

File No. 210451

Committee Item No. 2

Board Item No. 15

COMMITTEE/BOARD OF SUPERVISORS

AGENDA PACKET CONTENTS LIST

Committee: Rules Committee

Date May 3, 2021

Board of Supervisors Meeting

Date May 11, 2021

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
- Vacancy Notice
- Information Sheet
- Public Correspondence

OTHER (Use back side if additional space is needed)

<input type="checkbox"/>	<input type="checkbox"/>	_____
<input type="checkbox"/>	<input type="checkbox"/>	_____
<input type="checkbox"/>	<input type="checkbox"/>	_____
<input type="checkbox"/>	<input type="checkbox"/>	_____
<input type="checkbox"/>	<input type="checkbox"/>	_____
<input type="checkbox"/>	<input type="checkbox"/>	_____
<input type="checkbox"/>	<input type="checkbox"/>	_____
<input type="checkbox"/>	<input type="checkbox"/>	_____
<input type="checkbox"/>	<input type="checkbox"/>	_____
<input type="checkbox"/>	<input type="checkbox"/>	_____

Completed by: Victor Young Date April 29, 2021

Completed by: _____ Date _____

1 [Appointments, Veterans Affairs Commission - Jason Chittavong, George Ishikata, and
2 Nicholas Rusanoff]

3 **Motion appointing Jason Chittavong, term ending January 31, 2023, and George**
4 **Ishikata and Nicholas Rusanoff, terms ending January 31, 2025, to the Veterans Affairs**
5 **Commission.**

6
7 MOVED, That the Board of Supervisors of the City and County of San Francisco does
8 hereby appoint the hereinafter designated persons to serve as a members of the Veterans
9 Affairs Commission, pursuant to the provisions of Administrative Code, Sections 5.100, et
10 seq., for the terms specified:

11 Jason Chittavong, seat 4, succeeding David Chasteen, resigned, must be an at-large
12 appointment, for the unexpired portion of a four-year term ending January 31, 2023.

13 George Ishikata, seat 2, succeeding themselves, term expired, must be an at-large
14 appointment, for the unexpired portion of a four-year term ending January 31, 2025.

15 Nicholas Rusanoff, seat 12, succeeding Margo Ellis, term expired, must be an at-large
16 appointment, for the unexpired portion of a four-year term ending January 31, 2025.

17
18
19
20
21
22
23
24
25



Board of Supervisors
City and County of San Francisco
1 Dr. Carlton B. Goodlett Place, Room 244
(415) 554-5184 FAX (415) 554-7714

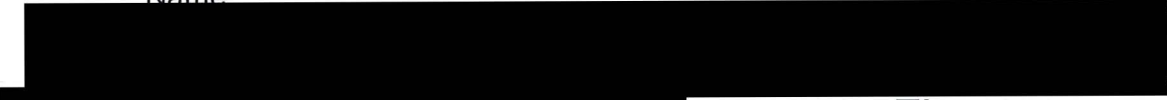
RECEIVED
BOARD OF SUPERVISORS
SAN FRANCISCO
2019 NOV 13 PM 3:17

Application for Boards, Commissions, Committees, & Task Forces

Name of Board, Commission, Committee, or Task Force: Veterans Affairs Commission

Seat # or Category (If applicable): District:

Name: Daniel Shaffer



Zip: 94107

Occupation: Finance

Work Phone: 415-249-7199 Employer: Goldman Sachs

Business Address: 555 California Street Zip: 94104

Business E-Mail: daniel.shaffer@gs.com Home E-Mail: [Redacted]

Pursuant to Charter Section 4.101 (a)2, Boards and Commissions established by the Charter must consist of electors (registered voters) of the City and County of San Francisco. For certain other bodies, the Board of Supervisors can waive the residency requirement.

Check All That Apply:

Registered voter in San Francisco: Yes [X] No [] If No, where registered:

Resident of San Francisco [X] Yes [] No If No, place of residence:

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

I am a disabled Army veteran who served in Afghanistan during Operating Freedom's Sentinel. A number of service-related injuries led to my disability status, which has allowed me to become quite familiar with the "invisible" wounds plaguing many of our service members and veterans today. I have a keen awareness of how the hardships endured during service perpetually manifest themselves to plague the lives of service members and their loved ones. I strive to continue my service by maintaining active membership in the veteran community and putting a voice to the silent suffering.

Business and/or professional experience:

I served as a US Army infantry officer for nearly five and a half years following my commission from the United States Military Academy at West Point. From there, I pursued my MBA at the MIT Sloan School of Management and currently serve as a finance professional at Goldman Sachs.

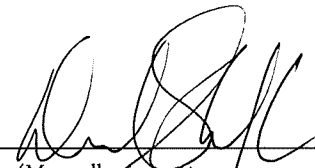
Civic Activities:

I serve as an ambassador for an organization called Service to School, where I mentor veterans as they pursue their MBA. I offer guidance throughout the process and assist them in understanding and accessing their educational benefits. I am also a member of Mission 22, which is an organization responsible for generating awareness for veteran suicide across the country.

Have you attended any meetings of the Board/Commission to which you wish appointment? Yes No

For appointments by the Board of Supervisors, appearance before the RULES COMMITTEE is a requirement before any appointment can be made. *(Applications must be received 10 days before the scheduled hearing.)*

Date: 11/06/2019 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 Seat was Vacated: _____

Save Form

PRINT FORM



Board of Supervisors
City and County of San Francisco
1 Dr. Carlton B. Goodlett Place, Room 244
(415) 554-5184 FAX (415) 554-7714

Application for Boards, Commissions, Committees, & Task Forces
Veterans Affairs Commission

Name of Board, Commission, Committee, or Task Force:
Open seats as they become available 5

Seat # or Category (If applicable):
David Corpman District:

Name:
San Francisco, CA 94117

Occupation:
Resident Physician

Home Phone:
415-514-3781 Occupation: UCSF

Work Phone:
513 Parnassus Ave, San Francisco, CA 94143

Business Address:
David.corpman@ucsf.edu Zip:

Business E-Mail: Home E-Mail:

Pursuant to Charter Section 4.101 (a)2, Boards and Commissions established by the Charter must consist of electors (registered voters) of the City and County of San Francisco. For certain other bodies, the Board of Supervisors can waive the residency requirement.

Check All That Apply:

Registered voter in San Francisco: Yes [checked] No [] If No, where registered:

Resident of San Francisco [checked] Yes [] No [] If No, place of residence:

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:

Medical training in San Francisco, first as a medical student and now as a resident physician in anesthesiology and critical care with bilingual certification in Mandarin, affords me the opportunity to serve San Francisco's diverse population. This training has taken place at multiple hospitals throughout our city and serves San Francisco residents during their times of greatest need, including the current pandemic.
Prior to starting my medical career, I commissioned via the US Air Force Academy and served on active duty in the US Air Force for five years as a developmental electrical engineer. My experience as a veteran and physician informs my understanding of veterans issues as they affect health, housing, and other pressing issues requiring urgent intervention to better serve our city's veteran population and honor their sacrifice.

Business and/or professional experience:

- Distinguished Graduate, United States Air Force Academy: Commissioned in 2010
- Commissioned Officer, United States Air Force: 2010-2015
- Fulbright Scholar to China, United States Department of State: 2010-2011
- Developmental Electrical Engineer, Wright-Patterson Air Force Base, OH: 2011-2015
- Doctor of Medicine, UC San Francisco: awarded 2019
- Internal Medicine Internship, California Pacific Medical Center: 2019-2020
- Anesthesiology and Critical Care Residency, UC San Francisco: 2020 - present

Civic Activities:

- Volunteer interviewer for military service academy Congressional nominations, Office of Senator Kamala Harris: 2017-2018
- Volunteer emergency medical technician, Riverside, OH Fire Department: 2012-2013

Have you attended any meetings of the Board/Commission to which you wish appointment? Yes No

For appointments by the Board of Supervisors, appearance before the RULES COMMITTEE is a requirement before any appointment can be made. (*Applications must be received 10 days before the scheduled hearing.*)

Date: 12/19/2020 **Applicant's Signature: (required)** David Corpman

(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 Seat was Vacated: _____

Save Form

Print Form



Board of Supervisors
City and County of San Francisco
1 Dr. Carlton B. Goodlett Place, Room 244
(415) 554-5184 FAX (415) 554-7714

RECEIVED
BOARD OF SUPERVISORS
SAN FRANCISCO
20 DEC 15 AM 10:58
BY [Signature]

Application for Boards, Commissions, Committees, & Task Forces

Name of Board, Commission, Committee, or Task Force: Veterans Affairs Commission

Seat # or Category (If applicable): _____ District: _____

Name: Elliott Johnson

[Redacted] Blvd Zip: 94015
Occupation: Electrical Line Worker Helper

Work Phone: _____ Employer: SFMTA

Business Address: 1 South Van Ness Ave Zip: 94103

Business E-Mail: elliott.johnson@sfmta.com Home E-Mail: [Redacted]

Pursuant to Charter Section 4.101 (a)2, Boards and Commissions established by the Charter must consist of electors (registered voters) of the City and County of San Francisco. For certain other bodies, the Board of Supervisors can waive the residency requirement.

Check All That Apply:

Registered voter in San Francisco: Yes No If No, where registered: San Mateo County

Resident of San Francisco Yes No If No, place of residence: Daly City

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 come from a blended family of veterans. I myself am a disabled veteran and have concentrated alot of efforts in helping fellow veterans in securing their rights and benefits, as well as for their dependents and beneficiaries. Understanding the many problems our group faces and being proactice and preemptive with policy and resources available for veterans.

Business and/or professional experience:

Employee at the SFVAMC for three years. And employee at American Legion for five years.

Civic Activities:

Participate in public information and outreach activities to educate and offer services to veterans and dependents. Through American Legion activities. Help coordinate veteran services between organizations and agencies.

Have you attended any meetings of the Board/Commission to which you wish appointment? Yes No

For appointments by the Board of Supervisors, appearance before the RULES COMMITTEE is a requirement before any appointment can be made. (*Applications must be received 10 days before the scheduled hearing.*)

Date: 12/9/2020

Applicant's Signature: (required)

Ellis Johnson

(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 Seat was Vacated: _____



**Board of Supervisors
City and County of San Francisco
1 Dr. Carlton B. Goodlett Place, Room 244
(415) 554-5184 FAX (415) 554-5163**

Application for Boards, Commissions, Committees, & Task Forces

Name of Board, Commission, Committee, or Task Force: Veterans Affairs Commission

Seat # or Category (If applicable): 6 District: 8

Name: Eric Deng

[Redacted] Zip: 94103

Occupation: Business Operations Manager

Work Phone: (937) 985-2306 Employer: Make School

Business Address: 555 Post St. San Francisco, CA Zip: 94102

Business E-Mail: eric@makeschool.com Home E-Mail: [Redacted]

Pursuant to Charter, Section 4.101(a)(2), Boards and Commissions established by the Charter must consist of electors (registered voters) of the City and County of San Francisco. For certain other bodies, the Board of Supervisors can waive the residency requirement.

Check All That Apply:

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

Registered Voter in San Francisco: Yes No If No, where registered: _____

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

As the son of two immigrants from China, I chose to serve in the military to help ensure that the opportunities America made available to my family would endure for generations to come. Last year, I transitioned to the civilian workforce. While challenging, I found work at a non-traditional degree granting institution here in the city, which specifically focuses attention on students from underprivileged backgrounds from both here in the Bay Area and the country-at-large. For me, my work has underscored the power of workforce development to provide a person with the skills to fundamentally change their life and find meaningful work, and I want to ensure that my fellow veterans can readily access these resources as well.

Business and/or professional experience:

As an organizational leader, my primary experience is in project and program management, with additional experience in facilitating teamwork across multi-disciplinary teams, and building coalitions to effectively implement change across an organization. In large, cross-functional teams, I often played a bridging role between differing perspectives. This meant that I frequently worked to facilitate an environment for open discussion in order to ensure that all voices and concerns were heard brought to the table, while also ensuring that the team was able to move forward on a particular plan of action after the discussion period ended. I have also developed and tracked KPIs, and deployed process improvement methodologies to continually find better ways to meet our goals, take care of employees, and capture and spread best practices.

Civic Activities:

- Volunteer, Wreaths Across America (San Francisco National Cemetery), 2019
- Frequent attendee of Bunker Labs events, a non-profit national network of veteran and milspouse entrepreneurs dedicated to helping the military connected community start their own business
- Participant in Bay Area Veterans Society - a group which facilitates camaraderie among veterans in the Bay Area and shares lessons learned and supports personal and professional development

Have you attended any meetings of the Board/Commission to which you wish appointment? Yes No

Appointments confirmed by the Board of Supervisors require an appearance before the Rules Committee. Once your application is received, the Rules Committee Clerk will contact you when a hearing is scheduled. *(Please submit your application 10 days before the scheduled hearing.)*

Date: 11 FEB 2020 **Applicant's Signature: (required)** Eric Deng

(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 Seat was Vacated: _____

Eric H. Deng



PROFESSIONAL SUMMARY

An astute, driven, and results-oriented leader experienced in facilitating teamwork across multi-disciplinary teams to address time-sensitive strategic and day-to-day program and project initiatives and challenges. Skilled in process improvement methodologies with proven 360-degree management experience, providing timely and prudent recommendations to senior leadership and coaching for team members. Adept at implementing programs and systems to ensure compliance with regulations while remaining attentive to cultivating an organizational culture geared towards innovation.

EXPERIENCE

Make School Apr 2019 – Present
Business Operations Manager San Francisco, CA

- Develop, implement, and improve key business processes; manage facility operations and budget
- Streamlined data collection and consolidated data sources for student outcomes and tuition payment
- Established key performance indicators and priorities for unemployed alumni and alumni engagement

United States Air Force Jan 2017 – Jan 2019
Enroute Aircraft Maintenance Operations Manager Yokota Air Base, Japan

- Led 100+ employees including direct reports, managed aircraft maintenance activities, and enforced regulatory and technical standards ensuring 800+ timely and safe take-offs (average per year).
- Analyzed training documentation errors and utilized process improvement methodologies to develop and implement solutions that cut the number of errors by 90%.

United States Air Force May 2016 – Jan 2017
Fuels, Hydraulics, and Electrical/Environmental Department Manager Travis Air Force Base, CA

- Selected as interim Senior Maintenance Operations Manager for 5 months; managed the maintenance operations of 500 employees across 7 departments, ensuring the timely repair and return to the company supply system of 500+ parts.
- Led a team of 120+ employees, drove work priorities, and evaluated work efficacy for on and off-equipment fuels, hydraulics, and electrical/environmental maintenance for 58 assigned aircraft.
- Identified process improvement opportunity and streamlined maintenance schedule, reducing asset time out-of-commission and beating corporate standards by 40%.

United States Air Force Dec 2013 – May 2016
Special Executive Assistant to the Chief Operating Officer Travis Air Force Base, CA

Aircraft Maintenance Operations Manager / Assistant Operations Manager

- Competitively selected over 19 other elite junior officers to serve as primary assistant to the Chief Operating Officer and Deputy Chief Operating Officer.
- Facilitated daily administration, accomplishment of responsibilities, and cross-coordination between sub-organizations and higher headquarters for a 2,200+ person organization.
- Managed maintenance review process and implemented new employee orientation and safety/compliance program, training 30 employees, completing 1000+ inspections, and rectifying 140+ issues.

EDUCATION AND TRAINING

University of Southern California May 2013
Bachelor of Arts in Political Science, Minor in Economics. Los Angeles, CA
Competitively selected for Department of Defense summer Swahili scholarship program.

ADDITIONAL INFORMATION

- Recognized as the Jr. Officer of the Year back to back (2016 & 2017), Jr. Officer of the Quarter 5 times in 4 years, and #1 Jr. officer in the unit 5 times.
- Previous internships with the Mayor's Office in both Los Angeles, CA, and Salt Lake City, UT.



**Board of Supervisors
City and County of San Francisco
1 Dr. Carlton B. Goodlett Place, Room 244
(415) 554-5184 FAX (415) 554-5163
BOS-Appointments@sfgov.org**

Application for Boards, Commissions, Committees, & Task Forces

Name of Board, Commission, Committee, or Task Force: Veterans Affairs Commission

Seat # (See Vacancy Notice for Descriptions): BOS 2 (reappointment) District: N/A

Name: George K. Ishikata

[Redacted] Zip: 94112

Occupation: School teacher

Work Phone: N/A Employer: SFUSD

Business Address: 2162 24th Avenue Zip: 94116

Business E-Mail: ishikatag@sfusd.edu Home E-Mail [Redacted]

Pursuant to Charter, Section 4.101(a)(2), Boards and Commissions established by the Charter must consist residents of the City and County of San Francisco who are 18 years of age or older. For certain bodies, the Board of Supervisors can waive the residency requirement.

Check All That Apply:

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

18 years of age or older: Yes No

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

As a veteran with over 30 years of service, a current member of the Veterans Affairs Commission (term expired 31 Jan 21), and an Asian American, I believe I represent both the community which the Veterans Affairs Commission serves, as well as the ethnic and racial diversity of San Francisco.

Business and/or professional experience:

Served as an Army officer with multiple combat zone deployments and service both within California and at locations outside the state. Served with the California National Guard, providing experience in Reserve Component service. Continued work as a Junior ROTC instructor at Abraham Lincoln High School in The City, and now serving as the Director of Army Instruction and JROTC Coordinator for SFUSD. Also serve as an Executive Committee member of the Japanese American Veterans Association, and have for the past decade. Served previously as a Board Member of the United Services Organization (USO) of Northern California. Served in various positions within the National Guard Association of California.

Civic Activities:

Beyond the term I served on the Veterans Affairs Commission, I have actively served in the Civil Air Patrol, which is the civilian auxiliary of the US Air Force. My experience there has been in a variety of positions at the local, state, and national level, and I current serve as the Pacific Region Commander, with oversight of six western states. I also serve as a US Air Force Academy Admissions Liaison Officer, assisting local high school students applying for entry into the Air Force Academy.

Have you attended any meetings of the Board/Commission to which you wish appointment? Yes No

Appointments confirmed by the Board of Supervisors require an appearance before the Rules Committee. Once your application is received, the Rules Committee Clerk will contact you when a hearing is scheduled. *(Please submit your application 10 days before the scheduled hearing.)*

Date: 4 Feb 2021 **Applicant's Signature: (required)** George K. Ishikata

(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 Seat was Vacated: _____



**Board of Supervisors
City and County of San Francisco
1 Dr. Carlton B. Goodlett Place, Room 244
(415) 554-5184 FAX (415) 554-5163**

Application for Boards, Commissions, Committees, & Task Forces

Name of Board, Commission, Committee, or Task Force: _____

Seat # or Category (If applicable): _____ District: _____

Name: Jason Chittavong

 _____ Zip: 94102
 _____ Occupation: Mentor Coordinator

Work Phone: 415-320-7826 Employer: SF County Superior Court

Business Address: jason.sfVJC@gmail.com Zip: 94102

Business E-Mail: ↓ Home E-Mail: _____

Pursuant to Charter, Section 4.101(a)(2), Boards and Commissions established by the Charter must consist of electors (registered voters) of the City and County of San Francisco. For certain other bodies, the Board of Supervisors can waive the residency requirement.

Check All That Apply:

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

Registered Voter in San Francisco: Yes No If No, where registered: _____

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

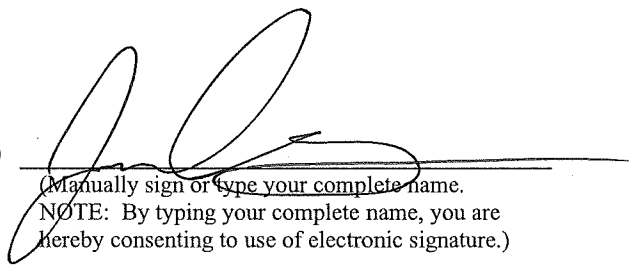
Business and/or professional experience:

Civic Activities:

Have you attended any meetings of the Board/Commission to which you wish appointment? Yes No

Appointments confirmed by the Board of Supervisors require an appearance before the Rules Committee. Once your application is received, the Rules Committee Clerk will contact you when a hearing is scheduled. *(Please submit your application 10 days before the scheduled hearing.)*

Date: 2/07/20 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 Seat was Vacated: _____



**Board of Supervisors
City and County of San Francisco
1 Dr. Carlton B. Goodlett Place, Room 244
(415) 554-5184 FAX (415) 554-7714**

Print Application

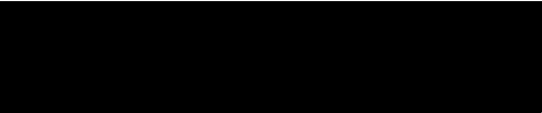
Application for Boards, Commissions and Committees

Application for Appointment to: Veterana Affairs Commission

Name of Board, Commission, Committee, or Task Force

Seat # or Category (If applicable):

Name: Jason Chittavong



Zip: 94117

Occupation: Mentor Coordinator

Work Phone: 415-320-7826

Employer: SF County Superior Court (Veterans Justice Court)

Business Address: 555 Polk Street

Zip: 94102

Check All That Apply:

A citizen of the United States.

At least 18 years old on or before Election Day.

Not in prison or on parole for a felony conviction

A resident of San Francisco Yes: No: (Place of Residence):

Please state your qualifications (attach supplemental sheet if necessary)

I have experience providing support and advocacy for veterans in San Francisco community. I was former President/Outreach Coordinator for Student Veterans Organization. Mentor Coordinator Veterans Justice Court

Education:

Bachlor degree in U.S. History/Political Science. Associate degree in Behavior Science

Business and/or professional experience:

Veterans Outreach Coordinator V.E.T.S@SFSU, Mentor Coodinator for Veterans Justice Court, Independent Agent VA claims represenative.

Civic Activities:

Memeber of Chinatown VFW post 4618, Marine Corps league

Ethnicity: (optional) Thai/Laos

Sex (optional) M F

Have you attended any meetings of the Board/Commission to which you wish appointment? Yes No

For appointments by the Board of Supervisors, appearance before the RULES COMMITTEE is a requirement before any appointment can be made. (Applications must be received 10 days before the scheduled hearing.)

(Please Note: Once completed, this form, including all attachments, become public record)

Date: 2/07/20 Applicant's Signature: (required)

Please Note: Your application will be retained for one year.

FOR OFFICE USE ONLY:

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



Board of Supervisors
City and County of San Francisco
1 Dr. Carlton B. Goodlett Place, Room 244
(415) 554-5184 FAX (415) 554-7714

Application for Boards, Commissions, Committees, & Task Forces

Name of Board, Commission, Committee, or Task Force: Veterans Commision

Seat # or Category (If applicable): District: 1

Name: Joseph Baba

Residence: [Redacted] enue Zip: 94118

Occupation: Security Engineer

Work Phone: 4152187911 Employer: Salesforce/Navy Reserves

Business Address: 50 Fremont Street Zip: 94117

Business E-Mail: jbaba@salesforce.com Home E-Mail: [Redacted]

Pursuant to Charter Section 4.101 (a)2, Boards and Commissions established by the Charter must consist of electors (registered voters) of the City and County of San Francisco. For certain other bodies, the Board of Supervisors can waive the residency requirement.

Check All That Apply:

Registered voter in San Francisco: Yes [X] No [] If No, where registered: []

Resident of San Francisco [X] Yes [] No If No, place of residence: []

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

I am a navy reservist and resident of 1st District SF. It is rare for me to meet other milenial Iraqi War veterans in the city. I beleive that milenial veterans feel that they are left behind a city that has a small military footprint. However, San Francisco 1st contains a robust VA Hospital and the USS San Francisco War Memorial. San Francisco City College has one of the largest veteran student populations. I beleive that I could help highlight Veteran causes within San Francisco and provide a unique viewpoint attain those goals. I want the Veterans Commission to be able to advocate and connect with new generation of veterans coming to San Francisco. Additionally, I understand taking off the uniform at the end of the day and being judged solely on ethnic background. I am also a Japanese/Mexican.

Business and/or professional experience:

I am a security engineer at Salesforce. I provide risk and technical analyisctcs to out cloud environments. My collaretal duty is leading VetForce San Francisco.

Civic Activities:

I lead Salesforce VetForce group for San Francisco. I work to promote veteran diversity within Salesforce. I strive to build a bridge between tech companies and the miliary community. I have lead over 5000 man hours volunteer activities and remote programming in supporting veteran and diversity causes in San Francisco. I also volunteer and coordinate support for groups such as Four Block, Hiring Our Heroes, AmeriWorks, and VetsInTech, and the FleetWeek Assicoation. I have provided veteran cohorts critical skills around transitioing, finanicial literacy, and community building.

Have you attended any meetings of the Board/Commission to which you wish appointment? Yes No

For appointments by the Board of Supervisors, appearance before the RULES COMMITTEE is a requirement before any appointment can be made. *(Applications must be received 10 days before the scheduled hearing.)*

Date: 01262021 **Applicant's Signature: (required)** Joseph Baba

(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 Seat was Vacated: _____



Board of Supervisors
City and County of San Francisco
1 Dr. Carlton B. Goodlett Place, Room 244
(415) 554-5184 FAX (415) 554-7714

Application for Boards, Commissions, Committees, & Task Forces

Name of Board, Commission, Committee, or Task Force: Veterans Affairs Commission

Seat # or Category (If applicable): 12 District: 7

Name: Matthew Bell

[Redacted] Ave Zip: 941

Occupation: Public School Teacher

Work Phone: (415) 241.6000 Employer: SFUSD

Business Address: 555 Franklin Zip: 941

Business E-Mail: bellm@sfusd.edu Home E-Mail:

Pursuant to Charter Section 4.101 (a)2, Boards and Commissions established by the Charter must consist of electors (registered voters) of the City and County of San Francisco. For certain other bodies, the Board of Supervisors can waive the residency requirement.

Check All That Apply:

Registered voter in San Francisco: Yes [checked] No [] If No, where registered:

Resident of San Francisco [checked] Yes [] No If No, place of residence:

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

I am a veteran of four years active duty with the US Coast Guard (1988-1992). I was honorably discharged with a National Defense medal, Good Conduct medal, and a Commandant's Letter of Commendation ribbon. I was deployed as part of Operation Promote Liberty. During a brief period of unemployment, I was in the care of the VA for surgery. I am grateful for the experience.

Business and/or professional experience:

I am a high school history teacher. I have taught Ethnic Studies, American Government, Economics, US History, and AP World History.

Previously I was the Oral History Coordinator at San Jose State University in the Silicon Valley Center for Global Studies. I have also served as an Economic and Workforce Development Project Coordinator. I hold Masters degrees in Education (UC Santa Cruz) and History, and a Bachelors in History from San Jose State.

Civic Activities:

I am a public school teacher and a veteran. I am a certified SF NERT. I was elected Presiding Juror in my last trial in SF.

Have you attended any meetings of the Board/Commission to which you wish appointment? Yes No

For appointments by the Board of Supervisors, appearance before the RULES COMMITTEE is a requirement before any appointment can be made. (*Applications must be received 10 days before the scheduled hearing.*)

Date: 15 January 2021 **Applicant's Signature: (required)** Matthew Bell

(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 Seat was Vacated: _____



Board of Supervisors
City and County of San Francisco
1 Dr. Carlton B. Goodlett Place, Room 244
(415) 554-5184 FAX (415) 554-5163

Application for Boards, Commissions, Committees, & Task Forces

Name of Board, Commission, Committee, or Task Force: Veterans Affairs Commission

Seat # or Category (If applicable): Commissioner District: _____

Name: Nicholas Rusanoff

[Redacted] San Francisco Ca 94112 Zip: _____

Occupation: Volunteer Mentor

Work Phone: (415) 944-7597 Employer: Veterans Justice Court of San Francisco

Business Address: 555 Polk st San Francisco Ca Zip: 94102

Business E-Mail: _____ Home E-Mail: [Redacted]

Pursuant to Charter, Section 4.101(a)(2), Boards and Commissions established under the Charter must consist of electors (registered voters) of the City and County of San Francisco. For certain other bodies, the Board of Supervisors can waive the residency requirement.

Check All That Apply:

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

Registered Voter in San Francisco: Yes No If No, where registered: _____

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:

1- I have lived in the Bay Area for more than 30 years of my life. In District 7 and soon to be in District 3, to where I volunteer at the VJC.
2- I'm a retired US Army disabled veteran, honored as a Purple Heart recipient. Based on my transition from the military to civilian life, I have helped my fellow veterans along the way with the same issues and problems that I went through.
3- From CCSF I transitioned to SFSU where I graduated in Accounting, during my time in school, I was able to help veterans maneuver the programs that help veterans learn a profession or want a degree.
4- Being part of the SFVA, I am not only a patient but a patron of the veteran programs outside of the VA premises. Seeing a lot of my fellow veterans without VA services, I was able to encourage them to apply for their benefits that are sponsored by the VA staff. I can explain the many activities that are offered.
5- As a participant and volunteer in several non-profit programs, I engage in conversation on how to provide services to veterans locally, I have managed to create an open dialog with the organizations to direct veterans to these services.
6- Being a permanent BMR resident, I have noticed, there is no program for veterans in the BMR program like there are in other areas and would like to change it. My main focus is to house veterans especially in the BMR program, something I was able to navigate but was not always veteran friendly.
I want to be a part of the organization that makes changes, or adjustments in the city regulations to make it easier for a veteran to use the services that are provided by the City of SF.

Business and/or professional experience:

Bookeeping - Sack Rosendin, LLP
BA in Accounting from San Francisco State University

Civic Activities:

Peer Mentor - Wounded Warrior Project
Mentor - Veterans Justice Court House of San Francisco
Volunteer Cook/Server - Civilan Run Soup Kitchen
Spokeperson- PGA Hope
Community Engagement - Veteran Surf Alliance
Volunteer/Member - IAVA, Project Hero, Road to Recovery and Other Veteran Organizatons

Have you attended any meetings of the Board/Commission to which you wish appointment? Yes No

Appointments confirmed by the Board of Supervisors require an appearance before the Rules Committee. Once your application is received, the Rules Committee Clerk will contact you when a hearing is scheduled. *(Please submit your application 10 days before the scheduled hearing.)*

Date: Aug 4 2020 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 Seat was Vacated: _____



Board of Supervisors
City and County of San Francisco
1 Dr. Carlton B. Goodlett Place, Room 244
(415) 554-5184 FAX (415) 554-7714

Application for Boards, Commissions, Committees, & Task Forces

Name of Board, Commission, Committee, or Task Force: Veteran Affairs Commission

Seat # or Category (If applicable): 4 District:

Name: Nick Bolen

Petaluma, CA Zip: 94954

Realtor

Work Phone: 916.936.8231 Employer: Realty One Group

Business Address: 575 Market Street, San Francisco, CA Zip: 94105

Business E-Mail: nicktbolen@gmail.com Home E-Mail

Pursuant to Charter Section 4.101 (a)2, Boards and Commissions established by the Charter must consist of electors (registered voters) of the City and County of San Francisco. For certain other bodies, the Board of Supervisors can waive the residency requirement.

Check All That Apply:

Registered voter in San Francisco: Yes [] No [x] If No, where registered: Sonoma

Resident of San Francisco [] Yes [x] No [] If No, place of residence: Sonoma

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:

Upon retiring from the Marine Corps in 2016, I was able to successfully navigate the Veterans Affairs (VA) claims process resulting in 100% disability, participate in the San Francisco VA healthcare system where wellness and dental needs are provided, enrolled in City College of San Francisco and San Francisco State University by using VA Chapters 31 and 33 tuition benefits, and successfully recovered from homelessness. The depth and scope of my understanding of VA benefits are extensive through first-hand knowledge. I am well versed in a plethora of veterans interests and can provide a wealth of knowledge to San Francisco's veteran population regardless of demographics.

Business and/or professional experience:

While serving as an active-duty Marine, I made 790 Marines and 4,500 officers when assigned as a Drill Instructor, flew over 2,000 hours as a CH-53E crew chief, deployed five times to various combat theaters in support of multiple combat operations, served as senior enlisted advisor on several occasions, and advised multiple commanders on enlisted matters, operational capabilities, and policy adherence. I retired as a Master Sergeant (E8) and earned my California Sales Persons license. Since becoming a licensed agent, I have sales in over 13 counties where I have represented both buyers and sellers.

Civic Activities:

I have volunteered for several Toys for Tots campaigns in Sacramento, give veterans benefits presentations to various venues, and meet with veterans regularly to provide guidance on how to navigate their VA benefits.

Have you attended any meetings of the Board/Commission to which you wish appointment? Yes No

For appointments by the Board of Supervisors, appearance before the RULES COMMITTEE is a requirement before any appointment can be made. (*Applications must be received 10 days before the scheduled hearing.*)

Date: 10/20/2020 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 Seat was Vacated: _____



NICK BOLEN

Veteran | Realtor

Nick Bolen enlisted in the United States Marine Corps on April 24, 1995 in Dallas, Texas and graduated bootcamp at Marine Corps Recruit Depot (MCRD) San Diego, California in October 1995 as Private First Class (PFC) Bolen. PFC Bolen completed Marine Combat Training, Naval Aircrew Candidate School, Survival Evasion Resistance and Escape School, Helicopter Mechanic's Course (CH-53A/D), and Crew Chief School (CH-53A/D) before being transferred to HMH-461, Marine Corps Air Station New River, North Carolina.

During his time in aviation as a crew chief, PFC Bolen achieved the rank of Gunnery Sergeant while being attached to HMM-264, HMH-361, HMH-465, HMH-462, and Marine Air Wing Tactical Squadron One. Gunnery Sergeant Bolen held the designations and billets of Plane Captain, Crew Chief, Crew Chief Instructor, Safe for Flight, Flight Line Chief, Maintenance Control Chief, and Quality Assurance Chief.

Gunnery Sergeant Bolen graduated Drill Instructor School in December 2001 at MCRD San Diego, California and was assigned to Recruit Training Regiment where he held the billets of Drill Instructor, Senior Drill Instructor, and Chief Drill Instructor. While at MCRD, he made 790 Marines. Gunnery Sergeant Bolen was assigned to Officer Candidate School at Marine Corps Base Quantico, Virginia in September 2008. Gunnery Sergeant Bolen served as a Sergeant Instructor, Platoon Sergeant, Company Gunnery Sergeant, and Academic Instructor while graduating 4,500 commissioned officers.

On January 1, 2014, Gunnery Sergeant Bolen was promoted to the rank of Master Sergeant and was transferred to the School of Infantry East, Camp Geiger, North Carolina where he was assigned as Aviation Liaison. Master Sergeant Bolen retired on August 31, 2016.

Master Sergeant Bolen participated in multiple combat operations in Bosnia, Iraq, and Afghanistan while accumulating over 2,000 hours of flight time. Master Sergeant Bolen was awarded 17 personal decorations to include the Naval Combat Aircrew Wings (with 3 silver stars), Navy and Marine Corps Air Medal (with Arabic number 9), Navy and Marine Corps Commendation Medal (with 3 gold stars), Navy and Marine Corps Achievement Medal (with 4 gold stars), and Marine Corps Good Conduct Medal (with 1 silver star and 1 bronze star).

Post retirement, Nick Bolen earned his real estate license in California and has been performing in the top ten percent of agents with sales in over 13 counties. Additionally, he is a Fellow at San Francisco State University and is pursuing a Master of Business Administration degree.

Nick Bolen has one child, Richie Bolen, who resides in Texas.

CERTIFICATE OF RELEASE OR DISCHARGE FROM ACTIVE DUTY

This Report Contains Information Subject to the Privacy Act of 1974, As Amended.

1. NAME (Last, First, Middle) BOLEN, NICHOLAS TIMOTHY		2. DEPARTMENT, COMPONENT AND BRANCH USMC-11	3. SOCIAL SECURITY NUMBER ● ● ●	
---	--	---	---	--

4a. GRADE, RATE OR RANK MSGT	b. PAY GRADE E8			
--	---------------------------	--	--	--

7a. PLACE OF ENTRY INTO ACTIVE DUTY DALLAS, TEXAS 75202	b. HOME OF RECORD AT TIME OF ENTRY (City and state, or complete address if known) DUNCANVILLE, TX
---	---

8a. LAST DUTY ASSIGNMENT AND MAJOR COMMAND SCHOOL OF INFANTRY (PERM PERS), CAMP LEJEUNE NC	b. STATION WHERE SEPARATED SCHOOL OF INFANTRY (PERM PERS) (31350)
--	---

9. COMMAND TO WHICH TRANSFERRED CMC (MMRP-20)	10. SGLI COVERAGE <input type="checkbox"/> NONE AMOUNT: \$ 400,000
---	--

11. PRIMARY SPECIALTY (List number, title and years and months in specialty. List additional specialty numbers and titles involving periods of one or more years.) 6019, AIRCRAFT MAINTENANCE CHIEF, 02 YEARS, 08 MONTHS 6173, HELICOPTER CREW CHIEF CH-53A/D, 17 YEARS, 00 MONTHS 6173, HELICOPTER CREW CHIEF CH-53A/D, 02 YEARS, 08 MONTHS 6018, AVIATION QUAL ASSURANCE REP INSP, 03 YEARS, 07 MONTHS 0911, DRILL INSTRUCTOR (EMOS), 14 YEARS, 08 MONTHS	12. RECORD OF SERVICE	YEAR(S)	MONTH(S)	DAY(S)
	a. DATE ENTERED AD THIS PERIOD	1995	04	25
	b. SEPARATION DATE THIS PERIOD	2016	08	31
	c. NET ACTIVE SERVICE THIS PERIOD	21	04	06
	d. TOTAL PRIOR ACTIVE SERVICE	00	00	00
	e. TOTAL PRIOR INACTIVE SERVICE	00	00	00
	f. FOREIGN SERVICE	01	06	22
	g. SEA SERVICE	00	06	19
	h. INITIAL ENTRY TRAINING	00	00	00
	i. EFFECTIVE DATE OF PAY GRADE	2014	01	01

13. DECORATIONS, MEDALS, BADGES, CITATIONS AND CAMPAIGN RIBBONS AWARDED OR AUTHORIZED (All periods of service) AIR MEDAL-STRIKE/FLIGHT (9), NAVY AND MARINE CORPS COMMENDATION MEDAL (3), NAVY AND MARINE CORPS ACHIEVEMENT MEDAL (4), NAVY UNIT COMMENDATION, NAVY MERITORIOUS UNIT COMMENDATION (2), MARINE CORPS GOOD CONDUCT MEDAL (7), NATIONAL DEFENSE SERVICE MEDAL (2), ARMED FORCES EXPEDITIONARY MEDAL (USS WASP), AFGHANISTAN CAMPAIGN MEDAL (W/1 STAR), IRAQ CAMPAIGN. SEE REMARKS.	14. MILITARY EDUCATION (Course title, number of weeks, and month and year completed) SENIOR ENLISTED JOINT PME (NONRESIDENT) (KZF), 08/2013 NAVAL AVIATION QUALITY ASSURANCE ADMINISTRATION (M53), 08/2013 BASIC INSTRUCTOR COURSE (BIC) (XRG), 11/2010 SNCO ADVANCED DEPWF NON-RES (8200) (DCONTD) (T3K), 02/2007 ANTITERRORISM/FORCE PROTECTION PRINADV (M9L), 03/2006 SEE REMARKS
---	---

15a. COMMISSIONED THROUGH SERVICE ACADEMY	<input type="checkbox"/>	YES	<input checked="" type="checkbox"/>	NO
b. COMMISSIONED THROUGH ROTC SCHOLARSHIP (10 USC Sec. 2107b)	<input type="checkbox"/>	YES	<input checked="" type="checkbox"/>	NO
c. ENLISTED UNDER LOAN REPAYMENT PROGRAM (10 USC Chap. 109) (If yes, years of commitment: _____)	<input type="checkbox"/>	YES	<input checked="" type="checkbox"/>	NO

16. DAYS ACCRUED LEAVE PAID 0.5	17. MEMBER WAS PROVIDED COMPLETE DENTAL EXAMINATION AND ALL APPROPRIATE DENTAL SERVICES AND TREATMENT WITHIN 90 DAYS PRIOR TO SEPARATION	<input type="checkbox"/>	YES	<input checked="" type="checkbox"/>	NO
---	---	--------------------------	-----	-------------------------------------	----

18. REMARKS
SERIAL # 4744755 /EDIPI: 1188152771. ITEM NO. 13 CONT. MEDAL (W/1 STAR), GLOBAL WAR ON TERRORISM EXPEDITIONARY MEDAL (IRAQ), GLOBAL WAR ON TERRORISM SERVICE MEDAL, KOREAN DEFENSE SERVICE MEDAL, ARMED FORCES SERVICE MEDAL, SEA SERVICE DEPLOYMENT RIBBON (6), MARINE CORPS DRILL INSTRUCTOR RIBBON (2), NATO MEDAL, CERTIFICATE OF COMMENDATION (INDIVIDUAL AWARD) (3), CERTIFICATE OF APPRECIATION, LETTER OF APPRECIATION (2), SHARPSHOOTER RIFLE QUALIFICATION BADGE, EXPERT PISTOL QUALIFICATION BADGE (8), AIR CREW COMBAT WINGS. ITEM NO. 14 CONT. MOTOR VEHICLE SAFETY (B03), 03/2006. SNCO CAREER EQUIVALENCY (L86), 02/2006. SURVIVAL EVASION RESISTANCE AND ESCAPE (SERE) (GCJ), 12/2004. DRILL INSTRUCTOR (81E), 12/2001. (WTI) - PILOT/NAVAL FLIGHT OFFICERS (P2A), 11/2000. FIRE PROTECTION APPRENTICE (AIR. CONTINUED ON CONTINUATION SHEET.
The information contained here in is subject to computer matching within the Department of Defense or with any other affected Federal or non-Federal agency for verification purposes and to determine eligibility for, and/or continued compliance with, the requirements of a Federal benefit program.

19a. MAILING ADDRESS AFTER SEPARATION (Include ZIP Code)	b. NEAREST RELATIVE (Name and address - include Zip Code)

20. MEMBER REQUESTS COPY 6 BE SENT TO (Specify state/locality) CA	OFFICE OF VETERANS AFFAIRS	<input checked="" type="checkbox"/>	YES	<input type="checkbox"/>	NO
a. MEMBER REQUESTS COPY 3 BE SENT TO THE CENTRAL OFFICE OF THE DEPARTMENT OF VETERANS AFFAIRS (WASHINGTON, DC)		<input checked="" type="checkbox"/>	YES	<input type="checkbox"/>	NO

21a. MEMBER SIGNATURE	b. DATE (YYYYMMDD)	22a. OFFICIAL AUTHORIZED TO SIGN (Typed name, grade, title, signature) R. C. JOHNSON MGYSGT PERSONNEL CHIEF	b. DATE (YYYYMMDD) 20160617
------------------------------	---------------------------	---	---------------------------------------

CERTIFICATE OF RELEASE OR DISCHARGE FROM ACTIVE DUTY *(Continuation Sheet)*

This Report Contains Information Subject to the Privacy Act of 1974, As Amended.

1. NAME <i>(Last, First, Middle)</i> BOLEN, NICHOLAS TIMOTHY	2. DEPARTMENT, COMPONENT AND BRANCH USMC-11	3. SOCIAL SECURITY NUMBER ● ● ●
--	---	---

(Specify the item number of the block continued for each entry.)

SERIAL # 4744755 /EDIPI: 1188152771. ITEM NO. 18 CONT. FORCE) (64T), 11/1998. AVIATION ORDNANCE 'A' SCHOOL (G3U), 11/1998. CH-53E POWER PLANTS & RELATED SYSTEMS MAINTENANCE (90N), 11/1998. NAVAL AIRCREWMAN CANDIDATE (73C), 11/1998. CREW CHIEF TRAINING CH-53E (WPR), 11/1998. NAVAL AIRCREW CANDIDATE COURSE (WNB), 11/1998. NON-CREDITABLE DELAYED ENTRY PROGRAM TIME 19950331 TO 19950424. GOOD CONDUCT MEDAL PERIOD COMMENCES 20160425. SUBJECT TO ACTIVE DUTY RECALL BY SERVICE SECRETARY. MEMBER PARTICIPATED IN OP DYNAMIC RESPONSE, USS WASP, 19980324-19980406. MEMBER PARTICIPATED IN OP DETERMINED FALCON, ALBANIA/KOSOVO, 19980615-19980615. MEMBER PARTICIPATED IN JOINT GUARD OPERATION, USS WASP, 19980614-19980620. MEMBER PARTICIPATED IN OIF4-6, IRAQ, 20050312-20051006. MEMBER PARTICIPATED IN OIF5-7, IRAQ, 20060910-20070328. MEMBER PARTICIPATED IN OEF132 TRANISTION I, AFGHANISTAN, 20130716-20131231. MEMBER PARTICIPATED IN OEF141 TRANISTION I, AFGHANISTAN, 20140101-20140131. MEMBER PARTICIPATED IN OPERATION INHERENT RESOLVE, , 20050312-20051006. MEMBER PARTICIPATED IN OPERATION INHERENT RESOLVE, , 20060912-20070328. MEMBER PARTICIPATED IN OPERATION INHERENT RESOLVE, , 20130716-20140130. MEMBER CONTRIBUTED \$1200.00 TOWARDS THE MGIB.

21a. MEMBER SIGNATURE	b. DATE (YYYYMMDD)	22a. OFFICIAL AUTHORIZED TO SIGN <i>(Typed name, grade, title, signature)</i> R. C. JOHNSON MGYSGT PERSONNEL CHIEF	b. DATE (YYYYMMDD) 20160617
------------------------------	------------------------------	--	--



DEPARTMENT OF THE NAVY

THIS IS TO CERTIFY THAT
THE SECRETARY OF THE NAVY HAS AWARDED THE

NAVY AND MARINE CORPS COMMENDATION MEDAL

(GOLD STAR IN LIEU OF THIRD AWARD)

TO

MASTER SERGEANT NICHOLAS T. BOLEN
UNITED STATES MARINE CORPS

FOR

MERITORIOUS SERVICE WHILE SERVING AS AVIATION LIAISON FOR THE SCHOOL OF INFANTRY-EAST, CAMP GEIGER NORTH CAROLINA, MARINE AVIATION TRAINING SUPPORT GROUP 23 FROM SEPTEMBER 2014 TO JUNE 2016. MASTER SERGEANT BOLEN CONSISTENTLY PERFORMED HIS DEMANDING DUTIES IN AN EXEMPLARY AND HIGHLY PROFESSIONAL MANNER. HIS LEADERSHIP AND KEEN ATTENTION TO DETAIL WERE ESSENTIAL TO IMPROVING THE ADMINISTRATIVE READINESS OF THE AVIATION LIAISON SECTION. HIS TIRELESS EFFORTS TO IMPROVE THE AVIATION SECTION LED TO NEW STANDARD OPERATING PROCEDURES AND ACCOUNTABILITY DATABASES THAT MANAGED 52 AVIATION MILITARY OCCUPATIONAL SPECIALTIES AND THE TRANSFER OF INFORMATION TO EIGHT FOLLOW-ON SCHOOL COMMANDS. MASTER SERGEANT BOLEN PROVIDED CRITICAL INSIGHT TO NAVY COMMANDS ENSURING THAT MARINES WERE SUCCESSFULLY SCREENED AND ALL STUDENTS MET OCCUPATIONAL SPECIALTY MEDICAL REQUIREMENTS. HIS SUPERIOR PERFORMANCE OF DUTIES HIGHLIGHTS THE CULMINATION OF 21 YEARS OF HONORABLE AND DEDICATED SERVICE. MASTER SERGEANT BOLEN'S INITIATIVE, PERSISTENCE, AND TOTAL DEVOTION TO DUTY REFLECTED CREDIT UPON HIMSELF AND WERE IN KEEPING WITH THE HIGHEST TRADITIONS OF THE MARINE CORPS AND UNITED STATES NAVAL SERVICE.

GIVEN THIS 6TH DAY OF JUNE 2016



A handwritten signature in black ink, appearing to read "R. A. Blauw".

FOR THE SECRETARY OF THE NAVY
R. A. BLAUW
COLONEL, U. S. MARINE CORPS
COMMANDING

United States Marine Corps



SEMPER FIDELIS

MASTER SERGEANT NICHOLAS T. BOLEN

*was transferred this date from the U. S. Marine Corps to the
Fleet Marine Corps Reserve
after 21 years of Honorable and Faithful Active Service.*

*1 September 2016
Washington, D. C.*

Ruben J. Bell
Commandant of the Marine Corps

CERTIFICATE OF APPRECIATION

FOR SERVICE IN THE ARMED FORCES OF THE UNITED STATES OF AMERICA

MASTER SERGEANT NICHOLAS T. BOLEN, USMC

I extend to you my personal thanks and the sincere appreciation of a grateful nation for your contribution of honorable service to our country. You have helped maintain the security of the nation during a critical time in its history with a devotion to duty and a spirit of sacrifice in keeping with the proud traditions of military service.

Your commitment and dedication have been an inspiration for those who will follow in your footsteps, and for all Americans who join me today in saluting you for a job extremely "well done."

My best wishes to you for happiness and success in the future.


Commander in Chief





Dear Master Sergeant Bolen,

The Marine Corps has been your occupation and family for many years past, and I am certain the memories, interests, and the future of the Corps will remain with you forever. Many desire to obtain your accomplished goals, but few can compare to you. You have clearly demonstrated the exceptional leadership qualities and professional contributions we seek of our senior Marines. We are proud, as you must be, of your successful career.

As a teacher to young Marines, a source of wise counsel, and as an example of those soldierly virtues we so admire, you have made a mark on the Corps that will remain long after you have left our active ranks. There are many young Marines you have influenced who will carry on in the same fine tradition that has always characterized the United States Marine Corps.

You have my best wishes for good health and continued success in the years ahead.

Semper Fidelis


Robert B. Neller
General, U.S. Marine Corps
Commandant of the Marine Corps



**Board of Supervisors
City and County of San Francisco
1 Dr. Carlton B. Goodlett Place, Room 244
(415) 554-5184 FAX (415) 554-5163**

Application for Boards, Commissions, Committees, & Task Forces

Name of Board, Commission, Committee, or Task Force: Veterans Affairs

Seat # or Category (If applicable): _____ District: _____

Name: Randall Knight



Zip: 94112

Occupation: Military Vet

Work Phone: _____ Employer: _____

Business Address: _____ Zip: _____



Business E-Mail: _____ Home E-Mail: _____

Pursuant to Charter, Section 4.101(a)(2), Boards and Commissions established by the Charter must consist of electors (registered voters) of the City and County of San Francisco. For certain other bodies, the Board of Supervisors can waive the residency requirement.

Check All That Apply:

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

Registered Voter in San Francisco: Yes No If No, where registered: _____


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

Business and/or professional experience:

Civic Activities:

Have you attended any meetings of the Board/Commission to which you wish appointment? Yes No

Appointments confirmed by the Board of Supervisors require an appearance before the Rules Committee. Once your application is received, the Rules Committee Clerk will contact you when a hearing is scheduled. *(Please submit your application 10 days before the scheduled hearing.)*

Date: 7/6/20 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 Seat was Vacated: _____



**Board of Supervisors
City and County of San Francisco
1 Dr. Carlton B. Goodlett Place, Room 244
(415) 554-5184 FAX (415) 554-7714**

Print Application

Application for Boards, Commissions and Committees

Application for Appointment to: Sitting Commissioner
Name of Board, Commission, Committee, or Task Force

Seat # or Category (If applicable): _____

Name: Randall J. Knight



Zip: 94114

Occupation: Disabled Veteran

Employer: N/A

Business Address: _____ Zip: _____

Check All That Apply:

- A citizen of the United States. At least 18 years old on or before Election Day.
- Not in prison or on parole for a felony conviction
- A resident of San Francisco Yes: No: (Place of Residence): _____

Please state your qualifications (attach supplemental sheet if necessary)

I military Combat Veteran able to connect and represent other Veterans
Education:

Complete a semester at city college for Business
Business and/or professional experience:

15 year Experienced Diesel Mechanic / Security Officer
Civic Activities:

I Volunteer with community outreach programs and help children with tutoring and teach self defense to all ages.

Ethnicity: (optional) N/A Sex (optional) M F

Have you attended any meetings of the Board/Commission to which you wish appointment? Yes No

For appointments by the Board of Supervisors, appearance before the RULES COMMITTEE is a requirement before any appointment can be made. (Applications must be received 10 days before the scheduled hearing.)

(Please Note: Once completed, this form, including all attachments, become public record)

Date: _____ Applicant's Signature: (required) [Signature]
Please Note: Your application will be retained for one year.

FOR OFFICE USE ONLY:

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



Board of Supervisors
City and County of San Francisco
1 Dr. Carlton B. Goodlett Place, Room 244
(415) 554-5184 FAX (415) 554-7714

Application for Boards, Commissions, Committees, & Task Forces

Name of Board, Commission, Committee, or Task Force: Veterans Affairs

Seat # or Category (If applicable): 4 District:

Name: Shelia M Bolar

[Redacted] Address: [Redacted] Zip: 94132

Home Phone: [Redacted] Occupation: Computer Programmer

Work Phone: [Redacted] Employer: Ralob Data Services LLC

Business Address: 1770 Post Street, #218 Zip: 94115

[Redacted] Home E-Mail:

Pursuant to Charter Section 4.101 (a)2, Boards and Commissions established by the Charter must consist of electors (registered voters) of the City and County of San Francisco. For certain other bodies, the Board of Supervisors can waive the residency requirement.

Check All That Apply:

Registered voter in San Francisco: Yes [X] No [] If No, where registered:

Resident of San Francisco [X] Yes [] No If No, place of residence:

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 an honorably discharged, decorated, service-connected disabled African American female veteran of the United States Air Force, world traveler, well-educated issues and concerns that directly affect the veteran and military community of the U S Armed Forces. I am also the President of both the National Association of E Accountability and Bay Area Veterans for Fair Housing. For the past consecutive 20 years, I have been in the trenches, so to speak, assisting veterans in numerc limited to, with the filing of their disability claims and the drafting of their appeals, in case their disability claims were denied. So far, I have been successful with ev to this I have been an advocate and a non-paid lobbyist, before both Houses of the United States Congress, for the past consecutive more than twenty (20) years on behalf of veterans and the military community, regardless of their race, color, ethnicity, religion, sexual orientation or gender. In particular, I helped to spearhead Presidents Bush, Obama and Trump, as well as before members of the U S Congress, on both sides of the aisle, to draft a bill that specifically included the words Accountability," that would finally hold VA employees accountable, at every level of the agency, for the horrific and intolerable manner, in which veterans, military families were being mistreated and/or neglected. I also spent hours on the phone championing the concerns of the veteran community, including those of female veterans and veterans of color, with members of Congress, as well as with State and local government officials in numerous cities and States. In June 2017, I wa member, in the office of the Chairman of the House Veterans Affairs Committee, via my cellphone, to inform me that the VA Employee Accountability and Whistle been signed into law a day or two earlier. In addition to these things, I spent thousands of dollars of my own monies, during the twenty two years that I lived in Ne New York University, where I cut my teeth as a student lobbyist; helping to place homeless veterans in two bedroom low-income housing, while referring them to veterans in obtaining both part-time and full-time employment, in order to fill a gap, not completely closed by the U S Department of Veterans Affairs. I am by Sen Dianne Feinstein, to come to her office in Washington DC, to meet with the Senator and her staff to discuss my concerns about the sheer amount of homeless ve and/or in Shelters, in both Southern and Northern California. These things being the gym believe that my qualifications and the heart that I have for the well-being me a great asset both to the City and County of San Francisco and to the military community at-large, throughout the Bay area.

Business and/or professional experience:

Owner, Ralob Data Services LLC; owner, Mind Mint Creations LLC; President, National Association of Black Veterans for VA Accountability and Bay Area Veterans for Fair Housing; Advocate and non-paid Lobbyist, before both Houses of the United States Congress, on behalf of the U S veteran and military community, for more than twenty years. Computer Programmer; Prospective law student;

Civic Activities:

Advocate, Civil Rights Activist and non-paid Lobbyist

Have you attended any meetings of the Board/Commission to which you wish appointment? Yes No

For appointments by the Board of Supervisors, appearance before the RULES COMMITTEE is a requirement before any appointment can be made. *(Applications must be received 10 days before the scheduled hearing.)*

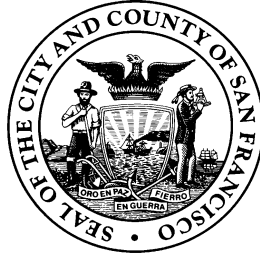
Date: 11/18/2020 **Applicant's Signature: (required)** Shelia M Bolar

(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 Seat was Vacated: _____

BOARD of SUPERVISORS



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

VACANCY NOTICE

VETERANS AFFAIRS COMMISSION

Replaces All Previous Notices

NOTICE IS HEREBY GIVEN of the following seat information and term expirations (**in bold**), appointed by the Board of Supervisors:

Seat 1, Victor Olivieri, term expiring January 31, 2023, must be an at-large appointment, for a four-year term.

Seat 2, George Ishikata, term expiring January 31, 2021, must be an at-large appointment, for a four-year term ending January 31, 2025.

Seat 3, William Barnickel, term expiring January 31, 2024, must be an at-large appointment, for a four-year term.

Vacant Seat 4, succeeding David Chasteen, resigned, must be an at-large appointment, for the unexpired portion of a four-year term ending January 31, 2023.

Seat 5, Debroah Dacumos, term expiring January 31, 2022, must be an at-large appointment, for a four-year term.

Seat 6, Courtney Miller, term expiring January 31, 2024, must be an at-large appointment, for a four-year term.

Seat 7, Stephen Martin-Pinto, term expiring January 31, 2023, must be an at-large appointment, for a four-year term.

Seat 8, Douglas Boullard, term expiring January 21, 2023, must be an at-large appointment, for a four-year term.

Seat 9, Hanley Chan, term expiring January 31, 2024, must be an at-large appointment, for a four-year term.

Seat 10, Matthew Brauer, term expiring January 31, 2022, must be an at-large appointment, for a four-year term.

Seat 11, Christopher Todd McDonald, term expiring January 31, 2023, must be an at-large appointment, for a four-year term.

Seat 12, succeeding Margo Ellis, term expiring January 31, 2021, must be an at-large appointment, for a four-year term ending January 31, 2025.

Additional Qualification: All members shall reside in the City and County of San Francisco and the Board of Supervisors may only waive this requirement by Ordinance. At least three must be women veterans (of which, at least two members shall be appointed by the Board). Two members must have served in the Armed Forces of the United States and have a physical disability arising from that service (the Mayor and Board of Supervisors shall each appoint at least one member), in accordance with the definitions applied in such cases by the Veterans' Administration.

Report: The Commission shall render an annual written report of its activities to the Board of Supervisors and the Mayor.

Sunset Date: None.


Additional information relating to the Veterans Affairs Commission may be obtained by reviewing Administrative Code, Section 5.100, et seq., at <http://www.sfbos.org/sfmunicodes> or by visiting the Veterans Affairs Commission's website at <http://sfgov.org/vets/>.

Interested persons may obtain an application from the Board of Supervisors' website at http://www.sfbos.org/vacancy_application or from the Rules Committee Clerk, 1 Dr. Carlton B. Goodlett Place, Room 244, San Francisco, CA 94102-4689. Completed applications should be submitted to the Clerk of the Board. All applicants must be residents of San Francisco, unless otherwise stated.

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 at the meeting and applicant(s) may be asked to state their qualifications. The appointment of the individual who is recommended by the Rules Committee will be forwarded to the Board of Supervisors for final approval.

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.

Further Note: Additional seats on this body may be available through other appointing authorities, including the Mayor's Office.


Angela Calvillo
Clerk of the Board

vy:jec:ams

DATED/POSTED: October 16, 2020

San Francisco
BOARD OF SUPERVISORS

Date Printed: August 8, 2018

Date Established: September 13, 1982

Active

VETERANS AFFAIRS COMMISSION

Contact and Address:

Dwane Kennedy
1468 25th Street #101
San Francisco, CA 94107

Phone: (415) 401-9300

Fax:

Email: dwanekennedy@gmail.com

Authority:

Administrative Code, Section 5.100 et seq. (Added by Ord. 449-82, amended by Ordinance Nos. 33-94, 224-94, 97-97, and 245-09).

Board Qualifications:

The Veterans Affairs Commission consists of a total of seventeen (17) members, twelve (12) of whom are appointed by the Board of Supervisors and five (5) of whom are appointed by the Mayor as follows:

- At least three (3) must be women veterans (at least two (2) members shall be appointed by the Board);
- Two (2) members who served in the Armed Forces of the United States and who have a physical disability arising from that service (the Mayor and Board of Supervisors shall each appoint at least one (1) member), in accordance with the definitions applied in such cases by the Veterans' Administration; and
- All members shall reside in the City and County of San Francisco. The Board of Supervisors may only waive this requirement by Ordinance.

The term of each member of the Commission shall be four (4) years; provided, however, that the members first appointed shall, by lot, classify their terms so that three (3) members shall serve a one-year term, four (4) members shall serve a two-year term, four (4) members shall serve a three-year term and four (4) members shall serve a four-year term. On the expiration of these and all successive terms, their successors shall be appointed for a four-year term in a manner similar to that described for the initial members. In the event a vacancy occurs during the term of office of any member, a successor shall be appointed for the unexpired portion of the term of the office vacated in a manner similar to that described for the initial members.

San Francisco
BOARD OF SUPERVISORS

The Commission shall directly advise the Mayor and the Board of Supervisors on all matters affecting veterans of the Armed Forces of the United States of America, on the problems, interests and needs of veterans who are residents of the City and County of San Francisco and on the coordination of economic development, health care, and social services programs as they relate to veterans who are residents of the City and County of San Francisco.

The Commission shall have the power and duty to:

- Hold hearings and submit recommendations to the Board of Supervisors and the Mayor regarding the problems, interests, and needs of veterans; and
- Make recommendations to the Board of Supervisors and the Mayor concerning the coordination of economic development health care and social services programs as they relate to veterans who are residents of the City and County of San Francisco.

Reports: The Commission shall render an annual written report of its activities to the Board of Supervisors and the Mayor.

Sunset Date: None referenced.

GENDER ANALYSIS OF COMMISSIONS AND BOARDS



City and County of San Francisco
London N. Breed
Mayor

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



Acknowledgements

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

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

San Francisco Commission on the Status of Women

President Debbie Mesloh

Vice President Breanna Zwart

Commissioner Shokooh Miry

Commissioner Carrie Schwab-Pomerantz

Commissioner Andrea Shorter

Commissioner Julie D. Soo

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

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

Contents

Table of Figures	3
Executive Summary.....	4
I. Introduction	7
II. Gender Analysis Findings	8
A. Gender	8
B. Race and Ethnicity.....	11
C. Race and Ethnicity by Gender	14
D. LGBTQ Identity.....	16
E. Disability Status.....	16
F. Veteran Status.....	17
G. Policy Bodies by Budget.....	18
H. Comparison of Advisory Body and Commission and Board Demographics	19
I. Demographics of Mayoral, Supervisorial, and Total Appointees	20
III. Conclusion.....	21
IV. Methodology and Limitations.....	23
Appendix	24

Table of Figures

Figure 1: Summary Data of Policy Body Demographics, 2019.....	8
Figure 2: 10-Year Comparison of Representation of Women on Policy Bodies	8
Figure 3: Commissions and Boards with Highest Percentages of Women, 2019 Compared to 2017, 2015..	9
.....	9
Figure 4: Commissions and Boards with Lowest Percentage of Women, 2019 Compared to 2017, 2015..	10
.....	10
Figure 5: Advisory Bodies with the Highest and Lowest Percentage of Women, 2019.....	10
Figure 6: 10-Year Comparison of People of Color’s Representation of Policy Bodies.....	11
Figure 7: Race and Ethnicity of Appointees Compared to San Francisco Population, 2019.....	12
Figure 8: Commissions and Boards with Highest Percentage of People of Color, 2019 Compared to 2017, 2015	12
Figure 9: Commissions and Boards with Lowest Percentage of People of Color, 2019 Compared to 2017, 2015	13
Figure 10: Advisory Bodies with the Highest and Lowest Percentage of People of Color, 2019.....	14
Figure 11: 10-Year Comparison of Representation of Women of Color on Policy Bodies.....	14
Figure 12: Appointees by Race/Ethnicity and Gender, 2019	15
Figure 13: San Francisco Population by Race/Ethnicity, 2019	15
Figure 14: LGBTQ Identity of Appointees, 2019	16
Figure 15: LGBTQ Population of Appointees, 2019	16
Figure 16: San Francisco Adult Population with a Disability by Gender, 2017	17
Figure 17: Appointees with One or More Disabilities by Gender, 2019	17
Figure 18: San Francisco Adult Population with Military Service by Gender, 2017.....	17
Figure 19: Appointees with Military Service, 2019.....	17
Figure 20: Percent of Women, Women of Color, and People of Color on Commissions and Boards with Largest and Smallest Budgets in Fiscal Year 2018-2019	18
Figure 21: Demographics of Commissions and Boards with Largest Budgets, 2019	19
Figure 22: Demographics of Commissions and Boards with Smallest Budgets, 2019	19
Figure 23: Demographics of Appointees on Commission and Boards and Advisory Bodies, 2019	20
Figure 24: Demographics of Mayoral, Supervisorial, and Total Appointees, 2019	20
Figure 25: Policy Body Demographics, 2019.....	24
Figure 26: San Francisco Population Estimates by Race/Ethnicity, 2017	26
Figure 27: San Francisco Population Estimates by Race/Ethnicity and Gender, 2017	26

Executive Summary

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

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

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

Key Findings

Gender

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

10-Year Comparison of Representation of Women on Policy Bodies



Source: SF DOSW Data Collection & Analysis.

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

Race and Ethnicity

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

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



Source: SF DOSW Data Collection & Analysis.

Race and Ethnicity by Gender

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

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



Source: SF DOSW Data Collection & Analysis.

Additional Demographics

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

Proxies for Influence: Budget & Authority

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

Appointing Authorities

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

Demographics of Appointees Compared to the San Francisco Population

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

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

I. Introduction

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

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

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

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

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

II. Gender Analysis Findings

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

Figure 1: Summary Data of Policy Body Demographics, 2019

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

Source: SF DOSW Data Collection & Analysis.

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

A. Gender

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

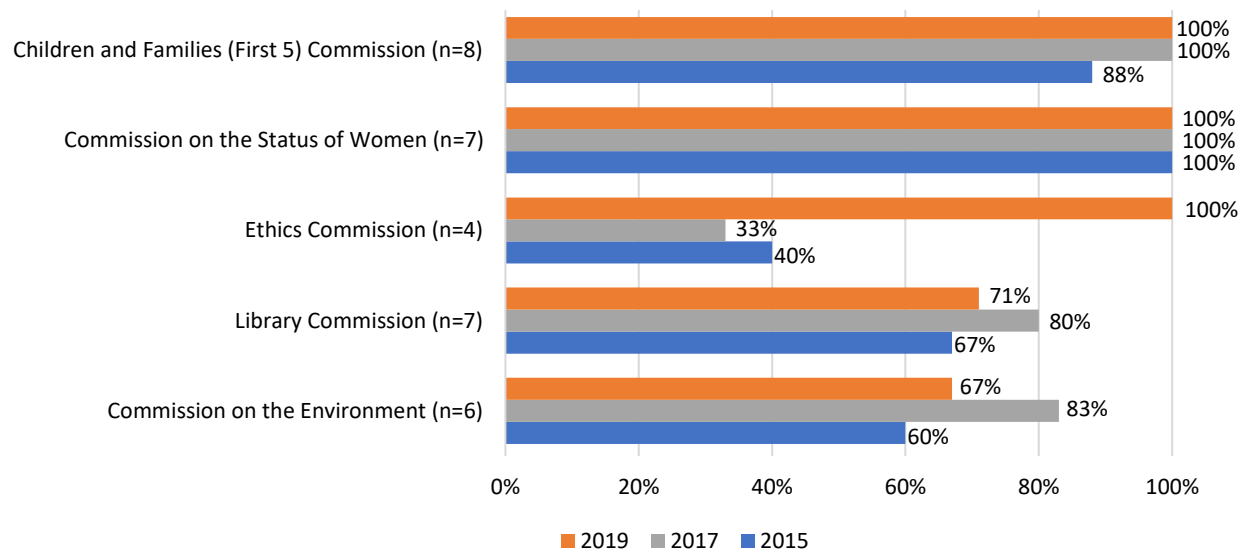
Figure 2: 10-Year Comparison of Representation of Women on Policy Bodies



Source: SF DOSW Data Collection & Analysis.

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

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



Source: SF DOSW Data Collection & Analysis.

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

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



Source: SF DOSW Data Collection & Analysis.

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

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



Source: SF DOSW Data Collection & Analysis.

B. Race and Ethnicity

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

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



Source: SF DOSW Data Collection & Analysis.

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

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

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

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

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

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



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

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

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



Source: SF DOSW Data Collection & Analysis.

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

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



Source: SF DOSW Data Collection & Analysis.

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

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



Source: SF DOSW Data Collection & Analysis.

C. Race and Ethnicity by Gender

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

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



Source: SF DOSW Data Collection & Analysis.

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

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



Source: SF DOSW Data Collection & Analysis.

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



Source: 2017 American Community Survey 5-Year Estimates.

D. LGBTQ Identity

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

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

Figure 14: LGBTQ Identity of Appointees, 2019

(N=548)



Source: SF DOSW Data Collection & Analysis.

Figure 15: LGBTQ Population of Appointees, 2019

(N=104)



Source: SF DOSW Data Collection & Analysis.

E. Disability Status

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

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

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

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

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

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

(N=744,243)



Source: 2017 American Community Survey 5-Year Estimates.

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

(N=516)



Source: SF DOSW Data Collection & Analysis.

F. Veteran Status

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

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

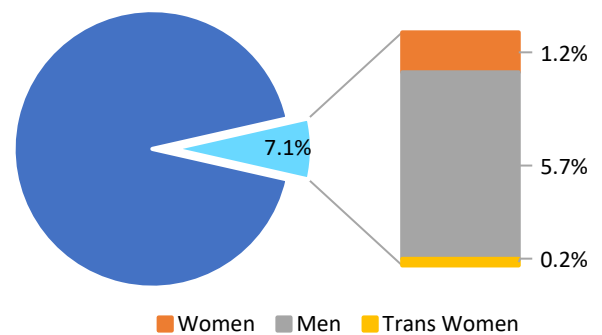
(N=747,896)



Source: 2017 American Community Survey 5-Year Estimates.

Figure 19: Appointees with Military Service, 2019

(N=494)



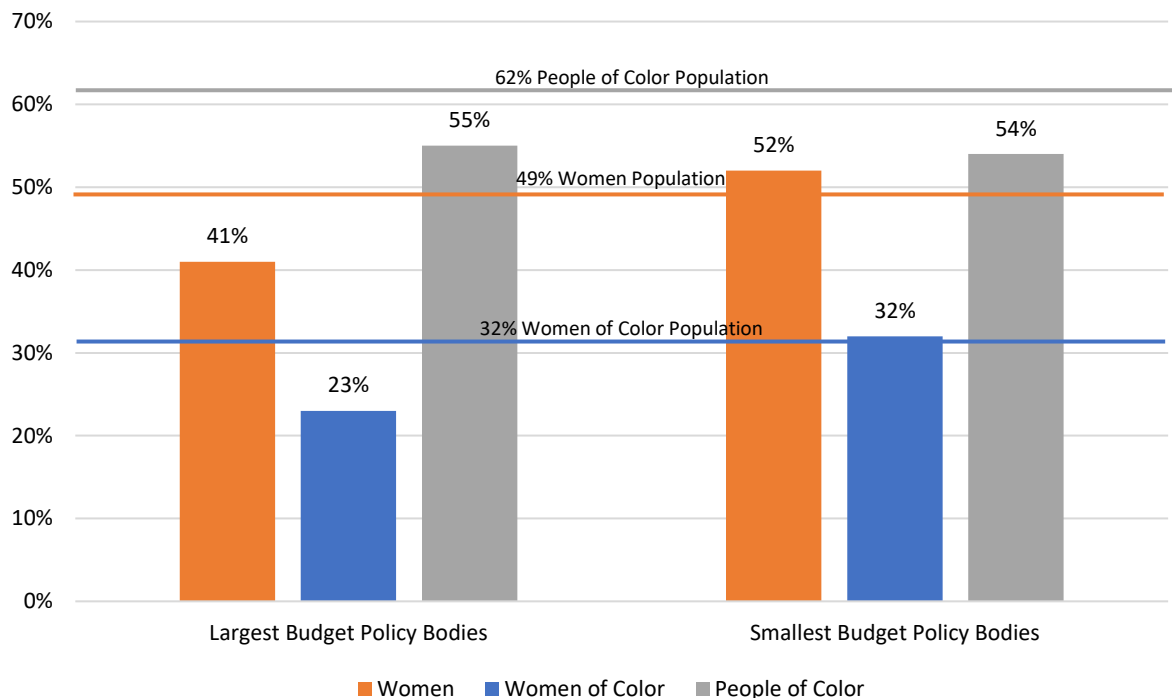
Source: SF DOSW Data Collection & Analysis.

G. Policy Bodies by Budget

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

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

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



Source: SF DOSW Data Collection & Analysis.

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

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

Source: SF DOSW Data Collection & Analysis.

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

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

Source: SF DOSW Data Collection & Analysis.

H. Comparison of Advisory Body and Commission and Board Demographics

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

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

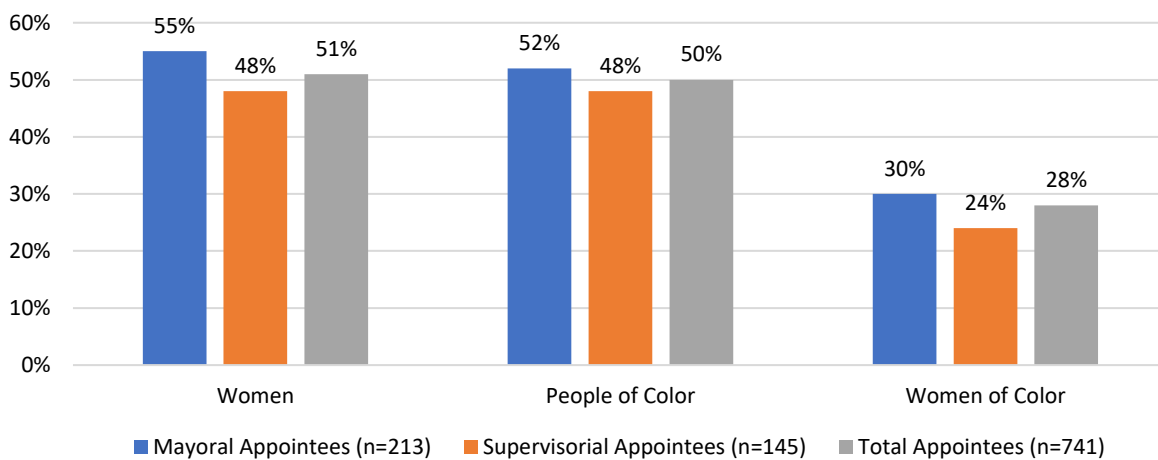


Source: SF DOSW Data Collection & Analysis.

I. Demographics of Mayoral, Supervisorial, and Total Appointees

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

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



Source: SF DOSW Data Collection & Analysis.

III. Conclusion

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

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

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

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

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

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

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

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

IV. Methodology and Limitations

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

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

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

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

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

Appendix

Figure 25: Policy Body Demographics, 2019⁹

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

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

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

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

Source: SF DOSW Data Collection & Analysis, 2019.

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

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

Source: 2017 American Community Survey 5-Year Estimates.

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

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

Source: 2017 American Community Survey 5-Year Estimates.

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