

File No. 250480

Committee Item No. 1

Board Item No. 29

COMMITTEE/BOARD OF SUPERVISORS

AGENDA PACKET CONTENTS LIST

Committee: Rules Committee

Date Oct 20, 2025

Board of Supervisors Meeting

Date October 28, 2025

Cmte Board

- | | | |
|----|--------------------------|--|
| X | <input type="checkbox"/> | Motion |
| | <input type="checkbox"/> | Resolution |
| | <input type="checkbox"/> | Ordinance |
| | <input type="checkbox"/> | Legislative Digest |
| | <input type="checkbox"/> | Budget and Legislative Analyst Report |
| | <input type="checkbox"/> | Youth Commission Report |
| | <input type="checkbox"/> | Introduction Form |
| XX | <input type="checkbox"/> | Department/Agency Cover Letter and/or Report |
| | <input type="checkbox"/> | Memorandum of Understanding (MOU) |
| | <input type="checkbox"/> | Grant Information Form |
| | <input type="checkbox"/> | Grant Budget |
| | <input type="checkbox"/> | Subcontract Budget |
| | <input type="checkbox"/> | Contract/Agreement |
| | <input type="checkbox"/> | Form 126 - Ethics Commission |
| | <input type="checkbox"/> | Award Letter |
| X | <input type="checkbox"/> | Application |
| | <input type="checkbox"/> | Form 700 |
| XX | <input type="checkbox"/> | Information/Vacancies (Boards/Commissions) |
| X | <input type="checkbox"/> | 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 Oct 16, 2025

Completed by: _____ Date _____

1 [Appointments, Immigrant Rights Commission - Hans How, Kudrat Kontilis, Laura Padilla,
2 Adoubou Traore, Aseel Fara, Mario Paz, Celine Kennelly, Yu Pok Ng (Jose Ng), Sarah Souza
3 and Lucia Obregon]

4 **Motion appointing Hans How, Kudrat Kontilis (residency requirement waived), Laura**
5 **Padilla, Adoubou Traore (residency requirement waived), terms ending June 6, 2026,**
6 **and Aseel Fara, Mario Paz (residency requirement waived), Celine Kennelly, Yu Pok Ng**
7 **(Jose Ng), Sarah Souza and Lucia Obregon, terms ending June 6, 2027, to the**
8 **Immigrant Rights Commission.**

9
10 MOVED, That the Board of Supervisors of the City and County of San Francisco does
11 hereby appoint the hereinafter designated persons to serve as members of the Immigrant
12 Rights Commission, pursuant to the provisions of Administrative Code, Section 5.201, for the
13 term specified:

14 Hans How, seat 2, succeeding Haregu Gaime, term expired, must have a
15 demonstrated knowledge of and interest in the health, human service, educational, or
16 employment issues that affect immigrants residing in San Francisco and shall reflect the
17 geographic, ethnic, and sexual orientation population of San Francisco, for the unexpired
18 portion of a two-year term ending June 6, 2026;

19 Kudrat Kontilis (residency requirement waived), seat 3, succeeding herself, term
20 expired, must have a demonstrated knowledge of and interest in the health, human service,
21 educational, or employment issues that affect immigrants residing in San Francisco and shall
22 reflect the geographic, ethnic, and sexual orientation population of San Francisco, for the
23 unexpired portion of a two-year term ending June 6, 2026;

24 Laura Padilla, seat 5, succeeding Marco Senghor, term expired, must have a
25 demonstrated knowledge of and interest in the health, human service, educational, or

1 employment issues that affect immigrants residing in San Francisco and shall reflect the
2 geographic, ethnic, and sexual orientation population of San Francisco, for the unexpired
3 portion of a two-year term June 6, 2026;

4 Adoubou Traore (residency requirement waived), seat 9, succeeding Elahe Enssani,
5 term expired, must be an immigrant to the United States, appointed in accordance with
6 Charter, Section 4.101, and have a demonstrated knowledge of and interest in the health,
7 human service, educational, or employment issues that affect immigrants residing in San
8 Francisco and shall reflect the geographic, ethnic, and sexual orientation population of San
9 Francisco, for the unexpired portion of a two-year term ending June 6, 2026;

10 Aseel Fara, seat 4, succeeding herself, term expired, must have a demonstrated
11 knowledge of and interest in the health, human service, educational, or employment issues
12 that affect immigrants residing in San Francisco and shall reflect the geographic, ethnic, and
13 sexual orientation population of San Francisco, for a two-year term ending June 6, 2027;

14 Mario Paz (residency requirement waived), seat 6, succeeding himself, term expired,
15 must be an immigrant to the United States, appointed in accordance with Charter, Section
16 4.101, and have a demonstrated knowledge of and interest in the health, human service,
17 educational, or employment issues that affect immigrants residing in San Francisco and shall
18 reflect the geographic, ethnic, and sexual orientation population of San Francisco, for a two-
19 year term ending June 6, 2027;

20 Celine Kennelly, seat 7, succeeding herself, term expired, must be an immigrant to the
21 United States, appointed in accordance with Charter, Section 4.101, and have a
22 demonstrated knowledge of and interest in the health, human service, educational, or
23 employment issues that affect immigrants residing in San Francisco and shall reflect the
24 geographic, ethnic, and sexual orientation population of San Francisco, for a two-year term
25 ending June 6, 2027;

1 Yu Pok Ng (Jose Ng), seat 8, succeeding himself, term expired, must be an immigrant
2 to the United States, appointed in accordance with Charter, Section 4.101, and have a
3 demonstrated knowledge of and interest in the health, human service, educational, or
4 employment issues that affect immigrants residing in San Francisco and shall reflect the
5 geographic, ethnic, and sexual orientation population of San Francisco, for a two-year term
6 ending June 6, 2027;

7 Sarah Souza, seat 10, succeeding herself, term expired, must be an immigrant to the
8 United States, appointed in accordance with Charter, Section 4.101, and have a
9 demonstrated knowledge of and interest in the health, human service, educational, or
10 employment issues that affect immigrants residing in San Francisco and shall reflect the
11 geographic, ethnic, and sexual orientation population of San Francisco, for a two-year term
12 ending June 6, 2027;

13 Lucia Obregon, seat 11, succeeding herself, term expired, must be an immigrant to the
14 United States, appointed in accordance with Charter, Section 4.101, and have a
15 demonstrated knowledge of and interest in the health, human service, educational, or
16 employment issues that affect immigrants residing in San Francisco and shall reflect the
17 geographic, ethnic, and sexual orientation population of San Francisco, for a two-year term
18 ending June 6, 2027; and, be it

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

- 20 1. The membership of the Immigrant Rights Commission has a goal to be representative
21 of the diversity of the City and County of San Francisco.
- 22 2. Applicants Kudrat Kontilis, Mario Paz, and Adoubou Traore, who are not residents of
23 San Francisco, are persons with experience that uniquely qualifies them to serve on
24 the Immigrant Rights Commission.

1 3. The Immigrant Rights Commission has attempted to fill the position, for which Kudrat
2 Kontilis, Mario Paz, and Adoubou Traore were nominated, with individuals who are City
3 residents and who have the specific experience, skills, and qualifications, but has been
4 unable to do so at this time. The Rules Committee has certified that Kudrat Kontilis,
5 Mario Paz, and Adoubou Traore are qualified to serve on the Immigrant Rights
6 Commission.

7 4. After exercising due diligence, the Board of Supervisors concludes that there are no
8 other possible representatives who are residents of San Francisco, who have the
9 specific experience, skills, or qualifications possessed by these applicants, and who
10 are willing to serve on the Immigrant Rights Commission at this time; and, be it

11 FURTHER MOVED, That the Board of Supervisors waives the residency requirement
12 for Kudrat Kontilis, Mario Paz, and Adoubou Traore, as is allowed in cases where no qualified
13 City residents who are willing to serve can be found, pursuant to Charter, Section 4.101(a)(2),
14 that otherwise requires person(s) appointed to boards, commissions, and advisory bodies
15 established by legislative act of the Board of Supervisors to be resident(s) of the City and
16 County of San Francisco.

BOARD of SUPERVISORS



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

Application for Boards, Commissions, Committees, & Task Forces

Name of Board/Commission/Committee/Task Force: Immigrant Rights Commission

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

Full Name: Adoubou Traore

Zip Code: 94804

Occupation: Nonprofit Executive

Work Phone: 4155031032 Employer: AfricanAdvocacyNetwork

Business Address: 3106 Folsom Street, San Francisco, CA Zip Code: 94110

Business Email: atraore@aansf.org Home Email: _____

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

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

18 Years of Age or Older: Yes ☒ No ☐

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

As an immigrant, community leader, and longtime resident of the Bay Area, my lived experience and professional journey embody the diversity of the City and County of San Francisco. I was born and raised in Côte d'Ivoire and came to the United States as a Black African immigrant. My background reflects the experiences of many immigrant communities that enrich San Francisco's social, cultural, and economic fabric.

I represent communities of interest in several key ways:

- ? **Ethnicity & Race:** Migrating to the USA from the Ivory Coast in 2000 and founding the African Advocacy Network (AAN) with some partners in 2009 after serving as the Executive Director of the African Immigrant and Refugee Resource Center (AIRRC) from 2005 to 2009, I have worked for over 15 years as AAN's Executive Director to serve and empower African and Afro-Caribbean immigrants in San Francisco and beyond. My leadership has centered on racial equity, immigrant justice, and dismantling systemic barriers faced by communities of color, in general, and African and Afro-Caribbean immigrants, in particular.
- ? **Neighborhoods & Communities:** I lived in San Francisco for thirteen years (before moving to the East Bay), and I have studied and worked in the City since 2000. My professional focus has been on underserved immigrant neighborhoods. I have collaborated with diverse community partners to expand access to legal services, language, education, and civic engagement, ensuring that vulnerable residents have a voice in shaping their city.
- ? **Diversity of Identities:** I have extensive experience building inclusive spaces that inclusively welcome all people. My organization prioritizes equity in service and language access, as well as gender and intergenerational leadership, recognizing that diversity across age, sex, sexual orientation, gender identity, and disability status strengthens our communities.
- ? **Broader Representation:** Having served as an ESL teacher at Canada College in Redwood City for seventeen years, a volunteer, and a nonprofit executive director, I bring a perspective rooted in solidarity, mutual care, and bridge-building across communities. My work has always emphasized the intersection of race, culture, language access, and socioeconomic background.

In all, my qualifications reflect San Francisco's values of inclusivity, equity, and representation. I strive to ensure that the perspectives of immigrant and minority communities—often underrepresented in public decision-making—are brought to the table with authenticity and strength.

Business and/or Professional Experience:

After serving as the founding Executive Director of the African Advocacy Network (AAN) in San Francisco, I have led the organization's growth from a grassroots effort into a trusted nonprofit providing legal services, community education, and immigrant rights advocacy. With over 15 years of experience in nonprofit leadership, education, and entrepreneurship, I have built strong partnerships with foundations, government, and civic leaders to advance equity and immigrant integration.

I am also the Founder of DigitAfriq, a nonprofit bridging the digital divide in Africa by training underserved communities—especially women and youth—in digital literacy and STEM skills. As a former educator in secondary and higher education, I bring extensive expertise in teaching, mentorship, and cross-cultural leadership. Additionally, as a member of the San Francisco African American Chamber of Commerce's board, I have been involved in developing entrepreneurial initiatives in the black immigrant community, international trade, and cultural exchange, connecting U.S. and African markets through small business ventures. Grounded in my lived experience as a Black immigrant from Côte d'Ivoire, my career reflects a consistent commitment to equity, empowerment, and sustainable community leadership.

Civic Activities:


1. Executive Director / Co-Founder, African Advocacy Network (AAN)
Play a leadership role in AAN, a San Francisco-based nonprofit organization focused on serving African and Afro-Caribbean immigrants, integrating civic, legal, social, and advocacy components.
2. Immigrant Rights Advocacy & Legal Services
 - o Help new arrivals navigate immigration processes (e.g., asylum, TPS) and work to highlight how many existing reforms don't fully cover African immigrants.
 - o Participate in "city and state immigrant rights meetings," such as those concerning Affirmative Relief and DACA grantee issues.
3. Served as a Department of Justice (DOJ) Accredited Representative for five years.
3. Community Outreach, Education, & Cultural Competency
 - o Conduct outreach and education among African and Afro-Caribbean communities, presumably to inform people of rights, resources, civic engagement, and services.
 - o Under my leadership, AAN has organized events such as the bi-annual "Immigration & Social Justice Conference" in partnership with the University of San Francisco (USF) since 2021, focused on the intersections of immigration, integration, and racial justice.
 - o OCEIA Certified community interpreter (translation/interpretation services, especially French-English, for immigrants' legal and supportive documents).
4. Coalition & Strategic Involvement in Local / Regional Programs
 - o Serve(d) as AAN's representative in collaborative efforts, including:
Northern California Temporary Protected Status (TPS) Coalition
Silicon Valley Community Foundation's program "Strengthening Legal and Language Services Infrastructure (SILF)"
The steering committee of Santa Clara County's Immigrant Integration program
California Drive AB60 Driver's License
The steering committee of the African Immigrant Leadership Forum (AILEF)
5. Recognition & Awards for Civic Leadership
 - o In 2017, honored with a "Grassroots Leader Award" in the San Francisco Immigrant Leadership Awards by the San Francisco Immigrant Rights Commission / Office of Civic Engagement & Immigrant Affairs.
6. Public Voice & Media / Public Policy Discourse
 - o Have been quoted in the media on policy issues concerning African immigrant inclusion in immigration reform.
 - o Through my role in AAN, I have helped push for reforms (e.g., family reunification, asymmetrical protections, more comprehensive inclusion of African immigrants in policy discussions)

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

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

Date: 9/29/2025

Applicant's Signature (required):


(Manually sign or type your complete name.)

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

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

FOR OFFICE USE ONLY:

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

BOARD of SUPERVISORS



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

Application for Boards, Commissions, Committees, & Task Forces

Name of Board/Commission/Committee/Task Force: IMMIGRANT RIGHTS COMMISSION

Seat # (Required - see Vacancy Notice for qualifications): 4,6,7,8,10,11

Full Name: Aseel Fara

Zip Code: 94103

Occupation: Community Development Assistant

Work Phone: 4158199459

Employer: City and County of San Francisco

Business Address: 1 Dr Carlton B Goodlett Pl, San Francisco, CA

Zip Code: 94102

Business Email: aseel.fara@sfgov.org

Home Email: _____

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

Resident of San Francisco: Yes ☒ No ☐

If No, place of residence: _____

18 Years of Age or Older: Yes ☒ No ☐

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

Covid-19 Vaccinated: Yes ☒ No ☐

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

I am a first-generation Yemeni American! I grew up in the Tenderloin with an open-air drug market at my doorstep. Unfortunately, my community is often overlooked, under-resourced, and underrepresented. With that said, I have made it my purpose to advocate for inclusivity and to address the gaps our communities continue to face.

In my prior role with the Tenderloin Community Benefit District as the Youth Voice Outreach Coordinator, I established strong relationships with residents in the Tenderloin, community stakeholders, and city agencies involved in the Tenderloin State of Emergency. Through these relationships, I have succeeded in reactivating open spaces in the Tenderloin that were affected by COVID-19, hosting community events, convening youth-focused discussions, advocating for the inclusion of transitional-aged youth, creating a high-level community resource guide, and more.

I get to continue working for the Tenderloin in my current role as the Community Development Assistant for the San Francisco Planning Department with a focus on the Tenderloin Community Action Plan, a community-lead collaboration between residents, community organizations, small businesses, and City agencies to develop a plan to address the neighborhoods needs. The Tenderloin Planning team and I are embarking on the implementation phase of 22 projects set to begin in the Tenderloin. Projects focus areas are as follows: public safety improvements, community celebrations, basic life needs, community wellness, and economic mobility.

In addition, I have earned the trust of the Yemeni community in the Bay Area through my advocacy for a safer, healthier, and vibrant Yemen. Yemen is suffering a humanitarian crisis, where every 10 minutes, a child dies of food deprivation. In 2020, I used my skills in organizing and community building to create the "Urgent Care for Yemen" project, which provides large-capacity water tanks that continue to deliver fresh water and the distribution of Humanitarian Aid Packages to the residents of Sanaa, Yemen.

Many of my friends I grew up with work in liquor stores or are engaged with the drug market. Our youth need role models, and I wish to be that role model by breaking these norms and cycles. So let's make San Francisco history by appointing a Yemeni to the Immigrant Rights Commission!

I'm confident that my lived experiences and efforts in civil service will be an asset to this commission and of benefit to San Francisco. Thank you for your hard work and consideration.

Business and/or Professional Experience:

Intern (Jan, 2020 - Aug, 2020) - District 10, Supervisor Shamann Walton's Office

Youth Voice Outreach Coordinator (Oct, 2021 - Aug 2022), Tenderloin Community Benefit District

Community Development Assistant (Sep, 2022 - Present), San Francisco Planning Department, Community Equity Division.

Civic Activities:

Below are current civic activities which I am engaged in.

Justice and Equity for Transformational Council for San Francisco's Office of Racial Equity: This council is responsible for advising the Office of Racial Equity to help create processes for community accountability in ORE initiatives.

Founder of Urgent Care For Yemen: A project which distributes humanitarian aid and fresh water to individuals residing in Sanaa, Yemen.

Co-Founder of Hands Off Yemen: A youth-led organization that advocates for human rights in Yemen.

Member of San Francisco City Hall Iftar Coalition: A coalition that fundraises and organizes an Iftar event at City Hall.

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

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

Date: April 8, 2023 Applicant's Signature (required): Aseel Fara

(Manually sign or type your complete name.)

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

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

FOR OFFICE USE ONLY:

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

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

I am a first-generation Yemeni American! I grew up in the Tenderloin with an open-air drug market at my doorstep. Unfortunately, my community is often overlooked, under-resourced, and underrepresented. With that said, I have made it my purpose to advocate for inclusivity and to address the gaps our communities continue to face.

In my prior role with the Tenderloin Community Benefit District as the Youth Voice Outreach Coordinator, I established strong relationships with residents in the Tenderloin, community stakeholders, and city agencies involved in the Tenderloin State of Emergency. Through these relationships, I have succeeded in reactivating open spaces in the Tenderloin that were affected by COVID-19, hosting community events, convening youth-focused discussions, advocating for the inclusion of transitional-aged youth, creating a high-level community resource guide, and more.

I get to continue working for the Tenderloin in my current role as the Community Development Assistant for the San Francisco Planning Department with a focus on the Tenderloin Community Action Plan, a community-lead collaboration between residents, community organizations, small businesses, and City agencies to develop a plan to address the neighborhoods needs. The Tenderloin Planning team and I are embarking on the implementation phase of 22 projects set to begin in the Tenderloin. Projects focus areas are as follows: public safety improvements, community celebrations, basic life needs, community wellness, and economic mobility.

In addition, I have earned the trust of the Yemeni community in the bay area through my advocacy for a safer, healthier, and vibrant Yemen. Yemen is suffering a humanitarian crisis, where every 10 minutes, a child dies of food deprivation. In 2020, I used my skills in organizing and community building to create the "Urgent Care for Yemen" project, which provides large-capacity water tanks that continue to deliver fresh water and the distribution of Humanitarian Aid Packages to the residents of Sanaa, Yemen.

Many of my friends I grew up with work in liquor stores or are engaged with the drug market. Our youth need role models, and I wish to be that role model by breaking these norms and cycles. So let's make San Francisco history by appointing a Yemeni to the Immigrant Rights Commission!

My lived experiences and efforts in civil service will be an asset to this commission and of benefit to San Francisco. Thank you for your hard work and consideration.

STATEMENT OF ECONOMIC INTERESTS
COVER PAGE
A Public Document

 Date Initial Filing Received
 Filing Official Use Only

1548182

Please type or print in ink.

NAME OF FILER	(LAST)	(FIRST)	(MIDDLE)
Fara, Aseel			

1. Office, Agency, or Court

Agency Name (Do not use acronyms)

City and County of San Francisco

Division, Board, Department, District, if applicable

Your Position

Planning Department

Community Development Assistant

► If filing for multiple positions, list below or on an attachment. (Do not use acronyms)

Agency: _____ Position: _____

2. Jurisdiction of Office (Check at least one box)☐ State☐ Judge, Retired Judge, Pro Tem Judge, or Court Commissioner
(Statewide Jurisdiction)☐ Multi-County _____☒ County of San Francisco☒ City of San Francisco☐ Other _____**3. Type of Statement (Check at least one box)**☐ **Annual:** The period covered is January 1, 2021 through December 31, 2021.☐ **Leaving Office:** Date Left ____/____/____
(Check one circle)

-or-

The period covered is ____/____/____, through December 31, 2021.

☐ The period covered is January 1, 2021 through the date of leaving office.☒ **Assuming Office:** Date assumed 09 / 06 / 2022☐ The period covered is ____/____/____, through the date of leaving office.☐ **Candidate:** Date of Election _____ and office sought, if different than Part 1: _____**4. Schedule Summary (must complete) ► Total number of pages including this cover page: 2****Schedules attached**☐ **Schedule A-1 - Investments** – schedule attached☒ **Schedule C - Income, Loans, & Business Positions** – schedule attached☐ **Schedule A-2 - Investments** – schedule attached☐ **Schedule D - Income – Gifts** – schedule attached☐ **Schedule B - Real Property** – schedule attached☐ **Schedule E - Income – Gifts – Travel Payments** – schedule attached

-or-

☐ **None - No reportable interests on any schedule****5. Verification**

MAILING ADDRESS	STREET	CITY	STATE	ZIP CODE
(Business or Agency Address Recommended - Public Document)				
49 South Van Ness		San Francisco	CA	94103
DAYTIME TELEPHONE NUMBER		E-MAIL ADDRESS		
(415) 819-9459		aseel.fara@sfgov.org		

I have used all reasonable diligence in preparing this statement. I have reviewed this statement and to the best of my knowledge the information contained herein and in any attached schedules is true and complete. I acknowledge this is a public document.

I certify under penalty of perjury under the laws of the State of California that the foregoing is true and correct.

Date Signed 04/06/2023
(month, day, year)Signature Aseel Fara
(File the originally signed paper statement with your filing official.)

SCHEDULE C

Income, Loans, & Business Positions

(Other than Gifts and Travel Payments)

CALIFORNIA FORM 700**FAIR POLITICAL PRACTICES COMMISSION**

Name

Fara, Aseel

▶ 1. INCOME RECEIVED

NAME OF SOURCE OF INCOME

City & County of San Francisco

ADDRESS (Business Address Acceptable)

49 South Van Ness

San Francisco, CA 94103

BUSINESS ACTIVITY, IF ANY, OF SOURCE

YOUR BUSINESS POSITION

Community Development Assistant

GROSS INCOME RECEIVED

☐ No Income - Business Position Only☐ \$500 - \$1,000☐ \$1,001 - \$10,000☒ \$10,001 - \$100,000☐ OVER \$100,000

CONSIDERATION FOR WHICH INCOME WAS RECEIVED

☒ Salary ☐ Spouse's or registered domestic partner's income
(For self-employed use Schedule A-2.)☐ Partnership (Less than 10% ownership. For 10% or greater use
Schedule A-2.)☐ Sale of _____
(Real property, car, boat, etc.)☐ Loan repayment☐ Commission or ☐ Rental Income, list each source of \$10,000 or more

(Describe)

☐ Other _____
(Describe)**▶ 1. INCOME RECEIVED**

NAME OF SOURCE OF INCOME

ADDRESS (Business Address Acceptable)

BUSINESS ACTIVITY, IF ANY, OF SOURCE

YOUR BUSINESS POSITION

GROSS INCOME RECEIVED

☐ No Income - Business Position Only☐ \$500 - \$1,000☐ \$1,001 - \$10,000☐ \$10,001 - \$100,000☐ OVER \$100,000

CONSIDERATION FOR WHICH INCOME WAS RECEIVED

☐ Salary ☐ Spouse's or registered domestic partner's income
(For self-employed use Schedule A-2.)☐ Partnership (Less than 10% ownership. For 10% or greater use
Schedule A-2.)☐ Sale of _____
(Real property, car, boat, etc.)☐ Loan repayment☐ Commission or ☐ Rental Income, list each source of \$10,000 or more

(Describe)

☐ Other _____
(Describe)**▶ 2. LOANS RECEIVED OR OUTSTANDING DURING THE REPORTING PERIOD**

* You are not required to report loans from a commercial lending institution, or any indebtedness created as part of a retail installment or credit card transaction, made in the lender's regular course of business on terms available to members of the public without regard to your official status. Personal loans and loans received not in a lender's regular course of business must be disclosed as follows:

NAME OF LENDER*

ADDRESS (Business Address Acceptable)

BUSINESS ACTIVITY, IF ANY, OF LENDER

HIGHEST BALANCE DURING REPORTING PERIOD

☐ \$500 - \$1,000☐ \$1,001 - \$10,000☐ \$10,001 - \$100,000☐ OVER \$100,000

INTEREST RATE

_____% ☐ None

TERM (Months/Years)

SECURITY FOR LOAN

☐ None☐ Personal residence☐ Real Property

Street address

City

☐ Guarantor☐ Other

(Describe)

Comments:

BOARD of SUPERVISORS



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

Application for Boards, Commissions, Committees, & Task Forces

Name of Board/Commission/Committee/Task Force: Immigrant Rights Commission

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

Celine Kennelly

[Redacted] n Francisco Zip Code: 94122
Occupation: Executive Director

Work Phone: 415.752.6006 Employer: Irish Immigration Pastoral Center

Business Address: 5340 Geary Blvd., Suite 206, San Francisco Zip Code: 94121

Business Email: celine@sfiipc.org Home Email: [Redacted]

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

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

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

Please see attached statement.

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

Seasoned non-profit executive director committed to immigrant rights and social justice

- Experienced grass roots advocate for the immigrant community and immigration reform
- Extensive experience directing community outreach and community organizing
- Leading and managing development of health, education, immigration and social service programs
- Significant legislative advocacy experience
- Direct service provider and project manager

Professional Experience:

1999-2025 Executive Director, Irish Immigration Pastoral Center, San Francisco

Civic Activities:**Civic Activities:**

- President, Coalition of Irish Immigration Pastoral Centers (2013-2023)
- Vice President, Coalition of Irish Immigration Pastoral Centers (2002-2013)
- Officer, Irish Apostolate, USA (2004-2023)
- Vice President, Irish Lobby for Immigration Reform (2009-2023)
- Member, United Irish Cultural Center, San Francisco

Notable Achievements/Awards:

- Recipient of Consulate General of Ireland in San Francisco St. Brigid's Day Award (for contributions to community building, social welfare, or pastoral care in the Irish community) (2025)
- Recipient of SF Bay Area Law Enforcement Emerald Society Citizen of the Year (2015)
- Recipient of Kerry Person of the Year Award for Service to the Community (2012)
- Recipient of Woman of the Year 2011 for California Assembly District 7 (2011)
- Recipient of San Francisco Commission on the Status of Women 'Women's History Month Award' for San Francisco District 7 (2010)
- Recipient of Irish Voice "50 Most Influential Women"- A Celebration of Irish-American Women's Success in Corporate America, the Local Business World and the Irish Community, New York (2008)
- Recipient of Leadership Award for Passage of Just Immigration Reform Bill from San Francisco Immigrant Rights Commission (2007)
- Recipient of Service Partner Award from Catholic Charities CYO, San Francisco (2007)

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

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

Date: October 1, 2025

Applicant's Signature (required):

Colino Kennolly

(Manually sign or type your complete name.)

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

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

FOR OFFICE USE ONLY:

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

Celine Kennelly

Ms. Angela Calvillo
Office of the Clerk of the Board
1 Dr. Carlton B. Goodlett Place
City Hall, Room 244
San Francisco, CA 94102-4689

October 1, 2025

Dear Ms. Calvillo,

Please accept this letter as my application for for reappointment as Commissioner (Seat 7) to the San Francisco Immigrant Rights Commission (IRC). As an immigrant born and raised in Ireland, I meet the Charter requirement for this specific seat.

My commitment to San Francisco's immigrant community spans over two decades. Since moving here in 1999, I have worked professionally in the immigrant rights and community service sector, currently serving as the Executive Director of the San Francisco Irish Immigration Pastoral Center. In this role, I have designed, implemented, and scaled health, human service, education, and employment programs for a community of 30,000 people. I have effectively built and maintained essential partnerships with City and private agencies, including Healthy San Francisco, St. Mary's Hospital, and Catholic Charities, relationships that proved particularly critical during the COVID-19 crisis.

My dedication to the IRC spans thirteen years, beginning with my initial appointment to Seat 7 in 2012. After serving two years as Vice Chair, I was honored to serve as the Chair of the Commission for ten consecutive years, providing unparalleled institutional memory and policy insight. I have continued my commitment as a dedicated Commissioner, and I welcome the opportunity to serve another term.

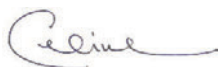
The IRC's role as a trusted, sacred space and essential connecting point between our diverse immigrant population and the City has never been more vital. Amid rising divisive national rhetoric, which cultivates heightened fear and discourages immigrant interaction with government resources, the Commission stands as a necessary shield and advocate.

Over the past thirteen years, my work on the Commission has been defined by action and policy change. We have championed language access rights, strengthened the Sanctuary Ordinance, and illuminated the economic impact of the COVID-19 aftermath on immigrant communities. We achieved these outcomes by hosting comprehensive community hearings, gathering critical testimony on issues like housing, education access, and the needs of LGBTQIA+ immigrants, and by collaborating directly with City departments and consular staff to ensure inclusive and equitable conditions for all people to thrive.

I offer a unique and valuable perspective: as a foreign-born immigrant, a high-level nonprofit executive director responsible for day-to-day operations, and a seasoned policy advocate and organizer. I am committed to continuing this work with my colleagues, leveraging my deep institutional knowledge and unwavering dedication to racial equity and language access.

Thank you for your consideration. I look forward to the opportunity to continue serving San Francisco in this crucial capacity.

Yours sincerely,



Celine Kennelly

5340 Geary Boulevard
San Francisco, CA 94121
t. 415.760.5762
e. celine@sfiipc.org



**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: Immigrant Rights Commission

Seat # or Category (If applicable): 9 District: N/A

Name: Elahe Enssani

San Francisco, CA Zip: 94127

Occupation: Professor

Work Phone: 415-777-4287 Employer: San Francisco State University

Business Address: 1600 Holloway Ave., San Francisco, CA Zip: 94132

Business E-Mail: enssani@sfsu.edu 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: _____

Resident of San Francisco ☒ 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 was born in Tehran, Iran and came to the United States to attend graduate school. I made my home here.

I daresay that being an immigrant, has been the hardest thing I have ever done in my life.

When I came to this country, there was no community of Iranians. In the past two decades, my passion has been to organize Iranian Americans as a community of immigrants and encourage its members to become active participants of the Civil Society of San Francisco.

As a engineering professor at San Francisco State University, majority of my students are immigrants and I have developed an understanding of the common themes of what it means to be an immigrant in San Francisco, especially from economic, cultural, educational, family, gender and now health points of view.

As a woman immigrant from a Middle Eastern Muslim country, I have come into contact with many women such as myself and have realized some of the unique issues facing women immigrants from these countries. These issues range from cultural isolation to lack of a voice in expressing their true selves and vision.

Writing and speaking on the issues regarding immigration and also mentoring recent immigrants, have always been my passion.

Business and/or professional experience:

Education:
Ph.D., Civil/Environmental Engineering, University of California, Berkeley. Winner of University of California's Chancellor's Patent Fund Award for partial satisfaction of doctoral dissertation.
Master of Engineering, Civil Engineering, University of California, Berkeley. Highest Honor.
Master of Science, Chemical Engineering, University of California, Berkeley. Highest Honor.
Bachelor of Science, Chemical Engineering, Sharif University of Technology, Tehran, Iran. Highest Honor.
Business and/or professional experience:
Associate Professor & former Chair, for the Civil Engineering, School of Engineering, San Francisco State University, present.
President, Applied Technology and Science, San Francisco, California, present.
Assistant to Chief Administrative officer, City and County of San Francisco, San Francisco, California.
Project Manager/Senior Engineer, Dames & More (now URS Corporation), San Francisco, California.
Consultant to: United Nations Environmental Programme (UNEP), and United Nations Development Programme (UNDP).
Past president, American Institute of Chemical Engineers-(AIChE), Northern California section.

Civic Activities:

Member, Local Business Advisory Council, Mayoral Appointment, 2014- Present
Former Board Member, National Iranian American Council (NIAC)
Co-founder, Iranian-American Chamber of Commerce (IACC).
Member, Committee for Encyclopedia Iranica.
- Chair, Subcommittee: Awards in Science & Engineering*
Founder, CWESTE (Committee for Women's Education on Science, Technology and Engineering), San Francisco State University, San Francisco, California.
Member, Science Diplomatic Committee, American Association for the Advancement of Science (AAAS)
Board of Directors, Affordable Housing Associates, Berkeley, California, 2001-2003.
Honors:
Selected as one of Top 100 scientists in 2005, by International Biographical Center, Cambridge, England.
Listed as one of the Extraordinary Women Engineers in the Book: Extraordinary Stories of How They Changed Our World, to be published by American Society of Civil Engineers (ASCE) in October 2005.
Chemical/Environmental Engineering Excellence Award in Professional Development*, April 21, 2000, Awarded by American Institute of Chemical Engineers (AIChE)-Northern California Section.
Listed in the Who's Who Registry of USA, New York, USA, 1992 edition.
Listed in the Who's Who of Professional and Business Women, International Biographical Center, Cambridge, England, 1992 edition.
*International Woman of the Year for services to environmental engineering and technology, 1991-1992.
Selected by the International Biographical Center, (IBC), Cambridge, England.

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: 06/17/24 Applicant's Signature: (required) Elahe Enssani



(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: _____

01/20/12

Education:

Ph.D., Civil/Environmental Engineering, University of California, Berkeley. Winner of University of California's Chancellor's Patent Fund Award for partial satisfaction of doctoral dissertation.

Master of Engineering, Civil Engineering, University of California, Berkeley. Highest Honor.

Master of Science, Chemical Engineering, University of California, Berkeley. Highest Honor.

Bachelor of Science, Chemical Engineering, Sharif University of Technology, Tehran, Iran. Highest Honor.

Business and /or professional experience:

Associate Professor & former head of the Civil Engineering Group, School of Engineering,

San Francisco State University, present.

President, Applied Technology and Science, San Francisco, California, present.

Assistant to Chief Administrative officer, City and County of San Francisco, San Francisco, California.

Project Manager/Senior Engineer, Dames & More (now AECOM), San Francisco, California.

Consultant to: United Nations Environmental Programme (UNEP), and United Nations Development Programme (UNDP).

Past president, American Institute of Chemical Engineers-(AIChE), Northern California section.

Civic Activities:

Member, Local Business Advisory Council, Appointed by Mayor Ed Lee, 2014- Present

Former Board Member, National Iranian American Council (NIAC)

Co-founder, Iranian-American Chamber of Commerce (IACC).

Member, Committee for Encyclopedia Iranica.

- Chair, Subcommittee: Awards in Science & Engineering”

Founder, CWESTE (Committee for Women's Education on Science, Technology and Engineering), San Francisco State University, San Francisco, California.

Member, Science Diplomatic Committee, American Association for the Advancement of Science (AAAS)

Board of Directors, Affordable Housing Associates, Berkeley, California, 2001-2003.

Honors:

Selected as one of *Top 100 scientists in 2005*, by International Biographical Center, Cambridge, England.

Listed as one of the *Extraordinary Women Engineers* in the Book: *Extraordinary Stories of How They Changed Our World*, to be published by American Society of Civil Engineers (ASCE) in October 2005.

"*Chemical/Environmental Engineering Excellence Award in Professional Development*", April 21, 2000, Awarded by American Institute of Chemical Engineers (AIChE)-Northern California Section.

Listed in the *Who's Who Registry of USA*, New York, USA, 1992 edition.

Listed in the *Who's Who of Professional and Business Women*, International Biographical Center, Cambridge, England, 1992 edition.

"*International Woman of the Year for services to environmental engineering and technology*," 1991-1992.

Selected by the International Biographical Center, (IBC), Cambridge, England.

BOARD of SUPERVISORS



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

Application for Boards, Commissions, Committees, & Task Forces

Name of Board/Commission/Committee/Task Force: Immigrant Rights Commission

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

Full Name: Hans How

[Redacted] Zip Code: 94132
[Redacted] Occupation: Philanthropy

Work Phone: N/A Employer: Kataly Foundation

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

Business Email: N/A Home Email [Redacted]

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

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

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

As a queer, Malaysian-Chinese immigrant who calls San Francisco home, I bring lived experience navigating the challenges faced by multiple immigrant communities historically underrepresented in civic life—including Southeast Asians, LGBTQ+ individuals, and middle-class immigrant residents—whose voices are especially vital in this political moment. I currently reside in District 7 and previously lived in Chinatown and North Beach, neighborhoods shaped by migration, cultural heritage, and economic resilience.

Through my advocacy, I've worked alongside immigrant community members from a wide range of backgrounds, including monolingual, low-income, disabled, and queer individuals navigating complex housing and immigration systems. My professional and volunteer experiences—as a philanthropic funder, community organizer, and advocate—allow me to engage with empathy, cultural fluency, and a strong commitment to equity for San Francisco's diverse immigrant communities.

Business and/or Professional Experience:

In my professional and advocacy roles, I have worked at the intersection of philanthropy, housing and immigrant rights. As a funder-organizer with experience across public, private, and nonprofit sectors, I have supported immigrant worker cooperatives, housing stability efforts and initiatives such as San Francisco Immigrant Legal Defense Collaborative. My work centers on resourcing community-based organizations that promote self-determination for BIPOC communities. Previously, at Meta's Housing Initiative, I led investments in affordable housing, teacher housing, and policy research—creating over 4,500 affordable homes for Californians. I partnered with legislators to advance policies that support housing affordability and equitable development. Through SFCLT, I collaborated with tenant organizers to transition a majority-BIPOC residential building in Tenderloin into community ownership. As a former delegate for Refugee Congress, I have led advocacy efforts to advance policies that support the well-being of refugees, asylees, and other immigrants. I have collaborated with community leaders, public agencies, and nonprofits to ensure resources reach those most impacted.

Civic Activities:

In 2020, I co-led Proposition C: Commissions for All, a successful ballot measure that opened the door for all San Francisco residents—regardless of immigration status—to serve on city commissions. I served as a public member on the Housing Stability Fund Oversight Board, where I advised the Mayor and Board of Supervisors on equitable allocation of city funds to support housing stability and anti-displacement efforts. I've held leadership roles at CADC, where I supported campaigns focused on public safety, language access, and immigrant civic inclusion, and at Alice B. Toklas LGBTQ Democratic Club, where I helped shape housing and health policy priorities through an equity lens. Nationally, I served on the board of InReach, a nonprofit providing verified legal and support resources for LGBTQ+ asylum seekers and immigrants. These experiences reflect my commitment to ensuring that the full diversity of San Francisco's immigrant communities—including those historically excluded from formal decision-making—have access to resources, safety, and civic voice. I hope to bring a collaborative, bridge-building approach to the Immigrant Rights Commission, grounded in community needs and shared values.

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

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

Date: 6/19/25 Applicant's Signature (required): Hans How
(Manually sign or type your complete name.
NOTE: By typing your complete name, you are
hereby consenting to use of electronic signature.)

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

FOR OFFICE USE ONLY:

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

HANSHOW

Mission-Driven Philanthropy and Nonprofit Leader | Immigrant Rights Advocate | Community Organizer

Deeply committed to creating a safe and welcoming San Francisco with a focus on immigrant rights, economic justice, and community empowerment. Experienced in building coalitions and mobilizing resources to drive change. A proud member of the Malaysian-Chinese, LGBTQ+, and immigrant communities with a track record of civic engagement.

WORK EXPERIENCE

Integrated Capital Officer, Restorative Economies Fund | Kataly Foundation | San Francisco, CA 2024 - present

A family foundation advancing restorative economics, environmental justice, mindfulness and healing justice. Its mission is to resource communities and social movements developing transformative solutions to systemic inequities.

- Lead non-extractive lending and grantmaking to support projects that create shared prosperity, self-determination, and build collective political, economic, and cultural power of BIPOC communities.
- Distribute capital to increase access to affordable land and housing, equitable economic development projects, immigrant and worker cooperatives through community loan funds, and built environment infrastructure.
- Direct rapid response grants to immigrant-serving organizations and networks such as the SF Immigrant Legal Defense Collaborative, protecting immigrants rights and advancing universal access to counsel for SF residents.

Investment Lead, Housing Initiative | Meta/Facebook | Menlo Park, CA 2022 - 2023

The \$1 Billion Housing Initiative is Meta's commitment to partner with the State of California to tackle the housing crisis through investments, grants, policy implementation, public-private partnerships, civic advocacy, and data infrastructure.

- Directed \$1B+ in housing investments, grants, and policy efforts to improve housing equity across California.
- Managed the \$150M Community Housing Fund, the largest private fund in California that invested in extremely low-income housing (up to 30% AMI), delivering 4,500+ affordable housing units for working-class Californians.
- Invested and partnered with Factory_OS to deliver 3,000 homes across 28 buildings and led \$25M grants to build 110 affordable teacher housing in partnership with Santa Clara County and the City of Palo Alto.
- Helped pass statewide legislation to expand access to affordable housing and dismantle exclusionary zoning and collaborated with elected officials to drive policies that accelerated housing production and affordability.

Assistant Vice President, Impact Investments | New Island Capital | San Francisco, CA 2020 - 2022

A family office managing an impact portfolio aimed at fostering regenerative social, ecological, and financial systems.

- Managed \$500M+ impact portfolio across equitable development, housing, education, and job training sectors.
- Piloted new funds focused on Black homeownership and intergenerational wealth building in the U.S. South.

Senior Investment Associate | PGIM Real Estate (Prudential) | San Francisco, CA 2017 - 2019

- Structured \$1B+ in mission-driven capital into housing and infrastructure benefiting low-income communities.
- Helped launch an institutional impact fund focused on transformative community development across the U.S.

NONPROFIT & CIVIC ENGAGEMENT EXPERIENCE

Board Member (former Vice President) | InReach (fka AsylumConnect) | Remote 2017 - 2025

- Scaled a nonprofit connecting LGBTQ+ immigrants and youth to 9,000+ verified life-saving resources.
- Led grant fundraising and national campaigns elevating queer immigrant visibility and inclusion.

Appointed Public Member | Housing Stability Fund Oversight Board | San Francisco, CA 2021 - 2023

An advisory board guiding housing stability policy as part of San Francisco's General Fund budget allocations.

- Advised Mayor and Board of Supervisors on \$114M in anti-displacement and equity-focused housing initiatives.
- Centered community voices and led consensus-building with immigrant, labor, and resident-led coalitions.

Treasurer, Board of Directors | San Francisco Community Land Trust | San Francisco, CA 2021 - 2022

- Provided governance and financial oversight to strengthen a community-based nonprofit organization to create permanently affordable, resident-owned housing for low- and moderate-income people in San Francisco.

Co-Founder & Community Organizer | Proposition C: Commissions for All | San Francisco, CA 2020 - 2022

- Co-led successful citywide charter amendment campaign to allow noncitizens to serve on local commissions.
- Organized multiracial, immigrant-led coalition and won majority voter support during pandemic organizing.

EDUCATION & INTERESTS

Wesleyan University, Middletown, Connecticut, *Bachelor of Arts in Economics, Freeman Foundation Scholar*

Interests: Immigrant cuisines, night markets, cultural districts, small businesses, third spaces, public parks, public transit, walkable neighborhoods, urban planning, community development, languages (Mandarin, Cantonese, Malay).

BOARD of SUPERVISORS



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

Application for Boards, Commissions, Committees, & Task Forces

Name of Board/Commission/Committee/Task Force: IMMIGRANT RIGHTS COMMISSION

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

Full Name: Yu Pok Ng (also known as Jose Ng)

San Francisco Zip Code: 94102

Occupation: Immigrant Rights Program Manager

Work Phone: (415)274-6750 Ext. 314 Employer: Chinese for Affirmative Action

Business Address: 17 Walter U Lum Pl, San Francisco Zip Code: 94108

Business Email: JNg@caasf.org Home Email: [REDACTED]

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

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

18 Years of Age or Older: Yes ☒ No ☐

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

As a Chinese immigrant from Hong Kong and a resident of San Francisco's District 6, I bring a wealth of insights and experiences to the Immigrant Rights Commission. My personal experience and work with a Chinese American civil rights organization in San Francisco's Chinatown has deepened my understanding of the needs and challenges faced by diverse immigrant communities.

I hold a Master of Arts in Social Justice from Loyola University Chicago and a Bachelor of Arts from Lingnan University in Hong Kong. The academic training has laid the academic foundation which aspires me to equitable social change and provides a global perspective on critical societal issues. My bilingual and bi-literate proficiency in Cantonese and Mandarin, combined with my bi-cultural background, equips me to bridge linguistic and cultural gaps between Chinese immigrant communities and the San Francisco community at large as well as the Commission. Born in China, raised in Hong Kong, and educated in the United States, these lived experiences prepared me well to serve San Francisco's diverse immigrant populations.

With over a decade of community work in the United States, I have engaged directly with diverse immigrant and refugee populations in the country, from supporting Chinese immigrants with immigration challenges to aiding Iraqi refugees in transitioning to American society. My advocacy for immigrant and human rights at local and state levels underscores my ability to address the unique challenges these communities face, particularly the language and cultural barriers.

As the Immigrant Rights Program Manager at Chinese for Affirmative Action, I lead initiatives and collaborate with citywide coalitions, including the San Francisco Immigrant Legal and Education Network, San Francisco Rapid Response Network, San Francisco Language Access Network, and San Francisco Immigrant Parent Voting Collaborative. These efforts provide me first hand experience working with the diverse immigrant communities as well as key public institutions in the City, working towards a more welcoming and inclusive San Francisco for all immigrant communities.

Having served as an Immigrant Rights Commissioner for the past year, I have worked closely with fellow commissioners and the Office of Civic Engagement and Immigrant Affairs to identify challenges facing our immigrant communities and develop policy recommendations to address these issues within the city's infrastructure. This experience has strengthened my ability to advocate effectively for systemic change.

My bi-cultural background, education, linguistic skills, and extensive community and commission service align closely with San Francisco's diverse demographics, making me a strong candidate to represent and advocate for our city's immigrant communities on the Immigrant Rights Commission.

Business and/or Professional Experience:

My professional experience uniquely equips me to serve on the San Francisco Immigrant Rights Commission. As the Immigrant Rights Program Manager at Chinese for Affirmative Action, I lead initiatives to advocate for immigrant rights and collaborate with citywide coalitions, including the San Francisco Immigrant Legal and Education Network, San Francisco Rapid Response Network, San Francisco Language Access Network, and San Francisco Immigrant Parent Voting Collaborative. With over a decade of experience working with diverse immigrant and refugee populations, I have supported Chinese immigrants with immigration challenges and assisted Iraqi refugees in transitioning to American society. My academic background, including a Master of Arts in Social Justice from Loyola University Chicago and a Bachelor of Arts from Lingnan University in Hong Kong, underpins my commitment to equitable social change. My bilingual proficiency in Cantonese and Mandarin, combined with my bicultural background, enables me to bridge linguistic and cultural gaps, fostering inclusive solutions for San Francisco's immigrant communities.

Civic Activities:

My civic activities reflect a strong commitment to advancing immigrant rights in San Francisco. As an Immigrant Rights Commissioner for the past year, I have collaborated with fellow commissioners and the Office of Civic Engagement and Immigrant Affairs to identify challenges facing immigrant communities and develop policy recommendations. My work has focused on improving language access and advocating for our City to be better equipped to federal's immigration policies, particularly under a different federal administration, to strengthen the city's infrastructure for supporting diverse immigrant populations.

Beyond my role on the Commission, I actively participate in community efforts through coalitions such as the San Francisco Rapid Response Network and San Francisco Immigrant Legal and Education Network, where I advocate for policies that promote diversity, inclusion, compassion for our City and beyond. My involvement in organizing community events, immigration clinics, and immigration Know Your Rights education and training workshops reflects my dedication to empowering San Francisco's diverse immigrant populations and fostering a more welcoming city.

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

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

Date: **6/26/2025**

Applicant's Signature (required):

Yu Pok Ng

Digitally signed by Yu Pok Ng
Date: 2025.06.26 18:10:57 -07'00'

(Manually sign or type your complete name.)

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

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

FOR OFFICE USE ONLY:

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

BOARD of SUPERVISORS



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

Application for Boards, Commissions, Committees, & Task Forces

San Francisco Immigrant Rights Commission

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

1,2,3,5,9

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

Kudrat D. Kontilis

Full Name: _____

akland 94611

Zip Code: _____

Researcher (Volunteer)

Occupation: _____

7812197183

Center for Gender & Refugee Studies

Work Phone: _____ Employer: _____

UC College of the Law, San Francisco 200 McAllister Street, San Francisco, CA

94102

Business Address: _____ Zip Code: _____

alvarezlaura@uclawsf.edu

Business Email: _____ Home Email: _____

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

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

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:

The Indian American population more than doubled in San Francisco from 2010 to 2020, according to census data and has an extremely large population of H1B visa holders who are mostly of Chinese and Indian descent. SF's population also includes many South Asian refugees that are fleeing their home countries and are trying to find a better life here. Being a young Indian woman immigrant and the first Indian (South Asian) to serve on the Commission, I believe that I will continue to provide the representation, advocacy and work needed to uplift voices and issues surrounding my community like my work on H1B layoffs and asylum office delays. I have a background in immigration law and policy and I believe that I will continue to bring a unique voice to the Commission.

Business and/or Professional Experience:

I am an attorney licensed to practice in India and have an LL.M in International Law from the Fletcher School of Law and Diplomacy, Tufts University class of 2019. I moved to San Francisco in 2019 to work as a Gender Rights Specialist at the Law Office of Robert B. Jobe where I worked on gender based violence asylum claims. Along with this I also served as a subject matter expert on human rights violations in South Asia, supervised paralegals and was responsible for case preparation from filing their asylum applications to preparing their case relevant evidence. After 4.5 years of working there, I moved to working as a Researcher (Volunteer) at the Center for Gender and Refugee Studies where I have continued my work in immigration as I work on preparing country reports dealing with specific harm like harm caused due to political opinion in Brazil. I am also registered as an expert witness on the CGRS database and have served as an expert witness on immigration cases related to religious and gender based violence in India.

Civic Activities:

I continue to be the Co-Chair of Women's March San Francisco.

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

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

May 23, 2024

Date: _____ Applicant's Signature (required): _____



(Manually sign or type your complete name.

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

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

FOR OFFICE USE ONLY:

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

BOARD of SUPERVISORS



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

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

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

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

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

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

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

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

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

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

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

BOARD of SUPERVISORS



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

Application for Boards, Commissions, Committees, & Task Forces

Name of Board/Commission/Committee/Task Force: Immigrant Rights Commission

Seat # (Required - see Vacancy Notice for qualifications): 4,6,7,8,10,11

Full Name: Laura Padilla

Zip Code: 94132

Occupation: Non Profit Director

Work Phone: _____ Employer: Y of SF

Business Address: 4080 Mission Street 94112

Business Email: Lpadilla@ymcasf.org Home Email: _____

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

Resident of San Francisco: Yes ☒ No ☐

If No, place of residence: _____

18 Years of Age or Older: Yes ☒ No ☐

Pursuant to 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 writing to express my earnest interest in a seat on the Immigrant Rights Commission, as a dedicated advocate and community representative. With over a decade of experience implementing youth, family, and community programming for immigrant families, coupled with my background as a community organizer and advocate for immigrant rights, I'd like to contribute to the essential work of this Commission in promoting and protecting the rights of immigrants in the City and County of San Francisco.

Over the past decade, I have dedicated myself to serving immigrant communities through the implementation of youth and family programs aimed at addressing their unique needs and challenges specifically our new comer and unaccompanied youth as arrive to find refugee in our sanctuary city.

Through this experience, I have developed a deep understanding of the systemic barriers faced by immigrants and the importance of advocacy and policy change in ensuring their rights and well-being. As a passionate community organizer, I have actively worked to amplify the voices of immigrants and advocate for their rights to access essential resources and services. I have organized grassroots campaigns, led community workshops, and collaborated with local organizations to address issues such as immigration policy, language access, and cultural integration.

Business and/or Professional Experience:

With over 15 years of extensive experience in community engagement, partnerships, and facilitation, complemented by a robust background in case management and community health work for our most vulnerable populations, I bring a wealth of skills and insights to the table. My professional journey spans more than a decade, during which I have dedicated myself to implementing youth and family programming tailored to the unique needs of immigrant families. Additionally, I have cultivated strong partnerships with local public schools, collaborating closely to address student and family needs in alignment with student achievement goals and their English language development. This multifaceted experience has honed my abilities in navigating complex community dynamics, fostering meaningful collaborations, and facilitating dialogue to drive positive outcomes for all stakeholders involved.

Civic Activities:

As a dedicated community advocate, I have immersed myself in various grassroots initiatives aimed at driving positive change and uplifting marginalized communities. Serving as a steering committee member for several community groups, I have been at the forefront of efforts to enhance our community's resilience. Notably, I have played a pivotal role in steering the development of a community garden that champions environmental justice, beautifies our surroundings, and provides invaluable assets such as fruit trees, honey, and a sense of camaraderie.

In addition to my grassroots involvement, I have actively volunteered in my neighborhood and local public schools, offering support to initiatives focused on fostering community well-being and empowering our youth. Moreover, as a Volunteer Case Manager, I have had the privilege of providing essential assistance to immigrant families, particularly newcomers, as they navigate the resources available in our sanctuary city. Ensuring they feel welcomed and supported in their new environment has been immensely rewarding.

My dedication to grassroots activism and community empowerment remains steadfast. I am deeply committed to building a more inclusive and equitable society where our immigrant

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

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

Date: 2/28/2024

Applicant's Signature (required):

Laura Padilla

(Manually sign or type your complete name.)

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

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

FOR OFFICE USE ONLY:

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

STATEMENT OF ECONOMIC INTERESTS
COVER PAGE
A PUBLIC DOCUMENT

Date Initial Filing Received
Filing Official Use Only

Please type or print in ink.

NAME OF FILER (LAST) (FIRST) (MIDDLE)
Padilla Laura

1. Office, Agency, or Court

Agency Name (Do not use acronyms)
Immigrant Rights Commission

Division, Board, Department, District, if applicable Your Position
Immigrant Rights Commission

► If filing for multiple positions, list below or on an attachment. (Do not use acronyms)

Agency: Position:

2. Jurisdiction of Office (Check at least one box)

☐ State ☐ Judge, Retired Judge, Pro Tem Judge, or Court Commissioner (Statewide Jurisdiction)
☐ Multi-County ☐ County of San Francisco CA
☒ City of San Francisco CA ☐ Other

3. Type of Statement (Check at least one box)

☐ **Annual:** The period covered is January 1, 2023, through December 31, 2023.
-or- The period covered is ____/____/____, through December 31, 2023.
☐ **Assuming Office:** Date assumed ____/____/____
☐ **Leaving Office:** Date Left ____/____/____ (Check one circle.)
☐ The period covered is January 1, 2023, through the date of leaving office.
-or-
☐ The period covered is ____/____/____, through the date of leaving office.
☐ **Candidate:** Date of Election ____ and office sought, if different than Part 1: ____

4. Schedule Summary (required)

► Total number of pages including this cover page: ____

Schedules attached

☐ **Schedule A-1 - Investments** – schedule attached ☐ **Schedule C - Income, Loans, & Business Positions** – schedule attached
☐ **Schedule A-2 - Investments** – schedule attached ☐ **Schedule D - Income – Gifts** – schedule attached
☐ **Schedule B - Real Property** – schedule attached ☐ **Schedule E - Income – Gifts – Travel Payments** – schedule attached

-or- ☒ **None - No reportable interests on any schedule**

5. Verification

MAILING ADDRESS STREET CITY STATE ZIP CODE
(Business or Agency Address Recommended - Public Document)

DAYTIME TELEPHONE NUMBER EMAIL ADDRESS
(415) 7105442 Mslaurapadilla@gmail.com

I have used all reasonable diligence in preparing this statement. I have reviewed this statement and to the best of my knowledge the information contained herein and in any attached schedules is true and complete. I acknowledge this is a public document.

I certify under penalty of perjury under the laws of the State of California that the foregoing is true and correct.

Date Signed 2/28/2024 Signature Laura Padilla
(month, day, year) (File the originally signed paper statement with your filing official.)

BOARD of SUPERVISORS



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

Application for Boards, Commissions, Committees, & Task Forces

Name of Board/Commission/Committee/Task Force: Immigrant rights comission

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

Full Name: Lucia Obregon

[Redacted] Zip Code: 94124
Occupation: Director

Work Phone: _____ Employer: Good Samaritan

Business Address: 1294 Potrero Ave, San Francisco Zip Code: 94110

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

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

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

18 Years of Age or Older: Yes ☒ No ☐

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

I am Queer immigrant from Guatemala, Central America and I am 35 years old. I migrated from Guatemala at the age of 11 to California to an agricultral town named Turlock. I have been living in San Francisco for 14 years, I first came to SF State to be the first person to graduate with a Bachelors degree in the U.S. I have lived in the neighborhoods of the Sunset, Mission and now Bayview. I obtained my citizenship 8 years ago, so I am familiar with the path of naturalization and its hurdles. My main interests withing immigrant rights are immigrant reform, acess to capital and financial resources and civic integration. I am also an artist and belong to an artist collective so cultural place keeping of immigrant artists in San Francisco is very important as well. I am currently the director of the San Francisco Latino Parity and Equity coalition that is primarily focused in improving the quality of life for spanish speaking immigrants.

Business and/or Professional Experience:

I have served on the commission for 3 years now and have learned a lot about other immigrants other than my own. I am currently the director of the San Francisco Latino Parity and Equity coalition that is primarily focused in improving the quality of life for spanish speaking immigrants. Previously I worked at the Mission Economic Development Agency (MEDA) in San Francisco as a policy analyst. I focus on the development of community leaders who are mostly monolingual Spanish speaking immigrants. I am also part of an artist collective called La Diaspora Cultural Fest where I take the roll of the Communications and Event Production Manager. This artist collective focuses on the development and promotion of artists who all come have immgrant background within the Latinx Diaspora. Previously to MEDA, I ran a community resource center, providing food services, shelter and other emergency related services in San Mateo county.

I graduated with a Bachelors degree in International Relations with a focus and economic Development I recently graduated from the Pete Garcia Economic Development Fellowship

Civic Activities:

Currently in my current position I also work on several election campaigns, specifically focused on informing our immigrant illegible voters on how to register and how to vote. One of my most significant contributions is participating for the last 5 years in the campaign, implementation and education of prop N (2016). This law gave parents with kids in SFUSD the right to vote for School Board regardless of their immigrant status.

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

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

Date: 7/23/25 Applicant's Signature (required):



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

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

FOR OFFICE USE ONLY:

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

BOARD of SUPERVISORS



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

Application for Boards, Commissions, Committees, & Task Forces

Name of Board/Commission/Committee/Task Force: Immigrant Rights Commission

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

Full Name: Marco Senghor

Zip Code: 94110

Occupation: Business owner, Bissap Baobab

Work Phone: 415-826-4287

Employer: self

Business Address: 2319 Mission Street

Zip Code: 94110

Business Email: _____ Home Email: _____

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

Resident of San Francisco: Yes ☒ No ☐

If No, place of residence: _____

18 Years of Age or Older: Yes ☒ No ☐

Pursuant to 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 proudly an immigrant business owner in the heart of the Mission District operating a neighborhood serving restaurant and committed to social causes.

I also have lived experience on the challenges of being an immigrant business owner and bring a perspective that is needed to ensure all voices are at the table.

As a business owner and migrant, I have overcome many adversities and what it means to navigate systems that often do not represent the voices of the most marginalized communities.

Business and/or Professional Experience:

I am a certified legacy business owner and have become part of the Mission District's fabric. As a business owner, I have an understanding of the challenges facing small businesses and how to inform the City on systems that could be improved to better serve immigrant communities.

My experience as a commissioner has provided me the opportunity to provide an input on how the City can uplift the voices of diverse communities, including language access.

Civic Activities:

Hosted many fundraisers for community serving organizations focused on justice and equity for the African immigrant community

I have proudly donated over 200,000 meals during the pandemic as part of the SF New Deal to alleviate food insecurity.

I have hosted many community events uplifting social causes, arts, and culture. Overall, my business has served as a space for diverse communities to celebrate their heritage through music and culture while enjoying unique dishes from Senegal.

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

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

Date: 05/09/2025 Applicant's Signature (required): Marco Senghor
(Manually sign or type your complete name.
NOTE: By typing your complete name, you are
hereby consenting to use of electronic signature.)

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

FOR OFFICE USE ONLY:

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

BOARD of SUPERVISORS



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

Application for Boards, Commissions, Committees, & Task Forces

Name of Board/Commission/Committee/Task Force: Immigrant Rights Commission

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

Full Name: Mario Paz

[Redacted] Zip Code: 94577

[Redacted] Occupation: Executive Director

Work Phone: 415 401-4242 Employer: Good Samaritan FRC

Business Address: 1294 Potrero Ave Zip Code: 94110

Business Email: mariopaz@goodsamfrc.org Home Email: [Redacted]

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

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

18 Years of Age or Older: Yes ☒ No ☐

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

As a Salvadoran-American, I have strived to be a strong voice for immigrant communities, promoting inclusive and equitable considerations to assure we value the many contributions immigrants provide to our City and nation. San Francisco is a beacon of hope for all immigrants. My work has focused on advocating policies that address ongoing challenges as Immigrants continue to have lower rates of educational and economic attainment, and poorer health outcomes when compared to other groups in the San Francisco. Immigrant children in particular - whether American born, newcomer, or unaccompanied minors face unique stressors and trauma which can impede their ability to form a positive self-identity and transition to healthy adulthood. Many recent asylum children and youth are impacted by separation from their parents and relatives; the loss of primary support systems, culture and language; living at or below the poverty line; lower rates of education and literacy; and an internalized sense of oppression and low self-esteem. Grappling with tremendous loss and transition, migrant families face linguistic and social isolation and frequently, inadequate support from their schools and community. At this time, the national shifts to anti-immigration policies and aggressive ICE deportation enforcement has created a crisis of fear in our communities.

Business and/or Professional Experience:

For the past 18 years, I have served as the Executive Director of the Good Samaritan Family Resource Center with a 130 year history of supporting immigrant communities in San Francisco. For decades, Good Samaritan has provided a safe haven where newcomer families come for assistance, information, and support. As a cornerstone provider of immigrant services in the San Francisco community, Good Samaritan is one of the largest portals in San Francisco known for providing trusting, caring services for Latino newcomer immigrants. Our expertise lies in providing immigrants with resources and services that help them acclimate to their new environment, like English as a Second Language (ESL) classes, parenting support, assistance with school enrollments, etc.

Recent newcomers have presented with two types of new and emerging needs. First, many families are so impoverished and under resourced that they lack access to basic resources, such as food, clothing, medical care, and transportation to legal services appointments. They require assistance meeting these needs before they can work on stabilizing their lives by learning English, finding work, etc. Second, many more families are presenting with complicated legal needs, from responding to deportation orders to applying for different statuses like U-Visas (non-immigrant visa set aside for victims of crime) and Temporary Protected Status (temporary immigration status protecting individuals from deportation due to war, disaster, or extreme conditions).

My 40 year career span as an organizer, counselor, director, consultant, policy advisor and foundation program officer have provided me with rich knowledge, skills and experiences. I am motivated to building a just society and continue to work hard with passion and determination

Mario has received recognition and awards for his work from several communities including the City and County of San Francisco, foundations and coalitions for achievements in advocating and supporting immigrant communities, children, youth and families, early literacy and child development. Mario holds an MA in public administration from CSEB and a BA in Political Science from Golden Gate University.

Civic Activities:

Mario has served on numerous boards, commissions and coalitions. Currently active as follows:

1. SF Immigrant Rights Commission- Former Vice Chair
2. SF Community Investment Advisory committee- MOHCD
3. Mission Council- Vice Chair
4. SF Family Services Alliance- Co- Chair and Co- Founder
5. SF Latino Parity and Equity Coalition- CO-Founder
6. Sf Latino Task Force- Immigrant working group Chair
7. SF Interfaith Council CEO Roundtable- Member
8. Department of Early Childhood- Title V Advisory Committee- Member
9. Low Income Investment Fund- Program Advisory Group- Member
10. SF Service Providers Working Group/DCYF- Member

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

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

Date: June 7, 2025 Applicant's Signature (required): _____

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

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

FOR OFFICE USE ONLY:

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

BOARD of SUPERVISORS



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

Application for Boards, Commissions, Committees, & Task Forces

Name of Board/Commission/Committee/Task Force: Immigrant Rights Commission

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

Full Name: Nancy Githoitho

Zip Code: 94115

on: Executive Director

Work Phone: _____ Employer: KIJJI-AFRIKA

Business Address: 1290 Fillmore St Suite 108 Zip Code: 94115

Business Email: Nancy@ Kijji-Afrika.org Home Email: _____

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

Resident of San Francisco: Yes ☒ No ☐

If No, place of residence: _____

18 Years of Age or Older: Yes ☒ No ☐

Pursuant to 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 Immigrant from Kenya. Am also a Citizen of the United States. I have been living in San Francisco for the last 10 years and the United States for about 21 years. Am a mother of 2 boys who attend San Francisco School Unified School District. Lowell and Washington High. I live in the Fillmore District. I have worked as a property manager at Martin Luther King-Marcus Garvey apartments and other low income communities.

Business and/or Professional Experience:

-Worked as a Property manager for low income communities in San Francisco, where immigrants occupied the units. I know their struggle.
-Currently pursuing San Francisco to establish a Bureau of AFRICAN AFFAIRS.
-Started a Non profit for Africans in San Francisco, Kijiji-Afrika. The mission is to empower Africans in San Francisco with resources that help them seamlessly integrate into the City's rich tapestry.
-Welcomed the Kenyan President 2023 when he visited San Francisco, Tech innovations event.
-Currently planning for his Washington DC event.
-Ran a non profit that raised breast cancer awareness in black communities and Africa. Limau Cancer Connection.
-Featured in many global media outlets
-Estee lauder Fellow 2022
-Leadership Women of Color Scholarship
-Public policy advocate with Susan G Komen Breast Cancer Advocacy
-Member of NAACP

Civic Activities:

-Advocated and continue advocating for Africans in San Francisco.
- I started a Non -Profit that caters to the Africans in the Diaspora Community.
-Currently in the process of introducing a legislation to establish a Bureau of African Affairs.
-Welcomed the Kenyan President in San Francisco 2023 and our Kenyan Ambassador .
-Organized a Town Hall Meeting for Kenyans with the Consulate
-Represented People of African Descent at the United Nations 2023 in Newyork.
-Scheduled to represent Africans at the 3rd Confrence to be held on April 16-19th Swizerland in Geneva.
-Joined Dean Preston in Organizing the African Community to Rally against the closure of Safeways at the Fillmore.
-Representing Black African Mothers and their parental rights towards whats being taught in the classrooms
-Currently engaging the City of San Francisco for a San Francisco and Nairobi Sister City Partnership.

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

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

Date: **03/26/2024**

Applicant's Signature (required):

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

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

FOR OFFICE USE ONLY:

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

From: [Nancy Githoitho](#)
To: [Young, Victor \(BOS\)](#)
Cc: nancy@kijiji-afrika.org; [Rivas, Jorge \(ADM\)](#); [Jones, Ej \(MYR\)](#)
Subject: Re: Immigrant Right Commission Application - Request for draft Form 700
Date: Tuesday, May 13, 2025 3:13:33 PM
Attachments: [image001.png](#)

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

I applied for housing and immigration last year and was totally discriminated. What is different this year? BOS appointed someone who did not even show up. Corruption galore. I really do not even know if i should go ahead and file this form if individuals have already been appointed.

Rarely do we see African immigrants in San Francisco in such positions. Its all about who you know. I have copied Ej here since he knows what i do for immigrants in this City.

Sad.

On Tue, May 13, 2025 at 11:05 AM Young, Victor (BOS) <victor.young@sfgov.org> wrote:

Good Morning:

Upon review of your Application Form for the Immigrant Rights Commission it appears that we have not received a draft Form 700 to include with your application. Please complete the Form 700 (link below) and return it to me by end of business on Wednesday (5/14). Thank you.

Victor Young
Board of Supervisors

1 Dr. Carlton B. Goodlett Place, City Hall., Room 244
San Francisco CA 94102
phone 415-554-7723 | fax 415-554-5163

victor.young@sfgov.org | www.sfbos.org



Click [here](#) to complete a Board of Supervisors Customer Service Satisfaction form.

The [Legislative Research Center](#) provides 24-hour access to Board of Supervisors legislation, and archived matters since August 1998.

***Disclosures:** Personal information that is provided in communications to the Board of Supervisors is subject to disclosure under the California Public Records Act and the San Francisco Sunshine Ordinance. Personal information provided will not be redacted. Members of the public are not required to provide personal*

identifying information when they communicate with the Board of Supervisors and its committees. All written or oral communications that members of the public submit to the Clerk's Office regarding pending legislation or hearings will be made available to all members of the public for inspection and copying. The Clerk's Office does not redact any information from these submissions. This means that personal information—including names, phone numbers, addresses and similar information that a member of the public elects to submit to the Board and its committees—may appear on the Board of Supervisors website or in other public documents that members of the public may inspect or copy.

BOARD of SUPERVISORS



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

Application for Boards, Commissions, Committees, & Task Forces

Name of Board/Commission/Committee/Task Force: Immigrant Rights Commission

Seat # (Required - see Vacancy Notice for qualifications): 1,5 or 9

Full Name: Samim B. Shaikh

[Redacted], San Francisco, CA Zip Code: 94116
Occupation: Community organizer

Work Phone: (650) 743-6014 Employer: Yaseen Foundation

Business Address: 1722 Gilbreth Rd, Burlingame, CA Zip Code: 94010

Business Email: www.yaseen.org Home Email: _____

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

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

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

I have been working as a community organizer for several years, and I am a co-chair for the Yaseen Women's Committee that benefits residents of San Francisco and San Mateo. I have been actively involved in mobilizing community members, building coalitions, and working to address community needs, connecting people with resources, and developing initiatives that benefit the community. My responsibilities include planning projects/events and facilitating meetings. As an immigrant myself I believe it is important to recognize and understand the diversity in immigrant communities, the diversity within countries of origin, and the reasons for immigration as well as the immense challenges that immigrant communities face. I have an undergraduate degree in International Relations, and my research was primarily focused on the driving forces that create Immigrants and refugees, as well as possible solutions to counteract the worldwide rising tide of immigration/refugees. I will bring my experiences to the table and work with peers to address the issues that immigrants and refugees face in San Francisco.

Business and/or Professional Experience:

I am involved in working with immigrant communities with the aim of providing solutions to their needs and wants. My previous work as a banker has provided me with a valuable insight on the difficulties that many immigrants face when opening bank accounts as well as accessing basic financial services. For instance, significant obstacles for immigrants can be language barriers or a lack of credit history and unfamiliarity with banking procedures. My previous experiences in the private sector is of an advantage to the SF community in terms of community development.

Civic Activities:

In addition to being the co-chair at Yaseen Women's Committee, I am teaching Islamic studies and Arabic to grades 2-5 at San Francisco Islamic Sunday school. Moreover, I am a member of the San Francisco chapter of Givelight foundation which is based in San Jose. Our function is to network with other professionals and institutions to create awareness about the organization, which was founded to care for orphans in the aftermath of the 2004 tsunami in Indonesia. For instance we recently had a booth at Salesforce to encourage Salesforce employees to volunteer and/or donate to Givelight. The organization currently operates 14 orphanages worldwide.

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

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

Date: 05/03/2025

Applicant's Signature (required):

samim shaikh

Digitally signed by samim shaikh
Date: 2025.05.03 22:47:39 -07'00'

(Manually sign or type your complete name.)

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

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

FOR OFFICE USE ONLY:

Appointed to Seat #: _____ Term Expires: _____ Date 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
BOS-Appointments@sfgov.org**

Application for Boards, Commissions, Committees, & Task Forces

Name of Board, Commission, Committee, or Task Force: Immigrant Rights Commission

Seat # (See Vacancy Notice for Descriptions) 10 District: 3

Name: Sarah Souza

[Redacted] Zip: 94108

Work Phone: [Redacted] Employer: City & County of San Francisco

Business Address: [Redacted] Zip: [Redacted]

Business E-Mail: [Redacted] 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:

See attached.

Business and/or professional experience:

See attached.

Civic Activities:

See Attached.

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: 9/10/2023 **Applicant's Signature: (required)** Sarah Souza

(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: _____

Sarah Souza is a proud immigrant and has demonstrated through her years of work focused on immigrant justice and economic empowerment advocacy. She has extensively organized to bring low-income immigrants and the most marginalized communities the tools to overcome financial barriers. Sarah Souza has been at the forefront of immigrant rights at the national, state, and local levels. She has been fighting immigrant communities for over a decade and has met with multiple congressional members to advocate for humane reform and justice for all 11 million families.

She is a graduate of Mission High School and holds a Master of Public Affairs, a Certificate in Nonprofit Management, and a Bachelor's in Political Science. Furthermore, she is a graduate of the New Leaders Council and Aspen Institute scholar. She is an active member of the National League of United Latin American Citizens and has participated in the National Emerge Leadership Program for Latinx leaders. Additionally, she served as the San Francisco Latinx Democratic Club president for two years, engaging voters in the 2020 Presidential election.

Sarah Souza has been a consistent advocate for immigrant rights and economic justice. She currently serves as the Legislative Aide for Board President Peskin. In addition to her work, she is on the Immigrant Rights Commission and Chair of the Language Access Committee, and has brought an intersectional focus to policy making.

Due to her commitment and consistent advocacy to advance immigrant rights in San Francisco, she led on crucial issues affecting the immigrant community and has recently been confirmed to chair the Language Access Committee. Sarah has the understanding and lived experience which is essential to tackling disproportionate challenges facing immigrant-owned small businesses and working families. Also, she served on the board of La Raza Community Resource Center and played a significant role as the Board President demonstrating leadership and commitment to promoting immigrant justice.

As the Co-Chair of SF Commissions for All, she led the campaign to pass a charter amendment to remove voter registration requirements to allow San Franciscans, regardless of immigration status, to serve on local boards and commissions. In partnership with immigrant-led organizations and leaders, Proposition C passed,

allowing all San Franciscans to have a seat at the table. As part of Sarah Souza's vision to expand efforts for inclusive civic engagement, she is working on community outreach to promote the importance of representation in local government.

On the State level, she serves as AD 17 Delelegate and executive member of the Chicano Latino Caucus. As a San Francisco Democratic Party member, Sarah introduced a resolution to allow noncitizens full membership to the California Democratic Party. As a result, the Bylaws Amendment has been partially adopted to allow non-citizens to be appointed as a delegate. She is leading efforts to advance full party membership, including getting elected for delegate and equitable participation. She was also appointed to the California Democratic Party's Rules Committee to continue her work on strengthening the ADEMS process and making it more inclusive. Recently, SB714 was signed into law granting aspiring citizens the right to get elected for county central committees across California due to Souza's tireless advocacy and commitment to ensuring immigrants have a seat at the table.

In 2019, she was appointed to the DCCC as the first Dreamer to serve on this body. During her term as a member of the San Francisco Democratic Party, she introduced resolutions in support of the public bank, strengthening the Community Reinvestment Act, immigrant inclusion within the state party, mental health support for immigrant students, and supported measures to advance racial equity. In addition, she actively advocated for a state public bank focused on equitable reinvestment for immigrants and people of color.

She organized a statewide coalition focused on addressing economic and systemic barriers in California affecting low-income immigrant families. Sarah developed key strategies to engage immigrant parents and youth from different backgrounds and integrated an inclusive approach to grassroots advocacy. This community-based campaign model primarily engaged immigrant leaders to advocate for legislative and corporate reforms that promote economic equity, community wealth-building, and financial security for immigrants in California. As a result of her advocacy and joint efforts with statewide leaders, the Governor has signed the expansion of Earned Income Tax Credit to immigrant workers. As a statewide leader, she brought her

intersectional perspective on immigrant integration in California as a model to the entire country.

STATEMENT OF ECONOMIC INTERESTS
COVER PAGE
A Public Document

 Date Initial Filing Received
 Filing Official Use Only

 E-Filed
 04/01/2022
 11:43:19

 Filing ID:
 203325316

Please type or print in ink.

NAME OF FILER	(LAST)	(FIRST)	(MIDDLE)
Souza, Sarah			

1. Office, Agency, or Court

Agency Name (Do not use acronyms)

City and County of San Francisco

Division, Board, Department, District, if applicable

City Administrator's Office (GSA)

Your Position

Civic Engagement and Immigrant Affairs--Member,
Immigrant Rights Commission

► If filing for multiple positions, list below or on an attachment. (Do not use acronyms)

Agency: _____ Position: _____

2. Jurisdiction of Office (Check at least one box)☐ State☐ Multi-County _____☐ City of _____☐ Judge, Retired Judge, Pro Tem Judge, or Court Commissioner
(Statewide Jurisdiction)☒ County of San Francisco☐ Other _____**3. Type of Statement (Check at least one box)**☒ **Annual:** The period covered is January 1, 2021 through
December 31, 2021.

-or-

The period covered is ____/____/____, through
December 31, 2021.☐ **Assuming Office:** Date assumed ____/____/____☐ **Leaving Office:** Date Left ____/____/____
(Check one circle)☐ The period covered is January 1, 2021 through the date of
leaving office.☐ The period covered is ____/____/____, through the date
of leaving office.☐ **Candidate:** Date of Election _____ and office sought, if different than Part 1: _____**4. Schedule Summary (must complete) ► Total number of pages including this cover page: 1****Schedules attached**☐ **Schedule A-1 - Investments** – schedule attached☐ **Schedule A-2 - Investments** – schedule attached☐ **Schedule B - Real Property** – schedule attached☐ **Schedule C - Income, Loans, & Business Positions** – schedule attached☐ **Schedule D - Income – Gifts** – schedule attached☐ **Schedule E - Income – Gifts – Travel Payments** – schedule attached

-or-

☒ **None - No reportable interests on any schedule****5. Verification**

MAILING ADDRESS	STREET	CITY	STATE	ZIP CODE
(Business or Agency Address Recommended - Public Document)				

San Francisco

CA

94102

DAYTIME TELEPHONE NUMBER

()

E-MAIL ADDRESS

I have used all reasonable diligence in preparing this statement. I have reviewed this statement and to the best of my knowledge the information contained herein and in any attached schedules is true and complete. I acknowledge this is a public document.

I certify under penalty of perjury under the laws of the State of California that the foregoing is true and correct.

 Date Signed 04/01/2022
 (month, day, year)

 Signature Sarah Souza
 (File the originally signed paper statement with your filing official.)

As an Immigrant Rights Commissioner, Souza has worked collaboratively with her colleagues to uplift issues affecting San Francisco's diverse immigrant communities. Recently, she was elected as the chair of the commission. She brings her lived experience as a DACA recipient and a firm commitment to improving the lives of immigrants while engaging diverse communities in local government.

Souza is an outspoken advocate for all San Franciscans, regardless of their immigration status. For over ten years, she has advocated for immigrant justice and economic empowerment for the most marginalized communities. She has extensively organized to bring low-income immigrants and the most vulnerable communities the tools to overcome financial barriers. Souza has been at the forefront of immigrant rights at the national, state, and local levels. She has met with elected officials at all levels of government to elevate the needs of our diverse immigrant communities.

She is a proud graduate of Mission High School and holds a Master of Public Affairs & Government, a Certificate in Nonprofit Management, and a Bachelor's in Political Science. Furthermore, she is a graduate of the New Leaders Council and a 2019 Aspen Institute Scholar.

In 2019, she was appointed to the DCCC as the first Dreamer to serve on this body. During her term as a member of the San Francisco Democratic Party, she introduced resolutions in support of the public bank, strengthening the Community Reinvestment Act, immigrant inclusion within the state party, mental health support for immigrant students, and supported measures to advance racial equity. She actively advocated for a state public bank focused on equitable reinvestment for immigrants and people of color.

In 2020, as the Co-Chair of SF Commissions for All, she led the campaign to pass a charter amendment to remove voter registration requirements to allow San Franciscans, regardless of immigration status, to serve on local boards and commissions. In collaboration with immigrant-led organizations and leaders, Proposition C passed, allowing all San Franciscans to have a seat at the table. As

the former president of the San Francisco Latinx Democratic Club (2018-2020), she promoted strategies elevating the importance of an inclusive democracy, particularly engagement of the most marginalized communities.

On the State level, she has served as AD 17 Delegate and executive member of the Chicano Latino Caucus. As a San Francisco Democratic Party member, Souza led efforts to allow noncitizens full membership in the California Democratic Party. As a result, the Bylaws Amendment has been adopted, which allows aspiring citizens to get elected and appointed as CADEM delegates.

SB714 was signed into law in 2022, granting aspiring citizens the right to get elected for county central committees across California due to Souza's tireless advocacy, coalition-building efforts, and leadership to ensure immigrants have a seat at the table. Overall, Souza is committed to community empowerment and an inclusive democracy.



IMMIGRANT RIGHTS COMMISSION

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

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

Membership and Seat Qualifications

Seat #	Appointing Authority	Seat Holder	Term Ending	Qualification
1	BOS	VACANT Term expired 6/6/24 - Holdover Member Jessy Ruiz Navarro	6/6/26	Must have a demonstrated knowledge of and interest in the health, human service, educational, or employment issues that affect immigrants residing in San Francisco and shall reflect the geographic, ethnic, and sexual orientation population of San Francisco. Term: 2-years
2	BOS	VACANT Term expired 6/6/24 - Holdover Member Haregu Gaime (res req waived)	6/6/26	
3	BOS	VACANT Term expired 6/6/24 - Holdover Member Kudrat Dutta Chaudhary	6/6/26	
4	BOS	VACANT Term expired 6/6/25 – Holdover Member Aseel Fara	6/6/27	
5	BOS	VACANT Term expired 6/6/24 - Holdover Member Marco Senghor	6/6/26	
6	BOS	VACANT Term expired 6/6/25 – Holdover Member Mario Paz (res req waived)	6/6/27	Must be an immigrant to the United States, appointed in accordance with Charter, Section 4.101, and have a demonstrated knowledge of and interest in the

Seat #	Appointing Authority	Seat Holder	Term Ending	Qualification
7	BOS	VACANT Term expired 6/6/25 – Holdover Member Celine Kennelly	6/6/27	health, human service, educational, or employment issues that affect immigrants residing in San Francisco and shall reflect the geographic, ethnic, and sexual orientation population of San Francisco. Term: 2-years
8	BOS	VACANT Term expired 6/6/25 – Holdover Member Yu Pok Ng (Jose Ng)	6/6/27	
9	BOS	VACANT	6/6/26	
10	BOS	VACANT Term expired 6/6/25 – Holdover Member Sarah Souza	6/6/27	
11	BOS	VACANT Term expired 6/5/25 – Holdover Member Lucia Obregon Matzer	6/6/27	
12	Mayor	VACANT Term expired 6/6/24 - Holdover Member Alicia Wang	6/7/26	Must be an immigrant appointed by the Mayor
13	Mayor	VACANT Term expired 7/10/25 – Holdover Member Soha Abdou	7/10/27	
14	Mayor	VACANT	5/22/27	Must be appointed by the Mayor
15	Mayor	Hessah Aljiran	6/6/26	

BOARD OF SUPERVISORS (BOS) APPLICATION FORMS AVAILABLE HERE

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

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

THE APPLICATION PROCESS

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

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

The Immigrant Rights Commission consists of fifteen (15) voting members. Eleven (11) voting members are appointed by the Board of Supervisors and the other four (4) voting members are appointed by the Mayor.

At least eight (8) members shall be immigrants to the United States who are appointed in accordance with Charter, Section 4.101. It has been past practice that six (6) of the immigrant members are appointed by the Board of Supervisors and two (2) immigrant members are appointed by the Mayor. All members must have a demonstrated knowledge of and interest in the health, human service, educational, or employment issues that affect immigrants residing in San Francisco and shall reflect the geographic, ethnic, and sexual orientation population of San Francisco.

The term of each member of the Commission shall be two years; provided, however, that the members first appointed shall, by lot, classify their terms so that eight (8) members shall serve a term of three years and seven (7) members shall serve a term of two years. In the event a vacancy occurs during the term of office of any member, a successor shall be appointed to complete the unexpired term of the office vacated in a manner similar to that for the initial member.

The Immigrant Rights Commission shall advise and make recommendations to the Board of Supervisors and the Mayor about issues affecting immigrants residing in San Francisco.

Report: Annual report to the Board of Supervisors and the Mayor on the review and evaluation of the services and programs in place for immigrants residing in San Francisco, any outstanding needs, and recommendations and plans as to a program for responding to the health, human service, and employment needs of immigrants in a manner that is not duplicative (pursuant to Administrative Code, Section 5.201(d)(5)).

Holdover Limit: Not Applicable

Authority: Administrative Code, Section 5.201 (Ordinance No. 211-97)
(Ordinance No. 116-24)

Sunset Date: None

Contact: Jorge Rivas
Immigrant Rights Commission
1155 Market Street, 1st Floor
San Francisco, CA 94103
(415) 581-2317
civic.engagement@sfgov.org

Updated: August 31, 2025



Gender Analysis
San Francisco Commissions and Boards
FY 2020-2021



London N. Breed
Mayor

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



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

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

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

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

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

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

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

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

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

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

Table of Contents

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

Table of Figures

Figure 1: Summary Data of Policy Body Demographics, 2021.....	2
Figure 2: 12-Year Comparison of Representation of Women on Policy Bodies.....	2
Figure 3: Commissions and Boards with Highest Percentages of Women, 2021 Compared to 2017 and 2019.....	3
Figure 4: Commissions and Boards with Lowest Percentage of Women, 2021 Compared to 2017 and 2019.....	4
Figure 5: Advisory Bodies with the Highest Percentage of Women, 2021.....	4
Figure 6: 10-Year Comparison of Representation of People of Color on Policy Bodies.....	5
Figure 7: Race and Ethnicity of Appointees Compared to San Francisco Population, 2021	6
Figure 8: Commissions and Boards with Highest Percentage of People of Color, 2021 Compared to 2019 and 2017	7
Figure 9: Commissions and Boards with Lowest Percentage of People of Color, 2021 Compared to 2019 and 2017	7
Figure 10: 10-Year Comparison of Representation of Women of Color on Policy Bodies	8
Figure 11: Appointees by Race/Ethnicity and Gender, 2021.....	9
Figure 12: San Francisco Population by Race/Ethnicity, 2019.....	9
Figure 13: LGBTQIA+ Identity of Appointees, 2021	10
Figure 14: LGBTQIA+ Population of Appointees, 2019.....	11
Figure 15: Disability Status of Appointees, 2021.....	11
Figure 16: Appointees with One or More Disabilities by Gender Identity, 2021.....	12
Figure 17: San Francisco Adult Population with Military Service by Gender, 2019	13
Figure 18: Appointees with Military Service, 2021	13
Figure 19: Appointees with Military Service by Gender, 2021.....	14
Figure 20: Percent of Women, Women of Color, and People of Color on Commissions and Boards with Largest and Smallest Budgets in Fiscal Year 2020-2021	15
Figure 21: Demographics of Commissions and Boards with Largest Budgets, 2021.....	15
Figure 22: Demographics of Commissions and Boards with Smallest Budgets, 2021.....	16
Figure 23: Demographics of Appointees on Commission and Boards and Advisory Bodies, 2021	17
Figure 24: Demographics of Mayoral, Supervisorial, and Total Appointees, 2021.....	18
Figure 25: Religious Affiliations of Appointees, 2021.....	19
Figure 26: Policy Body Demographics, 2021	23
Figure 27: San Francisco Population Estimates by Race/Ethnicity and Gender, 2017	28

Executive Summary

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

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

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

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

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

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

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

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

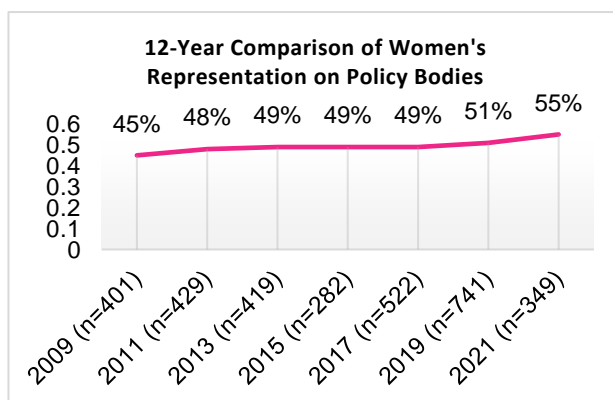
were limited compared to previous years, including the ability to conduct paper surveys and in-person meetings. Reliance on online surveying significantly reduced the level of participation, despite three to five direct contact efforts with policy bodies via phone and email. Moving forward, in addition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

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

Key Findings

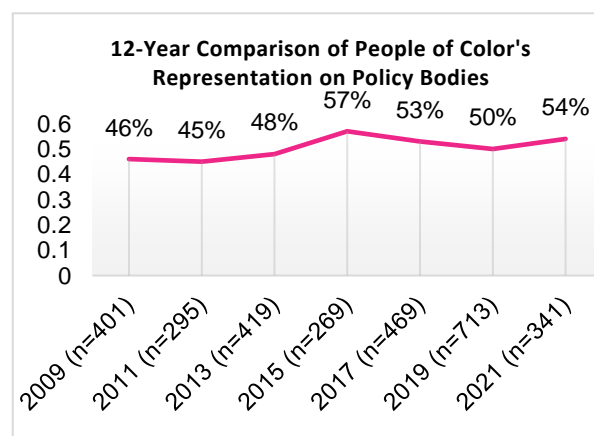
Gender

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



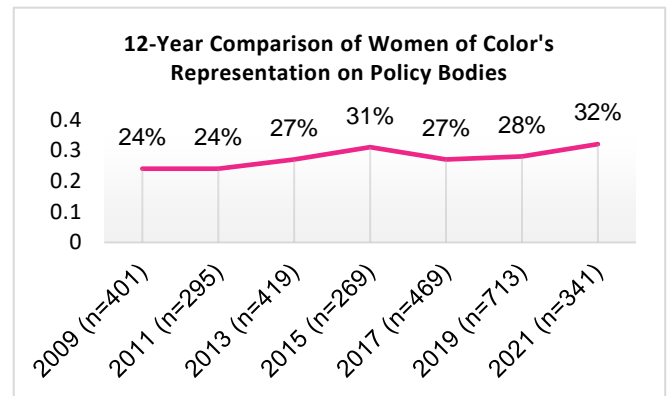
Race and Ethnicity

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



Race and Ethnicity by Gender

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



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

Additional Demographics

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

Proxies for Influence: Budget and Authority

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

Appointing Authorities

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

Demographics of Appointees Compared to the San Francisco Population

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

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

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

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

I. Introduction

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

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

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

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

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

II. Findings

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

Figure 1: Summary Data of Policy Body Demographics, 2021

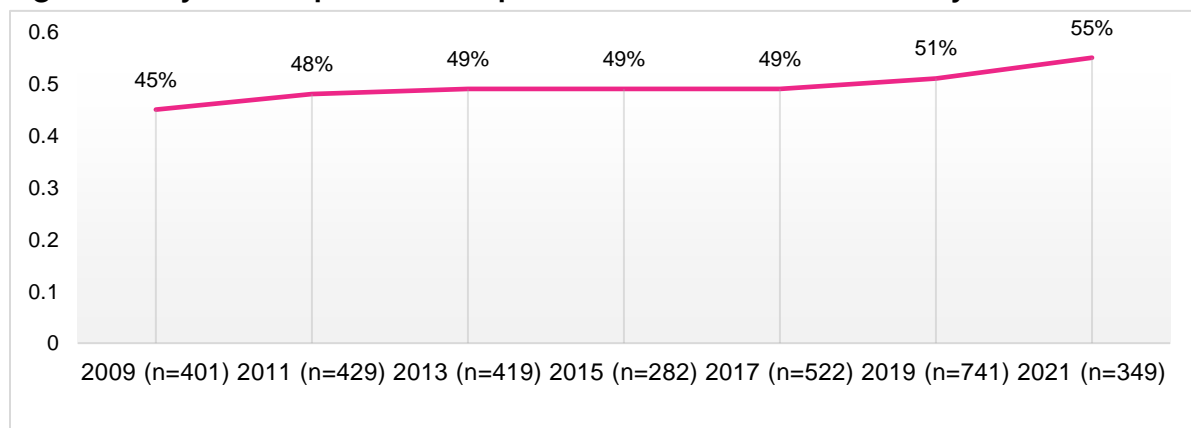
Appointee Demographics	Percentage of Appointees
Women (n=349)	55%
People of Color (n=341)	54%
Women of Color (n=341)	32%
LGBTQIA+ Identifying (n=334)	23%
People with Disabilities (n=349)	13%
Veteran Status (n=349)	22%

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

A. Gender

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

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



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

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

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

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

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

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

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

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

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

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

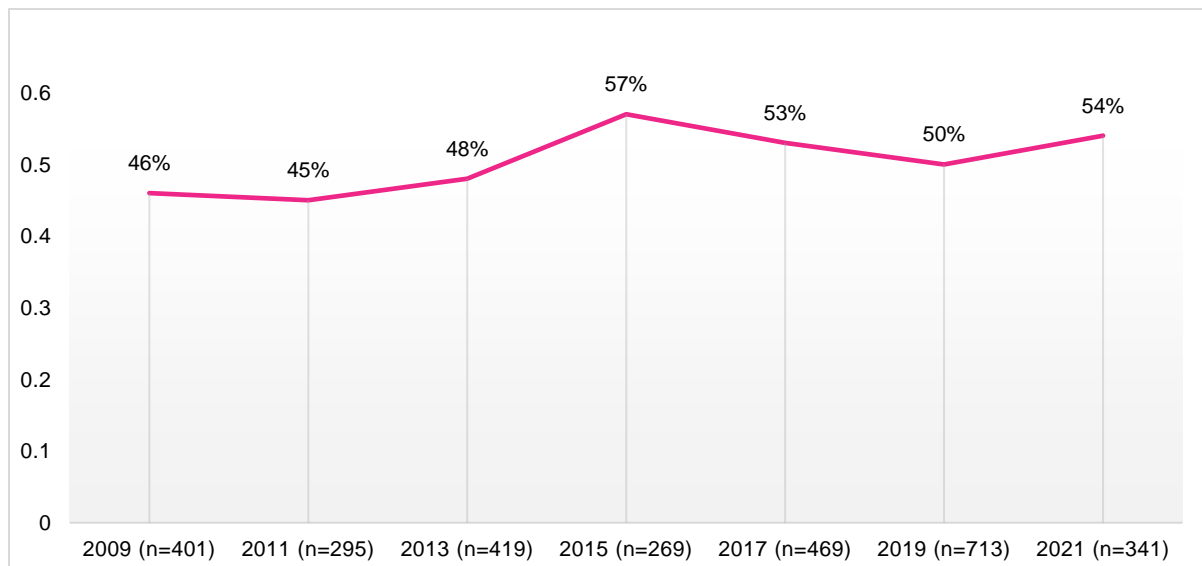
Figure 5: Advisory Bodies with the Highest Percentage of Women, 2021

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

B. Race and Ethnicity

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

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



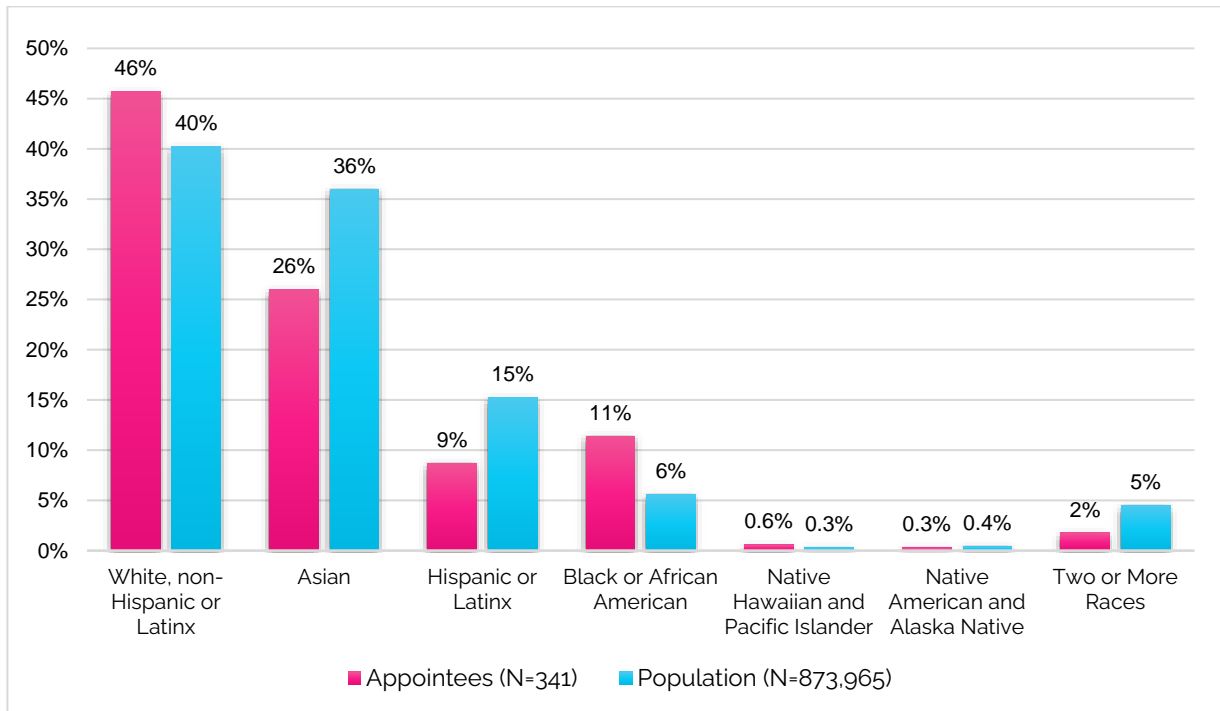
The racial and ethnic breakdown of policy body members compared to the San Francisco population is shown in Figure 7. This analysis reveals underrepresentation and overrepresentation in San Francisco policy bodies for certain racial and ethnic groups. Nearly half of all appointees are white, an overrepresentation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

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

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

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

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



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

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

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

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

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

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

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

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

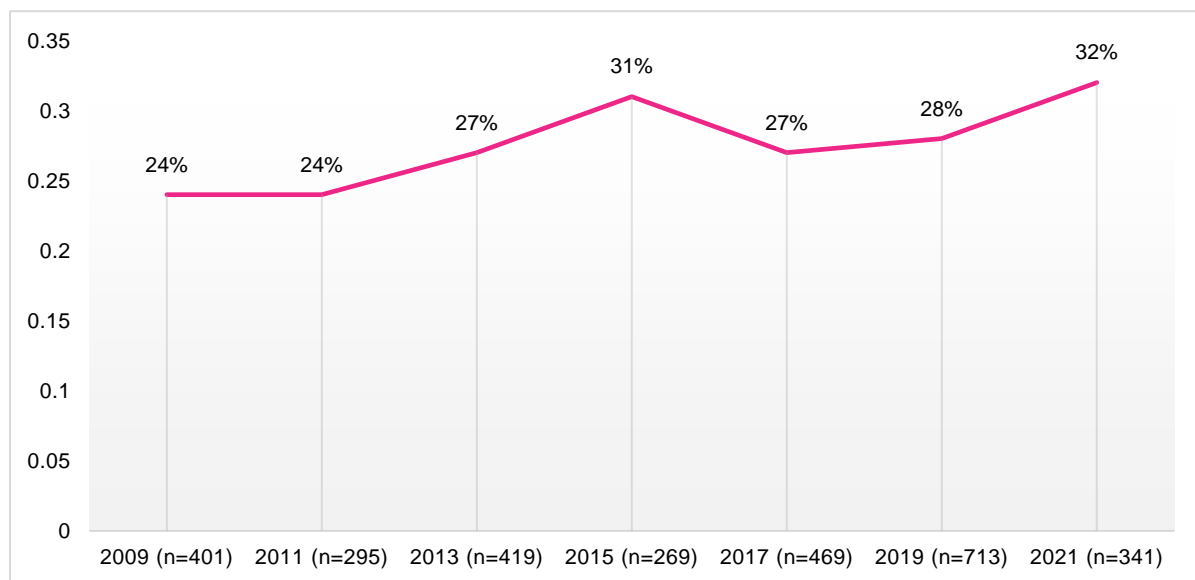
Policy Body	Percent of POC	Response Rate*	2019 Percent	2017 Percent
Ethics Commission	25%	25%	50%	67%
Retirement System Board	29%	57%	29%	29%
Recreation and Park Commission	29%	43%	43%	43%
Rent Board Commission	30%	60%	33%	50%

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

C. Race and Ethnicity by Gender

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

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



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

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

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

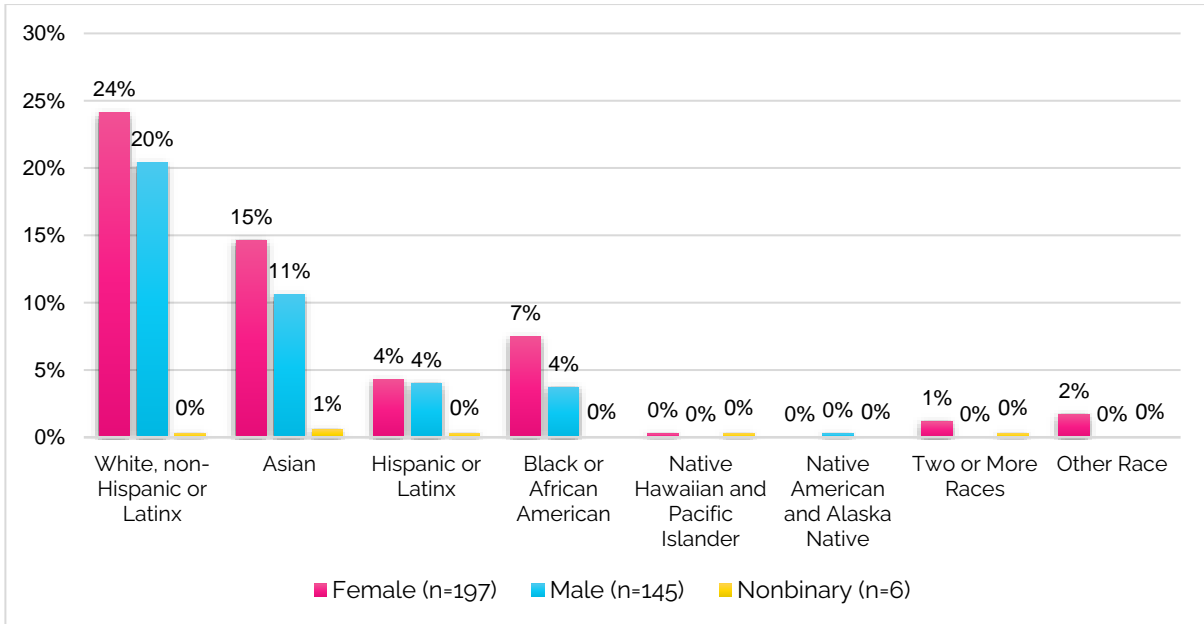
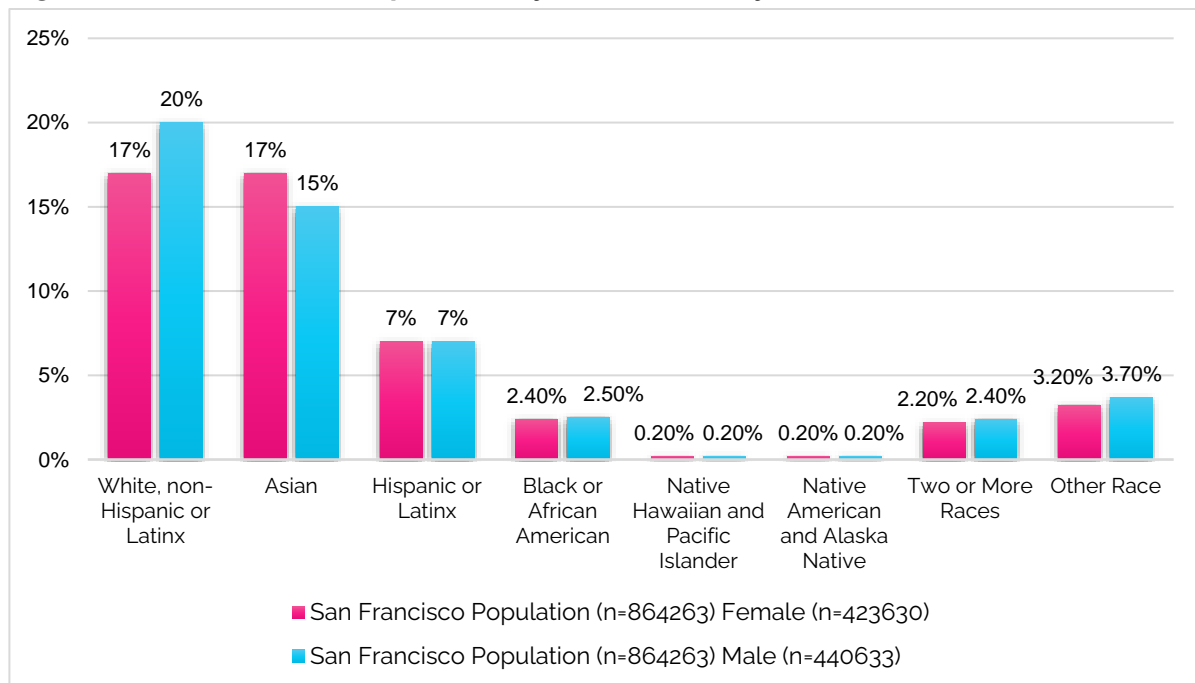


Figure 12: San Francisco Population by Race/Ethnicity

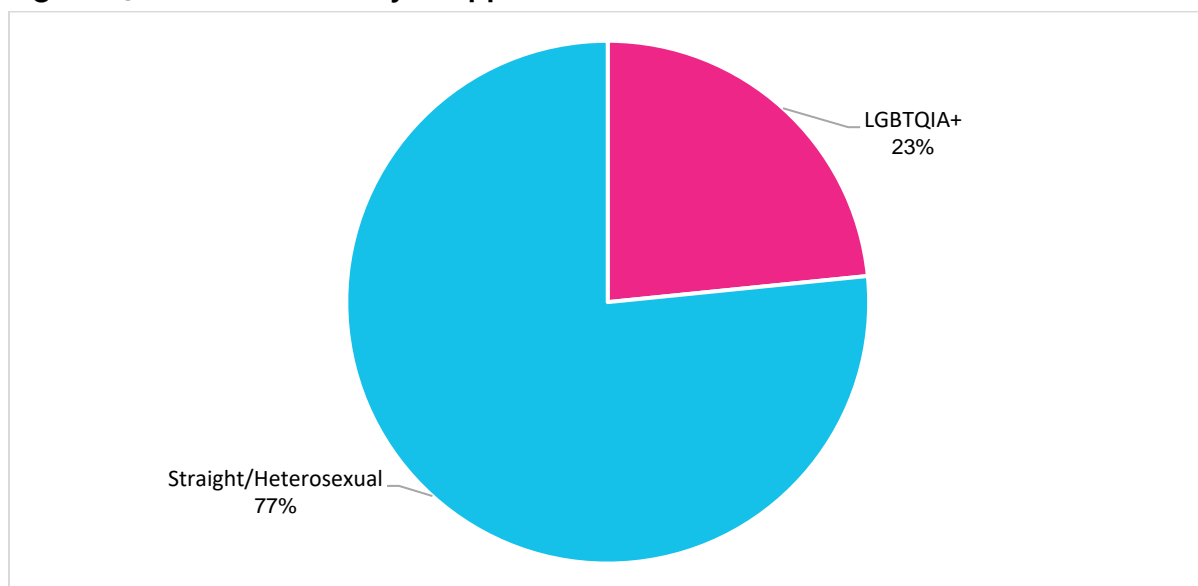


D. LGBTQIA+ Identity

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

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

Figure 13: LGBTQIA+ Identity of Appointees, 2021

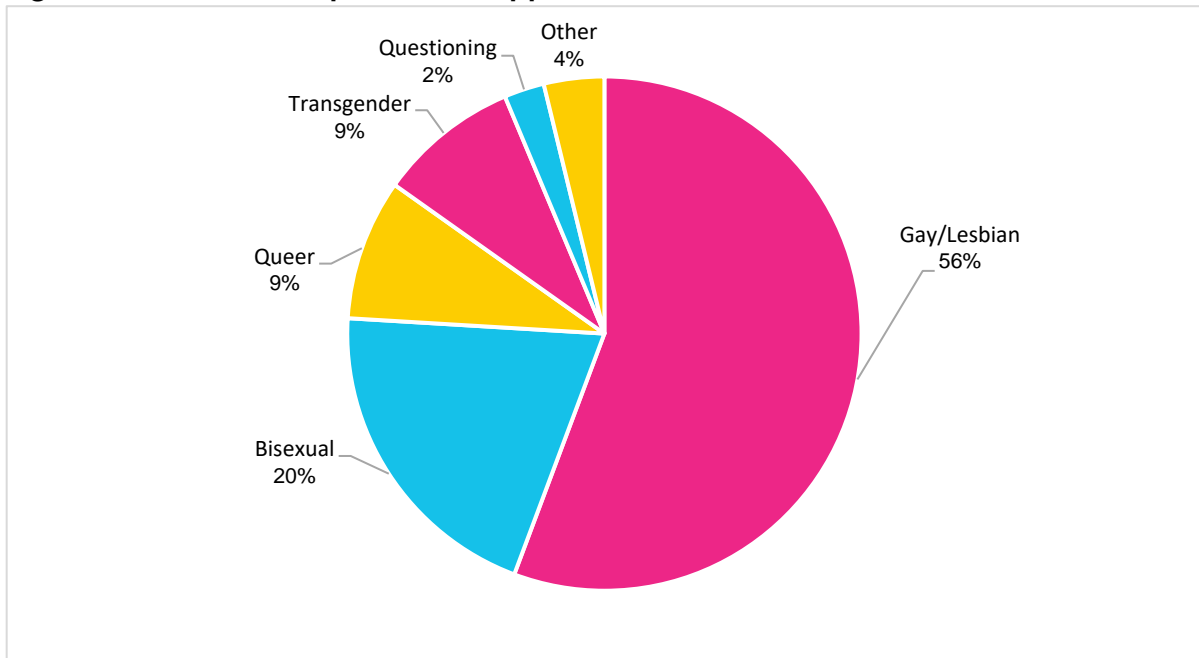


⁶ <https://williamsinstitute.law.ucla.edu/publications/adult-lgbt-pop-us/>

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

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

Figure 14: LGBTQIA+ Population of Appointees, 2021



E. Disability Status

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

Figure 15: Disability Status of Appointees, 2021

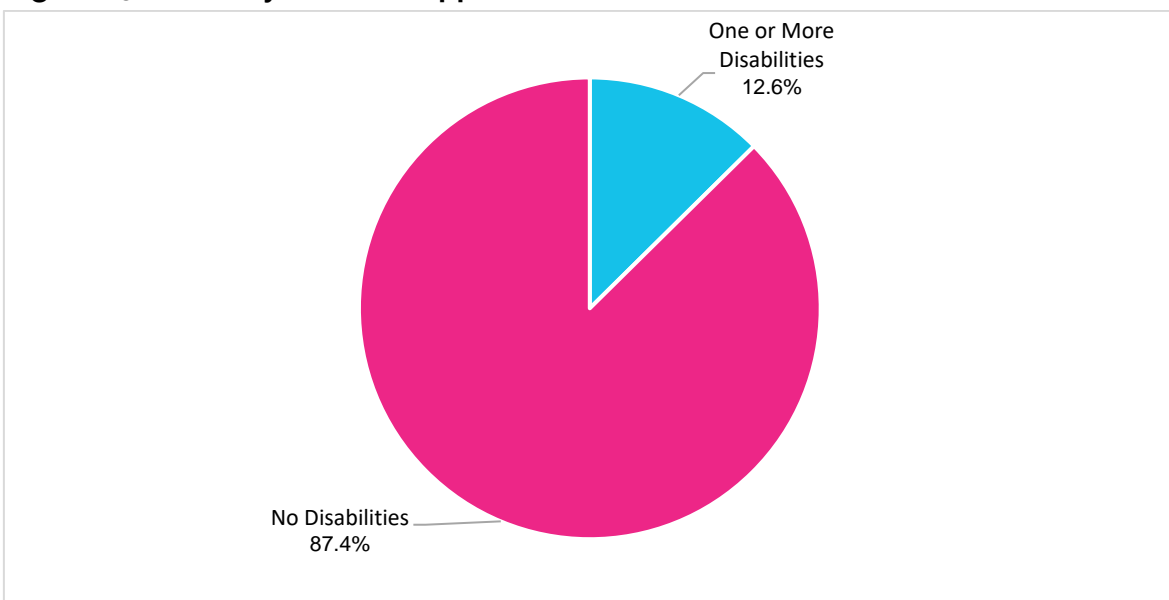
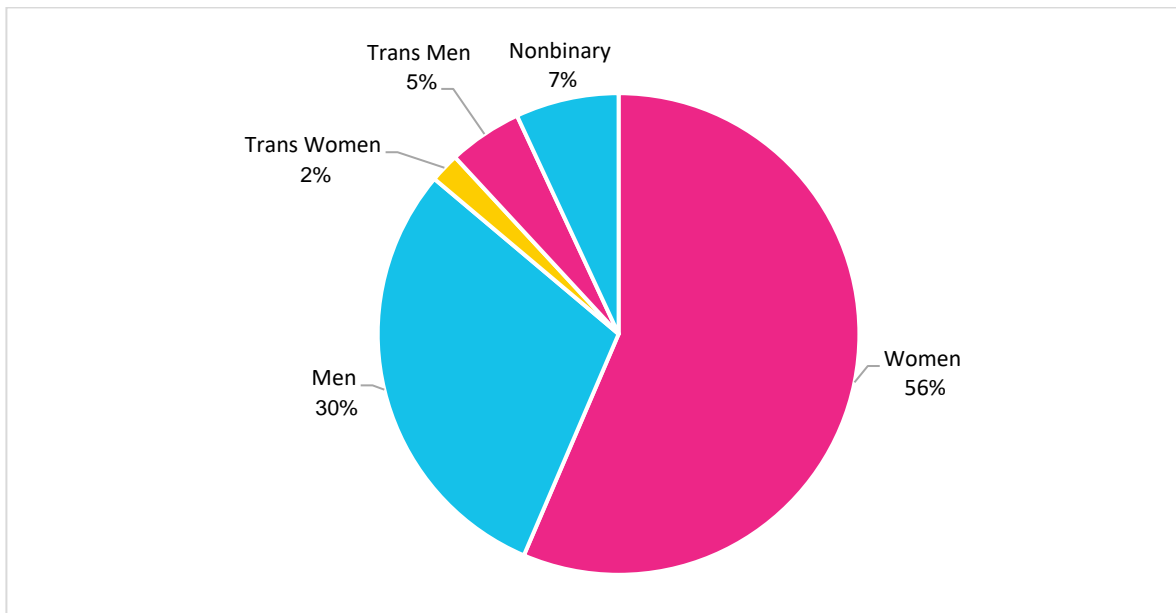


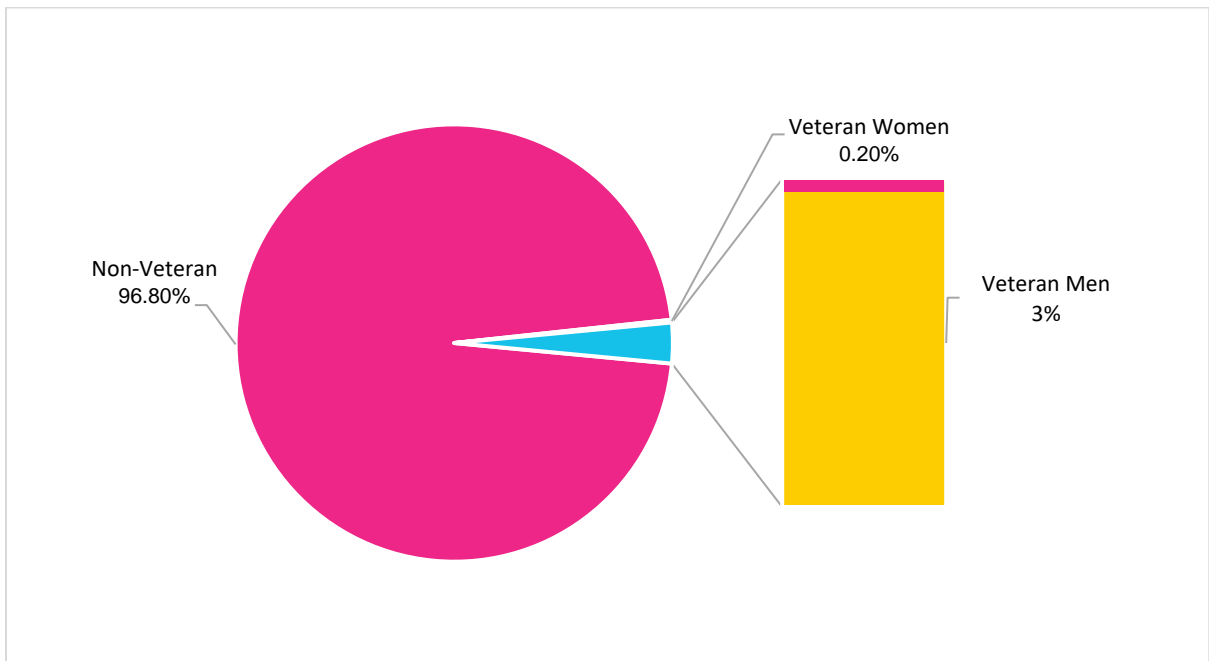
Figure 16: Appointees with One or More Disabilities by Gender Identity, 2021



F. Veteran Status

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

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



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

Figure 18: Appointees with Military Service, 2021

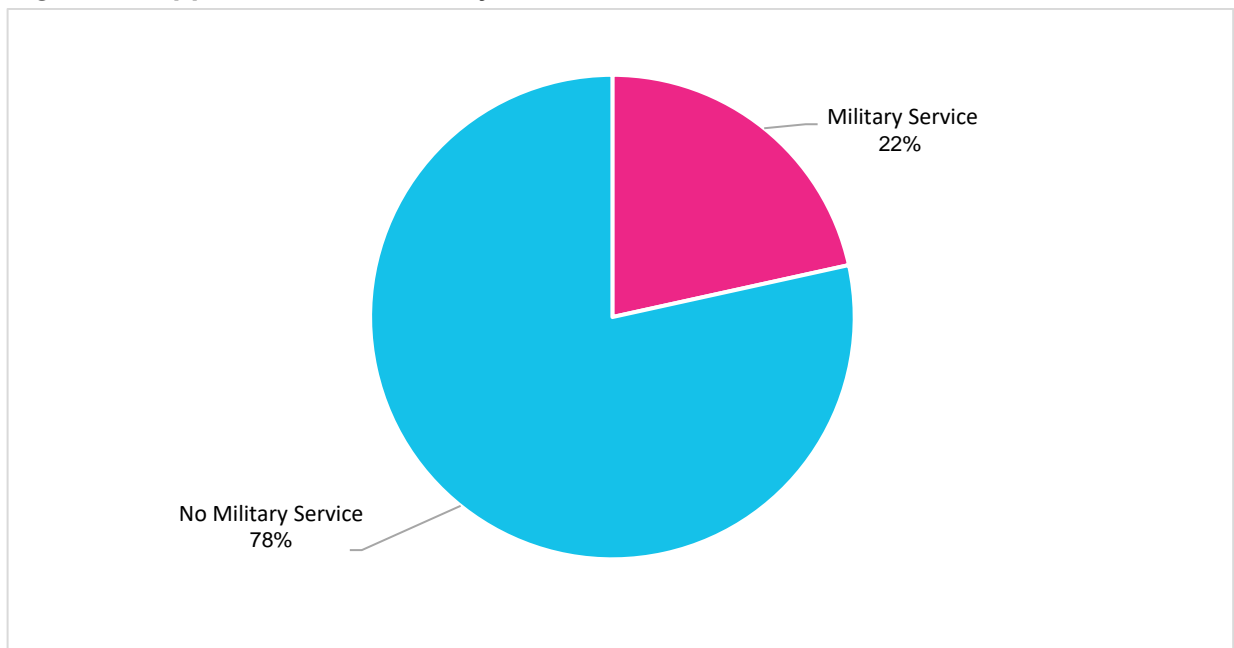
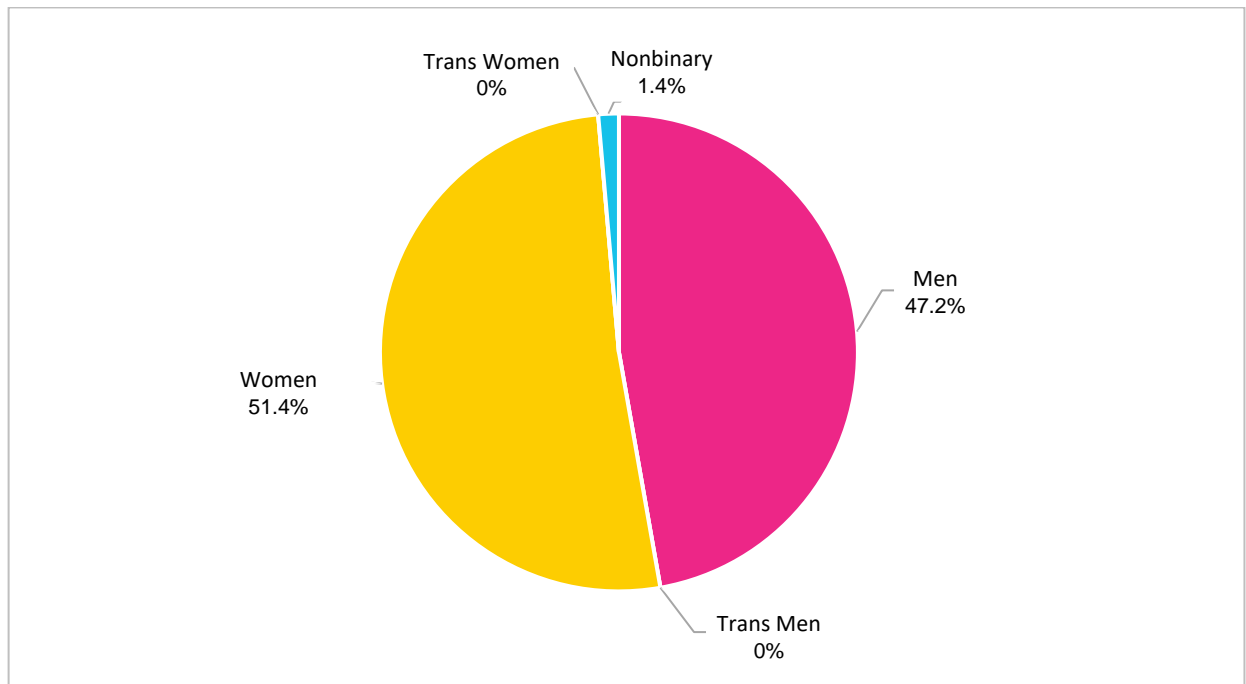


Figure 19: Appointees with Military Service by Gender, 2021



G. Policy Bodies by Budget

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

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

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

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

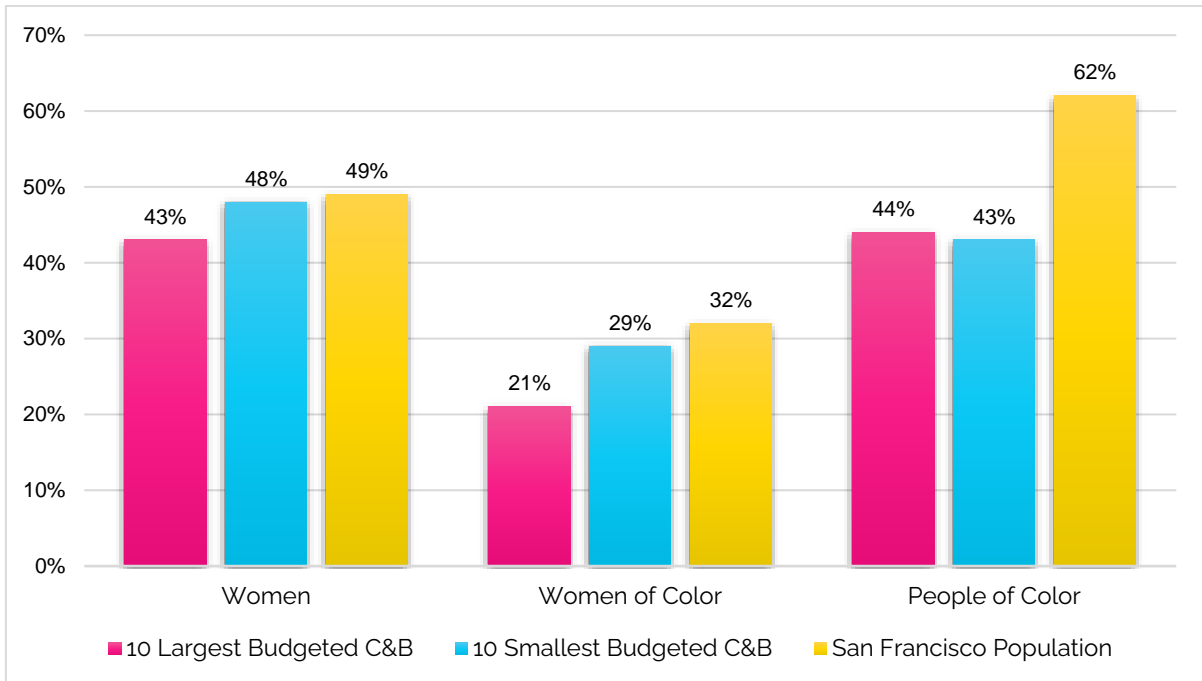


Figure 21: Demographics of Commissions and Boards with Largest Budgets, 2021

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

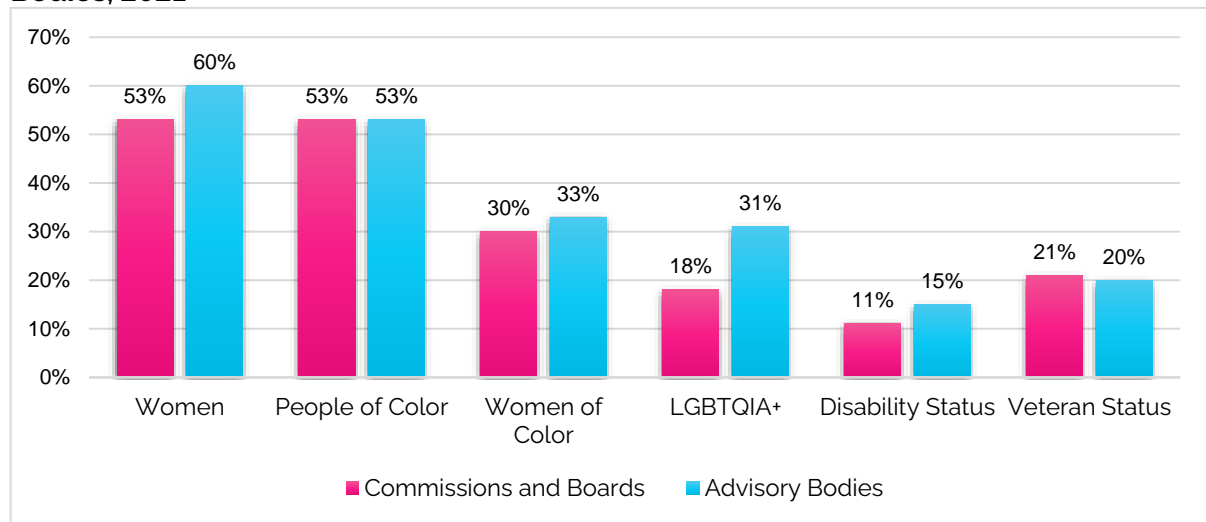
Figure 22: Demographics of Commissions and Boards with Smallest Budgets, 2021

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

H. Comparison of Advisory Body and Commission and Board Demographics

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

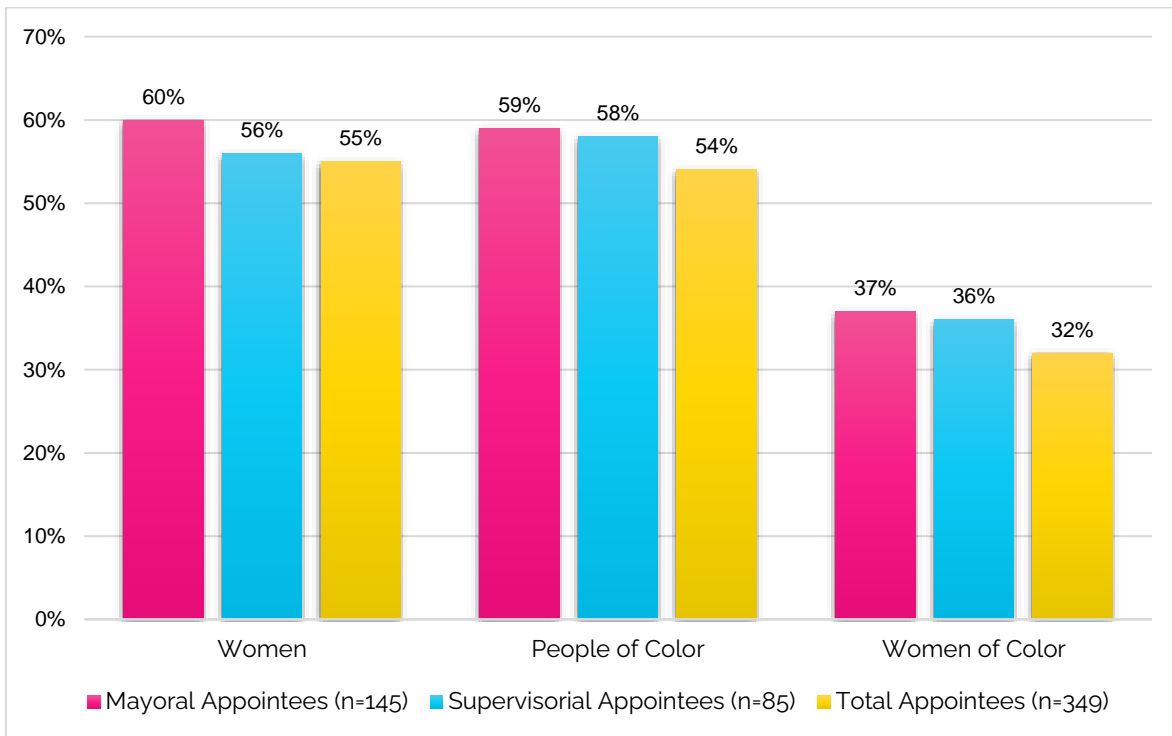
Figure 23: Demographics of Appointees on Commission and Boards and Advisory Bodies, 2021



I. Demographics of Mayoral, Supervisorial, and Total Appointees

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

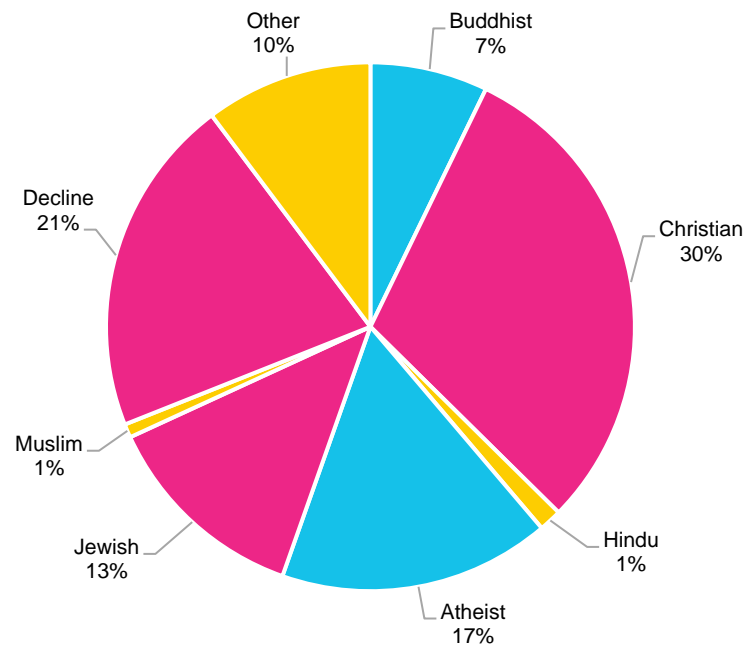
Figure 24: Demographics of Mayoral, Supervisorial, and Total Appointees, 2021



J. Religious Affiliations

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

Figure 25: Religious Affiliations of Appointees, 2021



III. Methodology and Limitations

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

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

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

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

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

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

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

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

IV. Conclusion

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

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

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

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

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

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

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

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

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

San Francisco Commission on the Status of Women

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

Kimberly Ellis, Director
Department on the Status of Women

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

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

Appendix

Figure 26: Policy Body Demographics, 2021

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

Figure 26: Policy Body Demographics, 2021, Continued

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

Figure 26: Policy Body Demographics, 2021, Continued

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

Figure 26: Policy Body Demographics, 2021, Continued

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

Figure 26: Policy Body Demographics, 2021, Continued

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

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

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

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

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

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



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



London N. Breed
Mayor

Acknowledgments

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

San Francisco Commission on the Status of Women

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

Kimberly Ellis, Director
Department on the Status of Women

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

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

Lucia Obregón



October 16th, 2025

Rules Committee

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

**Re: Request for Reappointment to the San Francisco Immigrant Rights Commission –
Seat 11**

Dear Members of the Rules Committee,

It has been a profound honor to serve on the San Francisco Immigrant Rights Commission for the past 4 years, representing a city that has given me so much. As an immigrant, artist, and community leader, this work is deeply personal to me—it reflects not only my lived experience, but my love for San Francisco and my commitment to ensuring it remains a sanctuary for all.

As the Director of the San Francisco Latino Parity and Equity Coalition, I work alongside community-based organizations and city leaders to advance equity across the areas of health, workforce, housing, and community safety. Our coalition amplifies the voices of Latino and immigrant residents, ensuring their needs and priorities are reflected in city policies and budget decisions. Through collaboration and advocacy, we strive to create systems that are accountable, culturally responsive, and rooted in dignity—so that every immigrant family has access to the resources and opportunities they need to thrive in San Francisco.

As an artist and cultural worker, I use my creative practice to tell the stories that too often go unheard—producing art and music that uplift migration, belonging, and the shared humanity that defines us as San Franciscans. For me, advocacy and art are intertwined; both are tools for narrative change, healing, and justice.

Through my role on the Commission, I've had the privilege of leading the Immigrant Leadership Awards for the past three years, an initiative that honors the remarkable achievements of immigrant leaders across San Francisco. This event has become a celebration of resilience, contribution, and pride—showcasing the many ways immigrants shape our city's social, cultural, and economic fabric. I have also worked closely with staff at OCEIA to promote Commission events and strengthen community engagement. I love being part of a diverse and dynamic Commission that represents many issues and perspectives impacting immigrant communities. Together, we have supported the city's Sanctuary policies, contributed to language equity efforts, and engaged in work to address challenges impacting immigrant families. I remain

deeply committed to ensuring that San Francisco continues to be a place where all immigrants feel safe, valued, and empowered to thrive..

It would be an honor to continue serving on the Immigrant Rights Commission, Seat 11, and to keep advancing the vision of a just and inclusive San Francisco. Thank you for considering my reappointment.

With gratitude,

Lucia Obregon



October 18th, 2025

It is with great enthusiasm that I write this letter in support of **Laura Padilla** for appointment to the **Immigrant Rights Commission**. Laura is a passionate advocate, a dedicated community leader, and a trusted voice for immigrant communities. Her commitment to social justice, inclusion, and equitable access to resources makes her an outstanding candidate for this vital role.

I have had the privilege of working alongside Laura inCommunity on various projects and efforts,, community programs, outreach initiatives, advocacy work, where she consistently demonstrates compassion, professionalism, and leadership. She has a deep understanding of the challenges faced by immigrant families and works tirelessly to uplift their voices and ensure they are represented in decision-making spaces.

Laura's ability to bridge diverse communities, listen with empathy, and take informed action has earned her the respect of colleagues and community members alike. Her lived experience, combined with her policy insight and grassroots engagement, positions her to make valuable contributions to the Commission's mission of advancing immigrant rights and promoting civic participation.

I am confident that Laura Padilla will bring integrity, dedication, and a strong sense of justice to the Immigrant Rights Commission. Her service will undoubtedly strengthen the Commission's work and positively impact the lives of countless individuals and families.

Thank you for considering her candidacy. Please feel free to contact me at (415)349-2015 if you require additional information or would like to discuss her qualifications further.

Thank you,
Renard Monroe
Executive Director
415-349-2015
Firstyouth1st@gmail.com

801 Shields St., San Francisco, CA 94132
415-349-2015
firstyouth1st@gmail.com
www.youth1stprogram.com