

File No. 240820

Committee Item No. 5

Board Item No. _____

COMMITTEE/BOARD OF SUPERVISORS

AGENDA PACKET CONTENTS LIST

Committee: Rules Committee

Date Sept 16, 2024

Board of Supervisors Meeting

Date _____

Cmte Board

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

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Completed by: Victor Young Date Sept. 12, 2024

Completed by: _____ Date _____

BOARD of SUPERVISORS



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

Application for Boards, Commissions, Committees, & Task Forces

Name of Board/Commission/Committee/Task Force: Urban Forestry Council

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

Full Name: morgan vaisset-fauvel

[Redacted] Zip Code: 94523

Occupation: Program Manager

Work Phone: 4156539629 Employer: UCSF

Business Address: 500 Parnassus Avenue Zip Code: 94518

Business Email: morgan.vaisset-fauvel@ucsf.edu 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: Pleasant Hill

18 Years of Age or Older: Yes ☒ No ☐

Pursuant to Mayoral Order, members of boards/commissions are required to be Covid-19 vaccinated and attend in-person meetings.

Covid-19 Vaccinated: 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 immigrated from France in 2000. Arriving to San Francisco, as my new City adoptive. I understand the Challenges, constraints of coming to a new country, and try to learn and adapt to live in a new community. Being an immigrant, I see San Francisco with a different angle than people that would have been living here all their life.

Business and/or Professional Experience:

I have experience on the current currently Council, as representative of an educational organization involved with tree management. I am currently working at UCSF as grounds and IPM program Manager. I oversee all trees at UCSF, including tree located at Mount Sutro Open Reserve. With my team, I am currently managing 30,000 trees in the City and County of San Francisco. I am leading the vegetation management plan for Mount Sutro, and also leading the UCOP tree risk management committee, where all UC collaborate about tree management. I studies Forestry management in France, and hold multiple certifications, and Qualification such as ISA Arborist Certificate, and tree risk assessor qualified. I am cumulating more than 20 years of Urban forestry tree care experience.

Civic Activities:

I am currently holding Seat 1 at the Council and would like to continuous my voluntary appointment. I believe I have a lot more work to do to help the city and the people of San Francisco to reach the goals of increase the tree Canopy and bring more equity the people. I am also committed to the Landmark tree sub-committee. As Program Manager at UCSF, I believe to be a proud Public Servant, and which to transmit it with our SF Community. I am already working, and collaborating with numerous local Community groups, and nonprofit such as SF Urban Riders, SF conservation Corp, SF Golden Gate Audubon Society, the Sutro Stewards, and more.

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: 7/10/2024 Applicant's Signature (required): Morgan Vaisset-Fauvel

(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: _____

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Application for Boards, Commissions, Committees, & Task Forces

Name of Board/Commission/Committee/Task Force: Urban Forest Council

Seat # (Required - see Vacancy Notice for qualifications): 2 or 6

Karla Nagy

[REDACTED] CA Zip Code: 94117
Occupation: Landscape Architect

Work Phone: 415.902.4870 Employer: self employed

Business Address: 530 Divisadero Street #156 Zip Code: 94117

Business Email: karla@knlandscapeconsulting.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 ☐

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:

Throughout my three decades as a proud resident of San Francisco, my professional journey has been characterized by a commitment to improving the lives and wellbeing of San Franciscans. I've spent the majority of this time planting, growing, and striving to improve the environment around me by collaborating with San Francisco residents from the Richmond to Visitacion Valley and the Outer Sunset to Chinatown.

My professional goal and personal passion is empowering resilient communities, nurturing sustainable ecosystems, and amplifying diverse leaders. Over the years, I've gained a deep understanding of San Francisco's natural ecology, rich neighborhood histories, intricate political landscape, and the nuanced implications of our communities and built environment. Moreover, I've made deep long lasting professional and personal connections that span the breath of San Francisco. This understanding has been instrumental in guiding my efforts to contribute to the growth, sustainability, and resilience of our beloved city.

Business and/or Professional Experience:

I am a landscape architect, licensed in California, and arborist, certified by the International Society of Arboriculture. I have contributed significantly to the city's urban forestry initiatives, supervising urban forestry teams, shaping innovative programs, and fostering collaborative relationships with key stakeholders, including the SF Urban Forest Council, Bureau of Urban Forestry, city departments, government officials, nonprofit organizations and neighborhood groups. In addition to planting street trees in every corner of the city, I have spearheaded the development of urban forestry programs that blossomed after the passing of legislation in 2016, funding the maintenance of street trees in San Francisco and marking a renaissance of urban forestry in our city.

I came to arboriculture and landscape architecture as a second career. My professional career began in homeless services, initially at a homeless shelter in South of Market. Later I worked at supportive housing sites in SOMA and the Tenderloin supporting homeless and severely disabled adults who were transiting into permanent housing. This experience gave me a broad perspective on the barriers to permanent housing that many people face, the challenges to providing services to people who are chronically unhoused and the impact of homelessness on communities throughout San Francisco.

More recently I work as a consultant, partnering with non-profit organizations to provide technical expertise for scaling-up and advancing urban forestry programs and increasing skills for staff who are responsible for leading those programs. In this capacity I collaborate with prominent local, statewide, national and international urban forestry leaders who are committed to cultivating a new generation of urban forestry leaders.

Civic Activities:

Civic engagement has been a cornerstone of my life, evident in my strong voting record and experience of volunteering at an early age. Almost immediately upon my arrival in San Francisco, I began volunteering in the California native area of my local park and cooking with a community organization that provided hot food for people in need. These experiences gave me the opportunity to get to know San Francisco, meet my neighbors and underscored my belief of the significance of volunteerism in fostering community cohesion.

Living in San Francisco afforded me many opportunities to engage with my neighbors, my community and my local officials. I have actively participated in a range of community gatherings, both grassroots initiatives and official department-led meetings. Notably, I joined forces with my neighbors in crafting a neighborhood plan focused on critical issues like affordable housing and public transportation. Though the plan wasn't endorsed by the Mayor, the experience allowed me the opportunity to collaborate and forge meaningful connections with my neighbors.

My professional experience with Friends of the Urban Forest epitomizes my commitment to civic action. As a part of organizing community plantings, I was responsible for extensive outreach efforts throughout the city, hosted many meetings with city officials, and led hundreds of community meetings that ranged from small groups meeting in a residents living room to large scale events. Engaging with such a wide and diverse array of San Franciscans has been humbling and enlightening. Over and over I witnessed the power of neighbors meeting for the first time that led to deeper community engagement.

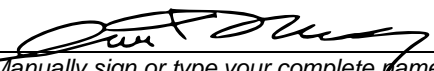
I am committed to a lifelong dedication to San Francisco's communities, ecosystems, and diverse voices and I am poised to make meaningful contributions to the SF Urban Forest Council, furthering the vitality of our city.

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 8, 2024**

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.

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Application for Boards, Commissions, Committees, & Task Forces

Name of Board/Commission/Committee/Task Force: Urban Forestry Council

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

Full Name: Pamela C. Nagle

[REDACTED] San Francisco, CA Zip Code: 94110

Occupation: Consulting Arborist

Work Phone: 925-484-0211 Employer: HortScience|Bartlett Consulting

Business Address: 2550 Ninth Street, Berkeley, CA Zip Code: 94710

Business Email: pnagle@bartlett.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:

- > San Francisco resident for 34 years
- > SF Woman-Owned Local Business Enterprise (WBE/LBE) as PNLA since 2011

Business and/or Professional Experience:

- > ISA Certified Arborist #WE-9617A (International Society of Arboriculture)
- > Registered Consulting Arborist #805, American Society of Consulting Arborists
- > ISA Tree Risk Assessment Qualified (TRAQ)
- > CA Landscape Architect #5039

Landscape Architect active in SF/Bay Area since 2005; experience in landscape industry dates back over 35 years. ISA Certified Arborist 2011.

Designed, developed and led project team for SFPUC College Hill Learning Garden in Bernal Heights, SF (opened April 2016).

Have also prepared designs and construction documents for several SFUSD Green Schoolyard projects and RPD community gardens (SFDPW)

Civic Activities:

- > Active volunteer Street Tree Planting Leader for Friends of the Urban Forest on weekends since 2002
- > Member, Urban Forestry Council (current); on Landmark Tree Ad Hoc Committee

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: 9/30/2023

Applicant's Signature (required):

Pamela C. Nagle

Digitally signed by Pamela C. Nagle
Date: 2023.09.30 17:58:51 -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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Appointed to Seat #: _____ Term Expires: _____ Date Vacated: _____

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Application for Boards, Commissions, Committees, & Task Forces

Name of Board/Commission/Committee/Task Force: SF Urban Forest Council

Seat # (Required - see Vacancy Notice for qualifications): 4

Full Name: Edgar Xochitl Flores

[Redacted] F, CA Zip Code: 94112
Occupation: Farm Manager

Work Phone: 415.431.4210 Employer: PODER SF

Business Address: 474 Valencia St #125 Zip Code: 94103

Business Email: xochitl@podersf.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 an urban creature, living on unceded Ramaytush Ohlone territory I am interested in the Urban Ecology of Yelamu and the integration of trees into the city's social and ecological landscape. I am a Queer Latinx individual living and working in D10. I live in the Excelsior district manage a 6 acre collective farm. The name of the Farm is Hummingbird Farm and we engage neighbors, students, and community organization to grow vegetables, flowers, medicines as well as help restore the Geneva Meadow. My community is an Environmental Justice site and heavily populated by communities of color. I live and see first hand the problems, needs and concerns with urban trees.

I have experience building and working in multidisciplinary coalitions and an academic background in Environmental Science and Resource Management with a focus on Restoration Ecology. I have been organizing around climate justice including the role an urban forest has on humans, urban wildlife, sequestering carbon, and mitigating the climate crisis. My background integrates science and community which are an asset to this council

Business and/or Professional Experience:

University of Washington (2008) Seattle, WA

B.S. Environmental Science and Resource Management - Restoration Ecology

University of California Santa Cruz (2016) Santa Cruz, CA

Advance Apprenticeship at Center for Agroecology & Sustainable Food Systems

Oregon State University (2019) Corvallis, OR

Advanced Permaculture Design For Climate Resilience

San Francisco Bromeliad Society

Librarian Oct 2015 - Present

Civic Activities:

People Organizing to Demand Environmental & Economic Rights (PODER) Excelsior, SF
Hummingbird Farm Manager Oct 2017 - Present

- Provide overall strategic direction of 6 acre urban farm to incorporate geological, social, cultural needs for environmental justice and social equity

-Urban Campesinx - Intersectional education on Environmental & Food Justice with Queer Ecology, Cultural Restoration, and carbon sequestration via urban agriculture

-Grassland and Riparian restoration - Education and organizing local restoration efforts in our grassland and riparian habitats to remove invasives and replace them with natives.

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: **7/10/2024**

Applicant's Signature (required):

Edgar Xochitl Flores

(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: Urban Forestry Council

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

Full Name: Caroline Scanlan

[REDACTED] A [REDACTED] Zip Code: 94702
Occupation: Program Manager, Urban Forester

Work Phone: 415-680-4865 Employer: Friends of the Urban Forest

Business Address: 1007 General Kennedy Ave #1, San Francisco, CA Zip Code: 94129

Business Email: cscanlan@fuf.net Home [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: Berkeley, CA

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:

While I do not currently live in San Francisco, I was born in San Francisco, and I lived in the city for much of my early adult life. Additionally, the fields of arboriculture and forestry have historically been dominated by men, but as a women, I reflect a growing number of women and gender-expansive people who are entering these fields! I am currently 35 years old and a new mother, and so I can connect to and appreciate many of the interests of young adults and young families.

Business and/or Professional Experience:

I am an ISA-certified arborist (NE-7353A), and I am currently the Tree Planting Program Manager at Friends of the Urban Forest, a non-profit that has been partnering with the SF Department of Public Works for over 40 years to plant street trees in every neighborhood of San Francisco. I supervise our Tree Planting Managers and oversee the planting of 1,500 street trees every year. In 2023, I launched our Adopt-A-Yard-Tree program at Friends of the Urban Forest, a new program that distributes free fruit trees and CA native trees to SF residents. I have a Masters of Forestry from the Yale School of the Environment, with a focus in Urban Forestry. Before returning to San Francisco to take my current role at Friends of the Urban Forest, I spent three years as the Tree Planting and Green Jobs ("GreenSkills") Program Manager at Urban Resources Initiative in New Haven, and one year as the Urban and Community Forestry Program Coordinator for the Rhode Island Department of Forest Environment.

Civic Activities:

I got my start in urban gardening and environmental stewardship at Garden for the Environment in the Inner Sunset, where I completed the Get Up! Program in 2012. I then became a regular volunteer in this garden, and it was there that I was inspired to go back to school and become an urban environmental professional.

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: 5/8/2024

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: _____

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Application for Boards, Commissions, Committees, & Task Forces

Name of Board/Commission/Committee/Task Force: Urban Forestry Council

Seat # (Required - see Vacancy Notice for qualifications): 6

Full Name: Annie Jeanette Barrows

[Redacted] San Francisco, CA Zip Code: 94118
Occupation: Student

Work Phone: _____ Employer: _____

Business Address: _____ 80123

Business Email: ajbarrows@dons.usfca.edu Home [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 am excited about the opportunity to apply for the Urban Forestry Council. As a USF student, former SF non-profit organization intern, former server in an SF restaurant, volunteer, and young person, I have engaged with diverse populations of San Francisco. Also, because of my identities, experiences, and passions, I know I am not only qualified for this role but that I could excel in it. First, as a USF student I not only represent the population of students in SF but young people in general. I truly believe that this representation is especially important to environmental issues as they are, and have been, central to my generation's lived experience, and to our collective future. With that in mind, I think young people should be at the forefront of environmental action. My identities in age, gender, occupation, and socioeconomic status could contribute diversity to this council. These identities can represent the youth, student, women, and low-income populations of SF. Also, my studies (International Studies, Environmental Science, and Spanish), in conjunction with my professional and lived experiences, have given me unique perspectives on policy, civic engagement, politics, and environmental issues that could benefit the council. Overarchingly, I am a curious, community driven, collaborative person who continually strives to put forth my best effort and approach issues thoughtfully and

Business and/or Professional Experience:

During the fall of 2023 I interned at the Food as Medicine Collaborative, in this role I gained experiences, knowledge, and skills in community engagement, meetings, policy, communication, Spanish, project management, and research. I also helped run the weekly food pharmacy at Castro Mission Health Center in Spanish and English. Further, my work at USF spans topics that are relevant to the Urban Forestry council including: biodiversity conservation, environmental justice, environmental data analysis, climate change, urban agriculture/forestry, etc . . . I am also a Resident Advisor at USF and have gained valuable experiences and skills through this role, mainly to do with conflict management, community development/engagement, event planning, interpersonal skills, and time management. I also worked at Pacific Catch as a server, and my engagement with guests allowed me to connect with the greater SF community, and to learn more about the experiences and interests of many community members. Since Pacific Catch is a restaurant dedicated to sustainable food service and sustainable aquaculture, I received questions about this and was happy to witness the excitement and interest some guests expressed towards these environmental topics. With that,

Civic Activities:


In my community at USF I am involved with a University Ministry organization called Arrupe Immersions and through this I participate in the I-LEAD program (Ignatian Leaders Engaged in Action and Discernment). Arrupe Immersions and I-Lead facilitate local and global experiences which focus on different social justice issues. During my I-Lead experience I was the student leader for the Peru Immersion. USF is connected with an organization in Lima and San Bartolo, Peru called Generación, which provides housing, education, and resources that protect street children and teens in Peru. The immersion program at USF is closely connected with Generación and through this relationship we are able to mutually support one another and engage in a process of connection, learning, and empowerment. As a student leader I facilitated planning, events, group meetings, trainings, and fundraising for the USF students and then during the immersion, the USF and Generación communities participated in activities like surfing, bird watching/Peruvian Avian biodiversity education, art, games, sharing meals, and music together, all while getting to know each other and learning more deeply. To facilitate this experience and further advance our collective passion for social justice action in the world was such an honor. This program also enables travel experiences for financially disadvantaged.

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

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Date: 01/04/2024

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.

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Application for Boards, Commissions, Committees, & Task Forces

Name of Board/Commission/Committee/Task Force: Urban Forestry Council

Seat # (Required - see Vacancy Notice for qualifications): ~~4 or 5~~ 6

Full Name: Joshua Klipp

SF CA Zip Code: 94107

Occupation: Disability Access Consultant/Attorney

Work Phone: 415-265-0901 Employer: Made Welcome (self-employed, this is my firm)

Business Address: _____ Zip Code: _____

Business Email: josh@made-welcome.com Home Email: _____

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

Pursuant to Mayoral Order, members of boards/commissions are required to be Covid-19 vaccinated and attend in-person meetings.

Covid-19 Vaccinated: 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:

For several years I have worked with communities across San Francisco to build coalition and advocacy for our San Francisco urban canopy. I have worked with groups across districts, economic strati, cultures and purposes to build advocacy and integrate the idea of tree preservation and canopy growth into our community consciousness. I began this work as a Planting Leader with Friends of the Urban Forest in 2010 - volunteer work I continue to perform. I partnered with the Bureau of Urban Forestry to draft revisions to Public Works Code Article 16, and worked with Supervisors to call for City-wide Department Urban Forestry accountability. I am the co-founder of Mission Verde - an innovative volunteer and community-driven group that, by taking on tree watering duties, enabled Public Works and FUF to plant 3x as many trees along the Calle24 Cultural Corridor. Every week I am out on 24th Street along with my team volunteers, hand watering dozens of trees. I have worked on tree issues with several City departments including the SFMTA who, after my advocacy, became the first City Department to require biomass replacement for a tree removed along Geary and, in a footnote, recognized the rights of nature. At my urging, the SFMTA was also the first Department to implement the Urban Forest plan's wood reuse recommendation (aside from RecPark, who owns their own mill). I am currently partnering with the PUC in a work group to examine their existing approach to trees and look for ways to improve. I also work with BART and have been instrumental in changing their planning and development policies to preserve and plant more trees. Additionally, many years ago I approached CalTrans about the idea of creating a nursery on their under-utilized spaces within the City (and am pleased to see that DPW continued that effort to conclusion and hopefully, this year, fruition). Most recently, I worked to create a People's Resolution regarding tree preservation that, to date, has been signed and supported by 12 community organizations (with more on the way). I mention this because it speaks to not only my connectedness with these organizations, but also their trust and respect for my work regarding trees, and an ability to get groups across San Francisco to actually agree on something: that we need to preserve and grow our urban canopy. With respect to my personal demographic qualities, I identify as queer and with an invisible disability.

Business and/or Professional Experience:

I have been a lawyer since 1999 (Bar No. 203176), working first at the San Francisco Superior Court, then the Ninth Circuit Court of Appeals, and, after that, as an attorney for various Federal Agencies until 2015. While practicing for the government, I specialized in Employment Law and, specifically, the Americans with Disabilities Act. I am, at my core, a public servant. (I am also familiar with the rules and ethics regarding public service.)

In 2015 I left public service because I preferred the idea of proactivity and partnership over adversarial litigation. I joined the private sector and, eventually, started my own Disability Access firm, Made Welcome, and became a Certified Access Specialist (CASP No. 812) through California's Division of the State Architect.

My work as an attorney and as a CASp inform my efforts around tree canopy in terms of the importance of code, policy, accountability and equal access for people of all abilities.

Civic Activities:

Please see above. Additionally, I am an active member of the Sierra Club.

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: **February 1, 2023**

Applicant's Signature (required):

Joshua Klipp

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

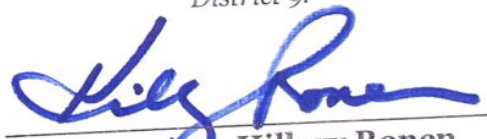
Certificate of Honor

BOARD OF SUPERVISORS City and County of San Francisco

The Board of Supervisors of the City and County of San Francisco hereby issues, and authorizes the execution of, this Certificate of Honor in appreciative public recognition of distinction and merit for outstanding service to a significant portion of the people of the City and County of San Francisco by:

Joshua Klipp

Bringing your vision and fighting spirit to protect the canopy of trees along 24th Street, a community and environmental treasure in the Calle 24 Latino Cultural District; by finding subject matter experts to saving old growth trees; and by playing an instrumental role in negotiating a clear and community-driven solution with City departments. Thank you for your service to San Francisco and District 9.


Supervisor Hillary Ronen
March 23, 2024

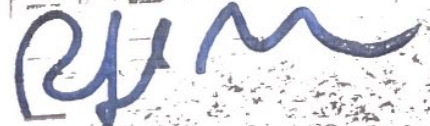
















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Application for Boards, Commissions, Committees, & Task Forces

Name of Board/Commission/Committee/Task Force: Urban Forestry Council

Seat # (Required - see Vacancy Notice for qualifications): 6

Nicholas W. Chapman

[Redacted] n Francisco CA Zip Code: 94117
Occupation: Civil Servant

Work Phone: 415-646-2414 Employer: SFMTA

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

Business Email: nick.chapman@sfmta.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:

Resident of San Francisco off and on for most of my life, since the age of 9 when my family moved here from Marin. My family were immigrants to the US, coming here when I was an infant, and while I don't have a strong immigrant identity, more of an "ex-pat," I am also far too familiar with the legal and financial struggles of immigrants here, having been illegal until my late teens, and then a resident alien.

As far as the various categories of identity go, I'm white, cis, male. I identify as bisexual and have been active in the queer community in various ways - even if that was just dating and nightclubbing and so on - since high school. I was part of Queen Nation and one of the original members of the queer street patrol in the Castro in the 1990s.

I'm older now, obviously - technically a senior citizen. And that informs a lot of how I think about the City now, about aging in place and services for seniors. Having been a child in the City - a child *of* the City, really, of our public schools, libraries, parks and transit - and having raised kids in the City, thinking about how the City serves and supports kids is also central to how I approach all City policy issues.

Business and/or Professional Experience:

I have had a lot of jobs, and a lot of jobs in San Francisco. I had a paper route on Potrero Hill in middle school, and also did a magic act on Fisherman's Wharf. I managed both a retail store and a professional office. I did IT work for a variety of companies before and after the first dot com boom, and was a successful IT consultant for many years. I was a San Francisco private detective. I was data manager for the Planned Parenthood Federation, operating out of their office in North Beach. I administered a medical residency program at UCSF, was an assistant to the head of the USF business school, and currently manage a number of programs for the SFMTA.

For relevant experience, I would bring 8 years of work managing programs for the City and working RecPark, Port, Environment, Public Works and other agencies on a range of issues, including my work as one of the designers of the Shared Spaces program. And I would bring a deep engagement with both design of the public right of way and place making activities through my management of the Interdepartmental Staff Committee on Traffic and Transportation and my position in the Traffic Engineering division of the SFMTA.

Civic Activities:

My civic activities in San Francisco have to date been limited, at least in any formally organized sense. Most of my civic work more generally has been focused on things like food coops, political advocacy, working in a housing justice group, guerrilla gardening and so on. My work for the City, at the SFMTA, has exposed me to more about the workings of our City government and issues the City faces that I wasn't as aware of previously, and this application represents my desire to be more formally and directly engaged in civic activities, for the City that raised me, that's my home, that I love.

I'm particularly motivated to participate in the work of the Urban Forestry Council because I see it as engaging a number of areas of interest for me - city planning and climate change, and also just my general love of nature, and in particular of our local nature here in the greater Bay Area, which began with an early childhood as a feral kid in West Marin.

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: 4/27/24

Applicant's Signature (required):

Nick Chapman

Digitally signed by Nick Chapman
Date: 2024.04.27 14:32:15 -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: Urban Forestry Council

Seat # (Required - see Vacancy Notice for qualifications): #6, #7

[Redacted Address] CA Zip Code: 94102

Home Phone: _____ Occupation: Engineer

Work Phone: 4127807613 Employer: PEI

Business Address: 220 Bush St Zip Code: 94104

Business Email: jorlyn.legarrec@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:

I am a concerned and informed member and resident in San Francisco. I work as a sustainability consultant. Through my position, I became interested the LEED certification and am now a LEED Accredited Professional. While the LEED program is most know for sustainability in buildings, a large component of the certification is about the building's surroundings and connection to the environment. A large focus for the connection to the environment is the "heat island effect" or higher temperatures in urban areas as a result of man made structures. Trees and other greenery are a fantastic way to counteract this effect and have a positive impact on occupant comfort in San Francisco. I would like to join this committee to provide the community aspect of urban forestry but also with an understand how how trees provide a wide range of benefits to a community, from personal health to climate health.

Qualifications:
SF Resident
Female

Business and/or Professional Experience:

Professionally, I work as a sustainability consultant. While my career does not directly involve urban forestry, I have a deep passion for the roles that trees must play in our urban environments. I grew up helping my family as urban beekeepers, understanding that urban environments do not need to be a lack of the natural environment. I am a passionate about the importance of local parks for the comfort and health of residents. I plan to bring the community perspective to this committee as something who walks my neighborhood every day and enjoys the urban nature.

Civic Activities:

I am an active voter.

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: 9/26/2023

Applicant's Signature (required): Jorlyn Le Garrec

Digitally signed by Jorlyn Le Garrec
DN: C=US, E=jorlyn.legarrec@gmail.com,
CN=Jorlyn Le Garrec
Date: 2023.09.26 12:24:35-07'00'

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

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Application for Boards, Commissions, Committees, & Task Forces

Name of Board/Commission/Committee/Task Force: Urban Forestry Council

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

Full Name: Antonio Moreno

[Redacted] Zip Code: 94110

Occupation: Gardener/landscaper

Work Phone: 562 225-5054 Employer: A Living Library .org

Business Address: P.O. Box 31612 San Francisco, CA. Zip Code: 94131

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 Mayoral Order, members of boards/commissions are required to be Covid-19 vaccinated and attend in-person meetings.

Covid-19 Vaccinated: 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 am a native Californian with Costanoan cultural affiliation of the central coast and am also a part of the Latin@ community and have resided on the bay area for most of my adult life. I have worked with the G.G.N.R.A. and The Presidio, with collaborative capacities of mutual interests, concerning cultural affairs and inclusion of local native concerns and activities. My activities have included harvesting of native plants for native cultural uses and providing culturally relevant workshops ;including for The Eco-Lab in Hunters Point(Bay-View)via-{Traditional Ecological Knowledge} sharing and training on native uses of plant materials. I was involved in the "Canoe Journey-2019"< <https://www.canoejourney2019.com/> > During which we honored our ancestors achievements and struggles that still resonate into today's cohesive realities. I have years of experience working with native & non-native plants, trees, shrubs(hedges), bulbs, bushes & flowers etc. I am an active member of my native community with active capacities of traditional dance/music/song and story-telling.

Business and/or Professional Experience:**Civic Activities:**

Native awareness and community involvement with goals of improving our native visibility and inclusionary involvement within our traditional homelands and surrounding areas.

<

<https://www.culturalsurvival.org/news/alcatraz-canoe-journey-perspective-frontline-indigenous-activists> >

<https://pleasantonarts.org/native-art-past-and-present-voices/>

<https://www.kqed.org/news/11780279/native-american-occupation-at-alcatraz-50-years>

<https://www.sfchronicle.com/bayarea/article/Old-technique-takes-new-tule-reed-boat-to-14521455.php>

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: **04/03/23**

Applicant's Signature (required): **Antonio Moreno**

(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: _____



URBAN FORESTRY COUNCIL

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

Membership and Seat Qualifications

Seat #	Appointing Authority	Seat Holder	Term Ending	Qualification
1	BOS	Morgan Vaisset-Fauvel	11/18/22	Must represent an educational organization involved with tree management (University of California Cooperative Extension, etc.)
2	BOS	Andrew Sullivan	11/18/20	Must be certified by a professional tree management organization (International Society of Arboriculture, American Society of Consulting Arborists, or American Society of Landscape Architects)
3	BOS	Pamela Nagle	11/18/22	Must be certified by a professional tree management organization (International Society of Arboriculture, American Society of Consulting Arborists, or American Society of Landscape Architects)
4	BOS	VACANT		Must be a member of a non-profit organization involved in urban forestry or other environmentally-related issues
5	BOS	VACANT		Must be a member of a non-profit organization involved in urban forestry or other environmentally-related issues
6	BOS	VACANT		Must be a representative of the community

Seat #	Appointing Authority	Seat Holder	Term Ending	Qualification
7	BOS	Edgar Xochitl-Flores	11/18/22	Must be a representative of the community
	Mayor	Vacant	11/14/23	Member from the tree care industry appointed by the Mayor
	Mayor	Igor Lacan	1/16/17	Member at large appointed by the Mayor.
	Public Works	Nicholas Crawford	11/18/21	Director of the Department of Public Work or their designee
	Planning Department	Ilaria Salvadori	2/4/22	Director of the Planning Department or their designee
	Recreation and Parks	Spencer Potter	9/23/23	General Manager of the Recreation and Park Department or their designee
	PUC	Damon Spigelman	5/27/19	Appointed by the Public Utilities Commission
	GGNRA/Presidio Trust	Lou Stringer	8/20/23	Appointed by the Golden Gate National Recreation Area (GGNRA) (if GGNRA does not make an appointment within 60 days after the seat is vacant, the Presidio Trust may appoint a voting member to serve that term; if the Presidio Trust does not make an appointment within 30 days after it is authorized to do so, the Mayor shall appoint an at-large member to fill the seat)
	Port	Tai Trang	4/28/23	Appointed by the Port of SF

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.)

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

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

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

The Urban Forestry Council protects the community interest and ensures that San Francisco realizes the full range of tree benefits into the future. Council members will represent the full range of urban forest stakeholders, including City agencies, non-profit organizations, tree management organizations, and community members.

The Urban Forestry Council shall be comprised of fifteen (15) voting members, seven (7) of whom are appointed by the Board of Supervisors, as follows:

- One (1) member from an educational organization involved with tree management (University of California Cooperative Extension, etc.);
- Two (2) members certified by a professional tree management organization (International Society of Arboriculture, American Society of Consulting Arborists, or American Society of Landscape Architects);
- Two (2) members of non-profit organizations involved in urban forestry or other environmentally-related issues; and
- Two (2) members from the community.

The Mayor shall appoint two (2) voting members, as follows:

- One (1) member from the tree care industry; and
- One (1) member at large.

The following Director or General Manager of each of the following departments, or his/her designee, shall each serve as a voting member:

- Director of the Department of Public Works (1);
- Director of the Planning Department (1); and
- General Manager of the Recreation and Park Department (1).

The following bodies shall also appoint a voting member:

- Public Utilities Commission (1);

- Golden Gate National Recreation Area (GGNRA) (if GGNRA does not make an appointment within 60 days after the seat is vacant, the Presidio Trust may appoint a voting member to serve that term; if the Presidio Trust does not make an appointment within 30 days after it is authorized to do so, the Mayor shall appoint an at-large member to fill the seat) (1); and
- Port of San Francisco (1).

Members shall serve for two-year terms and can serve successive terms if reappointed by the authority that originally appointed the member. The appointing authority that appoints Council members also may appoint at-large members to serve any unfilled Council positions.

The Council shall meet at least six times per year and establish its own operating procedures, which at a minimum, shall meet the public notice, meeting, voting, agenda and other procedural requirements set forth in local law. Subcommittees shall be created to adequately address other special areas of concern on an as needed basis.

The Department of the Environment, with adequate funding to assist the Council in carrying out its mission, shall provide professional and administrative staff to the Council.

Reports: The Council shall report to the Board of Supervisors and Mayor by September 1st each year regarding the state of the urban forest. The report shall contain a review of the quality of urban forest stewardship and an assessment of how well public agencies and other urban forest managers are implementing the Urban Forest Plan.

Authority: Environment Code, Chapter 12 (Ordinance Nos. 171-03; 210-08; and 239-14), and Public Works Code, Section 803 (Ordinance No. 165-95; and 17-06)

Sunset Date: None

Contact: Jesus Lozano
Environment department
1155 Market Street, 3rd Floor
San Francisco, CA 94103

(415) 355-3700
environment@sfgov.org

Updated: January 18, 2024



Gender Analysis
San Francisco Commissions and Boards
FY 2020-2021



London N. Breed
Mayor

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



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

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

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

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

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

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

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

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

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

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

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Executive Summary

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

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

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

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

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

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

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

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

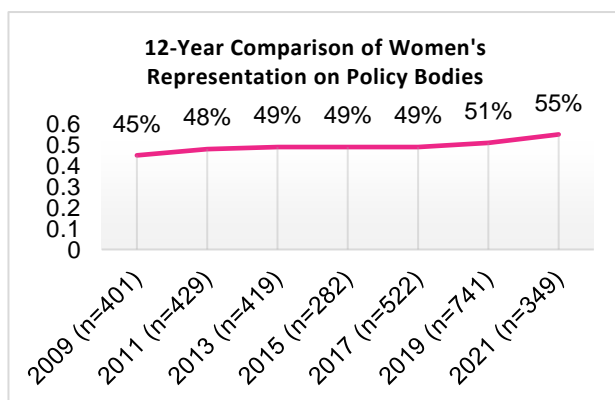
were limited compared to previous years, including the ability to conduct paper surveys and in-person meetings. Reliance on online surveying significantly reduced the level of participation, despite three to five direct contact efforts with policy bodies via phone and email. Moving forward, in addition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

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

Key Findings

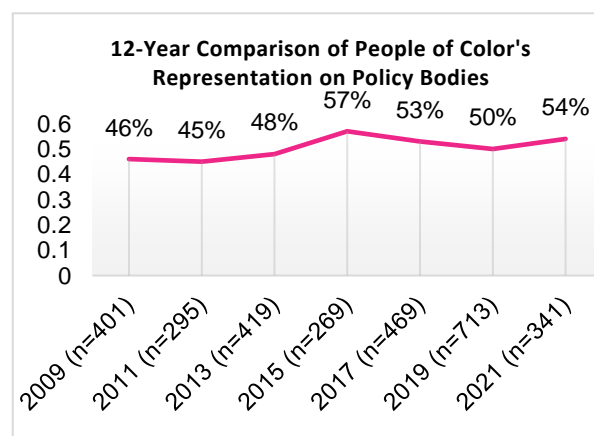
Gender

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



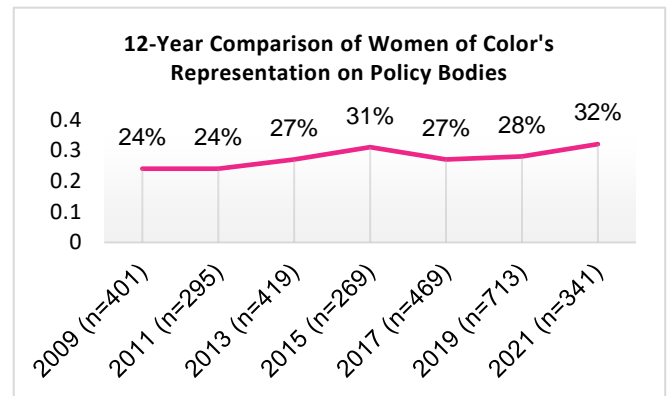
Race and Ethnicity

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



Race and Ethnicity by Gender

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



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

Additional Demographics

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

Proxies for Influence: Budget and Authority

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

Appointing Authorities

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

Demographics of Appointees Compared to the San Francisco Population

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

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

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

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

I. Introduction

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

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

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

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

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

II. Findings

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

Figure 1: Summary Data of Policy Body Demographics, 2021

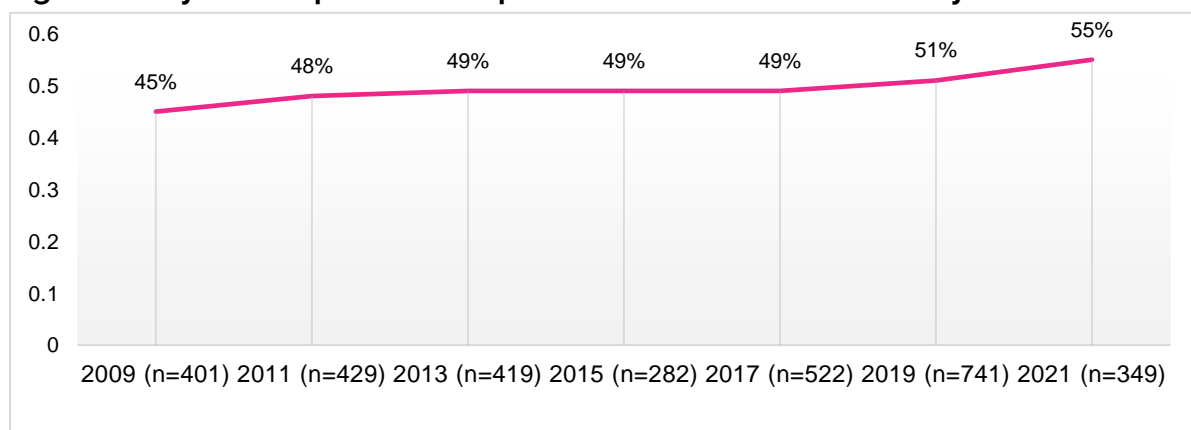
Appointee Demographics	Percentage of Appointees
Women (n=349)	55%
People of Color (n=341)	54%
Women of Color (n=341)	32%
LGBTQIA+ Identifying (n=334)	23%
People with Disabilities (n=349)	13%
Veteran Status (n=349)	22%

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

A. Gender

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

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



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

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

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

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

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

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

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

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

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

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

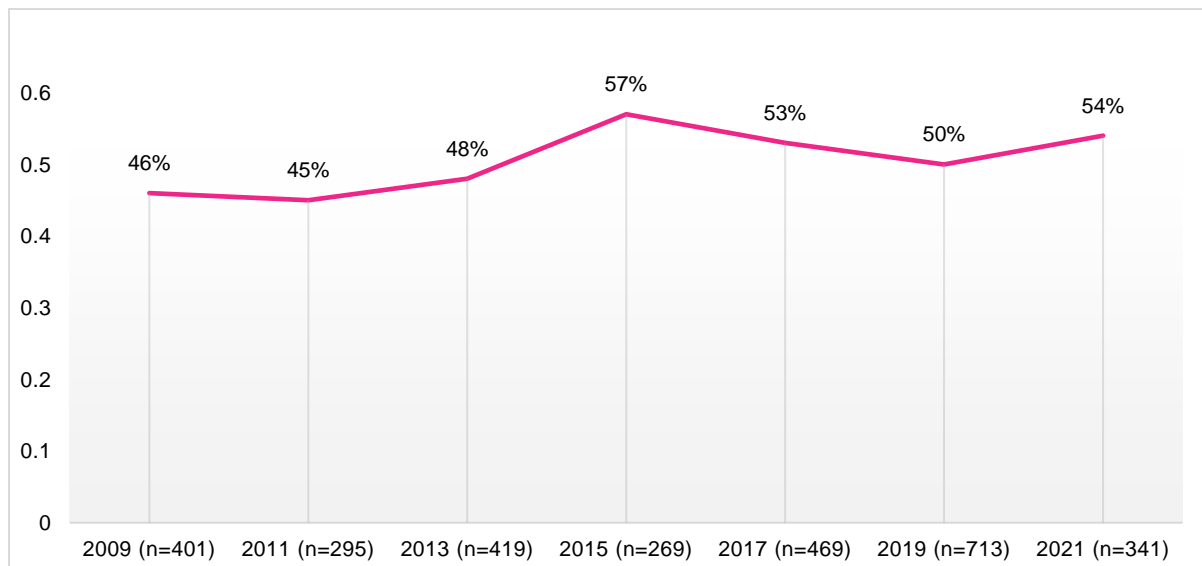
Figure 5: Advisory Bodies with the Highest Percentage of Women, 2021

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

B. Race and Ethnicity

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

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



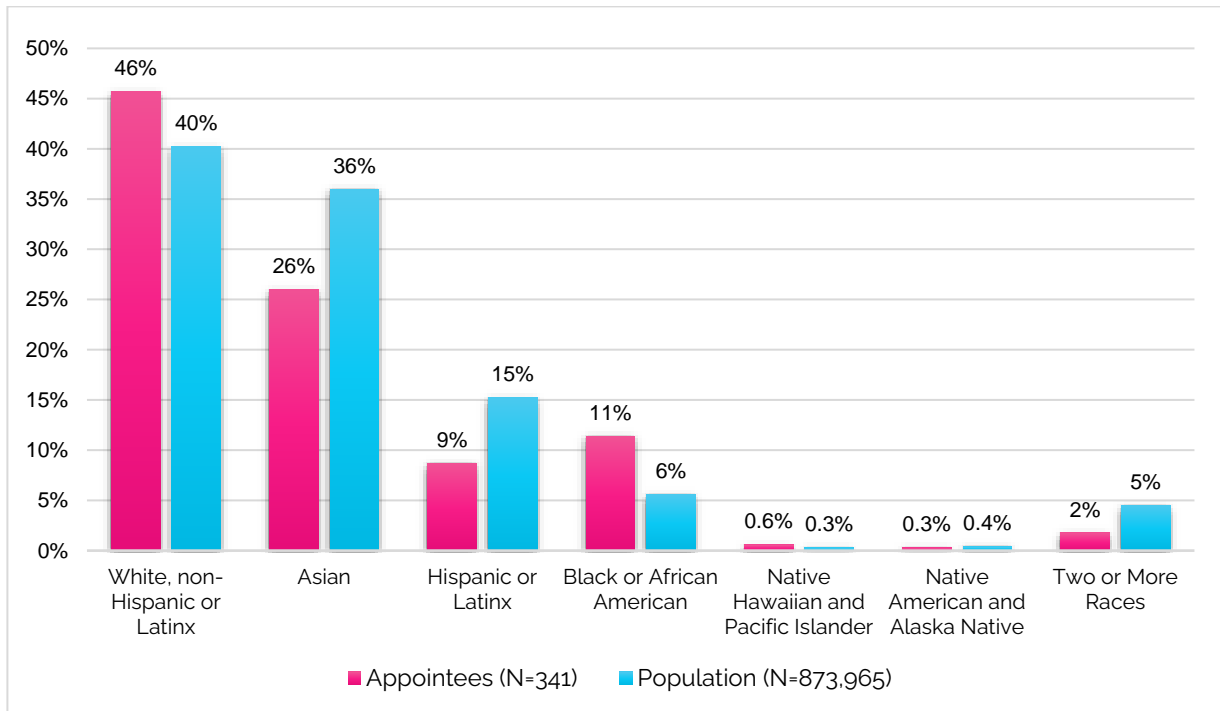
The racial and ethnic breakdown of policy body members compared to the San Francisco population is shown in Figure 7. This analysis reveals underrepresentation and overrepresentation in San Francisco policy bodies for certain racial and ethnic groups. Nearly half of all appointees are white, an overrepresentation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

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

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

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

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



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

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

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

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

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

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

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

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

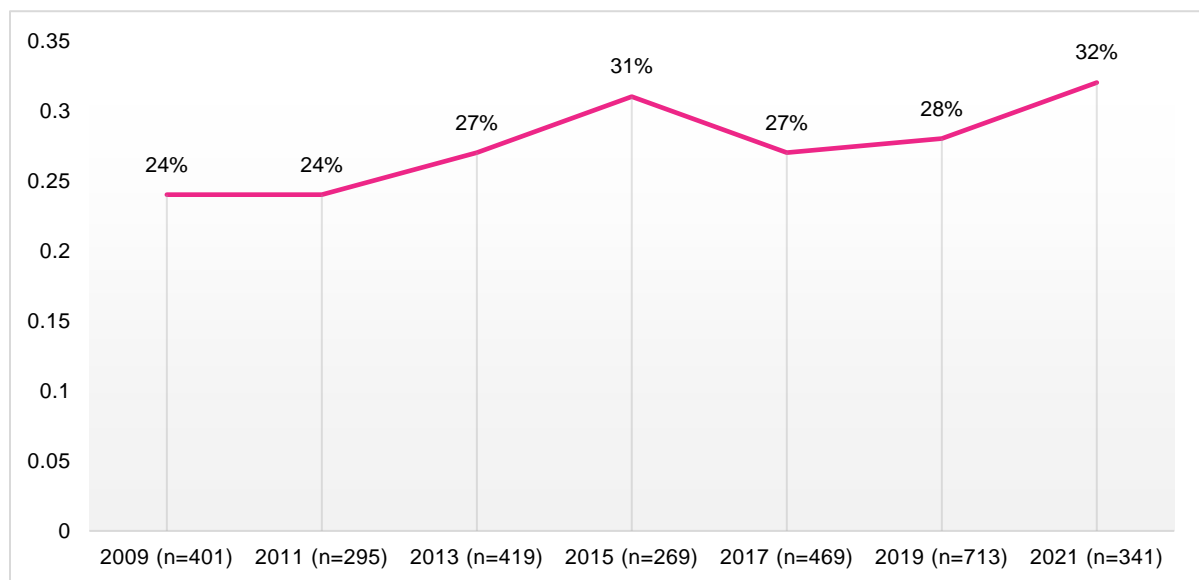
Policy Body	Percent of POC	Response Rate*	2019 Percent	2017 Percent
Ethics Commission	25%	25%	50%	67%
Retirement System Board	29%	57%	29%	29%
Recreation and Park Commission	29%	43%	43%	43%
Rent Board Commission	30%	60%	33%	50%

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

C. Race and Ethnicity by Gender

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

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



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

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

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

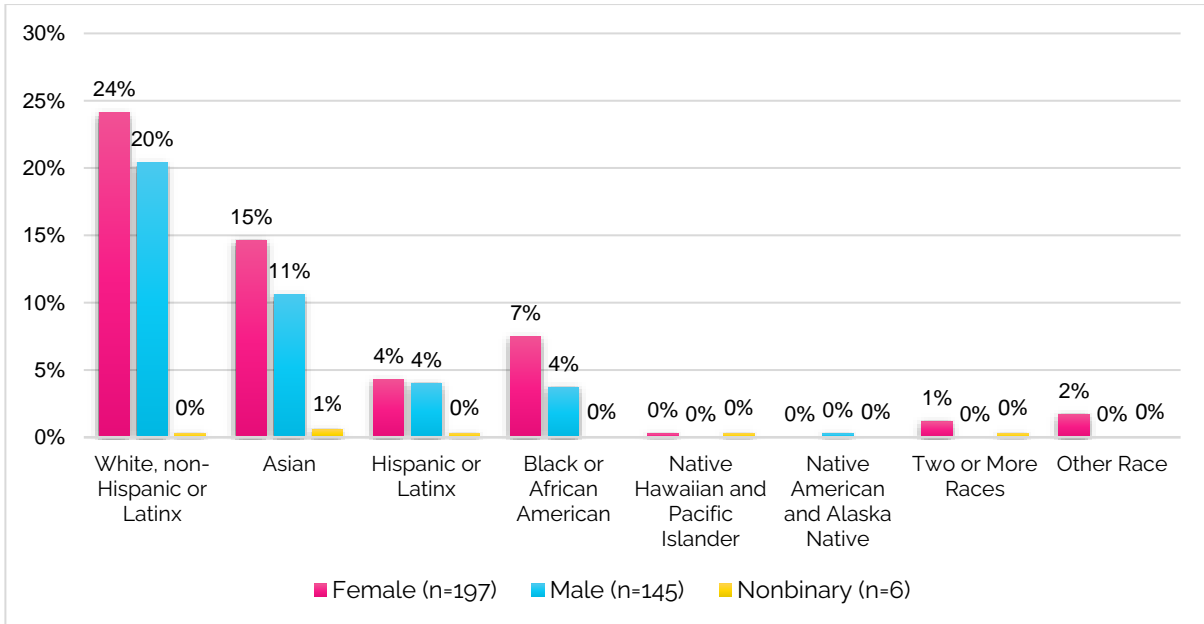
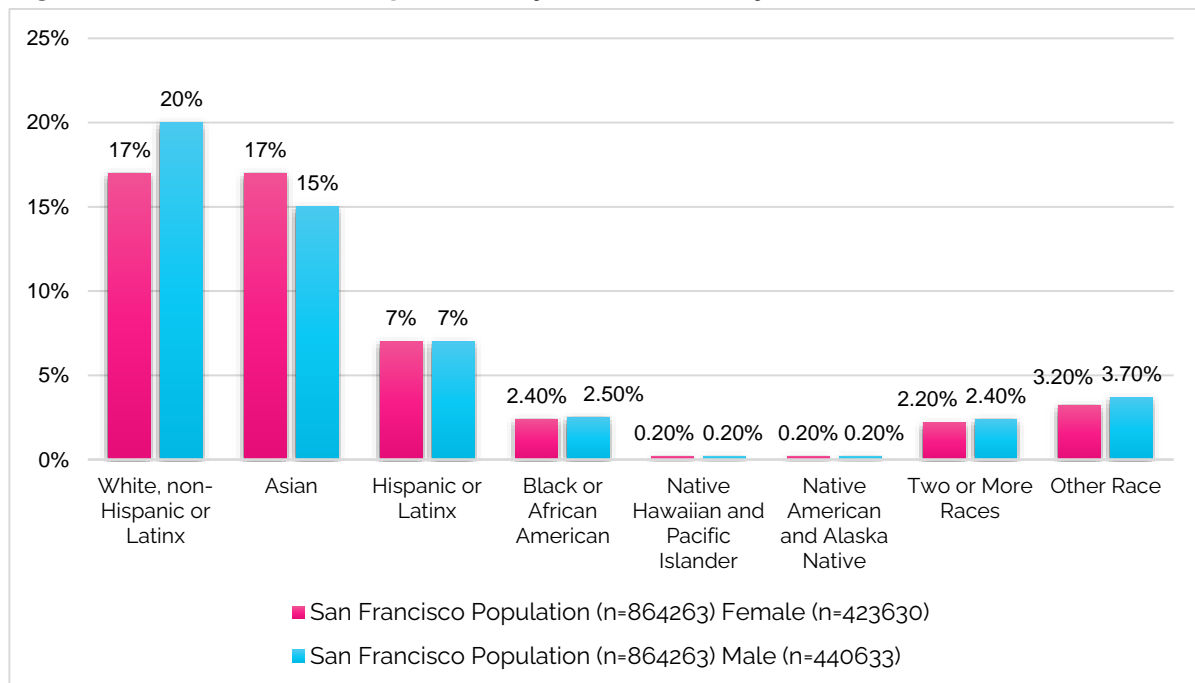


Figure 12: San Francisco Population by Race/Ethnicity

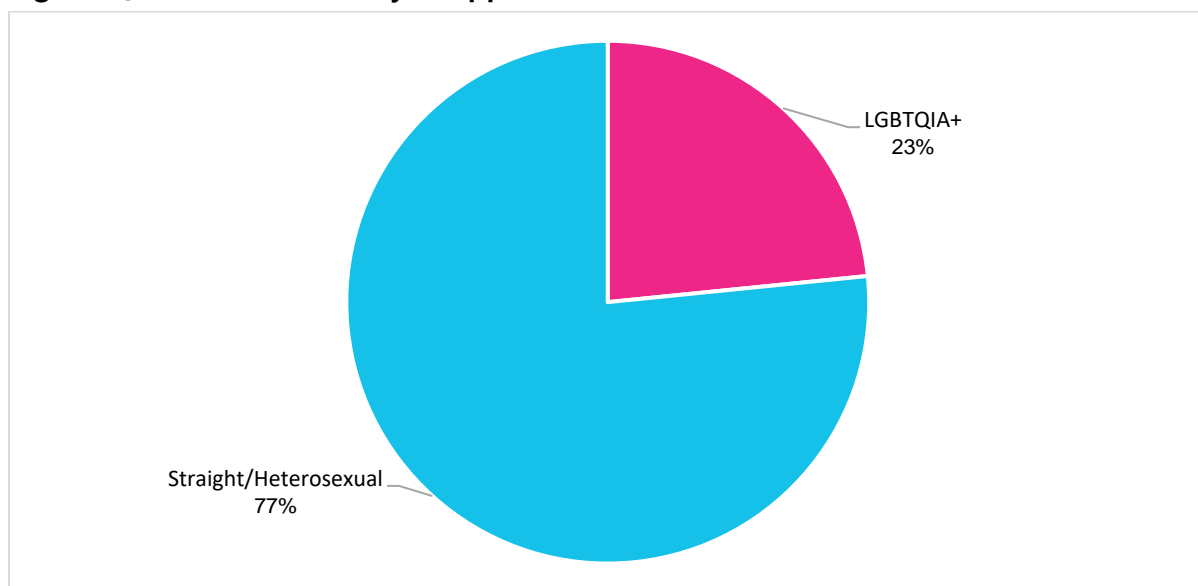


D. LGBTQIA+ Identity

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

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

Figure 13: LGBTQIA+ Identity of Appointees, 2021

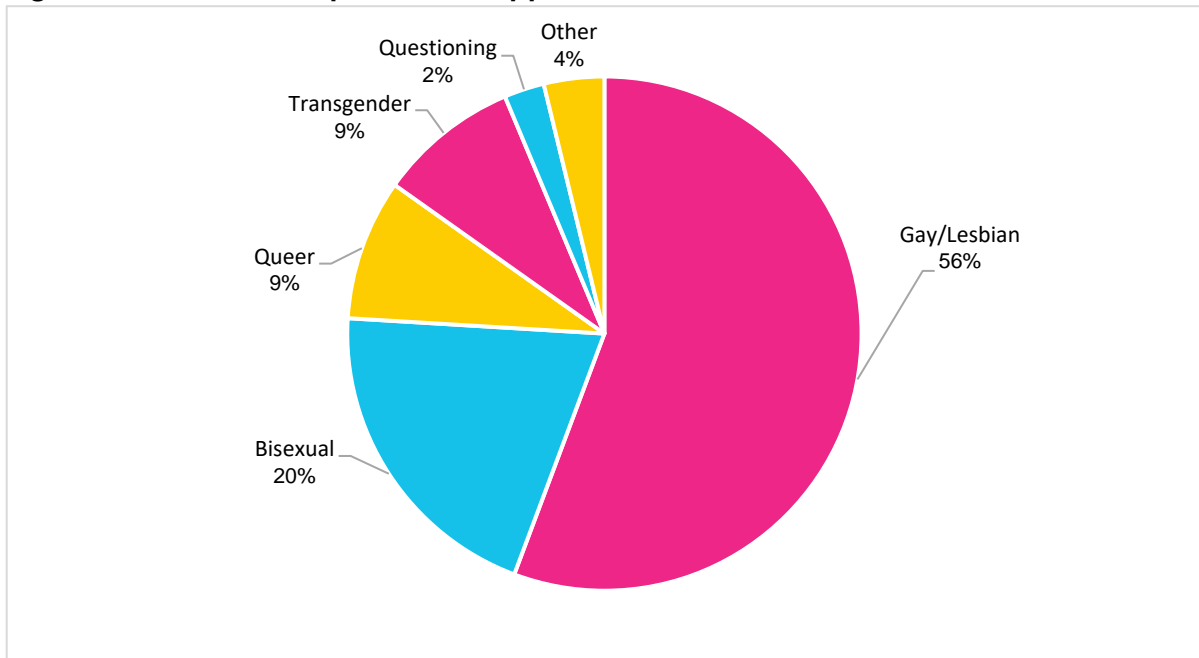


⁶ <https://williamsinstitute.law.ucla.edu/publications/adult-lgbt-pop-us/>

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

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

Figure 14: LGBTQIA+ Population of Appointees, 2021



E. Disability Status

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

Figure 15: Disability Status of Appointees, 2021

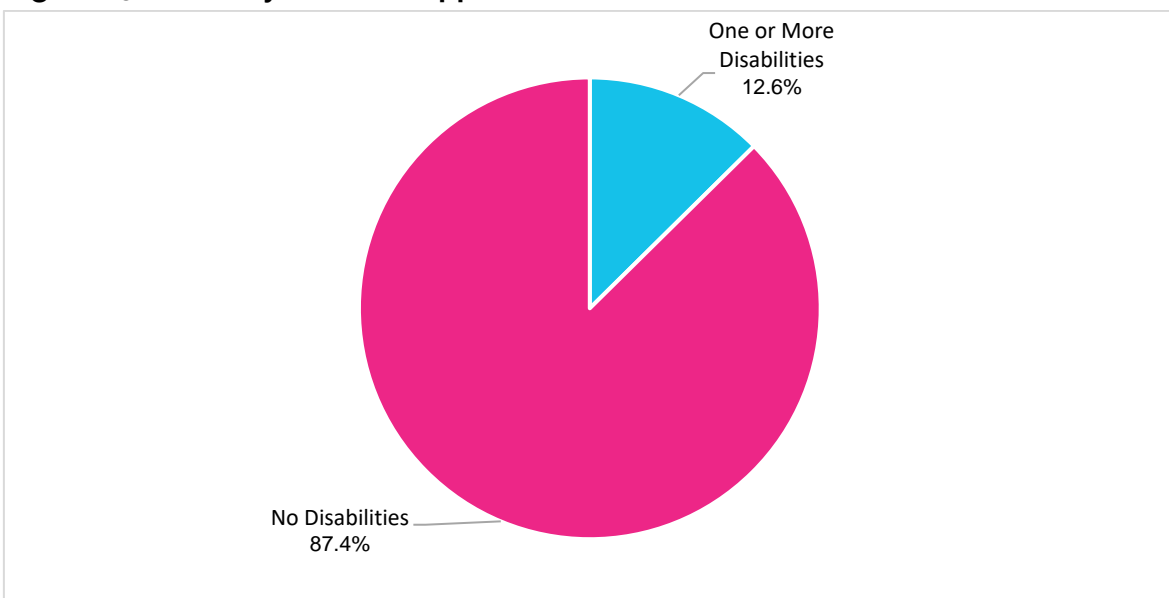
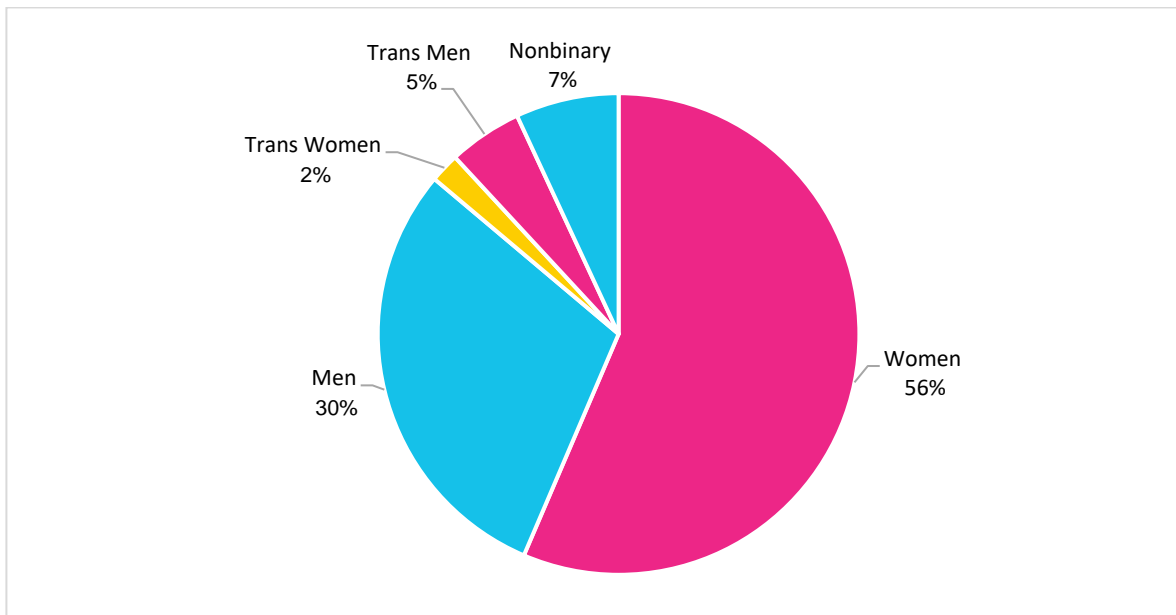


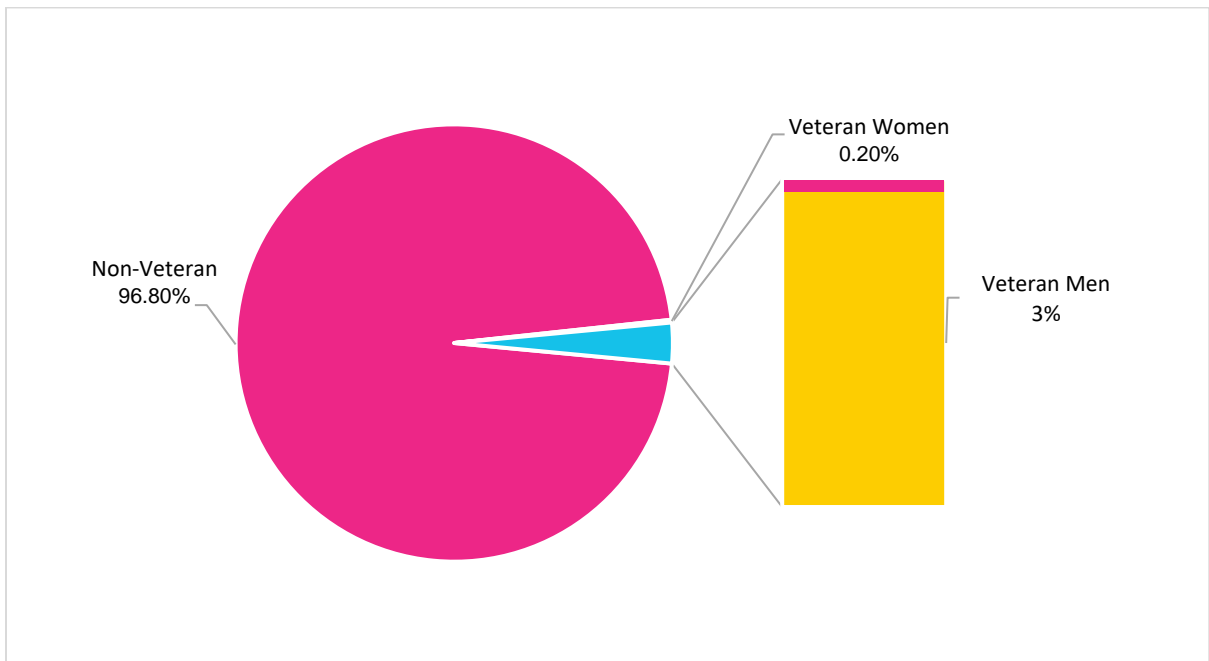
Figure 16: Appointees with One or More Disabilities by Gender Identity, 2021



F. Veteran Status

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

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



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

Figure 18: Appointees with Military Service, 2021

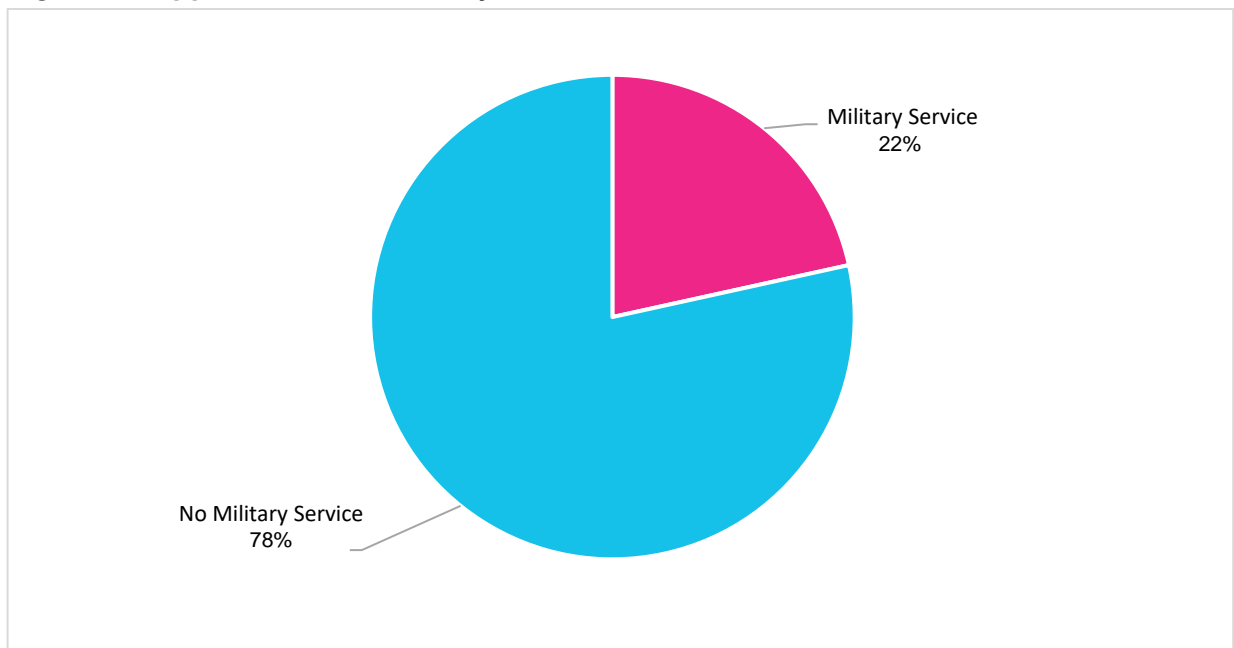
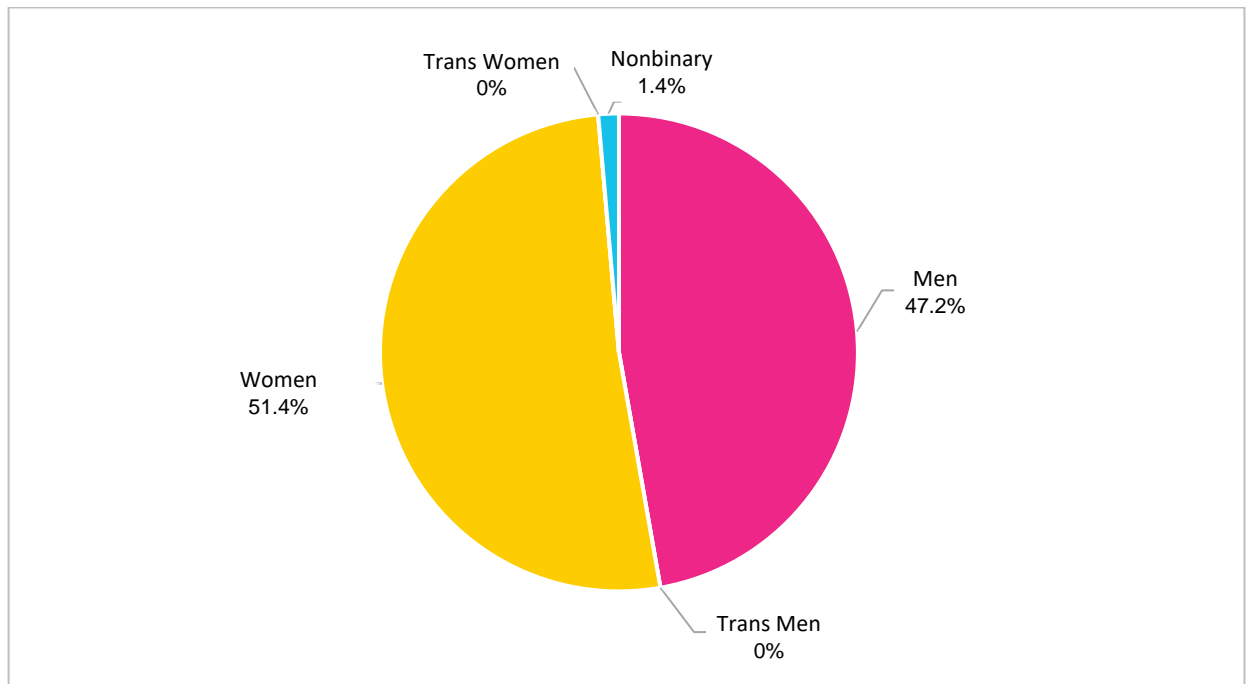


Figure 19: Appointees with Military Service by Gender, 2021



G. Policy Bodies by Budget

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

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

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

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

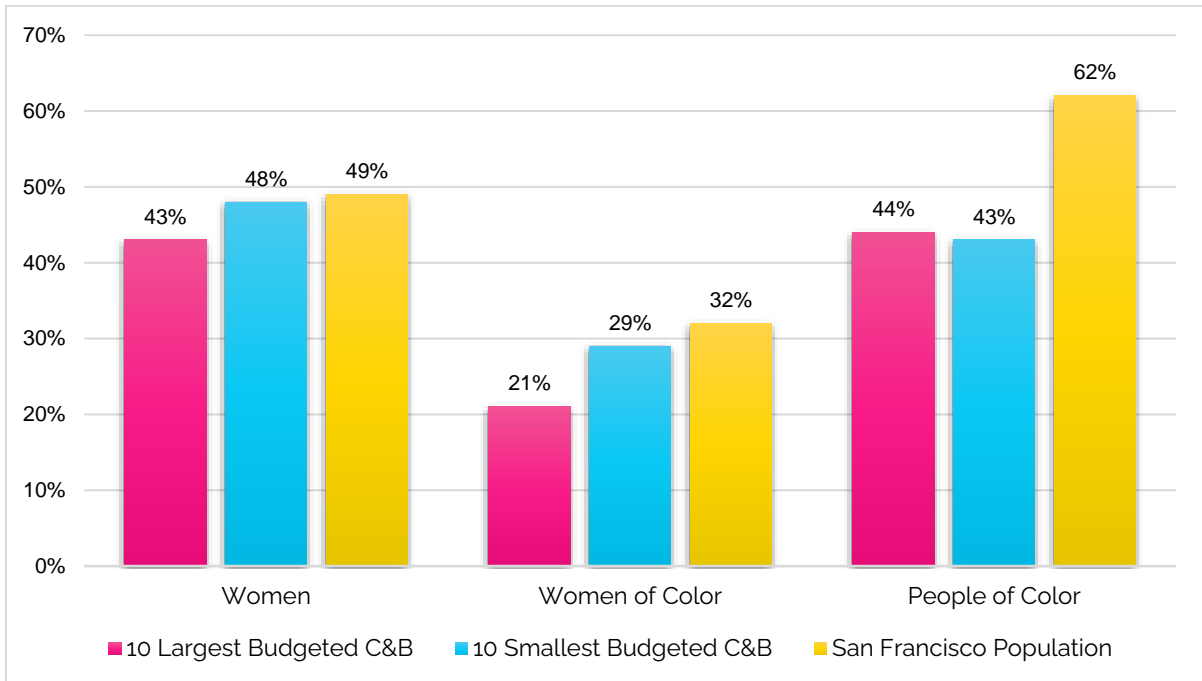


Figure 21: Demographics of Commissions and Boards with Largest Budgets, 2021

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

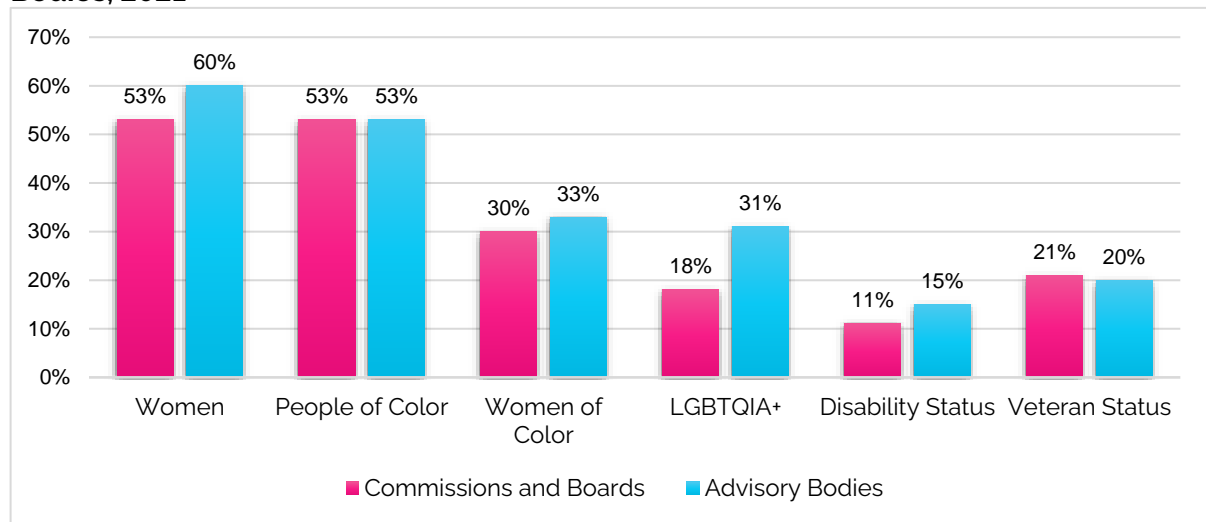
Figure 22: Demographics of Commissions and Boards with Smallest Budgets, 2021

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

H. Comparison of Advisory Body and Commission and Board Demographics

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

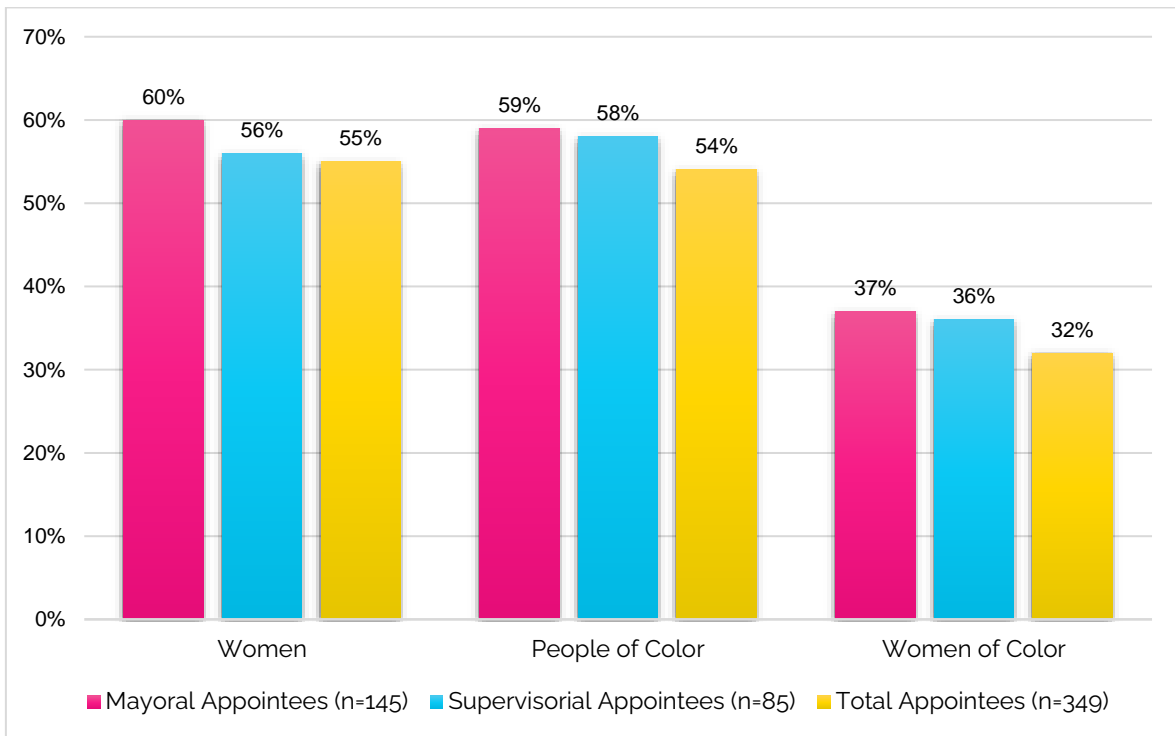
Figure 23: Demographics of Appointees on Commission and Boards and Advisory Bodies, 2021



I. Demographics of Mayoral, Supervisorial, and Total Appointees

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

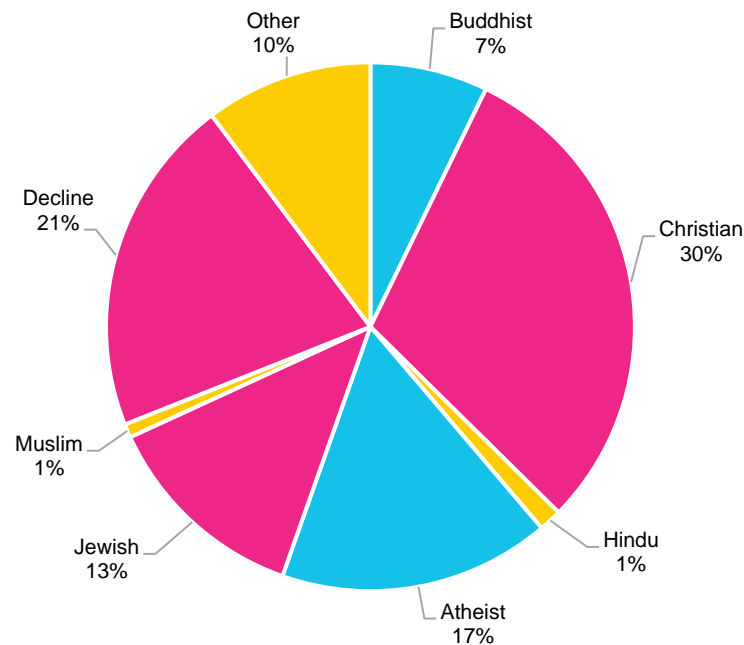
Figure 24: Demographics of Mayoral, Supervisorial, and Total Appointees, 2021



J. Religious Affiliations

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

Figure 25: Religious Affiliations of Appointees, 2021



III. Methodology and Limitations

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

Data was requested from 109 policy bodies and acquired from 92 of those bodies, a total of 349 appointees. Comparatively, the 2019 Gender Analysis Report received data from 84 policy bodies (380 Commission and Boards and 389 Advisory Bodies), a total of 741 total appointees. A Commissioner or Board member's gender identity, race/ethnicity, sexual orientation, Disability Status, Veteran Status, or religious affiliations were among data elements collected on a *voluntary* basis. Therefore, responses were incomplete or unavailable for some appointees but are included to the extent possible.

As the fundamental objective of this report is to surface patterns of underrepresentation, every attempt has been made to reflect accurate and complete information in this report. Data for some policy bodies was incomplete, and all appointees who responded were included in the total demographic categories. Only policy bodies with full data on gender and race for all appointees were included in sections comparing demographics of individual bodies. It should be noted that for policy bodies with a small number of members, the change of a single individual greatly impacts the percentages of demographic categories. This should be kept in mind when interpreting these percentages.

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

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

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

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

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

IV. Conclusion

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

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

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

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

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

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

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

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

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

San Francisco Commission on the Status of Women

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

Kimberly Ellis, Director
Department on the Status of Women

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

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Appendix

Figure 26: Policy Body Demographics, 2021

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

Figure 26: Policy Body Demographics, 2021, Continued

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

Figure 26: Policy Body Demographics, 2021, Continued

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

Figure 26: Policy Body Demographics, 2021, Continued

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

Figure 26: Policy Body Demographics, 2021, Continued

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

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

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

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

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

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



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



London N. Breed
Mayor

Acknowledgments

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