

File No. 250184

Committee Item No. 2

Board Item No. 19

# COMMITTEE/BOARD OF SUPERVISORS

## AGENDA PACKET CONTENTS LIST

Committee: Rules Committee

Date April 30, 2026

Board of Supervisors Meeting

Date May 12, 2026

### Cmte Board

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- Budget and Legislative Analyst Report
- Youth Commission Report
- Introduction Form
- Department/Agency Cover Letter and/or Report
- Memorandum of Understanding (MOU)
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- Public Correspondence

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

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Completed by: Victor Young

Date May 4, 2026

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

Date \_\_\_\_\_

1 [Appointments, Behavioral Health Commission - Jasper Verduin, Michael Fittro, Sam  
2 Ustrzynski, Kescha Mason, Brandon Fountain, Amelia Harmon, Stephanie Gonzales, and  
3 Tara Gamboa-Eastman]

4 **Motion appointing Jasper Verduin, term ending January 1, 2027, Michael Fittro, Sam**  
5 **Ustrzynski (residency requirement waived), and Kescha Mason, terms ending January**  
6 **1, 2028, and Brandon Fountain, Amelia Harmon, Stephanie Gonzales, and Tara**  
7 **Gamboa-Eastman, terms ending January 1, 2029, to the Behavioral Health Commission.**

8  
9 MOVED, That the Board of Supervisors of the City and County of San Francisco does  
10 hereby appoint the following designated person(s) to serve as member(s) of the Behavioral  
11 Health Commission, pursuant to the provisions of California Welfare and Institutions Code,  
12 Section 5604 et seq.; and Administrative Code, Section 15.12 et seq., for the term specified:

13 Brandon Fountain, seat 3, succeeding Liza Murawski, term expired, must be a  
14 consumer (a consumer is defined as a person who has received mental health and/or  
15 substance use services in San Francisco from any program operated or funded by the City,  
16 from a State hospital, or from any public or private nonprofit mental health agency), for the  
17 unexpired portion of a three-year term ending January 1, 2029;

18 Michael Fittro, seat 5, succeeding Harriette Stevens, term expired, must be a family  
19 member of a consumer (a consumer is defined as a person who has received mental health  
20 and/or substance use services in San Francisco from any program operated or funded by the  
21 City, From a State hospital, or from any public or private nonprofit mental health agency) for  
22 the unexpired portion of a three-year term ending January 1, 2028;

23 Amelia Harmon, seat 6, succeeding Lisa Williams, term expired, must be a family  
24 member of a consumer (a consumer is defined as a person who has received mental health  
25 and/or substance use services in San Francisco from any program operated or funded by the

1 City, From a State hospital, or from any public or private nonprofit mental health agency) for  
2 the unexpired portion of a three-year term ending January 1, 2029;

3 Sam Ustrzynski (residency requirement waived), seat 8, succeeding Genesis  
4 Vasconez, term expired, must be a person with experience and knowledge of the mental  
5 health system representing the public interest, which may include, but not be limited to,  
6 people who engage with individuals living with mental illness in the course of daily operations,  
7 such as representatives of county offices of education, businesses, hospitals, hospital  
8 districts, physicians practicing in an ER, city police chiefs, county sheriffs, and community and  
9 nonprofit service providers, for the unexpired portion of a three-year term ending January 1,  
10 2028;

11 Stephanie Gonzales, seat 9, succeeding Lisa Wynn, term expired, must be a person  
12 with experience and knowledge of the mental health system representing the public interest,  
13 which may include, but not be limited to, people who engage with individuals living with mental  
14 illness in the course of daily operations, such as representatives of county offices of  
15 education, businesses, hospitals, hospital districts, physicians practicing in an ER, city police  
16 chiefs, county sheriffs, and community and nonprofit service providers, for the unexpired  
17 portion of a three-year term ending January 1, 2029;

18 Jasper Verduin, seat 10, succeeding Carletta Jackson-Lane, term expired, must be a  
19 person with experience and knowledge of the mental health system representing the public  
20 interest, which may include, but not be limited to, people who engage with individuals living  
21 with mental illness in the course of daily operations, such as representatives of county offices  
22 of education, businesses, hospitals, hospital districts, physicians practicing in an ER, city  
23 police chiefs, county sheriffs, and community and nonprofit service providers, for the  
24 unexpired portion of a three-year term ending January 1, 2027;

25

1 Kescha Mason, seat 11, succeeding herself, term expired, must be a person with  
2 experience and knowledge of the mental health system representing the public interest, which  
3 may include, but not be limited to, people who engage with individuals living with mental  
4 illness in the course of daily operations, such as representatives of county offices of  
5 education, businesses, hospitals, hospital districts, physicians practicing in an ER, city police  
6 chiefs, county sheriffs, and community and nonprofit service providers, for the unexpired  
7 portion of a three-year term ending January 1, 2028;

8 Tara Gamboa-Eastman, seat 12, succeeding Alexander Humphrey, term expired,  
9 must be a person with experience and knowledge of the mental health system representing  
10 the public interest, which may include, but not be limited to, people who engage with  
11 individuals living with mental illness in the course of daily operations, such as representatives  
12 of county offices of education, businesses, hospitals, hospital districts, physicians practicing in  
13 an ER, city police chiefs, county sheriffs, and community and nonprofit service providers, for  
14 the unexpired portion of a three-year term ending January 1, 2029; and, be it

15 FURTHER MOVED, That the Board of Supervisors makes the following findings:

- 16 1. The membership of the Behavioral Health Commission has a goal to be representative  
17 of the diversity of the City and County of San Francisco.
- 18 2. Applicant Sam Ustrzynski, who is not a resident of San Francisco, is a person with  
19 experience that uniquely qualifies them to serve on the Behavioral Health Commission.
- 20 3. The Behavioral Health Commission has attempted to fill the position, for which Sam  
21 Ustrzynski was nominated, with an individual who is City a resident and who has the  
22 specific experience, skills, and qualifications, but has been unable to do so at this time.  
23 The Rules Committee has certified that Sam Ustrzynski is qualified to serve on the  
24 Behavioral Health Commission.

25

1 4. After exercising due diligence, the Board of Supervisors concludes that there is no  
2 other possible representatives who is a resident of San Francisco, who has the specific  
3 experience, skills, or qualifications possessed by this applicant, and who is willing to  
4 serve on the Behavioral Health Commission at this time; and, be it

5 FURTHER MOVED, That the Board of Supervisors waives the residency requirement  
6 for Sam Ustrzynski, as is allowed in cases where no qualified City resident who is willing to  
7 serve can be found, pursuant to Charter, Section 4.101(b), that otherwise requires person(s)  
8 appointed to boards, commissions, and advisory bodies established by legislative act of the  
9 Board of Supervisors to be resident(s) of the City and County of San Francisco.

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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: Behavioral Health Commission

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

Full Name: Amelia Harmon

[Redacted] Zip Code: 94122
Occupation: Peer Supervisor

Work Phone: n/a Employer: RAMS, Inc.

Business Address: 1282 Market St Zip Code: 94102

Business Email: ameliaharmon@ramsinc.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 [X] No [ ] If No, place of residence:
18 Years of Age or Older: Yes [X] No [ ]

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

Throughout the last eight and a half years I have worked as a peer professional. First with Abode Services in Alameda County and now with RAMS, inc. in San Francisco, I work as a mental health professional within the capacity of someone with lived experience navigating the behavioral health system. My identity as a chronically ill, queer, mixed ethnicity Asian American woman comes second to the extensive experience I have both as a consumer of behavioral health resources and as a provider (and therefore a gatekeeper) of them. I have studied Public Health at CSU East Bay and believe in systemic change; my emphasis on working with the most vulnerable and underserved comes not from a savior complex but from a deep understanding of the whole population approach, in which we can better behavioral health services for all consumers, and therefore for society as a whole. I believe that improved service delivery only occurs within every individual's self empowerment. Whatever trauma they have experienced, including any combination of sexual, gendered, racial, classist, abelist, carceral, and exclusionary traumas, must be perceived, honored, and addressed in order to empower the individual through their own journey of recovery. Throughout my work as a peer advocate, mobile clinic operator, and now a crisis counselor, I utilize my rich context of lived experience, direct service, public health education, and crisis system navigation to aid the greater San Francisco community every day.

**Business and/or Professional Experience:**

In my career, I have contributed to two major pilot programs serving the seriously mentally ill and the chronically homeless. With the In-Home Outreach Team, I partnered with Alameda County Behavioral Health to reduce emergency department and homelessness recidivism. I subsequently joined Mayor Breed's 2021 Street Crisis Response Team initiative as a formative member. I have extensive experience coordinating communication and action among multiple city and county departments, including Fire, Police, Emergency Management, Public Health, and dozens of contracted community based organizations. I frequently engage with San Francisco citizens in this public-facing role; I am constantly synthesizing research, policy, and direct action into clear and concise dialogue. In addition, I have spoken at county and hospital led case conferences, fundraisers, memorials, and spoken on panels regarding behavioral health and homelessness. Overall, I have over eight and a half years of professional experience working within the mental health services field between Alameda County and San Francisco City and County.

**Civic Activities:**

My specialized studies in Public Health at CSU East Bay have deepened my commitment to policy work, motivating my transition toward a population approach for creating meaningful change. During this academic program, I worked as a tutor of Statistics for the Social Sciences, utilizing strong analytical skills to develop other students' ethical scrutiny of the complexities of statistical application. The unique obstructions in data acquisition and interpretation within the homelessness and behavioral health service fields inspired my participation in an ongoing focus group series with Public Health researchers at San Jose State University. The culmination of my education and employment earned me both a Public Health Agents of Change Scholarship and a U.S. Department of State Critical Language Scholarship.

I have recently accepted the Bloomberg Fellowship to attend the Johns Hopkins Bloomberg School of Public Health in pursuit of a Masters in Public Health with a focus in Violence. This program requires extended commitment to my personal cause of understanding, developing, and sustaining working relationships between Behavioral Health and First Response systems.

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

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

Date: 4/29/26 Applicant's Signature (required): Amelia Harmon

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

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

**FOR OFFICE USE ONLY:**

Appointed to Seat #: \_\_\_\_\_ Term Expires: \_\_\_\_\_ Date Vacated: \_\_\_\_\_

BOARD of SUPERVISORS



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Application for Boards, Commissions, Committees, & Task Forces

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

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

Full Name: Athena Bing-Ying Ng

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

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

Business Address: 635 22nd Avenue Zip Code: 94121

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

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

Resident of San Francisco: Yes [X] No [ ] If No, place of residence:
18 Years of Age or Older: Yes [X] No [ ]

Pursuant to Charter, Section 4.101(a)(1), please state how your qualifications represent the communities of interest, neighborhoods, and the diversity in ethnicity, race, age, sex, sexual orientation, gender identity, types of disabilities, and any other relevant demographic qualities of the City and County of San Francisco:
My qualifications represent the Transitional Age Youth (TAY) group of ages 16-25 as I, myself, being of 18 years of age, am apart of this group and can understand the hardships in which those within said age range face. Furthermore, I represent the first generation Asian-American community of San Francisco, a group that requires more representation in the behavioral health field as there is stigma against both mental health and behavioral health within the community. Growing up Chinese in the Richmond District, I am not only part of, but connect culturally to this neighborhood that consist predominantly of working class individuals and to the vibrant culture of Chinese Immigrants that make up the greater city of San Francisco.
I identify with the LGBTQ community and am familiar with the struggles that come with being apart of the community. I recognize that even within such a diverse city as San Francisco, there are still numerous challenges LGBT residents face regarding discrimination and judgment from the public. These struggles are something which I am able to connect to from personal experiance and hope to confront moving forward.

**Business and/or Professional Experience:**

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

**Civic Activities:**

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

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

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

Date: 11/14/2025

Applicant's Signature (required):



*(Manually sign or type your complete name.*

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

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

**FOR OFFICE USE ONLY:**

Appointed to Seat #: \_\_\_\_\_ Term Expires: \_\_\_\_\_ Date Vacated: \_\_\_\_\_

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Application for Boards, Commissions, Committees, & Task Forces

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

Seat # (Required - see Vacancy Notice for qualifications): Seat #8 or 9

Full Name: Bradford Smallwood

[Redacted] San Francisco, CA Zip Code: 94116
Occupation: Marriage and Family Therapist

Work Phone: 415-343-5254 Employer: Self

Business Address: 4155 24th St. San Francisco, CA Zip Code: 94114

Business Email: brad@bradfordsmallwood.com Home Email: [Redacted]

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

Resident of San Francisco: Yes [X] No [ ] If No, place of residence:
18 Years of Age or Older: Yes [X] No [ ]

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

As a Marriage & Family Therapist serving clients across San Francisco, my professional background reflects and engages directly with the City's broad diversity of communities, identities, and lived experiences. My clinical work spans teenagers, young adults, parents, mid-life adults, and families navigating life transitions, anger, trauma, addiction, and relationship challenges—issues that cut across ethnicity, race, gender, sexual orientation, socioeconomic status, and family structure. Over the course of my career, I have worked in settings that serve some of the city's most diverse and vulnerable populations, including community-based mental health agencies, juvenile justice programs, inpatient psychiatric units, and college counseling centers. These roles required deep cultural humility, fluency in working with clients from varied racial and ethnic backgrounds, LGBTQ+ youth and adults, immigrant families, individuals with disabilities, and people who have experienced significant systemic inequities. I have extensive experience coordinating care with schools, community providers, and multidisciplinary teams, which has strengthened my familiarity with the needs of families from across the city. neighborhoods, including those navigating limited access to resources or

**Business and/or Professional Experience:**

I have worked in the San Francisco behavioral health field since 2008. Prior to opening my private practice, I held clinical and supervisory roles at Edgewood Center for Children and Families as well as Seneca Family of Agencies. I've worked across a wide range of settings, including community-based mental health agencies, inpatient psychiatric facilities, juvenile correctional centers, and colleges, serving diverse populations.

**Civic Activities:**

I have served on the board of City Youth Now, contributed to the MeWater Foundation by developing clinical content, and taught Brazilian Jiu Jitsu to youth through the San Francisco Police Activities League (PAL), combining my clinical expertise with community engagement and youth development.

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

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

Date: 11/21/2024

Applicant's Signature (required):



*(Manually sign or type your complete name.*

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

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

**FOR OFFICE USE ONLY:**

Appointed to Seat #: \_\_\_\_\_ Term Expires: \_\_\_\_\_ Date Vacated: \_\_\_\_\_

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Application for Boards, Commissions, Committees, & Task Forces

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

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

Full Name: Brandon Michael Fountain

[Redacted] Zip Code: 94114
[Redacted] Occupation: Product Manager

Work Phone: (678) 662-3553 Employer: Google

Business Address: 1600 Amphitheatre Parkway Zip Code: 94043

Business Email: fountainb53@gmail.com Home Email: [Redacted]

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

Resident of San Francisco: Yes [X] No [ ] If No, place of residence:
18 Years of Age or Older: Yes [X] No [ ]

Pursuant to Charter, Section 4.101(a)(1), please state how your qualifications represent the communities of interest, neighborhoods, and the diversity in ethnicity, race, age, sex, sexual orientation, gender identity, types of disabilities, and any other relevant demographic qualities of the City and County of San Francisco:
As a young, Black, LGBTQ resident of San Francisco who consumes mental health services in the City/County of San Francisco, I have a firm grasp on the current challenges and ultimate potential of the behavioral health apparatus in our city. I have deep passion to use my time and resources to improve access to behavioral health services; not only for citizens with access to private services, but especially for victims living in the intersection of mental health and drug addiction challenges. I believe (and citizens agree) that this is the #1 problem affecting our amazing city, and I'm passionate about a long term commitment to making impact.

**Business and/or Professional Experience:**

I have many years of experience in product/project management in tech, which grants me experience in long term strategic planning, user research, budgetting, staffing, reporting, and more. I also sit on the board of 2 nonprofits, both of which are well-established, maintain healthy funding, and work to bring education access to underrepresented students in the area.

**Civic Activities:**

I chat regularly with my Supervisor, attend town hall meetings, and am becoming active with democratic clubs.

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: June 30, 2025

Applicant's Signature (required):



*(Manually sign or type your complete name.*

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

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

**FOR OFFICE USE ONLY:**

Appointed to Seat #: \_\_\_\_\_ Term Expires: \_\_\_\_\_ Date Vacated: \_\_\_\_\_

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Application for Boards, Commissions, Committees, & Task Forces

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

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

Brian Ernest Borsari



Zip Code: 94131

Occupation: Clinical Psychologist

Work Phone: 415-559-860 Employer: San Francisco VAHCS

Business Address: 4150 Clement St. Zip Code: 94121

Business Email: brian.borsari@va.gov 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 [X] No [ ] If No, place of residence:
18 Years of Age or Older: Yes [X] 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 a clinical psychologist at the San Francisco VAMC and a resident of San Francisco for the past ten years. These years have been tumultuous ones, and I have seen the damage that mental illness and substance use can wreak as a resident of this city, as the deputy director of the Addiction Recovery and Treatment Service (ARTS) at the VA, and as Professor in the Department of Psychiatry and Behavioral Sciences (DPBS) at UCSF. I am well versed in veteran clinical care for mental illness and substance use, and train others in empirically based treatments that can reduce the pain and suffering that mental illness and substance use can cause. I want to facilitate and consideration of the adaptation and adoption of these VA practices in other contexts that may benefit and, in turn, learn about ways to refine and improve the care we provide veterans at SFVA. I want to coordinate with other programs and the community to ensure that no veteran eligible for care is not enrolled at the VA, and also learn about the concerns and stigma that may prevent veterans from engaging in VA or other services. I am also interested to learn from the other members of the board and all those it interacts with on how to facilitate longer-term recovery and integration in the community after safety and stabilization has been established.

**Business and/or Professional Experience:**

I received my PhD in clinical psychology from Syracuse University in 2003 following my completion of an internship at the Boston Consortium of Clinical Psychology. In 2005, he completed a postdoctoral fellowship at the Center for Alcohol and Addiction Studies at Brown University, and joined the Providence Veterans Affairs Medical Center (VAMC) in 2007. Since 2015, I have been a Health Behavior Coordinator and Psychologist Clinician Investigator at the San Francisco VA and Professor in Residence in the Department of Psychiatry Behavioral Sciences at UCSF. I have been continuously funded by the National Institutes of Health, Department of Defense, VA RR&D and other funding sources since 2001. I have published over 200 peer reviewed articles over the past 25 years on topics such as alcohol use in university settings, the assessment and treatment of addictive behaviors, in-session processes of motivational interviewing that are related to behavior change, the development and implementation of brief motivational interventions addressing mental illness and substance use in a number of different populations, and the development and evaluation of motivational interventions using mobile technology. As a licensed clinical psychologist at the SFVA, I maintain a panel of patients with substance use disorder, major depression, post-traumatic stress disorder, and deliver a wide variety of empirically-based psychotherapies. I am actively engaged in the training of clinical psychology interns, postdoctoral fellows, and addiction psychiatry residents.

**Civic Activities:**

I have focused the past decade on raising my two daughters, which left little time for formal civic activities. As they have gotten older, I now have time to formally assist the city in addressing the challenges posed by mental illness and substance use of its citizens.

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

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

Date: 11/21/2025

Applicant's Signature (required):

**BRIAN BORSARI**

Digitally signed by BRIAN BORSARI  
Date: 2025.11.21 13:40:32 -08'00'

*(Manually sign or type your complete name.*

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

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

**FOR OFFICE USE ONLY:**

Appointed to Seat #: \_\_\_\_\_ Term Expires: \_\_\_\_\_ Date Vacated: \_\_\_\_\_

BOARD of SUPERVISORS



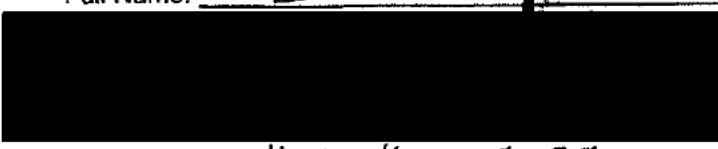
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Application for Boards, Commissions, Committees, & Task Forces

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

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

Full Name: Elisa Mapson



San Francisco Zip Code: 94102

Occupation: student College City SF

Work Phone: 415-407-8258

Employer: N/A

Business Address: \_\_\_\_\_ Zip Code: \_\_\_\_\_

Business Email: Sweetapple.ninja@gmail.com Home Email: \_\_\_\_\_

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

Resident of San Francisco: Yes  No  If No, place of residence: \_\_\_\_\_  
18 Years of Age or Older: Yes  No

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

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

~Elisa Mapson

~As I am different so are they.~

**Business and/or Professional Experience:**

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

**Civic Activities:**

I Volunteer with SPCA (animals) currently and attend RAMS. As well working with Goodwill.  
I look forward to having a seat on Behavioral Health Commission as I believe in it, helping the SF people, Our people. ~Elisa Mapson

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

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

Date: 12-18-2025 Applicant's Signature (required): Elisa Mapson  
(Manually sign or type your complete name.  
NOTE: By typing your complete name, you are hereby consenting to use of electronic signature.)

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

**FOR OFFICE USE ONLY:**

Appointed to Seat #: \_\_\_\_\_ Term Expires: \_\_\_\_\_ Date Vacated: \_\_\_\_\_

BOARD of SUPERVISORS



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

Application for Boards, Commissions, Committees, & Task Forces

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

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

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

[Redacted] Zip Code: 94112
Occupation: Salesforce Military Fellow (Financial)

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

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

Business Email: Home Email [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 [X] No [ ] If No, place of residence:
18 Years of Age or Older: Yes [X] No [ ]

Pursuant to Charter, Section 4.101(a)(1), please state how your qualifications represent the communities of interest, neighborhoods, and the diversity in ethnicity, race, age, sex, sexual orientation, gender identity, types of disabilities, and any other relevant demographic qualities of the City and County of San Francisco:
I represent multiple communities of interest that reflect the diversity of San Francisco. As a U.S. Army Reserve Soldier, a Japanese-Mexican American, and a gay man, my lived experience intersects with several of the communities most impacted by behavioral health challenges.
I have been honored by CalVet for Latino Heritage Month and serve as a board officer of the Veterans Affiliated Council, where I elevate the voices of veterans from all backgrounds. Through my work with the Japanese American Veterans Association, I help manage national collaboration platforms for veterans, and I am an active member of the U.S.-Japan Council, which fosters cross-cultural leadership at the global scale.
As someone who has navigated the intersections of identity veteran, Latino, Japanese American, and LGBTQ+ I bring an inclusive perspective to the Commission. My professional background in the California State Senate and Salesforce allows me to pair this lived experience with skills in policy, fiscal oversight, and innovation.
LinkedIn Profile: https://www.linkedin.com/in/gabriel-okamoto/

**Business and/or Professional Experience:**

Salesforce Military Fellow (2025–Present): Supporting Regional Vice Presidents in the Financial Services Growth Business, learning how technology and data can drive improved community outcomes.  
California State Senate – Rules Committee Consultant: Oversaw operations and constituent casework, including behavioral health and consumer protection matters. Advisor to the Office of Senator Scott Wiener.  
U.S. Army Reserve Soldier / National Guard Veteran: Managed multimillion-dollar budgets and personnel, while also leading soldiers through high-pressure situations with a focus on mental resilience. Supported the Deputy State Surgeon General.  
Fiscal Law and Ethics Certification (JAG Legal Center & School): Applied fiscal accountability in public-sector settings.

**Civic Activities:**

Veterans Affiliated Council (Board Officer, Junior Vice Commander): Lead major veteran events such as the San Francisco 9/11 Patriot Day Golf Fundraiser, Veterans Day Parade on Capitol Mall, and LA County Veterans Congressional Forum.  
Japanese American Veterans Association (Coordinator): Manage digital community and collaboration platforms, fostering knowledge-sharing and support across national veteran networks.  
CalVet Latino Heritage Month Honoree (2025): Recognized for service and leadership representing Latino veterans and families.  
U.S.–Japan Council (Member): Selected into an international leadership network focused on building resilient communities through cross-sector collaboration.

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

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

Date: 08/29/2025 Applicant's Signature (required): Gabriel Cervantes Okamoto  
*(Manually sign or type your complete name.  
NOTE: By typing your complete name, you are hereby consenting to use of electronic signature.)*

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

**FOR OFFICE USE ONLY:**

Appointed to Seat #: \_\_\_\_\_ Term Expires: \_\_\_\_\_ Date Vacated: \_\_\_\_\_

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

---

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

Good morning Mr. Young,

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

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

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

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

Respectfully,  
Gabriel Cervantes Okamoto

cc: Amber Gray

To Whom It May Concern,

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

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

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

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

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

Sincerely,  
Eva Robinson, PMP



## JAPANESE AMERICAN VETERANS ASSOCIATION

PO Box 341198, BETHESDA, MARYLAND 20827

WWW.JAVA-US.ORG

**HONORARY CHAIR**  
GEN PAUL M. NAKASONE, USA (RET)

**PRESIDENT**  
HOWARD S. HIGH

**VICE PRESIDENT**  
COL DANIELLE NGO, USA (RET)

**SECRETARY**  
MAJ KAY A. IZUMIHARA, USAR

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CAPT MICHAEL I. KATAHARA, USN (RET)

**GENERAL COUNSEL**  
DAVID M. MIYOSHI, ESQ.

**EXECUTIVE DIRECTOR**  
ANTOINETTE PHELPS

**EXECUTIVE COUNCIL**  
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LTC JASON I. KUROIWA, USA (RET)  
LTC MARK T. NAKAGAWA, USA (RET)  
LTC ROBERT VOKAC, USA (RET)  
MAJ LYNN MARIANO, USA (RET)  
DAVID IWATA

August 30, 2025

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

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

Dear Chair and Members of the Rules Committee,

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

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

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

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

Respectfully,

Howard S. High  
President  
Japanese American Veterans  
Association



## JAPANESE AMERICAN VETERANS ASSOCIATION

PO Box 341198, BETHESDA, MARYLAND 20827

WWW.JAVA-US.ORG

**HONORARY CHAIR**  
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**PRESIDENT**  
HOWARD S. HIGH

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COL DANIELLE NGO, USA (RET)

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LTC ROBERT VOKAC, USA (RET)  
MAJ LYNN MARIANO, USA (RET)  
DAVID IWATA

August 30, 2025

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

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

Dear Chair and Members of the Rules Committee,

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

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

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

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

Respectfully,

Howard S. High  
President  
Japanese American Veterans  
Association

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

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Hi Secretary Young,

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

Best,  
Hasib Emran  
HRC Vice Chair

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

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

Dear Victor,

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

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

Respectfully yours,

Peter

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

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

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

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



P.O.Box 920214 \* Sylmar CA 91392 \*  
[Calvac1921@gmail.com](mailto:Calvac1921@gmail.com) Calvac.org  
EIN# 87-0803453

**Commander William Franco**

Veterans Affiliated Council

August 31, 2025

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

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

Dear Chair and Members of the Rules Committee,

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

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

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

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

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

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

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

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

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

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

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

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

Good morning Mr. Young,

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

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

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

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

Respectfully,  
Gabriel Cervantes Okamoto

cc: Amber Gray

California Department of Veterans Affairs  
Women Veteran Affairs

September 10, 2025

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

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

Dear Chair and Honorable Members of the Rules Committee,

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

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

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

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

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

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

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

Sincerely,

A handwritten signature in black ink, appearing to read 'M. Kimura', with a large, sweeping flourish extending to the right.

**Mayumi Kimura, LCSW**

Deputy Secretary of Women Veteran Affairs

California Department of Veterans Affairs

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

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

Hello,

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



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

1227 O Street  
Sacramento, CA. 95814  
[www.calvet.ca.gov](http://www.calvet.ca.gov)



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

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

Dear Victor,

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

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

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

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

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

Best Regards,  
Prince Jordan

Prince Jordan

Local Board Member State Of California  
US Selective Service System

[www.sss.gov](http://www.sss.gov)

P: (415) 571-9682

BOARD of SUPERVISORS



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San Francisco 94102-4689
Tel. No. (415) 554-5184
Fax No. (415) 554-5163
TDD/TTY No. (415) 554-5227

Application for Boards, Commissions, Committees, & Task Forces

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

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

Full Name: Harriette S. Stevens, Ed.D.

[Redacted] San Francisco, CA Zip Code: 94121

[Redacted] Occupation: Mathematics Educator

Work Phone: 510-847-2823 Employer: Consultant

Business Address: 855 Sansome Street Zip Code: 94111

Business Email: hstevens@berkeley.edu Home Email: [Redacted]

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

Resident of San Francisco: Yes [X] No [ ] If No, place of residence:
18 Years of Age or Older: Yes [X] No [ ]

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

For over 40 years, I have taught in diverse urban K-12 school districts throughout the U.S. and at community colleges in California. Almost 30 of these years were spent at the University of California, Berkeley, where I directed curriculum and professional development programs for secondary school teachers within Bay Area urban schools. In this work, I acquired first-hand experiences working with individuals with diversity in ethnicity, race, socioeconomic, sex, gender identity racial identity, language, and disabilities. In addition, I understood the challenges that young students and adults encountered who lacked stable, safe, and adequate housing. Several of the individuals that I worked with also struggled with behavioral health challenges. My objectives included assisting them in acquiring the skills needed to complete their education and succeed in their life's work. These individuals come from communities that the SF Behavioral Health Commission aims to support.

In serving on the commission, I have witnessed the programs and services funded by the departments of Public Health and Behavioral Health Services and the impact these programs can have on the citizens of San Francisco. I have served as co-chair of the BHC commission. Currently, I am a member of the BHC Executive Committee and chair the Rules and Reports Committee. Each year, the Rules and Reports Committee has responsibility for summarizing the results of the commissioners' visits to behavioral health programs and sites, presentations made to the commission by various programs. The commission then presents a report to the Board of Supervisors that highlights the services that are provided to San Francisco residents.

I have family members who struggle with behavioral health challenges. They, and all of our citizens in San Francisco should have access to culturally and linguistically appropriate services so they can lead productive lives.

**Business and/or Professional Experience:**

- Principal and Consultant, Mathematics Education Group, San Francisco
- Independent Contractor, TERC, Cambridge Mass; SRI, Menlo Park, CA
- Former director of the Alliance for Collaborative Change in School Systems program, University of California, Berkeley's Lawrence Hall of Science
- Editor, mathematics journals, National Council of Teachers of Mathematics (NCTM)
- Member, NCTM; National Council of Supervisors of Mathematics
- High school and community college instructor and curriculum designer

**Civic Activities:**

- California Local Behavioral Health Boards and Commissions (CALBHB/C). The association operates statewide to provide resources and support to all 59 local behavioral health boards and commissions to improve their effectiveness.
- CALBHB/C Governing Board; past president, CALBHB/C
- San Francisco African American Chamber of Commerce, educational advisor. The chamber plans to provide programs to assist youth, including African American youth, in San Francisco pursue and succeed in science and mathematics-based careers.
- San Francisco Mental Health Education Fund, former member and board president. SF MHEF aimed to increase community engagement and the utilization of behavioral health services by building a collaborative approach to presenting DPH-funded behavioral health programs within diverse and under-resourced communities in San Francisco. This included recruiting community participants, engaging with community leaders, and facilitating town hall meetings in their communities. SF MHEF worked with all communities in San Francisco, with a focus on the Bayview-Hunters Point, Western Addition, and Ocean, Merced, and Ingleside districts.
- National Alliance for Mental Illness, member and former family support group facilitator, San Francisco

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

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

Date: April 28, 2026

Applicant's Signature (required): \_\_\_\_\_

*Harrietta S. Stevens, Ed.D.*

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

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

**FOR OFFICE USE ONLY:**

Appointed to Seat #: \_\_\_\_\_ Term Expires: \_\_\_\_\_ Date Vacated: \_\_\_\_\_

BOARD of SUPERVISORS



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Tel. No. (415) 554-5184  
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TDD/TTY No. (415) 554-5227

### Application for Boards, Commissions, Committees, & Task Forces

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

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

Full Name: Jason Finau

[Redacted] Zip Code: 94122  
Occupation: Social Worker

Work Phone: 415.613.3154 Employer: UCSF

Business Address: 8000 Marina Blvd Zip Code: 94005

Business Email: jason.finau@ucsf.edu Home Email: [Redacted]

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

Resident of San Francisco: Yes  No  If No, place of residence: \_\_\_\_\_  
18 Years of Age or Older: Yes  No

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

My professional and personal experiences have deeply connected me to the diverse communities of San Francisco, allowing me to understand and advocate for the needs of individuals and families across various ethnicities, races, ages, genders, sexual orientations, gender identities, and disabilities. My work in mental health and substance use disorder treatment, as well as my leadership roles in public health initiatives, has equipped me with the skills to address the unique challenges faced by historically excluded and marginalized communities in the City.

**Business and/or Professional Experience:**

In my role as Manager II at the San Francisco Unified School District, I employed a racial and health equity lens to develop and implement programs that address disparities in mental health services. I managed a \$15 million budget for a middle school mental health initiative, ensuring that resources were allocated to support underserved communities. This work reflects my dedication to reducing inequities and promoting inclusivity in mental health care.

As the Supervising Deputy Conservator and Interim Manager of the Office of the Public Conservator for the City and County of San Francisco, I worked with individuals who were gravely disabled due to a severe mental illness, many of whom are chronically unhoused. I led the development and implementation of the Housing Conservatorship Pilot (SB1045/SB40), which aimed to improve services for this vulnerable population. My work in the Conservator's Office ensured that the residents of SF who needed us the most received equitable access to care and resources, regardless of their socioeconomic status or housing situation.

Throughout my career, I have worked with diverse populations, including Veterans, individuals living with HIV/AIDS, and those experiencing domestic violence or substance use disorders. My roles at Kaiser San Francisco, the San Francisco VA Medical Center, and ActionWellness in Philadelphia required me to address the intersection of mental health with other social determinants of health, such as housing, legal issues, and access to medical care. This experience has given me a deep understanding of the complex needs of San Francisco's diverse communities.


My educational background combined with my professional experience, has equipped me with the cultural competence necessary to serve San Francisco's diverse population. I have consistently prioritized inclusivity and equity in my work, ensuring that services are accessible and responsive to the needs of all individuals, regardless of their background or identity.

**Civic Activities:**

My volunteer work with Glide Memorial Church, Hyde Street Community Services (as a Board Member and Board President) and as a Co-Founder of the Black Pacific Alliance demonstrates my commitment to community engagement and advocacy. These roles have allowed me to work directly with communities of color, LGBTQ+ individuals, and other marginalized groups, ensuring that their voices are heard and their needs are addressed in mental health policy and practice.

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

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

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Application for Boards, Commissions, Committees, & Task Forces

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

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

Full Name: Jasper Verduin

[Redacted] Francisco CA Zip Code: 94118

[Redacted] Occupation: Clinical Social Worker

Work Phone: (415) 867-7702 Employer: Felton Institute

Business Address: 1500 Franklin St San Francisco CA Zip Code: 94109

Business Email: Jverduin@felton.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 [X] No [ ] If No, place of residence:
18 Years of Age or Older: Yes [X] No [ ]

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

As a clinical social worker working with solely Medi-cal clients for the past two and a half years in San Francisco I have been in direct contact with behavioral health system under the San Francisco Department of Public Health. Nearly all of my clients have recently experienced a mental health crisis and come from a vast array of social identities across race, sexual orientation, gender identity, diagnosis and ability. The goal of my role is to stabilize client's within 6 months or less and then link them with the appropriate level of ongoing mental health care required for their needs. In linking these client's to ongoing treatment as well as additional resources, I have developed a strong knowledge base of what behavioral health resources are available in San Francisco. I have also been able to identify where there are gaps in essential services that are needed in the community across all the relevant demographics.

**Business and/or Professional Experience:** Clinical Social Worker, pursuing LCSW licensure in 2026.

Clinical Case Manager With Felton Institute's TAY Acute Linkage Team, March 2023-current

- Hold a caseload of 12-15 acute TAY aged clients.
- Provide psychotherapy and case management services focused on linking to resources.
- Support clients with navigating systems (housing, insurance, healthcare, employment).

Therapist at the South Orange County Family Resource Center Sept. 2022-Sept. 2023

- Provided weekly psychotherapy to a caseload of 10 clients.
- Worked with client's from aged 15 through 80 years old.

Facilitation Intern with GRIP Training Institute at San Quentin May 2019-Sept. 2019

- Supported in the facilitation of classes for people serving life sentences at San Quentin.
- Spent 15 hours a week across 5 classes with GRIP trainees.

**Civic Activities:**

- Bi-annual blood donations to the American Red Cross.
- Regular participant in monthly Ocean Beach clean ups.
- Member of CARES (Creating a Rape-free Environment for Students) on my college campus.
- I have voted in every election I was eligible to participate in.


I am eager to grow my civic engagement and believe that serving on this commission would be an ideal place to do so.

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

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

Date: 11/14/25

Applicant's Signature (required):

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

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

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Application for Boards, Commissions, Committees, & Task Forces

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

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

Full Name: Kerry Lynn Burns

SF, CA Zip Code: 94116

Occupation: Non Profit Mental Health Leader

Work Phone: Employer: Community Forward SF

Business Address: 1171 Mission St. 2nd Fl. Zip Code: 94103

Business Email: kerry.burns@communityforwardsf.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 [X] No [ ] If No, place of residence:
18 Years of Age or Older: Yes [X] No [ ]

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

As a San Francisco resident in the Outer Sunset neighborhood, I bring both professional expertise and deeply personal insight to the Behavioral Health Commission. My qualifications represent multiple dimensions of our city's diverse communities.
Living in the Outer Sunset provides me with perspective on the needs of residents in San Francisco's western neighborhoods, areas that are sometimes underrepresented in city-wide health policy discussions. Geographic diversity matters, as access to services, transportation challenges, and community resources vary significantly across our city's distinct neighborhoods.
I currently work in senior leadership for a CBO, with services based in The Mission, SOMA, and the Tenderloin. I witness and respond to the needs of the most vulnerable San Francisco residents on a daily basis.
My Doctorate in Educational Leadership, combined with my Master of Social Work and clinical licensure in California (LCSW #115934), provides me with both the clinical expertise and the organizational leadership skills necessary to contribute meaningfully to policy development and systems change. I am trained to examine problems from multiple angles, engage stakeholders, and implement evidence-based solutions.
My personal experience as a consumer of mental health services and someone in recovery from substance use provides an essential perspective that complements my professional credentials. This lived experience allows me to:
- Understand the behavioral health system from the inside, including its strengths and limitations
- Advocate authentically for client-centered, dignity-based care
- Bridge the gap between service providers and service recipients
- Bring credibility and empathy when addressing stigma and accessibility issues
- Represent the significant portion of San Franciscans who navigate mental health challenges while contributing meaningfully to their communities
My unique position—as a neighborhood resident, licensed clinical social worker, nonprofit leader, disability advocate, mental health consumer and someone in recovery—enables me to represent and bridge multiple communities of interest. I am able to contribute to policy discussions with clinical knowledge, operational understanding, cross-system experience, community connections, and the authentic perspective of someone who has personally navigated the system I would help advise and support.
San Francisco's behavioral health system serves an extraordinarily diverse population facing complex challenges. My multifaceted experience uniquely positions me to help ensure that city policies and programs are responsive to this diversity and truly serve all San Franciscans, particularly those who are most vulnerable, underserved, and facing intersecting barriers to care. I am eager to be of service.

**Business and/or Professional Experience:**

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

This experience gives me firsthand knowledge of:

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

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

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

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

**Civic Activities:**

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

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

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

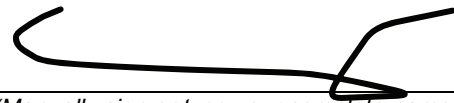
I have engaged in extensive volunteer service, including establishing and running a non profit organization to provide financial support to families fighting Cystic Fibrosis.

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

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

Date: 11/21/25

Applicant's Signature (required):



*(Manually sign or type your complete name.*

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

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# KERRY BURNS

## NON-PROFIT AND MENTAL HEALTH LEADER

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

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

## CLINICAL LICENSURE

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

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

**NPI** - 1366513236

## PROFESSIONAL EXPERIENCE

### COMMUNITY FORWARD SF

**AUGUST 2024 – PRESENT**

#### VICE PRESIDENT OF CLINICAL SERVICES

**JULY 2025 – PRESENT**

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

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

### DIRECTOR OF CLINICAL SERVICES

**AUGUST 2024 – JUNE 2025**

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

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

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

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

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

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

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

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

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

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

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

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

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

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

## SELECTED PRIOR EXPERIENCE

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

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

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

## COMMUNITY LEADERSHIP

### FOUNDER & EXECUTIVE DIRECTOR | FINNZ FUNDZ

2011 – 2017

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

### COMMUNITY ADVISOR | MAYOR’S ADVISORY COMMISSION ON DISABILITIES

2012 – 2015

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

## EDUCATION

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

Master of Social Work (MSW) | Rhode Island College

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

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Application for Boards, Commissions, Committees, & Task Forces

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

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

Full Name: kescha shalon mason, M.Div, MCL



Zip Code: 94124

Occupation: Licentiate/Student

Work Phone: Employer:

Business Address: Zip Code:

Business Email: Home Email

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Resident of San Francisco: Yes [X] No [ ] If No, place of residence:
18 Years of Age or Older: Yes [X] 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 life long resident of the San Francisco Bay View Hunters Point community. I have worked extensively in community with persons strugling with homelessness and behavioral health conditions. Myself and close family members have faced mental/behavioral health challenges without adequate resources available in community to provide support. Through education, spirituality, community programs and support, we have had to figure out and navigate creative ways to foster a sense of healing and survival. As a result of having to do the work personally and professionally to help those in community struggling to just exist, I know first hand that mental/behavioral health conditions cannot be fixed in a vaccum. It takes intentionally, compassion and a willingness to be patient and see individual's humanity and journey with them to a place of restrotaion, healing and wholeness. That means not treating people as a numbers/ boxes to check on social forms, instead listening to their stories, treating them with dignity and respect to help them find resoultion to their issues and concerns.

**Business and/or Professional Experience:**

17 years of non-profit work in the City & County of San Francisco in the homeless and supportive housing sector.

Served 5 years on the San Francisco Behavior Health Commission; with 2 years as co-chair of Implementaion Committee and currently as Co-chair of the Behavioral Health Commission.

I currently serve as a licentiate in the African Methodist Episcopal Church, working toward ordination and chaplaincy.

**Civic Activities:**

Memeber of San Francisco Alumnae Chapter of Delta Sigma Theta Sorority, Inc., where I serve as Chapter Chaplain and previously chair of Delta G.E.M.S

As part of completing dual Master's degrees in Divinity & Community Leadership, Womanist Theology and Restortive Healing in Africa, in the countries of ReWanda, Tanzania, and Kenya.

During my tenure in the non-profit sector I've sereved on a number of committes to support homeless and supportive housing services in San Francisco.

Co-Chair/memeber of San Francisco Behavioral Health Commission.

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: 8.8.25

Applicant's Signature (required):



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

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## Application for Boards, Commissions, Committees, & Task Forces

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

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

Full Name: LeesaMaree Bleicher

[REDACTED] Zip Code: 94124

Occupation: Survivor/Advocate

Work Phone: N/A Employer: N/A

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

Business Email: \_\_\_\_\_ Home Email: [REDACTED]

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Resident of San Francisco: Yes  No  If No, place of residence: \_\_\_\_\_

18 Years of Age or Older: Yes  No

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

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

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

**Business and/or Professional Experience:**

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

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

**Civic Activities:**

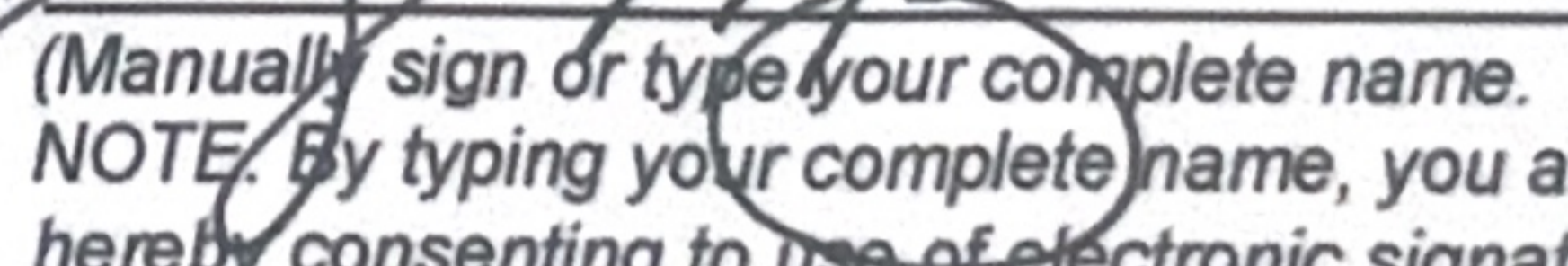
My civic activities reflect a sustained commitment to community advocacy, public engagement, and advancing equitable, trauma-informed systems in San Francisco. I am actively engaged in community-based advocacy supporting residents—particularly in high-need communities such as District 10—in navigating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

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

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

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

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

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

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

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Appointed to Seat #: \_\_\_\_\_ Term Expires: \_\_\_\_\_ Date Vacated: \_\_\_\_\_

## **PROFESSIONAL SUMMARY**

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

## **LIVED EXPERIENCE LEADERSHIP**

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

## **KEY LEADERSHIP & COMMUNITY IMPACT**

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

## **CORE COMPETENCIES**

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

## **CREDENTIALS**

CADC III (CCAPP) | Certified Behavioral Health Counselor (BHAP) | NPI: 1568016629

Mental Health Rehabilitation Specialist (CA Title 9)

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

## **EDUCATION**

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

M.A., Psychology – Saybrook University

## **PROFESSIONAL EXPERIENCE**

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

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

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

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

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

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

## **PUBLIC ENGAGEMENT & COMMUNITY ADVOCACY**

Speaker – San Francisco Reentry Conference (2023, 2024)

Speaker – Sonoma County Human Trafficking Awareness (2024)

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

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

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

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

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Application for Boards, Commissions, Committees, & Task Forces

Commission

Name of Board/Commission/Committee/Task Force: \_\_\_\_\_

Family Seat #6

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

Lisa L. Williams



94115

Zip Code: \_\_\_\_\_

Occupation: \_\_\_\_\_

415-424-9660

BOSS

Work Phone: \_\_\_\_\_ Employer: \_\_\_\_\_

1918 University Ave

Business Address: \_\_\_\_\_ Zip Code: \_\_\_\_\_

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 [X] No [ ] If No, place of residence: \_\_\_\_\_

18 Years of Age or Older: Yes [ ] No [ ]

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

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

**Business and/or Professional Experience:**

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

**Civic Activities:**

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

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

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

Date: August 7th, 2025

Applicant's Signature (required):



*(Manually sign or type your complete name.*

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

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

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Appointed to Seat #: \_\_\_\_\_ Term Expires: \_\_\_\_\_ Date Vacated: \_\_\_\_\_

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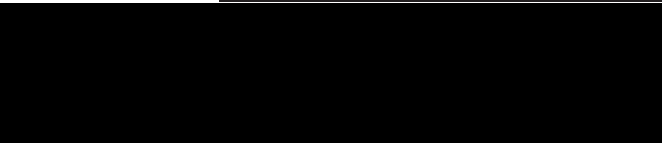
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Application for Boards, Commissions, Committees, & Task Forces

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

Seat # (Required - see Vacancy Notice for qualifications): BHC Im in partnership in community bringin m

Full Name: Lisa Wynn



Zip Code: 94107

Occupation:

Work Phone: 9255284474 Employer: 350 Townsend street suite 705 San Fr

Business Address: 350 Townsend st suite 705 SF Ca Zip Code: 94107

Business Email: lisawynn@unitedinloveinc.org Home Email: [Redacted]

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Resident of San Francisco: Yes [X] No [ ] If No, place of residence:
18 Years of Age or Older: Yes [X] No [ ]

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

My qualifications represent a broad and inclusive understanding of the diverse communities within the City and County of San Francisco, specifically through my education, work experience, and personal commitments. I hold a degree from the California Institute of Integral Studies (CIIS), an institution deeply committed to fostering awareness and understanding of diverse cultural, social, and psychological perspectives. This education has given me a strong foundation in mental health, community engagement, and advocacy, while also emphasizing the importance of integrating diverse voices and experiences, particularly those from underserved and marginalized communities. In my work within mental health and community stabilization efforts, I have had the privilege of directly engaging with individuals from a wide range of ethnic, racial, socioeconomic, and cultural backgrounds, as well as various ages, genders, sexual orientations, and types of disabilities. Through these roles, I have developed a strong understanding of how to address the unique challenges faced by these communities and the importance of creating inclusive, equitable solutions in both service delivery and policy development. Specifically, my work in mental health has emphasized the need for cultural competence and sensitivity when addressing the mental health and well-being of individuals from diverse ethnic and racial backgrounds, ensuring that interventions and services are tailored to the unique needs of each community. Additionally, my experience with community stabilization has included efforts aimed at supporting individuals from a variety of age groups and gender identities, as well as those affected by disabilities or experiencing homelessness, which has given me insight into the specific barriers faced by these populations in accessing care and services. Overall, my work and educational background have not only prepared me to represent diverse communities but also instilled a deep commitment to advocacy, equity, and social justice. I am committed to ensuring that all residents of San Francisco, regardless of race, ethnicity, gender, age, disability, or sexual orientation, are represented and have access to the resources and support they need to thrive.

**Business and/or Professional Experience:**

Throughout my career, I have been dedicated to building programs that not only support the community but also create sustainable systems of care that address mental health issues across generations. In my role as a consultant for the Umoja AAPI and Student Parent Health Program at City College of San Francisco (CCSF), I worked closely with students and faculty to design and implement mental health and wellness initiatives aimed at supporting underrepresented student populations. This role allowed me to directly engage with students from diverse backgrounds, providing them with the tools and resources they need to navigate mental health challenges while pursuing their academic goals.

Additionally, my partnership with UCSF and the San Francisco Health Plan has been a significant part of my career, where I contributed to the development of community-based health programs aimed at improving access to mental health services and healthcare resources for marginalized populations. This collaboration involved ensuring that the programs we built were not only clinically effective but also culturally competent and tailored to meet the specific needs of the communities we served, including individuals facing disabilities, housing instability, and socioeconomic challenges.

In my role as a Case Manager and later as a Community Stabilization Manager at Booker T. Washington, I designed and implemented programs that provided much-needed mental health support and stabilization services for individuals and families in high-risk communities. I was particularly focused on creating systems that would support multi-generational families, addressing the long-term impacts of mental health issues and trauma within families, and ensuring that these families had access to both immediate care and ongoing support.

One of my core philosophies in this work has been to foster a continuum of care—a system in which individuals and families are supported throughout their entire journey, from stabilization to long-term well-being. I have worked tirelessly to ensure that these programs offer not only professional care but also create safe spaces where people can feel heard, understood, and empowered to make positive changes in their lives. These spaces are designed to be inclusive and welcoming, free of judgment, and deeply rooted in the belief that healing and stabilization require both professional expertise and community support.

Through my work in case management, community stabilization, and health program development, I have strived to ensure that all individuals, regardless of their background, have access to the resources and support they need. I remain deeply committed to building programs and partnerships that foster a more equitable and inclusive healthcare system, one that values the diversity of experience and ensures that everyone has the opportunity to thrive.

**Civic Activities:**

Throughout my career, I have been deeply engaged in civic activities that advocate for public health, education, and housing, particularly in underserved communities. As a member of the Behavioral Health Commission (BHC), I have actively participated in meetings where I addressed issues surrounding budget cuts that directly impact critical mental health services. I have worked to ensure that these discussions are informed by the needs of the community, advocating for adequate funding and support for mental health services, especially as it pertains to vulnerable populations.

Additionally, I have represented these concerns at City Hall, where I have raised awareness about the intersections of mental health with other community needs, particularly in education and housing. I have spoken about the importance of integrating mental health services into schools, ensuring that students receive the support they need to thrive academically and socially, and have advocated for policies that prioritize mental health care as a fundamental aspect of community well-being.

In collaboration with the Community Wellness Outreach Project (CWOP), I have worked alongside partners such as UCSF, San Francisco Health Plan, and the Department of Public Health (DPH) to address significant public health disparities within the city. CWOP's mission is to provide comprehensive support, especially in the areas of cancer care, mental health services, and community health education. By helping bridge gaps in care, CWOP is directly improving healthcare access, particularly through proactive cancer screenings, mental health services, and youth engagement programs.

A key part of CWOP's strategy is providing tailored educational workshops and facilitating telehealth-based navigation services to empower families. This ensures they have the tools and support to navigate the complexities of the healthcare system. My contribution has been to ensure that these services are equitable, culturally relevant, and accessible to all members of the community, particularly those who face systemic barriers to care.

I believe that by fostering strong partnerships between community organizations and public health institutions, we can create a more resilient and healthier Hunters Point—and ultimately, a more equitable city. Through my role in both advocacy and community wellness, I continue to be committed to advancing mental health initiatives, educational opportunities, and housing solutions as essential components of public health policy.

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

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

Date: 04/15/2026 Applicant's Signature (required): Lisa Wynn

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

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

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Appointed to Seat #: \_\_\_\_\_ Term Expires: \_\_\_\_\_ Date Vacated: \_\_\_\_\_

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Application for Boards, Commissions, Committees, & Task Forces

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

Seat # (Required - see Vacancy Notice for qualifications): 1, 2, 5, 6, 7, 8

Full Name: Michael Boyd Fittro

[Redacted] Zip Code: 94103
Occupation: Senior Eligibility Worker

Work Phone: Employer: SF Human Services Agency

Business Address: 1235 Mission St Zip Code: 94103

Business Email: mirac.fittro@sfgov.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 [X] No [ ] If No, place of residence:
18 Years of Age or Older: Yes [X] 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 30 year old gay man living in recovery from substance use disorder. I recently celebrated 2 years and 8 months clean and sober from all substances. I utilized harm reduction practices until I was able to live a life of complete abstinence. I am diagnosed with Autism Spectrum Disorder, among other diagnoses. I am a survivor of conversion therapy, a pseudoscience performed by anti-LGBTQ+ practitioners who abuse the mental health system to impose religious views on LGBTQ+ minors.

I moved to San Francisco in 2022 seeking a new life after becoming destitute and homeless while in active addiction. During active addiction, I was a caretaker for my father who was an alcoholic and dying of addiction-related illness. My now-former life partner whom I met upon moving to San Francisco, is still currently homeless in San Francisco and trying to get sober. I was with him every step of the way for 3 years while he navigated the San Francisco Rehabilitation System, seeing what worked and what didn't work. I have received mental health services from the County when I was on Medi-Cal, and still receive private care.

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

**Business and/or Professional Experience:**

Currently, at the SF Human Services Agency, I assist clients, many of whom are experiencing behavioral health crises and actively using substances, with accessing critical social welfare programs, including providing assistance with locating behavioral health and substance use rehabilitation centers, coordinating with those centers and the State to ensure continuity of enrolled programs, and utilizing de-escalation training to help clients in crisis. At the SF LGBT Center, I worked with TAY Youth to help them navigate challenges related to mental health, homelessness, and substance use. In the Florida House of Representatives, I gained invaluable experience working for the legislator who reformed the state mental health and substance use treatment system, which led to the blueprint for low-barrier central receiving facilities and a true coordinated system of care with an emphasis on peer support. In the Georgia State Senate, I worked as a legislative aide providing support to my legislator on various policies, including public health, Medicaid, mental health and substance use.

**Civic Activities:**

I just completed my term as the Impact Officer with the San Francisco Hub of the World Economic Forum's Global Shaper Initiative. There, I managed major social impact projects that were conducted by members. I was appointed to represent San Francisco, with the American Delegation, at the WEF HQ in Geneva, Switzerland, at the annual summit where we addressed human rights issues. Among the issues presented, I brought behavioral health and substance use disorder, as well as access to meaningful treatment, to the world stage. This conversation sparked meaningful collaboration among various global hubs to create sustainable policy solutions and public-private partnerships. I serve as the Political Action Director with the San Francisco Young Democrats and represent the recovery community on the Full Board. Recently, as a titleholder with the Imperial Council of San Francisco, I led philanthropic efforts in support of nonprofits that provide critical services related to harm reduction, abstinence from substances, behavioral health, and other issues. In the LGBTQ+ recovery community, I volunteer as a guide for newcomers as they navigate early recovery. In 2017, I organized with parents and doctors to ban conversion therapy in Tampa, Florida.

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

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

Date: 11/09/2025

Applicant's Signature (required):



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

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

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Application for Boards, Commissions, Committees, & Task Forces

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

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

Full Name: Nicholas W. Chapman

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

Work Phone: 415-646-2414 Employer: SFMTA

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

Business Email: nick.chapman@sfmta.com Home Email [Redacted]

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Resident of San Francisco: Yes [X] No [ ] If No, place of residence:
18 Years of Age or Older: Yes [X] No [ ]

Pursuant to Charter, Section 4.101(a)(1), please state how your qualifications represent the communities of interest, neighborhoods, and the diversity in ethnicity, race, age, sex, sexual orientation, gender identity, types of disabilities, and any other relevant demographic qualities of the City and County of San Francisco:
I'm a long term resident of San Francisco who has been both a consumer and a family member of consumers of City (and state) mental health services, and it is that capacity, as someone with extensive experience with mental health services, that I am particularly interested in a seat on this Commission. I have that first hand experience of what works - and what doesn't - in the systems we currently have.
In other axes of identity, I'm a white, bisexual cis male, an immigrant, a senior citizen (just), an alumnus of our public schools, a former small business employee (for a number of different San Francisco businesses) and current City staff person.
While I recognize that the issues and challenges I face - as a middle class white male - accessing mental health services are very different from those faced by people with other, less privileged identities, I also think that the fact that people with my demographic profile still struggle with the various systems for help and support is a valuable perspective, and poses a challenge for some common views of who accesses these services, and who struggles to access them

**Business and/or Professional Experience:**

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

**Civic Activities:**

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

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

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

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

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

Date: 6/4/2024

Applicant's Signature (required):

**Nick Chapman**

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

*(Manually sign or type your complete name.*

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

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

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Application for Boards, Commissions, Committees, & Task Forces

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

Seat # (Required - see Vacancy Notice for qualifications): Mental Health Professional

Full Name: Raghu Kiran Appasani

[Redacted] Zip Code: 94123
Occupation: Addiction Psychiatrist

Work Phone: 424-432-0452 Employer: Appasani MD PC

Business Address: 1996 Union Street, Suite 300 Zip Code: 94123

Business Email: dr@appasanimd.com Home Email: [Redacted]

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Resident of San Francisco: Yes [X] No [ ] If No, place of residence:
18 Years of Age or Older: Yes [X] 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 believe that my background and professional experience meaningfully represent several of San Francisco's "communities of interest," across multiple axes of diversity — and that I can bring perspectives to the Behavioral Health Commission that align with the city's demographic realities and needs. While I may not represent every racial or ethnic group in San Francisco, I bring a deep sensitivity to cultural diversity rooted in my own life and clinical work. My training and practice have exposed me to diverse populations, including immigrant communities, people of various racial and ethnic backgrounds, Veterans, and people for whom English is a second language. In my role as a mental health professional, I have worked with clients across the lifespan: adolescents, young adults, middle-aged people, and older adults. This gives me a broad, cross-generational perspective on behavioral health issues. As a clinician, I have provided affirming care to individuals across the LGBTQ+ spectrum, including those who are transgender, non-binary, or queer. I deeply understand how intersecting identities (e.g., race + gender identity) can influence mental health risk, access to care, and resilience. In my professional practice, I've worked with clients who experience a wide variety of neuropsychiatric and psychosocial disabilities — whether chronic mental illness, cognitive disabilities, or comorbid physical-health challenges. This experience enables me to advocate effectively for behavioral health policies that are accessible and inclusive, particularly for people with disabilities. Though I may not live in every neighborhood, my clinical and public health work has brought me into contact with underserved and marginalized communities across San Francisco — from the Tenderloin, Bayview-Hunters Point, to other historically under-resourced areas. These neighborhoods often face higher rates of behavioral health challenges, housing instability, and barriers to care.

**Business and/or Professional Experience:**

I am an integrative and addiction psychiatrist with deep clinical training across some of the nation's most diverse safety-net and academic institutions, including LAC+USC Medical Center, UCSF, Kaiser Permanente, and the San Francisco VA. This training, combined with my current work at Appasani MD, has given me extensive experience treating complex mood, anxiety, trauma, and substance-use disorders, and firsthand insight into the structural, cultural, and access-related barriers faced by San Franciscans navigating the behavioral health system.

As a founder and social-impact entrepreneur, I bring a systems-level, operational lens to behavioral health. I founded The MINDS Foundation, which has implemented scalable, community-driven mental health programs for underserved populations globally, and I have helped build early-stage health and wellness companies. These experiences have strengthened my ability to evaluate programs, manage resources, build cross-sector partnerships, and guide strategy — skills directly relevant to Commission oversight and policy recommendations.

My board and volunteer leadership further align with the Commission's responsibilities. I served as a Board Member for Vista Del Mar, work with youth- and mental-health-focused nonprofits such as Of Substance, and have supported multiple organizations dedicated to reducing disparities in access and outcomes. In these roles, I have reviewed budgets, assessed program efficacy, ensured equity in service delivery, and advised on organizational growth. Across all aspects of my work, I remain committed to advancing evidence-based, community-informed, equitable behavioral health systems — and I hope to bring this combined clinical, operational, and governance experience to the Behavioral Health Commission on behalf of all San Franciscans.

**Civic Activities:**

My civic activities have focused on advancing mental health equity, supporting vulnerable populations, and mobilizing community-driven public-health efforts. As the founder of The MINDS Foundation, I spent over 15 years building and scaling a nonprofit dedicated to mental-health education and care for underserved communities. This work involved developing grassroots programs, training local health workers, and partnering with public institutions to expand access to evidence-based mental health services.

In addition, I serve on the Advisory Board of Vista Del Mar, supporting youth, families, and communities through programs focused on mental health, education, and social services. My board and volunteer roles with other mental-health organizations have further strengthened my commitment to service and to addressing disparities across diverse populations.

As a Global Shaper with the World Economic Forum, I have led civic initiatives focused on equity, youth empowerment, and public health. During the COVID-19 pandemic, I launched community-response projects including a delivery service for elderly and immunocompromised residents in Los Angeles, and the #FTheVirus campaign, which provided PPE, supplies, and essential goods to underserved communities and frontline workers. These efforts reflect my dedication to crisis response, social justice, and community resilience.

Collectively, my activism, nonprofit leadership, and board service demonstrate a consistent commitment to improving behavioral health outcomes, strengthening community support systems, and ensuring that the needs of vulnerable and marginalized groups are represented—values I would bring to my role on the Behavioral Health Commission.

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

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

Date: 11/19/2025 Applicant's Signature (required): Raghu Appasani Digitally signed by Raghu Appasani Date: 2025.11.19 12:33:42 -08'00'  
*(Manually sign or type your complete name.  
NOTE: By typing your complete name, you are hereby consenting to use of electronic signature.)*

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

**FOR OFFICE USE ONLY:**

Appointed to Seat #: \_\_\_\_\_ Term Expires: \_\_\_\_\_ Date Vacated: \_\_\_\_\_

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Application for Boards, Commissions, Committees, & Task Forces

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

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

Full Name: Raymond Deng

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

Work Phone: n/a Employer: Thyme Care

Business Address: n/a Zip Code: n/a

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

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

Resident of San Francisco: Yes [X] No [ ] If No, place of residence:
18 Years of Age or Older: Yes [X] 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 lived in San Francisco for over 12 years, in Mission, Bernal Heights and finally, in Potrero Hill for the past 8 years. I have a physical disability that impairs me from walking for more than a few minutes, although I am an avid cyclist. I have supported my brother, John, who has been struggling with heroin and fentanyl addiction, for the past 13 years. He has been living with me for the past 3 years. Although it has been a long journey with him, it has given me the intimate knowledge of the local recovery community: the patchwork network of sober living homes in the Bay Area, addiction medicine and the crucial role of the medical establishment and the sheer amount of resources it takes to build a life back.
I am second generation Chinese-American and though my parents immigrated from China when they were in their 20s, I have roots in California, as my great-grand father came to California (spending a few years in San Francisco!) in the 1870s as a laborer until Chinese Exclusion, when he was forced to return to China. Though I grew up in Michigan, the last 15 years in California has always been a return home for me.

**Business and/or Professional Experience:**

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

**Civic Activities:**

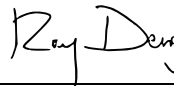
- Weekly volunteering at local food pantry (thefoodpantry.org)
- Political candidate phone banking
- Occasional meetings at SF YIMBY and SF Berniecrats

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

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

Date: 5/23/2025

Applicant's Signature (required):



*(Manually sign or type your complete name.*

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

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

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Appointed to Seat #: \_\_\_\_\_ Term Expires: \_\_\_\_\_ Date Vacated: \_\_\_\_\_

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

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

Hi Victor,

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

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

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

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

Thank you so much for your time and consideration!

Best,  
Ray

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

Good Morning:

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Application for Boards, Commissions, Committees, & Task Forces

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

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

Full Name: Ricardo Rubio Jr



Zip Code: 94109

Occupation: Clinical Social Worker

Work Phone: 415 437 3000 Employer: UCSF Trauma Recovery Center

Business Address: 2727 Mariposa Street, Ste #100 94110

Business Email: ricardo.rubio@ucsf.edu 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 [X] No [ ] If No, place of residence:
18 Years of Age or Older: Yes [X] 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 identify as a cis-gender male, bisexual, Latino and child of immigrants. My intersecting identities undoubtedly make me a better behavioral health clinician and help me represent the communities and neighborhoods of interest. I've called the Bay Area home for the last decade; the last 5 years I have called Lower Nob Hill home. My experiences in my neighborhood and surrounding neighborhoods have shown me SF does a lot to take care of our most marginalized, and that we can do much more! It would be an honor and pleasure to serve on the Behavioral Health Commission to help inform and advance behavioral health equity work in San Francisco.

**Business and/or Professional Experience:**

I have over 5 years of experience in various behavioral health settings in San Francisco, Oakland and Richmond. I have worked as a clinical case manager for UCSF Citywide and Brown & Toland Primary Care Clinics (Altais/Blue Shield). I have also worked as a psychotherapist in Richmond and San Francisco, specializing in trauma processing and Spanish language mental health services.

Throughout the years, I have always focused on serving our most underserved community members, including LGBTQ+, ethnic minority and low-income community members. My work has always strived to be anti-oppressive, anti-racist and culturally responsive.

My professional and direct service work throughout the years, I believe, make me a great candidate to represent my diverse community's behavioral health interests and needs.

**Civic Activities:**

I currently serve as an Executive Co-Chair for the Latine Social Work Caucus (LSWC). The LSWC is a graduate student organization at the UC Berkeley School of Social Welfare. As Co-Chair, I co-create professional development opportunities that promote a pipeline to empower new behavioral health clinicians to engage in culturally responsive.

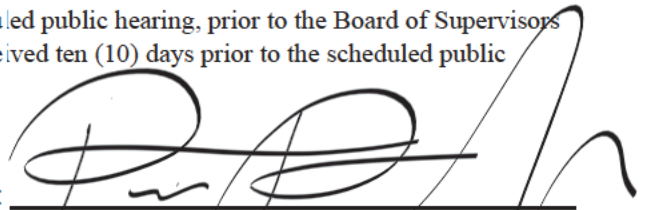
I also serve as a Center of Excellence in Behavioral Health Equity mentor (COEBHE). COEBHE is a UC Berkeley based center that works to train more culturally responsive behavioral health providers in the Bay Area. As a mentor, I help to guide and inform Latinx students interested in behavioral health careers.

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

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

Date: 11/18/2025

Applicant's Signature (required):



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

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

**FOR OFFICE USE ONLY:**

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Application for Boards, Commissions, Committees, & Task Forces

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

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

Full Name: Sam Ustrzynski

[Redacted] Mateo, CA Zip Code: 94403
Occupation: Director-Psych Mental Health Nurse Practitioner

Work Phone: 415-889-7676 Employer: University of California-San Francisco

Business Address: 1500 Owens St #360 SF, CA Zip Code: 94158

Business Email: sam.ustrzynski@ucsf.edu Home Email: [Redacted]

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

Resident of San Francisco: Yes [ ] No [x] If No, place of residence: San Mateo
18 Years of Age or Older: Yes [x] 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:

Pursuant to Charter, Section 4.101(a)(1):
As a healthcare executive, behavioral health clinician, and military veteran, I bring a multifaceted perspective that reflects the diversity and complexity of San Francisco's communities. I proudly served in the United States Air Force for 13 years and hold the rank of Major, where I gained firsthand experience supporting service members and veterans with mental health needs experience that continues to shape my commitment to public service and equity.
Since 2008, I have lived and worked in San Francisco, proudly serving its residents through multiple institutions. I have worked at the San Francisco VA Medical Center, where I provided care to veterans, and I currently serve at the University of California, San Francisco (UCSF), where I am honored to lead healthcare initiatives that impact the city's diverse patient population. Additionally, I have practiced as a Psychiatric Mental Health Nurse Practitioner at Santa Clara County Medical Center, delivering behavioral health care in high-acuity settings including the emergency department and the corrections system.
My career has focused on serving underserved and marginalized communities, including immigrant, LGBTQIA+, unhoused, disabled, and justice-involved individuals. As a first-generation American and LGBTQIA+ individual myself, I understand the importance of visibility, inclusion, and culturally responsive care. I have also led efforts to recruit and support a diverse healthcare workforce that mirrors the population we serve.
It would be a privilege to bring this lived experience, clinical expertise, and leadership background to the Behavioral Health Commission, and to continue advocating for equitable, compassionate mental health services for all San Franciscans.

**Business and/or Professional Experience:**

I currently serve as the Administrative Director of Executive Health at the University of California, San Francisco (UCSF), where I oversee strategic operations for a concierge-style clinical practice serving executives, referring providers, and high-profile patients. I bring over 15 years of combined experience in clinical care, healthcare administration, and veteran services.

I proudly served in the United States Air Force for 13 years, achieving the rank of Major. My military service shaped my leadership philosophy and strengthened my commitment to serving vulnerable populations, especially those facing behavioral health challenges. During my time in uniform, I supported the mental and physical health of service members and their families across a variety of settings.

I previously worked at the San Francisco VA Medical Center, providing care to veterans with complex medical and behavioral health needs. I also served as a Psychiatric Mental Health Nurse Practitioner at Santa Clara County Medical Center, delivering psychiatric services in both the Emergency Department and Corrections Department underscoring my commitment to equity and access in high-acuity, high-risk environments.

Throughout my career, I have led initiatives focused on quality improvement, workforce development, diversity, equity, and inclusion (DEI), and patient-centered care. My background includes advanced training in data analytics, Lean Six Sigma, and healthcare leadership allowing me to bridge clinical insight with operational strategy to improve outcomes across systems.

**Civic Activities:**

I have been actively engaged in civic and professional initiatives that promote equity, access, and innovation in healthcare particularly in behavioral health.

Unit-Based DEI Council Founder - At UCSF, I established a department-level Diversity, Equity, and Inclusion (DEI) council to elevate staff voices, promote cultural competency, and address disparities in patient care and workplace culture.

Workforce Development Advocate - I led the creation of a career ladder for patient care assistants, collaborating with HR, labor unions, and leadership to improve professional growth opportunities for frontline staff, particularly immigrants and underrepresented groups.

Veteran and Mental Health Advocate - As a former U.S. Air Force Major and VA clinician, I continue to advocate for veteran mental health services and better reintegration support for service members transitioning into civilian life.

Mentorship and Education - I actively mentor nursing and nurse practitioner students, especially those from underrepresented backgrounds, and participate in advisory committees related to health workforce development.

Professional Affiliations - I am a member of the Association of California Nurse Leaders, California Association for Nurse Practitioners, and American College of Healthcare Executives, and I regularly contribute to discussions on healthcare policy, behavioral health access, and community-based care.

My civic engagement is driven by a belief that systems change begins at the local level—and I am deeply committed to ensuring San Francisco’s diverse communities are represented and supported in behavioral health policy and practice.

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: 08/06/2025

Applicant’s Signature (required): Sam Ustrzynski Digitally signed by Sam Ustrzynski  
Date: 2025.08.06 10:09:28 -07'00'

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

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

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Appointed to Seat #: \_\_\_\_\_ Term Expires: \_\_\_\_\_ Date Vacated: \_\_\_\_\_

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Application for Boards, Commissions, Committees, & Task Forces

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

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

Samrat Samin Roy



San Francisco Zip Code: 94114

Occupation: Board Certified Behavior Analyst & S

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

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

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

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

Resident of San Francisco: Yes [X] No [ ] If No, place of residence:
18 Years of Age or Older: Yes [X] No [ ]

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

As a clinical leader, with experience in healthcare management and extensive experience in developing clinical pathways and delivery of services, I appreciate this opportunity to apply for the appointment as a Behavioral Health Commissioner. My experience and passion in behavioral health emanated from my experiences as a child growing in Mumbai, India. These personal and familial struggles combined with lack of detection, services and being from a working class background had a significant impact on my early years. I had to grow up very quickly and mature at an early age. Having said that, I was very fortunate to have educators, school buddies and a fantastic school library that gave me the dreams, aspirations and tenacity to plow through these hard times and not only support myself but also my family. With tenacious hard work and due diligence, I set my sights to seek a healthcare vocation and completed BS in Audiology and Speech Pathology from the University of Mumbai. Because it was undertaken in a highly competitive and coveted government institute, I received a monthly stipend from the Government of India and was able to complete the degree with 1st class with distinction and received an opportunity to work as a Clinical Instructor in my Alma Mater.

**Business and/or Professional Experience:**

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

Career Highlights:

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

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

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

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

**Civic Activities:**

CIVIC DUTIES/CONFERENCES / SEMINARS/ BOARD DUTIES

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

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

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

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

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

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

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

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

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

Date: 05/01/2024

Applicant's Signature (required): Samrat S. Roy

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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## **BUSINESS and/or PROFESSIONA EXPERIENCE**

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

### Career Highlights:

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

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

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

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

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

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

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

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

## EDUCATION

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

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

Behaviour Management

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

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

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

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

#### LICENSES AND CERTIFICATIONS

UK Society for Behaviour Analysis – Full Member Applied Behaviour Analyst

Health Professions Council, United Kingdom – Speech and Language Therapist

Commission on Teacher Credentialing, California – Special Education Administrator

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

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

New York State Speech Language Pathology License - Permanent

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

Member of HANEN Organization, Ontario, Canada

Clinical Audit Association, United Kingdom

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## **CURRENT RELEVANT WORK EXPERIENCE**

October 2012 – To Present, Nova Group of Companies

Chief Operations Officer

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

December 2011 – June 2013 Gilroy Unified School District

Director of Special Education and Student Services

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

- \* Responsible for planning, organization, budgetary allocation and developing expenditure controls at GUSD Student Services with a total budget of \$10.5 million

- \* Identified the discrepancy in allocation of students to Special Education transportation, thus revising the Special Education transportation budget to ~\$278,000 from \$1.1 million

- \* Contacted the Office of the Lieutenant Governor Gavin Newsom, extending an invitation for the 1st Gilroy Gifted Games. Received a 'Memorandum' recognizing the Games

- \* Negotiated NPA contractual rates achieving a reduction in contractual expenditures by 27% for Speech Pathologists, 15% for Occupational Therapists & 10% for Behavioral Services

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

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

- \* Part of the Management Team with direct reporting to the Principal of the District.

- \* Strategy and Service Development Panel member of Santa Clara County Autism Task Force.

- \* Special Education Law and Regulation Advisor to the School District

- \* Direct management of the Special Education Services for the School District serving over 860 primary and middle school students with 120 students with Special Needs.

- \* District contact for outside agencies, Parents and Teachers for initiating and coordinating multidisciplinary referrals and assessments.

- \* District Liaison Officer for County Child Protection Services, & Homeless and Foster Youth.

July 2008 – August 2008, Brocade Communications,

California, Corporate Internal Audit Intern

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

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

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

Director of Clinics and Training

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

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

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

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

Cambridge University Research Hospitals – Paediatric Rehabilitationist Hearing Impairment

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

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

Speech and Language Therapist – Durants Special School, Enfield

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

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

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

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

January 2000 – August 2001, Bay PCT, Lancashire

Joint Finance Project between Lancashire Social Services & Morecambe Bay PCT

Speech & Language Therapist –Social Service Nurseries

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

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

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

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

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

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

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

Experience May 1996 – December 1999

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

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

National Institute for the Hearing Handicapped, Bombay – Student Supervisor

CIVIC ACTIVITIES

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

#### PAPERS/ ACHIEVEMENTS

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

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

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

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

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

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

BOARD of SUPERVISORS



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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: Behavioral Health Commission

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

Full Name: Silvia Erica Arabia, DNP, MPH, MSN, PMHNP, WHNP, PHN, RN

[Redacted] cisco, CA Zip Code: 94131

Occupation: Nurse

Work Phone: 650-413-1688 Employer: County of San Mateo

Business Address: 2000 Alameda, San Mateo, CA Zip Code: 94403

Business Email: sarabia@smcgov.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 [X] No [ ] If No, place of residence:
18 Years of Age or Older: Yes [X] No [ ]

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

As a public health professional, with dual certifications as a Psychiatric Mental Health Nurse Practitioner and Women's Health Nurse Practitioner, I have been fortunate in acquiring a deep understanding of the healthcare landscape including trends in clinical practice, policy and research. As a Latina and native Spanish speaker, I value being able to provide culturally and linguistically congruent patient care to my community.

I received my Master of Public Health from the University of Edinburgh's Medical School in Scotland (U.K.) prior to training as a Registered Nurse at the University of California, San Francisco (UCSF)'s School of Nursing. I received my MSN from Duke University as a Nurse Practitioner and my Doctorate in Nursing Practice from The Valley Foundation School of Nursing at San José State University. My doctoral project focused on perceptions of perinatal depression among immigrant mothers. I am certified in CenteringPregnancy® and in Perinatal Mental Health through PSI. Currently, I am a Nurse Consultant and the Perinatal Services Coordinator (PSC) for San Mateo County, pursuing advanced psychoanalytic training in Parent-Infant Psychotherapy (PIP) at Columbia University.

**Business and/or Professional Experience:**

My professional experience lies at the intersection of public health, policy and nursing. My background in public health has enhanced my nursing practice in positive ways. As a nurse, I have worked extensively with families in the peripartum, especially low-income immigrant mothers that have struggled with their mental health and the lack of culturally and linguistically concordant care in the clinical setting. The dearth of psychiatric mental health providers of color and the impact this can have on the mental health of my patients was one of the deciding factors in why I pursued my doctorate in nursing and trained in an additional specialty, becoming a PMHNP. I was trained in psychiatric mental health at the hospital where I was born, San Francisco General, where I learned to assess, diagnose and treat the mental health conditions of our City's most vulnerable including those navigating substance use disorder, homelessness, poverty and systemic racism. I am particularly interested and actively pursue work in perinatal mental health, addiction medicine, qualitative research, quality improvement, integrated behavioral health models and innovative patient-centered care models.



**Civic Activities:**

When I lived in Scotland, I volunteered at a Rape Crisis Center, answering their hotline and supporting people navigating crisis following a sexual assault or rape. As a nursing student at UCSF, I volunteered at MSC-South, San Francisco's largest homeless shelter and the location of the UCSF Shelter Clinic. Prior to that, I was a volunteer doula at CPMC Sutter Health in San Francisco, supporting monolingual Spanish speaking immigrant women birthing alone. I was also a volunteer as a medical interpreter at Clinic by the Bay in San Francisco's Excelsior District, a medical clinic for individuals without medical insurance. While here, I supported monolingual Spanish speakers and their English speaking providers, contributing to the health and wellness of SF residents with linguistic/cultural barriers in the clinical setting. I am a founding Board Member in the newly established (2025) Society of Psychiatric Mental Health Nurse Practitioners of Color. Additionally, I am an active supporter of the Homeless Prenatal Program (HPP), an SF based non-profit that aims to empower homeless and low-income families, particularly mothers motivated by pregnancy and parenthood, to find within themselves the strength and confidence they need to transform their lives. I regularly attend local San Francisco events, like town halls and board meetings, to inform myself as a resident.

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

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

Date: 11/30/2025

Applicant's Signature (required):

*(Manually sign or type your complete name.*

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

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

**FOR OFFICE USE ONLY:**

Appointed to Seat #: \_\_\_\_\_ Term Expires: \_\_\_\_\_ Date Vacated: \_\_\_\_\_

## Silvie E. Arabia, DNP, MPH, MSN, APRN, PMHNP-BC, WHNP-BC, NP-C

- Dual board-certified, **bilingual** (Spanish), Nurse Practitioner and Doctor in Nursing Practice.
- **10+ years** of healthcare experience gained across public health, nursing & research settings.
- Experienced as a **program director, nurse supervisor, clinical instructor and nursing leader**.
- 1270+ hours of **advanced practice clinical experience** across primary care, obstetrics & gynecology, women's health, oncology, psychiatry and mental health.

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### EDUCATION

2025	The Valley Foundation School of Nursing at San José State University <b>DNP, Doctor of Nursing Practice</b>
2025	Rocky Mountain University of Health Professions, Provo, UT <b>Postgraduate Certificate, Psychiatric Mental Health Nurse Practitioner</b>
2023	Duke University, Durham, NC <b>MSN, Master of Science in Nursing, Women's Health Nurse Practitioner</b>
2019	University of California at San Francisco (UCSF) <b>RN , Registered Nursing</b>
2013	University of Edinburgh, Scotland, U.K. <b>MPH, Master of Public Health</b>

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### LICENSURE AND CERTIFICATIONS

- *Registered Nurse*, California Board of Registered Nursing #95232010, *ex. 6/2026*
- *Public Health Nurse*, California Board of Registered Nursing #562851, *ex. 6/2026*
- CenteringPregnancy®, Centering Healthcare Institute, *ex. 9/2026*
- *Nurse Practitioner*, California Board of Registered Nursing #95035665, *exp. 6/2026*
- *Nurse Practitioner Furnishing*, California Board of Registered Nursing #95035665, *exp. 6/2026*
- *Drug Enforcement Administration*, DEA Sched. II-V, #MA9757507, *exp. 6/2028*
- *Women's Health Nurse Practitioner, Board-Certified*, NCC #104129578 *exp. 3/2028*
- *Psychiatric Mental Health Nurse Practitioner, Board-Certified*, ANCC #2025025177 *exp. 9/2030*
- *Psychiatric Mental Health Nurse Practitioner, Certified*, AANP #11250077 *exp. 11/2030*
- *Perinatal Mental Health Certification*, PSI #PSI2572339, *exp. 3/2027*

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### SKILLS

**Languages:** Bilingual (Spanish & English); Native fluency.

**Core Nursing:** Physical and Psychiatric Assessment & Care Planning, Nursing Documentation, Medication Administration, Clinical Pharmacology, Evidence-Based Practice, Cultural Competency, Infection Prevention & Control, Patient & Family Education, Situational Awareness, Motivational Interviewing, Interdisciplinary Collaboration, Clinical Judgement, Time Management.

**Behavioral Health:** Cognitive Behavioral Therapy (CBT), Interpersonal Psychotherapy (IPT)

**Technical:** Electronic Health Record Documentation (Epic), Nursing Informatics/Nursing Workflows, Quality Improvement, Microsoft 365 Suite, CPT Coding & Billing, Telehealth (Doxy.me).

**Compliance:** HIPAA, Mandated Reporting (Child Abuse), Workplace Violence Prevention, IT Security.

**Research/Academia:** Qualitative Research, Reflexivity, IRB, Focus Groups, Data Analysis, Peer-Reviewed Publications, Clinical Instruction, Nursing Education.

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**PMHNP POST-GRADUATE CLINICAL EXPERIENCE**
**Adult, Child & Adolescent Psychiatry** **540 hours**

UCSF Family and Community Psychiatry

**High Risk OB Psych/Team Lily** at Zuckerberg San Francisco General Hospital (ZSFG)

Preceptors: Melanie Thomas, MD, Jennifer Annunziata, MD, and Kate Dube, LCSW

- Under the guidance and supervision of two board-certified psychiatrists and a licensed therapist, I provided evidence-based psychiatric/mental health care for patients across the lifespan through psychopharmacologic and/or psychotherapeutic interventions at the bedside, the outpatient setting and via telehealth/telepsychiatry.
- Performed initial psychiatric assessments and follow-up care including diagnosis, medication management, add-on psychotherapy and billing/coding in Epic EHR.

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**WHNP GRADUATE CLINICAL EXPERIENCE**
**Gynecologic Oncology** **220 hours**

Sutter Health, Preceptor: Kay Harger, MSN, AGNP-C

- Performed #70 pelvic/bi manual exams, assisted with #20 biopsies.
- Attended #20 procedures in OR to observe surgical interventions.
- Under minimal supervision, provided care of new and established patients with gynecological malignancies including ovarian, cervical, uterine and vulvar cancers through assessment/surveillance, chemotherapy, supportive medications, patient/family psychosocial support and education. Independently documented patient encounters in Epic EHR which were co-signed by MD or NP.

**Obstetrics & Gynecology**

 UCSF/Ole Health; Preceptors: Karen Merzenich, MS, CNM & Laura Weil, CNM **300 hours**

- Performed #50 pap smears, inserted #10 IUDs and #10 Nexplanon LARCs.
- Under the guidance and supervision of nurse-midwives, performed well woman exams, provided routine prenatal care including ultrasound, fundal height measurement, fetal heart tones, medication management, fertility counseling, pelvic/bi manual exams, STI testing/treatment, BV, candidiasis, birth control pills/injections, tubal ligation counseling, DVT in pregnancy, pregnancy loss/SAB, postpartum visits, perinatal depression screenings, breastfeeding/lactation support.

**Primary Care**

UCSF Mt Zion/Foster City Urgent Care Clinic

Preceptors: Amanda Howard, MD and Molly Kenward, MS, FNP-BC

**200 hours**

- Under the supervision of a primary care physician and nurse practitioner, I performed physical exams, focused on preventative care and/or management of acute or chronic illnesses including HTN, DM, obesity, hyperlipidemia, asthma, anemia, bronchitis, sinusitis, bacterial/viral URI, otitis media, chronic fatigue, musculoskeletal conditions, influenza, pneumonia, syncope, vertigo, depression, anxiety, substance use disorder, peripheral neuropathy and stress incontinence.

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**PEER REVIEWED PUBLICATIONS**

- Chambers, B. D., Arega, H. A., **Arabia, S. E.**, Taylor, B., Barron, R. G., Gates, B., Scruggs-Leach, L., Scott, K. A., & McLemore, M. R. (2021). Black Women's Perspectives on Structural Racism across the Reproductive Lifespan: A Conceptual Framework for Measurement Development. *Maternal and Child Health Journal*, 25(3), 402–413. <https://doi.org/10.1007/s10995-020-03074-3>
- Chambers, B. D., **Arabia, S. E.**, Arega, H. A., Altman, M. R., Berkowitz, R., Feuer, S. K., Franck, L. S., Gomez, A. M., Kober, K., Pacheco-Werner, T., Paynter, R. A., Prather, A. A., Spellen, S. A., Stanley, D., Jelliffe-Pawlowski, L. L., & McLemore, M. R. (2020). Exposures to structural racism and racial discrimination among pregnant and early post-partum Black women living in Oakland, California. *Stress and Health*, 36(2), 213–219. <https://doi.org/10.1002/smi.2922>
- Chambers, B. D., Arega, H., Spellen, S., **Arabia, S. E.**, Stanley, D., Gomez, A. M., Franck, L., Berkowitz, R., Feuer, S., Jelliffe-Pawlowski, L., & McLemore, M. R. (2018). 961: Pregnant Black women's experiences of racial discrimination. *American Journal of Obstetrics and Gynecology*, 218(1), S569–S569. <https://doi.org/10.1016/j.ajog.2017.11.448>

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**NURSING & HEALTHCARE EXPERIENCE**
**Adjunct Professor, Psychiatric Nursing**

01/2026 -Present

University of San Francisco, San Francisco, CA

- Supervises graduate student (MSN) nursing groups assigned to three locked inpatient psychiatric units at Zuckerberg San Francisco General Hospital (ZSFG) as part of their clinical requirements for licensure including the Psychiatric Emergency Services (PES), 7B and 7C units.
- Promotes individual and group psychiatric/mental health learning opportunities that align with didactic/theoretical concepts while developing learner confidence and safety across varying levels of patient acuity in the inpatient psychiatric setting.
- Regularly engages with advanced practice psychiatric nurses, psychiatric nurse managers, charge nurses and psychiatric nurses to promote high quality psychiatric patient care through collaboration, professionalism and nursing education.
- Evaluates student nursing performance in the inpatient psychiatric clinical setting, providing timely feedback throughout the clinical rotation experiences to promote optimal student learning, confidence and success; Assigns mid-term and end-of-course grades.

**Nurse Consultant**

9/2022 -Present

San Mateo County Health, CA

- Performs physical and mental health assessments of patients and prioritizes timely clinical documentation in the patient's electronic health record including Epic and myAvatar.
- Screens for developmental progress and milestones through evidence-based tools like the Ages & Stages Questionnaire (ASQ), actioning any psychomotor, cognitive or speech delays/concerns.
- Routinely provides clinical consultation and guidance to nurses and non-nursing community health staff, including triage and clinical guidance/training on Epic (EHR).

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**Perinatal Services Coordinator (PSC)**  
San Mateo County Health, CA

*9/2022-Present*

- Builds and maintains responsive and effective relationships with the California Department of Public Health (CDPH)'s Maternal, Child and Adolescent Health executive leadership team, regional and local health department division executive leadership, managed care plans, hospitals, clinics and other stakeholders to promote the health of pregnant and postpartum patients.
- Independently develops and delivers perinatal webinars and trainings aimed at promoting the professional development and continuing education of nurses and OBGYN providers.
- Promotes active engagement and sharing of new insights and perinatal/maternal health guidelines.
- Drives internal initiatives through development and active contribution to improvement charters; Regularly represents the Family Health Services (FHS) division at County initiatives focused on maternal and infant health priorities including Substance Use Disorder (SUD) in pregnancy, Perinatal Mental Health and Gestational Diabetes, to improve health outcomes through galvanized action plans and collaboration.
- Synthesizes collective and alternate priorities and concerns to move initiatives and ideas forward.

**Senior Nurse (Work-Out-Of-Class)**  
San Mateo County Health, CA

*2/2024-9/2024*

- Supervised and a team of nurses and health workers in a time limited managerial position.
- Identified clinical inefficiencies and created nursing workflows to improve nursing practice.
- Provided individual weekly reflective supervision to staff, supporting & promoting their growth.
- Prioritized patient referrals through timely assignments to nursing and community health workers, ensuring prompt patient care coordination and appropriate clinical intervention(s).

**Forensic Nurse/Sexual Assault Nurse Examiner**  
San Mateo Medical Center, CA

*9/2022-4/2025*

- Delivered trauma-informed acute nursing care to adult and adolescent patients presenting to the emergency department following sexual assault, rape and/or strangulation.
- Independently conducted forensic exams, often during moments of significant psychological distress for patients and/or their families.
- Prepared and administered prophylactic medications and provided patient education.
- Produced highly detailed nursing documentation in Epic (EHR) for use in legal/criminal cases.

**Clinical Nurse**  
San Mateo County Health, CA

*6/2021-9/2022*

- Delivered provider and hospital leadership trainings that promoted infection control standards and patient safety in the inpatient and community settings during a global pandemic.
- Supported health system emergency response efforts and community outreach through regular dissemination of rapidly changing CDPH and San Mateo County Health Officer communication to hospitals, long-term care facilities and outpatient clinics.
- Prepared, stored and administered vaccinations to pediatric and adult patients, often at San Mateo County's mass vaccination events, as well as in the clinical and community settings.

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**Registered Nurse***3/2021–6/2021*

San Mateo County Health, CA

- Conducted nursing assessments of patients hospitalized at San Mateo Medical Center with SARS-CoV-2 ahead of their proposed hospital discharge and developed appropriate discharge/service plans to prevent/reduce community transmission and promote public health.
- Provided nursing case management to vulnerable patients with complex health needs including homelessness, co-morbidities and mental health needs including schizophrenia and substance use.
- Coordinated referrals, both internal and external, as part of patient's service plan.

**Clinical Lead RN***1/2021-3/2021*

San Francisco Department of Public Health, CA

- Provided nursing care to patients hospitalized with COVID-19.
- Developed and promoted best practices across public health, public health nursing, epidemiology, infection control and prevention during the City's emergency preparedness response efforts.
- Provided guidance to key healthcare leaders, promoting actionable and cost-effective solutions.
- Supported health system emergency response efforts and community outreach through regular dissemination of rapidly changing CDC and CDPH communication to hospitals, long-term care facilities and outpatient clinics in the City and County of San Francisco.
- Prioritized the safety of vulnerable populations through education and advocacy.

**Private Duty RN-Behavioral Health***10/2020-10/2022*

CDSS, Sacramento, CA

- Performed behavioral health and cognitive assessments, including assessing suicidal ideation and homicidal ideation, and initiation of individualized care plans.
- Observed and documented behavior of mentally ill geriatric patients in electronic medical record (Epic) to safeguard against injury and hazards.
- Administered psychiatric medications as prescribed, including monitoring patient reactions to treatment(s), to promote and improve their overall mental health and psychiatric well-being.
- Regularly communicated behavioral/psychiatric patient changes to interdisciplinary team.

**Program Director***2/2016- 6/2018*

UCSF, San Francisco, CA

- Supervised a team of Registered Nurses and non-clinical program/research staff.
- Managed research budget by exploring financial solutions that promoted cost savings; Adjusted and prioritized spending as needed.
- Translated study materials from English to Spanish to maximize study recruitment and participation.
- Recruited study participants, managed consent process, scheduled and conducted qualitative interviews and focus groups.
- Performed data analysis of study findings and contributed to dissemination of research through peer-reviewed publications as second author.

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**HONORS AND AWARDS**

- 2025 **Women In County Government Award Finalist**, Board of Supervisors, County of San Mateo  
 2024 Judy and Conrad Schmitt **Nursing Endowment**, The Valley Foundation at San José State Univ  
 2024 Full-funding **Doctoral Nursing Grant**, The Valley Foundation at San José State University  
 2023 Full-funding **Doctoral Nursing Grant**, The Valley Foundation at San José State University  
 2023 **Sigma Theta Tau International Honor Society**, Beta Epsilon Chapter at Duke University  
 2022 United Health Foundation Diverse **Clinician Advancement Scholarship**  
 2022 State of California **Advanced Practice Healthcare Scholarship**  
 2021 State of California **Advanced Practice Healthcare Scholarship**  
 2020 State of California **Advanced Practice Healthcare Scholarship**  
 2020 Emmy Lou Tompkins **Nursing Scholarship**, Duke University  
 2019 **Sigma Theta Tau International Honor Society**, Alpha Eta Chapter at UCSF School of Nursing  
 2018 United Health Foundation **Diverse Scholar Initiative Award**, National Assoc of Hispanic Nurses  
 2018 Betty Gabriel **Endowed Scholarship**, UCSF School of Nursing  
 2018 Ronald and Ann Williams **Nursing Scholarship**, UCSF School of Nursing  
 2013 **MPH Full Tuition Scholarship**, University of Edinburgh, Scotland  
 2012 **MPH Full Tuition Scholarship**, University of Edinburgh, Scotland

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**PROFESSIONAL DEVELOPMENT & COMMUNITY ENGAGEMENT**
Memberships

- 2024-Present American Psychiatric Nurses Association  
 2024-Present American Association of Nurse Practitioners  
 2024-Present American Society of Addiction Medicine  
 2024-Present Postpartum Support International  
 2022-Present National Association of Nurse Practitioners in Women's Health  
 2018-Present Sigma Theta Tau: International Honor Society of Nurses

Service

- 2025 Society of Psychiatric Mental health Nurse Practitioners of Color: Board Member  
 2025 California Breastfeeding Coalition: Board Member  
 2019-Present Homeless Prenatal Program (HPP), San Francisco: Ongoing Supporter

BOARD of SUPERVISORS



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Application for Boards, Commissions, Committees, & Task Forces

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

Seat # (Required - see Vacancy Notice for qualifications): 1-Supervisor 2, 3, 4 Consumer, 5, 6, 7, 8-12 *Representing the public interest*

Full Name: Stephanie Yolanda Gonzales

[Redacted] Zip Code: 94134

[Redacted] Occupation: Mental Health Worker III

Work Phone: 628-159-8484 Employer: City + County of San Francisco

Business Address: ~~3905~~ 3905 Mission St Zip Code: 94110

Business Email: Stephanie.gonzales@sfgov.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.

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18 Years of Age or Older: Yes  No

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

I am a born and raised San Francisco native and formally homeless in the past. I have been in the field of helping and supporting our mentally challenged community for over 20 years. Being a trust-worthy empathic role model for our homeless, incarcerated-formally incarcerated community, along with our transgender, disabled community. Providing services and resources for healthy + safe living in San Francisco. The SF community trust me, and has a special open relationship to where I can get them the help they deserve and need. Listening and not judging + treating our mental health clients like human beings not just numbers. I am well known all over San Francisco.

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

**Business and/or Professional Experience:**

I ran Glides Women Center for 5 years, changing the restroom and group protocols for our transgender clients suffering from mental health issues. Providing counseling and services to all genders and our Senior Adults. I also worked in Jail Psych at San Bruno & 850 Bryant providing services to our mentally challenged PDS. I also worked at SF Sheriff Dept/SRP program providing mental health services to our survivors of Domestic Violence. I also worked at St. Vincent De-paul providing and supporting homeless clients with mental help & resources. During COVID I worked at COVID Command Center in charge of the DPH HOTLINE providing mental health resources for individuals and families. I know work at Southeast Mission Clinic with our Older Adults providing & helping clients 50 and older with mental health issues.

**Civic Activities:**

Supervisor of different CBO's at The Linkage Center downtown SF  
Supervisor of Vaccine Site Ella Hill Hutch in the Fillmore  
Voted by District Attorney Office of SF for Victims Crime Week  
Rallied for Transgender & Mental Health Services at City Hall  
Speaker at City & State Building for Domestic Violence Month  
Voted for Women's Month on KTVU Channel 2 News  
Marched in PRIDE Parade on Market St.  
Table for Sunday Streets with some clients  
Writing Letters to officials for mental health rights  
Support Community Clean-up in the Tenderloin  
Volunteer at Glide Foundation Kitchen

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

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

Date: 11/20/25 Applicant's Signature (required): Stephanie Gonzalez  
(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: \_\_\_\_\_



# STEPHANIE GONZALES

## MENTAL/HEALTH DOMESTIC VIOLENCE COUNSELOR/ADVOCATE

DEAR SAN FRANCISCO, INTRODUCING MS STEPHANIE AKA AS THE DV LADY

Serving the homeless/mental health community for over 20 years from Glide Women Center, Sheriff Dept/SRP, SVDP Homeless Shelters/Covid Command Center, Ella Hill Hutch Vax Clinic, Linkage Center, Jail Psych, Behavioral Health Clinic

### CONTACT



[stephanie.gonzales@sfdph.org](mailto:stephanie.gonzales@sfdph.org)

San Francisco, CA



Stephanie Gonzales  
Mental Health/DV  
Department of Public Health  
All over San Francisco CA  
Helping/Serving  
Women, Men, Children

- Women Month Selected KTVU Channel 2 News 2025
- Selected Speaker at City Hall for DV Month 2025
- Earned 3 Degrees in Community Health, Health Education Libera Arts and Social Behavioral Science 2018-2025
- Voted by SF District Attorney Office Victim Crime Week 2017

Where I come from people like me don't make it this far. Giving back to my community is probably one of the best feelings I ever had. I get to work and help people that most frown or look down upon. This journey was not easy; I have been through a lot of storms since I was a child. I come from a toxic trauma, hurting community. Born across from Geneva Towers, ran with 2VC Crew, and moved to Potrero Hill. I am a EX everything and I am not ashamed because that life made me the strong women I am today. I speak up for those that can't.

I am truly grateful for the Ulu family that took me in when I was a child. I got to feel what a real family felt and looked like. I would not have made it this far in life, I honestly would be dead or in prison.

Sincerely, Stephanie Mahalo

BOARD of SUPERVISORS



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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: Behavioral Health Commission

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

Full Name: Tara Gamboa-Eastman

[Redacted] Zip Code: 94103

Home Phone: Occupation: Director of Government Affairs

Work Phone: Employer: Steinberg Institute

Business Address: 1121 L Street, #300 Zip Code: 95816

Business Email: tara@steinberginstitute.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 [X] No [ ] If No, place of residence:
18 Years of Age or Older: Yes [X] No [ ]

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

San Francisco is the community that shaped my values, my career, and my commitment to behavioral health. I was born and raised in the Mission District and today live just a 20-minute walk down Valencia Street from where I grew up. My mother served as a psychiatric social worker for the City and County in day treatment and Assertive Community Treatment programs, and through her work I saw firsthand the importance of community-based care for individuals living with serious mental illness. My own lived experience with mental illness further shaped my commitment to ensuring systems are accessible, compassionate, and responsive to the needs of individuals and families. Professionally, I serve as Director of Government Affairs at the Steinberg Institute, a statewide nonprofit public policy institute focused on breaking the cycle of homelessness, incarceration, and hospitalization for people with serious mental illness and substance use disorders. In this role, I work on implementation of major statewide behavioral health reforms, including the transition to the Behavioral Health Services Act, CalAIM, 988, and BH-CONNECT. This work plus my personal experience provides a unique vantage point into the policies San Francisco is actively implementing.

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

**Business and/or Professional Experience:**

I am the Director of Government Affairs at the Steinberg Institute, where I lead statewide behavioral health policy and implementation efforts. My work focuses on major system reforms that counties, including San Francisco, are actively implementing, including the Behavioral Health Services Act, CalAIM, 988, and BH-CONNECT. I have led development of major behavioral health legislation, including AB 988, and secured more than \$243 million in behavioral health investments, including sustainable funding for California's crisis response system. Previously, I served as a Legislative Aide to Assemblymember Phil Ting, where I managed a portfolio focused on housing, homelessness, and human services and worked closely with San Francisco agencies and stakeholders. I also worked for the San Francisco Treasurer's Financial Justice Project and the San Francisco Department on the Status of Women. I hold a Master in Public Policy from Harvard University and a Bachelor's degree in Political Science from UC Berkeley.



**Civic Activities:**

(Empty box for 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: 3/28/2026

Applicant's Signature (required):

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

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

**FOR OFFICE USE ONLY:**

Appointed to Seat #: \_\_\_\_\_ Term Expires: \_\_\_\_\_ Date Vacated: \_\_\_\_\_

**Tara Gamboa-Eastman**  
San Francisco, California, United States

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**PROFILE**

Behavioral health policy and systems leader with experience working at the intersection of state agencies, counties, and community partners to design and implement complex initiatives. Known for a relationship-driven and results-oriented approach, with a strong ability to translate policy into practical, on-the-ground strategy and align diverse stakeholders around shared goals. Secured over \$243 million in behavioral health investments and helped establish a dedicated funding stream generating approximately \$150 million annually to support California's crisis response system.

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**EDUCATION**

**Harvard University**, Master in Public Policy  
**University of California, Berkeley**, Bachelor of Arts in Political Science

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**EMPLOYMENT HISTORY**

Aug 2023 – Present

**Director of Government Affairs, Steinberg Institute**

Apr 2022 – Aug 2023

**Senior Advocate**

Dec 2020 – Apr 2022

**Legislative Advocate**

Advise the CEO on government affairs and behavioral health policy strategy, translating executive priorities into actionable legislative, budget, and coalition plans. Develop and execute legislative, budget, and regulatory strategies to advance statewide behavioral health reforms, translating policy priorities into actionable implementation guidance across agencies and partners.

- Prepare and deliver executive-level briefings, memos, and presentation materials in, often in partnership with the Institute's research team, for Board members, legislators, the Governor's office, and Administration officials, synthesizing complex policy and program information into clear decision-ready recommendations.
- Own end-to-end financing and budget advocacy for statewide initiatives, securing \$243.8 million in state funding for workforce programs and crisis response.
- Lead the development and execution of major behavioral health legislation, including drafting and advancing California's 988 crisis response system policy through legislative (AB 988, Bauer-Kahan, 2022) and regulatory processes to support statewide implementation.
- Lead high-visibility, cross-functional coalition strategy through influence, convening 25+ organizations to develop a behavioral health workforce proposal that resulted in \$500+ million in state investments.
- Drive cross-functional alignment without direct authority by convening and mobilizing advocates, government partners, and stakeholders to resolve competing priorities and move shared reform objectives forward.
- Provide strategic policy guidance on program development and budget proposals, advising clients (including counties and community-based organizations) on grant opportunities and policy options to support behavioral health system improvements and equity-focused outcomes.
- Represent the organization in legislative hearings and media engagements, communicating policy positions with political acumen and discretion while navigating evolving regulatory and political landscapes.
- Supervise five staff and consultants working on our government affairs and policy work.

Jan 2019 – Dec 2020

**Legislative Aide, Office of Assemblymember Phil Ting, California State Assembly**

Oversaw a legislative portfolio spanning housing, homelessness, and human services, supporting the Assemblymember's decision-making in a complex public-sector environment.

- Owned bill review for a high-volume legislative docket, analyzing hundreds of bills annually and translating policy and political implications into clear vote recommendations for the Assemblymember.
- Drafted legislation and executive-ready materials, including fact sheets, briefing memos, and hearing packets, synthesizing complex issues into concise guidance for hearings, negotiations, and public communications.

- Represented the office in stakeholder meetings and negotiations, coordinating input across community organizations, advocates, and government partners to surface tradeoffs and drive timely decisions.
- Supported district and intergovernmental engagement by working with local Board of Supervisors offices, mayoral staff, and other agencies on constituent and policy priorities tied to housing and human services.

May 2019 – Dec 2019

**Consultant, Financial Justice Project, San Francisco City & County  
Office of the Treasurer & Tax Collector**

Conducted research and drafted a policy report on government-owed child support debt and its impact on low-income families; findings informed state legislative changes and budget advocacy.

- Led an equity-focused policy research project assessing how government-owed child support debt affects low-income families, synthesizing qualitative and quantitative inputs into clear problem statements and policy options.
- Authored an executive-ready policy report translating complex findings into actionable recommendations for public-sector decision-makers, supporting legislative strategy and priority-setting.
- Developed data-informed materials to support budget advocacy efforts, aligning research insights to funding and implementation considerations for government programs serving impacted communities.

Aug 2013 – Aug 2014

**Public Policy Fellow, San Francisco City & County  
Department on the Status of Women**

Public Policy Fellow supporting a city and county department focused on advancing gender equity through policy, public-private partnerships, and community engagement Led key initiatives to expand employer participation in workplace equity programs, advance local implementation of international human rights standards, and strengthen stakeholder coordination across public, private, and community based partners.

- Managed the Gender Equality Principles Initiative, a public-private workplace equity program based on advancing 7 gender equality principles; increased corporate participation in the Gender Equality Challenge by 30%.
- Developed and led a national campaign, “Cities for CEDAW,” to pass local women’s human rights measures in 100 cities.
- Tasked with internal and external departmental communications including writing press releases, writing a newsletter for a 4000+ audience, and managing social media; doubled Department Twitter following in 6 months.
- Facilitated collaboration between key non-profit, private, community-based and city stakeholders on multiple projects.

BOARD of SUPERVISORS



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Application for Boards, Commissions, Committees, & Task Forces

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

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

Full Name: Theresa Muehlbauer

[Redacted] San Francisco CA Zip Code: [Redacted]

Occupation: Civil Servant

Work Phone: 628 271 2012 Employer: City and County of San Francisco

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

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

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

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

**Business and/or Professional Experience:**

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

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

**Civic Activities:**

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

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

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

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

Date: 5/11/2025 Applicant's Signature (required): \_\_\_\_\_

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

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

**FOR OFFICE USE ONLY:**

Appointed to Seat #: \_\_\_\_\_ Term Expires: \_\_\_\_\_ Date Vacated: \_\_\_\_\_





## BEHAVIORAL HEALTH COMMISSION

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

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

### Membership and Seat Qualifications

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

Seat #	Appointing Authority	Seat Holder	Term Ending	Qualification
7	BOS	VACANT Term Expired - Holdover Member Stephen Banuelos	1/1/27	Term: 3-years
8	BOS	VACANT Term Expired - Holdover Member Genesis Vasconez	1/1/28	<p>Must be a person with experience and knowledge of the mental health system representing the public interest, which may include, but not be limited to, people who engage with individuals living with mental illness in the course of daily operations, such as representatives of county offices of education, businesses, hospitals, hospital districts, physicians practicing in an ER, city police chiefs, county sheriffs, and community and nonprofit service providers.</p> <p>Term: 3-years</p>
9	BOS	VACANT Term Expired Holdover Member Lisa Wynn ** and *** (first term)	1/1/29	
10	BOS	VACANT Term Expired Holdover Member Carletta Jackson-Lane * and *** (second term)	1/1/27	
11	BOS	VACANT Term Expired Holdover Member - Kescha Mason * (first term)	1/1/28	
12	BOS	VACANT Term Expired Holdover Member Alexander Humphrey (first term)	1/1/29	

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

- \* At least 2 members of the BHC shall be from the following professions: psychiatry, psychology, mental Health Social Work, nursing with a specialty in mental health,*

- marriage and family counselling, psychiatric technology, or administration of a hospital providing mental health services or of a community mental health facility.*
2. **\*\*** *At least 1 member of the BHC shall be a veteran or veteran advocate (a parent, spouse, or adult child of a veteran, or an individual who is part of a veteran organization including but not limited to the Veterans of Foreign Wars or the American Legion). May fulfill both the requirements to be a veteran or veteran advocate and the requirement to be a consumer or the parent, spouse, sibling, or adult child of a consumer.*
  3. **\*\*\*** *At least 1 member of the BHC shall be child advocate (includes a family member of a child consumer or consumer advocate for minors who use mental health services). A member may satisfy the requirements of both child advocate and the requirement under subsection c to be a consumer or parent, spouse sibling, or adult child of a consumer.*
  4. *At least 1 member of the BHC shall be an **individual who is 25 years of age or younger** throughout the term. Members who exceed the age requirement during their term will be deemed to not be qualified to fulfill this requirement (can be fulfilled by any member from seats 2-7, consumer or family member of a consumer).*
  5. *At least 1 member of the BHC shall be an employee of a **local education agency**.*
  6. *At least 1 member of the BHC shall be an **older adult advocate** (requested pursuant to BHC bylaws).*
  7. *Members of the BHC should have experience and knowledge of the Mental Health System (no minimum).*
- \*\*\*\*** *Fifty percent (50%) of the board membership shall be consumers, or the parents, spouses, siblings, or adult children of consumers, who are receiving or have received behavioral health services.*

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

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

A term limit of two consecutive terms shall apply.

**BOARD OF SUPERVISORS (BOS) APPLICATION FORMS AVAILABLE HERE**

- English - [https://sfbos.org/sites/default/files/vacancy\\_application.pdf](https://sfbos.org/sites/default/files/vacancy_application.pdf)
- 中文 - [https://sfbos.org/sites/default/files/vacancy\\_application\\_CHI.pdf](https://sfbos.org/sites/default/files/vacancy_application_CHI.pdf)
- Español - [https://sfbos.org/sites/default/files/vacancy\\_application\\_SPA.pdf](https://sfbos.org/sites/default/files/vacancy_application_SPA.pdf)
- Filipino - [https://sfbos.org/sites/default/files/vacancy\\_application\\_FIL.pdf](https://sfbos.org/sites/default/files/vacancy_application_FIL.pdf)

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

Applications and other documents may be submitted to [BOS-Appointments@sfgov.org](mailto:BOS-Appointments@sfgov.org).

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

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

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

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

administration of a hospital providing mental health services or of a community mental health facility.

No member shall serve more than two consecutive full terms.

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

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

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

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

Holdover Limit: Not Applicable

Authority: California Welfare and Institutions Code, Section 5604 et seq.; and Administrative Code, Section 15.12 et seq. (Ordinance Nos. 15-80, 452-85, 98-93, 337-99, and 240-19) (Ordinance No. 010-24)

Sunset Date: None

Contact: Amber Gray  
Department of Public Health  
650-438-3964  
[amber.gray@sfdph.org](mailto:amber.gray@sfdph.org)

Updated: April 8, 2026



Gender Analysis  
San Francisco Commissions and Boards  
FY 2020-2021





London N. Breed  
Mayor

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



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

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

Overall, policy bodies have a larger percentage of women, members of the LGBTQIA+ community, and Veterans<sup>1</sup> than the general San Francisco population. The percentage of women of color and people with disabilities appointed to policy bodies is near equal to the general population. Fiscal year 2020-2021 saw the largest increase in representation of women on policy bodies since the Department on the Status of Women started collecting data in 2009. Women of color have the highest representation of appointees to date.

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

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

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

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

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

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

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



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## Executive Summary

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

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

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

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

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

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

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

<sup>2</sup> "Sec. 3.1-103. Filing Officers." *American Legal Publishing Corporation*, [https://codelibrary.amlegal.com/codes/san\\_francisco/latest/sf\\_campaign/0-0-0-979](https://codelibrary.amlegal.com/codes/san_francisco/latest/sf_campaign/0-0-0-979).

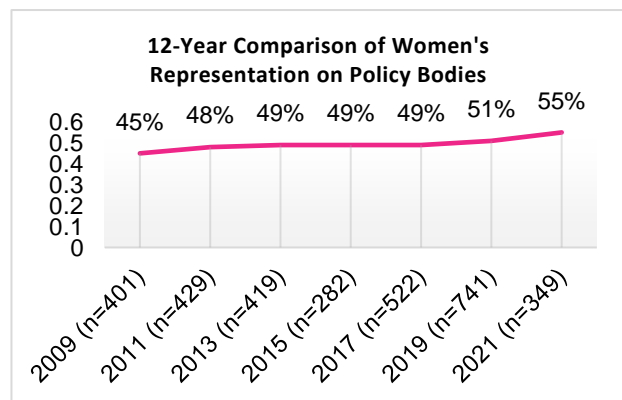
were limited compared to previous years, including the ability to conduct paper surveys and in-person meetings. Reliance on online surveying significantly reduced the level of participation, despite three to five direct contact efforts with policy bodies via phone and email. Moving forward, in addition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

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

## Key Findings

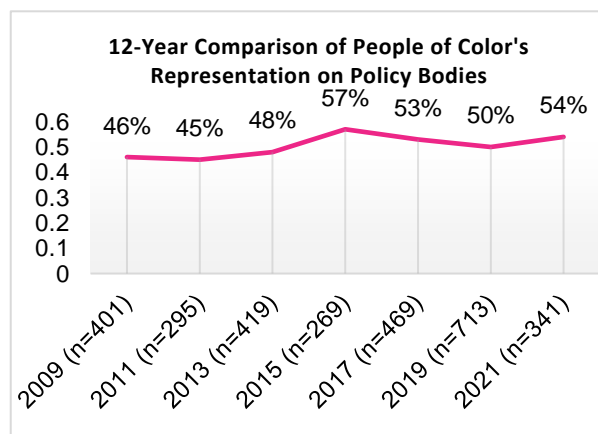
### Gender

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



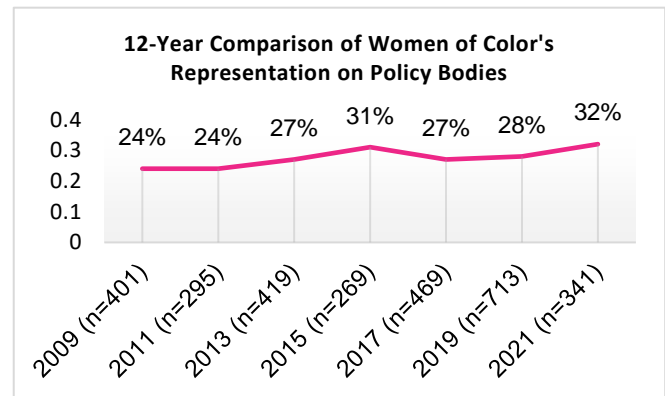
### Race and Ethnicity

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



## Race and Ethnicity by Gender

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



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

## Additional Demographics

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

### **Proxies for Influence: Budget and Authority**

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

### **Appointing Authorities**

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

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

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

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

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

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

## I. Introduction

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Inspired by the fourth U.N. World Conference on Women in Beijing, San Francisco became the first city in the world to adopt a local ordinance reflecting the principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), an international bill of rights for women. The CEDAW Ordinance was passed unanimously by the San Francisco Board of Supervisors and signed into law by Mayor Willie L. Brown, Jr. on April 13, 1998.<sup>3</sup> In 2002, the CEDAW Ordinance was revised to address the intersection of race and gender and incorporate reference to the U.N. Convention on the Elimination of all Forms of Race Discrimination. The Ordinance requires the City to take proactive steps to ensure gender equity and specifies "gender analysis" as a preventive tool to identify and address discrimination. Since 1998, the Department on the Status of Women has employed this tool to analyze the operations of 10 City Departments using a gender lens.

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

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

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

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<sup>3</sup> San Francisco Administrative Code Chapter 33.A.  
[http://library.amlegal.com/nxt/gateway.dll/California/administrative/chapter33alocalimplementationoftheunited?  
f=templates\\$fn=default.htm\\$3.0\\$vid=amlegal:sanfrancisco\\_ca\\$anc=JD\\_Chapter33A.](http://library.amlegal.com/nxt/gateway.dll/California/administrative/chapter33alocalimplementationoftheunited?f=templates$fn=default.htm$3.0$vid=amlegal:sanfrancisco_ca$anc=JD_Chapter33A)

## II. Findings

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

**Figure 1: Summary Data of Policy Body Demographics, 2021**

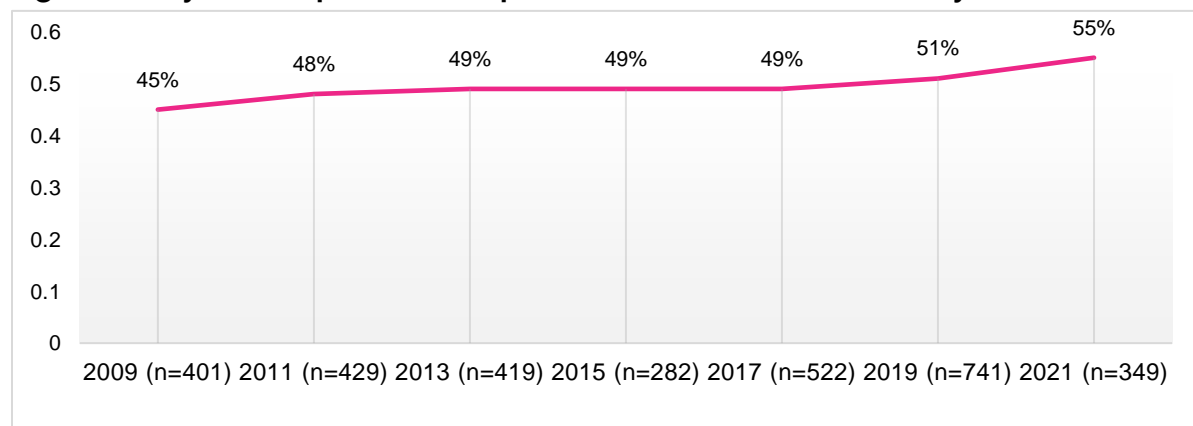
Appointee Demographics	Percentage of Appointees
Women (n=349)	55%
People of Color (n=341)	54%
Women of Color (n=341)	32%
LGBTQIA+ Identifying (n=334)	23%
People with Disabilities (n=349)	13%
Veteran Status (n=349)	22%

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

### A. Gender

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

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



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

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

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

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

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

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

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

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

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

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

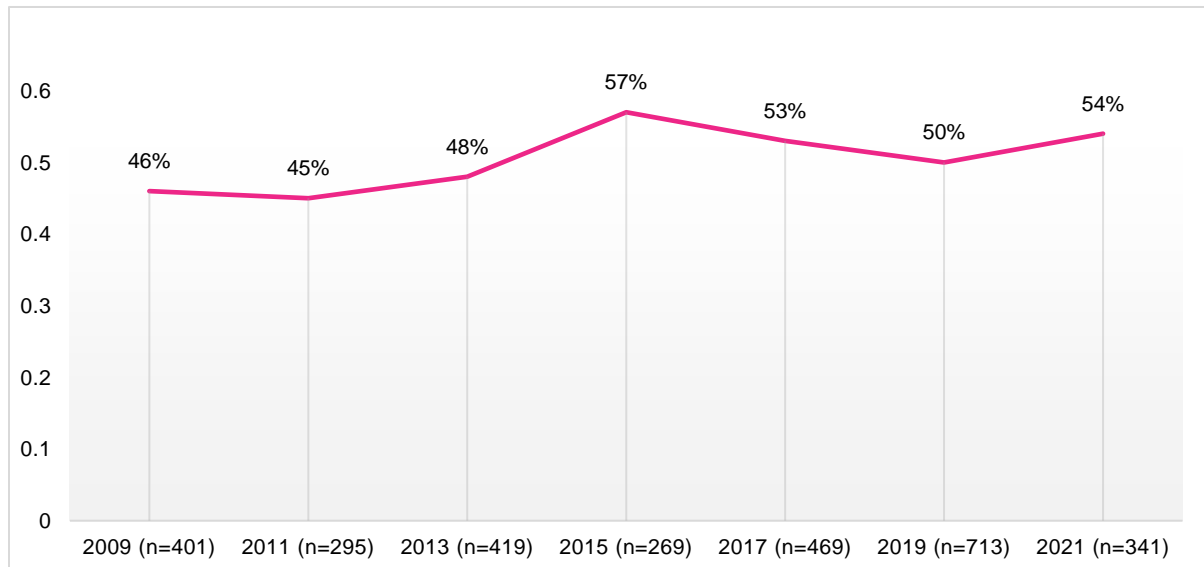
**Figure 5: Advisory Bodies with the Highest Percentage of Women, 2021**

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

## B. Race and Ethnicity

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

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



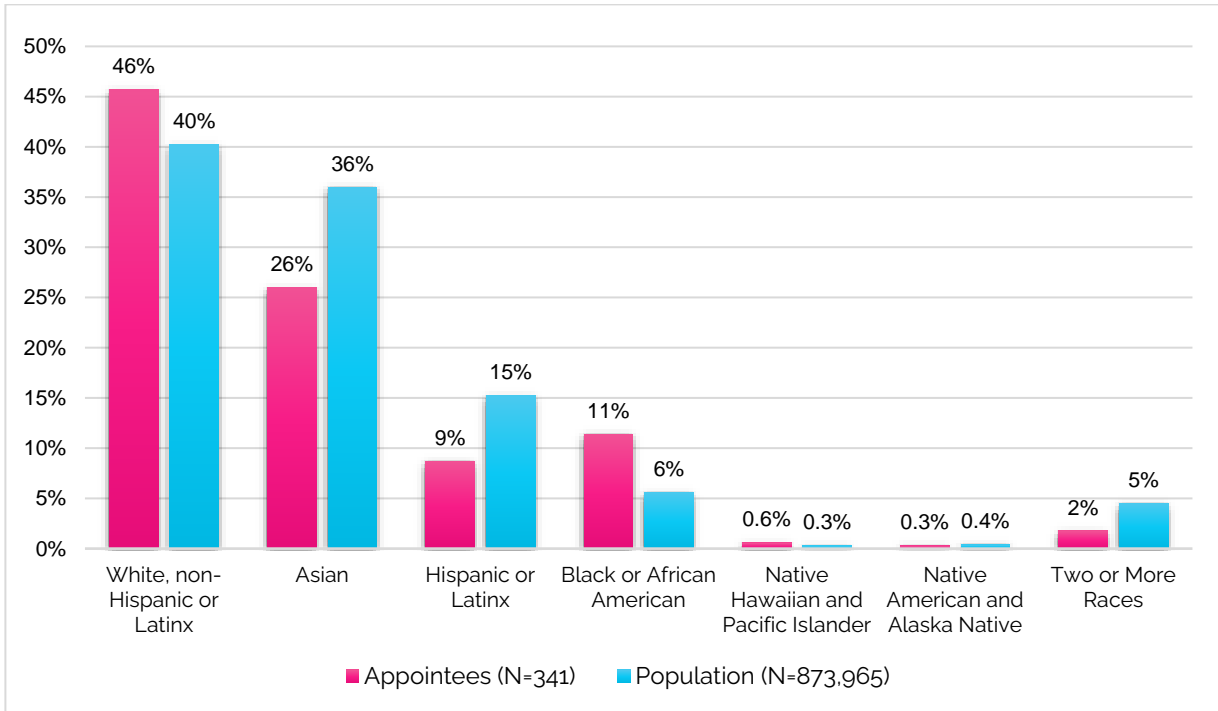
The racial and ethnic breakdown of policy body members compared to the San Francisco population is shown in Figure 7. This analysis reveals underrepresentation and overrepresentation in San Francisco policy bodies for certain racial and ethnic groups. Nearly half of all appointees are white, an overrepresentation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

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

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

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

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



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

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

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

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

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

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

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

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

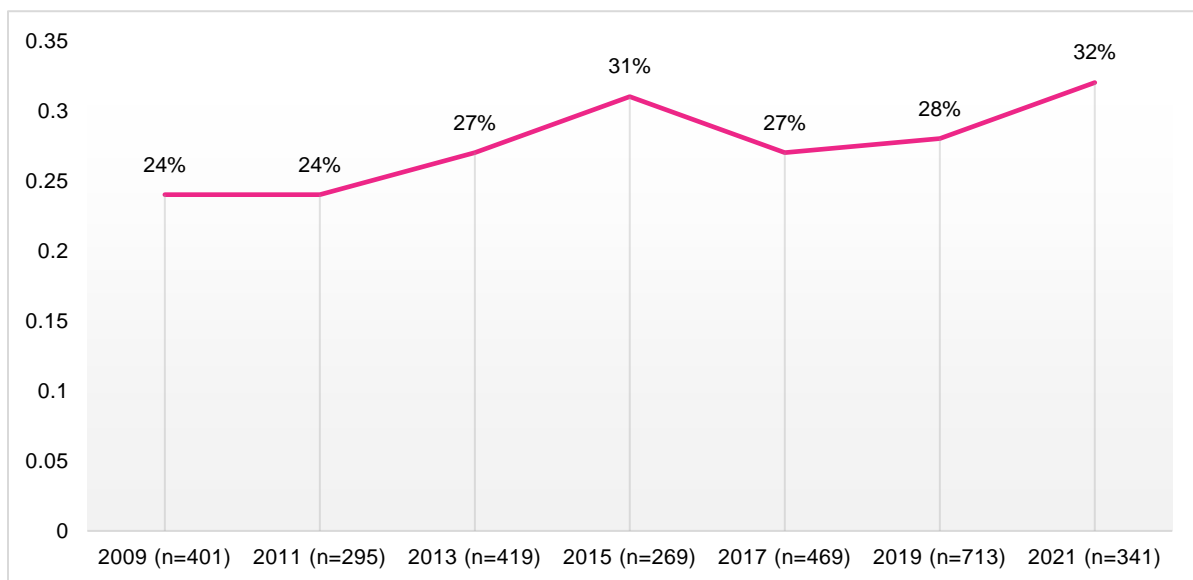
Policy Body	Percent of POC	Response Rate*	2019 Percent	2017 Percent
Ethics Commission	25%	25%	50%	67%
Retirement System Board	29%	57%	29%	29%
Recreation and Park Commission	29%	43%	43%	43%
Rent Board Commission	30%	60%	33%	50%

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

### C. Race and Ethnicity by Gender

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

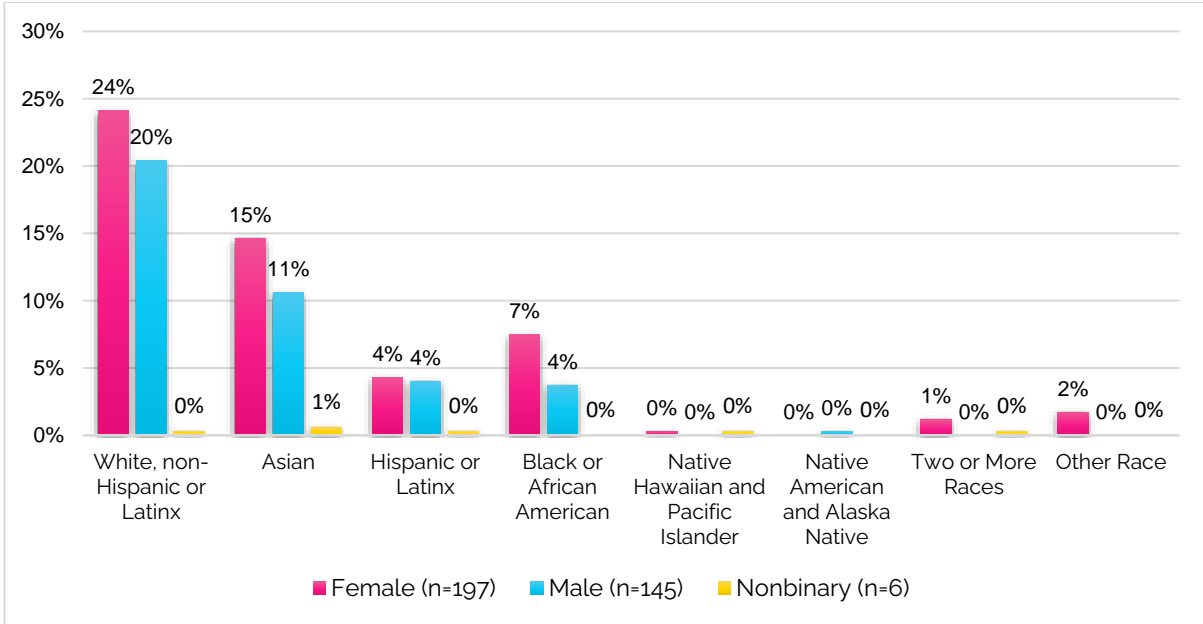
**Figure 10: 12-Year Comparison of Representation of Women of Color on Policy Bodies**



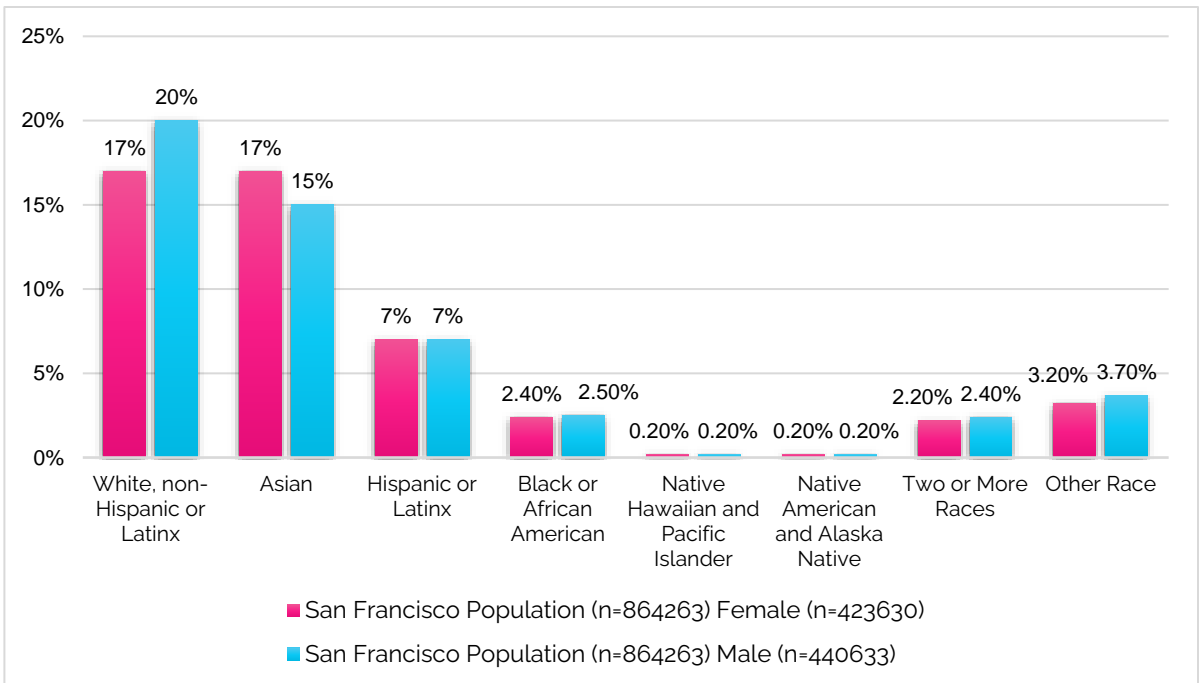
The following figures present the breakdown for appointees and the San Francisco population by race, ethnicity, and gender. Both white men and women are overrepresented, holding 24% and 20% of appointments, respectively, compared to 20% and 17% of the population. Asian men and women are slightly underrepresented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

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

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



**Figure 12: San Francisco Population by Race/Ethnicity**

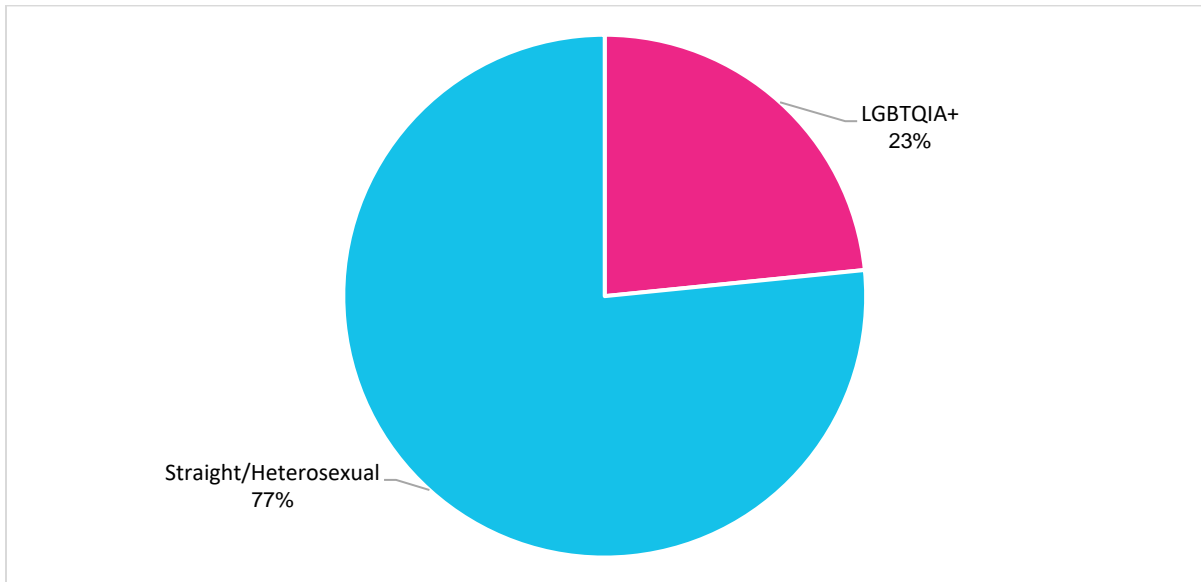


#### D. LGBTQIA+ Identity

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

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

**Figure 13: LGBTQIA+ Identity of Appointees, 2021**

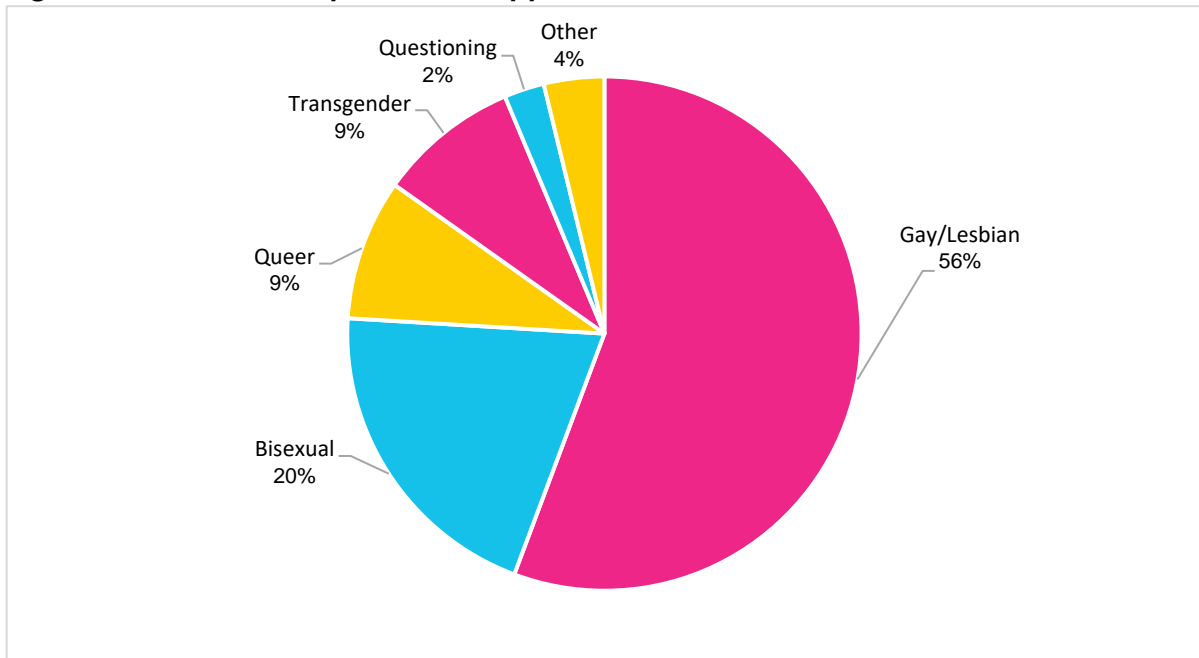


<sup>6</sup> <https://williamsinstitute.law.ucla.edu/publications/adult-lgbt-pop-us/>

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

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

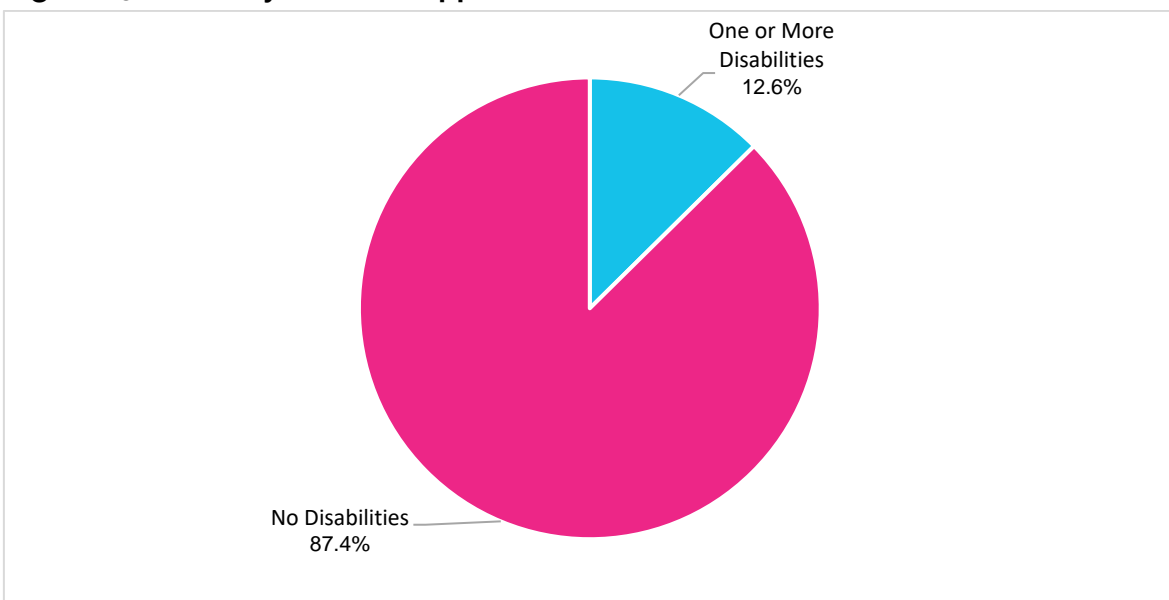
**Figure 14: LGBTQIA+ Population of Appointees, 2021**



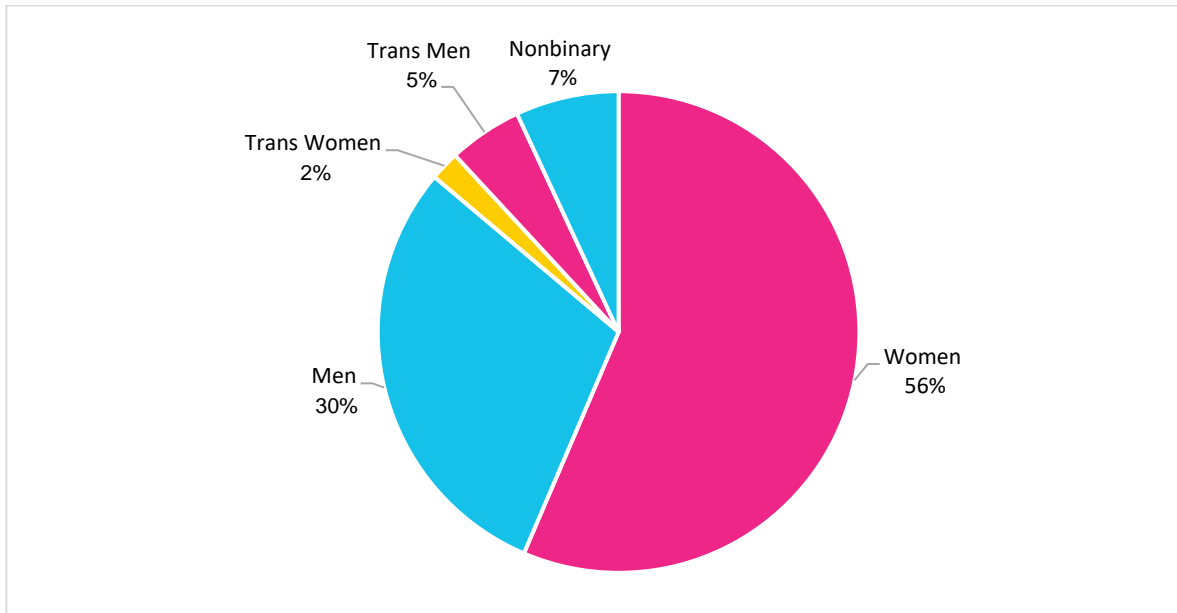
**E. Disability Status**

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

**Figure 15: Disability Status of Appointees, 2021**



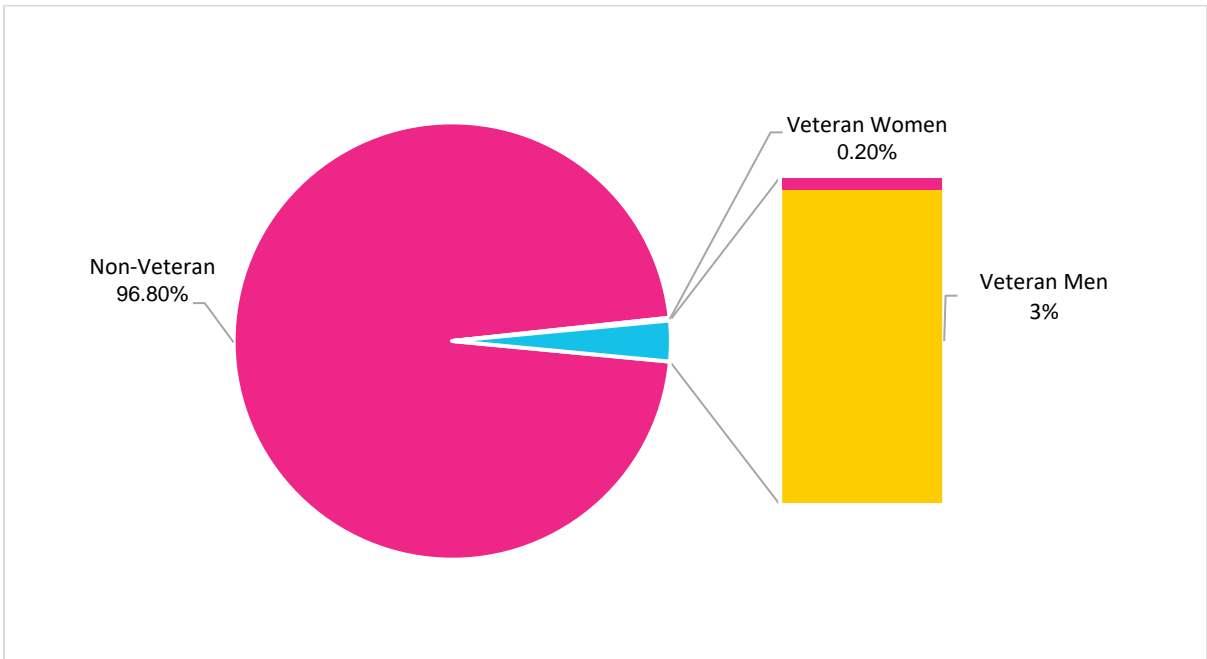
**Figure 16: Appointees with One or More Disabilities by Gender Identity, 2021**



#### **F. Veteran Status**

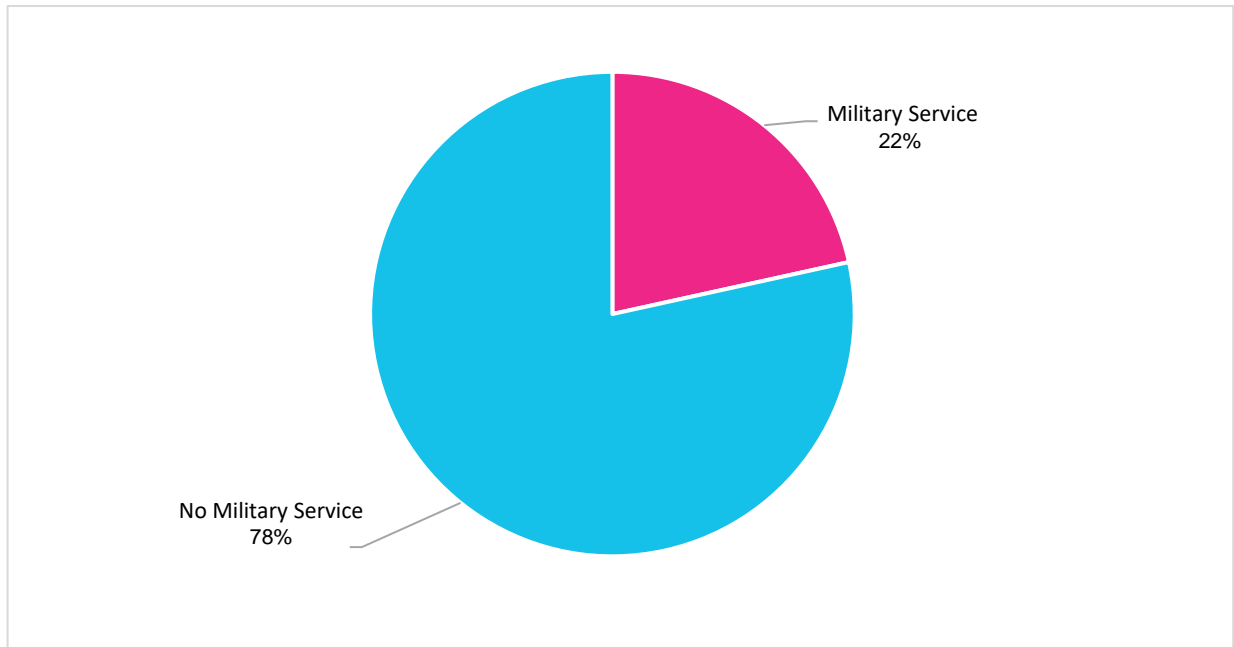
Overall, 2.7% of the adult population in San Francisco have served in the military. Data on Veteran status was obtained from 334 appointees who participated in the survey. Of the 334 appointees who responded to this question, 22% served in the military. Men comprise 47.2% and women make up 51.4% of the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

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

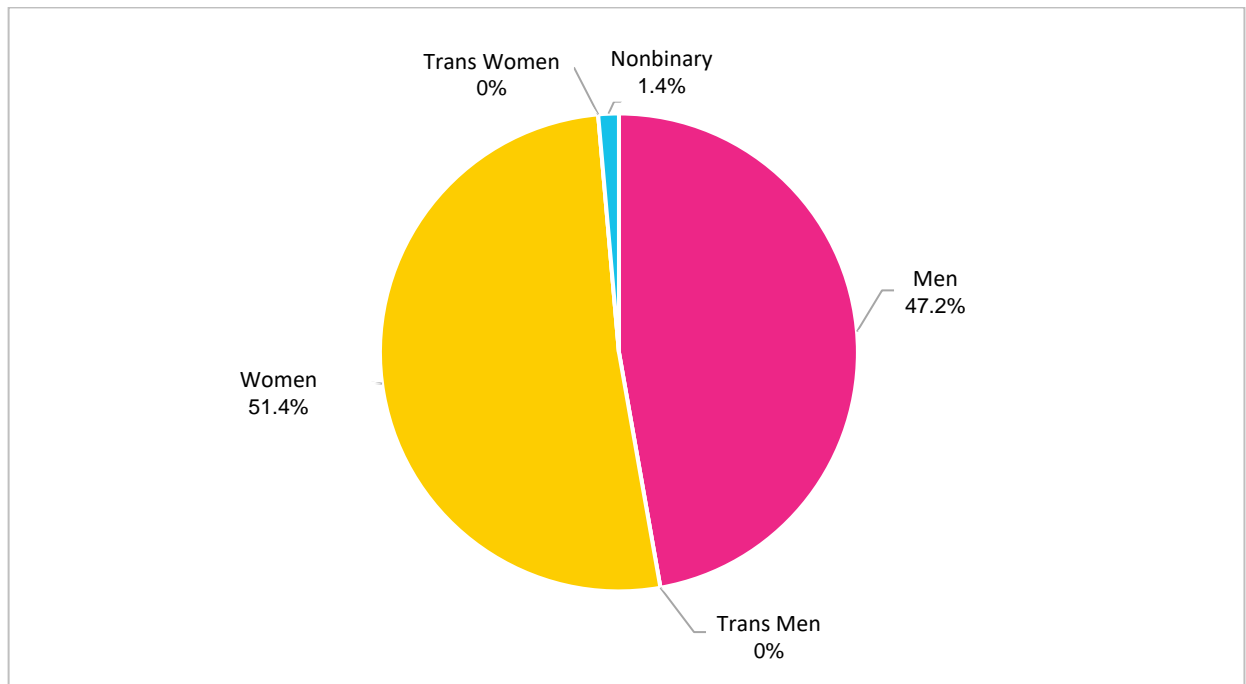


*\*This graph is from the 2019 Gender Analysis Report. Due to the COVID-19 pandemic, updated data on the gendered population of Veterans in San Francisco is unavailable. This graph fails to identify nonbinary individuals with military experience. However, this graph highlights the gender disparity amongst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

**Figure 18: Appointees with Military Service, 2021**



**Figure 19: Appointees with Military Service by Gender, 2021**



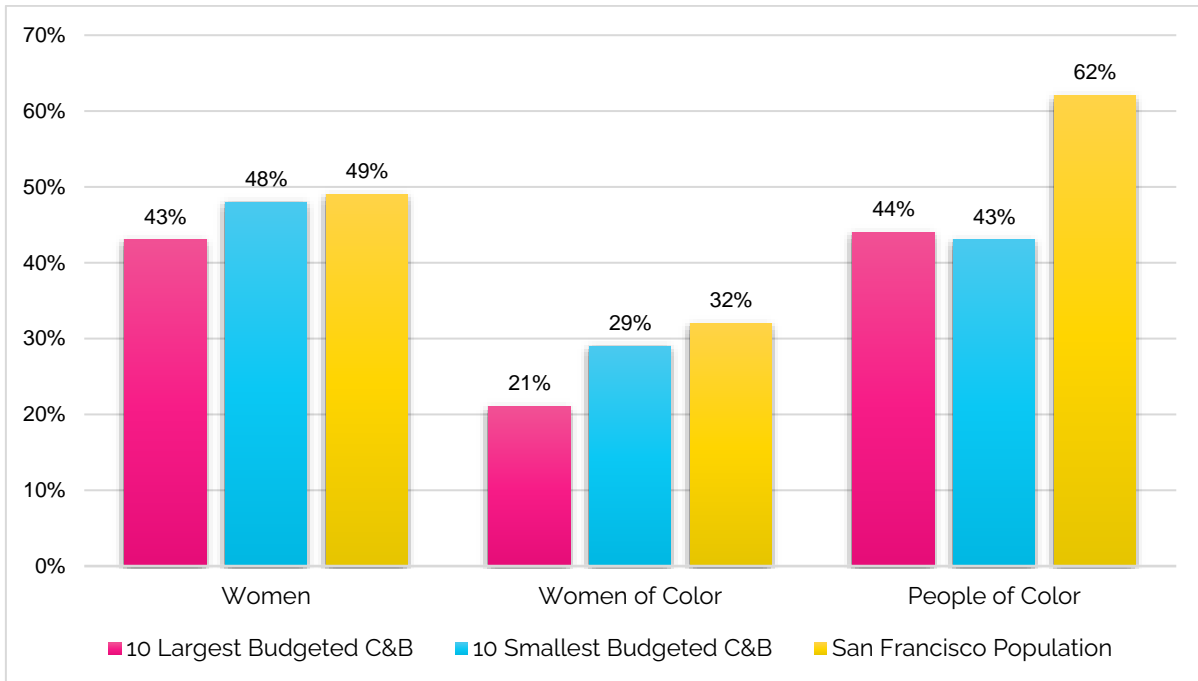
### **G. Policy Bodies by Budget**

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

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

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

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



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

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

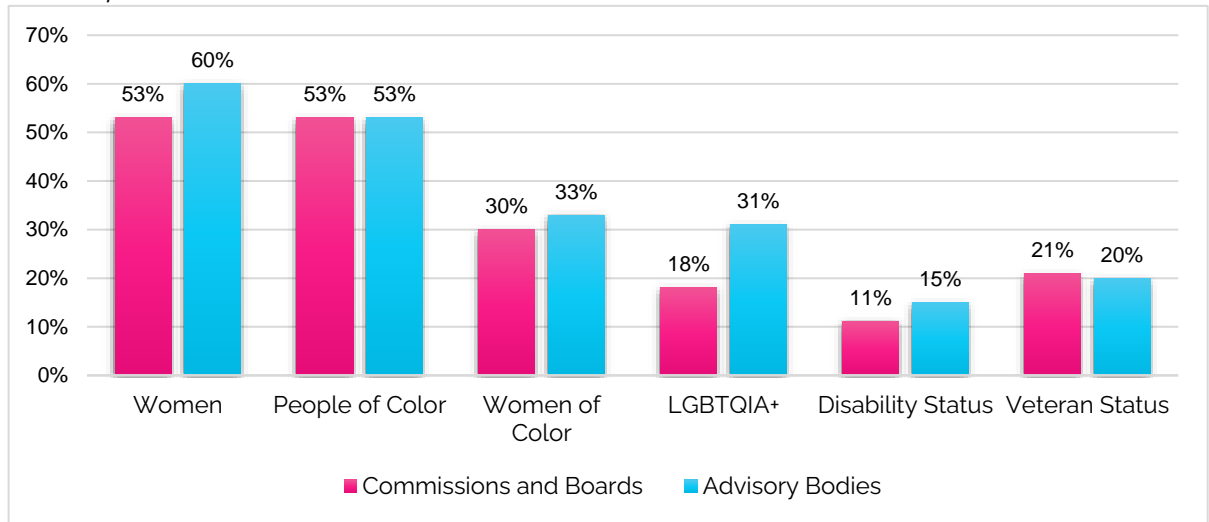
**Figure 22: Demographics of Commissions and Boards with Smallest Budgets, 2021**

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

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

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

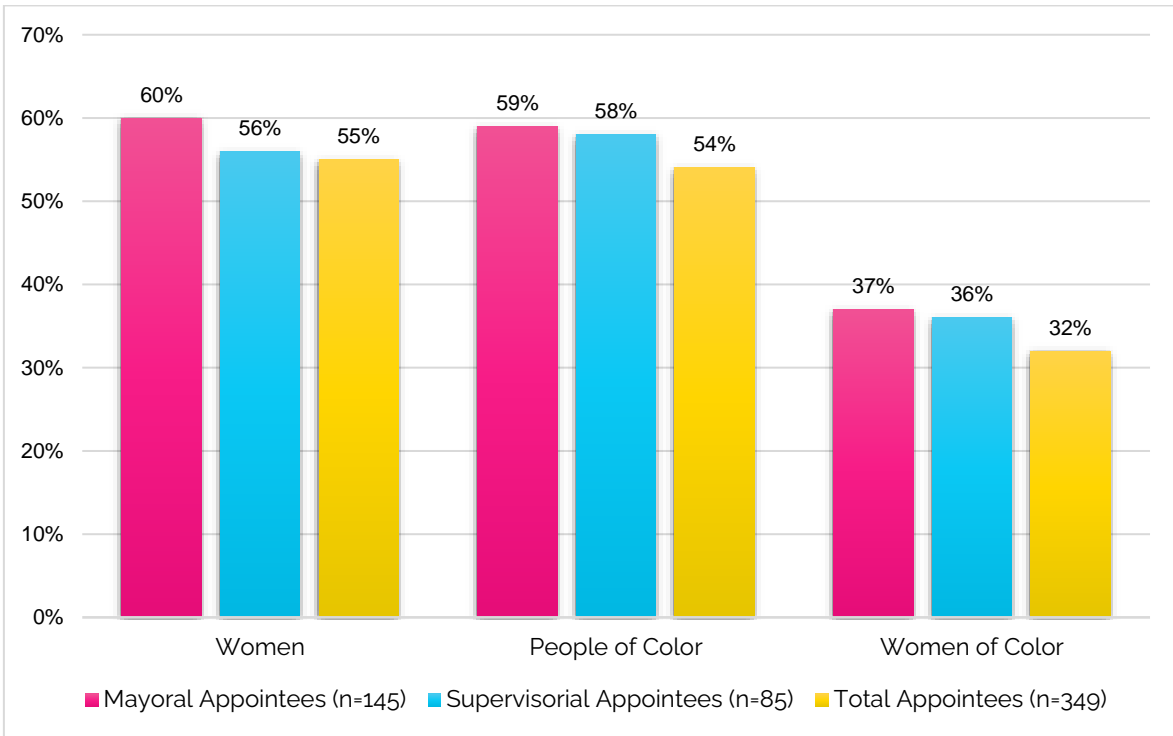
**Figure 23: Demographics of Appointees on Commission and Boards and Advisory Bodies, 2021**



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

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

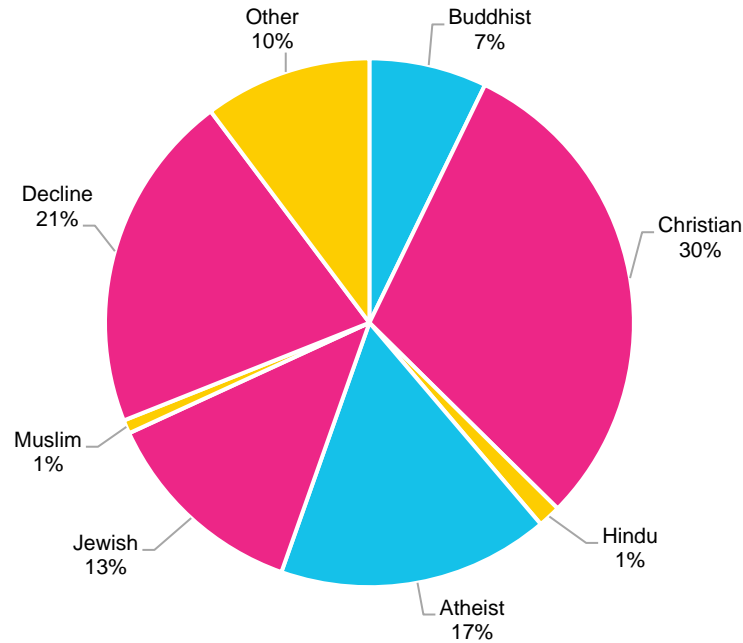
**Figure 24: Demographics of Mayoral, Supervisorial, and Total Appointees, 2021**



## J. Religious Affiliations

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

**Figure 25: Religious Affiliations of Appointees, 2021**



### III. Methodology and Limitations

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

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

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

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

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

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

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

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

## IV. Conclusion

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

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

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

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

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

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

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

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

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

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

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

Kimberly Ellis, Director  
Department on the Status of Women

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

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## Appendix

**Figure 26: Policy Body Demographics, 2021**

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

**Figure 26: Policy Body Demographics, 2021, Continued**

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

**Figure 26: Policy Body Demographics, 2021, Continued**

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

**Figure 26: Policy Body Demographics, 2021, Continued**

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

**Figure 26: Policy Body Demographics, 2021, Continued**

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

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

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

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

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

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



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



London N. Breed  
Mayor

## Acknowledgments

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

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

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

Kimberly Ellis, Director  
Department on the Status of Women

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

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](mailto:dosw@sfgov.org)  
415.252.2570

## SAN FRANCISCO BEHAVIAL HEALTH COMMISSION

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**Mayor  
Daniel L. Lurie**

101 Grove Street Room 309  
San Francisco, Ca. 94102  
(628) 206-7679  
Mail to: [sfbhc@sfdph.org](mailto:sfbhc@sfdph.org)

Co-Chair Kescha S. Mason  
Co-Chair Liza Murawski  
Vice-Chair Lisa Wynn  
Secretary Lisa Williams  
Harriette Stallworth Stevens, EdD  
Alex Humphrey, MS, CMHC, APCC, AMFT, SC  
Carletta Jackson-Lane, JD  
Bahlam Javier Vigil  
Peter Murphy

January 15, 2026

The Honorable Rafael Mandelman  
President, San Francisco Board of Supervisors  
City Hall, Room 244  
1 Dr. Carlton B. Goodlett Place  
San Francisco, CA 94102-4689

To President Mandelman:

On behalf of the San Francisco Behavioral Health Commission, I am writing to you to inform you that as authorized under S.F. Admin. Code § 15.13(c) and the BHC Bylaws, the members of Behavioral Health Commission voted to recommend to the San Francisco Board of Supervisors, that Commissioners Alex Humphrey be removed for conduct that is seriously disruptive to the functioning of the Commission.

The Commission followed the procedures outlined in their bylaws, which included a majority vote by the Commission's Executive Committee at their meeting on November 4, 2025, and a vote by the full Commission on November 20, 2025. Please feel free to contact me if you have any questions or concerns.

Respectfully,

Amber Gray  
Clerk, San Francisco Behavioral Health Commission

cc:

Supervisor Shamann Walton, Chair of Rules Committee, Board of Supervisors  
Angela Calvillo, Clerk, Board of Supervisors  
Alisa Somera, Deputy Director, Legislative Services, Board of Supervisors

# Thomas R. Insel, MD

Pleasanton, California

[tinsel0@gmail.com](mailto:tinsel0@gmail.com) [www.thomasinselmd.com](http://www.thomasinselmd.com)

April 23, 2026  
San Francisco Board of Supervisors Rules Committee  
City Hall  
1 Dr. Carlton B. Goodlett Place  
San Francisco, CA 94102

## **RE: Support for the Appointment of Tara Gamboa-Eastman to the San Francisco Behavioral Health Commission**

Dear Supervisors Mandelman, Walton, and Sherrill,

Over the course of more than four decades, I have worked across mental health research, public policy, and care delivery, including serving as Director of the National Institute of Mental Health from 2002 to 2015, advising Governor Gavin Newsom on behavioral health, chairing the Steinberg Institute Board, and helping build several mental health organizations focused on improving care. One lesson has remained constant: better outcomes depend not only on good ideas, but on effective implementation.

Tara understands that.

There are many people who can describe behavioral health policy, but few who can work effectively at the intersection of policy and execution. Tara is in the latter group. She has developed a strong command of the policy landscape, and just as importantly, she understands how systems respond once policies are put into place, where they break down, and what it takes to improve performance.

I have also been impressed with her ability to engage across different perspectives. Behavioral health systems are inherently fragmented, and progress requires people who can work across those divides while maintaining a focus on outcomes. Tara approaches this work with clarity and discipline, helping move conversations toward practical solutions. The Commission's role is not only oversight, but ensuring that systems deliver better results. That requires people who are focused on implementation and outcomes, not just design. Tara brings that perspective.

I am happy to support her appointment to the San Francisco Behavioral Health Commission. Thank you for your consideration.

Sincerely,



Thomas R. Insel, MD

Co-Founder: Benchmark Health, Vanna Health

Former Director: NIMH/NIH/DHHS (2002- 2015)

April 19<sup>th</sup>, 2026

To the Rules Committee, Board of Supervisors:

My name is Lauren Vega, and I am writing to offer my strong support for Michael (Mirac) Fittro's candidacy for an appointment to the Behavioral Health Commission. It is a privilege to recommend him, and as his former case manager at the Positive Resource Center (PRC), I have witnessed his remarkable journey from a service recipient to a thriving community advocate.

When I first began working with Mirac in 2023, he was navigating the difficult process of rebuilding a life that had been derailed by addiction and untreated mental health challenges. Since then, Mirac has demonstrated an exceptional commitment to recovery, managing his mental health, professional development, and community integration. His journey—from his initial role at Peet's Coffee to his professional growth within nonprofits, a law firm, and his current position with the San Francisco Human Services Agency—is a testament to his resilience. Mirac has successfully met and exceeded all requirements while a recipient of services at PRC - maintaining consistent sobriety, stable employment, and independent housing.

Mirac's candidacy is unique because it bridges the gap between lived and professional experience. He understands the complexities of the City's behavioral health and substance use systems from the inside out. He is a disciplined, empathetic, and driven individual who is deeply invested in the well-being of his community.

With his firsthand experience as a consumer of San Francisco's behavioral health services and his current professional expertise, Mirac offers a vital perspective. I am confident his passion and lived experience will make him an invaluable asset to the Commission.

Should you have any questions about my support, my management of his case, or need additional information, please email me at [Lauren.Vega@prcsf.org](mailto:Lauren.Vega@prcsf.org)

Respectfully,

*Lauren Vega*

Manager, Workforce Development | Positive Resource Center (PRC)

Phone: (415) 244-4577



**ADDRESSED TO:**

Rules Committee, San Francisco Board of Supervisors  
Supervisor Walton, Chair  
Supervisor Sherrill, Vice Chair  
Supervisor Mandelman, Member & President of the Board of Supervisors

**RE:** Michael Fittro For Behavior Health Commission

**FROM:** Aaron Bos-Lun | Executive Director, Men4Choice

Dear Rules Committee and San Francisco Board of Supervisors,

I write to give my strong recommendation to **Michael Fittro** for consideration for appointment to the San Francisco Behavioral Health Commission. This body plays a critical role in overseeing behavioral health and substance use disorder policy, and it requires individuals with sound judgment, intellectual rigor, and a deep commitment to public service. Michael Fittro is an outstanding young leader who possesses these qualities in abundance.

I have known Michael for 3 years through my role as Executive Director of Men4Choice - first as a standout Fellow in our program, and subsequently as a staff member where he peer coached and mentored a cohort of Fellows. In both capacities, he demonstrated a rare combination of policy acumen, analytical skill, and a grounded commitment to improving people's lives.

As Deputy Executive Director previously, I oversaw our Youth Fellowship program, which Michael successfully completed in Spring 2023. Having worked closely with hundreds of young leaders, I can say with confidence that Michael stands out. He is thoughtful, intellectually curious, and driven by a genuine desire to serve others. He brings prior experience in state government, including legislative work in the Georgia Senate, as well as leadership at the statewide level with the Georgia Young Democrats - backgrounds that give him a strong foundation for understanding public systems and policy implementation.

During the Fellowship, Michael distinguished himself through his ability to analyze complex issues, engage thoughtfully in discussions, and translate ideas into action. He demonstrated not only an understanding of policy, but also how policy affects real people, an essential perspective for work involving behavioral health systems, medical institutions, and public accountability.

Because of his performance, Michael was selected to join our staff as a Fellowship Coordinator, where he coached and mentored the next cohort. In this role, he showed strong organizational skills, attention to detail, and the ability to guide others through complex subject matter. He was highly effective in ensuring participants not only completed the program, but remained engaged as active contributors beyond it, an indicator of both leadership and follow-through.

Importantly, Michael also took on the responsibility of conducting research and drafting weekly policy memos for senior stakeholders, including a memo prepared for the Second Gentleman of the United States. This work required synthesizing large volumes of information, analyzing policy and media developments, and presenting clear, digestible insights for high-level audiences. He executed this responsibility with professionalism, precision, and strong analytical judgment, skills directly



relevant to producing reports and recommendations for a governing body like the Behavioral Health Commission.

The responsibilities of the Commission - touring facilities, evaluating systems, researching policy, assessing budgets, investigating public concerns, and producing clear reports - require exactly the kind of discipline and capability that Michael has demonstrated. He has shown he can engage seriously with complex systems, ask the right questions, and translate findings into actionable insights.

Just as importantly, Michael approaches this work with integrity and a strong sense of responsibility to the public. He is someone who takes seriously the human impact of policy decisions, and who brings both empathy and rigor to his work.

In conclusion, I enthusiastically recommend Michael Fittro for appointment to the San Francisco Behavioral Health Commission. He has the intellect, work ethic, and commitment to public service necessary to contribute meaningfully to this role, and I am confident he will approach the position with the seriousness and professionalism it demands.

Thank you for your consideration.

*Aaron Bos-Lun*

---

Executive Director  
Men4Choice

May 3, 2026

April 17<sup>th</sup>, 2026

To whom it may concern:

My name is Anna Basilashvili, and I am Michael (Mirac) Fittro's direct supervisor at the San Francisco Human Services Agency. I am writing this letter in support of Michael's candidacy for an appointment to the San Francisco Behavioral Health Commission. I have witnessed Michael's dedication and passion for public service firsthand and seen his keen ability to connect uniquely and deeply with our clients who are experiencing great personal difficulties. These community members include but are not limited to the elderly, immigrant communities, unhoused community neighbors, individuals struggling with substance use disorder, and individuals needing round-the-clock behavioral health services.

Since Michael joined my unit at SFHSA, he has demonstrated through his work, his thorough knowledge of state and local health programs. This includes extensive experience working with Medi-Cal, its contracted providers, and San Francisco-based institutions within the Medi-Cal and Healthy San Francisco networks.

Michael continues to go to every length possible to ensure our clients have the benefits that they are eligible for and goes the extra mile to prepare them for the path that lies ahead regarding processes and any potential hurdles. Michael has shown his ability to de-escalate high-intensity situations and remain calm and professional. He has coordinated with local agencies and organizations with approval from myself or other supervisors to escalate and expedite certain cases which gave cause for immediate action. Michael leads with a strong sense of urgency and understanding of the great impact our work has at SFHSA.

Michael is a pragmatic and thoughtful leader with a heart for service. If you have any questions about his work or my support for his appointment to the SF BHC, please email me at [anna.basilashvili@sfgov.org](mailto:anna.basilashvili@sfgov.org).

Thank you,

*Anna Basilashvili*

April 19<sup>th</sup>, 2026

Leaders:

It is my tremendous privilege to recommend Michael Fittro to the Behavioral Health Commission.

I have had the opportunity to work with Michael in the Georgia General Assembly on numerous efforts, Michael is the definition of professionalism and inclusiveness.

I am a person in long term recovery from addiction, my entire professional career is one in government and policy. I have served on commissions and, as a staff member, vetted applicants. I assure you that Michael will be a positive addition to the Behavioral Health Commission.

Michael has the lived experience, the professional experience, the discernment, and the compassion to be a value add member.

I believe that, with his lived experience as a survivor of the Addiction Epidemic, Michael will bring an essential perspective to the work of the commission. Every voice, view, and perspective is important - the voice, view, and perspective of survivors is essential.

Michael is a uniter - he brings people together and seeks to find inclusive solutions. Michael will bring honor, dignity, and a sense of compassion to the commission.

I have lived in California. I have been in active addiction in California. I have every confidence that Michael will be a member who can combine the needs of the community with the values of those impacted by the Addiction Epidemic.

I am at your service to discuss Michael in any regard. My every best wish for success as the Behavioral Health Commission works to serve my brothers and sisters impacted by the Addiction Epidemic.

For Recovery,

Jeff Breedlove

CEO

The American Addiction Recovery Association

[www.eliminatehewhisper.org](http://www.eliminatehewhisper.org)

#EndTheWhisper

**17 April 2026**

To Whom It May Concern:

I am writing this letter in support of Michael Fittro's candidacy for an appointment to the San Francisco Behavioral Health Commission. Michael Fittro was employed briefly with the Center in late 2022/early 2023 in our Youth Services program.

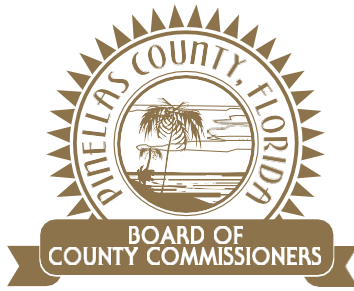
Michael had recently transitioned to San Francisco and found himself in an incredibly challenging place. Ultimately, Michael needed to stabilize before he could provide services. After exiting the Center, Michael set off on that journey to stability. Not only did he achieve that goal, but he is also thriving. Michael is currently employed in San Francisco's Human Services Agency. He also serves as Vice President of the San Francisco Young Democrats and serves on the Board of Governors of the American Addiction Recovery Association (AARA).

Michael's lived experience will allow him to effectively represent and advocate on behalf of many of San Francisco's youth, especially our LGBTQ+ youth. I highly recommend him for the Behavioral Health Commission.

Sincerely,



Jennifer Valles  
Executive Director  
jenniferv@sfcenter.org



# PINELLAS COUNTY BOARD OF COUNTY COMMISSIONERS

315 COURT STREET • CLEARWATER, FLORIDA 33756 • PHONE (727) 464-3568

[www.pinellas.gov](http://www.pinellas.gov)

**KATHLEEN PETERS**

April 20, 2026

To the San Francisco Board of Supervisors:

I am writing in strong support of Michael Fittro's candidacy for appointment to the San Francisco Behavioral Health Commission. I have known Michael for over a decade and offer this as both a professional and personal recommendation.

Michael worked for me as a full-time intern from November 2016 through November 2017, where he assisted with constituent services, policy research, communications, and public engagement. He demonstrated a strong ability to analyze complex statutes and local codes and translate them into actionable insights that informed my work in the Florida Legislature. His professionalism, adaptability, and positive attitude made him a very valuable member of my team.

During my time in the Legislature, I focused heavily on mental health and substance use reform. Michael brought a deeply personal perspective to this work, shaped by his own lived experiences. He courageously shared his story—including his experience with conversion therapy—in support of policy change, including testimony before the Tampa City Council that contributed to the successful passage of a ban on conversion therapy for minors.

Michael has faced significant personal challenges, including mental health struggles, addiction, homelessness, and profound personal loss. Despite this, he has shown resilience and a sustained commitment to growth and service. Since relocating to San Francisco in 2022, he has accessed care, deepened his understanding of behavioral health, and achieved long-term recovery, celebrating three years of sobriety in March 2026.

He has remained committed to serving others through advocacy, volunteerism, and supporting individuals in early recovery. Michael combines lived experience with a strong understanding of public policy and systems, allowing him to approach behavioral health challenges with both empathy and practicality.

I am proud to recommend Michael Fittro for this appointment. He would be a thoughtful and effective contributor to the Commission's work advancing equitable, person-centered behavioral health solutions. Please feel free to contact me with any questions.

Respectfully,

A handwritten signature in black ink, appearing to read "Kathleen Peters". The signature is fluid and cursive, with a long horizontal flourish extending to the right.

Kathleen Peters, Commissioner – District 6  
Pinellas County Board of County Commissioners



April 19, 2026

Dear Board of Supervisors Rules Committee,

I am pleased to write in strong support of Michael Mirac Fittro and his candidacy for appointment to the Behavioral Health Commission.

Michael has consistently demonstrated a deep and genuine commitment to the wellbeing of several communities, including immigrants, LGBTQ+ individuals, and those who too often face barriers to accessing essential services. He is not someone who speaks about community care in theory. He actively shows up, does the work, and follows through on his commitments.

Our organization has had the privilege of witnessing Michael's dedication firsthand. He independently organized and led a highly successful fundraising event that raised \$10,000 in support of our nonprofit. What stood out even more than the financial success of the event was the care, determination, and integrity he brought to every step of the process. Michael is someone who keeps his word, puts his whole heart into what he does, and remains steadfast in supporting causes he believes in.

These same qualities make him exceptionally well suited for public service. Michael understands that healthcare access, behavioral health support, and dignity in care are not abstract policy issues, and that they are life-changing necessities, especially for undocumented immigrants, asylum seekers, and LGBTQ+ community members who often face compounded barriers. His desire to ensure vulnerable residents are connected to programs such as Healthy SF Medical Program reflects both compassion and practical leadership.

Michael would bring urgency, accountability, transparency, and authentic community-centered advocacy to the Behavioral Health Commission. He understands how systems impact real people, and he has already demonstrated the initiative and leadership necessary to help improve those systems.

I strongly encourage his appointment and believe San Francisco would greatly benefit from his service on the Commission.

Sincerely,

A handwritten signature in black ink, appearing to read "Kenan Arun", is written over a thin horizontal line.

Kenan Arun  
Executive Director  
The LGBT Asylum Project

April 18, 2026

Dear San Francisco Board of Supervisors,

I am pleased to write in strong support of Michael Fittro for his appointment to the San Francisco Behavioral Health Commission.

I had the privilege of working with Michael during his time as Impact Officer for the San Francisco Hub of the Global Shapers Community, where I served as his Community Champion for the broader region. Through witnessing his leadership in action, I have come to know him as a deeply compassionate, thoughtful, and resilient leader.

What distinguishes Michael most is his genuine care for individual people. He approaches community work person by person, ensuring that those around him feel seen, supported, and treated with dignity. His leadership is grounded in empathy, and he consistently shows up with warmth, presence, and integrity.

This care is reflected in the experiences of those he serves, both in community work and in his professional responsibilities. In reflecting on his impact, I revisited a note of appreciation written to him by someone he personally supported:

“Because of you, I am able to eat today and this month... These are no small feats. You gave me the chance to make it to my next chapter... You made me feel comforted, secure, and supported, and you took the time to truly help rather than passing me along. Thank you for what you are doing for San Francisco.”

This kind of response speaks to both his effectiveness and the trust he builds with others, qualities that are essential in behavioral health settings.

During his time in the Global Shapers Community, including his participation in the global summit in Geneva, Michael represented the San Francisco Hub with thoughtfulness and integrity. He engaged deeply with new perspectives while remaining grounded in his commitment to his local community, consistently reflecting on how to translate insight into meaningful impact.

He is naturally warm and generous, with a gift for bringing people together and fostering environments of openness and trust. At the same time, he pairs this with a strong sense of responsibility for the well-being of others and a thoughtful approach to systems-level change.

I have no doubt that Michael will bring this same level of care, judgment, and integrity to the San Francisco Behavioral Health Commission. I recommend him without reservation.

Please feel free to contact me at [lin.shi@fulbrightmail.org](mailto:lin.shi@fulbrightmail.org) or 510 304 9839 should you wish to discuss his qualifications further.

Warm regards,

A handwritten signature in black ink, appearing to read 'Lin Shi', with a stylized, cursive script.

Lin Shi, FSA  
Community Champion, Global Shapers – U.S. West (2022–2025)  
World Economic Forum Global Shapers Community



GLIDE  
MEMORIAL  
CHURCH

Min. Marvin K. White  
Minister of Celebration  
Glide Memorial Church  
San Francisco, California

April 19, 2026

To Whom It May Concern,

It is my honor to offer this letter in strong support of Michael “Mirac” Fittro for appointment to the Behavioral Health Commission.

I write not only as a minister, but as one who has had the sacred privilege of witnessing Michael’s journey over these past several years. I have seen him move from vulnerability to stability, from surviving to serving, from needing care to becoming a powerful source of care for others. That kind of journey carries its own authority. It is not abstract. It is lived. It is hard won. And it matters. Michael joined the GLIDE community while unhoused and living with substance use challenges. Here, he received critical harm reduction services and support. But what distinguishes Michael is not simply that he received help. It is that he remained in community as he grew in recovery—open, honest, grounded, and committed to others still finding their way. He did not turn away from the community that held him. He deepened his relationship to it. That tells me a great deal about his character.

Michael has demonstrated a deep and consistent commitment to vulnerable and marginalized communities. Through volunteer service and through his work at the Human Services Agency, he has helped connect people to life-saving mental health, substance use, and nutrition services, including support through GLIDE. He understands that behavioral health is not a narrow issue. It is tied to housing, hunger, trauma, dignity, belonging, and access. He knows this not only professionally, but personally. He is motivated not by prestige or profit, but by responsibility—by a desire to pay forward the gift of recovery and to help build systems that are humane, healing-centered, trauma-informed, and accessible to those who need them most.

I have also seen Michael build meaningful intergenerational relationships in community, including supporting elders in accessing essential services and companionship. He understands that healing is not only clinical. It is also relational. It is communal. It is human. The Behavioral Health Commission needs people with expertise, yes—but also people with moral clarity, compassion, and lived wisdom. Michael brings all three. He would serve with integrity, depth, and an understanding of what is truly at stake for those navigating behavioral health and substance use challenges.

I offer my wholehearted support for his appointment.

Sincerely,

Min. Marvin K. White  
Minister of Celebration  
GLIDE Memorial Church

**NAN GROGAN ORROCK**  
District 36  
206 Washington Street, SW  
420-B State Capitol  
Atlanta, Georgia 30334  
Phone: (404) 463-8054  
Fax: (404) 657-9728



**COMMITTEES:**  
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Health and Human Services  
Higher Education  
Urban Affairs

E-mail: [Nan.Orrock@senate.ga.gov](mailto:Nan.Orrock@senate.ga.gov)  
Twitter: @SenNanOrrock  
Facebook: SenatorNanOrrock

## The State Senate

Atlanta, Georgia 30334

April 17<sup>th</sup>, 2026

To Whom It May Concern:

I am writing this letter in support of Michael Fittro's candidacy for an appointment to the San Francisco Behavioral Health Commission. Michael Fittro was employed, October 2021-May 2022, as my legislative aide in my Georgia State Senate office and as campaign staff in my re-election campaign. In both roles, he had regular contact with the public to provide aid, handled confidential and sensitive information, and understood and followed applicable rules, regulations, and relevant policies.

Michael's duties as an aide included but were not limited to screening and responding to emails and inquiries, preparing correspondence, monitoring Senate floor activity and media, managing my official communications including drafting press releases, statements, social media posts, and updating the official website. He performed legislative research and prepared reports and talking points regarding critical matters, worked with other community advocates and local leaders to draft legislation, provided constituent services and attended local events and meetings with me.

During his tenure as my legislative aide and campaign staff, Michael was struggling with substance use disorder while also caring full-time for his late father. Even while he was unable to perform his duties at full capacity, he had a willingness to show up and find a way to help make the lives of his community better. Eventually, he had to take time to fully focus on his well-being and recovery. While his service in my office and campaign was short, his dedication to serving the public was strong and evident. His knowledge of the legislative process, functions of our democratic institutions, and ability to connect with our community members were some of his greater assets.

Michael has remained in touch and kept me informed of his continuous sobriety and his career in public service at the San Francisco Human Services Agency, where he fights for everyday working families to have access to healthcare, food needs, and other critical services. It is important that those who seek help have an understanding civil servant with lived experience in the government. Michael has that lived experience, and the professional experience of executing the operations of the various offices he has held. Michael's combination of passion, knowledge, life and professional experiences, all will make him an asset to the Behavioral Health Commission.

Should you have any questions, please email me at [Nan.Orrock@senate.ga.gov](mailto:Nan.Orrock@senate.ga.gov).

Sincerely,

A handwritten signature in black ink that reads "Nan Orrock".

Nan G. Orrock  
Nan Grogan Orrock, Georgia Senate District 36

April 17<sup>th</sup>, 2026

To the San Francisco Board of Supervisors:

My name is Willene Howard, and I serve as a supervisor at the Medi-Cal and CalFresh offices within the San Francisco Human Services Agency. I am writing this letter in support of Michael (Mirac) Fittro's candidacy for an appointment to the San Francisco Behavioral Health Commission.

Michael has continuously demonstrated key leadership qualities during his tenure as a Senior Eligibility Worker. At the San Francisco Human Services Agency, we serve the most vulnerable members of our community. A great majority of those we serve are individuals who are unhoused, struggling with substance use disorder and behavioral health issues, and trapped in a cycle of poverty.

Michael is a highly skilled professional who excels at both crisis management and the technical administration of the Medi-Cal program. He is particularly effective at de-escalating tense situations with community members while maintaining the precision needed to process complex cases. He possesses an in-depth knowledge of provider networks, covered services, and the specific processes required to secure healthcare coverage. He ensures clients receive the maximum benefits they are eligible for by expertly managing the budgeting process and clarifying the scope of coverage to prevent complications. He maintains secure communication with vital community resources, including rehabilitation facilities and safe houses. His approach consistently leaves clients feeling seen, heard, supported, and well-informed.

As we navigate the difficult changes due to H.R. 1, Michael has provided truly empathetic, compassionate care to our immigrant community, elderly, and disabled community members as they navigate these life-altering changes to the healthcare programs they are covered under and how that affects their daily lives. He brings joy to the office even when the stakes are high and goes to every length to ensure no community member is left behind.

Michael brings a special combination of lived and professional experiences, which will make him a true asset to the Behavioral Health Commission. If you have any questions or need additional information, please email me at [willene.howard@sfgov.org](mailto:willene.howard@sfgov.org).

Thank you,

*Willene Howard*



[www.sfrising.org](http://www.sfrising.org)

4/30/26

To the San Francisco Board of Supervisors Rules Committee and whom else it may concern:

I am writing in strong support of Lisa Wynn for reappointment to the San Francisco Behavioral Health Commission.

I have known Lisa since 2024 through her work as a community leader and an organizer with San Francisco Rising. In that time I have watched her demonstrate the rare combination of lived experience, strategic thinking, and genuine community accountability that our city's most important advisory bodies need. She is consistently willing to do the hard work of community outreach, education and relationship building, and has mentored and inspired many student leaders at City College to choose a path of service and advocacy.

Lisa is a gun violence survivor who built an organization from that experience — not as a career move, but as a calling. United in Love Inc. has served Black, Brown and Pacific Islander families in Bayview-Hunters Point around issues of health and wellness for eight years because of her relentless commitment to the community that shaped her.

On the Behavioral Health Commission, Lisa has brought the voice of D10 residents into critical city policy conversations that too often happen without them. She has served as Vice Chair and Co-Chair of Implementation, developed resolutions, and shown up consistently for the community she was appointed to represent.

Please support her reappointment to the Behavioral Health Commission to continue to inform our city's health policies with the experience, knowledge and deep relationships of a community leader like Lisa Wynn.

Sincerely,

Celi Tamayo-Lee

Executive Director, San Francisco Rising