

File No. 230961

Committee Item No. 2

Board Item No. _____

COMMITTEE/BOARD OF SUPERVISORS

AGENDA PACKET CONTENTS LIST

Committee: Rules Committee

Date Sept. 11, 2023

Board of Supervisors Meeting

Date _____

Cmte Board

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

OTHER (Use back side if additional space is needed)

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Completed by: Victor Young

Date Sept. 7, 2023

Completed by: _____

Date _____

BOARD of SUPERVISORS



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

Application for Boards, Commissions, Committees, & Task Forces

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

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

Full Name: David Mauroff



Zip Code: 94112

Occupation: Non-profit leader

Work Phone: 415.341.4637 Employer: San Francisco Pretrial Diversion Project

Business Address: 236 8th Street, Suite E Zip Code: 94103

Business Email: davidm@sfprenal.org Home Email: dmauroff@gmail.com

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

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

18 Years of Age or Older: Yes No

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

I am the CEO of San Francisco Pretrial Diversion Project. I have worked in the criminal justice, violence prevention and community development arenas of San Francisco for thirty years. This has included grassroots direct service roles, the Mayor's Office of Criminal Justice, SFUSD and public housing. I have been fortunate to build deep and trusting relationships with the communities we serve and look forward to representing our agency through the Reentry Council.

Business and/or Professional Experience:


San Francisco Pretrial Diversion Project has been San Francisco's primary pretrial services agency for 47 years. We are embedded in the City's criminal justice system and work in daily collaboration with the Superior Court, Sheriff's Office, District Attorney, Public Defender, Defense Bar, Adult Probation and dozens of community agencies. Approximately 70% of the individuals released from the County Jail are served by SF Pretrial. In addition, our staff completes Public Safety Assessments for everyone booked into the County Jail and we have a daily presence in the courtrooms. Our entire agency, from direct service to leadership and our Board of Directors, has representation by individuals with lived experience reflecting the communities we serve. We provide a comprehensive range of pretrial services including supervision, diversion, support groups, community referrals, housing and related services.

Civic Activities:

Both of my daughters attended San Francisco public schools (one has graduated) and I have always been deeply involved as a parent volunteer, including leadership roles and running classroom activities. A neighbor and I founded the Friends of Balboa Park Playground and our efforts resulted in the eventual \$4 million plus dollar makeover of the park and facilities. I have been active on numerous Boards including CAL-PEP, Cuicacalli School of Dance and BRAVA Theater. I am also involved in local neighborhood groups.

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: 8/16/23 Applicant's Signature (required): 
*(Manually sign or type your complete name.
NOTE: By typing your complete name, you are hereby consenting to use of electronic signature.)*

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

FOR OFFICE USE ONLY:

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

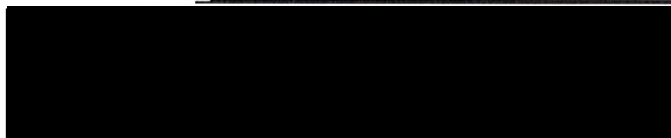
Board of Supervisors Supplemental Application for Appointment to the Reentry Council

Pretrial Services Seat – Seat 6

Seat 6: Must be a representative of the entity or agency primarily responsible for administering pretrial services involving alternatives to incarceration in San Francisco, for a two-year term.

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

Print Name: David Mauroff



Zip: 94112

Occupation: Non-profit leader

Work Phone: 415.341.4637 Employer: San Francisco Pretrial Diversion Project

Business Address: 236 8th Street, Suite E Zip: 94103

E-mail Address: davidm@sfpreatrial.org FAX #: N/A

1. What do you hope that the Reentry Council will achieve in the future?

I have been involved with the Reentry Council for five years and hope to represent SF Pretrial as the City's main agency responsible for providing alternatives to incarceration and support for individuals being released from the County Jail. I am eager to work with the Reentry Council Partners to develop effective strategies that support public safety and provide support for people reentering the community from jail and prison, particularly our Black and Brown communities that have been disproportionately impacted by incarceration. I hope that the Reentry Council can work together to build effective pathways for successful reentry and create safe and thriving communities for all of San Francisco.

2. Please provide information about your organization and all of the pretrial services it provides, including those that are alternatives to incarceration.

San Francisco Pretrial Diversion Project has been San Francisco's primary pretrial services agency for 47 years. We are embedded in the City's criminal justice system and work in daily collaboration with the Superior Court, Sheriff's Office, District Attorney, Public Defender, Defense Bar, Adult Probation and dozens of community agencies. Approximately 70% of the individuals released from the County Jail are served by SF Pretrial. In addition, our staff completes Public Safety Assessments for everyone booked into the County Jail and we have a daily presence in the courtrooms. Our entire agency, from direct service to leadership and our Board of Directors, has representation by individuals with lived experience reflecting the communities we serve. We provide a comprehensive range of pretrial services including supervision, diversion, support groups, community referrals, housing and related services. Our entire mission is centered in alternatives to incarceration and our services directly relate to fulfilling that mission. Attached is our 2022 Outcomes Report with more details.

If necessary, please attach supplemental sheet(s) and/or attachments to completely answer the two questions above.



ANNUAL IMPACT REPORT



PREPARED BY

The Department of Policy and Evaluation



San Francisco
Pretrial Diversion Project

2022



TABLE OF CONTENTS

1

Message From
Our CEO

2

Who We Are

3

By the Numbers

4

Our Clients

5

Our Programs
and Impact

8

A Year in
Review

11

Pretrial Policy
Developments

13

Our Staff

16

Our Board,
Funders &
Partners

18

Donate &
Stay Connected



A message from OUR CEO



Dear SF Pretrial Supporters,

A large window in my office faces 8th Street in San Francisco's South of Market neighborhood. All of the diversity our city has to offer passes by on a daily basis. It reminds me—in ways both startling and uplifting—of how important and demanding our work truly is.

Our clients face significant challenges; in addition to being recently arrested, many are experiencing homelessness, dealing with behavioral health issues, and displaying other unique needs. It has been rewarding to see how skillfully our team rises to the occasion for people who otherwise may not have consistent sources of support in their lives. We seek out elusive housing placements and treatment beds, escort clients to appointments and court appearances and our staff recently administered lifesaving treatment to clients who were overdosing. Suffice to say that we work tirelessly to meet the needs of our clients and protect public safety.

While the government, non-profit and private sectors have struggled to hire, retain and diversify, our efforts have been rewarded. We are proud of our diverse agency and Board of Directors, who reflect both the backgrounds and experiences of our clients. We've expanded medical benefits, created an equitable pay scale, provided staff the option to work on a 4/10 schedule and increased our 403(b) and flexible spending contributions while creating space for training and fun. Meanwhile, over the past year our caseloads reached historically high levels, and the subsequent burden on our case managers has to be recognized and addressed.

We are extremely grateful to our government funders, and we also need your help through individual, foundation, and corporate donations. Many of the recent improvements we've made to the pay structure and employee benefits are the product of one introduction from Julie Traun, a valued partner through our collaboration with the Bar Association of San Francisco, with a huge assist from Alex Tourk and Ground Floor Public Affairs. She encouraged Chris Larsen to visit our agency. Halfway through the tour as we left the local courthouse, he turned to me in the crosswalk and offered a generous gift that transformed our agency. Through a contribution or connection to a potential donor, you can help create the best possible environment and compensation that recognizes the most critical element of our success – our amazing staff.

2022 was another exciting year of growth and opportunity as we navigated the challenges impacting San Francisco and our country. We're excited for you to read our report, which our Policy & Evaluation team wrote to highlight last year's major developments and achievements. It's an amazing testament to the life-changing work we do in San Francisco and our efforts to advance the practice and philosophy of pretrial justice throughout the country. So please, turn the page, enjoy our story and consider supporting another year of accomplishments with a donation.

Take Care,
David Mauroff

WHO WE ARE



Staff representing their favorite team on Warriors Day.

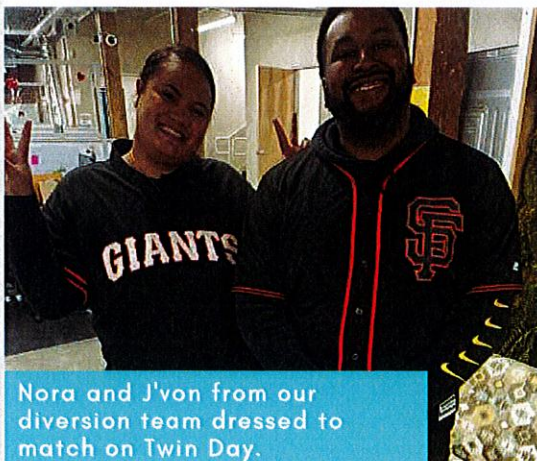
Established in 1976, San Francisco Pretrial Diversion Project (SF Pretrial) is a non-profit pretrial services organization. Our community-based programs reduce unnecessary incarceration, promote public safety, and center on clients' personal needs and goals.

The presumption of innocence is a foundational principle of our work; our clients have been recently arrested, but their case has yet to be resolved. While the final outcome of their case is pending, justice-involved people can be referred to one of our programs rather than remaining in jail or being subject to money bail. The multitude of harms resulting from both pretrial incarceration and money bail are well-documented. Research highlights the astounding degree to which jail populations in the United States are composed of people awaiting trial, and largely instructs us that jail is overused to the point of personal and community detriment. As cities and states across the country grapple with these facts and begin to form their own alternatives to pretrial incarceration, we are proud of the well-established role we hold in San Francisco's justice system: disinvesting in incarceration while keeping our communities safe.



Our Housing Case Manager Lex overseeing graffiti removal at our site.

Maintaining safe and effective alternatives to pretrial incarceration is our foremost priority and, as the needs of our communities and our local partners evolve, we broaden and develop our services in kind. In a recent example, we expanded the housing resources we make available to clients, which will play a critical role in providing the support and stability unhoused clients so desperately need. We hope that these new resources will improve how we help clients reach a path to recovery and success, while encouraging San Francisco's continuing disinvestment in incarceration.



Nora and J'von from our diversion team dressed to match on Twin Day.

By The Numbers

4,613

NEW CLIENTS
SERVED

6,478

LIVES
IMPACTED

2,132

SUCCESSFUL
COMPLETIONS

46

YEARS SERVING
THE COMMUNITY

611,648

DAYS OF UNNECESSARY
CONFINEMENT AVOIDED

We facilitate alternatives to unnecessary incarceration through case management, client-centered programs, and community partnerships. Our outcomes show the impact and effectiveness of these alternatives. A breadth of research and personal testimony has informed our understanding of the detriments of jail incarceration. We know that it impacts families, undermines financial stability, and limits future job and housing prospects. Evidence also tells us that most arrested people can be safely released while their case is ongoing, and can benefit from services and resources in the community. Once a client begins work with us, we provide structure, support, and life skills in an attempt to reduce the likelihood of future arrests.



Read a bit about Our Clients



[Click For Full Story](#)

"These kinds of programs help you to try to stabilize yourself and try to see that the outside world is the best world to be in instead of being locked up. There are programs out there for us, you just gotta utilize them correctly."

- Malia, ACM

[Click For Full Story](#)

"I couldn't be any more fortunate than to have my daughter and everybody, and I'm actually being a dad and being there in her life. I want to stay on this path to be a good father."

- Ahmad, PCD

The PCD program helped Ahmad avoid long term incarceration, allowing him to be physically present and supportive of his new baby and partner with multiple sclerosis.

[Click For Full Story](#)

"At SF Pretrial they cared about me. They wanted to see me do well."

- O. ACM

After almost 15 years of justice involvement and substances abuse, Oba has reclaimed his life with help of the ACM program. Today, O. has a sense of direction and autonomy. He remains sober, has employment, and is rebuilding his family. He fondly describes his Narcotics Anonymous (NA) group and the case manager who led it as his "saving grace."

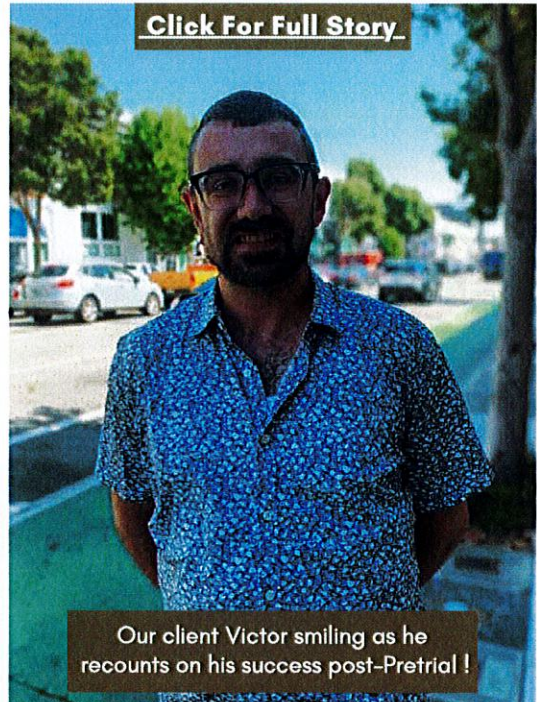
[Click For Full Story](#)

"SF Pretrial gave me everything I needed to succeed. They lifted me up. I am thankful for my case manager and her ability to see beyond my charges or jail time"

- D. ACM

The ACM program helped Danilo turn a new leaf. He has new goals and aspiration and, even more importantly, he left behind the lifestyle that "would have either got [him] arrested again or killed" Though it took, as he says, "an orange jumpsuit and a reality check," the old D. would not recognize D. today.

[Click For Full Story](#)



Our client Victor smiling as he recounts on his success post-Pretrial !

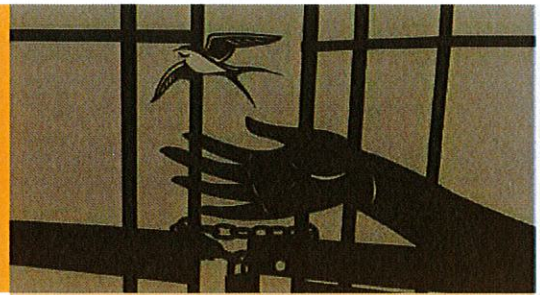
"SF Pretrial has been essential for consistency and being held accountable."

Victor describes his lifestyle changes post-Pretrial as 'a night and day difference. With the help of SF Pretrial, Victor has gotten supportive housing, a job, and has transformed his perspective, sense of hope, and health. He is now focused on giving back to his community while working on himself.

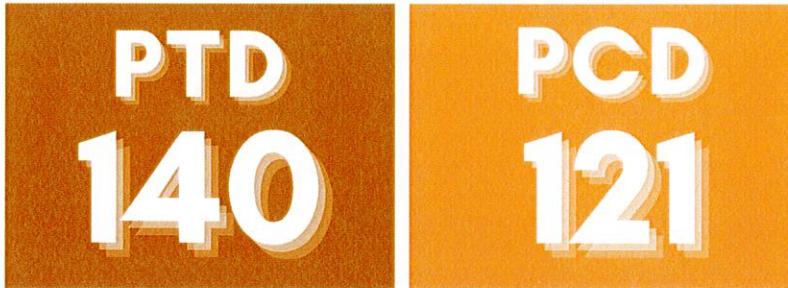
-Victor Smith ACM



Diversion Programs



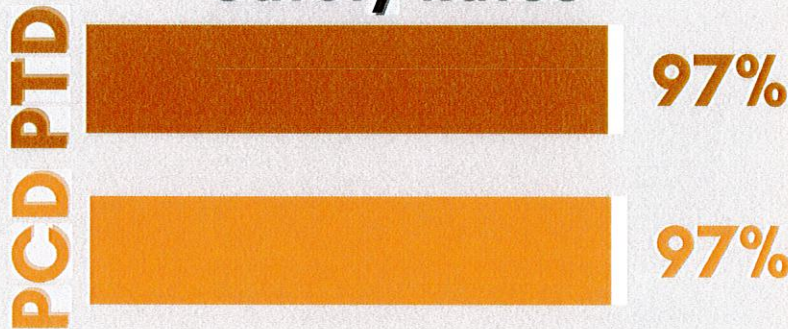
New Clients



Program Overview

SF Pretrial’s diversion programs are community-based alternatives to prosecution and fines, geared towards people with relatively little previous justice involvement. We connect newly arrested people with case managers who develop community supervision goals and guidelines, including treatment programs, community service projects, and therapeutic groups. Once the client completes the requirements of their case plan, their case is dismissed by the Court.

Safety Rates



Safety Rate: The percentage of released defendants who are not charged (as opposed to booked) with a new criminal offense pending case disposition.

Program Breakdown

Pretrial Diversion (PTD)

- PTD is geared towards individuals arrested on misdemeanor charges. Clients are assigned to a case manager and treatment requirements which, once completed, results in a formal dismissal of the client’s case.

Primary Caregiver Diversion (PCD)

- PCD is tailored to reduce the harms many children experience when separated from their caregivers. The program may include job training, parenting classes, substance use treatment and other mental health services.

Project 20 (P20)

- P20 provides alternatives to fines and fees. Clients are assigned to street beautification or other community services and upon completion, their fines are dismissed.

Neighborhood Court (NCT)

- NCT is a voluntary and confidential restorative justice program in which first-time misdemeanor offenders work with community members to address the harm done to the community. Outcomes are determined by community members to reflect local impact and public safety. As mentioned in our Year in Review section, two new diversion programs will be available to our clients in 2023, and are also based in restorative justice practices.

Successful Completions

Pretrial Diversion	557	Clients successfully diverted from prosecution.
Primary Caregiver Diversion	108	Clients successfully diverted from prosecution.
Project 20	120	Clients successfully provided alternatives to monetary fines.
Neighborhood Court	88	Clients successfully completed a restorative justice alternative to prosecution.

Note: Our outcomes are calculated based on National Institute of Corrections *Measuring What Matters (2021)* standards.





Release Programs

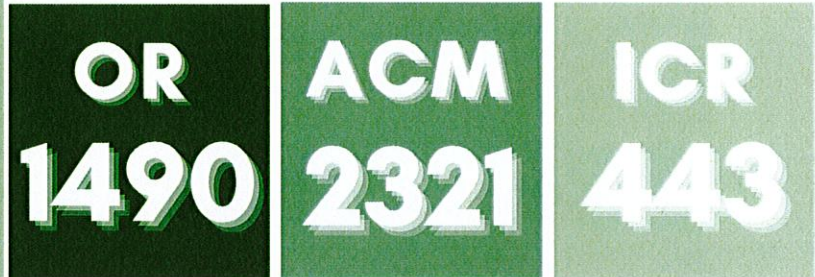
Program Overview

SF Pretrial’s release programs are alternatives to incarceration and money bail. Rather than putting up a financial guarantee or remaining in jail, clients can be referred to one of our programs and receive individualized treatments and services. Our release programs vary in their intensiveness and may include phone or in-person check-ins with case managers, participation in therapeutic groups, and referrals to external housing and healthcare resources. These programs support clients in their efforts to appear for all court dates, abstain from justice involvement, and build relationships with community treatment providers.

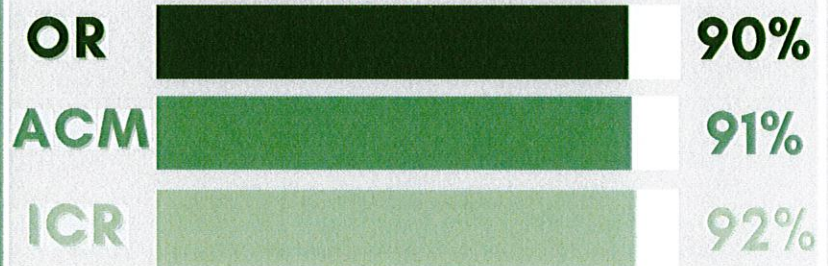
Program Breakdown

- **Own Recognizance (OR)**
 - OR includes two supervision levels the court may assign clients to: No Active Supervision (OR-NAS), which doesn’t require client check-ins; and Minimum Supervision (OR-MS) which requires two phone check-ins a week. Both groups receive court date reminders.
- **Assertive Case Management (ACM)**
 - ACM provides clients with intensive, structured supervision. Clients check in several times a week and participate in treatment plans such as substance use and anger management groups facilitated either by SF Pretrial or other community partners.
- **In-Custody Referral (ICR)**
 - ICR offers a final point of prospective release for clients who weren’t released earlier due to serious charges or a significant history of legal misconduct. The program arranges immediate placement in out-patient or in-patient treatment programs, which gives the court greater confidence that clients will receive treatment and stay compliant.

New Clients



Safety Rates



Safety Rate: The percentage of released defendants who are not charged (as opposed to booked) with a new criminal offense pending case disposition.

Successful Completions

Own Recognizance	667	of our clients to our own recognizance program were successful
Assertive Case Management	653	of our clients released to our assertive case management program were successful
In-Custody Referrals	104	clients were successfully compliant in their treatment programs.

Note: Our outcomes are calculated based on National Institute of Corrections Measuring What Matters (2021) standards.



In-Custody Programs



Affordable Care Act Enrollments

184 interviews conducted




84 SF applications submitted

53 SF applications approved



Discharge Planning



107 Reentry plans formulated

Program Overview

Our in-custody programs provide placement and treatment programs for our in-custody clients, who are referred to us by the Courts.

- **Discharge Planning**
 - Our discharge planning team works with people who are frequently arrested, and aims to break the cycle of their involvement in the justice system. Our case management team helps clients develop personalized reentry plans and determine which services will best promote improvement after release.
- **Affordable Care Act Enrollment**
 - Our ACA enrollment assistant assesses healthcare status for our incarcerated clients. Case managers interview and assist clients who are soon to be released and are not yet enrolled with the enrollment process under the Act.

A YEAR IN REVIEW

Our growth and achievements in the past year.



We are happy to expand our team and housing resources.

1. Housing Initiative

For decades, we have helped our clients identify and access housing resources in San Francisco. Much of our success in recent years has been thanks to Tipping Point, a nonprofit that invests in community solutions. Their funding for SF Pretrial and our experience and insights gained by working together recently culminated in our selection as a Coordinated Entry Access Point by the Department of Homelessness and Supportive Housing (HSH). Our grant with HSH will allow for a much more robust and comprehensive set of housing resources we can offer to our clients and individuals in the criminal justice system. To prepare for the program, we have created a Housing Department, hired a housing director and housing specialist positions, and expanded our services. We are thrilled to bring this critical dimension of client support into our suite of services and contribute to San Francisco's ongoing efforts to fight homelessness.

2. SF Pretrial Welcomes Sandra Lee Fewer and Bobbie Stein as Board Members.

We currently have 9 members on our Board of Directors.

Sandra is a long-time San Francisco resident and former member of the SF Board of Supervisors from 2017–2021. While in office, Sandra created the Office of Racial Equity, closed County Jail #4, created the Immigrant Defense Unit in the Office of the Public Defender, and passed ballot measures to create affordable housing. Bobbie is a defense attorney and a former Professor of Law with extensive experience teaching and supervising criminal law programs. Bobbie is a visionary and hopes to expand programming that provides new, restorative opportunities for justice-involved people. We are appreciative of Sandra's and Bobbie's deep expertise and experience fighting for justice in San Francisco and we are thrilled to welcome them as members of our Board. We'd also like to recognize Kate Monico Klein and Betsy Wolkin who stepped down from our Board in 2022. Their years of service made an invaluable contribution.

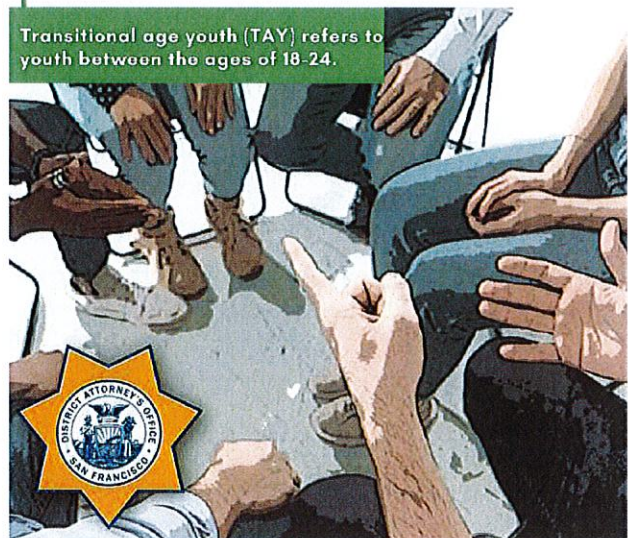
3. New Diversion Programs

SF Pretrial was awarded a new grant from the San Francisco District Attorney's Office, which will fund two new diversion services under the DA's Healing Justice Initiative (HJI).

SF Pretrial will partner with another local CBO, Community Boards, to pilot Restorative Community Conferencing, a restorative justice program in which recently justice-involved transition-age youth (TAY) engage in a mediated conversation with a harmed party as an alternative to prosecution. Community Boards will facilitate the restorative justice circles, while SF Pretrial will work with participants to meet the program requirements, including measures related to personal accountability, goal setting, and making amends for the harm caused. The second HJI program is Life Coaching, in which justice-involved TAY will engage in a transformative relationship with a Life Coach - a trained professional with similar past life experience. Each Life Coach is charged with supporting the participant's growth, self-reflection, life skills, personal wellbeing, and access to resources. Participants will receive a wellness plan and work closely with the Life Coach to meet the goals set forth in their case plan.

We are thrilled to engage in this new opportunity with SFDA and Community Boards, and believe that the initiative will create important opportunities to divert young adults from further justice involvement.

Transitional age youth (TAY) refers to youth between the ages of 18-24.



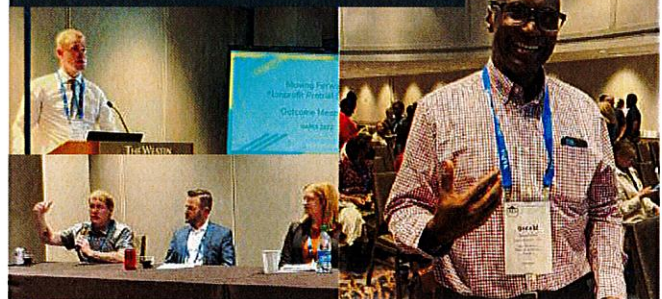
4. Joining NAPSA's Board of Directors

CEO David Mauroff was elected to the National Association of Pretrial Services Agencies (NAPSA) Board of Directors as the At-Large Director. NAPSA is the national professional association for pretrial release and diversion services. Our organization has worked with them many times before, and we're excited for this new avenue of collaboration and representation.



SF Pretrial has been NAPSA Accredited since April 2021.

Left: Our CEO and our Director of Policy and Evaluation Presenting at NAPSA conference. Right: Director of Judicial Services Gerald W.

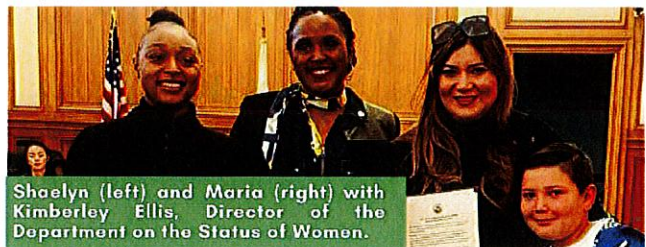


6. NAPSA + ASC Presentations

SF Pretrial participated in NAPSA's annual conference in Atlanta, GA. CEO David Mauroff and Director of Policy & Evaluation, Matt Miller, organized a panel of nonprofit pretrial agencies from Maine, New York, and Wisconsin. Their discussion included information about our portfolio of programs, performance measurements, the challenges of nonprofit work, and how community based organizations are suited to engender trust and strong relationships with pretrial clients. David and Matt returned to Atlanta in November to lead a similarly themed panel at the American Society of Criminology Conference, where they had a chance to share their views about community partnerships, recent bail reform initiatives, and promising developments in the pretrial field.

During the NAPSA conference, our Director of Judicial Services, Gerald White, received the 2022 NAPSA Bruce Beaudin Award. For over fifteen years with SF Pretrial, Gerald has garnered substantial expertise related to SF Pretrial's operations and the broader criminal legal system. Gerald and his team's ongoing efforts to form and sustain close relationships with local partners have been paramount to the strength of our organization.

7. SF Pretrial Staff Honored at The San Francisco Commission on the Status of Women



Shaelyn (left) and Maria (right) with Kimberley Ellis, Director of the Department on the Status of Women.

The **San Francisco Commission and Department on the Status of Women** promote equitable treatment and the advancement of women and girls through policies, legislation, and programs. We were incredibly proud to see our own Shaelyn Jones and Maria Lara honored by the commission, for their profound impact and commitment to helping and empowering incarcerated women. Shaelyn and Maria have exemplified the compassion, presence, and professionalism that we strive to embody as an organization.

5. Joining San Francisco's Re-Entry Council

San Francisco's **Reentry Council** is composed of representatives from the city's Board of Supervisors, Adult Probation Department, the Public Defender's Office and other justice system partners, with the purpose of coordinating efforts to support individuals upon their release from incarceration. SF Pretrial was asked to give a presentation in the Council's final quarterly meeting for 2022, and introduce our programs as well as our performance measures.

SF Pretrial's Director of Strategic Partnerships, Joanna Hernandez, was later appointed to the Council by the Board of Supervisors. Joanna has vast experience working in the city's criminal justice landscape. We are confident she will do an amazing job representing our organization and the interests of justice impacted individuals in this new space.

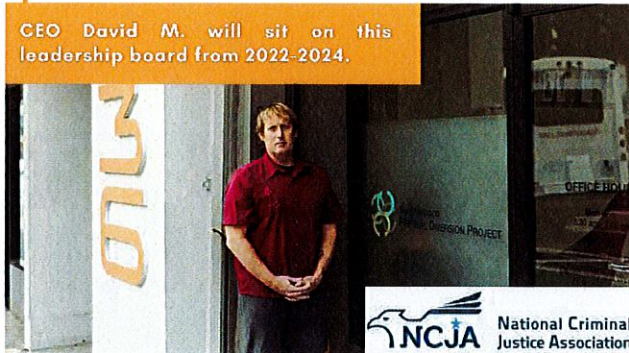


Council member Hernandez will hold Seat 2 during her time with the Re-Entry Council.

8. Joining NCJA Board of Directors

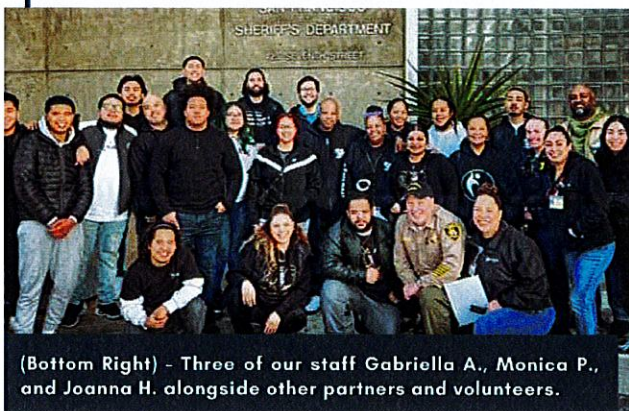
Our CEO, David Mauroff, was elected to the National Criminal Justice Association Board of Directors. The decision followed David's term on NCJA's Advisory Committee and his election as a regional representative to the NCJA's Advisory Council. NCJA is a leader in shaping and implementing criminal justice policy, and we are excited to contribute and be represented on a national level.

CEO David M. will sit on this leadership board from 2022-2024.



9. Haircuts at the Jail Collaboration

In collaboration with our community partners Latino Task force, Five Keys, The Academy Barber College, and San Francisco Sheriff's Office, we held a Transformation Tuesday event. Volunteer student barbers, licensed barbers and braiders came out and provided fresh haircuts and braids to men and women incarcerated in San Francisco County Jail 2. Folks said it felt good to have their hair done professionally, and that they felt alive and couldn't wait to show their family on their next visit.



(Bottom Right) - Three of our staff Gabriella A., Monica P., and Joanna H. alongside other partners and volunteers.

Throughout the project, our staff has provided first hand input on development in an effort to improve our services and data gathering.



10. AJW Project Progress

Last year we announced the launch of our partnership with AJW, a local data systems company, in order to build a new client management system to support the work done by our staff. The project is now in advanced development stages: we are significantly improving our case management and data analysis features, and have completed a first round of user acceptance testing, in the hope of launching this new product in mid-2023. The new system will capture the innovation and community based expertise that drive our work, and reflect our commitment to client success, and to performance evaluation and evidence based practices through advanced data analysis and reporting mechanisms.

11. Presenting at Vera Institute of Justice's 'Nuts and Bolts' conference

Our CEO, David Mauroff, represented our organization and participated in a conference hosted by the Vera Institution titled The Nuts and Bolts of Effective Pretrial Services: A Conversation with Experts. David discussed how supportive pretrial services programs can assist in decarceration efforts and promote community safety. SF Pretrial is honored to engage with LA community partners as we work together to encourage a community-based pretrial response that supports their vision of pretrial fairness and equity.

The Nuts and Bolts of Effective Pretrial Services: A Conversation with Experts



CEO David M. participating in the Vera Institute's panel in Los Angeles, California.

WE ARE PROUD OF OUR 2022 ACCOMPLISHMENTS

A look into recent PRETRIAL POLICY DEVELOPMENTS



In Re Brown

The California Supreme Court's 2021 decision in *In Re Humphrey* requires lower courts to consider non monetary bail conditions and individuals' ability to pay when making pretrial release decisions. While the court's decision is an important step towards progressive bail reform, courts have narrowly interpreted it to allow unaffordable bail in serious felony cases due to public safety concerns.

Then came along ***In Re Brown***, in which the defendant was charged with sexual offenses towards minors. According to *Humphrey*, the court was to consider Brown's ability to pay. However, due to the severity of the alleged offenses, bail was set at 2.5 million dollars. The Court of Appeals reversed the lower court's decision and held that *Humphrey* always requires cash bail to be set at an amount the defendant can pay. Where affordable cash bail is insufficient to protect public safety or ensure a defendant's return to court, courts may make a detention decision. Put differently, courts now have two options: affordable bail, or constitutionally justified detention. Under no circumstances can unaffordable bail be set.



Highlight

"[I]f the court properly determines non-financial conditions are insufficient to protect the state's interests, but that imposing a money bail condition [...] would adequately protect the public and the victims and ensure the arrestee's presence in court, the court must consider the individual arrestee's ability to pay and set bail at a level the arrestee can reasonably afford. If money bail set at that level is not sufficient to protect the state's compelling interests, then the trial court's only option is to order pretrial detention."

(In Re Brown, p.17)



'Coming Up Short': A Report on the outcomes of Humphrey

The Brown decision offers a progressive interpretation and expansion of Humphrey. At the same time, **a report by UCLA School of Law Bail Practicum and UC Berkeley Law Policy Advocacy Clinic** finds that judges across the state often ignore or procedurally misapply the requirements set forth in Humphrey. The report reviews California's 58 counties in the 18 months following the Humphrey decision, and finds no evidence of a decrease in jail population, bail amounts, or average length of pretrial detention in California.

While many counties in the state have yet to operationalize the Humphrey ruling, San Francisco stands as an exception. The report finds that while the pretrial population in San Francisco remained fairly stable, the percentage of people detained for the full pretrial period declined, and the median length of pretrial detention decreased by approximately one week following the 2018 Humphrey decision. Additionally, the San Francisco District Attorney's Office's bail policies were updated in January 2022 and explicitly reference Humphrey as a critical precedent to observe during bail hearings. San Francisco Pretrial's safety rates improved after the Humphrey decision in 2018 (85% or higher quarterly rates for all programs), and have remained high since, with this year's safety rates above 90% for all programs.

The report recommends the adoption of a statewide zero dollar bail schedule and to fund and develop pretrial services outside of law enforcement agencies.

California Care First Coalition

SF Pretrial is a member of the California Care First Coalition, a group of California organizations dedicated to criminal justice reform and protecting public safety through community-based interventions. Care First has been instrumental in working with policymakers and advancing our agenda in the past. This year, we had the privilege of supporting developments in other jurisdictions where wealth-based bail systems were challenged. In Sacramento, the court in the **Welchen** case held that the county's bail schedule was unconstitutional, citing *Buffin v. San Francisco*, in which similar claims prevailed and resulted in a new progressive framework for non-monetary and speedy pretrial release. In L.A., **a class action lawsuit was filed**, similarly challenging the legality of a policy that keeps people detained because they cannot afford to be released. The lawsuit cited both *Buffin* and *Welchen* as having found essentially identical bail schedule policies unconstitutional.



Policy Highlight

"Since California voters rejected SB 10, which would have required the use of risk assessments and for law enforcement to establish pretrial services agencies, legislators should take seriously the idea of alternatives like what already exists in San Francisco County."

- *Coming Up Short*, p. 40



Did you Know?

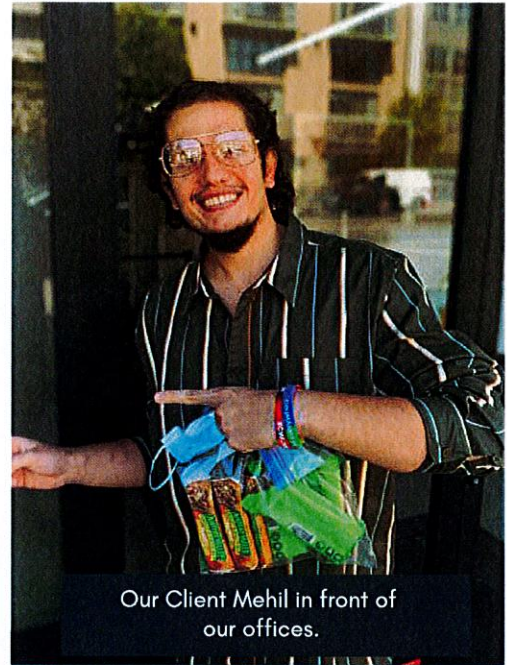
More about the wonderful work our case managers do.



We regularly find ways to support our clients based on their individual circumstances, preferences, and needs. In some instances, we have clients who lack access to typical modes of communication and, in order to work with them, we meet them where they stay in the community. This in-person contact prevents the loss of contact and proves important in supporting our clients' ability to meet important goals. These goals may relate to court-imposed conditions of release—such as attending all court appearances—or getting personal care at a behavioral health center.

Our outreach efforts prove critical to ensuring that our clients adhere to the court's expectations and engage consistently with rehabilitative services. Further, we make available at our office some of the most essential resources for our clients, like food, hygiene kits, sleeping bags, and raincoats. Case managers often support their clients through educational and professional growth, helping them prepare for interviews, and providing one-on-one support beyond supervision requirements ordered by the court.

In a recent example, two of our case managers exceeded expectations and helped our client Mehil fly to Los Angeles, which included securing a plane ticket, setting up transportation in Los Angeles, and coordinating with the Turkish Embassy so that our client could renew his passport. Through these exceptional efforts, our client will eventually be able to return home and reunite with their family.



Our Client Mehil in front of our offices.

"I felt like I had been drowning in the deepest part of the sea and they picked me up. I'm doing so much better. I am looking forward to going back to Turkey and seeing my family. Maybe all case managers are like this, but Bessie and Tony were so amazing. Each of them, individually, are amazing in their personal lives and have diamond hearts."

- Mehil ACM Client



Learn a bit about Staff Development



Staff Growth

In 2022, SF Pretrial experienced growth in the number of staff it welcomed and trained, with 34 new staff across 9 departments. In accordance with the National Association of Pretrial Services Agencies (NAPSA) accreditation criteria, staff received a minimum of 35 onboarding hours. Our onboarding program is robust and multifaceted, and includes presentations on agency programs and operations, personal introductions to department managers, and cross-departmental shadowing. In a survey distributed to new hires, SF Pretrial boasted a 92% satisfaction rate with our training materials and onboarding resources.

Professional Development

Throughout the year, the Department of Policy and Evaluation (P&E) led a number of mission-critical trainings and initiatives to build our staff's level of professionalism, knowledge, and skills. From January 2022 to date, that department facilitated 13 different staff development trainings. P&E staff led training on procedural justice and crisis management, and we brought in subject matter experts to present topics related to workplace allyship, effective communication, trauma-informed approaches, implicit bias, and motivational interviewing. Staff also received training in first aid, CPR, and naloxone administration. Given that some of our clients may be at risk of an overdose, we established Narcan stations in our office to prepare for emergency situations.



Our Staff at one of our annual staff bonding events.



Staff Recognition



SF Pretrial appreciates the considerable efforts of its staff to realize our goals as an agency, collaborate effectively with our local partners, and provide excellent service to our clients. Our yearly staff award winners are below, who were voted by their peers as standouts in the following categories:

Staff Awards

MVP – Derek Wong

Recognizes the individual who makes an all-around contribution and demonstrates excellence in the way they carry out their work.

Rookie of the Year – Eric Chen

Honors a co-worker hired in 2022 who jumped in with both feet and immediately began making a contribution to their team.

Standing Ovation – Luis Reyes Romo

Spirit award that celebrates that colleague who carries a smile and positive attitude wherever they go.

People's Choice – Ryan Webb

This goes to the staff favorite and they make their presence felt by just being available, approachable and the heart and soul of SF Pretrial.

Victor Lee Loyalty – Kenneth Walker

Victor embodied loyalty and dedication through his almost 45 years of service and this award will always be given in his honor.

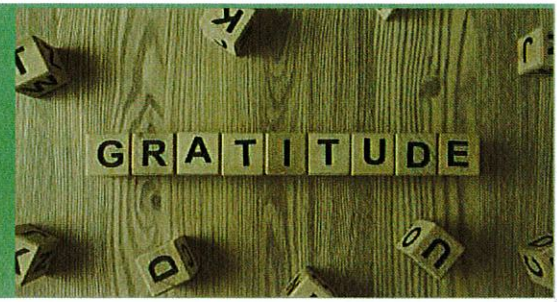
Integrity Award – Sharon Rose

Recognizes an individual who personifies the heart and soul of SF Pretrial and the work we do to uplift our clients and communities.

Leadership Impact Award – Kai Washington

Recognizes a member of our Leadership Team who has demonstrated effective and exemplary leadership that advances our agency values and mission.

A Special Thank You



To Our Board



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Acting Chair
SF Department of Public Health



Carlos Serrano-Quan
Chair
National Asian Pacific American Center on Aging/San Mateo County Planning Commissioner



Doc Patel
Principal
Nexus of IT/Psy.D. Clinical Counseling Candidate



Geri Green
ADR Services, Inc., Attorney Mediator



Jimmy Loyce
SF Black Leadership Council/Retired, Deputy Director of Health, SFDPH



Philip Jones
MSW Candidate/SFDPH Intern

Sandra Fewer
Former Member, Board of Supervisors



Tamara Walker
SF Black Wallstreet



Bobbie Stein
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To Our Funders



San Francisco Sheriff



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California Community Reinvestment Grant/GO-Biz



San Francisco Superior Court



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San Francisco District Attorney



Dept. of Homelessness & Supportive Housing



San Francisco Foundation



SF Dept. of Children, Youth, & their Families



Metta Fund



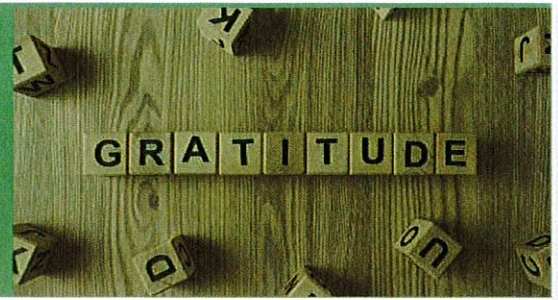
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A Special Thank You



To Our Partners

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 Mission Neighborhood Health Centers Bar Association of San Francisco Harbor Lights
SUPPORT GROUPS AA/NA Community Boards **BOSS**
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 Mission Hiring Hall Public Safety Sunset Youth Services
IntheRooms Salvation Army Billie Holiday Safety & Justice Challenge
 LUTHERAN SOCIAL SERVICES TRP ACADEMY American Jelani House
 Men's Mentoring Movement father alfred's Integrity **HOUSING**
Sister's Circle
FIVE KEYS SCHOOLS AND PROGRAMS Episcopal Community Services
HR Restorative Community Solutions Covered Wagon
360 HOSPITALITY HOUSE Baker Place Positive Directions
LARKIN STREET YOUTH SERVICES Mission Mental Health

Over five decades, we have collaborated with many wonderful organizations in San Francisco and the Bay Area. Partnership is at the heart of SF Pretrial's mission. Our clients represent a broad socioeconomic spectrum and our ability to connect them with a diverse array of agencies and services is integral to our success.

Donate



SF PRETRIAL NEEDS YOUR SUPPORT

Our caseloads are at a historic high-double what we've experienced in the past-and our team needs your support.

We are a 501(c)(3) nonprofit agency and spend 365 days a year serving our city's most vulnerable populations and protecting public safety.

With your help, we can do more.

Your tax deductible donation can and will make a difference. If you have the means, your support will allow us to continue our pursuit of social justice and pretrial innovation.

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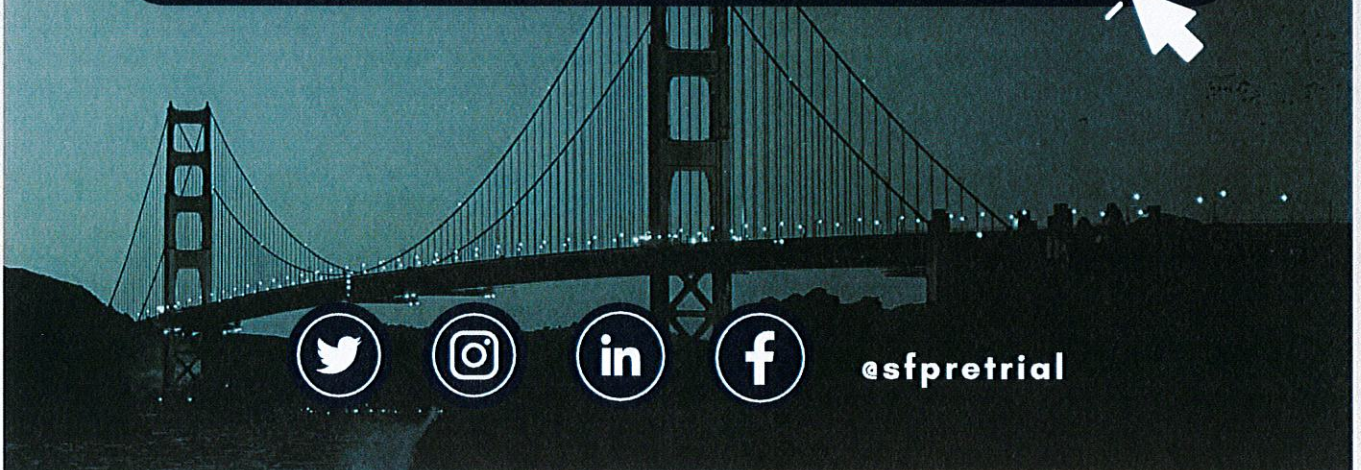
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San Francisco
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REENTRY COUNCIL

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

Membership and Seat Qualifications

Seat #	Appointing Authority	Seat Holder	Term Ending	Qualification
1	BOS	Jusef Nathan	6/1/24	Must be a former inmate in the San Francisco County Jail, a California Department of Corrections and Rehabilitation facility, and/or a United States Bureau of Prison facility; and also must self-identify as a survivor of violence or crime, for a two-year term. <i>*Supplemental Questionnaire 1-4 required (see below)</i>
2	BOS	Joanna Hernandez	6/1/24	Must be a former inmate in the San Francisco County Jail, a California Department of Corrections and Rehabilitation facility, and/or a United States Bureau of Prison facility; and also have expertise in providing services to individuals exiting the criminal justice system, for a two-year term. <i>*Supplemental Questionnaire 1-4 required (see below)</i>
3	BOS	Linda Hurshman	6/1/24	Must be a former inmate in the San Francisco County Jail, a California Department of Corrections and Rehabilitation facility, and/or a United States Bureau of Prison facility; and also must have been released from

				custody within three years of his/her appointment, for a two-year term. <i>*Supplemental Questionnaire 1-4 required (see below)</i>
4	BOS	Jabari Jackson	6/1/24	Must be a former inmate in the San Francisco County Jail, a California Department of Corrections and Rehabilitation facility, and/or a United States Bureau of Prison facility; and also must have served multiple terms of incarceration, for a two-year term. <i>*Supplemental Questionnaire 1-4 required (see below)</i>
5	BOS	Supervisor Catherine Stefani	6/1/24	Member of the Board of Supervisors
6	BOS	VACANT	06/01/24	Must be a representative of the entity or agency primarily responsible for administering pretrial services involving alternatives to incarceration in San Francisco, for a two-year term. <i>**Supplemental Questionnaire 6 required (see below)</i>
	Mayor	James Caldwell		Mayor or their designee
	Mayor	Sheenia Branner	7/1/23	Appointed by the Mayor and shall be between the ages of 18 and 35 at the time of appointment and have been an inmate before the age of 24
	Mayor	Allen Harven	7/31/23	Appointed by the Mayor and shall have expertise in providing services to individuals exiting the criminal justice system
	Mayor	Antonio Napolean	7/31/23	Appointment by the Mayor
	Public Defender			Appointed by listed Authority
	District Attorney			
	Sheriff Dept.			

	Police Dept.			
	Adult Probation			
	Juvenile Probation			
	Dept. of Economic and Workforce Development			
	Human Services Agency			
	DCYF			
	Public Health			
	Dept. Homelessness and Supportive Housing			
	Superior Court			
	Child Support Services			
	Corrections and Rehab Division			
	US Probation and Pretrial			

*. Seats 1-4 – A supplemental questionnaire is requested for applicants of seats 1-4.

[Link to Supplemental Questionnaire 1-4 – please click](#)

** Seat 6 - A supplemental questionnaire is requested for applicants of seat 6.

[Link to Supplemental Questionnaire 6 – please click](#)

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

BOARD OF SUPERVISORS (BOS) APPLICATION FORMS AVAILABLE HERE

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

- Filipino - https://sfbos.org/sites/default/files/vacancy_application_FIL.pdf

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

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

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

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

The Reentry Council was created to coordinate local efforts to support adults exiting San Francisco county jail, San Francisco juvenile justice system out-of-home placements, the California Department of Corrections and Rehabilitation facilities, and the United States Federal Bureau of Prison facilities.

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

The Council shall consist of 25 members, seven (7) of whom shall be former inmates in the San Francisco County Jail, a California Department of Corrections and Rehabilitation facility, and/or a United States Bureau of Prison facility.

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

The Board of Supervisors, or on the Board's motion its designee referenced in subsection (a)(4), shall appoint as a member of the Council a representative of the entity or agency primarily

responsible for administering pretrial services involving alternatives to incarceration in San Francisco.

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

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

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

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

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

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

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

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

Reports: Biennially, the Council shall prepare and submit a report that shall include, but not be limited to, information identifying funding streams; programs serving individuals exiting the criminal justice system; needs of reentry population; and barriers to safe and successful

reentry. City departments shall respond within 30 days, if mentioned in report. Reports shall be provided to the Mayor, Board of Supervisors, City departments identified in the report, and the public.

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

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

Sunset Date: June 1, 2024

Contact: Victoria Westbrook, Reentry Policy Planner
Adult Probation Department
564 - 6th Street
San Francisco, CA 94103
(415) 930-2202
victoria.westbrook@sfgov.org

Updated: August 4, 2023

**



Gender Analysis
San Francisco Commissions and Boards
FY 2020-2021



London N. Breed
Mayor

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



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

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

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

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

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

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

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

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

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

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

Table of Contents

I. Introduction.....	1
II. Findings	2
A. Gender.....	2
B. Race and Ethnicity.....	5
C. Race and Ethnicity by Gender.....	8
D. LGBTQIA+ Identity	10
E. Disability Status	11
F. Veteran Status	12
G. Policy Bodies by Budget.....	14
H. Comparison of Advisory Body, Commission, and Board Demographics	16
I. Demographics of Mayoral, Supervisorial, and Total Appointees.....	17
J. Religious Affiliations	18
III. Methodology and Limitations.....	19
IV. Conclusion.....	21
V. Appendix.....	23
VI. Acknowledgements.....	29

Table of Figures

Figure 1: Summary Data of Policy Body Demographics, 2021.....	2
Figure 2: 12-Year Comparison of Representation of Women on Policy Bodies.....	2
Figure 3: Commissions and Boards with Highest Percentages of Women, 2021 Compared to 2017 and 2019.....	3
Figure 4: Commissions and Boards with Lowest Percentage of Women, 2021 Compared to 2017 and 2019.....	4
Figure 5: Advisory Bodies with the Highest Percentage of Women, 2021.....	4
Figure 6: 10-Year Comparison of Representation of People of Color on Policy Bodies.....	5
Figure 7: Race and Ethnicity of Appointees Compared to San Francisco Population, 2021.....	6
Figure 8: Commissions and Boards with Highest Percentage of People of Color, 2021 Compared to 2019 and 2017.....	7
Figure 9: Commissions and Boards with Lowest Percentage of People of Color, 2021 Compared to 2019 and 2017.....	7
Figure 10: 10-Year Comparison of Representation of Women of Color on Policy Bodies.....	8
Figure 11: Appointees by Race/Ethnicity and Gender, 2021.....	9
Figure 12: San Francisco Population by Race/Ethnicity, 2019.....	9
Figure 13: LGBTQIA+ Identity of Appointees, 2021.....	10
Figure 14: LGBTQIA+ Population of Appointees, 2019.....	11
Figure 15: Disability Status of Appointees, 2021.....	11
Figure 16: Appointees with One or More Disabilities by Gender Identity, 2021.....	12
Figure 17: San Francisco Adult Population with Military Service by Gender, 2019.....	13
Figure 18: Appointees with Military Service, 2021.....	13
Figure 19: Appointees with Military Service by Gender, 2021.....	14
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.....	15
Figure 21: Demographics of Commissions and Boards with Largest Budgets, 2021.....	15
Figure 22: Demographics of Commissions and Boards with Smallest Budgets, 2021.....	16
Figure 23: Demographics of Appointees on Commission and Boards and Advisory Bodies, 2021.....	17
Figure 24: Demographics of Mayoral, Supervisorial, and Total Appointees, 2021.....	18
Figure 25: Religious Affiliations of Appointees, 2021.....	19
Figure 26: Policy Body Demographics, 2021.....	23
Figure 27: San Francisco Population Estimates by Race/Ethnicity and Gender, 2017.....	28

Executive Summary

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

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

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

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

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

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

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

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

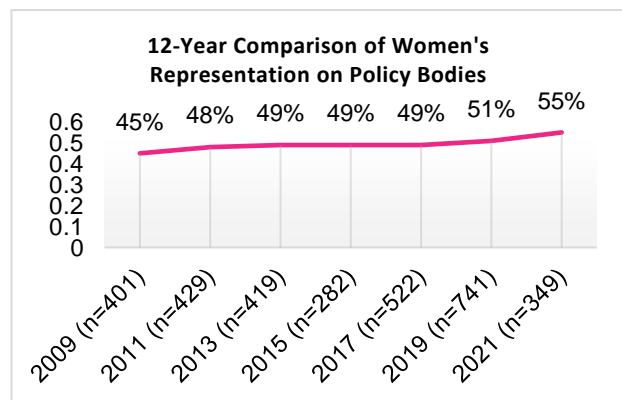
were limited compared to previous years, including the ability to conduct paper surveys and in-person meetings. Reliance on online surveying significantly reduced the level of participation, despite three to five direct contact efforts with policy bodies via phone and email. Moving forward, in addition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

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

Key Findings

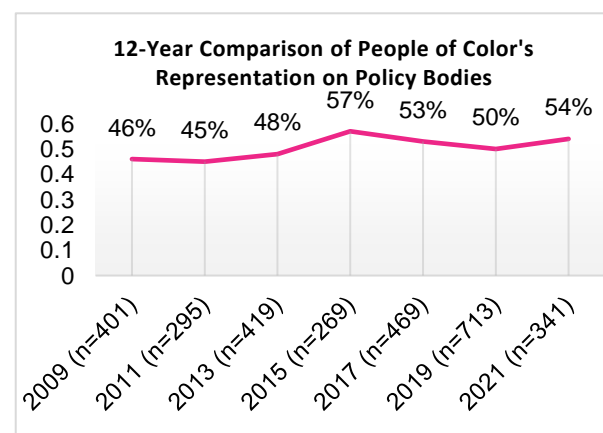
Gender

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



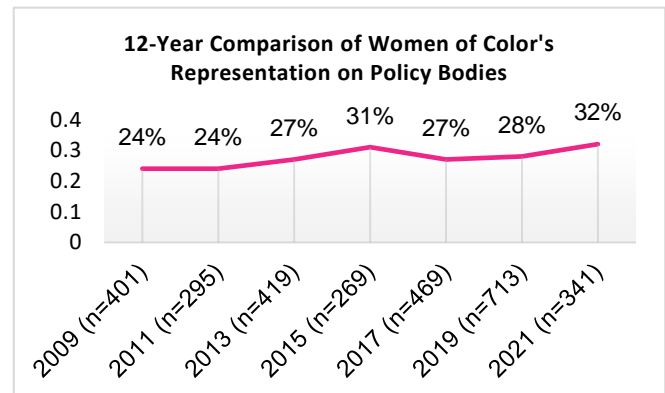
Race and Ethnicity

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



Race and Ethnicity by Gender

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



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

Additional Demographics

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

Proxies for Influence: Budget and Authority

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

Appointing Authorities

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

Demographics of Appointees Compared to the San Francisco Population

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

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

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

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

I. Introduction

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

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

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

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

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

II. Findings

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

Figure 1: Summary Data of Policy Body Demographics, 2021

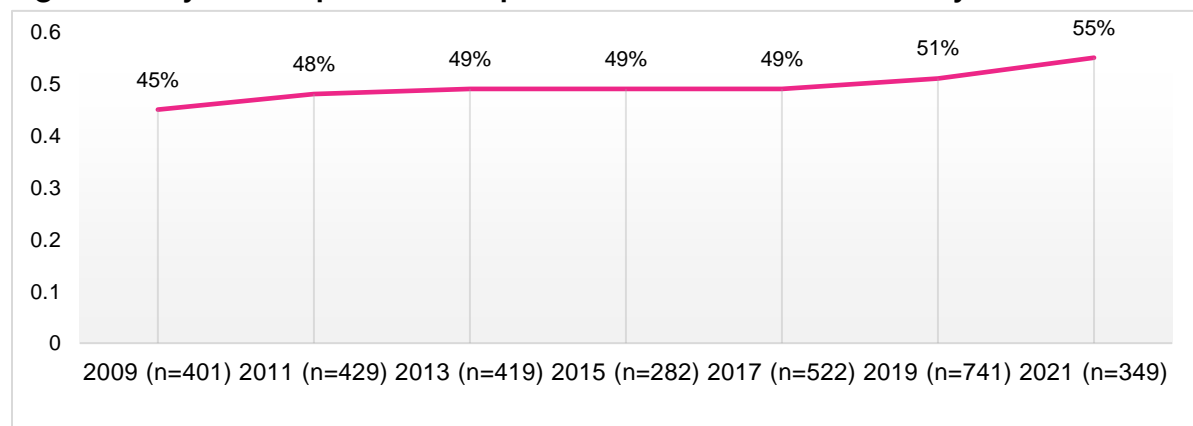
Appointee Demographics	Percentage of Appointees
Women (n=349)	55%
People of Color (n=341)	54%
Women of Color (n=341)	32%
LGBTQIA+ Identifying (n=334)	23%
People with Disabilities (n=349)	13%
Veteran Status (n=349)	22%

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

A. Gender

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

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



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

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

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

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

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

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

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

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

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

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

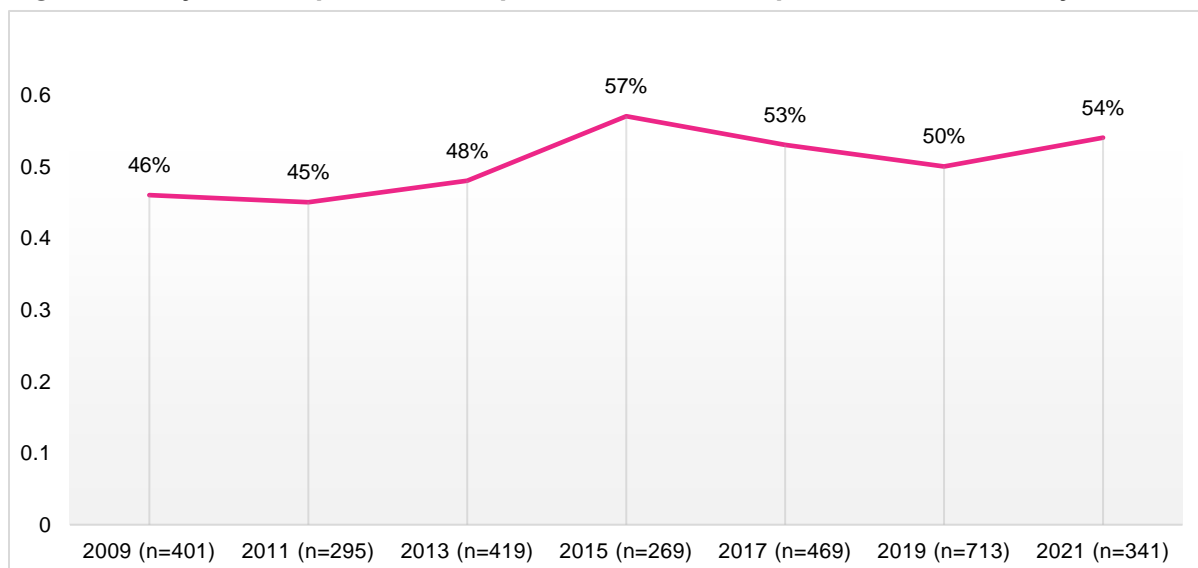
Figure 5: Advisory Bodies with the Highest Percentage of Women, 2021

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

B. Race and Ethnicity

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

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



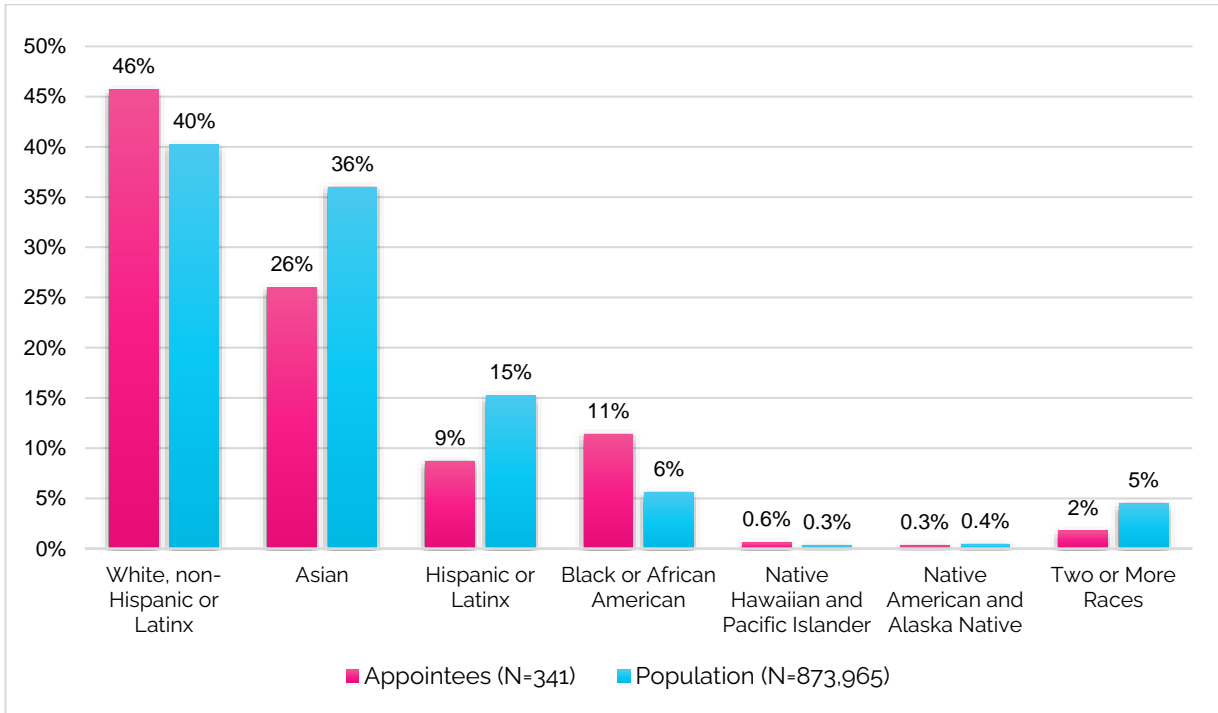
The racial and ethnic breakdown of policy body members compared to the San Francisco population is shown in Figure 7. This analysis reveals underrepresentation and overrepresentation in San Francisco policy bodies for certain racial and ethnic groups. Nearly half of all appointees are white, an overrepresentation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

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

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

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

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



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

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

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

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

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

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

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

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

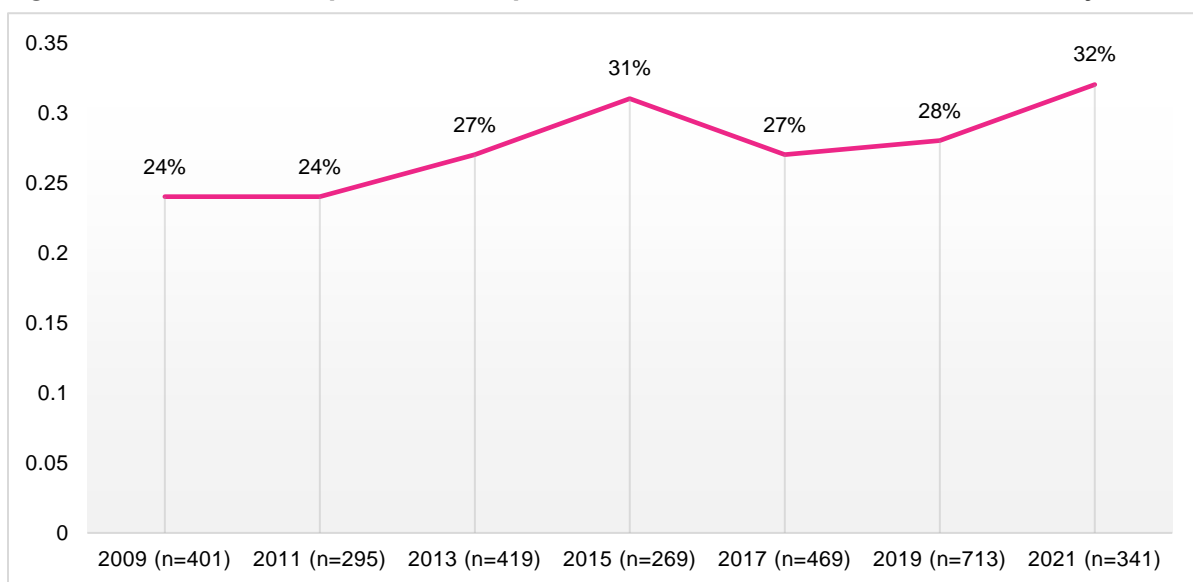
Policy Body	Percent of POC	Response Rate*	2019 Percent	2017 Percent
Ethics Commission	25%	25%	50%	67%
Retirement System Board	29%	57%	29%	29%
Recreation and Park Commission	29%	43%	43%	43%
Rent Board Commission	30%	60%	33%	50%

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

C. Race and Ethnicity by Gender

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

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



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

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

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

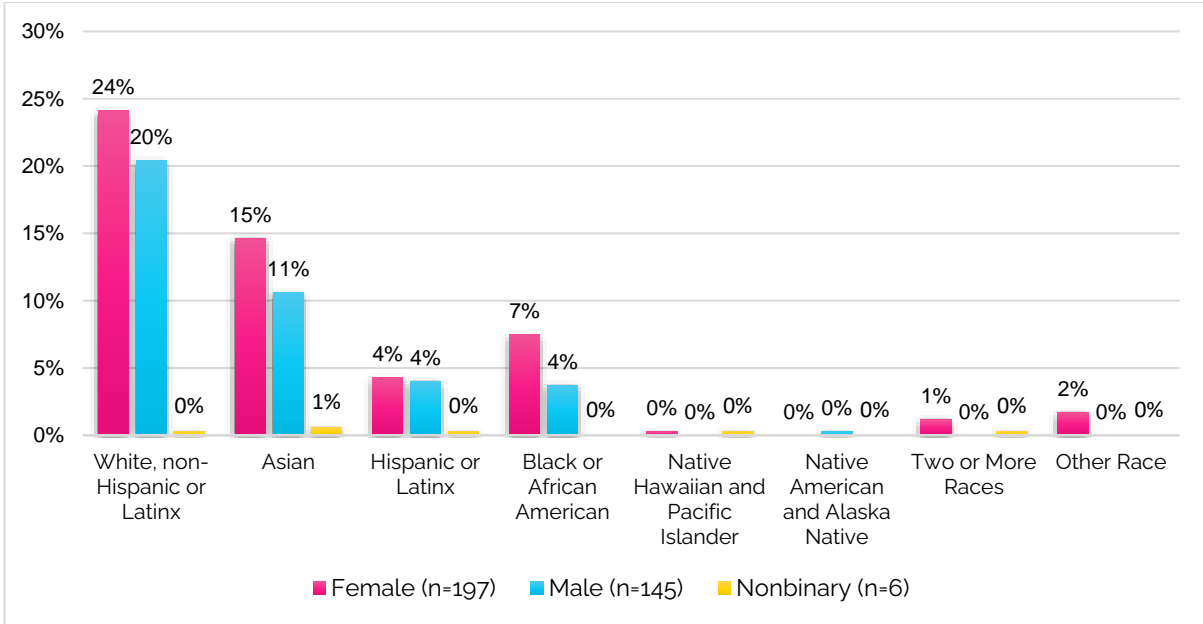
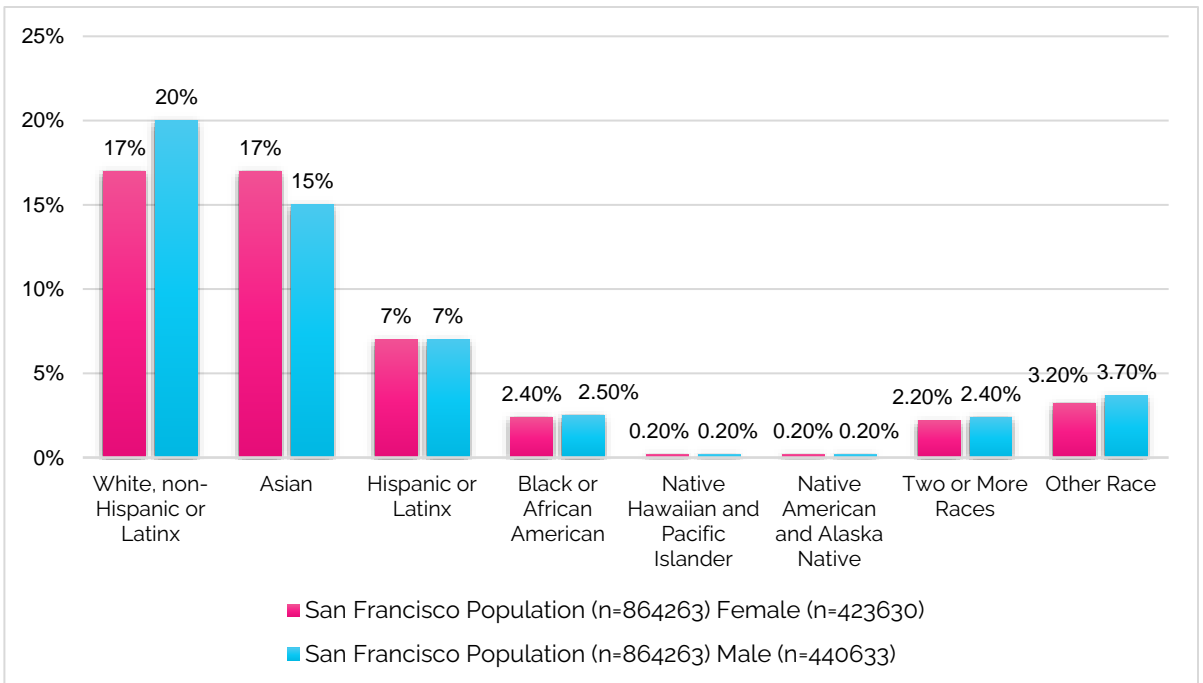


Figure 12: San Francisco Population by Race/Ethnicity

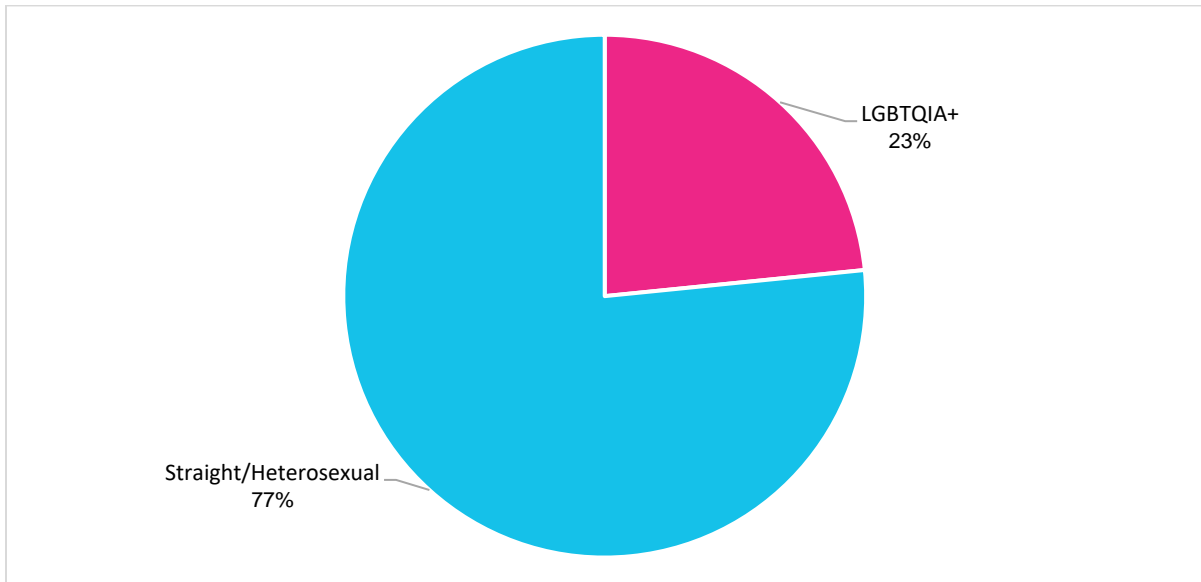


D. LGBTQIA+ Identity

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

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

Figure 13: LGBTQIA+ Identity of Appointees, 2021

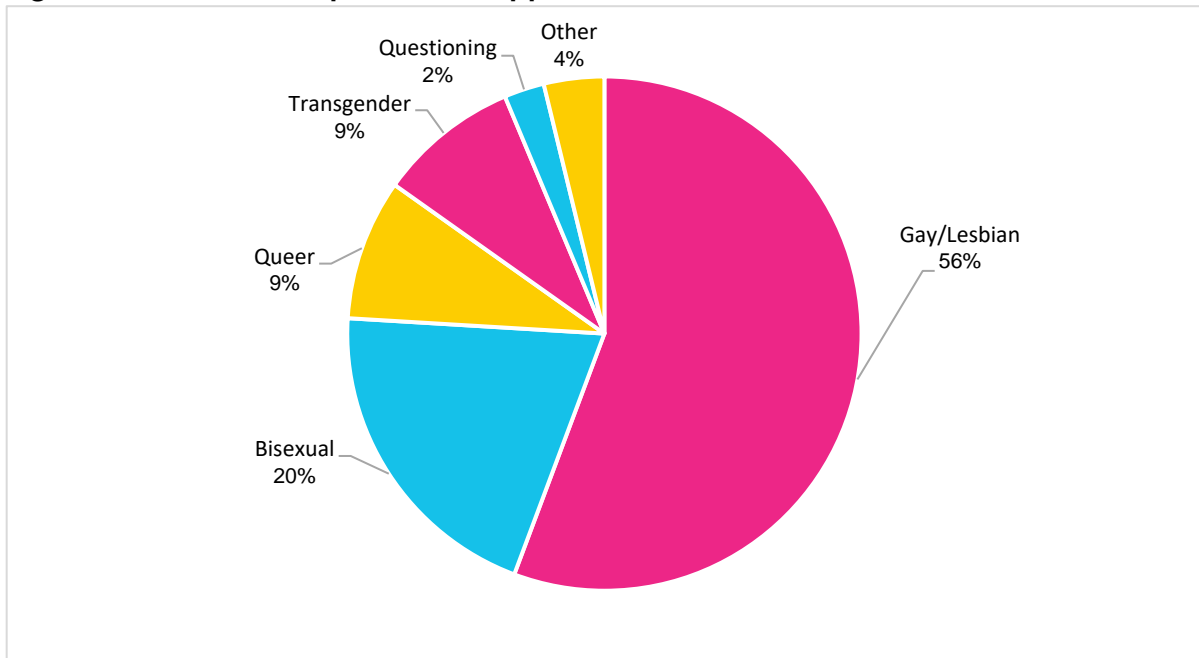


⁶ <https://williamsinstitute.law.ucla.edu/publications/adult-lgbt-pop-us/>

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

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

Figure 14: LGBTQIA+ Population of Appointees, 2021



E. Disability Status

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

Figure 15: Disability Status of Appointees, 2021

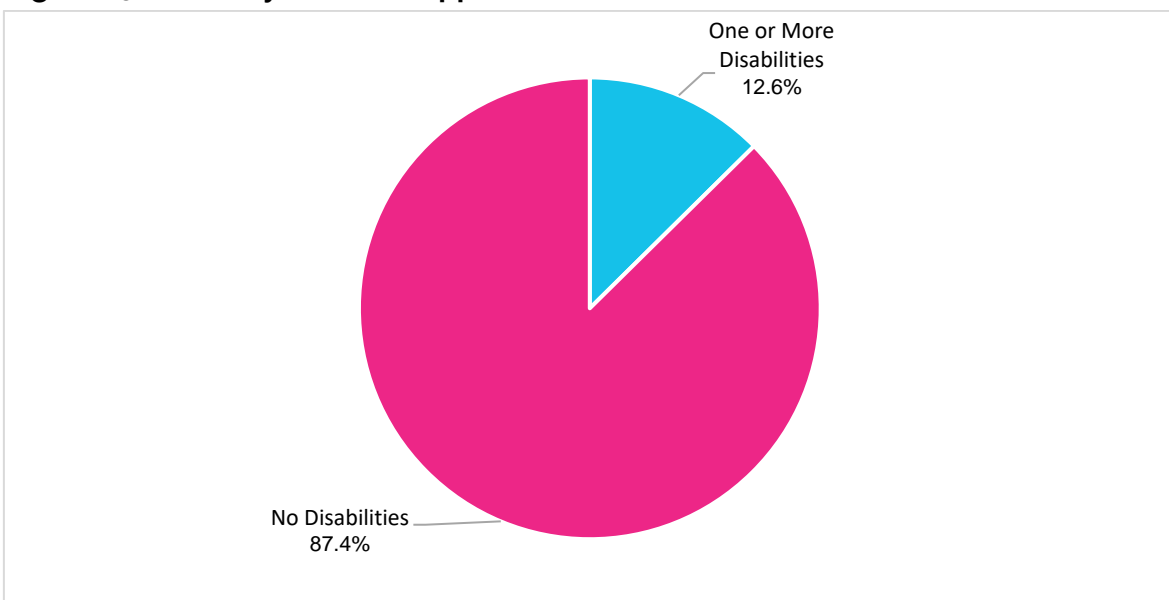
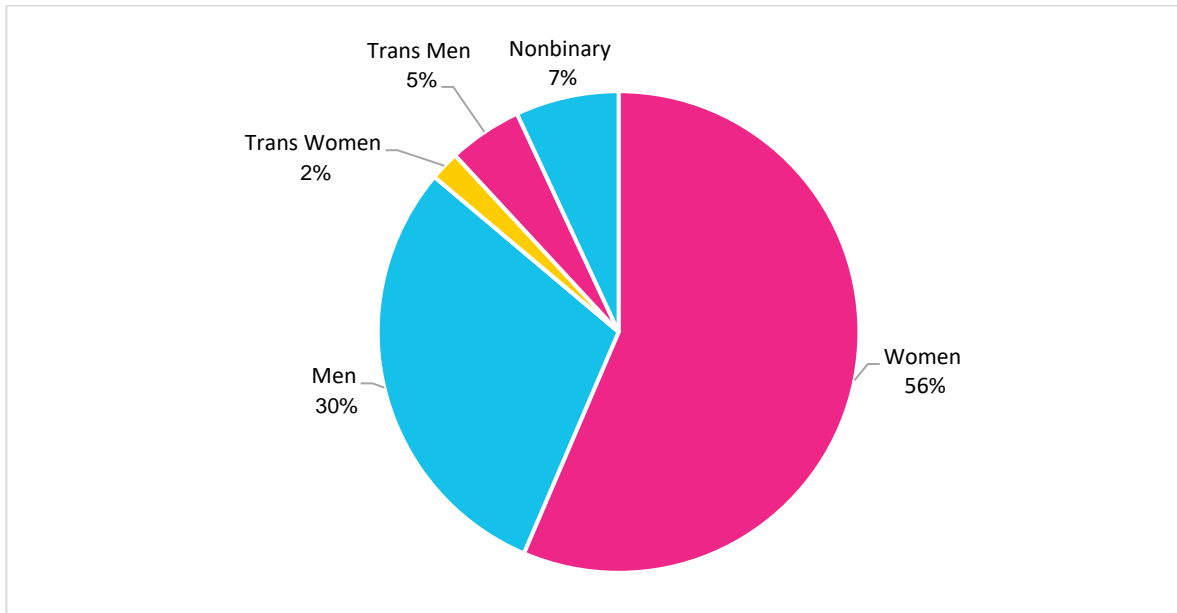


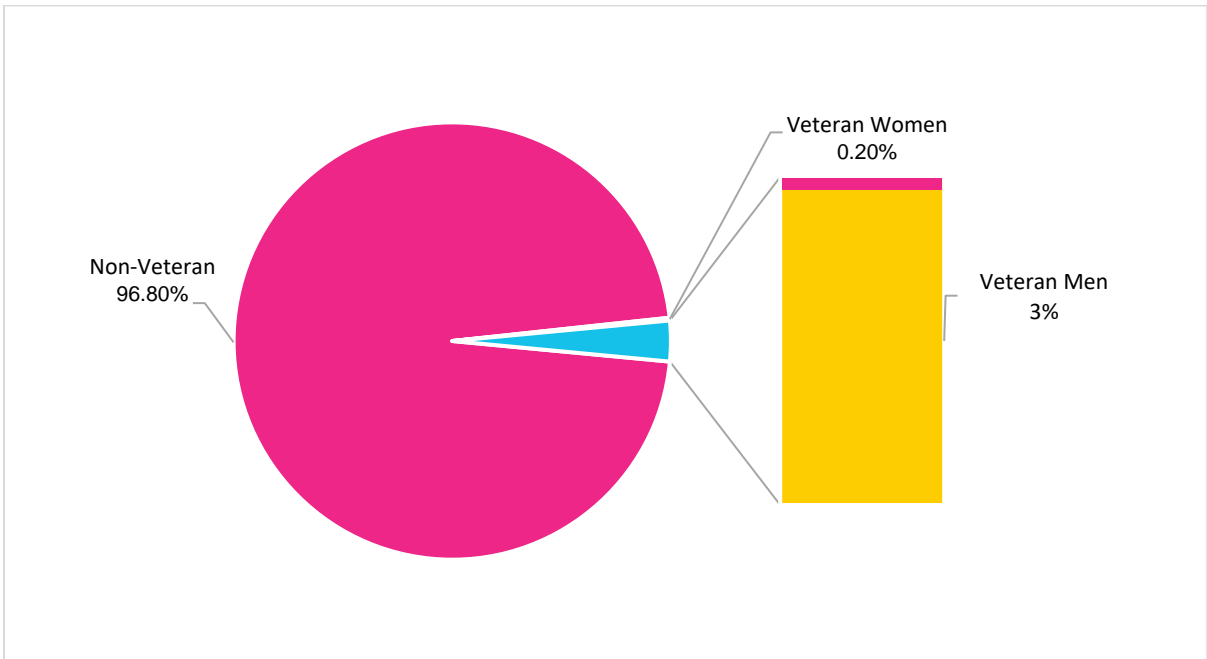
Figure 16: Appointees with One or More Disabilities by Gender Identity, 2021



F. Veteran Status

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

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



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

Figure 18: Appointees with Military Service, 2021

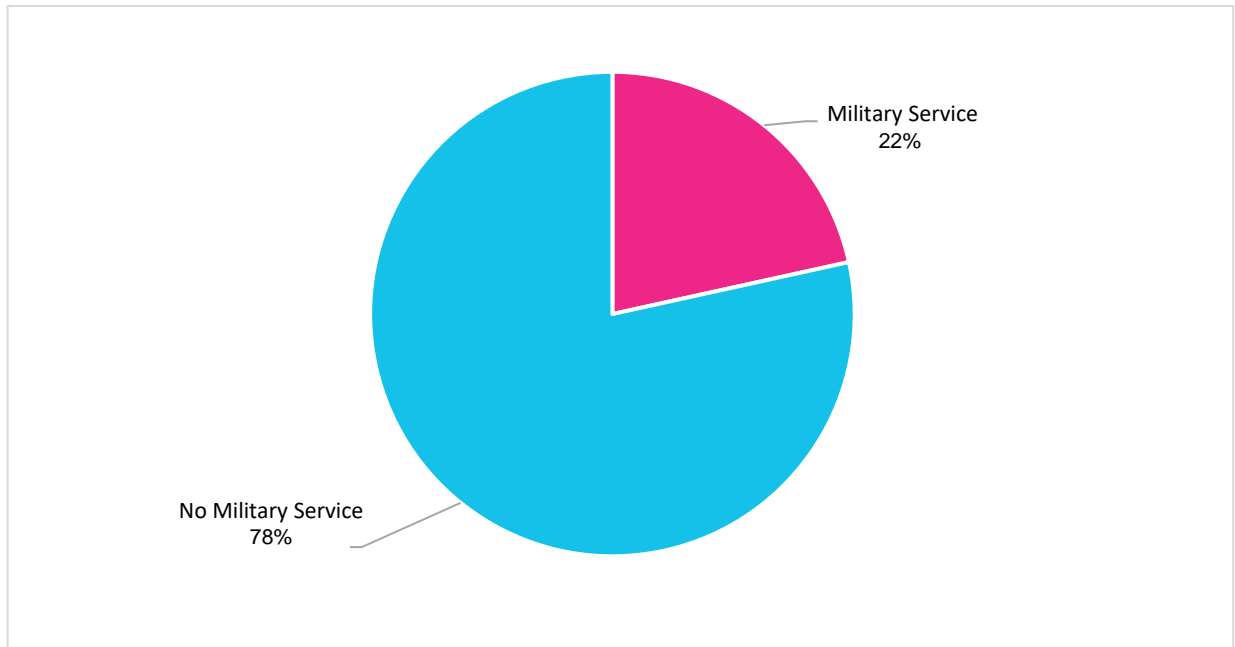
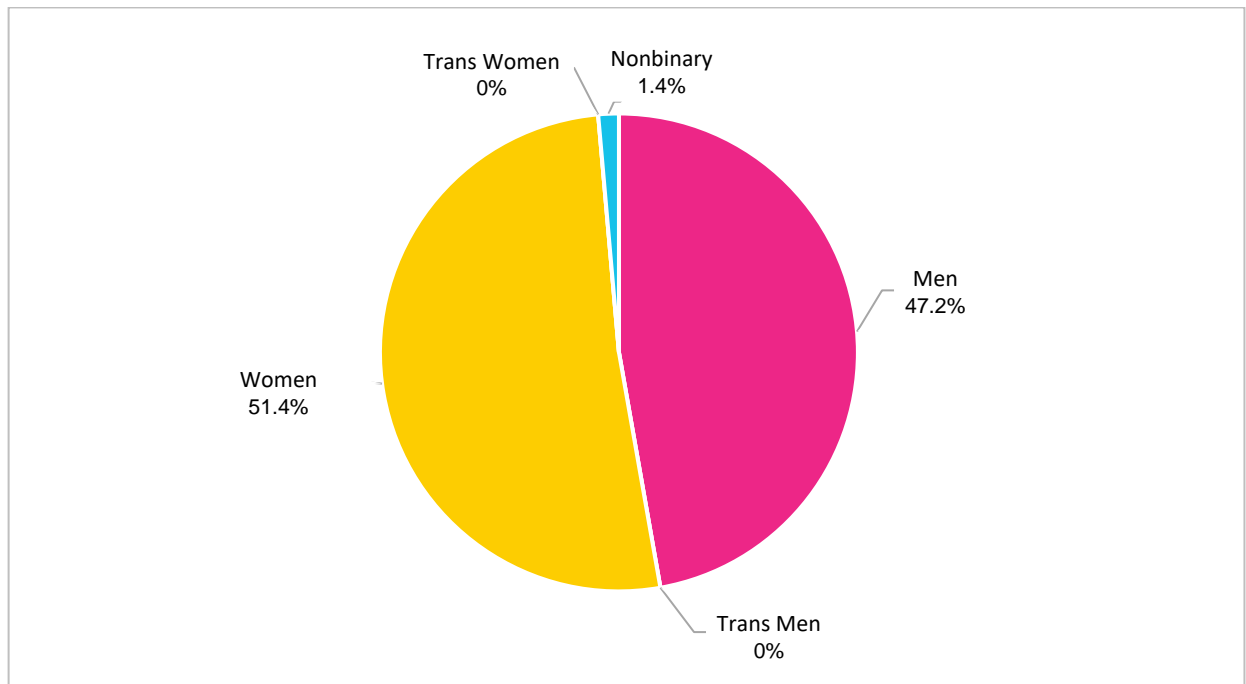


Figure 19: Appointees with Military Service by Gender, 2021



G. Policy Bodies by Budget

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

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

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

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

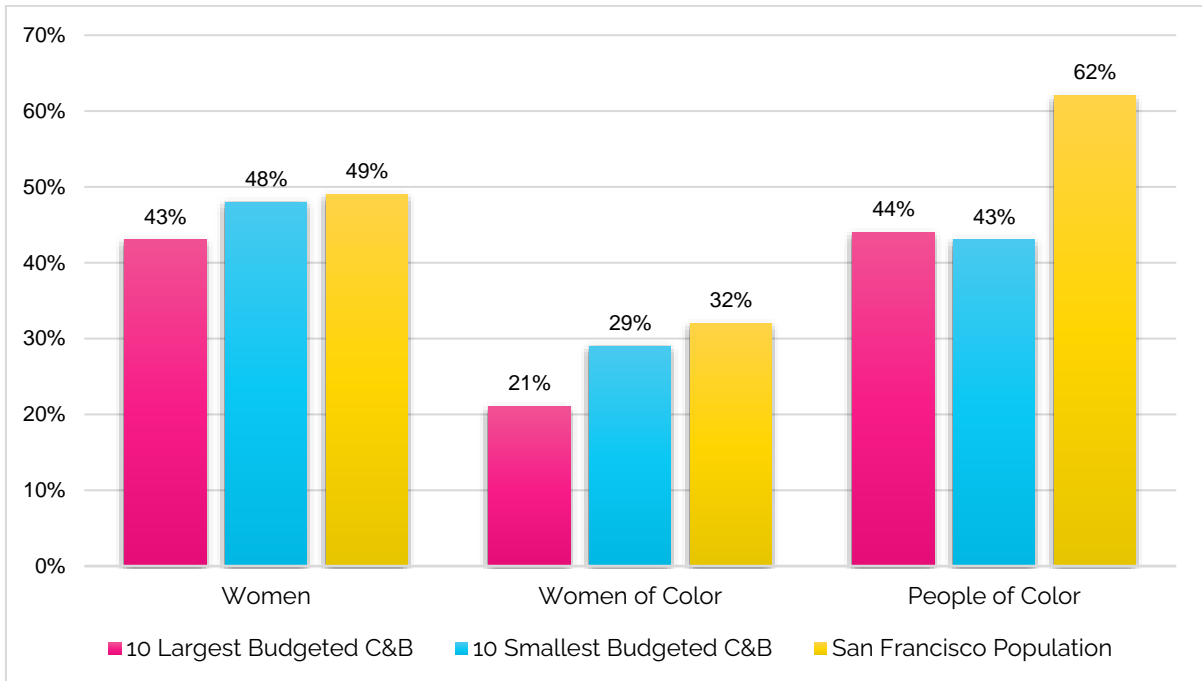


Figure 21: Demographics of Commissions and Boards with Largest Budgets, 2021

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

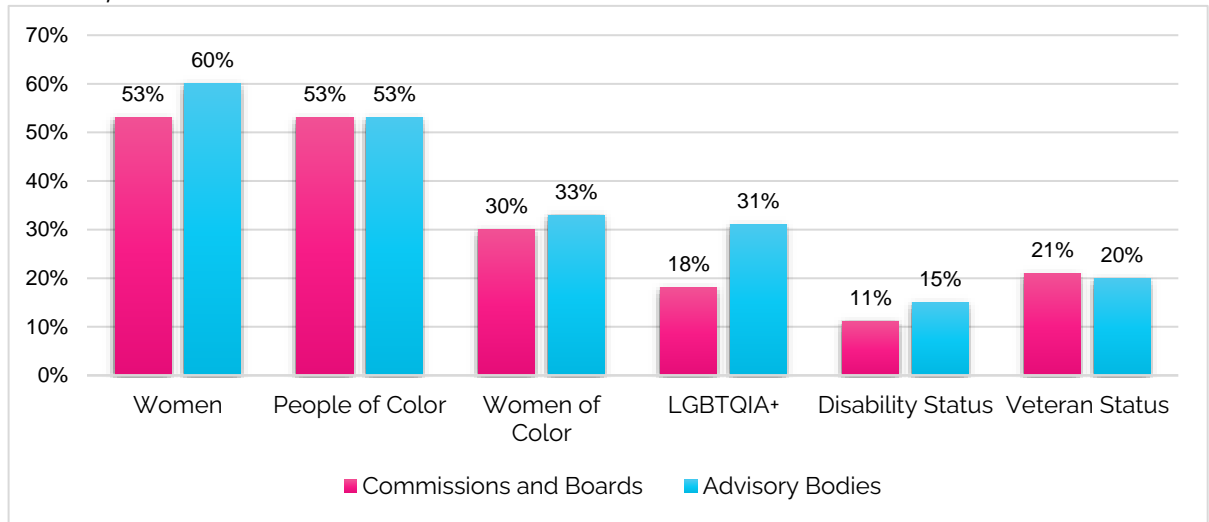
Figure 22: Demographics of Commissions and Boards with Smallest Budgets, 2021

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

H. Comparison of Advisory Body and Commission and Board Demographics

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

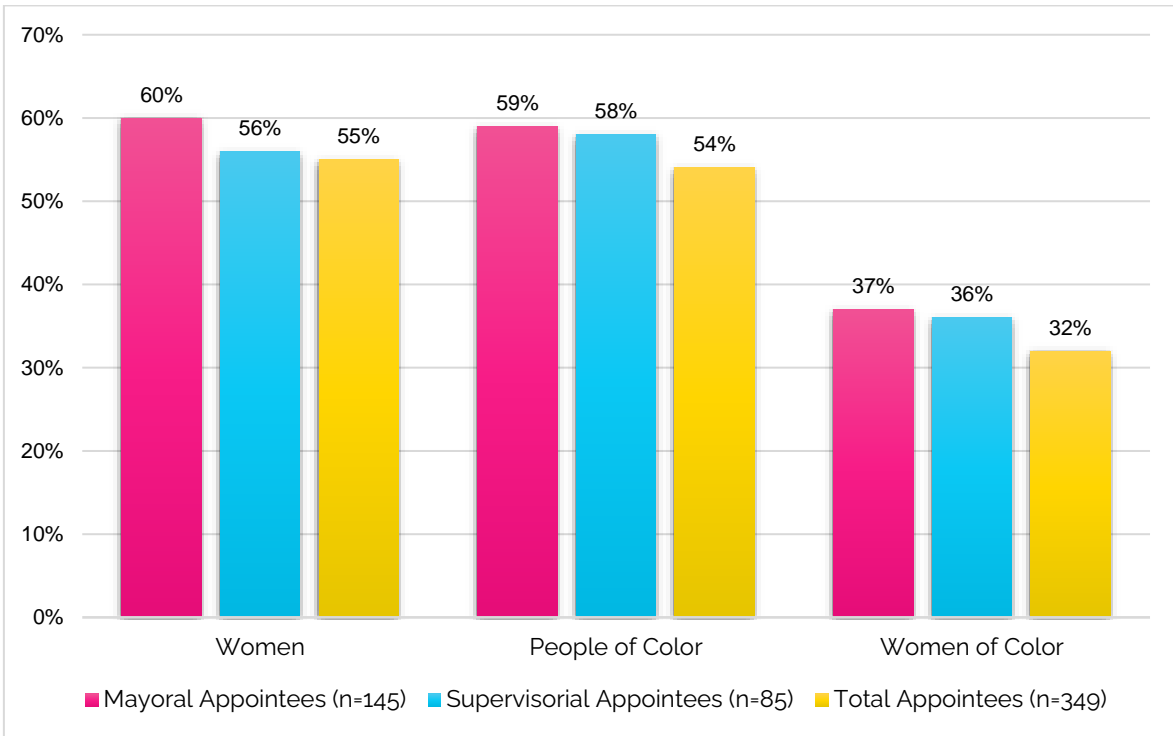
Figure 23: Demographics of Appointees on Commission and Boards and Advisory Bodies, 2021



I. Demographics of Mayoral, Supervisorial, and Total Appointees

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

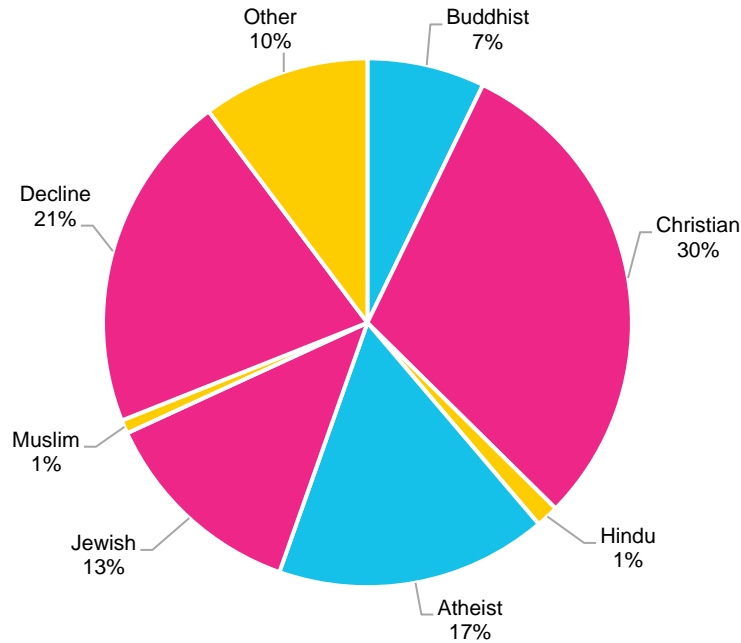
Figure 24: Demographics of Mayoral, Supervisorial, and Total Appointees, 2021



J. Religious Affiliations

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

Figure 25: Religious Affiliations of Appointees, 2021



III. Methodology and Limitations

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

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

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

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

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

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

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

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

IV. Conclusion

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

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

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

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

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

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

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

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

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

San Francisco Commission on the Status of Women

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

Kimberly Ellis, Director
Department on the Status of Women

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

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

Appendix

Figure 26: Policy Body Demographics, 2021

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

Figure 26: Policy Body Demographics, 2021, Continued

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

Figure 26: Policy Body Demographics, 2021, Continued

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

Figure 26: Policy Body Demographics, 2021, Continued

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

Figure 26: Policy Body Demographics, 2021, Continued

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

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

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

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

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

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



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



London N. Breed
Mayor

Acknowledgments

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