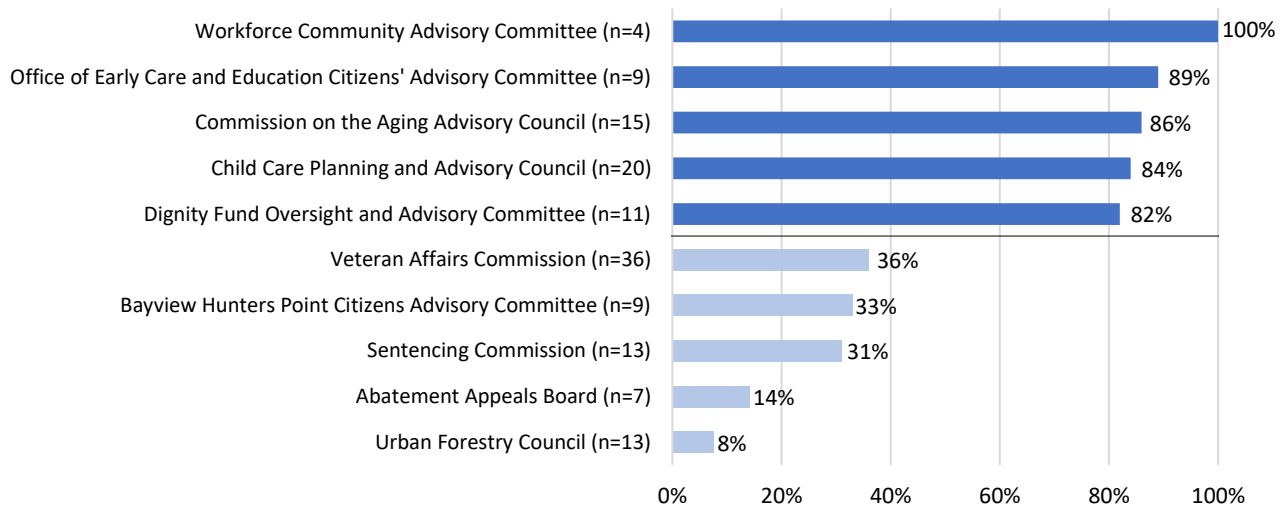
**Figure 4: Commissions and Boards with Lowest Percentage of Women, 2019 Compared to 2017, 2015**



Source: SF DOSW Data Collection & Analysis.

In addition to Commissions and Boards, Advisory Bodies were examined for the highest and lowest percentages of women. This is the first year such bodies have been included, thus comparison to previous years is unavailable. Figure 9 below displays the five Advisory Bodies with the highest and the five with the lowest representations of women. The Workforce Community Advisory Committees has the greatest representation of women at 100%, followed by the Office of Early Care and Education Citizen’s Advisory Committee at 89%. The Advisory Bodies with the lowest percentage of women are the Urban Forestry Council at 8% of the 13-member body and the Abatement Appeals Board at 14% of the 7-member body.

**Figure 5: Advisory Bodies with the Highest and Lowest Percentage of Women, 2019**

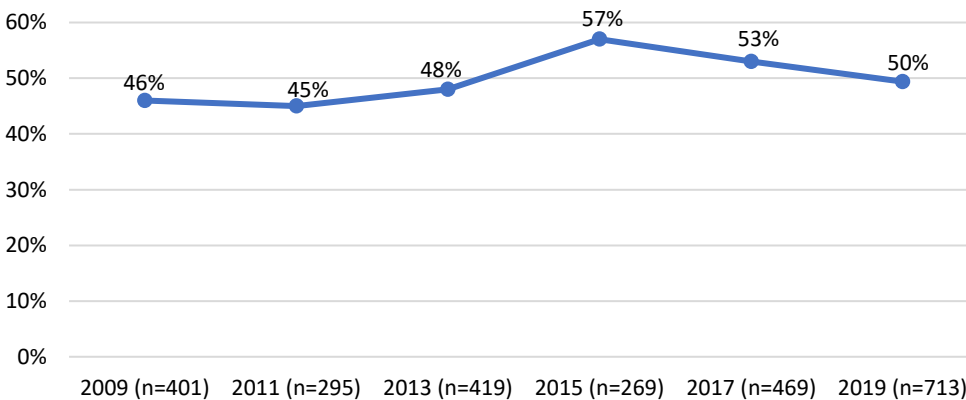


Source: SF DOSW Data Collection & Analysis.

## B. Race and Ethnicity

Data on racial and ethnic identity was collected for 706, or 95%, of the 741 surveyed appointees. Although half of appointees identify as a race or ethnicity other than white or Caucasian, people of color are still underrepresented compared to the San Francisco population of 62%. The representation of people of color has increased since 2009 but has decreased following 2015. The number of appointees analyzed increased substantially in 2017 and 2019 compared to 2015, and these larger data samples have coincided with smaller percentages of people of color. The percentage decrease following 2017 could be partially due to the inclusion of more policy and advisory bodies, as the representation of people of color on Commissions and Boards dropped only slightly from 53% in 2017 to 52% in 2019.

**Figure 6: 10-Year Comparison of Representation of People of Color on Policy Bodies**



Source: SF DOSW Data Collection & Analysis.

The racial and ethnic breakdown of policy body members compared to the San Francisco population is shown in Figure 7. This analysis reveals underrepresentation and overrepresentation in San Francisco policy bodies for certain racial and ethnic groups. Half of all appointees are white, an overrepresentation by more than 10 percentage points. The Black and African American community is well represented on appointed policy bodies at 14% compared to 5% of the population of San Francisco. Characterizing this as an overrepresentation is inaccurate given the representation of Black or African American people on policy bodies has been consistent over the years while the San Francisco population has declined over the same period.<sup>3</sup> Furthermore, the most recent nationwide estimate for the Black or African American population is 13%, which is nearly equal to the 14% of Black or African American appointees present on San Francisco policy bodies.<sup>4</sup>

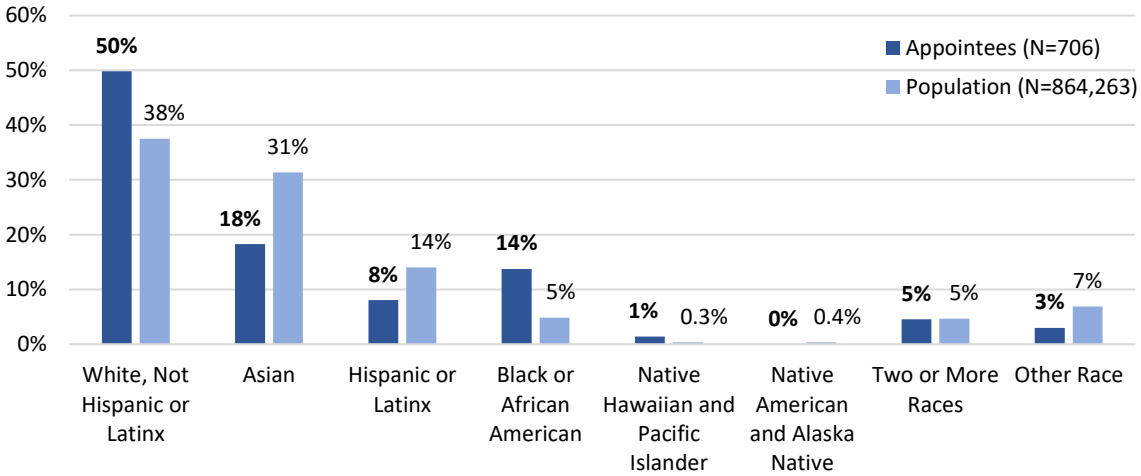
Considerably underrepresented racial and ethnic groups on San Francisco policy bodies compared to the San Francisco population are individuals who identify as Asian or Latinx. While Asians are 31% of the San Francisco population, they only make up 18% of appointees. While the Latinx population of San Francisco is 14%, only 8% of appointees are Latinx. Although there is a small population of Native

<sup>3</sup> Samir Gambhir and Stephen Menendian, "Racial Segregation in the Bay Area, Part 2," *Haas Institute for a Fair and Inclusive Society* (2018).

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

Americans and Alaska Natives in San Francisco of 0.4%, none of the surveyed appointees identified themselves as such.

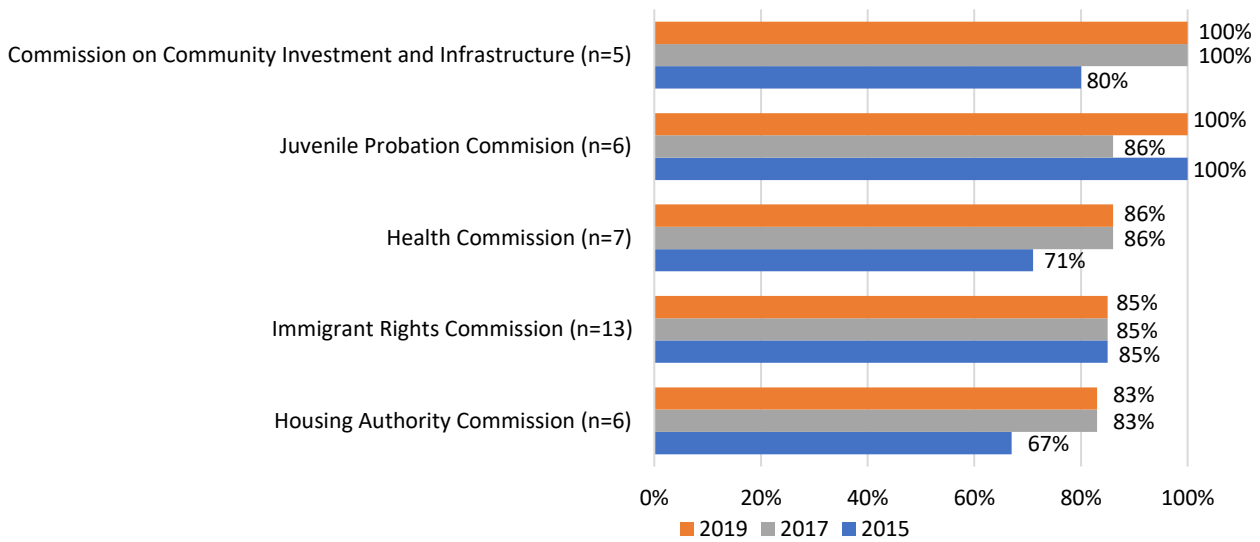
**Figure 7: Race and Ethnicity of Appointees Compared to San Francisco Population, 2019**



Sources: 2017 American Community Survey 5-Year Estimates, SF DOSW Data Collection & Analysis.

The next two graphs illustrate Commissions and Boards, and Advisory Bodies with the highest and lowest percentages of people of color. As shown in Figure 8, the Commission on Community Investment and Infrastructure remained at 100% from 2017, while the Juvenile Probation Commission has returned to 100% this year after a dip in 2017. Next is the Health Commission, Immigrant Rights Commission, and Housing Authority Commission at 86%, 85%, and 83%, respectively. Percentages of people of color on both the Health Commission and the Housing Authority Commission increased following 2015, and have remained consistent since 2017.

**Figure 8: Commissions and Boards with Highest Percentage of People of Color, 2019 Compared to 2017, 2015**

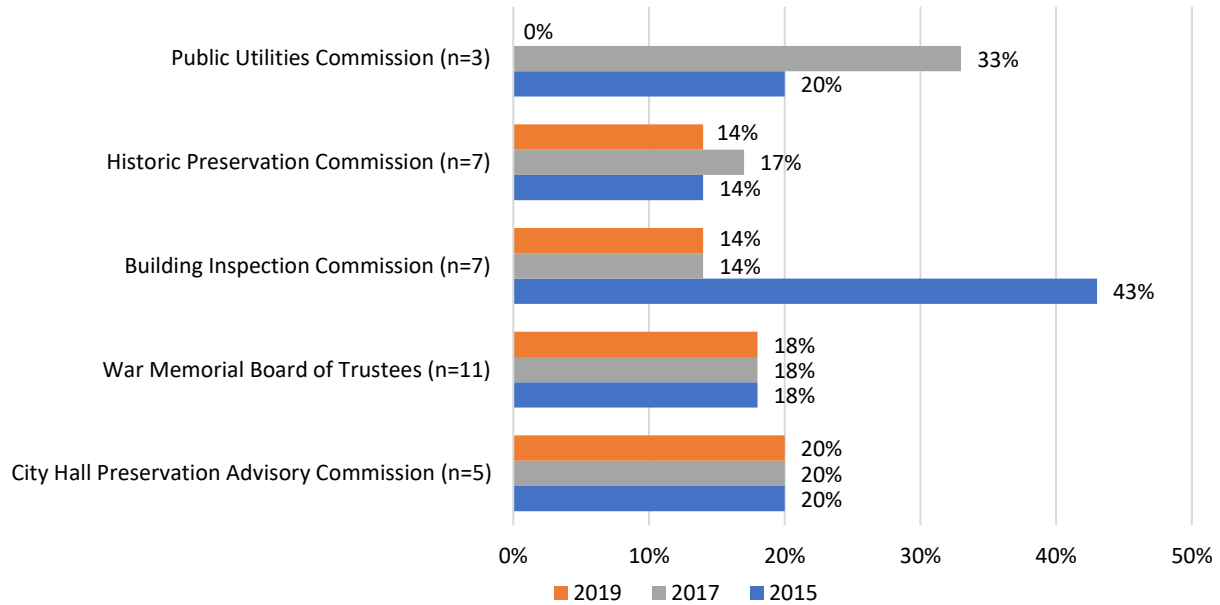


Source: SF DOSW Data Collection & Analysis.



There are 23 policy bodies that have 40% or less appointees who identified a racial and ethnic category other than white. Although the Public Utilities Commission has two vacancies, *none* of the current appointees identify as people of color. The Historic Preservation Commission and Building Inspection Commission are both at 14% representation for people of color. The Building Inspection Commission had a large drop from 43% in 2015, with the percentage of people of color decreasing to 14% in 2017 and remaining at this percent for 2019. Lastly, the War Memorial Board of Trustees and City Hall Preservation Advisory Commission have 18% and 20%, respectively.

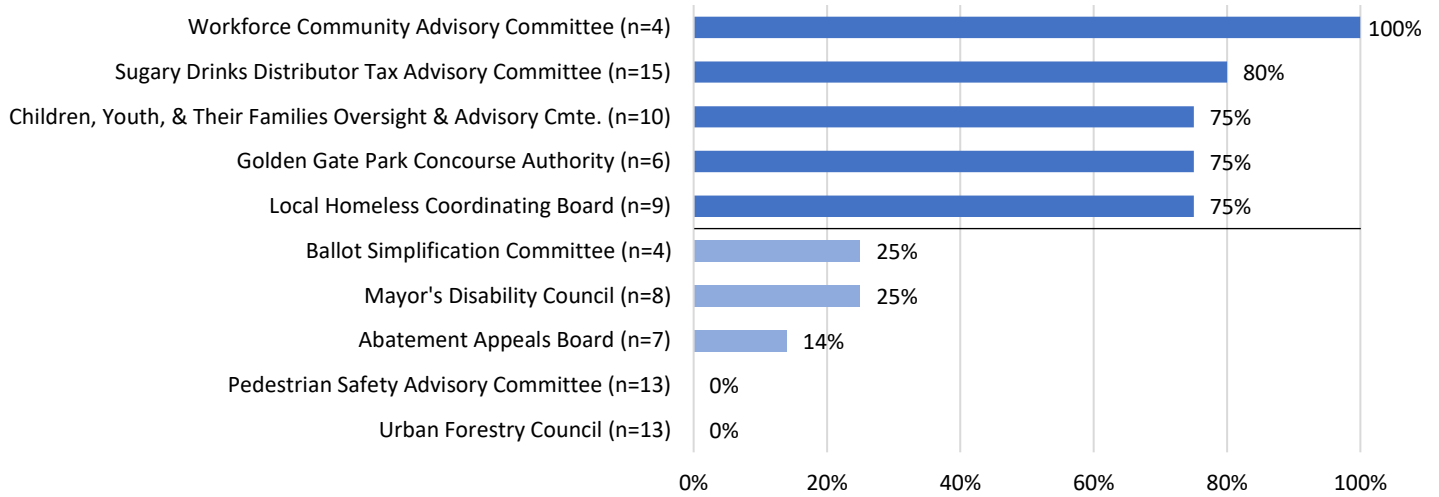
**Figure 9: Commissions and Boards with Lowest Percentage of People of Color, 2019 Compared to 2017, 2015**



Source: SF DOSW Data Collection & Analysis.

In addition to Commissions and Boards, Advisory Bodies were examined for the highest and lowest percentages of people of color. This is the first year such bodies have been included, thus comparison to previous years is unavailable. All members of the Workforce Community Advisory Committee are people of color. People of color comprise 80% of the Sugary Drinks Distributor Tax Advisory Committee, and 75% of appointees on the Children, Youth and Their Families Oversight and Advisory Committee, the Golden Gate Park Concourse Authority, and the Local Homeless Coordinating Board. Out of the five Advisory Bodies with the lowest representation of people of color, the Ballot Simplification Committee and the Mayor’s Disability Council have 25% appointees of color, and the Abatement Appeals Board has 14% appointees of color. The Urban Forestry and the Pedestrian Safety Advisory Committee have no people of color currently serving.

**Figure 10: Advisory Bodies with the Highest and Lowest Percentage of People of Color, 2019**

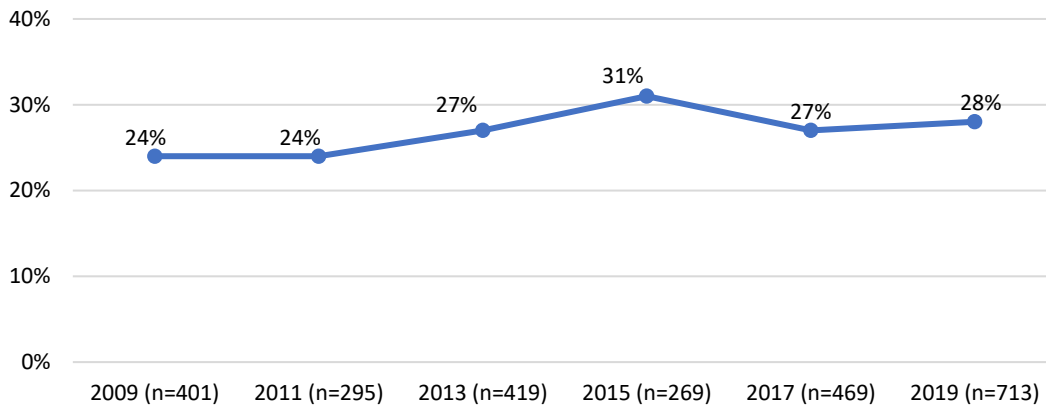


Source: SF DOSW Data Collection & Analysis.

### C. Race and Ethnicity by Gender

White men and women are overrepresented on San Francisco policy bodies, while Asian and Latinx men and women are underrepresented. While women of color continue to be underrepresented at 28% compared to the San Francisco population of 32%, this is a slight increase from 2017 which showed 27% women of color. Meanwhile, men of color are 21% of appointees compared to 31% of the San Francisco population.

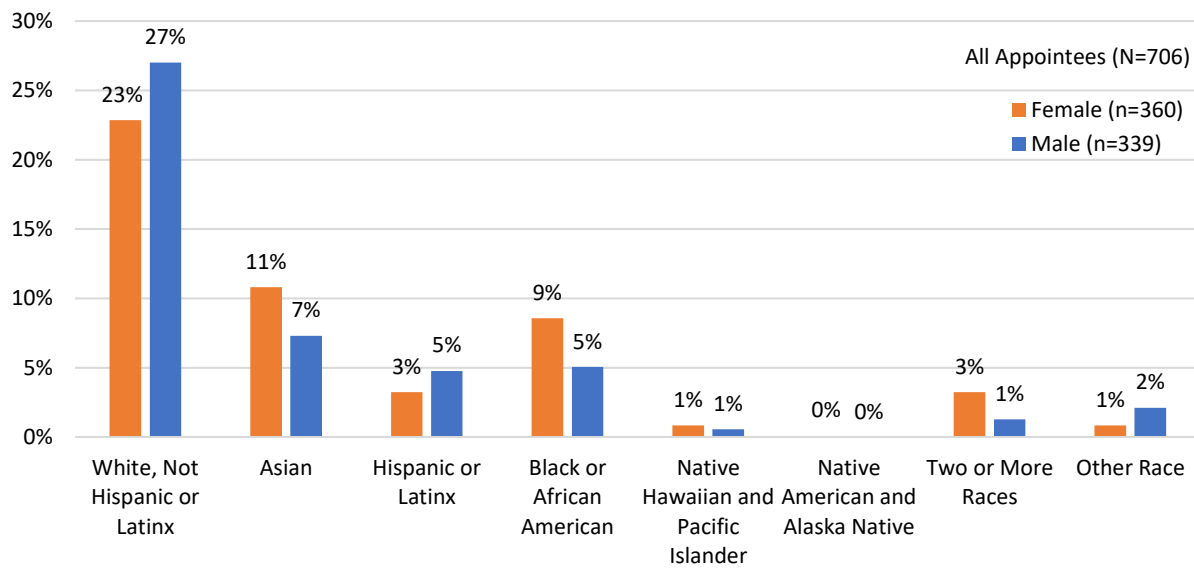
**Figure 11: 10-Year Comparison of Representation of Women of Color on Policy Bodies**



Source: SF DOSW Data Collection & Analysis.

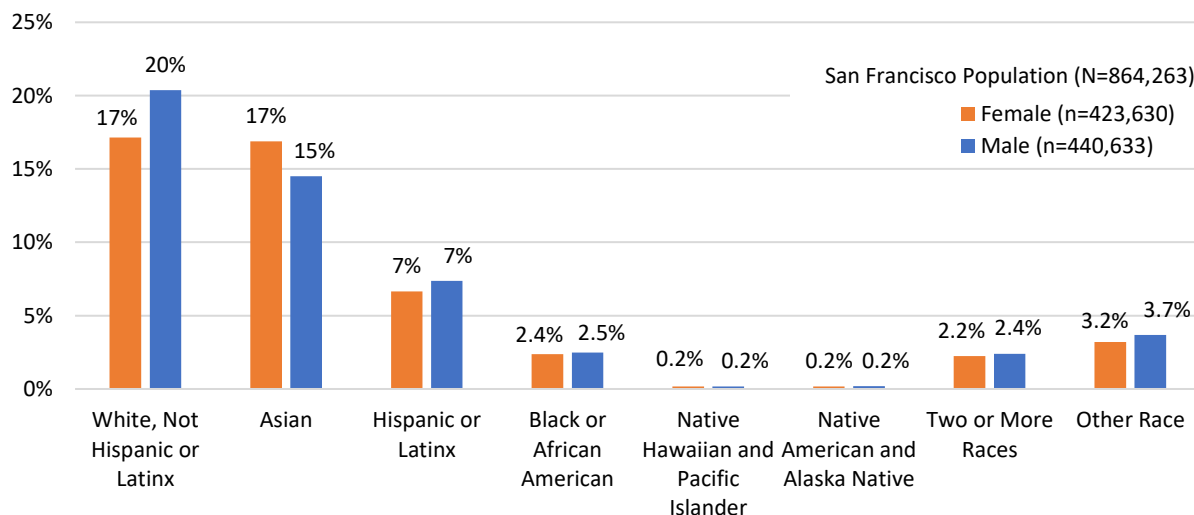
The following figures present the breakdown for appointees and the San Francisco population by race and ethnicity and gender. White men and women are overrepresented, holding 27% and 23% of appointments, respectively, compared to 20% and 17% of the population, respectively. Asian men and women are both greatly underrepresented with Asian women making up 11% of appointees compared to 17% of the population while Asian men comprise 7% of appointees and 15% of the population. Latinx men and women are also underrepresented, particularly Latinx women, who are 3% of appointees and 7% of the population, while Latinx men are 5% of appointees and 7% of the population. Black or African American men and women are well-represented with Black women comprising 9% of appointees and Black men comprising 5% of appointees. Pacific Islander men and women, and multiethnic women also exceed parity with the population. Although Native American men and women make up only 0.4% of San Francisco’s population, none of the surveyed appointees identified themselves as such.

**Figure 12: Appointees by Race/Ethnicity and Gender, 2019**



Source: SF DOSW Data Collection & Analysis.

**Figure 13: San Francisco Population by Race/Ethnicity, 2019**



Source: 2017 American Community Survey 5-Year Estimates.

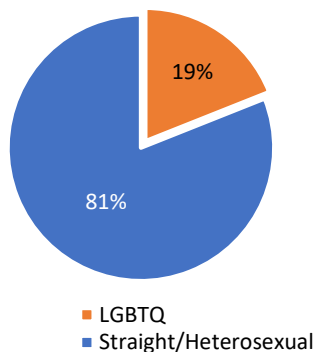
## D. LGBTQ Identity

Lesbian, gay, bisexual, transgender, queer, and questioning (LGBTQ) identity data was collected from 548, or 75%, of the 741 surveyed appointees, which is much more data on LGBTQ identity compared to previous reports. Due to limited and outdated information on the population of the LGBTQ community in San Francisco, it is difficult to adequately assess the representation of the LGBTQ community. However, compared to available San Francisco, larger Bay Area, and national data, the LGBTQ community is well represented on San Francisco policy bodies. Recent research estimates the national LGBT population is 4.5%.<sup>5</sup> The LGBT population of the San Francisco and greater Bay Area is estimated to rank the highest of U.S. cities at 6.2%,<sup>6</sup> while a 2006 survey found that 15.4% of adults in San Francisco identify as LGBT<sup>7</sup>.

Of the appointees who responded to this question, 19% identify as LGBTQ and 81% identify as straight or heterosexual. Of the LGBTQ appointees, 48% identify as gay, 23% as lesbian, 17% as bisexual, 7% as queer, 5% as transgender, and 1% as questioning. Data on LGBTQ identity by race was not captured. Efforts to capture data on LGBTQ identity by race for future reports would enable more intersectional analysis.

**Figure 14: LGBTQ Identity of Appointees, 2019**

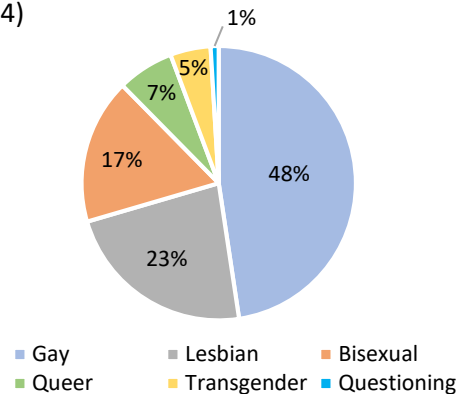
(N=548)



Source: SF DOSW Data Collection & Analysis.

**Figure 15: LGBTQ Population of Appointees, 2019**

(N=104)



Source: SF DOSW Data Collection & Analysis.

## E. Disability Status

Overall, 12% of adults in San Francisco have one or more disabilities, and when broken down by gender, 6.2% are women and 5.7% are men. Disability data for transgender and gender non-conforming individuals in San Francisco is currently unavailable. Data on disability was obtained from 516, or 70%, of the 741 appointees who participated in the survey. Of the 516 appointees, 11.2% reported to have one

<sup>5</sup> Frank Newport, "In U.S., Estimate of LGBT Population Rises to 4.5%," *GALLUP* (May 22, 2018) <https://news.gallup.com/poll/234863/estimate-lgbt-population-rises.aspx>.

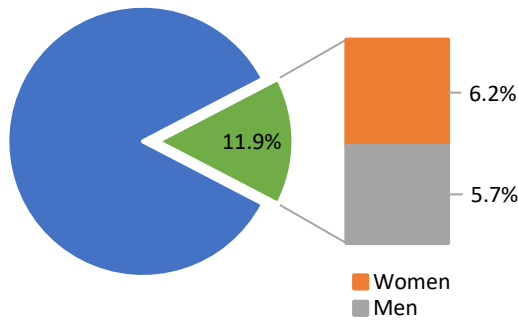
<sup>6</sup> Gary J. Gates and Frank Newport, "San Francisco Metro Area Ranks Highest in LBGT Percentage," *GALLUP* (March 20, 2015) [https://news.gallup.com/poll/182051/san-francisco-metro-area-ranks-highest-lgbt-percentage.aspx?utm\\_source=Social%20Issues&utm\\_medium=newsfeed&utm\\_campaign=tiles](https://news.gallup.com/poll/182051/san-francisco-metro-area-ranks-highest-lgbt-percentage.aspx?utm_source=Social%20Issues&utm_medium=newsfeed&utm_campaign=tiles).

<sup>7</sup> 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).

or more disabilities, which is near parity with the San Francisco population. Of the 11.2% appointees with one or more disabilities, 6.8% are women, 3.9% are men, 0.4% are trans women, and 0.2% are trans men.

**Figure 16: San Francisco Adult Population with a Disability by Gender, 2017**

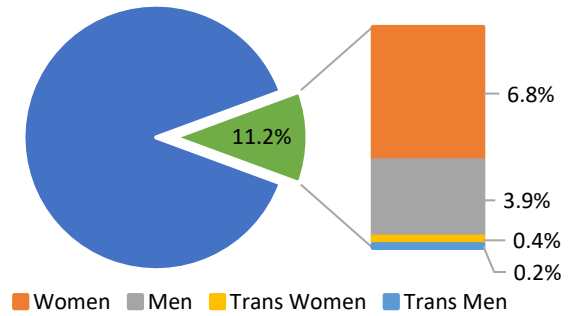
(N=744,243)



Source: 2017 American Community Survey 5-Year Estimates.

**Figure 17: Appointees with One or More Disabilities by Gender, 2019**

(N=516)



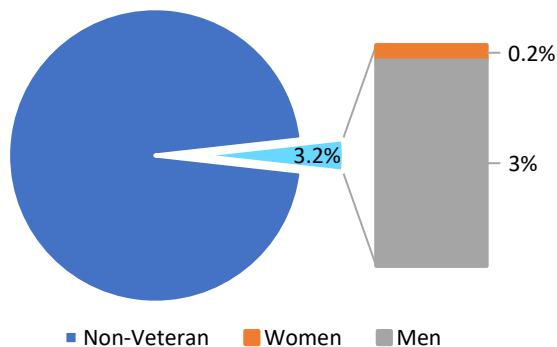
Source: SF DOSW Data Collection & Analysis.

## F. Veteran Status

Overall, 3.2% of the adult population in San Francisco has served in the military. There is a considerable difference by gender, as male veterans are 3% and female veterans are 0.2% of the population. Data on veteran status was obtained from 494, or 67%, of appointees who participated in the survey. Of the 494 appointees who responded to this question, 7.1% have served in the military. Like the San Francisco population, there is a large difference by gender, as men comprise 5.7% and women make up only 1.2% of the total number of veteran appointees. Of participating appointees, 0.2% of veterans are trans women. Veteran status data on transgender and gender non-conforming individuals in San Francisco is currently unavailable.

**Figure 18: San Francisco Adult Population with Military Service by Gender, 2017**

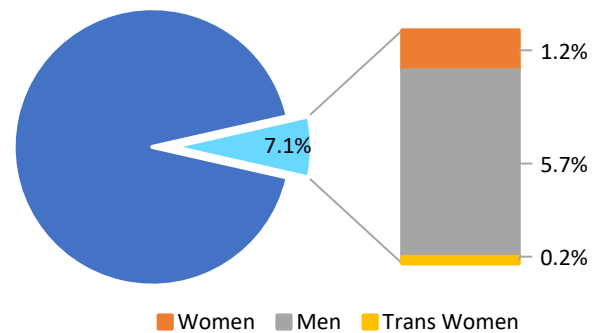
(N=747,896)



Source: 2017 American Community Survey 5-Year Estimates.

**Figure 19: Appointees with Military Service, 2019**

(N=494)



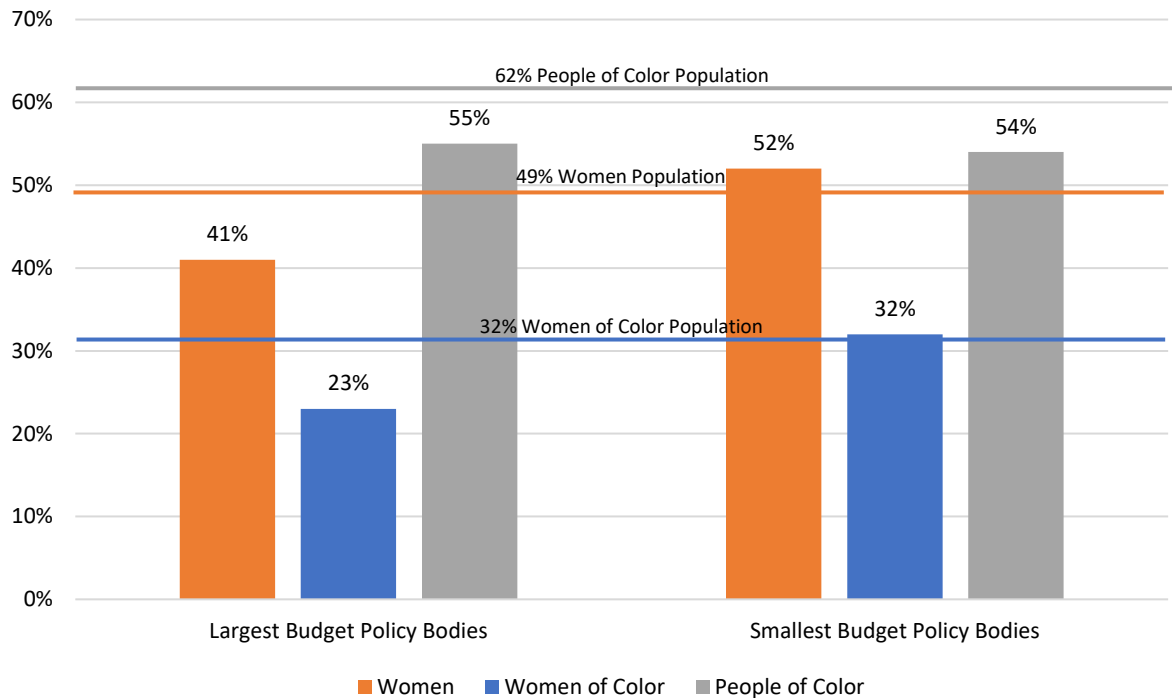
Source: SF DOSW Data Collection & Analysis.

## G. Policy Bodies by Budget

This report also examines whether policy bodies with the largest and smallest budget sizes and other characteristics are demographically representative of the San Francisco population. In this section, budget size is used as a proxy for influence. Although this report has expanded the scope of analysis to include more policy bodies compared to previous reports, this section of analysis was limited to Commissions and Boards with decision-making authority and whose members file financial disclosures with the Ethics Commission. The purpose of this analysis is to evaluate the demographics for the spectrum of budgetary influence of policy bodies with decision-making authority in San Francisco.

Overall, appointees from the 10 largest budgeted Commissions and Boards are 55% people of color, 41% women, and 23% women of color. Appointees from the 10 smallest budgeted Commissions and Boards are 54% people of color, 52% women, and 32% women of color. Although still below parity with the San Francisco population, the representation of people of color on both the largest and smallest budgeted policy bodies is greater than the percentage of people of color for all appointees combined (50%). For women and women of color, their representation meets or exceeds parity with the population on the 10 smallest budgeted bodies. However, it falls far below parity for the 10 largest budgeted bodies. The representation of total women and women of color is greater on smaller budgeted policy bodies by 27%, and 39%, respectively.

**Figure 20: Percent of Women, Women of Color, and People of Color on Commissions and Boards with Largest and Smallest Budgets in Fiscal Year 2018-2019**



Source: SF DOSW Data Collection & Analysis.

**Figure 21: Demographics of Commissions and Boards with Largest Budgets, 2019**

Body	FY18-19 Budget	Total Seats	Filled seats	Women	Women of Color	People of Color
Health Commission	\$2,200,000,000	7	7	29%	14%	86%
Public Utilities Commission	\$1,296,600,000	5	3	67%	0%	0%
MTA Board of Directors and Parking Authority Commission	\$1,200,000,000	7	7	57%	14%	43%
Airport Commission	\$1,000,000,000	5	5	40%	20%	40%
Commission on Community Investment and Infrastructure	\$745,000,000	5	5	60%	60%	100%
Police Commission	\$687,139,793	7	7	43%	43%	71%
Health Authority (Plan Governing Board)	\$666,000,000	19	15	33%	27%	47%
Human Services Commission	\$529,900,000	5	5	40%	0%	40%
Fire Commission	\$400,721,970	5	5	20%	20%	40%
Aging and Adult Services Commission	\$334,700,000	7	7	43%	14%	57%
<b>Total</b>	<b>\$9,060,061,763</b>	<b>72</b>	<b>66</b>	<b>41%</b>	<b>23%</b>	<b>55%</b>

Source: SF DOSW Data Collection & Analysis.

**Figure 22: Demographics of Commissions and Boards with Smallest Budgets, 2019**

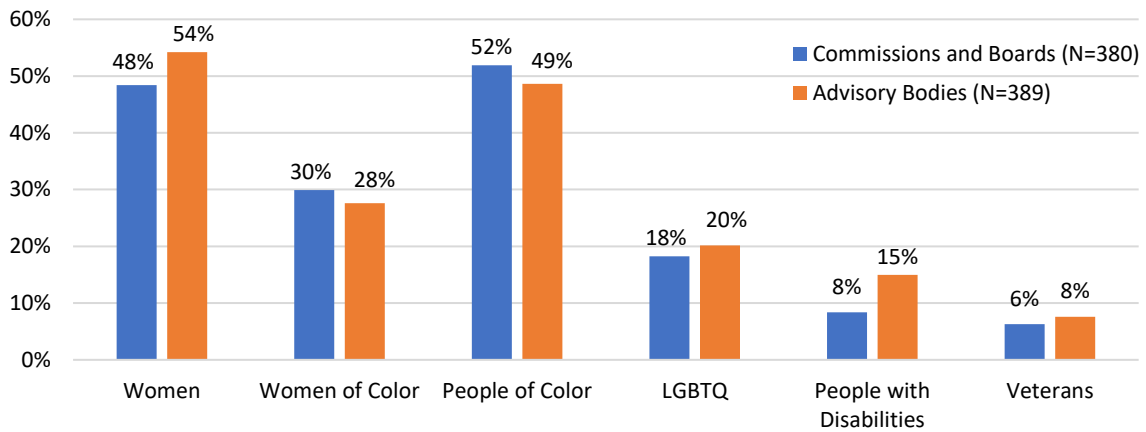
Body	FY18-19 Budget	Total Seats	Filled Seats	Women	Women of color	People of Color
Rent Board Commission	\$8,543,912	10	9	44%	11%	33%
Commission on the Status of Women	\$8,048,712	7	7	100%	71%	71%
Ethics Commission	\$6,458,045	5	4	100%	50%	50%
Human Rights Commission	\$4,299,600	12	10	50%	50%	70%
Small Business Commission	\$2,242,007	7	7	43%	29%	43%
Civil Service Commission	\$1,262,072	5	4	50%	0%	25%
Board of Appeals	\$1,072,300	5	5	40%	20%	40%
Entertainment Commission	\$1,003,898	7	7	29%	14%	57%
Assessment Appeals Board No.1, 2, & 3	\$663,423	24	18	39%	22%	44%
Youth Commission	\$305,711	17	16	56%	44%	75%
<b>Total</b>	<b>\$33,899,680</b>	<b>99</b>	<b>87</b>	<b>52%</b>	<b>32%</b>	<b>54%</b>

Source: SF DOSW Data Collection & Analysis.

#### H. Comparison of Advisory Body and Commission and Board Demographics

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

**Figure 23: Demographics of Appointees on Commission and Boards and Advisory Bodies, 2019**

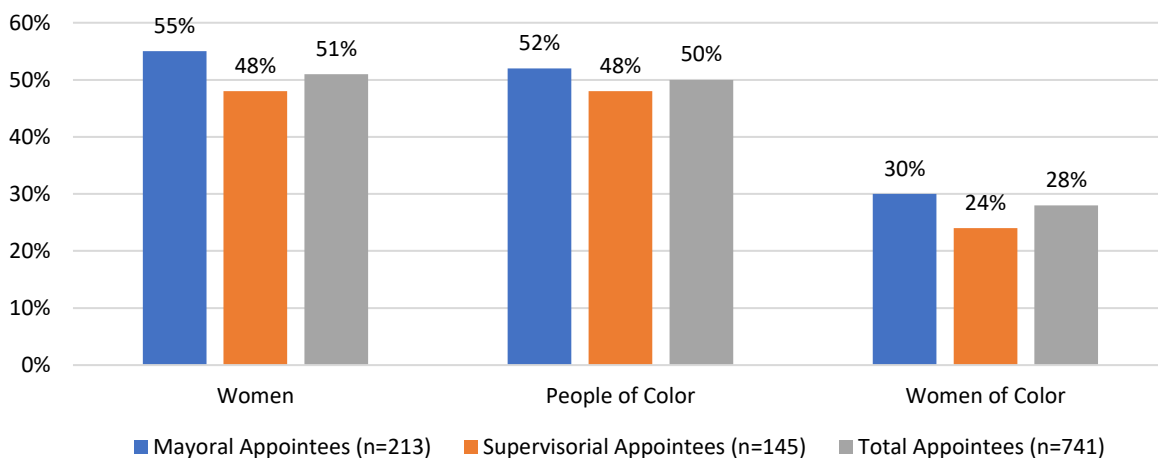


Source: SF DOSW Data Collection & Analysis.

### I. Demographics of Mayoral, Supervisorial, and Total Appointees

Figure 24 compares the representation of women, women of color, and people of color for appointments made by the Mayor, Board of Supervisors, and by the total of all approving authorities combined. Mayoral appointments are more diverse, and consist of more women, women of color, and people of color compared to Supervisorial appointments. Mayoral appointments include 55% women, 30% women of color, and 52% people of color, while Supervisorial appointments are 48% women, 24% women of color, and 48% people of color. The total of all approving authorities combined average out at 51% women, 28% women of color, and 50% people of color. This disparity in diversity between Mayoral and Supervisorial appointments may be due in part to the appointment section process for each authority. The 11-member Board of Supervisors only sees applicants for specific bodies through the 3-member Rules Committee or by designees, stipulated in legislation (e.g. “renter,” “landlord,” “consumer advocate”), whereas the Mayor typically has the ability to take total appointments into account during selections, and can therefore better address gaps in diversity.

**Figure 24: Demographics of Mayoral, Supervisorial, and Total Appointees, 2019**



Source: SF DOSW Data Collection & Analysis.



### III. Conclusion

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Since the first gender analysis of Commissions and Boards in 2007, the representation of women appointees on San Francisco policy bodies has gradually increased. The *2019 Gender Analysis* finds the percentage of women appointees is 51%, which slightly exceeds the population of women in San Francisco.

When appointee demographics are analyzed by gender and race, women of color continue to be underrepresented on San Francisco policy bodies compared to the San Francisco population. Most notably underrepresented are Asian women who make up 17% of the population but only 11% of appointees, and Latinx women who make up 7% of the population but only 3% of appointees. Additionally, men of color are underrepresented relative to their San Francisco population, primarily Asian and Latinx men.

Furthermore, when analyzing the demographic composition of larger and smaller budgeted Commissions and Boards, women are underrepresented on those with the largest budgets, and overrepresented or reach parity with the population on smaller budgeted Commissions and Boards. These two trends are amplified for women of color appointees. Women comprise 41% of total appointees on the largest budgeted policy bodies, which is 8 percentage points below the population, and women of color comprise 23% of total appointees on the largest budgeted policy bodies, 9 percentage points below their San Francisco population. Comparatively, women are 52% of total appointees on the smallest budgeted policy bodies, and women of color are 32% of appointees, which is equal to the San Francisco population. However, the issue of largest and smallest budgeted policy bodies does not seem to impact the representation of people of color. People of color make up 55% of appointees on the largest budgeted policy bodies and 54% of appointees on the smallest budgeted policy bodies compared to 50% of total appointees. Nonetheless, these percentages still fall below the San Francisco population of people of color at 62%.

In addition to using budget size as a proxy for influence, this report analyzed demographic characteristics of appointees on Commissions and Boards who file disclosures of economic interest and have decision-making authority, and appointees on Advisory Bodies who do not file economic interest disclosures. Over half (54%) of appointees on Advisory Bodies are women, while 48% of appointees on Commissions and Boards are women. Although 48% is only slightly below the San Francisco population of women, women comprise a decently higher percentage of appointees on Advisory Bodies compared to Commissions and Boards.

This year's report features more data on LGBTQ identity, veteran status, and disability than previous gender analyses. The *2019 Gender Analysis* found a relatively high representation of LGBTQ individuals on San Francisco policy bodies. For the appointees that provided LGBTQ identity information, 19% identify as LGBTQ with the largest subset being gay men at 48%. It is recommended for future gender analyses to collect LGBTQ data by race and gender to provide additional intersectional analysis. The representation of appointees with disabilities is 11%, just below the 12% population. Veterans are highly represented on San Francisco policy bodies at 7% compared to the veteran population of 3%.

Additionally, this report evaluates and compares the representation of women, women of color, and people of color appointees by the Mayor, Board of Supervisors, and by the total of all approving authorities combined. Mayoral appointees include 55% women, 30% women of color, and 52% people

of color, which overall is more diverse by gender and race compared to both Supervisorial appointees and total appointees.

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

## IV. Methodology and Limitations

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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 that have jurisdiction limited to the City. The gender analysis reflects data from the policy bodies that provided information to the Department on the Status of Women through digital and paper survey.

Data was requested from 90 policy bodies and acquired from 84 different policy bodies and a total of 741 appointees. A Commissioner or Board member's gender identity, race/ethnicity, sexual orientation, disability status, and veteran status were among data elements collected on a voluntary basis. Data on lesbian, gay, bisexual, transgender, queer, or questioning (LGBTQ) identity, disability, and veteran status of appointees were incomplete or unavailable for some appointees but are included to the extent possible. As the fundamental objective of this report is to surface patterns of underrepresentation, every attempt has been made to reflect accurate and complete information in this report. Data for some policy bodies was incomplete, and all appointees who responded were included in the total demographic categories. Only policy bodies with full data on gender and race for all appointees were included in sections comparing demographics of individual bodies. It should be noted that for policy bodies with a small number of members, the change of a single individual greatly impacts the percentages of demographic categories. As such, these percentages should be interpreted with this in mind.

The surveyed policy bodies fall under two categories designated by the San Francisco Office of the City Attorney document entitled *List of City Boards, Commissions, and Advisory Bodies Created by Charter, Ordinance, or Statute*.<sup>8</sup> This document separates San Francisco policy bodies into two different categories. The first category includes Commissions and Boards with decision-making authority and whose members are required to submit financial disclosures with the Ethics Commission, and 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 2013-2017 American Community Survey 5-Year Estimates provides a comparison to the San Francisco population. Figures 26 and 27 in the Appendix display these population estimates by race/ethnicity and gender.

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<sup>8</sup> "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).

## Appendix

**Figure 25: Policy Body Demographics, 2019<sup>9</sup>**

Policy Body	Total Seats	Filled Seats	FY18-19 Budget	Women	Women of Color	People of Color
Abatement Appeals Board	7	7	\$76,500,000	14%	0%	14%
Aging and Adult Services Commission	7	7	\$334,700,000	57%	33%	57%
Airport Commission	5	5	\$1,000,000,000	40%	50%	40%
Arts Commission	15	15	\$37,000,000	67%	50%	60%
Asian Art Commission	27	27	\$30,000,000	63%	71%	59%
Assessment Appeals Board No.1	8	5	\$663,423	20%	0%	20%
Assessment Appeals Board No.2	8	8	-	50%	75%	63%
Assessment Appeals Board No.3	8	4	-	50%	50%	50%
Ballot Simplification Committee	5	4	\$0	75%	33%	25%
Bayview Hunters Point Citizens Advisory Committee	12	9	\$0	33%	100%	67%
Board of Appeals	5	5	\$1,072,300	40%	50%	40%
Board of Examiners	13	13	\$0	0%	0%	46%
Building Inspection Commission	7	7	\$76,500,000	14%	0%	14%
Child Care Planning and Advisory Council	25	19	\$26,841	84%	50%	50%
Children and Families Commission (First 5)	9	8	\$28,002,978	100%	75%	75%
Children, Youth, and Their Families Oversight and Advisory Committee	11	10	\$155,224,346	50%	80%	75%
Citizen's Committee on Community Development	9	8	\$39,696,467	75%	67%	63%
City Hall Preservation Advisory Commission	5	5	\$0	60%	33%	20%
Civil Service Commission	5	4	\$1,262,072	50%	0%	25%
Commission on Community Investment and Infrastructure	5	5	\$745,000,000	60%	100%	100%
Commission on the Aging Advisory Council	22	15	\$0	80%	33%	31%
Commission on the Environment	7	6	\$27,280,925	67%	50%	50%
Commission on the Status of Women	7	7	\$8,048,712	100%	71%	71%
Dignity Fund Oversight and Advisory Committee	11	11	\$3,000,000	82%	33%	45%
Eastern Neighborhoods Citizens Advisory Committee	19	13	\$0	38%	40%	44%
Elections Commission	7	7	\$15,238,360	57%	25%	29%
Entertainment Commission	7	7	\$1,003,898	29%	50%	57%
Ethics Commission	5	4	\$6,458,045	100%	50%	50%
Film Commission	11	11	\$0	55%	67%	50%
Fire Commission	5	5	\$400,721,970	20%	100%	40%
Golden Gate Park Concourse Authority	7	6	\$0	50%	67%	75%

<sup>9</sup> Figure 25 only includes policy bodies with complete data on gender for all appointees. Some bodies had incomplete data on race/ethnicity of appointees. For these, percentages for people of color are calculated out of known race/ethnicity.

Policy Body	Total Seats	Filled Seats	FY18-19 Budget	Women	Women of Color	People of Color
Health Authority (Plan Governing Board)	19	15	\$666,000,000	33%	80%	50%
Health Commission	7	7	\$2,200,000,000	43%	50%	86%
Health Service Board	7	6	\$11,632,022	33%	0%	50%
Historic Preservation Commission	7	7	\$53,832,000	43%	33%	14%
Housing Authority Commission	7	6	\$60,894,150	50%	100%	83%
Human Rights Commission	12	10	\$4,299,600	60%	100%	70%
Human Services Commission	5	5	\$529,900,000	40%	0%	40%
Immigrant Rights Commission	15	13	\$0	54%	86%	85%
In-Home Supportive Services Public Authority	13	9	\$70,729,667	44%	50%	56%
Juvenile Probation Commission	7	6	\$48,824,199	33%	100%	100%
Library Commission	7	7	\$160,000,000	71%	40%	57%
Local Homeless Coordinating Board	9	9	\$40,000,000	56%	60%	75%
Mayor's Disability Council	11	8	\$0	75%	17%	25%
Mental Health Board	17	15	\$184,962	73%	64%	73%
MTA Board of Directors and Parking Authority Commission	7	7	\$1,200,000,000	57%	25%	43%
Office of Early Care and Education Citizens' Advisory Committee	9	9	\$0	89%	50%	56%
Oversight Board (COII)	7	6	\$745,000,000	17%	100%	67%
Pedestrian Safety Advisory Committee	17	13	\$0	46%	17%	8%
Planning Commission	7	6	\$53,832,000	50%	67%	33%
Police Commission	7	7	\$687,139,793	43%	100%	71%
Port Commission	5	5	\$192,600,000	60%	67%	60%
Public Utilities Citizen's Advisory Committee	17	13	\$0	54%	14%	31%
Public Utilities Commission	5	3	\$1,296,600,000	67%	0%	0%
Public Utilities Rate Fairness Board	7	6	\$0	33%	100%	67%
Public Utilities Revenue Bond Oversight Committee	7	5	\$0	40%	50%	40%
Recreation and Park Commission	7	7	\$230,900,000	29%	50%	43%
Reentry Council	24	23	\$0	43%	70%	70%
Rent Board Commission	10	9	\$8,543,912	44%	25%	33%
Residential Users Appeal Board	3	2	\$0	0%	0%	50%
Retirement System Board	7	7	\$95,000,000	43%	67%	29%
Sentencing Commission	13	13	\$0	31%	25%	67%
Small Business Commission	7	7	\$2,242,007	43%	67%	43%
SRO Task Force	12	12	\$0	42%	25%	55%
Sugary Drinks Distributor Tax Advisory Committee	16	15	\$0	67%	70%	80%
Sunshine Ordinance Task Force	11	11	\$0	27%	67%	36%
Sweatfree Procurement Advisory Group	11	7	\$0	43%	67%	43%
Treasure Island Development Authority	7	6	\$18,484,130	50%	N/A	N/A

Policy Body	Total Seats	Filled Seats	FY18-19 Budget	Women	Women of Color	People of Color
Treasure Island/Yerba Buena Island Citizens Advisory Board	17	13	\$0	54%	N/A	N/A
Urban Forestry Council	15	13	\$153,626	8%	0%	0%
Veterans Affairs Commission	17	11	\$0	36%	50%	55%
War Memorial Board of Trustees	11	11	\$18,185,686	55%	33%	18%
Workforce Community Advisory Committee	8	4	\$0	100%	100%	100%
Youth Commission	17	16	\$305,711	56%	78%	75%

Source: SF DOSW Data Collection & Analysis, 2019.

**Figure 26: San Francisco Population Estimates by Race/Ethnicity, 2017**

Race/Ethnicity	Total	
	Estimate	Percent
<b>San Francisco County California</b>	864,263	-
White, Not Hispanic or Latino	353,000	38%
Asian	295,347	31%
Hispanic or Latinx	131,949	14%
Some other Race	64,800	7%
Black or African American	45,654	5%
Two or More Races	43,664	5%
Native Hawaiian and Pacific Islander	3,226	0.3%
Native American and Alaska Native	3,306	0.4%

Source: 2017 American Community Survey 5-Year Estimates.

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

Race/Ethnicity	Total		Female		Male	
	Estimate	Percent	Estimate	Percent	Estimate	Percent
San Francisco County California	864,263	-	423,630	49%	440,633	51%
White, Not Hispanic or Latino	353,000	38%	161,381	17%	191,619	20%
Asian	295,347	31%	158,762	17%	136,585	15%
Hispanic or Latinx	131,949	14%	62,646	7%	69,303	7%
Some Other Race	64,800	7%	30,174	3%	34,626	4%
Black or African American	45,654	5%	22,311	2.4%	23,343	2.5%
Two or More Races	43,664	5%	21,110	2.2%	22,554	2.4%
Native Hawaiian and Pacific Islander	3,226	0.3%	1,576	0.2%	1,650	0.2%
Native American and Alaska Native	3,306	0.4%	1,589	0.2%	1,717	0.2%

Source: 2017 American Community Survey 5-Year Estimates.

City and County of San Francisco  
Department on the Status of Women  
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San Francisco, California 94102  
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[dosw@sfgov.org](mailto:dosw@sfgov.org)  
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BOARD of SUPERVISORS



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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

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MEMORANDUM

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Date: February 8, 2023  
To: Members, Board of Supervisors  
From: *AOC* Angela Calvillo, Clerk of the Board  
Subject: Mayoral Nomination - Historic Preservation Commission

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The Office of the Mayor submitted the following complete nomination package pursuant to Charter, Section 4.135. This nomination is subject to approval by the Board of Supervisors and deemed approved if the Board fails to act within 60 days. The final regularly scheduled Board meeting is April 4, 2023. (Final date to approve is Saturday, April 8, 2023).

**Nomination to the Historic Preservation Commission:**

- Victoria Gray - Seat 4 (Historian) - term ending December 31, 2026

**Pursuant to Board Rule 2.18.1, the Clerk of the Board shall refer the motion to the Rules Committee for a hearing and consideration to meet the April 4, 2023, deadline.**

c: Matt Dorsey - Rules Committee Chair  
Alisa Somera - Legislative Deputy  
Victor Young - Rules Clerk  
Anne Pearson - Deputy City Attorney  
Tom Paulino - Mayor's Legislative Liaison  
Tyra Fennell - Director of Commission Affairs



February 27, 2023

Honorable Matt Dorsey  
Honorable Shamann Walton  
Honorable Ahsha Safai  
Members of the Rules Committee  
SF Board of Supervisors  
City and County of San Francisco  
City Hall  
San Francisco, CA 94102

Re: Appointment of Victoria Gray  
Historic Preservation Commission

Dear Supervisors Dorsey, Supervisor Walton and Supervisor Safai:

I would like to take this opportunity to thank you for your continued support of the Historic Preservation Commission.

It is my understanding that Ms. Victoria Gray will come before your Committee today to be considered for an appointment to the Historic Preservation Commission.

Ms. Gray is a native San Franciscan. After completing her education, she made a conscious decision to move back to the City to raise her two young children to share her love and experience of the important attributes San Francisco offers, and is now expressing a serious interest in serving on the Historic Preservation Commission to help us preserve, protect and promote our cultural and historical resources.

She will be replacing Commissioner Richard Johns who currently holds the seat as a historian. This seat must be filled by an individual meeting the Secretary of the Interior's Professional Qualifications Standards for history with specialized training and/or demonstrable experience in North American or Bay Area history. Currently, Ms. Gray is a practicing Art Historian using her expertise in her work on a daily basis through her work as Head of the SF Office of Bonhams.

I believe that her academic and professional knowledge and expertise will be a great benefit and contribution to our Commission and ask for your favorable consideration of her appointment.

Thank you very much for your attention and cooperation.

Sincerely,

Diane Matsuda  
President  
Historic Preservation Commission  
49 South Van Ness Avenue, Suite 1400  
San Francisco, CA 94103