

File No. 221000

Committee Item No. 1

Board Item No. _____

COMMITTEE/BOARD OF SUPERVISORS

AGENDA PACKET CONTENTS LIST

Committee: Rules Committee

Date Oct. 24, 2022

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) |
| x <input type="checkbox"/> | <input type="checkbox"/> | Public Correspondence |

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Completed by: Victor Young Date Oct 20, 2022

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: Reentry Council

Seat # (Required - see Vacancy Notice for qualifications): Seat # 1 or #2

Full Name: Chan Lam

[Redacted Address] Zip Code: 95624

Occupation: Special Projects Coordinator / Student

Work Phone: 916-880-8138 Employer: Asian Prisoner Support Committee / UC Berkeley

Business Address: 333 13th Street, Oakland, CA Zip Code: 94612

Business Email: john@asianprisonersupport.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: Currently in Berkeley moving to new place
18 Years of Age or Older: Yes ☐ No ☐ next two weeks
permanent address: 9555 blue thistle way, Elk Grove, CA 95624

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 36 years old cis-gender heterosexual first generation Chinese American a large population of San Francisco. One of the highest recidivism rates and incarceration rates is among AAPI groups in San Francisco.

Business and/or Professional Experience:

I was incarcerated at the age of 17, was sentenced to serve 26 years-to-life, of which I served 16 years before being commuted by Governor Jerry Brown in 2018. During my incarceration I worked as a state certified addiction counselor which I served for over five years helping folks address their substance abuse issues.

Since paroling I've been pursuing my bachelors degree, working in a non-profit organization in Oakland and supporting reentry individuals in Los Angeles called API RISE. On campus, I am part of the Underground Scholars Policy Fellowship where we were successful in obtaining \$4 million continuous funding to support Underground Scholars activities throughout all UC Campuses in supporting system impacted individuals and formerly incarcerated individuals gain access to higher education.

In addition to my academic activities, I also work full-time with Asian Prisoner Support Committee where I assist formerly incarcerated individuals in developing leadership skills, job readiness and mentorship. I assist interns in obtaining housing, job opportunities and vocational training.

Most recently I got hired by the Possibility Lab at the Goldman School of Public Policy helping to drive voter registration at the Santa Rita Jail by working with the Alameda County Public Defenders office.

Civic Activities:

Most recently, I completed the Safety and Justice Challenge Fellowship with the San Francisco District Attorney's office by helping to identify the problems and solutions to address the housing crisis reentry individuals face in San Francisco. At the conclusion of our fellowship we presented our findings and recommendation to the San Francisco District Attorneys office along with other community stakeholders.

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: 8/3/2022 Applicant's Signature (required): Chan Lam

(Manually sign or type your complete name.)

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

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

FOR OFFICE USE ONLY:

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

Board of Supervisors Supplemental Application for Appointment to the Reentry Council
(Form effective Augues 2014)

Seats 1, 2, 3, and 4: Former inmates of the San Francisco County Jail, a California Department of Corrections and Rehabilitation facility, and/or a United States Bureau of Prisons facility

Enter your name, mailing address and daytime telephone number in the spaces provided. Because this form is a document available for public review, **you may provide a business or office address**, telephone number and e-mail address instead of your home address or other personal contact information.

Print Name: _____



Zip: 95624

Occupation: Special Projects Coordinator / Student

Work Phone: 916-880-8138

Employer: Asian Prisoner Support Committee / UC Berkeley

Business Address: 333 13th Street, Oakland, CA

Zip: 94612



FAX #: _____

*It is a **requirement** that all appointees to Seats 1, 2, 3, and 4 of the Reentry Council have been an inmate in the San Francisco County Jail, a California Department of Corrections and Rehabilitation facility, and/or a United State Bureau of Prison facility. Please answer all of the following questions.*

1. Have you ever been an inmate of (check all that apply):

San Francisco County Jail?

☐ yes

California Department of Corrections and Rehabilitation* facility?

☒ yes

United States Bureau of Prisons facility?

☐ yes

**California Department of Corrections and Rehabilitation (CDCR) operates the facilities previously operated by the California Department of Corrections (CDC) and the Department of Juvenile Justice (DJJ).*

2. The person appointed to *Seat 1* must identify as being a survivor of violence or crime. Do you identify as a survivor of violence or crime? ☒ yes ☐ no

3. The person appointed to *Seat 2* must have expertise in providing services to individuals exiting the criminal justice system. Do you have experience or expertise in providing services to individuals exiting the criminal justice system? ☒ yes ☐ no If yes, please describe:

In my current role with Asian Prisoner Support Committee, I run an internship program to support reentry individuals in developing job skills, mentorship, and leadership skills. This also includes assisting folks in finding jobs, getting into college and importantly obtaining housing.

On campus at Berkeley I similiarly assist individuals in finding jobs, food resources, scholarships and other accommodations.

Board of Supervisors Supplemental Application for Appointment to the Reentry Council
(Form effective August 2014)

4. The person appointed to *Seat 3* must have been released from custody within two years of his or her appointment. If you were released from custody within the last two years, on what date were you released? _____

5. The person appointed to *Seat 4* must have served multiple terms of incarceration. Multiple terms could include more than one term served in the same facility, or more than one term served in different facilities. Have you served multiple terms of incarceration? ☐ yes ☒ no

6. What was your experience transitioning back to San Francisco after having been incarcerated? What helped you? What were the barriers?

I have a lot of friends who paroled in San Francisco and one of the biggest issues has been obtaining long-term housing. The transitional housing like healthright 360 are not conducive for individuals because it is located at the Tenderloin district where there is rampant drug use and prostitution. For individuals who have not been exposed to that for decades or long duration can be very triggering.

7. How can we help other people transition from prisons and jails more successfully? How can we help people permanently exit the criminal justice system?

Providing more funding to CBOs who are on the ground working with individuals on a day to day basis who knows best what the needs are in the reentry population.

1. Provide long-term housing
2. Provide work force education and tools - like free laptops and cellular phones - partnering with orgs like EveryoneOn to do it
3. Provide vouchers for California ID and birth certificates
4. Expand food support via vouchers

8. What do you hope that the Reentry Council will achieve?

At the very least, provide the funding and investment in programs that are supportive of a successful reentry for individuals.

If necessary, please attach supplemental sheet(s) and/or attachments.

Submit this form, along with the Board of Supervisors Application for Boards, Commissions, and Committees, to Clerk's Office, Board of Supervisors, 1 Dr. Carlton B. Goodlett Place, Room 244, San Francisco, CA 94102-4689

BOARD of SUPERVISORS



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TDD/TTY No. (415) 554-5227

Application for Boards, Commissions, Committees, & Task Forces

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

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

Full Name: Michael Brown

_____ Zip Code: _____

_____ Occupation: _____

Work Phone: _____ Employer: _____

Business Address: _____ Zip Code: _____

Business Email: _____ 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:

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

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

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

FOR OFFICE USE ONLY:

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

Board of Supervisors Supplemental Application for Appointment to the Reentry Council
(Form effective Augues 2014)

Seats 1, 2, 3, and 4: Former inmates of the San Francisco County Jail, a California Department of Corrections and Rehabilitation facility, and/or a United States Bureau of Prisons facility

Enter your name, mailing address and daytime telephone number in the spaces provided. Because this form is a document available for public review, **you may provide a business or office address**, telephone number and e-mail address instead of your home address or other personal contact information.

Michael Brown

<div></div>		94110
		Zip: _____
		Occupation: In custody case manager
415-209-5667		Employer: 5 Keys
Work Phone: _____	70 Oak Grove. St	Zip: 94112
Business Address: _____	FAX #: _____	

*It is a **requirement** that all appointees to Seats 1, 2, 3, and 4 of the Reentry Council have been an inmate in the San Francisco County Jail, a California Department of Corrections and Rehabilitation facility, and/or a United State Bureau of Prison facility. Please answer all of the following questions.*

1. Have you ever been an inmate of (check all that apply):

San Francisco County Jail?

☒ yes

California Department of Corrections and Rehabilitation* facility?

☐ yes

United States Bureau of Prisons facility?

☐ yes

**California Department of Corrections and Rehabilitation (CDCR) operates the facilities previously operated by the California Department of Corrections (CDC) and the Department of Juvenile Justice (DJJ).*

2. The person appointed to *Seat 1* must identify as being a survivor of violence or crime. Do you identify as a survivor of violence or crime? ☒ yes ☐ no

3. The person appointed to *Seat 2* must have expertise in providing services to individuals exiting the criminal justice system. Do you have experience or expertise in providing services to individuals exiting the criminal justice system? ☒ yes ☐ no If yes, please describe:

Board of Supervisors Supplemental Application for Appointment to the Reentry Council
(Form effective August 2014)

4. The person appointed to *Seat 3* must have been released from custody within two years of his or her appointment. If you were released from custody within the last two years, on what date were you released? n/a

5. The person appointed to *Seat 4* must have served multiple terms of incarceration. Multiple terms could include more than one term served in the same facility, or more than one term served in different facilities. Have you served multiple terms of incarceration? ☐ yes ☒ no

6. What was your experience transitioning back to San Francisco after having been incarcerated? What helped you? What were the barriers?
Programs really helped me transition and helped me stay out of trouble. The barriers was my environment and my reputation with the police. The police harrassed me often and were always trying to blame something on me to arrest me. Being a part of mission neighborhood center's, precita center was the difference. They gave me programs to attend, a place to go, employment oppurtunities and helped me with my needs.

7. How can we help other people transition from prisons and jails more successfully? How can we help people permanently exit the criminal justice system?
By providing successful programs and education that meets them at their level. A lot suffer from mental health as well and having the proper support would be all the difference they need in order to succeed. If others feel supported and left out, they are more likely to succeed upon reentry.

8. What do you hope that the Reentry Council will achieve?
Make the appropriate changes we as a community need to help our in custody community succeed and thrive upon their reentry.

If necessary, please attach supplemental sheet(s) and/or attachments.

Submit this form, along with the Board of Supervisors Application for Boards, Commissions, and Committees, to Clerk's Office, Board of Supervisors, 1 Dr. Carlton B. Goodlett Place, Room 244, San Francisco, CA 94102-4689

BOARD of SUPERVISORS



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Application for Boards, Commissions, Committees, & Task Forces

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

Seat # (Required - see Vacancy Notice for qualifications): Seat #4 Seat 1 Also

Jusef Nathan




Zip Code: 94134

n: Ambassador

Work Phone: 4154128285 Employer: Five Keys

Business Address: 700 Stevensons Zip Code: 94103

Business Email: _____ Home Email: 

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

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

Pursuant to 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 43 cis Afro-Latino Man who grew up in the Mission District. Growing up in a low income household volted me into manhood at a young age and as many young men and women who grow up in the streets of our city I had to make decisions and choices for my safety and to support myself economically. My experience as a kid growing up poor in San Francisco has allowed me to experience things that now guide my commitment to our young people and our community at large.

Business and/or Professional Experience:

Currently I work for Five Keys as an Ambassador at a SIP hotel. Through my job I get to assist people who are starting their reentry process after being homeless in this city. My job allows me to interact with people who are looking for new beginnings and who come from so many different circumstances that have landed them in the most vulnerable of circumstances. I also do consultant work with Calle 24 as their outreach coordinator, with them I engage with vendors and other people who are experiencing hardships. I ensure that we are reaching the right population and that we are doing so in a manner that is respectful. With my work at calle I am able to interact with people who are experiencing difficulty getting a job and are trying to continue on their path of reentry.

I also work with unidos en salud as a logistics coordinator where I support the site with logistics to provide testing and vaccines to our community.

Civic Activities:

I volunteer with Horizons unlimited on an on call basis where I get to support and serve as a role model to young people who are on the verge or already system involved. This volunteer work is one of the ones that is closest to my heart as I get to support young people who are going through some of the experiences I went through. If I am able to give guidance to just one young person and help influence their life choices then all of the circumstances I once experiences would be worth it. I believe all people deserve the chance to create a new life for themselves, all they need is the right support system to ensure they can be succesful.

I also did outreach with Arriba Juntos in the past and was working with system involved youth and TAY.

Programs such as the ones I mentioned before are paramount in the reentry journey of our community members.

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

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

Date: 09/06/22 Applicant's Signature (required): Jusef Nathan

(Manually sign or type your complete name.)

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

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

FOR OFFICE USE ONLY:

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

Board of Supervisors Supplemental Application for Appointment to the Reentry Council
(Form effective Augues 2014)

Seats 1, 2, 3, and 4: Former inmates of the San Francisco County Jail, a California Department of Corrections and Rehabilitation facility, and/or a United States Bureau of Prisons facility

Enter your name, mailing address and daytime telephone number in the spaces provided. Because this form is a document available for public review, **you may provide a business or office address**, telephone number and e-mail address instead of your home address or other personal contact information.

Juseff Nathan

Zip: 94134

Occupation: Ambassador

Work Phone: _____

Employer: Five Keys

Business Address: 700 Stevensons

Zip: _____

E-mail Address: _____

FAX #: _____

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1. Have you ever been an inmate of (check all that apply):

San Francisco County Jail?

☒ yes

California Department of Corrections and Rehabilitation* facility?

☒ yes

United States Bureau of Prisons facility?

☒ yes

**California Department of Corrections and Rehabilitation (CDCR) operates the facilities previously operated by the California Department of Corrections (CDC) and the Department of Juvenile Justice (DJJ).*

2. The person appointed to *Seat 1* must identify as being a survivor of violence or crime. Do you identify as a survivor of violence or crime? ☒ yes ☐ no

3. The person appointed to *Seat 2* must have expertise in providing services to individuals exiting the criminal justice system. Do you have experience or expertise in providing services to individuals exiting the criminal justice system? ☐ yes ☐ no If yes, please describe:

Board of Supervisors Supplemental Application for Appointment to the Reentry Council
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4. The person appointed to *Seat 3* must have been released from custody within two years of his or her appointment. If you were released from custody within the last two years, on what date were you released? 8/20/00

5. The person appointed to *Seat 4* must have served multiple terms of incarceration. Multiple terms could include more than one term served in the same facility, or more than one term served in different facilities. Have you served multiple terms of incarceration? ☒ yes ☐ no

6. What was your experience transitioning back to San Francisco after having been incarcerated? What helped you? What were the barriers?

My experience was made easier by the community support system I have but as far as resources provided by my P.O they were no existent. Affordable housing is extremely difficult for anyone in SF but in particular for those who are coming back home. I was not offered any resources or guidance as to where I could go from my P.O. It has been the community and my support system who has been supporting me in the housing process.

7. How can we help other people transition from prisons and jails more successfully? How can we help people permanently exit the criminal justice system?

strong support systems that are wholistic and well rounded. Housing support, job guidance, recovery maintenance, training jobs that lead to long term careers. Also, long term therapy provided for reentry clients will go a long way for reentry individuals to find success in their new beginning.

8. What do you hope that the Reentry Council will achieve?

I hope that our voices are heard and that they influence the way in which reentry is supported. I also hope that it will influence in the way P.O support reentry clients. Often times the P.O is only looking for violations and looking for a reason to send people back as opposed to giving resources and support so that people can find sustained success.

If necessary, please attach supplemental sheet(s) and/or attachments.

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Application for Boards, Commissions, Committees, & Task Forces

Name of Board/Commission/Committee/Task Force: Reentry Council

Seat # (Required - see Vacancy Notice for qualifications): #1, 2, & 4

Full Name: Andra Lamar Gadson

[Redacted] Zip Code: 94607

Occupation: Program Manager

Work Phone: 510 575-0423 Employer: Success Centers

Business Address: 1245 Howard st Zip Code: 94103

Business Email: agadson@successcenters.org 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: Oakland

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:

My job with the successcenter has me out in the community, involved with job fairs speaking about choices and decions reaching those that need us the most.

Business and/or Professional Experience:

I have worked as a case manager a Lead supervisor and now program manager working with youth 18 to 24

Civic Activities:

Voting, volunteering with United Playaz, participating in group activities

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: 8-31-22 Applicant's Signature (required): Andra Lamar Gadson
(Manually sign or type your complete name.
NOTE: By typing your complete name, you are hereby consenting to use of electronic signature.)

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

FOR OFFICE USE ONLY:

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

Board of Supervisors Supplemental Application for Appointment to the Reentry Council
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Seats 1, 2, 3, and 4: Former inmates of the San Francisco County Jail, a California Department of Corrections and Rehabilitation facility, and/or a United States Bureau of Prisons facility

Enter your name, mailing address and daytime telephone number in the spaces provided. Because this form is a document available for public review, **you may provide a business or office address**, telephone number and e-mail address instead of your home address or other personal contact information.

Print Name: Andra Gadson

<div></div>		Zip: 94607
<div></div>		Occupation: Manager
Work Phone: 415 575-0423	Employer: Success Centers	
Business Address: 1245 Howard st	Zip: 94103	
<div></div>	FAX #: 415 575-0424	

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1. Have you ever been an inmate of (check all that apply):

San Francisco County Jail?

☒ yes

California Department of Corrections and Rehabilitation* facility?

☒ yes

United States Bureau of Prisons facility?

☐ yes

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2. The person appointed to *Seat 1* must identify as being a survivor of violence or crime. Do you identify as a survivor of violence or crime? ☒ yes ☐ no

3. The person appointed to *Seat 2* must have expertise in providing services to individuals exiting the criminal justice system. Do you have experience or expertise in providing services to individuals exiting the criminal justice system? ☒ yes ☐ no If yes, please describe:

I was lead supervisor for successcenters pitstop program and one of my duties was to interview and hire returned citizens, I would also provide information for other services.

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4. The person appointed to *Seat 3* must have been released from custody within two years of his or her appointment. If you were released from custody within the last two years, on what date were you released? _____

5. The person appointed to *Seat 4* must have served multiple terms of incarceration. Multiple terms could include more than one term served in the same facility, or more than one term served in different facilities. Have you served multiple terms of incarceration? ☒ yes ☐ no

6. What was your experience transitioning back to San Francisco after having been incarcerated? What helped you? What were the barriers?

It was challenging I was attracted by a homeless person. The things that helped me the most were the things I had learned from all the self help courses, Barriers that I felt hung over me was 1, being around people I don't know and 2. income.

7. How can we help other people transition from prisons and jails more successfully? How can we help people permanently exit the criminal justice system?

People need insight on what made them make the decisions they made, we have to have some real talk no more ideas with no solutions

8. What do you hope that the Reentry Council will achieve?

The ability to reach our people that are crying for help and don't know how to ask for it.

If necessary, please attach supplemental sheet(s) and/or attachments.

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Application for Boards, Commissions, Committees, & Task Forces

Reentry Council

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

Seat # (Required - see Vacancy Notice for qualifications): 1, 2, 4

Full Name: Daisha Spires

_____ Zip Code: 94110

_____ Occupation: Program Coordinator

Work Phone: 4158122510 Employer: Young Women Freedom Center

Business Address: 832 Folsom Street Zip Code: 94107

Business Email: Daisha@youngwomenfree.org Home Email: _____

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

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

Pursuant to 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:

Im an African American bisexual woman, born and raised in San Francisco Black & Brown Communities /neighborhoods; Sunnysdale, Mission, Fillmore, and the Bayview just to name a few. I have lived & living experiences. Im a survivor of gun violence, domestic violence, Foster care, group homes, DJJ, CJC, walfare, homelessness, teen mom and a few more. I am someone who experienced incarceration and I am a good position to be part of this reentry council to advocate for those who are not able to voice their needs.

Business and/or Professional Experience:

Currently I am the Program Coordinator at the Young Women Freedom Center who support youth and young women and Trans youth of all gender. I supervise 6 transitional young adults from the ages of 14 - 25. I outreach in the communities and "meet them where they are at." All of us are formerly system impacted & or currently navigating these systems. I'm coordinating and overseeing of planning, implementing, marketing and evaluating different programs & projects.

I was a Community Organizer with The Center for Young Women's Developers in 2006. I have a Community Health Worker certificate where I did an internship for 9 months at the Community Justice center on 555 Polk st.

I worked in after school program called Precita Center as a Program Aide, worked at Everett Middle school as a Program Aide. I worked at Coleman Advocate, where I was the Organizer of Parents Making a Change. We help to fight for youth being free on sf buses and civil and social justice

Civic Activities:

I volunteer/ Donate my time and money in my different ways in the communities of San Francisco

Feed the homeless in San Francisco with Sister Circle (a rehabilitation center for women)

Backpack/ clothes/ shoes give away for back to school with "The Struggle"

Food giveaway in Bayview with members from the bayview with "Kesha Care's "

Sac State capital to fight for "End endless probation"

Freedom Circle at YWFC

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

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

FOR OFFICE USE ONLY:

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

Board of Supervisors Supplemental Application for Appointment to the Reentry Council
(Form effective Augues 2014)

Seats 1, 2, 3, and 4: Former inmates of the San Francisco County Jail, a California Department of Corrections and Rehabilitation facility, and/or a United States Bureau of Prisons facility

Enter your name, mailing address and daytime telephone number in the spaces provided. Because this form is a document available for public review, **you may provide a business or office address**, telephone number and e-mail address instead of your home address or other personal contact information.

Print Name: Daisha Spires

<div></div>		Zip: 94110
Occupation: Program Coordinator		
Work Phone: 4158122510	Employer: Young Women Freedom Cent	
Business Address: 832 Folsom Street	Zip: 94107	
E-mail Address: Daisha@youngwomenfr	FAX #:	

*It is a **requirement** that all appointees to Seats 1, 2, 3, and 4 of the Reentry Council have been an inmate in the San Francisco County Jail, a California Department of Corrections and Rehabilitation facility, and/or a United State Bureau of Prison facility. Please answer all of the following questions.*

1. Have you ever been an inmate of (check all that apply):

San Francisco County Jail? ☒ yes

California Department of Corrections and Rehabilitation* facility? ☐ yes

United States Bureau of Prisons facility? ☒ yes

**California Department of Corrections and Rehabilitation (CDCR) operates the facilities previously operated by the California Department of Corrections (CDC) and the Department of Juvenile Justice (DJJ).*

2. The person appointed to *Seat 1* must identify as being a survivor of violence or crime. Do you identify as a survivor of violence or crime? ☒ yes ☐ no
3. The person appointed to *Seat 2* must have expertise in providing services to individuals exiting the criminal justice system. Do you have experience or expertise in providing services to individuals exiting the criminal justice system? ☒ yes ☐ no If yes, please describe:

Board of Supervisors Supplemental Application for Appointment to the Reentry Council
(Form effective August 2014)

4. The person appointed to *Seat 3* must have been released from custody within two years of his or her appointment. If you were released from custody within the last two years, on what date were you released? N/A

5. The person appointed to *Seat 4* must have served multiple terms of incarceration. Multiple terms could include more than one term served in the same facility, or more than one term served in different facilities. Have you served multiple terms of incarceration? ☒ yes ☐ no

6. What was your experience transitioning back to San Francisco after having been incarcerated? What helped you? What were the barriers?

I did not receive critical information from those in authority after being released at 850 Bryant. If the probation officers would have given more information about all the Reentry programs that support folks with rehabilitation and reduce recidivism. The lack of follow through and support from Probation Officers was the biggest barrier to transitioning back into society.

7. How can we help other people transition from prisons and jails more successfully? How can we help people permanently exit the criminal justice system?

In order to properly support folks coming out of the prisons and jails, the City needs to offer a seamless transition with housing, educational and economic opportunities.

8. What do you hope that the Reentry Council will achieve?

I hope Reentry Council will hear the collective knowledge of formerly incarcerated folks and actually apply our suggestions.

If necessary, please attach supplemental sheet(s) and/or attachments.

Submit this form, along with the Board of Supervisors Application for Boards, Commissions, and Committees, to Clerk's Office, Board of Supervisors, 1 Dr. Carlton B. Goodlett Place, Room 244, San Francisco, CA 94102-4689



September 07, 2022

To the Board of Supervisor and Reentry Council of San Francisco,

I am writing this reference letter on behalf of Daisha Spires, an applicant for the Reentry Council seats 1, 2, and 4.

Daisha is a respectful leader in her communities and committed to the work. She has amazing long time ties to the communities in San Francisco. Daisha is the third generation of her family residing in San Francisco. Daisha works for Young Women's Freedom Center San Francisco as the Program Coordinator and is an alumni of Young Women's Freedom Center. She has gifted the Young Women's Freedom Center with her many skills and mainly how she shows up for the young people and families with an open mind and consistency.

I believe Daisha is qualified for all these seats not only due to her professional and personal expertise but because she is compassionate and continues to have the willingness to believe in hope and change.

Kazani Kalani Finao

Kazani Kalani Finao
Young Women's Freedom Center San Francisco Director

BOARD of SUPERVISORS



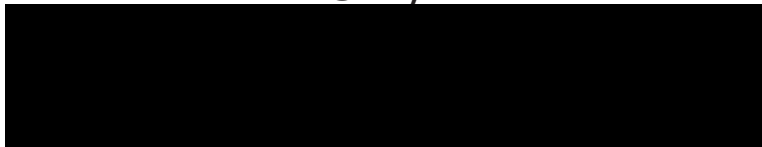
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Application for Boards, Commissions, Committees, & Task Forces

Name of Board/Commission/Committee/Task Force: Reentry Council

Seat # (Required - see Vacancy Notice for qualifications): 1,2 or 4

Isaac Gray



Zip Code: 94112

Occupation: Life Coach Reentry Services

Work Phone: _____ Employer: Young Community Developers

Business Address: 1706 Yosemite Ave Zip Code: 94124

Business Email: igray@ycdjobs.org Home Email: _____

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

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

Pursuant to 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 have firsthand experience being previously incarcerated in a federal prison and have also been a victim of violence/crime. My current position with YCD allows me to help individuals exiting the justice system from varying backgrounds, ethnicities and ages find employment and connect them with other necessary services.

Business and/or Professional Experience:

My current position with YCD as a Life Coach for Reentry Services is directly related to the Reentry Council. I help people exiting the justice system find employment and help connect them with other necessary services. I also am working with individuals ages 18-24 to provide them critical life skills to help prevent reoffending. The program includes job readiness training (interview practice, resume building), financial literacy (the basics of credit and budgeting), and behavior modification through self-reflection and understanding the impact their behavior may have had on direct and/or indirect victims. Also to encourage program participants to feel they are part of their community, we engage in the beautification of different neighborhoods. Beautification includes trash pick-up with a zero waste focus, painting, and other janitorial type activities.

Civic Activities:

I would definitely include the beautification as my relevant civic activities.

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

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

Date: 08-26-2022 Applicant's Signature (required): Isaac Gray
(Manually sign or type your complete name.
NOTE: By typing your complete name, you are hereby consenting to use of electronic signature.)

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

FOR OFFICE USE ONLY:

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

Board of Supervisors Supplemental Application for Appointment to the Reentry Council
(Form effective Augues 2014)

Seats 1, 2, 3, and 4: Former inmates of the San Francisco County Jail, a California Department of Corrections and Rehabilitation facility, and/or a United States Bureau of Prisons facility

Enter your name, mailing address and daytime telephone number in the spaces provided. Because this form is a document available for public review, **you may provide a business or office address**, telephone number and e-mail address instead of your home address or other personal contact information.

Print Name: Isaac Gray

Zip: _____

Occupation: Life Coach Reentry Services

Employer: Young Community Developers

Work Phone: _____

Business Address: 1706 Yosemite Ave

Zip: 94124

FAX #: (415) 822-1196

*It is a **requirement** that all appointees to Seats 1, 2, 3, and 4 of the Reentry Council have been an inmate in the San Francisco County Jail, a California Department of Corrections and Rehabilitation facility, and/or a United State Bureau of Prison facility. Please answer all of the following questions.*

1. Have you ever been an inmate of (check all that apply):

San Francisco County Jail?

☒ yes

California Department of Corrections and Rehabilitation* facility?

☒ yes

United States Bureau of Prisons facility?

☒ yes

**California Department of Corrections and Rehabilitation (CDCR) operates the facilities previously operated by the California Department of Corrections (CDC) and the Department of Juvenile Justice (DJJ).*

2. The person appointed to *Seat 1* must identify as being a survivor of violence or crime. Do you identify as a survivor of violence or crime? ☒ yes ☐ no

3. The person appointed to *Seat 2* must have expertise in providing services to individuals exiting the criminal justice system. Do you have experience or expertise in providing services to individuals exiting the criminal justice system? ☒ yes ☐ no If yes, please describe:

In my current position, I work with individuals who have recently exited the criminal justice system find employment, career training, and assist them with obtaining

Board of Supervisors Supplemental Application for Appointment to the Reentry Council
(Form effective August 2014)

necessary documents such as driver's license, social security, etc. I'm also working on a pilot program modeled after Life Connections that I participated in while incarcerated.

4. The person appointed to *Seat 3* must have been released from custody within two years of his or her appointment. If you were released from custody within the last two years, on what date were you released? 5/15/16

5. The person appointed to *Seat 4* must have served multiple terms of incarceration. Multiple terms could include more than one term served in the same facility, or more than one term served in different facilities. Have you served multiple terms of incarceration? ☒ yes ☐ no

6. What was your experience transitioning back to San Francisco after having been incarcerated? What helped you? What were the barriers?

After being incarcerated for 5 years my biggest barrier was adjusting to an environment that was completely different in regards to technology and values. I was very lucky in the sense that I participated in a behavior modifying program called Life Connections while incarcerated that helped me to reframe my thinking so I felt more ready to be a part of regular society.

7. How can we help other people transition from prisons and jails more successfully? How can we help people permanently exit the criminal justice system?

Resources are critical for people being released from prison and jails. Specifically, housing is especially difficult, if not impossible, if you don't have family to help you. Incentivized behavior modification programs are huge to helping people permanently exit the criminal justice system.

8. What do you hope that the Reentry Council will achieve?

I hope that Reentry Council will help to make programs like the one I participated in and am trying to put into place currently more widespread which will in turn reach and help more people. These programs help people from reoffending which in turn makes the City a better place.

If necessary, please attach supplemental sheet(s) and/or attachments.

Submit this form, along with the Board of Supervisors Application for Boards, Commissions, and Committees, to Clerk's Office, Board of Supervisors, 1 Dr. Carlton B. Goodlett Place, Room 244, San Francisco, CA 94102-4689

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Application for Boards, Commissions, Committees, & Task Forces

Name of Board/Commission/Committee/Task Force: Re Entry Council

Seat # (Required - see Vacancy Notice for qualifications): 1, 2, & 4

Full Name: Jabari Jackson

[Redacted] Zip Code: 94110
Occupation: Case Manager

Work Phone: 628-688-0686 Employer: Westside Community Services

Business Address: 93 6th Street Zip Code: 94102

Business Email: jjackson@westside-health.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 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 have been serving on the Re Entry Council since 2020 as a Co Chair and supervisor elect. I have brought issues of recovery and policies of reform to the table. I represent the population of San Francisco that are struggling with addiction, restorative justice, homelessness, disproportion families and communities. I'm a activist for my city and constantly stand on the frontline representing the voices of the voiceless.

Business and/or Professional Experience:

First and foremost I have the life experience of the population we serve. I am a product of our city and have a history of violence, drug abuse and incarceration for well over 35 years of my 49 year old life. So I have the life experience and cultural Humility to relate to the people we serve. I'm a community activist and have been working supporting people. Either if it's serving on the ReEntry Council, people returning for jails and prisons, their personal fight with recovery, facilitation of support groups/healing circles, outreach or spiritual guidance. My journey has led me to try to become the best I can be in this field. While serving on the council I also have obtained my Community Health Worker Certifications, in the process of obtaining my Drug and Alcohol counselor certifications, bridging the gap between Communities, SFAPD, SFPD, Community Churches and Community Based Organizations to work in unison to uplift and empower our city. The Calling is strong, I'm also a chef by trade by my passion and drive has allowed me to fully step out on faith and devote my everything to this field. By doing that it has led me to case management for Westside Community Services.

Civic Activities:

Service on the Re Entry Council as a Co Chair, Mentorship, Facilitation, Outreach, going into institutions doing service like spreading the message of recovery thru meetings, process groups and healing circles. Active in the Church community bringing fellowship to people struggling in finding spirituality, Case management and activism fighting for the opportunities and policies for those trying to find their way in this system.

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: 8/26/2022 Applicant's Signature (required): Jabari Jackson *Jabari Jackson*
(Manually sign or type your complete name.
NOTE: By typing your complete name, you are hereby consenting to use of electronic signature.)

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

FOR OFFICE USE ONLY:

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

Board of Supervisors Supplemental Application for Appointment to the Reentry Council
(Form effective Augues 2014)

Seats 1, 2, 3, and 4: Former inmates of the San Francisco County Jail, a California Department of Corrections and Rehabilitation facility, and/or a United States Bureau of Prisons facility

Enter your name, mailing address and daytime telephone number in the spaces provided. Because this form is a document available for public review, **you may provide a business or office address**, telephone number and e-mail address instead of your home address or other personal contact information.

Print Name: Jabari Jackson

Zip: 94110

Occupation: Case Manager

Employer: Westside Community Services

Work Phone:

Business Address: 93 6th Street

Zip: 94102

FAX #:

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1. Have you ever been an inmate of (check all that apply):

San Francisco County Jail?

☒ yes

California Department of Corrections and Rehabilitation* facility?

☒ yes

United States Bureau of Prisons facility?

☒ yes

**California Department of Corrections and Rehabilitation (CDCR) operates the facilities previously operated by the California Department of Corrections (CDC) and the Department of Juvenile Justice (DJJ).*

2. The person appointed to *Seat 1* must identify as being a survivor of violence or crime. Do you identify as a survivor of violence or crime? ☒ yes ☐ no

3. The person appointed to *Seat 2* must have expertise in providing services to individuals exiting the criminal justice system. Do you have experience or expertise in providing services to individuals exiting the criminal justice system? ☒ yes ☐ no If yes, please describe:

I'm a Community advocate and been in the field providing re entry services for our communities for over 5 years.I've been on the re entry council since 2020 pushing issues

Board of Supervisors Supplemental Application for Appointment to the Reentry Council
(Form effective August 2014)

of recovery and bringing policies for providing resources to underserved people and areas of SF. Thru Service, Mentorship, peer education, facilitation, outreach and spiritual guidance my mission has been standing on the front line fighting for the voiceless of SF.

4. The person appointed to *Seat 3* must have been released from custody within two years of his or her appointment. If you were released from custody within the last two years, on what date were you released? _____

5. The person appointed to *Seat 4* must have served multiple terms of incarceration. Multiple terms could include more than one term served in the same facility, or more than one term served in different facilities. Have you served multiple terms of incarceration? ☒ yes ☐ no

6. What was your experience transitioning back to San Francisco after having been incarcerated? What helped you? What were the barriers?

It was a struggle but also a blessing. I was able to get support from SFAPD, Positive Directions and Mentoring Mens Movement just to name a few. As a collective they were able to guide me thru the road blocks such as Addiction, homelessness, life skills, housing and re entry back into society.

7. How can we help other people transition from prisons and jails more successfully? How can we help people permanently exit the criminal justice system?

By reaching out and providing support thru our stories and experiences. Keeping the door open thru support and mentorship. Walking the same steps with them just as it was with us when we came home. By doing that it shows that they're not alone. If we bring the issues to the table that we went thru it will open the door so the next does not have to deal with the same issues.

8. What do you hope that the Reentry Council will achieve?

I hope to continue the work I have already started. Having served on the Re entry for the past two years, I feel that it is a must to help finish what we have already started. I hope that we will push forward what we have already put into place. I hope we can really start to combat drug abuse, overdoses, promote recovery and Re entry support. I also want to continue to light a path for others trying to find a new way of life.

If necessary, please attach supplemental sheet(s) and/or attachments.

Submit this form, along with the Board of Supervisors Application for Boards, Commissions, and Committees, to Clerk's Office, Board of Supervisors, 1 Dr. Carlton B. Goodlett Place, Room 244, San Francisco, CA 94102-4689

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Application for Boards, Commissions, Committees, & Task Forces

Reentry Council

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

Seat # (Required - see Vacancy Notice for qualifications): _____ 1, 2, 4

Full Name: **Sharome Ashanti Moody**

Zip Code: **94124**

Occupation: Peer-Support Counselor/Incarcerated Individuals

Work Phone: _____ Employer: Mental Health Assoc. of San Francisco

Business Address: **870 Market St** Zip Code: **94102**

Business Email: **Sharome@mentalhealthsf.org** Home Email: _____

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

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

18 Years of Age or Older: Yes ☐ No ☐

Pursuant to 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:

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

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: August 3, 2022 Applicant's Signature (required): Sharome Ashanti Moody
(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: _____

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

As a formerly incarcerated Black woman I know and understand that the experiences of incarcerated people across all demographics is not a monolith. However, from personal experience, the justice system has added to the systemic barriers.

What was your experience transitioning back to San Francisco after having been incarcerated? What helped you? What were the barriers?

As a Black woman, transitioning back to San Francisco after having been incarcerated was a journey that had to be constantly revisited due to my constant search for self love in an unforgivable society. Being formerly incarcerated has been like a stain you can not remove.

How can we help other people transition from prisons and jails more successfully? How can we help people permanently exit the criminal justice system?

To ensure people transition from prisons and jails more successfully there must be holistic resources to meet all needs of incarcerated individuals. In the United States, 33% of all prison admissions nationwide are due to parole violations. Therefore, post conviction, people are still resorting to crime. So, there is a strong need for programs in and out of jails and prisons to ensure individuals are equipped with the skills, habits, and resources to support their transition. In the Bay Area, there is a current drug epidemic and housing crisis. So, now more than ever must pre and post conviction resources be geared to the constant threat of substance abuse and housing instability. On the other hand, there is a serious need for more educational resources for incarcerated people. Across the nation there is a 43% reduction in recidivism for inmates who are involved in educational programs while incarcerated. Therefore, there is a strong correlation to education and success transitions. Not only does education equip individuals with knowledge and skills for more competitive employment opportunities, but it saves cities and states tax dollars that can be reallocated for other resources.

What do you hope that the Reentry Council will achieve?

If appointed to this seat, I hope to contribute to the great work the Reentry Council does on a daily basis. In addition, I hope to be a voice for the voiceless in the city of San Francisco. Being formerly incarcerated is an experience that only those who have been through it can understand. However, in many instances, people who have never been in contact with the justice system are the ones who continuously make decisions for those who have. With that, I hope that the Reentry Council can provide real life examples and experiences to decision makers to better benefit those

incarcerated. If resources are being allocated, people with real life experiences should be the voice of reason on what resources that need. Additionally, I hope the Reentry Council can put a dent in recidivism rates in San Francisco by providing holistic resources that meet the needs of the both currently and formerly incarcerated people.

Board of Supervisors Supplemental Application for Appointment to the Reentry Council
(Form effective Augues 2014)

Seats 1, 2, 3, and 4: Former inmates of the San Francisco County Jail, a California Department of Corrections and Rehabilitation facility, and/or a United States Bureau of Prisons facility

Enter your name, mailing address and daytime telephone number in the spaces provided. Because this form is a document available for public review, **you may provide a business or office address**, telephone number and e-mail address instead of your home address or other personal contact information.

Print Name: _____

Zip: _____

Occupation: _____

Work Phone: _____

Employer: _____

Business Address: _____

Zip: _____

FAX #: _____

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1. Have you ever been an inmate of (check all that apply):

San Francisco County Jail?

☐ yes

California Department of Corrections and Rehabilitation* facility?

☐ yes

United States Bureau of Prisons facility?

☐ yes

**California Department of Corrections and Rehabilitation (CDCR) operates the facilities previously operated by the California Department of Corrections (CDC) and the Department of Juvenile Justice (DJJ).*

2. The person appointed to *Seat 1* must identify as being a survivor of violence or crime. Do you identify as a survivor of violence or crime? ☐ yes ☐ no

3. The person appointed to *Seat 2* must have expertise in providing services to individuals exiting the criminal justice system. Do you have experience or expertise in providing services to individuals exiting the criminal justice system? ☐ yes ☐ no If yes, please describe:

Board of Supervisors Supplemental Application for Appointment to the Reentry Council
(Form effective August 2014)

4. The person appointed to *Seat 3* must have been released from custody within two years of his or her appointment. If you were released from custody within the last two years, on what date were you released? _____
5. The person appointed to *Seat 4* must have served multiple terms of incarceration. Multiple terms could include more than one term served in the same facility, or more than one term served in different facilities. Have you served multiple terms of incarceration? ☐ yes ☐ no
6. What was your experience transitioning back to San Francisco after having been incarcerated? What helped you? What were the barriers?
7. How can we help other people transition from prisons and jails more successfully? How can we help people permanently exit the criminal justice system?
8. What do you hope that the Reentry Council will achieve?

If necessary, please attach supplemental sheet(s) and/or attachments.

Submit this form, along with the Board of Supervisors Application for Boards, Commissions, and Committees, to Clerk's Office, Board of Supervisors, 1 Dr. Carlton B. Goodlett Place, Room 244, San Francisco, CA 94102-4689

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

As a formerly incarcerated Black woman I know and understand that the experiences of incarcerated people across all demographics is not a monolith. However, from personal experience, the justice system has added to the systemic barriers.

What was your experience transitioning back to San Francisco after having been incarcerated? What helped you? What were the barriers?

As a Black woman, transitioning back to San Francisco after having been incarcerated was a journey that had to be constantly revisited due to my constant search for self love in an unforgivable society. Being formerly incarcerated has been like a stain you can not remove.

How can we help other people transition from prisons and jails more successfully? How can we help people permanently exit the criminal justice system?

To ensure people transition from prisons and jails more successfully there must be holistic resources to meet all needs of incarcerated individuals. In the United States, 33% of all prison admissions nationwide are due to parole violations. Therefore, post conviction, people are still resorting to crime. So, there is a strong need for programs in and out of jails and prisons to ensure individuals are equipped with the skills, habits, and resources to support their transition. In the Bay Area, there is a current drug epidemic and housing crisis. So, now more than ever must pre and post conviction resources be geared to the constant threat of substance abuse and housing instability. On the other hand, there is a serious need for more educational resources for incarcerated people. Across the nation there is a 43% reduction in recidivism for inmates who are involved in educational programs while incarcerated. Therefore, there is a strong correlation to education and success transitions. Not only does education equip individuals with knowledge and skills for more competitive employment opportunities, but it saves cities and states tax dollars that can be reallocated for other resources.

What do you hope that the Reentry Council will achieve?

If appointed to this seat, I hope to contribute to the great work the Reentry Council does on a daily basis. In addition, I hope to be a voice for the voiceless in the city of San Francisco. Being formerly incarcerated is an experience that only those who have been through it can understand. However, in many instances, people who have never been in contact with the justice system are the ones who continuously make decisions for those who have. With that, I hope that the Reentry Council can provide real life examples and experiences to decision makers to better benefit those

incarcerated. If resources are being allocated, people with real life experiences should be the voice of reason on what resources that need. Additionally, I hope the Reentry Council can put a dent in recidivism rates in San Francisco by providing holistic resources that meet the needs of the both currently and formerly incarcerated people.

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Application for Boards, Commissions, Committees, & Task Forces

Name of Board/Commission/Committee/Task Force: Reentry Council

Seat # (Required - see Vacancy Notice for qualifications): Seat 1, 2 & 4

Full Name: Tatiana Lewis

[Redacted] Zip Code: 94124

[Redacted] Occupation: Policy Advocate

Work Phone: 415-650-9543 Employer: Legal Services for Prisoners with Children

Business Address: 4400 Market St Zip Code: 94608

Business Email: tatiana@prisonerswithchildren.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 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 San Francisco resident, born and raised. I've grown up seeing my community and other communities struggle. I have been through a lot in my life where my expertise can help in a great way. I would connect to the communities more because I have experienced, and lived many trials and tribulations. The people would like to see at least 1 or 2 folks that can truly understand what communities, neighborhoods, and different races actually go through. I will reflect the interests and contributions of people of all races, ethnicities, ages, sexes, gender identities, sexual orientations, and types of disabilities. I am honest and will always be honest with my decision making.

Business and/or Professional Experience:

I work for Legal Services for Prisoners with Children. I'm a Policy Advocate. LSPC organizes communities impacted by the criminal justice system and advocates to release incarcerated people, to restore human and civil rights, and to reunify families and communities. We build public awareness of structural racism in policing, the courts, and the prison system, and we advance racial and gender justice in all our work.

We believe in public safety, and that it is achieved when all people have voice, communities thrive and our society is just.

We believe in the equality of all people, regardless of race, sex, gender, sexual identity, national origin, religion, physical or mental ability, and age.

We believe in and fight for the leadership of people most impacted by the prison industry.

I have also done work inside Contra Costa Juvenile Hall teaching the youth Self Advocacy

Civic Activities:

I have been working on Fair Chance Housing, trying to end mass homelessness in the city of Alameda. We are now trying to spread Fair Chance Housing world-wide so folks around the world will have a chance at Fair Chance Housing. I have been working on a few bills to pass through this year's Legislation cycle. One of the bills I have been working on is AB 1816 authored by Assembly Member Bryan. (Reentry Housing and Workforce Development)

This bill would require the department to score applicants to the program competitively according to specified criteria. The bill would require recipients of funds from the program to use those funds for, among other things, long-term rental assistance in permanent housing, incentives to landlords, and innovative or evidence-based services to assist participants in accessing permanent supportive housing. The bill would require the department to distribute funds allocated by executing contracts with awarded entities for a term of 5 years, subject to automatic renewal.

Currently this bill is not yet on the Governor's desk but this bill will be making its way soon!

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: 8/24/2022 Applicant's Signature (required): Tatiana Lewis

(Manually sign or type your complete name.)

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

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

FOR OFFICE USE ONLY:

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

Board of Supervisors Supplemental Application for Appointment to the Reentry Council
(Form effective Augues 2014)

Seats 1, 2, 3, and 4: Former inmates of the San Francisco County Jail, a California Department of Corrections and Rehabilitation facility, and/or a United States Bureau of Prisons facility

Enter your name, mailing address and daytime telephone number in the spaces provided. Because this form is a document available for public review, **you may provide a business or office address**, telephone number and e-mail address instead of your home address or other personal contact information.

Print Name: Tatiana Lewis

Zip: 94124

Occupation: Policy Advocate

Work Phone: 415-650-9543

Employer: Legal Services for Prisoners with Children

Business Address: 4400 Market St

Zip: 94608

FAX #: 415-552-3150

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1. Have you ever been an inmate of (check all that apply):

San Francisco County Jail?

☒ yes

California Department of Corrections and Rehabilitation* facility?

☐ yes

United States Bureau of Prisons facility?

☐ yes

**California Department of Corrections and Rehabilitation (CDCR) operates the facilities previously operated by the California Department of Corrections (CDC) and the Department of Juvenile Justice (DJJ).*

2. The person appointed to *Seat 1* must identify as being a survivor of violence or crime. Do you identify as a survivor of violence or crime? ☒ yes ☐ no

3. The person appointed to *Seat 2* must have expertise in providing services to individuals exiting the criminal justice system. Do you have experience or expertise in providing services to individuals exiting the criminal justice system? ☒ yes ☐ no If yes, please describe:

Board of Supervisors Supplemental Application for Appointment to the Reentry Council
(Form effective August 2014)

4. The person appointed to *Seat 3* must have been released from custody within two years of his or her appointment. If you were released from custody within the last two years, on what date were you released? _____

5. The person appointed to *Seat 4* must have served multiple terms of incarceration. Multiple terms could include more than one term served in the same facility, or more than one term served in different facilities. Have you served multiple terms of incarceration? ☒ yes ☐ no

6. What was your experience transitioning back to San Francisco after having been incarcerated? What helped you? What were the barriers?

My experience transitioning back to San Francisco was kind of hard. I did have a few people that were with non-profits that kind of helped me get on my feet. The first few months was rough, I was homeless, couldn't feed myself, no one would hire me because of my background. What helped me was Brother Malik in Bayview Hunters Point gave me a chance. He gave me a job and I never looked back.

7. How can we help other people transition from prisons and jails more successfully? How can we help people permanently exit the criminal justice system?

We can help folks transition from prisons and jails more successfully by putting them in a program that also pays them. If they are homeless we should come up with a solution to house those folks in a area where they won't be triggered. We can help folks exit the criminal justice system by checking up on them meaning lets provide mentors to folks. Support goes a long way! We need to support folks mentally, physically, and emotionally!

8. What do you hope that the Reentry Council will achieve?

I am hoping the Reentry Council will achieve a huge change by decreasing the count in jails,prisons,etc. I am also hoping that we can genuinely help folks that needs the support we can give them. I would love for us to put an end to a repeated cycle! I will give it my all to ensure folks are getting and receiving the tools they need to succeed when exiting the jail or prison and eventually exiting the criminal justice system.

If necessary, please attach supplemental sheet(s) and/or attachments.

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Application for Boards, Commissions, Committees, & Task Forces

Name of Board/Commission/Committee/Task Force: Reentry Council

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

Full Name: Jesse Lee Foshay

[Redacted] Zip Code: 94131

Home Phone: [Redacted] Occupation: Coach Manager

Work Phone: (415)-424-6758 Employer: CROP

Business Address: 390 40th St. Oakland Ca Zip Code: 94609

Business Email: Jesse.foshay@croporg.org 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 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:

Im a justice involved Delancey Street graduate who wants to dedicate his life to helping those navigate becoming self sufficient after incarceration. I've worked as a housing specialist obtaining subsidies for justice involved individuals to have permanent supportive housing. Ive worked as a supervising healthcare worker with experience with motivational interviewing and trauma informed care. I have navigated reentry personally and know the barriers that are in place for those who come home and would use my experience supporting my peers and getting connected to services that our organization provides or other resources other organizations may provide. I want to be of service to those returning from incarceration to limit recidivism and help uplift our communities.

Business and/or Professional Experience:

Delancey Street graduate

health worker/ Healthright360

Supervising healthcare worker/ Healthright360

Housing specialist/ Abode Services

Coach Manager/ CROP

R.A.D.T

C.A.A.D.C registered

Civic Activities:

Volunteering for together SF in helping to paint parks and clean up San Francisco districts.

Re-entry peer support mentoring and employment engagement

Volunteer gardener at Florence Fang Community Farm

Panelist for the education quality standards committee @ the JFF convention NOLA 2022

Street outreach for CityTeam San Jose Giving food and essentials to at risk communities/homeless

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: 8/08/2022 Applicant's Signature (required): Jesse Foshay
(Manually sign or type your complete name.
NOTE: By typing your complete name, you are hereby consenting to use of electronic signature.)

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

FOR OFFICE USE ONLY:

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

Board of Supervisors Supplemental Application for Appointment to the Reentry Council
(Form effective Augues 2014)

Seats 1, 2, 3, and 4: Former inmates of the San Francisco County Jail, a California Department of Corrections and Rehabilitation facility, and/or a United States Bureau of Prisons facility

Enter your name, mailing address and daytime telephone number in the spaces provided. Because this form is a document available for public review, **you may provide a business or office address**, telephone number and e-mail address instead of your home address or other personal contact information.

Print Name: Jesse Foshay

<div></div>		Zip: 94131
Home Phone: _____	Occupation: Coach Manager	
Work Phone: (415)-424-6758	Employer: CROP	
Business Address: 390 40th St. Oakland Ca		Zip: 94609
<div></div>		FAX #: _____

*It is a **requirement** that all appointees to Seats 1, 2, 3, and 4 of the Reentry Council have been an inmate in the San Francisco County Jail, a California Department of Corrections and Rehabilitation facility, and/or a United State Bureau of Prison facility. Please answer all of the following questions.*

1. Have you ever been an inmate of (check all that apply):

San Francisco County Jail?

☐ yes

California Department of Corrections and Rehabilitation* facility?

☒ yes

United States Bureau of Prisons facility?

☒ yes

**California Department of Corrections and Rehabilitation (CDCR) operates the facilities previously operated by the California Department of Corrections (CDC) and the Department of Juvenile Justice (DJJ).*

2. The person appointed to *Seat 1* must identify as being a survivor of violence or crime. Do you identify as a survivor of violence or crime? ☐ yes ☐ no

3. The person appointed to *Seat 2* must have expertise in providing services to individuals exiting the criminal justice system. Do you have experience or expertise in providing services to individuals exiting the criminal justice system? ☒ yes ☐ no If yes, please describe:

I work as a facilitator/coach at an educational learning facility for justice involved individuals. We provide leadership training, workforce development, residential living facility, case management, job placement, housing

Board of Supervisors Supplemental Application for Appointment to the Reentry Council
(Form effective August 2014)

4. The person appointed to *Seat 3* must have been released from custody within two years of his or her appointment. If you were released from custody within the last two years, on what date were you released? _____

5. The person appointed to *Seat 4* must have served multiple terms of incarceration. Multiple terms could include more than one term served in the same facility, or more than one term served in different facilities. Have you served multiple terms of incarceration? ☒ yes ☐ no

6. What was your experience transitioning back to San Francisco after having been incarcerated? What helped you? What were the barriers?

I had a difficult time finding housing and gainful employment. I had to work multiple low wage jobs just to be able to pay rent. I dedicated myself to finding fair chance employment and did everything I could to get the up skilling training I needed to reach a more livable wage. I took financial literacy courses to learn how to raise my credit score to move to a better area of town.

7. How can we help other people transition from prisons and jails more successfully? How can we help people permanently exit the criminal justice system?

By giving them the skills and training they need to become self sufficient, help to create a safe space so individuals can find value and self worth. Create an environment that builds community with individuals who have lost that feeling of belonging. To take a holistic person center approach to wrap around individualized care.

8. What do you hope that the Reentry Council will achieve?

To help individuals coming out of incarceration find housing and gainful employment. To educate the public about restorative justice, 2nd chance hiring, inclusion. To help change the way justice involved people are looked at.

If necessary, please attach supplemental sheet(s) and/or attachments.

Submit this form, along with the Board of Supervisors Application for Boards, Commissions, and Committees, to Clerk's Office, Board of Supervisors, 1 Dr. Carlton B. Goodlett Place, Room 244, San Francisco, CA 94102-4689

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

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

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

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

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

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

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

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

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

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

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Application for Boards, Commissions, Committees, & Task Forces

Name of Board/Commission/Committee/Task Force: San Francisco Reentry Council

Seat # (Required - see Vacancy Notice for qualifications): 1,2,3, and 4

Jermila McCoy

Zip Code: 94609

Occupation: Career Advisor/Reentry

Work Phone: 415-691-7114

Employer: SF Goodwill

Business Address: 750 Post Street

Zip Code: 94103

Business Email: jmccoy@sfgoodwill.org

Home Email

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

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

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 formerly incarcerated forty-year-old African American woman. I am also a survivor of a violent crime. I carried with me the trauma of the crime for over two and a half decades. As a direct result of untreated RTS and PTSD, I began to self-medicate and disassociate myself from this by engaging in criminal conduct. This led to several arrests and convictions by local, state, and more recently Federal authorities. I did contribute to the recidivism rate with my actions. I have since undergone treatment and I'm currently in outpatient therapy to process through PTSD and any other cognitive behaviors that negatively affect my actions. I am recently released from custody for one and half years and I am currently working with SF Goodwill as a career advisor over reentry. My job is to help justice-involved clients gain access to employment, and job training, via workforce development programs. I help to understand and remove barriers to employment after incarceration that clients will face.

Business and/or Professional Experience:

Currently my job is to help justice-involved clients gain access to employment, and job training, via workforce development programs. I help to understand and remove barriers to employment after incarceration that clients will face. I work with referrals from Adult Probation, CDCR, US Probation, Pretrial, Young Adult Court, and all outside community based organizations that serve justice involved individuals. I hope clients obtain a job, then a better job that often leads to a career. I hope to remedy the over 43,000 barriers a formerly incarcerated individual face when returning home from jail or prison. I help that individual obtain some form of stability via employment. I have a background in working with reentry individuals through out SF City and County. I am a certified Community and Mental Health Outreach Worker. My experience includes Transition Clinical Network, Alameda Health System and CCSF. My education consist of an Asscoicate's degree in public health and several certificates in the CHW field as well as the post prison health worker field.

Civic Activities:

My civic duties include but are not limited to working with underserved populations adversely affected by incarceration. Program management of after-school programs. Behavioral mentoring and intervention. I am a registered voter. I donate my time off the clock to several Community organizations such as WELO, Peace Parks, Larkin Street youth, SF Bay WAR, Way Pass, Project Survive, and East Oakland youth development Center.

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: 8/25/22 Applicant's Signature (required): Jermila McCoy
(Manually sign or type your complete name.
NOTE: By typing your complete name, you are
hereby consenting to use of electronic signature.)

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

FOR OFFICE USE ONLY:

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

Board of Supervisors Supplemental Application for Appointment to the Reentry Council
(Form effective Augues 2014)

Seats 1, 2, 3, and 4: Former inmates of the San Francisco County Jail, a California Department of Corrections and Rehabilitation facility, and/or a United States Bureau of Prisons facility

Enter your name, mailing address and daytime telephone number in the spaces provided. Because this form is a document available for public review, **you may provide a business or office address**, telephone number and e-mail address instead of your home address or other personal contact information.

Print Name: Jermila McCoy

Zip: 94609

Occupation: Career Advisor/Reentry

Work Phone: 415-691-7114

Employer: SF Goodwill

Business Address: 750 Post Street

Zip: 94103

FAX #:

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1. Have you ever been an inmate of (check all that apply):

San Francisco County Jail?

☒ yes

California Department of Corrections and Rehabilitation* facility?

☒ yes

United States Bureau of Prisons facility?

☒ yes

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2. The person appointed to *Seat 1* must identify as being a survivor of violence or crime. Do you identify as a survivor of violence or crime? ☒ yes ☐ no

3. The person appointed to *Seat 2* must have expertise in providing services to individuals exiting the criminal justice system. Do you have experience or expertise in providing services to individuals exiting the criminal justice system? ☒ yes ☐ no If yes, please describe:

Currently my job is to help justice-involved clients gain access to employment, and job training, via workforce development programs. I help to understand and remove barriers to employment after incarceration that clients will face. I work with referrals from Adult

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(Form effective August 2014)

4. The person appointed to *Seat 3* must have been released from custody within two years of his or her appointment. If you were released from custody within the last two years, on what date were you released? 2/25/21

5. The person appointed to *Seat 4* must have served multiple terms of incarceration. Multiple terms could include more than one term served in the same facility, or more than one term served in different facilities. Have you served multiple terms of incarceration? ☒ yes ☐ no

6. What was your experience transitioning back to San Francisco after having been incarcerated? What helped you? What were the barriers?

My experience started off rough. I was literally released from prison and had no pre-release information or classes due to the pandemic. I had barriers to housing, mental health treatment, limited access to food, education svcs, health care, clothing and financial literacy. I did not know what resources were available to me. Trying to gain stability thru employment, I had multiple job offers rescinded due to my background check

7. How can we help other people transition from prisons and jails more successfully? How can we help people permanently exit the criminal justice system?

By providing pre-release information and accurate resources. By helping to remove barriers such as housing, food, access to a liveable wage, job readiness training, financial literacy, and access to health care. We can help people permanently exit, by providing equal access to affordable education and a liveable wage. Also by not penalizing individuals twice for mistakes they made that led to incarceration.

8. What do you hope that the Reentry Council will achieve?

I hope the RC will continue to facilitate changes within policy to help reform laws of systematic oppression and prison reforms. I hope the RC will continue to be a voice in reentry and help formerly incarcerated persons transition successfully by providing access to information and community resources.

If necessary, please attach supplemental sheet(s) and/or attachments.

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

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

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

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

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

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

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

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

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

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Application for Boards, Commissions, Committees, & Task Forces

Name of Board/Commission/Committee/Task Force: Reentry Council

Seat # (Required - see Vacancy Notice for qualifications): 1,2,3,4,

Full Name: Linda Hurshman

[Redacted] San Francisco, CA. Zip Code: 94133

Occupation: Employer Engagement Specialist

Work Phone: _____ Employer: Goodwill SF Bay

Business Address: 750 Post Street, San Francisco, CA. Zip Code: 94109

Business Email: lhurshman@sfgoodwill.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 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 48 year old, non-binary, masculine female, multi-racial, Native San Franciscan living in Russian Hill, formerly addicted, incarcerated and homeless. I now work full-time for Goodwill SF Bay as an Employer Engagement Specialist, where I frequently visit the CASC to work with my team in helping the Justice Involved Population return to the workforce. I also throw job fairs targeting employers that are friendly to those with backgrounds in their hiring practices.

Since getting clean and sober on November 18th, 2020, my faith in my Higher Power and my Recovery are the Pillars of my Success, and this has had a trigger-effect in directing me to my purpose of helping others walk this path. In my present employment, I have assisted many folks I used to get high with in attaining employment; a feeling I cannot simply express in words. Giving back to others struggling in addiction, whether in the form of employment assistance, as a speaker at an NA/AA meeting, or simply advice of someone who has been down that rugged road is valuable to our clients AND my own recovery.

Please consider me for any one of these seats I am applying for, and I will hold it in confidence, community, and most of all, generosity of all I have learned and will continue to for a lifetime.

Business and/or Professional Experience:**Professional Summary:**

Currently working with Goodwill SF Bay in connecting justice-involved and non justice-involved clients with positions that put them on a path to successful careers. Sport Management Graduate Student looking to make my mark in sponsorships activation and team operations. Background includes travel industry with hotels, timeshares, startups, and as a corporate concierge. 100% sales, relations and communications machine. Results focused.

Re-Entry Advocate who helps all, regardless of background get back into the workforce

Sports, Travel and Music are my passions

Sales Addict with a Hunter/Marksman Mentality

Creative Thinker and Idea Slinger

10+ years of Experience in Sales, Customer Service, Marketing and Travel/Expense Reporting

Contagious Enthusiasm and Drive

Superior Relationship Building Skills

SaaS experience, Microsoft Office, Salesforce, PipeDrive, On Q, Focus, Google Suite, ZenDesk, Zoom

Proactive Problem Solver, Damage Control, Strength While Putting Out Fires

Detail Oriented

Excellent at Networking and Branding Events

Serious about Producing, Sense of Humor is my Biggest Icebreaker

Civic Activities:

Attended Re-Entry Council Meetings In San Francisco

Attended Re-Entry Roundtable Meetings In Alameda

Previously SF SafeHouse in a SIP Hotel During the Pandemic

Service the Justice-Involved, Addicted, and Homeless in my employment with Goodwill SF BAY

Service the Justice-Involved, Addicted, and Homeless in my employment with Swords to Plowshares

Active participant and occasional featured speaker in Narcotics Anonymous

Active participant and occasional featured speaker in Alcoholics Anonymous

Moderator of a panel discussing Fair Chance Hiring Practices at Re-Entry Conference 2022

Tabling all employers for the Career Fair at the Re-Entry Conference 2022

Since the inception of my employment with Goodwill SF Bay 10/21, have thrown weekly

Zoom job fairs twice a week for the first 6 months, and at 1 bi-weekly job fair from April-current

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.

Linda Hurshman

Date: 8/25/2022

Applicant's Signature (required): Linda Hurshman

(Manually sign or type your complete name.)

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

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

FOR OFFICE USE ONLY:

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

Board of Supervisors Supplemental Application for Appointment to the Reentry Council
(Form effective August 2014)

Seats 1, 2, 3, and 4: Former inmates of the San Francisco County Jail, a California Department of Corrections and Rehabilitation facility, and/or a United States Bureau of Prisons facility

Enter your name, mailing address and daytime telephone number in the spaces provided. Because this form is a document available for public review, **you may provide a business or office address**, telephone number and e-mail address instead of your home address or other personal contact information.

Print Name: Linda Hurshman

Zip: 94133

Occupation: Employer Engagement Specialist

Work Phone: _____

Employer: Goodwill SF Bay

Business Address: 750 Post Street, San Francisco, CA.

Zip: 94109

FAX #: _____

*It is a **requirement** that all appointees to Seats 1, 2, 3, and 4 of the Reentry Council have been an inmate in the San Francisco County Jail, a California Department of Corrections and Rehabilitation facility, and/or a United States Bureau of Prison facility. Please answer all of the following questions.*

1. Have you ever been an inmate of (check all that apply):

San Francisco County Jail?

☒ yes

California Department of Corrections and Rehabilitation* facility?

☐ yes

United States Bureau of Prisons facility?

☐ yes

**California Department of Corrections and Rehabilitation (CDCR) operates the facilities previously operated by the California Department of Corrections (CDC) and the Department of Juvenile Justice (DJJ).*

2. The person appointed to *Seat 1* must identify as being a survivor of violence or crime. Do you identify as a survivor of violence or crime? ☒ yes ☐ no

3. The person appointed to *Seat 2* must have expertise in providing services to individuals exiting the criminal justice system. Do you have experience or expertise in providing services to individuals exiting the criminal justice system? ☒ yes ☐ no If yes, please describe:

I've worked with people as an employee of Goodwill SF Bay in the helping Justice-Involved population return to the workforce. I've also worked at Swords to

Board of Supervisors Supplemental Application for Appointment to the Reentry Council
(Form effective August 2014)

Plowshares within the same population in their transitional facility with Veterans coming out of Jail and Prison.

4. The person appointed to *Seat 3* must have been released from custody within two years of his or her appointment. If you were released from custody within the last two years, on what date were you released? 8/25/22

5. The person appointed to *Seat 4* must have served multiple terms of incarceration. Multiple terms could include more than one term served in the same facility, or more than one term served in different facilities. Have you served multiple terms of incarceration? ☒ yes ☐ no

6. What was your experience transitioning back to San Francisco after having been incarcerated? What helped you? What were the barriers?

Getting clean and sober was first and foremost! Definitely being on ankle monitor, the support of my probation officer Christina, therapist Erin, and Case Manager, Rhiannon. Distancing myself from everyone I knew that used. Barriers are dope and dealers are everywhere around this City.

7. How can we help other people transition from prisons and jails more successfully? How can we help people permanently exit the criminal justice system?

Get them to work and in recovery from the help of people that have been there! Having safe spaces and the right people around those exiting the justice system will give them hope and direction that they too can succeed.

8. What do you hope that the Reentry Council will achieve?

I hope the Re-Entry Council will hold this City accountable for the mess it has become in open drug markets. Developing more safe spaces for people re-entering society from incarceration, and establishing programs involving people who are currently walking this path to success. These people need to see for themselves there is hope and a way out to a better life, and I want to be a part of showing them in support and guidance.

If necessary, please attach supplemental sheet(s) and/or attachments.

Submit this form, along with the Board of Supervisors Application for Boards, Commissions, and Committees, to Clerk's Office, Board of Supervisors, 1 Dr. Carlton B. Goodlett Place, Room 244, San Francisco, CA 94102-4689

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

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

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

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

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

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

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

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

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

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

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Application for Boards, Commissions, Committees, & Task Forces

Name of Board/Commission/Committee/Task Force: Reentry Council

Seat # (Required - see Vacancy Notice for qualifications): Seat #1, #2, ~~#3~~, & #4

Full Name: Ricci Wynne

[Redacted] Zip Code: 94103
ion: Program Monitor

Work Phone: 628-688-0686 Employer: Westside Community Services

Business Address: 93 6th Street Zip Code: 94103

Business Email: rwynne@westside-health.org Home Em [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 have been incarcerated several times in SF county jails, Alameda county jail, and Federal prison. I am 36 years old and I am diagnosed with a cognitive learning disability. I also am a recovering addict after struggling with addiction for over 20 years. I participated in several treatment programs prior to quitting on 1/10/2019. I am no a staunch recovery and reentry advocate in San Francisco. I identify as a heterosexual Italian American male.

Business and/or Professional Experience:

I worked at Delancy Street as group supervisor, counselor, and conducted in custody interviews from November 2014 - November 2016.
I graduated from the New Bridge Foundation Program in August, 2022.
I currently work as a Monitor at the Billy Holiday Reentry Navigation Center. In this role, I facilitate groups and work with clients 1:1 to connect them to various community services and resources to assist in their recovery and successful reentry.

Civic Activities:

Recovery and Reentry Advocate.
Been on National news programs several times advocating for abstinent based treatment options to curtail the overdose crisis in San Francisco and the rest of the country.
Actively participated in several Reentry council Meetings by providing public comment.
Attended Sentencing Commission meetings.

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: 8/23/2022 Applicant's Signature (required): *Ricci Wynne*
(Manually sign or type your complete name.
NOTE: By typing your complete name, you are hereby consenting to use of electronic signature.)

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

FOR OFFICE USE ONLY:

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

Board of Supervisors Supplemental Application for Appointment to the Reentry Council
(Form effective Augues 2014)

Seats 1, 2, 3, and 4: Former inmates of the San Francisco County Jail, a California Department of Corrections and Rehabilitation facility, and/or a United States Bureau of Prisons facility

Enter your name, mailing address and daytime telephone number in the spaces provided. Because this form is a document available for public review, **you may provide a business or office address**, telephone number and e-mail address instead of your home address or other personal contact information.

Print Name: Ricci Wynne

09

Zip: 94103

Occupation: Program Monitor

Employer: Westside Community Services

Business Address:

Zip: 94103

FAX #:

*It is a **requirement** that all appointees to Seats 1, 2, 3, and 4 of the Reentry Council have been an inmate in the San Francisco County Jail, a California Department of Corrections and Rehabilitation facility, and/or a United State Bureau of Prison facility. Please answer all of the following questions.*

1. Have you ever been an inmate of (check all that apply):

San Francisco County Jail?

☒ yes

California Department of Corrections and Rehabilitation* facility?

☐ yes

United States Bureau of Prisons facility?

☒ yes

**California Department of Corrections and Rehabilitation (CDCR) operates the facilities previously operated by the California Department of Corrections (CDC) and the Department of Juvenile Justice (DJJ).*

2. The person appointed to *Seat 1* must identify as being a survivor of violence or crime. Do you identify as a survivor of violence or crime? ☒ yes ☐ no

3. The person appointed to *Seat 2* must have expertise in providing services to individuals exiting the criminal justice system. Do you have experience or expertise in providing services to individuals exiting the criminal justice system? ☒ yes ☐ no If yes, please describe:

I currently work at the Billy Holiday Center which is the Reentry Navigation Center. I run groups and work with the clients daily and connect clients to various community

Board of Supervisors Supplemental Application for Appointment to the Reentry Council
(Form effective August 2014)

resources and services which help them reenter more successfully.

4. The person appointed to *Seat 3* must have been released from custody within two years of his or her appointment. If you were released from custody within the last two years, on what date were you released? 6/10/20

5. The person appointed to *Seat 4* must have served multiple terms of incarceration. Multiple terms could include more than one term served in the same facility, or more than one term served in different facilities. Have you served multiple terms of incarceration? ☒ yes ☐ no

6. What was your experience transitioning back to San Francisco after having been incarcerated? What helped you? What were the barriers?

The primary barriers I experienced transitioning back to San Francisco was sustainable employment at a wage that enabled me to live in the City. Additionally, the exposure to the open air drug dealing and using made it considerably more difficult for me to stay in recovery, on track, and stay out of custody. The Success Center, Adrian Maldonado at the Minna Program, and Steve Adami from APD have helped considerably.

7. How can we help other people transition from prisons and jails more successfully? How can we help people permanently exit the criminal justice system?

Mandated treatment and alternative sentencing programs which are abstinence based and provide opportunities, such as job placement, while holding participants accountable for their actions and decisions.

8. What do you hope that the Reentry Council will achieve?

I hope that the Reentry Council will work to change the current Harm Reduction Model within the City so we can create a new model for other cities to follow to end open air drug use and sales and reduce the overdose epidemic while helping people regain their lives and making our communities safer for everyone.

If necessary, please attach supplemental sheet(s) and/or attachments.

Submit this form, along with the Board of Supervisors Application for Boards, Commissions, and Committees, to Clerk's Office, Board of Supervisors, 1 Dr. Carlton B. Goodlett Place, Room 244, San Francisco, CA 94102-4689

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Application for Boards, Commissions, Committees, & Task Forces

Name of Board/Commission/Committee/Task Force: Reentry Council

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

Full Name: John Michael Medina Jr.

[Redacted] Zip Code: 95204

Occupation: Rapid Rehousing Stabilization Specialist

Work Phone: 6282332539 Employer: Episcopal Community Services

Business Address: 972 Mission Street Zip Code: 94103

Business Email: jmedina@ecs-sf.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: Stockton
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've served time in California Department of Corrections and have provided services to the reentry population in previous places of employment. Specifically, AB109 probationers and state parolees.

Business and/or Professional Experience:

I feel my life, education, and work experience will allow me to positively contribute to the conversations around reducing recidivism, creating alternative pathways to self-sufficiency, and impactful programming as it relates to the reentry population. I am 12 units away from completing my Masters in Social Work at California State University East Bay. My resume is will be attached to this application. PLEASE NOTE: My current place of employment is not listed on my resume.

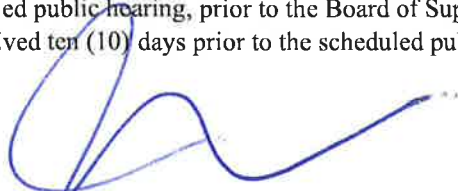
Civic Activities:

None at this time

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

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

Date: 08/18/2022 Applicant's Signature (required):


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

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

FOR OFFICE USE ONLY:

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

Board of Supervisors Supplemental Application for Appointment to the Reentry Council
(Form effective Augues 2014)

Seats 1, 2, 3, and 4: Former inmates of the San Francisco County Jail, a California Department of Corrections and Rehabilitation facility, and/or a United States Bureau of Prisons facility

Enter your name, mailing address and daytime telephone number in the spaces provided. Because this form is a document available for public review, **you may provide a business or office address**, telephone number and e-mail address instead of your home address or other personal contact information.

Print Name: John Michael Medina Jr.

Zip: 95204

Occupation: Rapid Rehousing Stabilization Specialist

Work Phone: 6282332539

Employer: Episcopal Community Services

Business Address: 972 Mission Street, 3rd Floor

Zip: 94103

FAX #: N/A

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1. Have you ever been an inmate of (check all that apply):

San Francisco County Jail?

☐ yes

California Department of Corrections and Rehabilitation* facility?

☒ yes

United States Bureau of Prisons facility?

☐ yes

**California Department of Corrections and Rehabilitation (CDCR) operates the facilities previously operated by the California Department of Corrections (CDC) and the Department of Juvenile Justice (DJJ).*

2. The person appointed to *Seat 1* must identify as being a survivor of violence or crime. Do you identify as a survivor of violence or crime? ☐ yes ☒ no

3. The person appointed to *Seat 2* must have expertise in providing services to individuals exiting the criminal justice system. Do you have experience or expertise in providing services to individuals exiting the criminal justice system? ☒ yes ☐ no If yes, please describe:

I worked in various capacities providing services to AB109 probationers and state parolees. Plesse see attached resume for more informaiton.

Board of Supervisors Supplemental Application for Appointment to the Reentry Council

(Form effective August 2014)

N/A

4. The person appointed to *Seat 3* must have been released from custody within two years of his or her appointment. If you were released from custody within the last two years, on what date were you released? _____

5. The person appointed to *Seat 4* must have served multiple terms of incarceration. Multiple terms could include more than one term served in the same facility, or more than one term served in different facilities. Have you served multiple terms of incarceration? ☐ yes ☒ no

6. What was your experience transitioning back to San Francisco after having been incarcerated? What helped you? What were the barriers?

I transitioned back to Alameda County upon being paroled in April of 2000. I continued to experience self-inflicted challenges while making progress towards my goals. I feel what helped me the most was believing in myself and creating a roadmap and/or GPS to get where I wanted to go. Barriers included background issues, lack of emotional regulation, and truly accepting everything is not always what it seems. It has been a journey.

7. How can we help other people transition from prisons and jails more successfully? How can we help people permanently exit the criminal justice system?

I feel people transitioning from prisons or jails need to be part of programming that creates a sense of urgency to reconnect the dots of their life in addition to relevant life skills workshops that address deficient areas of need while building the person's confidence back up. Further, relearning behaviors that are "socially acceptable" and being presented opportunities to practice changed habits.

8. What do you hope that the Reentry Council will achieve?

I hope the Reentry Council identifies ways to enhance programming and positively impact outcomes for previously incarcerated individuals.

If necessary, please attach supplemental sheet(s) and/or attachments.

Submit this form, along with the Board of Supervisors Application for Boards, Commissions, and Committees, to Clerk's Office, Board of Supervisors, 1 Dr. Carlton B. Goodlett Place, Room 244, San Francisco, CA 94102-4689

JOHN M. MEDINA JR.

EDUCATION

University of Phoenix – Lathrop, CA	Bachelor of Science Degree
<i>Human Services</i>	
MTI College – Sacramento, CA	Associate Degree
<i>Paralegal Studies</i>	
San Ramon Valley Adult – Dublin, CA	GED
<i>General Education Degree</i>	

SKILLS

- | | |
|---------------------------------|-------------------------------|
| • Program Implementation | • Collaborative Case Planning |
| • Case Management | • Job Readiness Training |
| • Resource Development | • Advocacy |
| • Community Relations | • Salesforce |
| • Event Organizing | • Documentation/Data |
| • Program Compliance | • Group/Workshop Facilitation |
| • Integrative Behavioral Health | • Harm Reduction |
| • Motivational Interviewing | • Risk Assessments |
-

EXPERIENCE

LifeLong Medical Care, Our Place Oakland, CA (Internship) August 2020 - March 2021
Clinical Counselor

In this position I provided on-site support to dually diagnosed homeless individuals. Services included community linkages, case management, one-on-one therapy, provided integrated behavioral health, outreached potential participants at encampments throughout Oakland, facilitated workshops, utilized the EPIC database, and other duties as assigned.

Safe Passages - Oakland, CA (Internship) August 2019- July 2020
Life Coach

In this position I served at-risk systems involved youth. My duties included individual/family assessments, violence prevention education, academic rehabilitation, utilizing family strengthening modalities, community beautification projects, collaborative case planning, and other duties assigned.

Community Housing Partnership – San Francisco, CA October 2018 – August 2019
Resident Services Team Lead

In this position I conducted assessments, provided case management services for up to twenty-five residents, created and tracked service plan goals, ensured appropriate follow-up and or referrals were closed out and documented, provided crisis intervention, provided collaborative support to site-based Resident Counselors, coordinated services with staff from other CHP departments, offered residents housing retention strategies, supported counselors with community building and resident empowerment activities, provided services using a harm reduction model, participated in organizational initiatives, and other duties as assigned.

Community Housing Partnership – San Francisco, CA

November 2017 – October 2018

Employment Training Coordinator

In this position I prepared formerly homeless individuals for employment in entry level property management roles. This included conducting intake assessments, coordinating support and retention conferences, providing linkages/referrals as needed to other service providers, facilitated outreach presentations to both potential clients and referral partners, facilitated training classes that focused on both hard and soft skills, data input, documentation, and other duties as assigned.

Community Housing Partnership – San Francisco, CA

December 2016 – November 2017

Resident Services Counselor

In this position I provided support to formerly homeless residents in transition that were waiting to be placed in permanent housing. This included creating a warm and welcoming supportive environment, coordinating with other agencies as it relates to permanent housing placement, providing linkages as needed to other service providers, electronic documentation per agency policy and other duties as assigned.

Scion Staffing (Tenderloin Housing Clinic) – San Francisco, CA

August 2016 – December 2016

Housing Planning Specialist

In this position I maintained participant files (manually and digitally), helped mediate landlord-tenant disputes in an effort to increase clients'/tenants' housing stability, collaborated with interdepartmental THC staff, SF Adult Probation Department, and other community partners to ensure effective and coordinated client services and developed relationships with housing providers to find housing placements for clients and provided ongoing case management.

Friends Outside – Stockton, CA

March 2014 – March 2015

Wellness Reentry Program Coordinator

In this position I was responsible for recruiting, screening, assessing and providing relevant social services to clients reentering the community after incarceration. Services included but were not limited to post release planning, attention to health and wellness issues, assistance accessing community resources, job readiness skills/placement, facilitated peer support groups/job club, documentation/data, event organizing, and other duties as assigned.

Friends Outside - Stockton, CA

July 2012 – March 2014

WRAP Case Manager (Warrant Reduction Advocacy Program)

In this position I answered compliance referrals, assessed client's strengths/barriers, developed case management plans, provided support to clients, advocated on behalf of clients, made referrals, communicated with probation officers, conducted home visits and completed other duties as assigned.

Fathers & Families of San Joaquin - Stockton, CA

October 2011 – June 2012

Program Coordinator

In this position I coordinated programs for both youth (empowerment model) and adults (reentry-AB109), managed 3 paid staff, created a case management system, tracked/managed data, developed community partnerships, organized events/trainings, facilitated peer/youth groups, outreached and advocated on behalf of clients.

Helping Other People Expand (HOPE) – Stockton, CA

October 2010 – July 2011

Public Relations/Case Manager

In this position I developed community partnerships, outreached in the community, spoke at events, provided case management, maintained client records, supported program development and advocated for at-risk youth/adults.

CERTIFICATES/VOLUNTEER

San Joaquin County Probation Department – Stockton, CA
Certificate

Trauma Informed Care

California Consulting – Walnut Creek, CA
Certificate

Motivational Interviewing

University of Cincinnati Corrections Institute – Cincinnati, OH
Certificate

Cognitive Behavioral Interventions

National Council for Behavioral Health – Washington, DC
Certificate

Mental Health First Aid

National Compadres Network – San Jose, CA
Certificate

El Joven Noble – Youth Rites of Passage Character Development

Strategies – Camarillo, CA
Certificate

Father Engagement: Building Financial Stability for Families

Podesto Teen Impact Center
Volunteer

Crossover Youth Mentor

YMCA of San Joaquin County
Volunteer

Event Organizer

Emergency Food Bank – Stockton, CA
Volunteer

CalFresh Outreach Worker

Tokay Thunder/Tokay Jr. Tigers – Lodi, CA
Volunteer

Youth Football Coach

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: Reentry Council

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

Full Name: Joanna Hernandez

[Redacted Address] Zip Code: 94565

[Redacted Address] Occupation: Director of Strategic Partnerships

Work Phone: 415-626-4995 Employer: San Francisco Pretrial

Business Address: 236 8th Street Zip Code: 94103

Business Email: joannah@sfpreatrial.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: Pittsburg, CA
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 San Franciscan who moved from San Francisco due to rents being too high for me to live here in comfortably with my family.

I have spent the better part of the last 20 years working in San Francisco to help get people connected to community and resources to live healthy, productive lives after being impacted by the County jail and prison systems.

I am also a product of the county jail system and know firsthand that community programs and supports work. I have worked for and partnered with different organizations over the years who serve people of all genders, races, and ethnicities. Being raised in San Francisco has given me a unique perspective on class and race within the city.

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

Business and/or Professional Experience:

Over 25 years management experience while providing comprehensive services for pre and post clients involved in the criminal justice system

Developed and managed various programs and budgets for at risk youth and adults

Coordinated after care service for victims of violence in collaboration with San Francisco General Hospital "Wrap Around Project"

Extensive knowledge of community resources which assist client barrier remediation

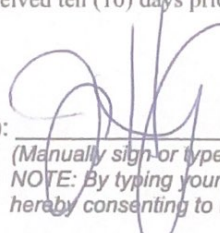
Civic Activities:

Latino Task Force Chair of the Reentry and Violence Intervention Committee
Mission Girls Board Chair/Co Madrinas
Sentencing Commission Commissioner
Mission Peace Collaborative Member
SFSD Visiting Committee Member
RTP Steering Committee Member
Mission Community Response Network Member
Young Queens on the Rise Founder

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: 9/6/2022 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: _____

EXECUTIVE SUMMARY

COMMITMENT | LEADERSHIP | INTEGRITY

AREAS OF EXPERTISE

- Criminal Justice & Reentry
- Strategic / Tactical Planning & Implementation
- Quality Assurance
- Grant Management
- Personnel Management
- Operations Management
- Staff Development
- Case Conferencing
- Conflict Resolution
- Strategic Partnerships
- Case Management
- Barrier Remediation
- Career Advising
- Prevention/Intervention

OVERVIEW OF QUALIFICATIONS

- Over 25 years management experience while providing comprehensive services for pre and post clients involved in the criminal justice system
- Developed and managed various programs and budgets for at risk youth and adults
- Experienced in database information systems, such as DCYF Contract Management System, METSYS, and Client Track, ACCESS and OASIS
- Extensive knowledge of community resources, which assist in client barrier remediation
- Coordinated after care service for victims of violence in collaboration with San Francisco General Hospital "Wrap Around Project"
- Implemented policy and procedures on field safety and communication
- Implemented intensive job readiness workshops for at risk adults and the reentry population
- Developed program manual as well as created forms for various programming
- Developed case conferencing for programs and system partners
- Serve as the point contact liaison with all partner agencies on behalf of organization
- Bilingual - English and Spanish

PROFESSIONAL EXPERIENCE

SAN FRANCISCO PRETRIAL DIVERSION PROJECT, SAN FRANCISCO, CA

2022 - PRESENT

DIRECTOR OF STRATEGIC PARTNERSHIPS

- Responsible for maintaining and coordinating partnerships for the organization
- Responsible for tracking new and exiting partners
- Served as community liaison developing and enhancing strategic community partnerships bridging the gap
- Support staff to incorporate counseling and crises interventions for client treatment plans and Reentry plans
- Responsible for tracking referrals and placement and program outcomes

JH JOANNA HERNANDEZ

FIVE KEYS CHARTER SCHOOL, SAN FRANCISCO, CA

2014 - 2021

DIRECTOR OF REENTRY IN CUSTODY PROGRAMS

- Managed and mentored 16 staff while leading day-to-day operations for the Reentry Pod and all In Custody Program Pods
- Responsible for northern region reentry programs, including, San Francisco, Alameda, San Mateo and Solano counties
- Served as community liaison developing and enhancing strategic community partnerships bridging the gap to in custody and community programs
- Supported staff to incorporate counseling and crises interventions for client treatment plan and behavior modifications
- Submitted and approved monthly reports, program narratives and managed on-going potential inmate master lists for the SFSD classification unit
- Implemented LGBTQ Services in open general population pod
- Ensure housing unit classes are scheduled and coordinated with facilitators, case managers, credentialed teachers, and program partners, while soliciting and sharing feedback from clients

GOODWILL INDUSTRIES, SAN FRANCISCO, CA

2006 - 2014

CRIMINAL JUSTICE & REENTRY MANAGER

- Managed and mentored 22 staff while leading day-to-day operations for programs such as; **Back on Track, Intensive Job Readiness Training, Reconnecting All Through Multiple Pathways, Reentry Navigator, Reentry San Francisco, Transitions San Francisco** as well as the **Homeless Services and One Stop** staff for the organization
- Responsible for creating new partnership to better serve our participants
- Coordinated client intakes and assessments with the San Francisco District Attorney's office, Public Defenders and Superior Court Judges
- Submitted and approved monthly reports, program narratives and managed on-going master lists
- Responsible for the Women's Reentry program, and other Goodwill's reentry initiatives, specializing in workforce development and personal transformation
- Responsible for court reports and quality assurance of Restorative Justice hours

EDUCATION

GENERAL STUDIES

City College of San Francisco - San Francisco, CA

PROFESSIONAL DEVELOPMENT

Stop the Bleed 2019

The Keys to Achieving Leadership and Organizational Success, Randy Goruk - 2018

Leadership Architect 101, Lominger International - 2010

Supervisor 101 Coaching, Compass - 2010

Domestic Violence Training, Casa de las Madres - 2010

National Association of Workforce Development Professionals (Member) -2012

Intentional Communications -2018

Community Trauma and Trauma Informed Care- 2019

Implicit Bias - 2018

Creative Leadership Training - 2019

Managing Emotions Under Pressure - 2019

Leadership, Team Building and Coaching Skills for Managers and Supervisors - 2019



JOANNA HERNANDEZ



Case Management: Compassion & Cupcakes - A Self-Care Training for Providers Standards 2013

Application -Understanding and Supporting LGBTQ Families 2014

PROFESSIONAL AFFILIATIONS

Latino Task Force Chair of the Reentry and Violence intervention Commiettee- 2020- Present

Mission Girls Board Member/Co Madrinas 2006 - Present

Leadership High School Parent Liaison 2012-2015

Sentencing Commission Commissioner 2013-2014

Mission Peace Collaborative Member 2014 - Present

Young Queens on the Rise Founder

SFSD Visiting Committee Member 2011 - 2014

RTP Steering Committee Member

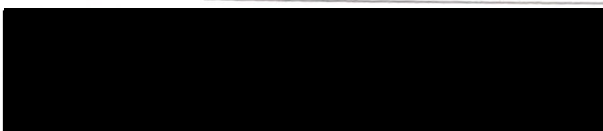
Mission Community Response Network Member

Board of Supervisors Supplemental Application for Appointment to the Reentry Council
(Form effective August 2014)

Seats 1, 2, 3, and 4: Former inmates of the San Francisco County Jail, a California Department of Corrections and Rehabilitation facility, and/or a United States Bureau of Prisons facility

Enter your name, mailing address and daytime telephone number in the spaces provided. Because this form is a document available for public review, **you may provide a business or office address**, telephone number and e-mail address instead of your home address or other personal contact information.

Print Name: Joanna Hernandez



Zip: 94565

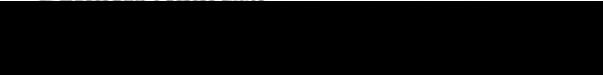
Occupation: Director of Strategic Partnerships

Work Phone: 415-626-4995

Employer: San Francisco Pretrial

Business Address: 236 8th Street

Zip: 94103



FAX #: _____

*It is a **requirement** that all appointees to Seats 1, 2, 3, and 4 of the Reentry Council have been an inmate in the San Francisco County Jail, a California Department of Corrections and Rehabilitation facility, and/or a United State Bureau of Prison facility. Please answer all of the following questions.*

1. Have you ever been an inmate of (check all that apply):

San Francisco County Jail?

☒ yes

California Department of Corrections and Rehabilitation* facility?

☐ yes

United States Bureau of Prisons facility?

☐ yes

*California Department of Corrections and Rehabilitation (CDCR) operates the facilities previously operated by the California Department of Corrections (CDC) and the Department of Juvenile Justice (DJJ).

2. The person appointed to *Seat 1* must identify as being a survivor of violence or crime. Do you identify as a survivor of violence or crime? ☐ yes ☐ no

3. The person appointed to *Seat 2* must have expertise in providing services to individuals exiting the criminal justice system. Do you have experience or expertise in providing services to individuals exiting the criminal justice system? ☒ yes ☐ no If yes, please describe:

I managed and created programs Reentry Pod and all In Custody Programs within county jails for 4 counties.

Board of Supervisors Supplemental Application for Appointment to the Reentry Council
(Form effective August 2014)

4. The person appointed to *Seat 3* must have been released from custody within two years of his or her appointment. If you were released from custody within the last two years, on what date were you released? _____

5. The person appointed to *Seat 4* must have served multiple terms of incarceration. Multiple terms could include more than one term served in the same facility, or more than one term served in different facilities. Have you served multiple terms of incarceration? ☐ yes ☐ no

6. What was your experience transitioning back to San Francisco after having been incarcerated? What helped you? What were the barriers?

I was a young mother and had to find work while taking care of my 4 year old son and expecting another child. I sought help via community programs and various workforce programs to get on track. My barriers were the fact that I had a felony on my record and at that time many places were not hiring felons, especially with limited work experience. I found the help from my community was my biggest asset.

7. How can we help other people transition from prisons and jails more successfully? How can we help people permanently exit the criminal justice system?

Fund more programs that deal with the whole person in a healing aspect. Incarceration is a trauma and should be dealt with as such. It is my belief that true reentry starts with feeling supported and wanted by their communities.

8. What do you hope that the Reentry Council will achieve?

My hope is that we as a council come together and address the barriers within the system that keep people from being successful in their exit. Housing, substance abuse, family reunification and employment are keys to successfully reintegrating.

If necessary, please attach supplemental sheet(s) and/or attachments.

Submit this form, along with the Board of Supervisors Application for Boards, Commissions, and Committees, to Clerk's Office, Board of Supervisors, 1 Dr. Carlton B. Goodlett Place, Room 244, San Francisco, CA 94102-4689

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: Reentry Council

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

Full Name: Tiffany Holmes

[Redacted] Zip Code: 94130
Reentry Case Manager

Work Phone: _____ Employer: Pretrial Diversion Project/Sisters Program/CJ2

Business Address: 236 8th St.SF/ 725 7th St. SF,Ca Zip Code: 94103

Business Email: tiffanyh@pretrial.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 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:

The reason I fill I am qualified I just recently was released from CCWF (Central California Womens Facility) after serving 11 years and 14 months in a county jail. I am a woman who was released to Home Free a Fivekeys transisional program, with the reasores of Fivekeys I would have a hard time transitioning into society. I am a middle aged women.

Business and/or Professional Experience:

I am employed by Pretrial Diversion Project, I am the Reentry Casemanager for the Sisters Program in CJ2/SFSD.

Civic Activities:

I've written a proposual to a transitional housing program that suggested other ways in which they could further assist the clients, with their adjustment back into society.

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

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

Date: 08-06-2022 Applicant's Signature (required): Tiffany Holmes
(Manually sign or type your complete name.
NOTE: By typing your complete name, you are
hereby consenting to use of electronic signature.)

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

FOR OFFICE USE ONLY:

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

Board of Supervisors Supplemental Application for Appointment to the Reentry Council
(Form effective Augues 2014)

Seats 1, 2, 3, and 4: Former inmates of the San Francisco County Jail, a California Department of Corrections and Rehabilitation facility, and/or a United States Bureau of Prisons facility

Enter your name, mailing address and daytime telephone number in the spaces provided. Because this form is a document available for public review, **you may provide a business or office address**, telephone number and e-mail address instead of your home address or other personal contact information.

Print Name: Tiffany Holmes

[REDACTED]	.SF,CA	Zip: 94130
	Occupation:	Reentry Casemanager/CJ2
Work Phone: _____	Employer:	Pretrial Diversion Project
Business Address: 736 8th St/ 725 7th SF,Ca	Zip:	94103
[REDACTED]	FAX #:	_____

*It is a **requirement** that all appointees to Seats 1, 2, 3, and 4 of the Reentry Council have been an inmate in the San Francisco County Jail, a California Department of Corrections and Rehabilitation facility, and/or a United State Bureau of Prison facility. Please answer all of the following questions.*

1. Have you ever been an inmate of (check all that apply):

San Francisco County Jail? ☐ yes

California Department of Corrections and Rehabilitation* facility? ☒ yes

United States Bureau of Prisons facility? ☐ yes

**California Department of Corrections and Rehabilitation (CDCR) operates the facilities previously operated by the California Department of Corrections (CDC) and the Department of Juvenile Justice (DJJ).*

2. The person appointed to *Seat 1* must identify as being a survivor of violence or crime. Do you identify as a survivor of violence or crime? ☐ yes ☒ no

3. The person appointed to *Seat 2* must have expertise in providing services to individuals exiting the criminal justice system. Do you have experience or expertise in providing services to individuals exiting the criminal justice system? ☐ yes ☒ no If yes, please describe:

Board of Supervisors Supplemental Application for Appointment to the Reentry Council
(Form effective August 2014)

4. The person appointed to *Seat 3* must have been released from custody within two years of his or her appointment. If you were released from custody within the last two years, on what date were you released? 2/25/22

5. The person appointed to *Seat 4* must have served multiple terms of incarceration. Multiple terms could include more than one term served in the same facility, or more than one term served in different facilities. Have you served multiple terms of incarceration? ☐ yes ☒ no

6. What was your experience transitioning back to San Francisco after having been incarcerated? What helped you? What were the barriers?
I released to Fivekeys Homefree transitional program. What helped was the resources of Homefree, I was able to work with my casemanager and others who work for FiveKeys. Who helped me to understand how to technology. Since Finding self-help groups for women. Majority are for men, or have long waiting list. Basic cooking classes/meal prep.

7. How can we help other people transition from prisons and jails more successfully? How can we help people permanently exit the criminal justice system?
By having it stream lined, showing them how to use what is basics. Not a big transitional program, keeping them small, so that one on ones can happen more. Having more resources for women like what Fivekeys/Homefree offers. I believe more people will be more successfully. You have to walk with, so people adjust slow, some fast. I was scared to do a Lifer Meeting by myself full of men. I have been locked up with women over 10 yrs

8. What do you hope that the Reentry Council will achieve?
By bring in more resources for women and transgenders. Most of us have been victims to men. So putting us in groups with men, its hard for us to be their let alone talk. Because we be feeling of PTSD. More Trauma informed groups, and healing. More job opportunitys that have learn able skills. Housing that is not with Homeless off the street. We need our own housing not inter mixed.

If necessary, please attach supplemental sheet(s) and/or attachments.

Submit this form, along with the Board of Supervisors Application for Boards, Commissions, and Committees, to Clerk's Office, Board of Supervisors, 1 Dr. Carlton B. Goodlett Place, Room 244, San Francisco, CA 94102-4689

From: [Westbrook, Victoria \(ADP\)](#)
To: [Yan, Calvin \(BOS\)](#); [Young, Victor \(BOS\)](#)
Subject: FW: Fwd:
Date: Tuesday, October 11, 2022 2:34:55 PM

Here is another letter of support for Tiffany Holmes.

Also, Michael Brown has to withdraw his application because he was hired by the public defender's office.

Any idea when the Reentry council Agenda item will be heard at the meeting yet?

Thank you,

Victoria Westbrook

Reentry Policy Planner
Women's Gender Responsive Coordinator
SF Adult Probation Department
C: 415-930-2202
Pronouns: she/her/hers/they/them/theirs
[CASC Reentry Center](#)
[Reentry Council](#)
[sf-goso.org](#)

From: Tiffany Holmes <tiffanyh@sfpreatrial.org>
Sent: Tuesday, October 11, 2022 2:20 PM
To: Westbrook, Victoria (ADP) <victoria.westbrook@sfgov.org>
Subject: Fwd:

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

Hi Victoria,

I just received this letter of support for the Reentry Council. By the way have you gotten any information on the time frame when I'll be able to speak? I was just wondering since I'll be leaving work on Monday the 17th and coming back what to tell Pretrial.

Tiffany Holmes

----- Forwarded message -----

From: **Tiffany Holmes** <tiffanyh@sfpreatrial.org>
Date: Tue, Oct 11, 2022 at 2:15 PM
Subject:
To: <tiffanyh@sfpreatrial.org>

October 11, 2022

To:
ReEntry Council
Rules and Committee for SF Board of
Supervisors

It is an honor to have been asked to write a letter
of and in support for Ms. Tiffany Holmes.

Tiffany is a remarkable human being with
insightful leadership skills, creative and critical

insightful leadership skills, creative and critical thinking, depth analysis and awareness.

Tiffany and I had many opportunities while we were both incarcerated at Central Ca Womens Facility to build, nurture and support one another in our healing journey as well as others. Having left CCWF in Oct. of 2013, Tiffany and I remained in constant contact working on various projects professionally and personally.

What Tiffany brings is an individualized perspective with a community based advocacy and solution focused approach. She has an insight that has helped so many people, people in their most challenging moments.

I fully endorse Tiffany to add to your council.

As a Stoneleigh Fellow and Employee with Human rights for kids a national org raising awareness on Childrens rights, it's an honor to have Tiffany as a friend, fellow advocate and community member.

With gratitude and sincerity,

A handwritten signature in blue ink, appearing to read 'Sara Kruzan', with a long, sweeping horizontal line extending to the right.

Sara Kruzan
Sarajkruzan@gmail.com
Skruzan@humanrightsforkids.org
<https://humanrightsforkids.org/>



10/3/22

Dear Sir/Madam:

It is my pleasure to write this letter of recommendation for and about Tiffany Holmes to be appointed to the San Francisco Reentry Council.

I have worked in criminal justice for over 42 years. I worked in the San Francisco Sheriff's department for thirty-two years as a law intern, lawyer, and the Sheriff's Program Administrator. I also worked for the Chief Probation Officer as her Director of Education and Community Restoration Programs for the San Francisco Adult Probation Department for over four years. I have directed and supervised hundreds of line staff, managers, and contractors within those agencies.

I first met Tiffany when I visited CCWF approximately 4 years ago while she was incarcerated. I sat in on the group that she co-founded called Felons against Drunk and Distracted Drivers. After observing that groups and having the opportunity to meet with Tiffany and hear about her painful journey, I was incredibly moved and impressed by her clear commitment in putting restorative justice into tangible and impactful action. I have personally observed that Ms. Holmes can work with a diverse group of professionals from peace officers to case managers with equal humanity and professionalism.

Ms. Holmes became a resident at Five Keys Home Free upon her release, a program which is reentry housing for criminalized survivors of domestic violence and has been an outstanding member of the Home Free community. Ms. Holmes goes the extra step for all within the Home Free community both clients and staff alike which contribute greatly to a positive and healthy living and work environment. Ms. Holmes has a unique and important ability to integrate compassion, consistency and understands the importance of accountability which is a rare but critical combination for criminal justice reform. Tiffany's reentry experience would add tremendous value as a Reentry Council member as she is profoundly committed to assisting others with their self-determination. Moreover, Ms. Holmes brings personal and professional gender and trauma centric expertise into her approach which, frankly, is needed more in our reform movement and approaches.

I unequivocally recommend that Ms. Holmes for an appointment to the Reentry Council as her exemplary skills and humanity will contribute greatly to the goal, objective, and mission of the San Francisco's Reentry Council.

Please don't hesitate to contact me if you have further questions.

Sincerely,

A handwritten signature in black ink, appearing to read "Sunny Schwartz", with a long, sweeping horizontal line extending to the right.

Sunny Schwartz
Founder of Five Keys Charter School
Resolve to Stop the Violence Project (RSVP)



To Whom it May Concern;

Please accept this letter of recommendation on behalf of Tiffany Holmes. My name is Steve Good, and I am the CEO of Five Keys Schools and Programs. Five Keys provides educational programs, reentry housing, transitional employment and services for the unsheltered. Five Keys currently employs over 500 full-time formerly incarcerated individuals.

I am writing this letter in support of Tiffany to be appointed to the Reentry Council. I've had the pleasure to observe her in action and hear her story. I agree with my colleagues and many of our partner agencies who consistently sing nothing but High Praise for Tiffany's work ethic, integrity, and professionalism – core values that would translate directly in service on the Reentry Council.

I first met Tiffany when she became a resident at Five Keys Home Free, a program which is reentry housing for criminalized survivors of domestic violence. It's a first of its kind program in the nation that helps to restore dignity and hope for women who suffered terrible injustice as a consequence of an unjust criminal justice system.

Tiffany's reentry experience is one that I know she hopes others can have. It certainly hasn't been an easy road to travel, but she has done exceptionally well given the challenges. She is now a valued employee of The Pretrial Diversion Program, working in the San Francisco County jails. Tiffany helps others despite the very tense conditions the jail provides, not to mention she started during COVID. Tiffany is highly regarded by the Sheriff's Department staff, Five Key staff, and the Pretrial Diversion Program.

It is with full enthusiasm that I support Tiffany for an appointment to the Reentry Council. Should you have any questions, please feel free to contact me at 415-652-9130.

Respectfully,

A handwritten signature in blue ink, appearing to read "S Good".

Steve Good
CEO and President
Five Keys Schools and Programs

REENTRY 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	Yolanda Morrisette	6/1/22	Must be a former inmate in the San Francisco County Jail, a California Department of Corrections and Rehabilitation facility, and/or a United States Bureau of Prison facility; and also must self-identify as a survivor of violence or crime, for a two-year term
2	BOS	Michael Brown	6/1/22	Must be a former inmate in the San Francisco County Jail, a California Department of Corrections and Rehabilitation facility, and/or a United States Bureau of Prison facility; and also have expertise in providing services to individuals exiting the criminal justice system, for a two-year term
3	BOS	Oscar Salinas	6/1/22	Must be a former inmate in the San Francisco County Jail, a California Department of Corrections and Rehabilitation facility, and/or a United States Bureau of Prison facility; and also must have been released from custody within three years of his/her appointment, for a two-year term

4	BOS	Jabari Jackson	6/1/22	Must be a former inmate in the San Francisco County Jail, a California Department of Corrections and Rehabilitation facility, and/or a United States Bureau of Prison facility; and also must have served multiple terms of incarceration, for the unexpired portion of a two-year term
5	BOS	Supervisor Catherine Stefani	6/1/24	Member of the Board of Supervisors
	Mayor			Mayor or their designee
	Mayor	Sheenia Branner	7/1/23	Appointed by the Mayor and shall be between the ages of 18 and 35 at the time of appointment and have been an inmate before the age of 24
	Mayor	Allen Harven	7/31/23	Appointed by the Mayor and shall have expertise in providing services to individuals exiting the criminal justice system
	Mayor	Antonio Napolean	7/31/23	Appointment by the Mayor
	Public Defender			Appointed by listed Authority
	District Attorney			
	Sheriff Dept.			
	Police Dept.			
	Adult Probation			
	Juvenile Probation			
	Dept. of Economic and Workforce Development			
	Human Services Agency			
	DCYF			
	Public Health			

	Dept. Homelessness and Supportive Housing			
	Superior Court			
	Child Support Services			
	Corrections and Rehab Division			
	US Probation and Pretrial			

(Pursuant to Administrative Code, Section 5.1, all members of the Council shall be exempt from the Charter requirement that they be electors of the City and County of San Francisco.)

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 Reentry Council was created to coordinate local efforts to support adults exiting San Francisco county jail, San Francisco juvenile justice system out-of-home placements, the

California Department of Corrections and Rehabilitation facilities, and the United States Federal Bureau of Prison facilities.

The Council shall provide the Mayor, Board of Supervisors, the public, and any other appropriate agency with accurate and comprehensive information about programs that serve this population, barriers faced by this population, best practices to meet the needs of this population, and funding sources for programs and practices that address the needs of this population. The Council shall coordinate information sharing, planning, and engagement among all interested private and public stakeholders to the extent permissible under federal and state law.

The Council shall consist of 24 members, seven (7) of whom shall be former inmates in the San Francisco County Jail, a California Department of Corrections and Rehabilitation facility, and/or a United States Bureau of Prison facility.

The Mayor, or their designee, shall serve as one (1) member, and shall also appoint three (3) of the members. One (1) of the three (3) members shall be between the ages of 18 and 35 at the time of appointment and have been an inmate before the age of 24, and one (1) shall have expertise in providing services to individuals exiting the criminal justice system.

The Board of Supervisors shall designate one (1) of its members to serve as a member of the Council, and shall appoint four (4) of the seven (7) members who are former inmates. Of these four (4) members: > One (1) shall have expertise in providing services to individuals exiting the criminal justice system;

- One (1) must have been released from custody within three years of his/her appointment;
- One (1) must have served multiple terms of incarceration; and
- One (1) must self-identify as a survivor of violence or crime.

All members of the Council shall be exempt from the Charter requirement that they be electors of the City and County of San Francisco (added by Ordinance No. 26-09).

The following City departments or agencies shall appoint one (1) member each to the Council: Public Defender's Office; District Attorney's Office; Sheriff's Department; Police Department; Adult Probation Department; Juvenile Probation Department; Department of Economic and Workforce Development; Human Services Agency; Department of Children, Youth and Families; Department of Public Health; and Department of Homelessness and Supportive Housing (11 total).

In addition, co-chairs shall invite the San Francisco Superior Court, Department of Child Support Services, California Department of Corrections and Rehabilitation Division of Adult Parole Operations, and United States Probation and Pretrial Services System to appoint one (1) member each to the Council. If any of these agencies do not appoint a representative, the co-chairs shall appoint an additional member (4 total).

Members shall serve two-year terms and shall serve at the pleasure of the appointing authority. Members may serve multiple terms. If any member misses two regularly scheduled meetings in a twelve-month period without prior notice, the Council shall certify that fact in writing to appointing authority and the member shall be deemed to have resigned.

Twelve members of the Council shall constitute a quorum and the Council shall have the authority to act on the vote of the majority of the quorum.

The four members appointed by the Adult Probation Department, District Attorney's Office, Public Defender's Office and Sheriff's Department, respectively, as well as the Mayor or the Mayor's representative, shall co-chair the Council. The Council may establish subcommittees. The Council shall meet in full at least three times per year.

Reports: Biennially, the Council shall prepare and submit a report that shall include, but not be limited to, information identifying funding streams; programs serving individuals exiting the criminal justice system; needs of reentry population; and barriers to safe and successful reentry. City departments shall respond within 30 days, if mentioned in report. Reports shall be provided to the Mayor, Board of Supervisors, City departments identified in the report, and the public.

The Council shall be staffed, subject to fiscal and budgetary provisions of the Charter, by the Public Defender's Office, District Attorney's Office, Adult Probation Department, and Mayor's Office who shall designate one staff member each.

Authority: Administrative Code, Sections 5.1-1 through 5.1-6 (Ordinance Nos. 215-08; 26-09, 44- 11; 83-14; 31-17; 116-18; and 55-20)

Sunset Date: June 1, 2024

Contact: Victoria Westbrook, Reentry Policy Planner
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Updated: July 27, 2022

GENDER ANALYSIS OF COMMISSIONS AND BOARDS



City and County of San Francisco
London N. Breed
Mayor

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



Acknowledgements

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The San Francisco Department on the Status of Women would like to thank the various policy body members, Commission secretaries, and department staff who graciously assisted in collecting demographic data and providing information about their respective policy bodies.

San Francisco Commission on the Status of Women

President Debbie Mesloh

Vice President Breanna Zwart

Commissioner Shokooh Miry

Commissioner Carrie Schwab-Pomerantz

Commissioner Andrea Shorter

Commissioner Julie D. Soo

Emily M. Murase, PhD, Director

Department on the Status of Women

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

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Executive Summary

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

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

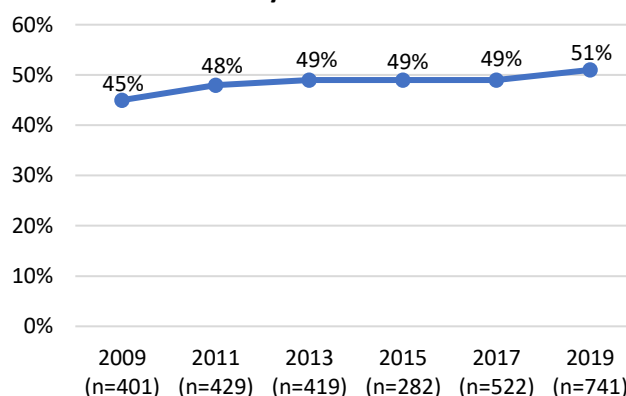
The *2019 Gender Analysis* evaluates the representation of women; people of color; lesbian, gay, bisexual, transgender, queer, and questioning (LGBTQ) individuals; people with disabilities; and veterans on San Francisco policy bodies.

Key Findings

Gender

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

10-Year Comparison of Representation of Women on Policy Bodies



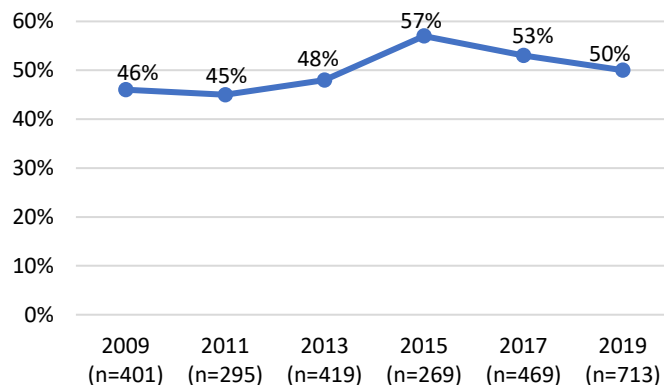
Source: SF DOSW Data Collection & Analysis.

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

Race and Ethnicity

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

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

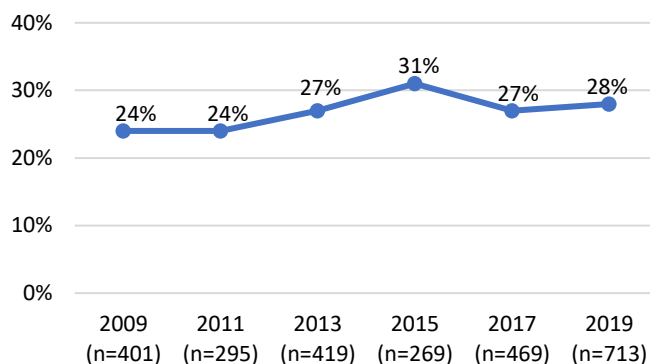


Source: SF DOSW Data Collection & Analysis.

Race and Ethnicity by Gender

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

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



Source: SF DOSW Data Collection & Analysis.

Additional Demographics

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

Proxies for Influence: Budget & Authority

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

Appointing Authorities

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

Demographics of Appointees Compared to the San Francisco Population

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

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

I. Introduction

Inspired by the 4th UN World Conference on Women in Beijing, San Francisco became the first city in the world to adopt a local ordinance reflecting the principles of the U.N. Convention on the Elimination of All Forms of Discrimination (CEDAW), an international bill of rights for women. The CEDAW Ordinance was passed unanimously by the San Francisco Board of Supervisors and signed into law by Mayor Willie L. Brown, Jr. on April 13, 1998.² In 2002, the CEDAW Ordinance was revised to address the intersection of race and gender and incorporate reference to the UN Convention on the Elimination of all Forms of Race Discrimination. The Ordinance requires City Government to take proactive steps to ensure gender equity and specifies “gender analysis” as a preventive tool to identify and address discrimination. Since 1998, the Department on the Status of Women has employed this tool to analyze the operations of 10 City Departments using a gender lens.

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

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

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

² San Francisco Administrative Code Chapter 33.A.

[http://library.amlegal.com/nxt/gateway.dll/California/administrative/chapter33alocalimplementationoftheunited?f=templates\\$fn=default.htm\\$3.0\\$vid=amlegal:sanfrancisco_ca\\$sanc=JD_Chapter33A](http://library.amlegal.com/nxt/gateway.dll/California/administrative/chapter33alocalimplementationoftheunited?f=templates$fn=default.htm$3.0$vid=amlegal:sanfrancisco_ca$sanc=JD_Chapter33A).

II. Gender Analysis Findings

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

Figure 1: Summary Data of Policy Body Demographics, 2019

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

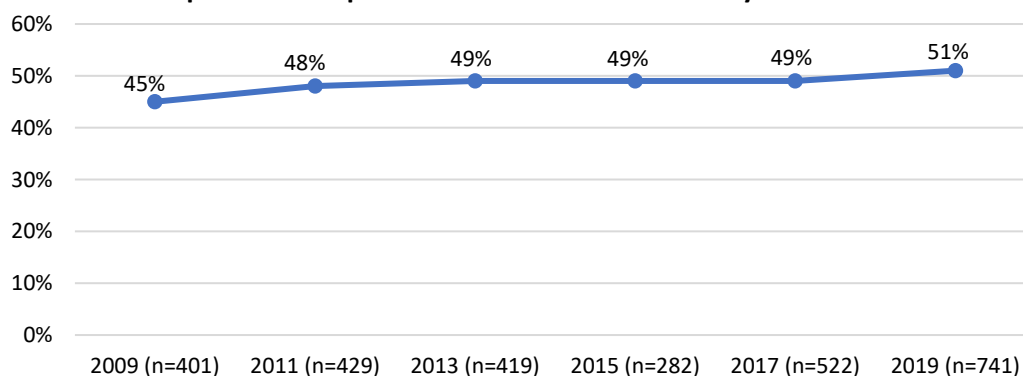
Source: SF DOSW Data Collection & Analysis.

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

A. Gender

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

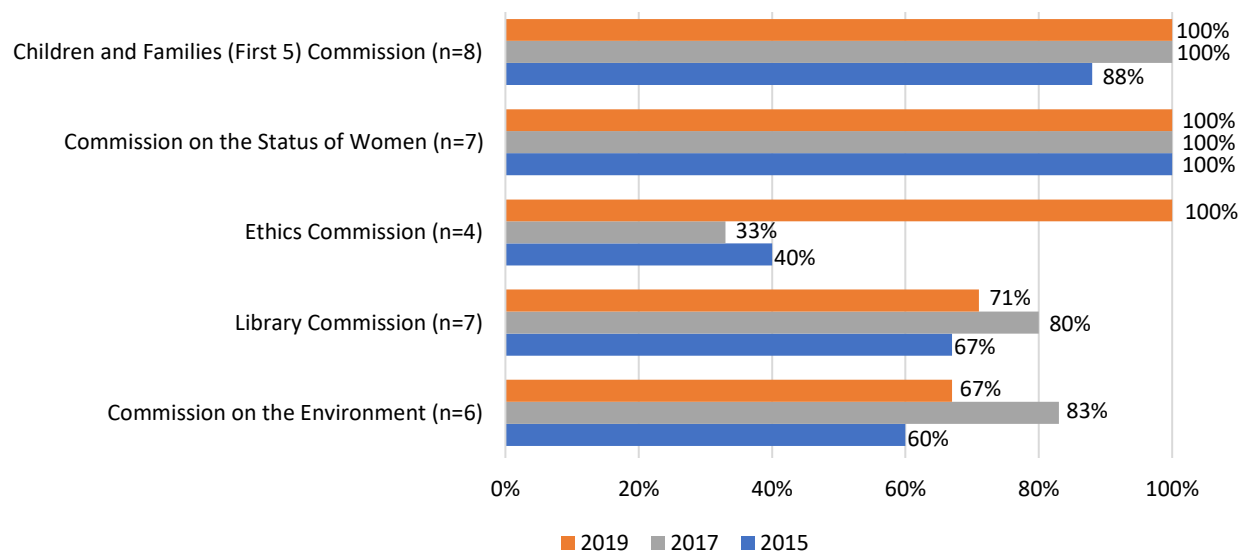
Figure 2: 10-Year Comparison of Representation of Women on Policy Bodies



Source: SF DOSW Data Collection & Analysis.

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

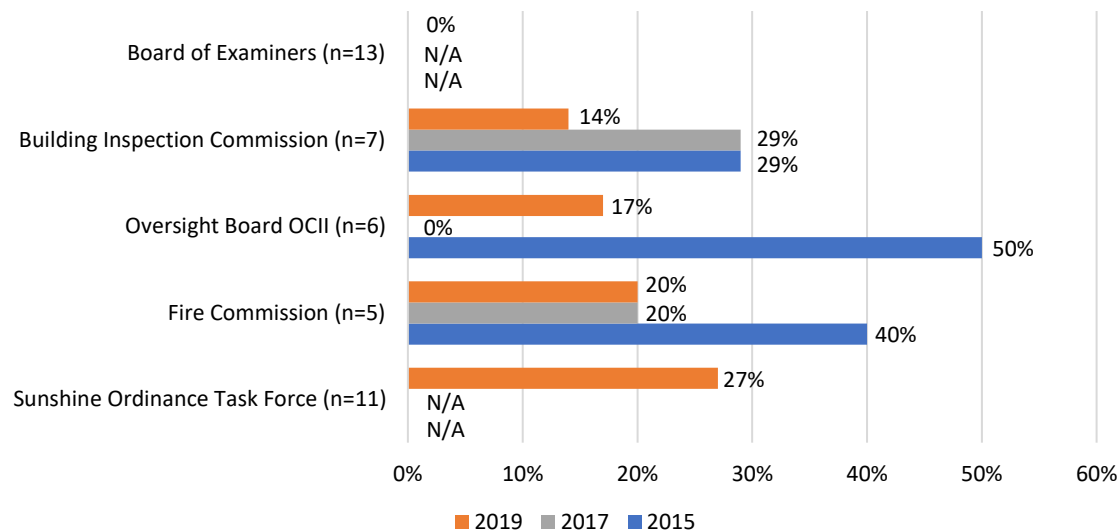
Figure 3: Commissions and Boards with Highest Percentages of Women, 2019 Compared to 2017, 2015



Source: SF DOSW Data Collection & Analysis.

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

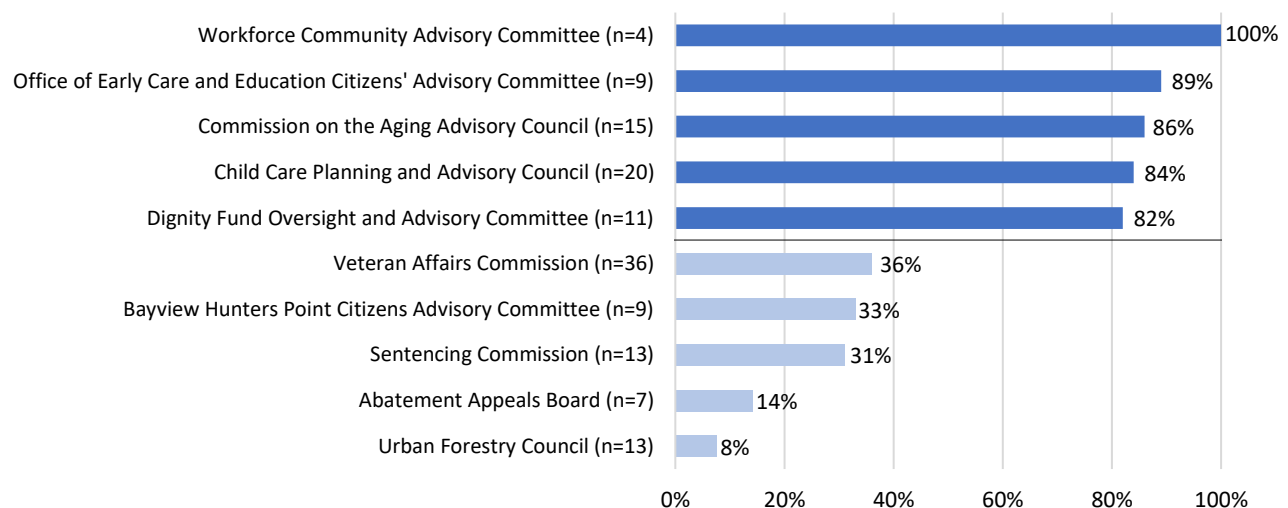
Figure 4: Commissions and Boards with Lowest Percentage of Women, 2019 Compared to 2017, 2015



Source: SF DOSW Data Collection & Analysis.

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

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

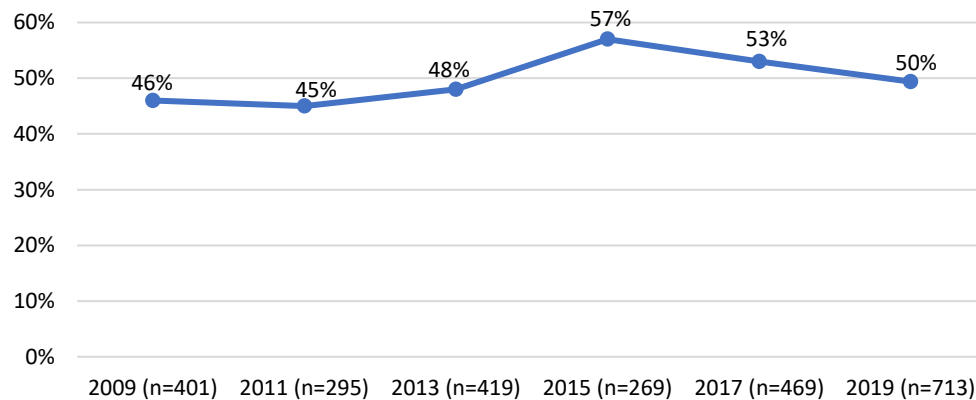


Source: SF DOSW Data Collection & Analysis.

B. Race and Ethnicity

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

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



Source: SF DOSW Data Collection & Analysis.

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

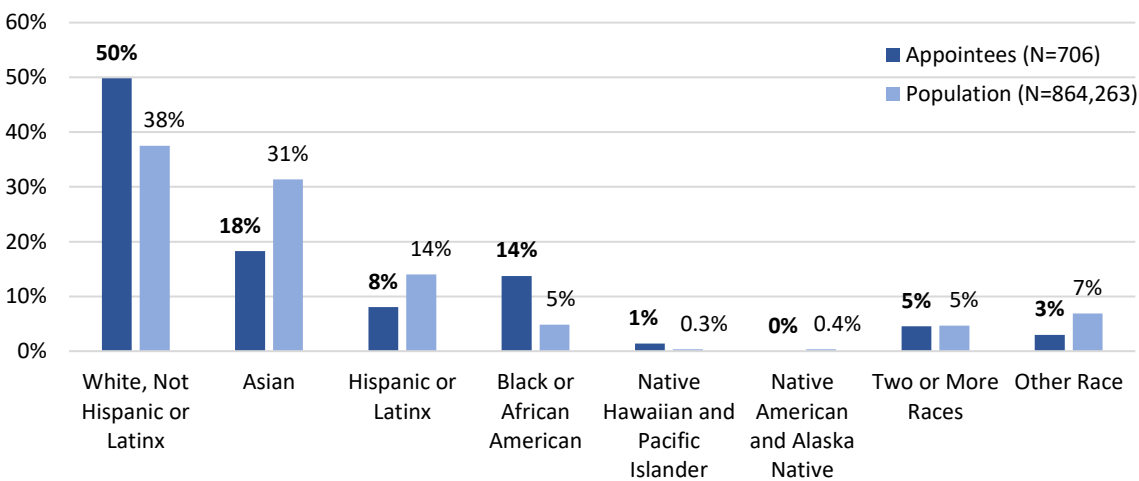
Considerably underrepresented racial and ethnic groups on San Francisco policy bodies compared to the San Francisco population are individuals who identify as Asian or Latinx. While Asians are 31% of the San Francisco population, they only make up 18% of appointees. While the Latinx population of San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

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

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

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

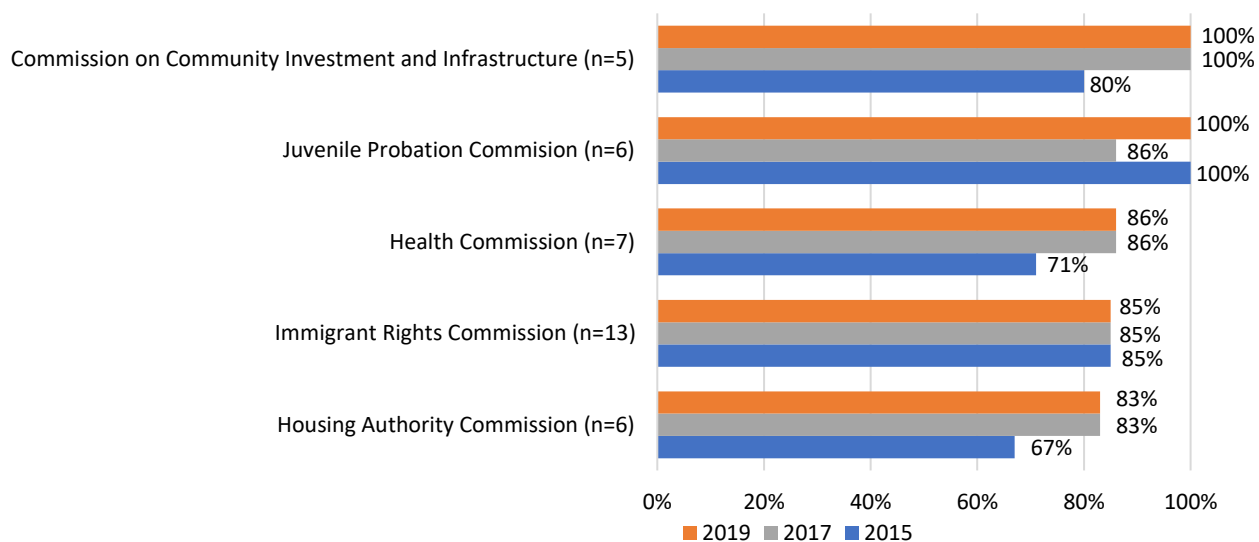
Figure 7: Race and Ethnicity of Appointees Compared to San Francisco Population, 2019



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

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

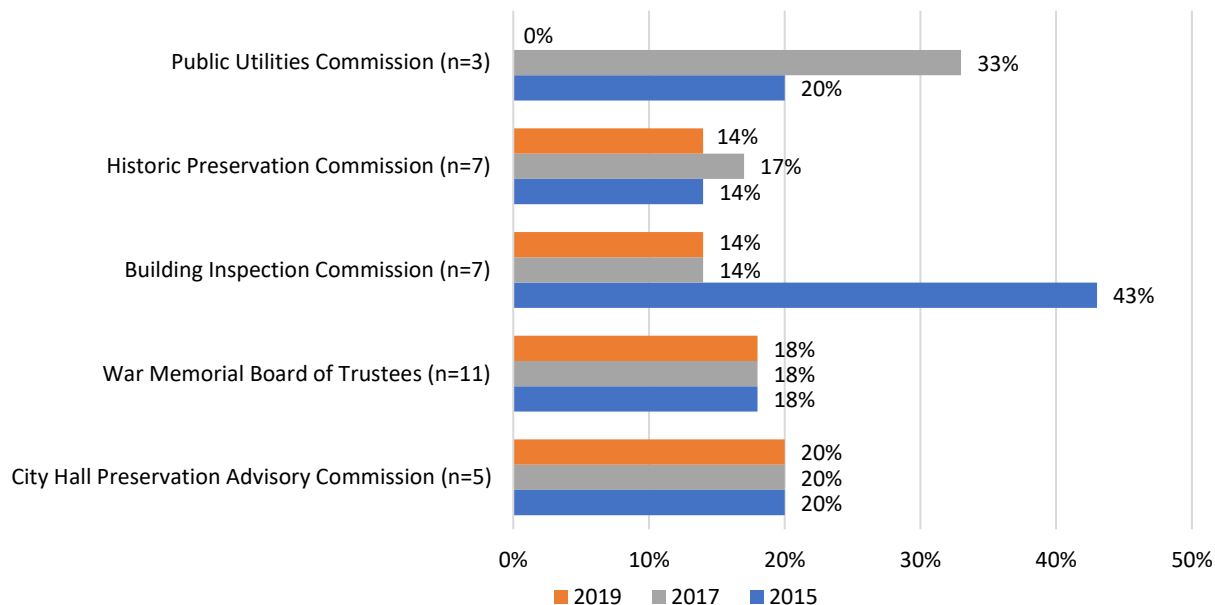
Figure 8: Commissions and Boards with Highest Percentage of People of Color, 2019 Compared to 2017, 2015



Source: SF DOSW Data Collection & Analysis.

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

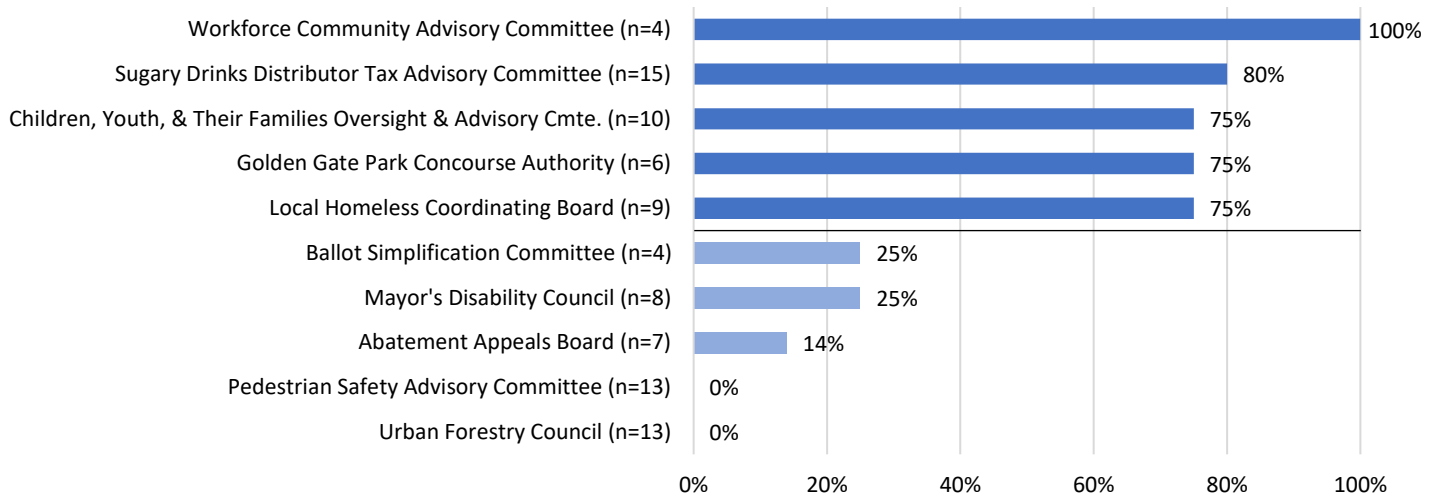
Figure 9: Commissions and Boards with Lowest Percentage of People of Color, 2019 Compared to 2017, 2015



Source: SF DOSW Data Collection & Analysis.

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

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

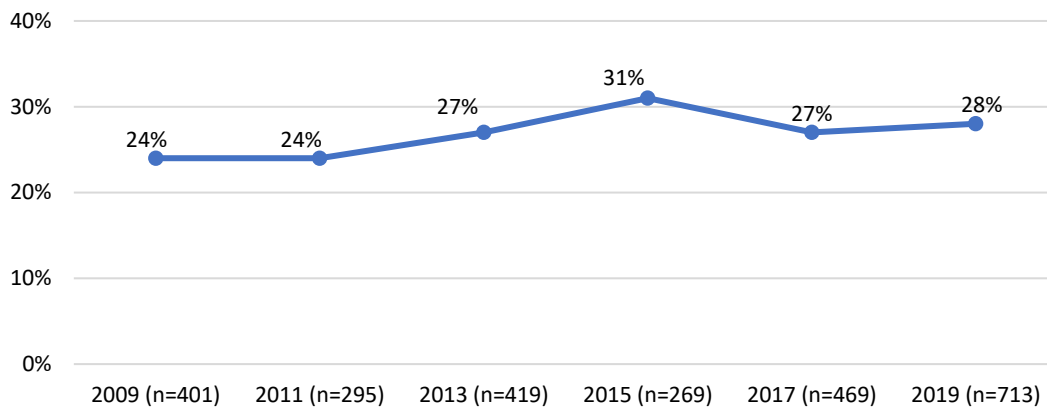


Source: SF DOSW Data Collection & Analysis.

C. Race and Ethnicity by Gender

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

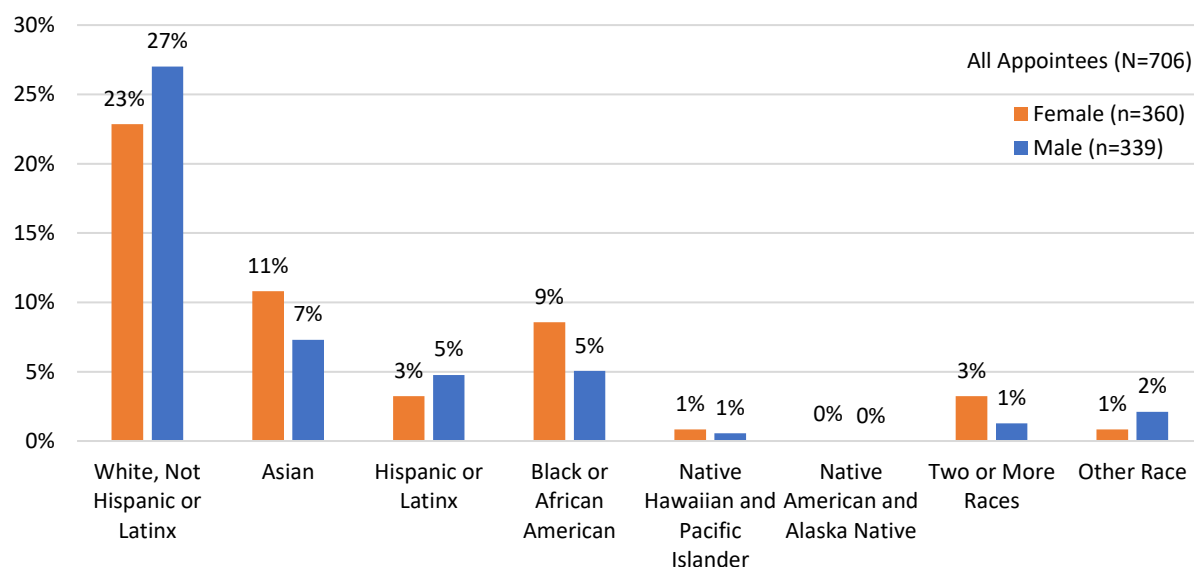
Figure 11: 10-Year Comparison of Representation of Women of Color on Policy Bodies



Source: SF DOSW Data Collection & Analysis.

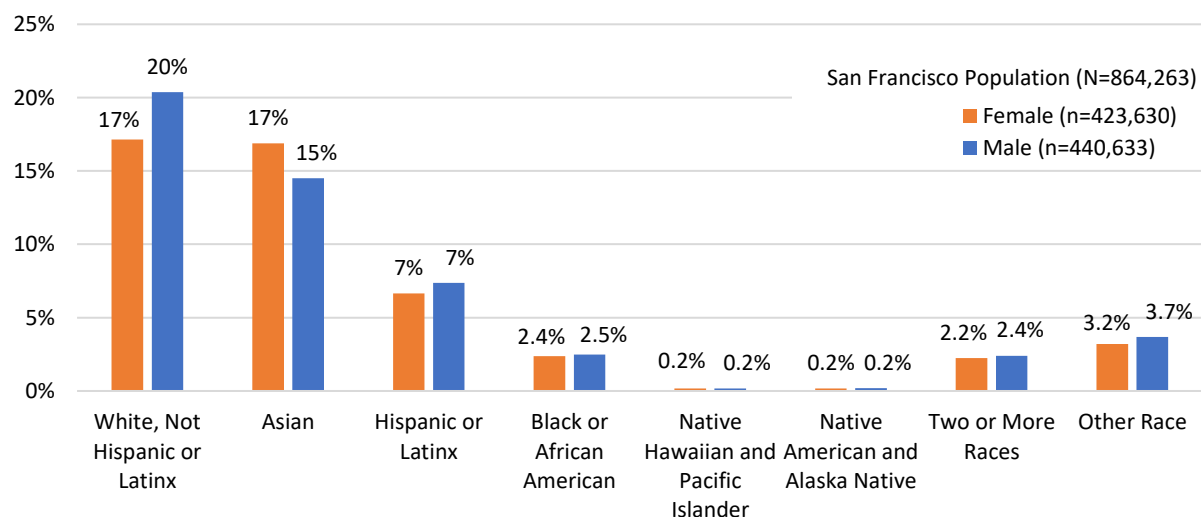
The following figures present the breakdown for appointees and the San Francisco population by race and ethnicity and gender. White men and women are overrepresented, holding 27% and 23% of appointments, respectively, compared to 20% and 17% of the population, respectively. Asian men and women are both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

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



Source: SF DOSW Data Collection & Analysis.

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



Source: 2017 American Community Survey 5-Year Estimates.

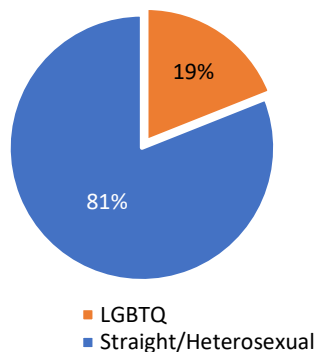
D. LGBTQ Identity

Lesbian, gay, bisexual, transgender, queer, and questioning (LGBTQ) identity data was collected from 548, or 75%, of the 741 surveyed appointees, which is much more data on LGBTQ identity compared to previous reports. Due to limited and outdated information on the population of the LGBTQ community in San Francisco, it is difficult to adequately assess the representation of the LGBTQ community. However, compared to available San Francisco, larger Bay Area, and national data, the LGBTQ community is well represented on San Francisco policy bodies. Recent research estimates the national LGBT population is 4.5%.⁵ The LGBT population of the San Francisco and greater Bay Area is estimated to rank the highest of U.S. cities at 6.2%,⁶ while a 2006 survey found that 15.4% of adults in San Francisco identify as LGBT⁷.

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

Figure 14: LGBTQ Identity of Appointees, 2019

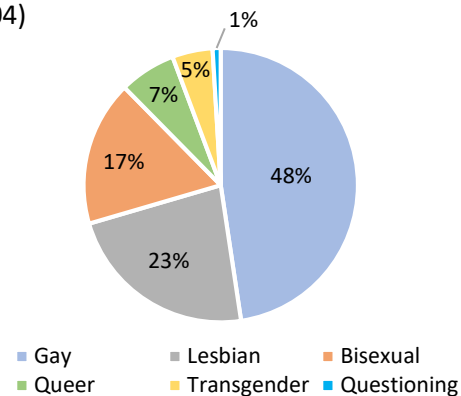
(N=548)



Source: SF DOSW Data Collection & Analysis.

Figure 15: LGBTQ Population of Appointees, 2019

(N=104)



Source: SF DOSW Data Collection & Analysis.

E. Disability Status

Overall, 12% of adults in San Francisco have one or more disabilities, and when broken down by gender, 6.2% are women and 5.7% are men. Disability data for transgender and gender non-conforming individuals in San Francisco is currently unavailable. Data on disability was obtained from 516, or 70%, of the 714 appointees who participated in the survey. Of the 516 appointees, 11.2% reported to have one

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

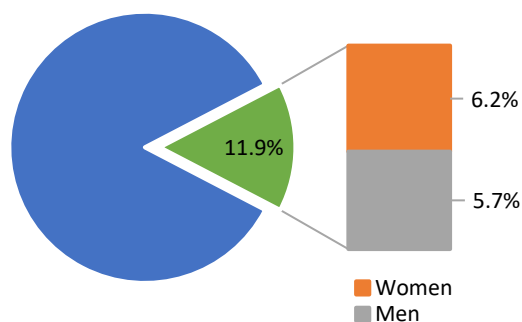
⁶ Gary J. Gates and Frank Newport, "San Francisco Metro Area Ranks Highest in LBGT Percentage," *GALLUP* (March 20, 2015) https://news.gallup.com/poll/182051/san-francisco-metro-area-ranks-highest-lgbt-percentage.aspx?utm_source=Social%20Issues&utm_medium=newsfeed&utm_campaign=tiles.

⁷ Gary J. Gates, "Same Sex Couples and the Gay, Lesbian, Bisexual Population: New Estimates from the American Community Survey," *The Williams Institute on Sexual Orientation Law and Public Policy, UCLA School of Law* (2006).

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

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

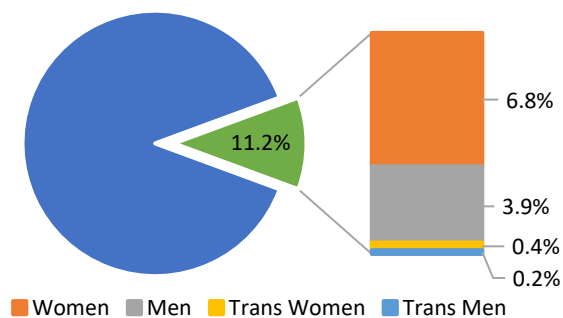
(N=744,243)



Source: 2017 American Community Survey 5-Year Estimates.

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

(N=516)



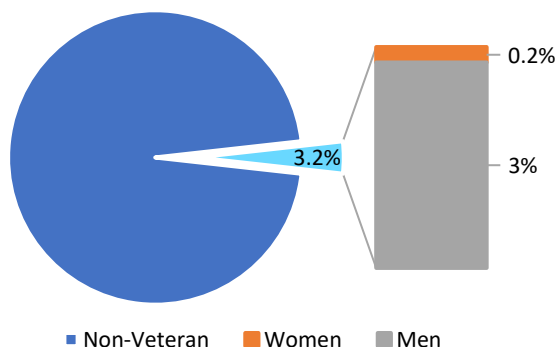
Source: SF DOSW Data Collection & Analysis.

F. Veteran Status

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

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

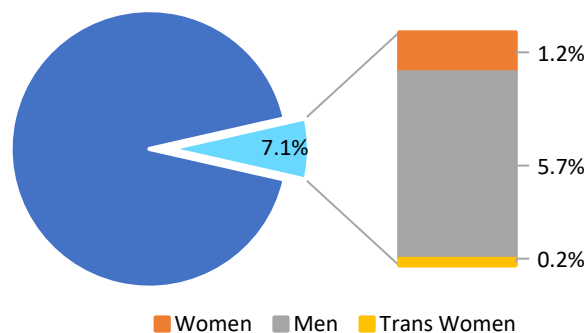
(N=747,896)



Source: 2017 American Community Survey 5-Year Estimates.

Figure 19: Appointees with Military Service, 2019

(N=494)



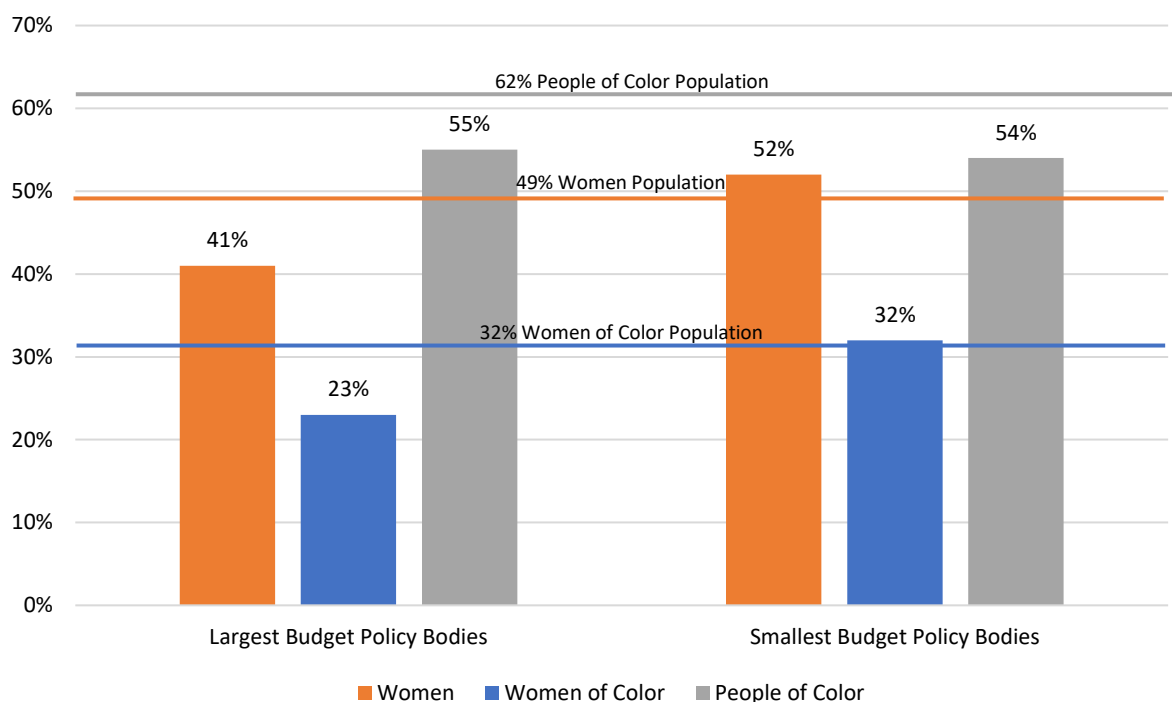
Source: SF DOSW Data Collection & Analysis.

G. Policy Bodies by Budget

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

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

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



Source: SF DOSW Data Collection & Analysis.

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

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

Source: SF DOSW Data Collection & Analysis.

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

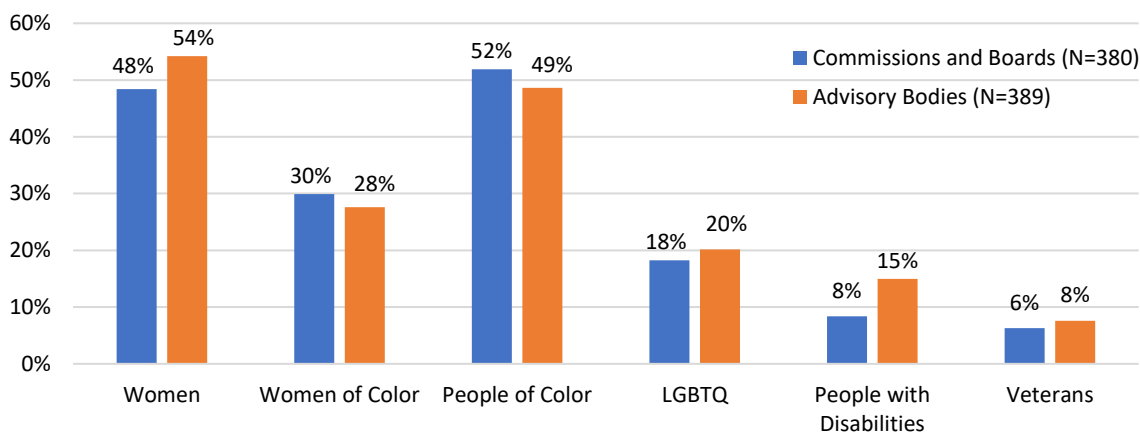
Body	FY18-19 Budget	Total Seats	Filled Seats	Women	Women of color	People of Color
Rent Board Commission	\$8,543,912	10	9	44%	11%	33%
Commission on the Status of Women	\$8,048,712	7	7	100%	71%	71%
Ethics Commission	\$6,458,045	5	4	100%	50%	50%
Human Rights Commission	\$4,299,600	12	10	50%	50%	70%
Small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

Source: SF DOSW Data Collection & Analysis.

H. Comparison of Advisory Body and Commission and Board Demographics

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

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

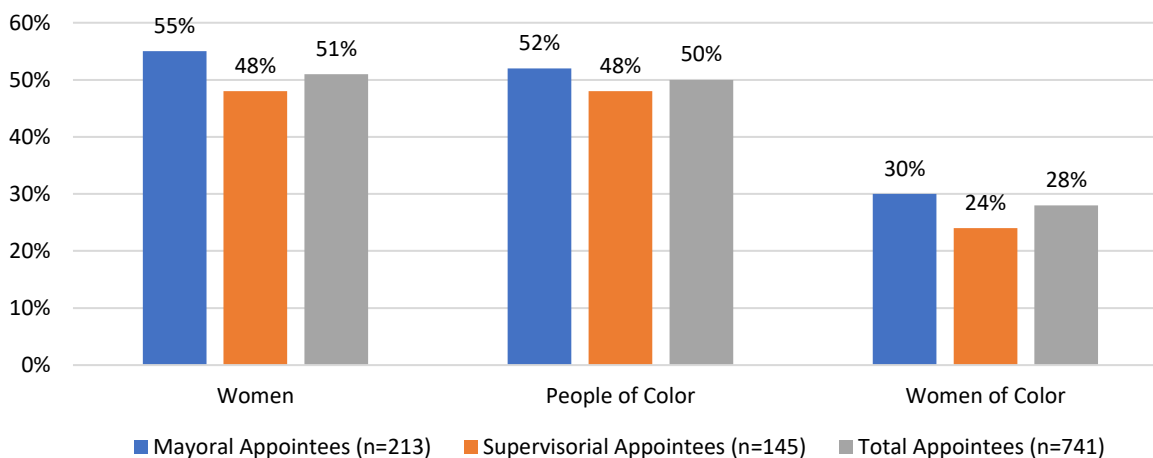


Source: SF DOSW Data Collection & Analysis.

I. Demographics of Mayoral, Supervisorial, and Total Appointees

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

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



Source: SF DOSW Data Collection & Analysis.

III. Conclusion

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

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

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

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

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

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

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

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

IV. Methodology and Limitations

This report focuses on City and County of San Francisco Commissions, Boards, Task Forces, Councils, and Committees that have the majority of members appointed by the Mayor and Board of Supervisors and that have jurisdiction limited to the City. The gender analysis reflects data from the policy bodies that provided information to the Department on the Status of Women through digital and paper survey.

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

The surveyed policy bodies fall under two categories designated by the San Francisco Office of the City Attorney document entitled *List of City Boards, Commissions, and Advisory Bodies Created by Charter, Ordinance, or Statute*.⁸ This document separates San Francisco policy bodies into two different categories. The first category includes Commissions and Boards with decision-making authority and whose members are required to submit financial disclosures with the Ethics Commission, and the second category encompasses Advisory Bodies whose members do not submit financial disclosures with the Ethics Commission. Depending on the analysis criteria in each section of this report, the surveyed policy bodies and appointees are either examined comprehensively as a whole or examined separately in the two categories designated by the Office of the City Attorney.

Data from the U.S. Census 2013-2017 American Community Survey 5-Year Estimates provides a comparison to the San Francisco population. Figures 26 and 27 in the Appendix display these population estimates by race/ethnicity and gender.

⁸ "List of City Boards, Commissions, and Advisory Bodies Created by Charter, Ordinance, or Statute," Office of the City Attorney, <https://www.sfcityattorney.org/wp-content/uploads/2016/01/Commission-List-08252017.pdf>, (August 25, 2017).

Appendix

Figure 25: Policy Body Demographics, 2019⁹

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

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

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

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

Source: SF DOSW Data Collection & Analysis, 2019.

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

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

Source: 2017 American Community Survey 5-Year Estimates.

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

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

Source: 2017 American Community Survey 5-Year Estimates.

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

From: [Jennifer Friedenbach](#)
To: [Peskin, Aaron \(BOS\)](#); [Chan, Connie \(BOS\)](#); [Raphael.Mandelman@sfgov.org](#); [Council, Reentry \(ADP\)](#)
Cc: [Young, Victor \(BOS\)](#)
Subject: Rules committee: Please do not appoint Ricci Wynne to the Re-Entry Council!
Date: Thursday, October 20, 2022 9:51:06 AM

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

Dear Members of the Rules Committee,

Rules committee: Please do not appoint Ricci Wynne to the Re-Entry Council!

Rules Committee: [File # 221000](#)
Please place in correspondence file

Please do not appoint Ricci Wynne to the Re-Entry Council!. He is trying to get attention with engaging in hurtful self promotion with respecting the dignity and confidentiality of those who likely are experiencing the worst moment of their lives. He is unable to working collaboratively, is divisive and attention seeking. We need serious people to do this work, who are compassionate and interested in solutions not just internet exposure. He is a very abusive person. San Franciscans need compassionate people who focus on the work and not on publicity on this committee.

Thank you for your consideration

Jennifer Friedenbach (she,her)
jfriedenbach@cohsf.org
Coalition on Homelessness
280 Turk Street
San Francisco, CA 94102
(415)346-3740
https://url.avanan.click/v2/___http://www.cohsf.org/___YXAzOnNmZHQyOmE6bzkOTRmOWFhZDY2OGJmMDQ3ZGYxYzJlZTkzMzAzZTE5Mj02OjFIMDk6ZjcwZmY2YjMyMGRIN TkwYmZlY2MwYTNIIMTkzNjM5MTRlZmZkYjg5ZjkwNzA1ZGZlZWU5Yjc4MDNjNDViMDg0NTp0OIQ

Donate now to the Coalition on Homelessness!

Please note: We moved to 280 Turk Street x Leavenworth, SF CA 94102

"Love is an action, never just a feeling."

Bell Hooks



October 17, 2022

San Francisco Board of Supervisors
1 Dr. Carleton B Goodlett Place
San Francisco, CA 94102

To whom it may concern:

I am honored to write in support of Andra Gadson's application to the re-entry panel in recognition of the contribution he makes daily to the mission of Success Centers. I first met Andra in 2018, when he was employed at Asian Neighborhood Design, which Success Centers managed. AND has since merged with Success Centers and he became our employee.

In recognition of his skills, Andra's role with Success Centers has grown. Initially, Andra was responsible for providing counseling and case management services to trainees in our Green Construction Program. The program serves approximately 70 trainees annually including youth and young adults, as well as adult women and men who have faced multiple life difficulties including homelessness, being part of the re-entry population, or in recovery from substance abuse, among many others. They comprise a challenging group who Andra skillfully supported to help them remain focused on their career goals. Many of them would never be able to complete the program without the daily support, encouragement and role modelling he provided with his consistent presence.

Andra was next promoted to supervisor in the Pit Stop program where he was charged with helping newly released members of the re-entry population to learn janitorial skills. He successfully focused on teaching workforce maturity skills to enable participants to transition to other employers. This position ended when the city terminated funding for the program.

In his newest role with Success Centers, Andre will manage a team of credible messengers working with TAY youth in the community and youth in long-term detention at YGC. He is clearly a natural helper, gifted at making connections to people in stressful circumstances, able to conceptualize his work on multiple levels, and committed to the highest standards for himself and his work.



SUCCESS CENTERS

Empowerment through
Education, Employment & Art

I have worked with Andra in staff trainings and have witnessed his commitment to continuing to learn and further develop his skills. I fully support his application to the panel. I believe he will make insightful contributions while using the opportunity to further his professional growth. I cannot think of a stronger candidate for this position.

Thank you for the opportunity to present this recommendation.

Sincerely,

Liz Jackson-Simpson
Chief Executive Officer

From: [Westbrook, Victoria \(ADP\)](#)
To: [Yan, Calvin \(BOS\)](#); [Young, Victor \(BOS\)](#)
Cc: [tiffany holmes](#); [Sara Kruzan](#)
Subject: Re: Letter of Recommendation for Ms. Tiffany Holmes
Date: Wednesday, October 12, 2022 3:34:12 PM

Here is another letter for Tiffany Holmes.

Thank you,

Victoria Westbrook

Reentry Policy Planner

Women's Gender Responsive Coordinator

SF Adult Probation Department

C: [415-930-2202](tel:415-930-2202)

Pronouns: she/her/hers/they/them/theirs

[CASC Reentry Center](#)

[Reentry Council](#)

sf-goso.org

From: Sara Kruzan <skruzan@humanrightsforkids.org>
Sent: Wednesday, October 12, 2022 3:28:14 PM
To: Westbrook, Victoria (ADP) <victoria.westbrook@sfgov.org>
Cc: tiffany holmes <tiffanyannholmes1@gmail.com>
Subject: Letter of Recommendation for Ms. Tiffany Holmes

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

To whom it may concern,

Please find attached letter of recommendation for Ms. Tiffany Holmes.

Please let me know if you have any questions,

With gratitude,

☐ Tiffany letter for SF council

--

Sara Kruzan

Inaugural Stoneleigh Fellow

Celebrating You

Human Rights for Kids
1250 Connecticut Ave, NW, Suite 700
Washington, DC 20036

(202) 573.7758

Email: skruzan@humanrightsforkids.org
<https://humanrightsforkids.org/>

[Donate](#). [Website](#). [Facebook](#). [Twitter](#).

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"We owe our children, the most vulnerable citizens in our society, **a life free of violence and fear.**"

Nelson Mandela



UCSF - Citywide Case Management

982 Mission St
San Francisco, CA 94103
(415) 597-8000

October 13th, 2022

Dear San Francisco Board of Supervisors,

This letter is written in regards to Jermila McCoy, candidate for membership on the San Francisco Reentry Council. In my capacity as the clinical director of the Community Assessment Services Center (CASC), I have had the opportunity to work closely with Ms. McCoy through her positions at Goodwill Industries. Ms. McCoy is a passionate advocate for justice-involved clients, going above and beyond to serve her community. She is proactive in finding creative solutions to the many employment barriers that clients exiting the criminal justice system face, understanding from her lived experience how important employment stabilization is to successful reentry. Ms. McCoy demonstrates an astounding work ethic, whether as a career advisor, or more recently as a program manager for Goodwill. In my collaborations with Ms. McCoy, I have found her to be dedicated to the complex work of reentry services and believe she would be an excellent addition to the San Francisco Reentry Council.

Sincerely,

Westley Rutter, LCSW
Clinical Director
UCSF-Citywide Case Management
CASC Team
564 6th Street
San Francisco, CA 94103
628-222-9806
westley.rutter@ucsf.edu
<https://www.citywide.ucsf.edu/>



750 Post St
San Francisco
CA, 94109

To the Reentry Council:

I'm writing to endorse Jermila McCoy for a seat on the Reentry Council. Jermila works for Goodwill's Mission Advancement team and was recently promoted to the Manager of Reentry Services. She oversees all of Goodwill's reentry programming. Jermila and her team provide mentorship, support, supportive services, career advising, and job placement and retention services to clients that were formally incarcerated or impacted by the justice system.

Jermila is just an amazing example of resilience. Being in reentry herself, she knows the barriers and what clients are experiencing. She is an amazing person, role model, and mentor. I could not be happier with her work to date, she runs a dedicated team, and always puts the needs of the people we serve first.

Please consider her candidacy, and let me know if you have any questions. I could not recommend Jermila more highly.

Best,
Travers McNeice
VP Mission Services and Workforce Innovation
Goodwill of the San Francisco Bay



750 Post Street
San Francisco
California 94109

Phone (415) 575-2100
Fax (415) 792-6392
TTY 711

October 14, 2022

Dear Reentry Council Members:

I'm writing to highly recommend Jermila McCoy for a seat on the Reentry Council.

Jermila is the recently promoted Manager of re-entry services at Goodwill San Francisco Bay. She oversees all of Goodwill's reentry programming. Jermila leads a team of reentry professionals, many of whom, like Jermila herself, are reentry.

Under Jermila's excellent leadership, the reentry team is doing incredible work mentoring and supporting reentry clients while providing supportive services, career advising, job placement and retention services to clients who have been incarcerated and otherwise impacted by the justice system.

Jermila is an incredible woman who knows firsthand the barriers to reentry and what clients are experiencing. She is an excellent role model, mentor and leader who puts the needs of clients first. Her personal journey coupled with her intelligence, integrity, and commitment make her an excellent candidate for the Council.

I highly and unequivocally recommend Jermila McCoy for a seat on the Reentry Council.

If I can provide any further information for you about her candidacy, please don't hesitate to contact me.

Sincerely,

A handwritten signature in black ink, appearing to be 'WR', with a long horizontal line extending to the right.

William Rogers
President and CEO
Goodwill of the San Francisco Bay

We create life-changing opportunities through training and the power of work.