

File No. 190202

Committee Item No. 2

Board Item No. 27

COMMITTEE/BOARD OF SUPERVISORS

AGENDA PACKET CONTENTS LIST

Committee: Rules Committee

Date April 8, 2019

Board of Supervisors Meeting

Date April 16, 2019

Cmte Board

- | | | |
|-------------------------------------|-------------------------------------|--|
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | Motion |
| <input type="checkbox"/> | <input type="checkbox"/> | Resolution |
| <input type="checkbox"/> | <input type="checkbox"/> | Ordinance |
| <input type="checkbox"/> | <input type="checkbox"/> | Legislative Digest |
| <input type="checkbox"/> | <input type="checkbox"/> | Budget and Legislative Analyst Report |
| <input type="checkbox"/> | <input type="checkbox"/> | Youth Commission Report |
| <input type="checkbox"/> | <input type="checkbox"/> | Introduction Form |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | Department/Agency Cover Letter and/or Report |
| <input type="checkbox"/> | <input type="checkbox"/> | Memorandum of Understanding (MOU) |
| <input type="checkbox"/> | <input type="checkbox"/> | Grant Information Form |
| <input type="checkbox"/> | <input type="checkbox"/> | Grant Budget |
| <input type="checkbox"/> | <input type="checkbox"/> | Subcontract Budget |
| <input type="checkbox"/> | <input type="checkbox"/> | Contract/Agreement |
| <input type="checkbox"/> | <input type="checkbox"/> | Form 126 - Ethics Commission |
| <input type="checkbox"/> | <input type="checkbox"/> | Award Letter |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | Application |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | Form 700 |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | Vacancy Notice |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | Information Sheet |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | Public Correspondence |

OTHER (Use back side if additional space is needed)

<input type="checkbox"/>	<input type="checkbox"/>	_____
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Completed by: Victor Young Date April 4, 2019
Completed by: _____ Date _____

1 [Appointments, Immigrant Rights Commission - Jessy Ruiz Navarro, Haregu Gaime, Ryan
2 Khojasteh, Amro Radwan, Elahe Enssani, and Paul Monge]

3 **Motion appointing Jessy Ruiz Navarro, Haregu Gaime (residency requirement waived),
4 Ryan Khojasteh, Amro Radwan (residency requirement waived), and Elahe Enssani,
5 terms ending June 6, 2020, and Paul Monge, term ending June 6, 2021, to the Immigrant
6 Rights Commission.**

7
8 **MOVED**, That the Board of Supervisors of the City and County of San Francisco does
9 hereby appoint the hereinafter designated person to serve as a member of the Immigrant
10 Rights Commission, pursuant to the provisions of Administrative Code, Section 5.201, for the
11 term specified:

12 **Jessy Ruiz Navarro**, seat 1, succeeding Angeles Roy, term expired, must have a
13 demonstrated knowledge of and interest in the health, human service, educational, or
14 employment issues that affect immigrants residing in San Francisco and shall reflect the
15 geographic, ethnic, and sexual orientation population of San Francisco, for the unexpired
16 portion of a two-year term ending June 6, 2020;

17 **Haregu Gaime (residency requirement waived)**, seat 2, succeeding themselves, term
18 expired, must have a demonstrated knowledge of and interest in the health, human service,
19 educational, or employment issues that affect immigrants residing in San Francisco and shall
20 reflect the geographic, ethnic, and sexual orientation population of San Francisco, for the
21 unexpired portion of a two-year term ending June 6, 2020;

22 **Ryan Khojasteh**, seat 3, succeeding themselves, term expired, must have a demonstrated
23 knowledge of and interest in the health, human service, educational, or employment issues
24 that affect immigrants residing in San Francisco and shall reflect the geographic, ethnic, and
25

1 sexual orientation population of San Francisco, for the unexpired portion of a two-year term
2 ending June 6, 2020;

3 Amro Radwan (residency requirement waived) seat 5, succeeding themselves, term
4 expired, must have a demonstrated knowledge of and interest in the health, human service,
5 educational, or employment issues that affect immigrants residing in San Francisco and shall
6 reflect the geographic, ethnic, and sexual orientation population of San Francisco, for the
7 unexpired portion of a two-year term ending June 6, 2020;

8 Elahe Enssani, seat 9, succeeding themselves, term expired, must be an immigrant to the
9 United States, appointed in accordance with Charter, Section 4.101, and have a
10 demonstrated knowledge of and interest in the health, human service, educational, or
11 employment issues that affect immigrants residing in San Francisco and shall reflect the
12 geographic, ethnic, and sexual orientation population of San Francisco, for the unexpired
13 portion of a two-year term ending June 6, 2020;

14 Paul Monge, seat 4, succeeding Andrei Romanenko, resigned, 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 a two-year
18 term ending June 6, 2021; 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
21 representative of the diversity of the City and County of San Francisco.
- 22 2. Applicants Haregu Gaime and Amro Radwan, who are not residents of San
23 Francisco, are persons with experience that uniquely qualifies them to serve on the
24 Immigrant Rights Commission.

1 3. The Immigrant Rights Commission has attempted to fill the positions, for which
2 Haregu Gaime and Amro Radwan were nominated, with individuals who are City
3 residents and who have the specific experience, skills, and qualifications, but have
4 been unable to do so at this time. The Rules Committee has certified that Haregu
5 Gaime and Amro Radwan 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 a resident of San Francisco, and who have
9 the specific experience, skills, or qualifications possessed by this applicant, and
10 who 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 Haregu Gaime and Amro Radwan, as allowed in cases where no qualified City resident,
13 willing to serve, can be found, pursuant to Charter, Section 4.101, that requires person(s)
14 appointed to boards, commissions, and advisory bodies established by legislative act of the
15 Board of Supervisors to be resident(s) of the City and County of San Francisco.



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

Application for Boards, Commissions, Committees, & Task Forces

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

Seat # or Category (If applicable): Seat 1, 2, 3, 4, 5 or 6 District: 11

Name: Adlah Chisti

[Redacted] Zip: 94112

[Redacted] Occupation: Intern and Part-Time Student

Work Phone: _____ Employer: _____

Business Address: _____ Zip: _____

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

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

Check All That Apply:

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

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

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

I am a native of San Francisco and of Ingleside and Lakeview neighborhoods. I am a first-generation woman of an Indian Muslim family. I also attended all schools nearby including Sunnyside Elementary, Aptos Middle School and Lick Wilmerding High School. I also attend City College on Phelan Avenue (now Frida Kahlo Way).

I have education policy experience and because I am an advocate for the immigrant community development of low income families, rent control and shelters for the homeless especially in emergencies and especially for children. I am also a huge advocate of ensuring kids are fed while in school so that they focus in class as well as reaching out to students who face homelessness. I believe that students facing social and economic inequities such as myself should also have access to above adequate facilities in public schools and in their community such as low cost and accessible extra curricular activities. Having a seat on this board is important for me who is of immigrant Muslim family as well as personally taking care of young kids especially those of immigrant, first generation, and LGTBQ families. I believe in advocating the quality of life and civic participation of all immigrants in San Francisco.

Business and/or professional experience:

I have worked as a public school teacher for eighth grade and for elementary levels in San Francisco at James Lick Middle and in Washington D.C. at C.W. Harris Elementary. There I worked with diverse social and low income students, often spending many hours engaging students after school with home work and engaging guardians to become active with their child.

My education background includes a Masters in Education from University of San Francisco, Masters in Public Policy from Georgetown University and a Juris Doctorate from U.C. Hastings College of the Law. I wrote several papers on early education, homelessness, truancy prevention, Native American sovereignty, value of social media, and adolescence in the criminal justice system.

Most importantly I have worked as an environmental planner with the California Department of Transportation and have experience to advance plans for public improvement projects, tracking project development responsibilities and timelines, collaborating with various agencies to prioritize community improvement projects and help seek funding for high priority projects. I have also worked as a campaign manager for local and senate level campaigns and policy advisor for education, housing and homelessness.

Both my father and mother were immigrant small business owners, who have retired and I am primarily their caregiver. I am also the immediate biological aunt of my 3.5 year old niece whom I primarily nanny regularly.

Civic Activities:

As a former school teacher, I engaged youth in providing after school time in working on science homework and forming the Science Club for those youth with an interest in science. But have also worked with youth who have interest in the arts and music and connected those students with various teachers I knew. I have also taught outdoor education to diverse social and low income youth for nearly seven summers and have been a participant of Aim High Summer Program myself.

I am active participant in volunteering to feed people at St. Anthony's, as well as building community through hosting comedy events at local bars and venues. I also have tutored students with the non-profit Aim High Summer School program and with students at the Tenderloin After School Program through the Tenderloin Neighborhood Development Corporation.

Awards: Chrissy Field Community Heroes Award and Ameri-Corps Teacher Award.

Furthermore, I volunteer my time in getting groceries to various seniors that are living in my neighborhood.

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

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

Date: 2/8/19 Applicant's Signature: (required) Adlah Chisti
(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: _____

Adlah Tanveer Chisti

CAMPAIGN, POLICY, AND LEGISLATION EXPERIENCE

Supervisor Matt Haney District 06 (*Tenderloin, South of Market, Mission Bay and Treasure Island*)
Policy and Legislation Research Fellow, San Francisco, CA. Jan. 2019 - Current

- Tracked policy, legislation, daily news and media focused on education, homelessness and housing.
- Answered and greeted constituents in town halls, phones and emails. Scheduled appointments.

Matt Haney for Supervisor District 06

Canvasser (Tenderloin, SOMA, Mission Bay and Treasure Island), San Francisco, CA. Sept. -Dec. 2018

- Knocked on 2000+ doors using talking points on homelessness, education and housing.

Campaign for Kamala D. Harris for U.S. Senate

Assistant to Campaign Manager and Policy Fellow, Los Angeles, CA. Apr. 2016 -Feb. 2017

- Represented Senator at events and briefed Senator to develop sound talking points on ed. and housing issues.
- Established strong relationships with local officials and constituents to address community issues.
- Prepared agendas, organized Senator's schedule to support with daily operations, and tracked donor checks.
- Tracked policy and legislation and wrote white papers on criminal justice, education, and housing trends.

Capitol Impact, LLC

Policy Analyst/Project Manager, Sacramento, CA. May - Sept. 2013

- Managed and advised 15+ non-profit based grantees to administer education policy strategies.
- Tracked policy, legislation, daily news and media focused on youth education, homelessness and housing.
- Worked with local officials, advocates and interest groups to draft and pass legislation for ed. and housing.

Office of Legislative Counsel of California

Law Clerk, Sacramento, CA, Jan.-Apr. 2013

- Drafted and researched bills for Ca. Legislative Members on housing, utilities, and education.
- Screened and responded to calls, emails and inquiries, prepare correspondence, monitor meetings.

California Department of Transportation

Environmental Planner, Oakland, CA. Jan. 2008-Oct. 2010

- Created environmental scoping reports to ensure engineering compliance with environmental laws.
- Represented Department at community & planning hearings for State highway projects.

Web Administrator

Creator and Founder: Policywonkies.com, San Francisco, CA. February 2018

- Developed policy-based content repository website as a social policy networking service.

COMMUNITY BASED AND TEACHER EXPERIENCE

Tenderloin After School Program *Volunteer Tutor* San Francisco, CA. Jan. 2011-Jan. 2013

- Tutored elementary and middle school students living in the Tenderloin, weekly.

James Lick Middle School *Science Teacher* San Francisco, CA. Aug. 2006-2008

- Taught 8th grade level science, created and supervised student Science Club after school program.
- Active in youth programs, meeting parents, community events, and advocating for student needs.

Aim High Headlands Summer Program *Environmental Teacher* Tennessee Valley, CA. 1999-2006

- Serviced community through field work and teaching envr. justice issues to urban youth from low-income backgrounds in partnership with the Golden Gate National Recreational Parks.

EDUCATION

Georgetown University, *Masters in Public Policy*, Washington D.C., 2013-2017

- *Thesis*: Anti-Truancy law effect on school suspensions in District of Columbia Public Schools.

Univ. of California, Hastings College of the Law, *Juris Doctorate*, San Fran., CA. 2010-2013

Univ. of San Francisco, *M.A., in Ed., B.S., Envr. Sci. & B.A., Politics, cum laude*, San Fran., CA. 2001-2007

NOTABLE DISTINCTIONS

- AmeriCorps-Teacher Education for Multicultural Society Fellowship, San Francisco, CA, Aug. 2006
- Golden Gate Nat'l Rec. Crissy Field Community Heroes Award, San Francisco, CA. May 2006

COVER PAGE

A PUBLIC DOCUMENT

Please type or print in ink.

NAME OF FILER (LAST) (FIRST) (MIDDLE)
 Chisti Adlah

1. Office, Agency, or Court

Agency Name (Do not use acronyms)

Division, Board, Department, District, if applicable Your Position

► 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 or Court Commissioner (Statewide Jurisdiction)
- Multi-County _____ County of _____
- City of San Francisco Other _____

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

- Annual: The period covered is January 1, 2018, through December 31, 2018.
- or- Leaving Office: Date Left ____/____/____
 (Check one circle.)
- Assuming Office: Date assumed ____/____/____
- Candidate: Date of Election _____ and office sought, if different than Part 1: _____
- The period covered is January 1, 2018, through the date of leaving office.
- The period covered is ____/____/____, through the date of leaving office.

4. Schedule Summary (must complete) ► 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)
 _____ Avenue San Francisco CA 94112
 DAYTIME TELEPHONE NUMBER EMAIL ADDRESS
 _____ 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 2/8/19 Signature _____
 (month, day, year) (File the originally signed paper statement with your filing official.)

SCHEDULE B
Interests in Real Property
(Including Rental Income)

Name
Chisti

▶ ASSESSOR'S PARCEL NUMBER OR STREET ADDRESS
130 Grafton Ave

CITY
San Francisco

FAIR MARKET VALUE IF APPLICABLE, LIST DATE:
 \$2,000 - \$10,000 _____/_____/18 _____/_____/18
 \$10,001 - \$100,000 ACQUIRED DISPOSED
 \$100,001 - \$1,000,000
 Over \$1,000,000

NATURE OF INTEREST
 Ownership/Deed of Trust Easement
 Leasehold _____ Yrs. remaining _____ Other

IF RENTAL PROPERTY, GROSS INCOME RECEIVED
 \$0 - \$499 \$500 - \$1,000 \$1,001 - \$10,000
 \$10,001 - \$100,000 OVER \$100,000

SOURCES OF RENTAL INCOME: If you own a 10% or greater interest, list the name of each tenant that is a single source of income of \$10,000 or more.
 None

▶ ASSESSOR'S PARCEL NUMBER OR STREET ADDRESS

CITY

FAIR MARKET VALUE IF APPLICABLE, LIST DATE:
 \$2,000 - \$10,000 _____/_____/18 _____/_____/18
 \$10,001 - \$100,000 ACQUIRED DISPOSED
 \$100,001 - \$1,000,000
 Over \$1,000,000

NATURE OF INTEREST
 Ownership/Deed of Trust Easement
 Leasehold _____ Yrs. remaining _____ Other

IF RENTAL PROPERTY, GROSS INCOME RECEIVED
 \$0 - \$499 \$500 - \$1,000 \$1,001 - \$10,000
 \$10,001 - \$100,000 OVER \$100,000

SOURCES OF RENTAL INCOME: If you own a 10% or greater interest, list the name of each tenant that is a single source of income of \$10,000 or more.
 None

* You are not required to report loans from a commercial lending institution 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

INTEREST RATE TERM (Months/Years)
 _____% None _____

HIGHEST BALANCE DURING REPORTING PERIOD
 \$500 - \$1,000 \$1,001 - \$10,000
 \$10,001 - \$100,000 OVER \$100,000
 Guarantor, if applicable

NAME OF LENDER*

ADDRESS (Business Address Acceptable)

BUSINESS ACTIVITY, IF ANY, OF LENDER

INTEREST RATE TERM (Months/Years)
 _____% None _____

HIGHEST BALANCE DURING REPORTING PERIOD
 \$500 - \$1,000 \$1,001 - \$10,000
 \$10,001 - \$100,000 OVER \$100,000
 Guarantor, if applicable

Comments: _____

SCHEDULE C
Income, Loans, & Business
Positions
 (Other than Gifts and Travel Payments)

CALIFORNIA FORM 700
 FAIR POLITICAL PRACTICES COMMISSION

Name
 Chisti

▶ 1. INCOME RECEIVED

NAME OF SOURCE OF INCOME
 In home support services

ADDRESS (Business Address Acceptable)
 832 Folsom Street 9th floor

BUSINESS ACTIVITY, IF ANY, OF SOURCE

YOUR BUSINESS POSITION
 Caregiver

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

Application for Boards, Commissions, Committees, & Task Forces

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

Seat # or Category (If applicable): 2 District: _____

Name: Haregu Gaime

Home Address: _____ CA Zip: 94565

Home Phone: _____ Occupation: Attorney

Work Phone: 4155334919 Employer: Law Offices Of Haregu Gaime

Business Address: 427 Grand Ave Oakland, CA Zip: 94610

Business E-Mail: haregu@haregugaimelaw.com Home E-Mail: _____ com

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

Check All That Apply:

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

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

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

The only reason I am unable to reside in San Francisco is because I can't afford to, but otherwise this is my home. I am a product of San Francisco. I am an immigrant educated at Garfield and Maraloma and St. Michaels, I am a product of MLK Jr. Middle school, I am a product of the Western Addition/Fillmore/Japan Town/ and Pacific Heights. This is my home. Being a product of the culture of San Francisco and being an immigrant, retaining the culture and developing the agenda of a progressive San Francisco is important to me. In my capacity as an attorney I work daily with the immigrant community. The ensurance of the wellbeing of our larger diverse community is very important to me and I will continue to work to pursue this agenda. This experience allows me to best represent the community that I am from.

Business and/or professional experience:

I am an immigration attorney, I have worked with the community for well over twenty years. I have learned to speak the language of the the community.

Civic Activities:

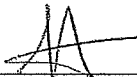
In my capacity as an attorney and a citizen, I volunteer to work with many different organizations. I have traveled to Chios, to work as a volunteer immigration attorney and Interpreter when need be. I have continued to work to educate the community of what is happening, so that they are informed.

I am the Legal Service Chair for the Charles Houston Bar Association. In this capacity I set up legal service events where community members can come and ask lawyers (Pro-bono for the day) about issues that concern them.

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: 04/17/2018 Applicant's Signature: (required)


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

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

FOR OFFICE USE ONLY:

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

STATEMENT OF ECONOMIC INTERESTS

Date Initial Filing Received
Official Use Only

COVER PAGE

Please type or print in ink.

NAME OF FILER (LAST) (FIRST) (MIDDLE)
Gaime Haregu

1. Office, Agency, or Court

Agency Name (Do not use acronyms)
Immigrants Rights Commission
Division, Board, Department, District, if applicable Your Position
Commissioner

► 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 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, 2017, through December 31, 2017.
-or- The period covered is _____, through December 31, 2017.
 Assuming Office: Date assumed 10 / 02 / 2018
 Leaving Office: Date Left _____ (Check one)
○ The period covered is January 1, 2017, 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 (must complete) ► 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 E-MAIL ADDRESS
(415) _____

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 04/26/2018
(month, day, year)

Signature _____
(File the originally signed statement with your filing official.)

SCHEDULE A-2

Investments, Income, and Assets of Business Entities/Trusts

(Ownership Interest is 10% or Greater)

CALIFORNIA FORM 700

FAIR POLITICAL PRACTICES COMMISSION

Name _____

1. BUSINESS ENTITY OR TRUST

Law Offices Of Haregu Gaime

Name
427 Grand Ave Oakland, CA 94610

Address (Business Address Acceptable)

Check one
 Trust, go to 2 Business Entity, complete the box, then go to 2

GENERAL DESCRIPTION OF THIS BUSINESS
Legal Practice

FAIR MARKET VALUE	IF APPLICABLE, LIST DATE:
<input type="checkbox"/> \$0 - \$1,999	____/____/17 ____/____/17
<input type="checkbox"/> \$2,000 - \$10,000	ACQUIRED DISPOSED
<input checked="" type="checkbox"/> \$10,001 - \$100,000	
<input type="checkbox"/> \$100,001 - \$1,000,000	
<input type="checkbox"/> Over \$1,000,000	

NATURE OF INVESTMENT
 Partnership Sole Proprietorship Other

Attorney

YOUR BUSINESS POSITION _____

1. BUSINESS ENTITY OR TRUST

Name _____

Address (Business Address Acceptable)

Check one
 Trust, go to 2 Business Entity, complete the box, then go to 2

GENERAL DESCRIPTION OF THIS BUSINESS

FAIR MARKET VALUE	IF APPLICABLE, LIST DATE:
<input type="checkbox"/> \$0 - \$1,999	____/____/17 ____/____/17
<input type="checkbox"/> \$2,000 - \$10,000	ACQUIRED DISPOSED
<input type="checkbox"/> \$10,001 - \$100,000	
<input type="checkbox"/> \$100,001 - \$1,000,000	
<input type="checkbox"/> Over \$1,000,000	

NATURE OF INVESTMENT
 Partnership Sole Proprietorship Other

YOUR BUSINESS POSITION _____

2. IDENTIFY THE GROSS INCOME RECEIVED (INCLUDE YOUR PRO RATA SHARE OF THE GROSS INCOME TO THE ENTITY/TRUST)

<input type="checkbox"/> \$0 - \$499	<input checked="" type="checkbox"/> \$10,001 - \$100,000
<input type="checkbox"/> \$500 - \$1,000	<input type="checkbox"/> OVER \$100,000
<input type="checkbox"/> \$1,001 - \$10,000	

2. IDENTIFY THE GROSS INCOME RECEIVED (INCLUDE YOUR PRO RATA SHARE OF THE GROSS INCOME TO THE ENTITY/TRUST)

<input type="checkbox"/> \$0 - \$499	<input type="checkbox"/> \$10,001 - \$100,000
<input type="checkbox"/> \$500 - \$1,000	<input type="checkbox"/> OVER \$100,000
<input type="checkbox"/> \$1,001 - \$10,000	

3. LIST THE NAME OF EACH REPORTABLE SINGLE SOURCE OF INCOME OF \$10,000 OR MORE (Attach a separate sheet if necessary.)

None or Names listed below

3. LIST THE NAME OF EACH REPORTABLE SINGLE SOURCE OF INCOME OF \$10,000 OR MORE (Attach a separate sheet if necessary.)

None or Names listed below

4. INVESTMENTS AND INTERESTS IN REAL PROPERTY HELD OR LEASED BY THE BUSINESS ENTITY OR TRUST

Check one box:
 INVESTMENT REAL PROPERTY

Name of Business Entity, if Investment, or Assessor's Parcel Number or Street Address of Real Property _____

Description of Business Activity or City or Other Precise Location of Real Property _____

FAIR MARKET VALUE	IF APPLICABLE, LIST DATE:
<input type="checkbox"/> \$2,000 - \$10,000	____/____/17 ____/____/17
<input checked="" type="checkbox"/> \$10,001 - \$100,000	ACQUIRED DISPOSED
<input type="checkbox"/> \$100,001 - \$1,000,000	
<input type="checkbox"/> Over \$1,000,000	

NATURE OF INTEREST
 Property Ownership/Deed of Trust Stock Partnership

Leasehold _____ Other _____
Yrs. remaining

Check box if additional schedules reporting investments or real property are attached

4. INVESTMENTS AND INTERESTS IN REAL PROPERTY HELD OR LEASED BY THE BUSINESS ENTITY OR TRUST

Check one box:
 INVESTMENT REAL PROPERTY

Name of Business Entity, if Investment, or Assessor's Parcel Number or Street Address of Real Property _____

Description of Business Activity or City or Other Precise Location of Real Property _____

FAIR MARKET VALUE	IF APPLICABLE, LIST DATE:
<input type="checkbox"/> \$2,000 - \$10,000	____/____/17 ____/____/17
<input type="checkbox"/> \$10,001 - \$100,000	ACQUIRED DISPOSED
<input type="checkbox"/> \$100,001 - \$1,000,000	
<input type="checkbox"/> Over \$1,000,000	

NATURE OF INTEREST
 Property Ownership/Deed of Trust Stock Partnership

Leasehold _____ Other _____
Yrs. remaining

Check box if additional schedules reporting investments or real property are attached

Comments: _____



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

Application for Boards, Commissions, Committees, & Task Forces

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

Seat # or Category (If applicable): 3 District: _____

Name: Ryan Khojasteh

[Redacted] San Francisco, CA Zip: 94102

Occupation: Student

Work Phone: _____ Employer: UC Hastings

Business Address: _____ Zip: _____

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

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

Check All That Apply:

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

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

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

I am currently a member of the San Francisco Immigrant Rights Commission, and I serve as co-chair of the Immigration Policy Task Force. It has been an honor to serve the immigrant community of San Francisco, especially at a time when it is clear there is a lot of work that needs to be done. As the son of immigrants who fled a revolution to come here for the promise of a better life, I know firsthand the sacrifices, struggles, and contributions of our immigrant brothers and sisters. I hope to dedicate my life uplifting these communities, advocating + organizing around the urgent issues, and increasing opportunities to achieve the American Dream.

Business and/or professional experience:

I am currently a law student at UC Hastings, and will graduate one semester early in December of 2018. I serve as a staff editor for the Hastings Women's Law Journal and as vice chair of the Tenderloin Community Outreach Board. I am a volunteer with Curry without Worry and NARAL Pro-Choice California. I have spent time at the District Office of Congressman Mike Honda, the Law Center to Prevent Gun Violence, the Office of Supervisor Jane Kim, and at the Immigration Defense Unit at the Public Defender's Office.

Civic Activities:

Current board member of the San Francisco Young Democrats, member of the Latino Democratic Club, member of the Latina/o Young Democrats, and a member of the Harvey Milk LGBTQ Club.

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

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

Date: 4/12 Applicant's Signature: (required) Ryan A. Khojasteh

(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: _____

COVER PAGE

Please type or print in ink.

NAME OF FILER (LAST) (FIRST) (MIDDLE)
Khojasteh Ryan

1. Office, Agency, or Court

Agency Name (Do not use acronyms)

Division, Board, Department, District, if applicable

Your Position

Immigrant Rights Commission

Commissioner

► 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 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, 2017, through December 31, 2017.

Leaving Office: Date Left ____/____/____
 (Check one)

-or-
 The period covered is ____/____/____, through December 31, 2017.

The period covered is January 1, 2017, through the date of leaving office.

Assuming Office: Date assumed ____/____/____

-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 (must complete) ► Total number of pages including this cover page: 1

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)

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 3/12/18
 (month, day, year)

Signature Ryan Khojasteh
 (File the originally signed statement with your filing official.)



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

RECEIVED
 BOARD OF SUPERVISORS
 SAN FRANCISCO

2019 JAN 25 PM 3:10

BY B

Application for Boards, Commissions, Committees, & Task Forces

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

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

Name: Paul Monge

Home Address: [REDACTED] San Francisco, CA Zip: 94107

Home Phone: [REDACTED] Occupation: Policy Director

Work Phone: 415-644-0504 x1116 Employer: Compass Family Services

Business Address: 37 Grove Street, San Francisco Zip: 94102

Business E-Mail: pmonge-rodriguez@compass-sf.org Home E-Mail: [REDACTED]

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

Check All That Apply:

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

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

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

I come to you with an extensive background in youth and family policy advocacy, housing and tenants rights work, and community organizing based in San Francisco that has focused on uplifting our most marginalized immigrant communities. Like the IRC, I share a deep personal commitment to expanding access to social, educational, and political opportunities that will enable all immigrant families throughout our city to live with dignity and to thrive.

Moreover, I hope to rely on my personal experiences of growing up as an English language learner and a queer person of color with long family ties to the Mission District in order to provide culturally competent care and attention to the diverse immigrant communities that call San Francisco home.

Business and/or professional experience:

As the Policy Director at Compass Family Services, I advocate for progressive policies related to housing, education, and homelessness issues, and work to secure public resources for services and programs that materially improve the well-being of homeless and at-risk families. Many of our clients are severely low-income immigrant families, and we have worked to remove barriers to housing by challenging misguided federal policies like the "Public Charge" regulation recently proposed by DHS.

Prior to Compass, I worked as an education justice policy advocate with Coleman Advocates for Children and Youth, a budget analyst with the San Francisco Unified School District, and a policy intern for former District 9 Supervisor David Campos. I have also completed legal clerkships at the Eviction Defense Collaborative (where I assisted primarily Spanish and Portuguese speaking clients in defending against eviction lawsuits) and Legal Services for Children (where I helped defend unaccompanied immigrant minors in deportation proceedings). I hold a master's degree in public policy from Harvard University and a law degree from the UC Berkeley School of Law.

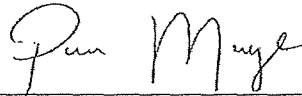
Civic Activities:

I currently serve as co-chair for the SFUSD Public Education Enrichment Fund - Community Advisory Committee, where we advise the Board of Education on the financial oversight of \$70 million in fund expenditures to programs aimed at improving the quality of education for San Francisco public school children (4 year term ending in 08/19). During my term, I also served on the steering committee for the successful 2016 Prop N campaign to grant non-citizen parents the right to vote in school board elections. I recently completed a 2-year term on the University of California, Board of Regents where I represented 270,000 students across 10 UC campuses, pushed for the enactment of a UC system-wide Sanctuary policy, and led a statewide campaign that helped secure the first tuition reduction in 20 years.

Previously, I served on the Human Rights Commission - Equity Advisory Committee where I worked with SFSUD to provide resources that helped fund the costs of DACA renewal applications for eligible immigrant youth. I started off as a youth advocate while serving as a Commissioner on the San Francisco Youth Commission, where I provided leadership on the historic Free MUNI for Youth Campaign as well as a campaign to reform school discipline policies at SFUSD.

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: 01/25/19 Applicant's Signature: (required) 
(Manually sign or type your complete name.
NOTE: By typing your complete name, you are hereby consenting to use of electronic signature.)

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

FOR OFFICE USE ONLY:
Appointed to Seat #: _____ Term Expires: _____ Date Seat was Vacated: _____

COVER PAGE

A PUBLIC DOCUMENT

Please type or print in ink.

NAME OF FILER (LAST) (FIRST) (MIDDLE)
Monge-Rodriguez Paul Elliott

1. Office, Agency, or Court

Agency Name (Do not use acronyms)

San Francisco Immigrant Rights Commission

Division, Board, Department, District, if applicable

Your Position

Commissioner

► 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 San Francisco
- 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, 2018, through December 31, 2018
-or- The period covered is _____, through December 31, 2018.
- Assuming Office: Date assumed _____
- Candidate: Date of Election _____ and office sought, if different than Part 1: _____
- Leaving Office: Date Left _____
(Check one circle.)
- The period covered is January 1, 2018, through the date of leaving office.
- or- The period covered is _____, through the date of leaving office.

4. Schedule Summary (must complete) ► Total number of pages including this cover page: 2

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 EMAIL 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 01/24/19
(month, day, year)

Signature *Paul Monge Rodriguez*
(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 Paul Monge-Rodriguez

▶ 1. INCOME RECEIVED

NAME OF SOURCE OF INCOME
 Compass Family Services

ADDRESS (Business Address Acceptable)
 37 Grove Street, San Francisco, CA. 94102

BUSINESS ACTIVITY, IF ANY, OF SOURCE
 Direct Services Provider To Homeless Families

YOUR BUSINESS POSITION
 Director of Policy and External Affairs

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*	INTEREST RATE	TERM (Months/Years)
_____	_____ % <input type="checkbox"/> None	_____
ADDRESS (Business Address Acceptable)		

BUSINESS ACTIVITY, IF ANY, OF LENDER	SECURITY FOR LOAN	
_____	<input type="checkbox"/> None <input type="checkbox"/> Personal residence	
	<input type="checkbox"/> Real Property _____	Street address

		City
HIGHEST BALANCE DURING REPORTING PERIOD	<input type="checkbox"/> Guarantor _____	
<input type="checkbox"/> \$500 - \$1,000		
<input type="checkbox"/> \$1,001 - \$10,000		
<input type="checkbox"/> \$10,001 - \$100,000	<input type="checkbox"/> Other _____	(Describe)
<input type="checkbox"/> OVER \$100,000		

Comments: _____



April 6, 2019.

Dear Board of Supervisors,

I am honored to recommend Mr. Monge to the Immigrant Rights Commission. He understands the barriers immigrant families face and has a unique perspective in framing the conversation around immigrant justice. He has continued to demonstrate his ability to lead and implement equitable solutions to the most complex policy issues.

Mr. Monge has developed a deep commitment to social justice and public service. He has organized to address educational inequities within San Francisco Public Schools as a policy associate with Coleman Advocates for children and youth. Mr. Monge has also served on various local government and non-profit boards including Mission Economic Development Agency Board of Directors, the SFUSD Public Education Enrichment Fund, and the San Francisco Youth Commission. Currently, Mr. Monge serves as the Director of Policy and External Affairs at Compass Family Services, as direct services agency that supports homeless children and families throughout San Francisco in achieving housing stability and economic self-sufficiency.

Mr. Monge's personal and professional experiences shaped his ability to lead and deliver equitable outcomes. He will work tirelessly to ensuring San Francisco remains sanctuary for all immigrants. I am confident Mr. Monge will be a strong asset to the Immigrant Rights Commission. It is for these reasons and so many others that I am proud to

recommend Mr. Monge to the Immigrant Rights Commission. If you have any outstanding questions, please don't hesitate to contact me at (415) 933-5075 or s.souzasarah@gmail.com.

Sincerely,

Sarah Souza

President, Latino Democratic Club



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

Application for Boards, Commissions, Committees, & Task Forces

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

Seat # or Category (If applicable): 5 District: _____

Name: AMRO RADWAN

[REDACTED] ST Zip: 94104

[REDACTED] Occupation: Nonprofit Technology Consultant

Work Phone: 415.613.8377 Employer: Self Employed

Business Address: 901 Mission St. Suite 306, San Francisco, CA Zip: 94103

Business E-Mail: amro@shaketech.com Home E-Mail: [REDACTED]

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

Check All That Apply:

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

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

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

I'm a person of color who is Muslim and one of seven children of immigrants from Egypt. My late Father and Mother immigrated to the US with the goal of providing us a better life and achieving the American dream.

As a first generation United States Citizen, I witnessed first hand the issues and realities my parents dealt with to provide us with a better life. From religious to racial discrimination as well as the many language barriers proved to be very challenging.

Being first generation made me sensitive to struggles that not only my family faced, but other immigrant families as well from different cultures.

Throughout my experiences and learning of other people around me, I've come to realize that there are many complex issues facing immigrant communities. Some of these issues are related to language, race, sex, religion or other social categorizations. The oppression and privilege associated to those are intersectionality.

My awareness of intersectionality has driven me always to ask questions and find solutions to issues that affect our most vulnerable communities.

Business and/or professional experience:

I founded and run a San Francisco based Technology Consulting firm who's mission is to "Help people who help people, leverage technology".

I've dedicated the last 15 years of my life helping nonprofit organizations who serve marginalized communities leverage technology for good

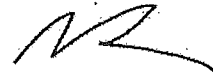
Civic Activities:

-Volunteered in forming Project Feed to help feed SF homeless in Tenderloin.
-Volunteered as a youth mentor in Log Cabin Ranch (SF County Youth Detention Center).
-Co-founded Ask Academy, an organizations who's goal is to improve the lives of our most vulnerable youth from Kindergarten to High School through retention and redirection.

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

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

Date: 4/20/2018 Applicant's Signature: (required) _____



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

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

FOR OFFICE USE ONLY:

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

COVER PAGE

Please type or print in ink.

NAME OF FILER (LAST) (FIRST) (MIDDLE)
RAOWAN AMRO

1. Office, Agency, or Court

Agency Name (Do not use acronyms)
IMMIGRANT RIGHTS COMMISSION - COMMISSIONER
Division, Board, Department, District, if applicable Your Position

► 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 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, 2018, through December 31, 2018.
-or- The period covered is _____ through December 31, 2017.
 Assuming Office: Date assumed _____
 Candidate: Date of Election _____ and office sought, if different than Part 1: _____
 Leaving Office: Date Left _____ (Check one)
 The period covered is January 1, 2017, through the date of leaving office.
-or-
 The period covered is _____ through the date of leaving office.

4. Schedule Summary (must complete) ► 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)

PHONE TELEPHONE NUMBER E-MAIL

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 3/12/18 (month, day, year) Signature [Signature] (File the originally signed statement with your filing official.)

From: [Amro Radwan](#)
To: [Young, Victor \(BOS\)](#)
Subject: Statement for the Upcoming Rules Committee Hearing
Date: Wednesday, April 03, 2019 12:10:57 PM
Attachments: [SIDE.png](#)

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

Hi Victor,

I was hoping you can share the following note to the members of the Rules Committee prior to Monday's hearing. I'm up for reappointment and I look forward to attending next weeks hearing.

Thank you!

Amro Radwan

MESSAGE TO RULES COMMITTEE

Dear Supervisors Ronen, Walton, Mar,

My name is Amro Radwan, and in September 2017, I was appointed to fill the remainder of a previous commission's term. That partial term has expired, and I am reapplying for my own full term on the San Francisco's Immigrant Rights Commission.

I'm a person of color, who is Muslim and one of seven children of immigrants of Egypt. My wife is also an immigrant who was just recently naturalized. Like many of you, I also have extended family members, friends and colleagues who are immigrants.

I've served on the Immigrant Rights Commission since September of 2017. During my tenure as a Commissioner, I was proud to have held various public hearings on important issues like DACA and the Muslim travel ban where I listened to testimony from many leaders and individuals from our immigrant communities. We recently held a very moving public hearing addressing the effects of the ongoing civil war in Yemen on San Francisco's Yemeni community.

I've shown up to various press conferences our commission has held to publicly speak out against the multiple policies that harm our Immigrant Communities including the Supreme Court decision on the Muslim travel ban as well as the hurtful separation of families at our southern border.

As the only Arab Muslim and Arabic-speaking member of the Immigrant Rights Commission, I would like to serve and find ways to make sure our Immigrant communities are heard. Given these current times, I would also like to find ways to address and prevent diseases like Antisemitism and Islamophobia ensuring San Francisco continues to be a safe and welcoming place for all.

I look forward to meeting you all at the Rules Committee appointment hearings.

Amro Radwan

Amro Radwan

Founder / Lead Consultant



415.613.8377 (mobile)

amro@shaketech.com

[@amromradwan](https://twitter.com/amromradwan) - tweet me



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): District:

Name: Larry L. Saxxon

Home Address: SF, CA Zip: 94117

Home Phone: Occupation: Chief Operating Officer

Work Phone: (415) 503-1042 ex.5 Employer: African Advocacy Network 3106 Folsom

Business Address: 3106 Folsom Street Zip: 94110

Business E-Mail: lsaxxon@aansf.org Home E-Mail:

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

Check All That Apply:

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

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

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

I am a disabled, gay identified, African American man who has endeavored to serve the citizens of San Francisco through many years of volunteer citizenry participation.
I have extensive experience working and volunteering in the immigrant rights struggle and am currently with an agency that focuses on North African, African, Afro-Caribbean, and Haitian immigrants, Our agency serves clients in San Francisco, Oakland, and San Mateo counties.
I am particularly concerned with promoting healthy dialogue between our City's diverse immigrant populations and assisting the African American population in better understanding and compassionately responding to this social movement. I believe that I may best assist the commission if and when there are vacancies in seat(s): 1,2,3,4, or 5.

Business and/or professional experience:

I have worked expressly in the immigration field since 1996 as a funder, organizational business developer, fund developer and as an executive director of an immigration and refugee program working with Africans.

My current position is Chief Operations Officer for the African Advocacy Network. We work with a specialized cultural and linguistic cohort of immigrants and refugees from a hard to serve region of the world, in a currently hostile political environment.

Civic Activities:

African American Out-Migration Task Force
SF LGBTQ Aging Policy Task Force
Human Rights Commissions, Equity Committee
AIDS/Breast Cancer Volunteer
Board of African Advocacy Network
Mayor's Disability Rights Task force
Original Board Member of Directors for the first San Francisco Needle Exchange Program

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: 3/31/2019 Applicant's Signature: (required) _____

Larry Saffan

(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: _____

COVER PAGE

A PUBLIC DOCUMENT

Please type or print in ink.

NAME OF FILER (LAST) (FIRST) (MIDDLE)
Saxxon Larry Lee

1. Office, Agency, or Court

Agency Name (Do not use acronyms)

San Francisco Immigrant Rights Commission

Division, Board, Department, District, if applicable

Your Position

Commissioner

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

Agency: NA

Position:

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

State

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, 2018, through December 31, 2018.

Leaving Office: Date Left ____/____/____
(Check one circle.)

-or-

The period covered is ____/____/____, through December 31, 2018.

The period covered is January 1, 2018, through the date of leaving office.

-or-

Assuming Office: Date assumed ____/____/____

The period covered is 1 / 1 / 2018, 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: _____

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)
[Redacted] San Francisco CA 94117

EMAIL ADDRESS
[Redacted]

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 [Signature]
(month, day, year)

Signature [Signature]
(File the originally signed paper statement with your filing official.)



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): 1 through 5 District: 2

Name: Roxana Shirkhoda

[Redacted] San Francisco CA Zip: 94123

[Redacted] Occupation: Director, Special Initiatives

Work Phone: n/a Employer: Tides (www.tides.org)

Business Address: 1012 Torney Avenue, San Francisco CA Zip: 94129

Business E-Mail: roxana@tides.org 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:

My goal is to serve as a conduit for social change and uproot systemic injustices that prevent marginalized communities from achieving their human potential. I am confident representing diverse and vulnerable immigrant communities on the San Francisco Immigrant Rights Commission as an eight year San Francisco resident and first generation immigrant woman from a country on the Muslim ban list.

I am the product of parents who met in the United States after fleeing an oppressive regime in the Middle East. My parents' fulfilling search for freedom and prosperity in US was coupled with the reality that discrimination and bias are alive and well. My father's boss asking him to Americanize his name, my mother being criticized for her foreign accent, our family being targeted in public spaces after 9/11.

Business and/or professional experience:

I have supported Latinx families mastering financial literacy, girls teaching one another computer science and young Black men developing their social-emotional skills. While my role in these communities has shifted between corporate donor, public advocate and nonprofit consultant my commitment to advancing human potential has never wavered. I am eager to bring my extensive professional experience working with a range of communities to the Immigrant Rights Commission of San Francisco.

Currently as Director of Special Initiatives at Tides, I am regularly involved in immigrant

Civic Activities:

I have been civically engaged in San Francisco through various volunteer and leadership capacities. Currently I am a board member with Full Circle Fund Öa network of 175 active and 500+ alumni members from the private and public sectors coming together to support local Bay Area nonprofits as donors and pro-bono consultants. I began as a volunteer, led the organization as interim Executive Director and now as Board Member continue to activate and engage the local community on education, the environment, economic inequality and public health issues.

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: 05.15.18 Applicant's Signature: (required) Roxana Shirkhoda

(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: _____

COVER PAGE

Please type or print in ink.

NAME OF FILER (LAST) (FIRST) (MIDDLE)
Shirkhoda Roxana

1. Office, Agency, or Court

Agency Name (Do not use acronyms)
San Francisco Immigrant Rights Commission
Division, Board, Department, District, if applicable Your Position
Commissioner

► 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 San Francisco
- Judge or Court Commissioner (Statewide Jurisdiction)
- County of
- Other

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

- Annual: The period covered is January 1, 2017, through December 31, 2017.
- or-
- Assuming Office: Date assumed
- Candidate: Date of Election June 6th, 2018 and office sought, if different than Part 1:
- Leaving Office: Date Left (Check one)
- The period covered is January 1, 2017, through the date of leaving office.
- or-
- The period covered is through the date of leaving office.

4. Schedule Summary (must complete) ► Total number of pages including this cover page: _____

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 94129
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 May 29, 2018
(month, day, year)

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

Save Form

Print Form



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

Application for Boards, Commissions, Committees, & Task Forces

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

Seat # or Category (If applicable): 5 District: 3

Name: Bryant de Venecia

Home Address: [Redacted] San Francisco, CA Zip: 94109

Home Phone: [Redacted] Occupation: Community Organizer

Work Phone: 415-915-4432 Employer: Tenderloin Housing Clinic

Business Address: 126 Hyde St. San Francisco, CA Zip: 94102

Business E-Mail: bryant@thclinic.org Home E-Mail: [Redacted]

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

Check All That Apply:

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

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

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

I am a Filipino immigrant and a proud member of the LGBTQ+ community. I lived in Hawaii for 6 years prior to moving to San Francisco in 2017. My knowledge of the native languages Tagalog and Ilocano, along with my education and experiences from the diverse Asia-Pacific cultures, will help me represent the 40,000+ Filipinos in San Francisco. I am 25 years old young adult and received training in youth organizing, qualifications that will help me stand and serve as a role model for the younger generation.

Business and/or professional experience:

I work as a Community Organizer in the Tenderloin, South of Market, and part of Mission--neighborhoods where the concentration of immigrants in San Francisco reside. My work includes keeping people housed through various city and nonprofit programs and ensuring safe and healthy communities through neighborhood-specific projects. Prior to working in SF, I organized the youth and the underserved community members in Hawaii for two years--most of them 1st and 2nd generation immigrants--to fight for labor justice, education, housing rights, and LGBTQ+ rights.

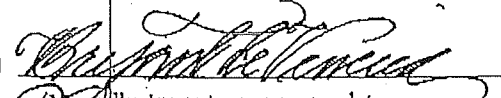
Civic Activities:

I am involved with different nonprofits and partnerships in the city to ensure the quality of life improvements for San Francisco residents. I serve as one of the drivers for better parks and open spaces in the Tenderloin neighborhood, securing healthy and safe spaces for families (mostly immigrant and people of color) for play, relaxation, and overall healthier lifestyle. Additionally, I am a part of the Vision Zero Coalition, which in partnership with the city, works to eliminate pedestrian fatalities in our street corridors.

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.)

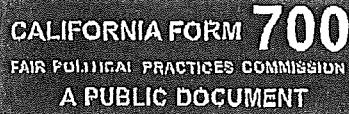
Date: 7/24/2018 Applicant's Signature: (required)


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

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

FOR OFFICE USE ONLY:

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



STATEMENT OF ECONOMIC INTERESTS

Date Initial Filing Received Official Use Only

COVER PAGE

Please type or print in ink.

NAME OF FILER (LAST) (FIRST) (MIDDLE) de Venecia Bryant

1. Office, Agency, or Court

Agency Name (Do not use acronyms)

Office of Civic Engagement and Immigrant Affairs

Committee Member

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 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, 2017, through December 31, 2017.

Leaving Office: Date Left (Check one)

-or-

The period covered is through December 31, 2017.

The period covered is January 1, 2017, through the date of leaving office.

-or-

Assuming Office: Date assumed

The period covered is through the date of leaving office.

Candidate: Date of Election 8/1/2018 and office sought, if different than Part 1:

4. Schedule Summary (must complete)

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 (Business or Agency Address Recommended - Public Document)

CITY

STATE

ZIP CODE

San Francisco

CA

94109

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 7/24/2018 (month, day, year)

Signature [Handwritten Signature]

File the originally signed 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
Bryant de Venecia

▶ 1. INCOME RECEIVED	▶ 1. INCOME RECEIVED
<p>NAME OF SOURCE OF INCOME Tenderloin Housing Clinic</p> <p>ADDRESS (Business Address Acceptable) 126 Hyde St. San Francisco, CA 94109</p> <p>BUSINESS ACTIVITY, IF ANY, OF SOURCE Non-profit</p> <p>YOUR BUSINESS POSITION Community Organizer</p> <p>GROSS INCOME RECEIVED <input type="checkbox"/> No Income - Business Position Only <input type="checkbox"/> \$500 - \$1,000 <input type="checkbox"/> \$1,001 - \$10,000 <input checked="" type="checkbox"/> \$10,001 - \$100,000 <input type="checkbox"/> OVER \$100,000</p> <p>CONSIDERATION FOR WHICH INCOME WAS RECEIVED <input checked="" type="checkbox"/> Salary <input type="checkbox"/> Spouse's or registered domestic partner's income <small>(For self-employed use Schedule A-2.)</small></p> <p><input type="checkbox"/> Partnership (Less than 10% ownership. For 10% or greater use Schedule A-2.)</p> <p><input type="checkbox"/> Sale of _____ <small>(Real property, car, boat, etc.)</small></p> <p><input type="checkbox"/> Loan repayment</p> <p><input type="checkbox"/> Commission or <input type="checkbox"/> Rental Income, list each source of \$10,000 or more <small>(Describe)</small></p> <p><input type="checkbox"/> Other _____ <small>(Describe)</small></p>	<p>NAME OF SOURCE OF INCOME N/A</p> <p>ADDRESS (Business Address Acceptable)</p> <p>BUSINESS ACTIVITY, IF ANY, OF SOURCE</p> <p>YOUR BUSINESS POSITION</p> <p>GROSS INCOME RECEIVED <input type="checkbox"/> No Income - Business Position Only <input type="checkbox"/> \$500 - \$1,000 <input type="checkbox"/> \$1,001 - \$10,000 <input type="checkbox"/> \$10,001 - \$100,000 <input type="checkbox"/> OVER \$100,000</p> <p>CONSIDERATION FOR WHICH INCOME WAS RECEIVED <input type="checkbox"/> Salary <input type="checkbox"/> Spouse's or registered domestic partner's income <small>(For self-employed use Schedule A-2.)</small></p> <p><input type="checkbox"/> Partnership (Less than 10% ownership. For 10% or greater use Schedule A-2.)</p> <p><input type="checkbox"/> Sale of _____ <small>(Real property, car, boat, etc.)</small></p> <p><input type="checkbox"/> Loan repayment</p> <p><input type="checkbox"/> Commission or <input type="checkbox"/> Rental Income, list each source of \$10,000 or more <small>(Describe)</small></p> <p><input type="checkbox"/> Other _____ <small>(Describe)</small></p>

▶ 2. LOANS RECEIVED OR OUTSTANDING DURING THE REPORTING PERIOD

* You are not required to report loans from commercial lending institutions, 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:

<p>NAME OF LENDER* N/A</p> <p>ADDRESS (Business Address Acceptable)</p> <p>BUSINESS ACTIVITY, IF ANY, OF LENDER</p> <p>HIGHEST BALANCE DURING REPORTING PERIOD <input type="checkbox"/> \$500 - \$1,000 <input type="checkbox"/> \$1,001 - \$10,000 <input type="checkbox"/> \$10,001 - \$100,000 <input type="checkbox"/> OVER \$100,000</p> <p>Comments: _____</p>	<p>INTEREST RATE _____% <input type="checkbox"/> None</p> <p>TERM (Months/Years) _____</p> <p>SECURITY FOR LOAN <input type="checkbox"/> None <input type="checkbox"/> Personal residence <input type="checkbox"/> Real Property _____ <small>Street address</small> <small>City</small></p> <p><input type="checkbox"/> Guarantor _____</p> <p><input type="checkbox"/> Other _____ <small>(Describe)</small></p>
---	---



Bryant de Venecia

[Redacted address lines]

July 24, 2018

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

Dear Ms. Calvillo,

Greetings! My name is Bryant de Venecia, a resident of District 3. I am writing you this letter to express my interest in applying for the vacant seat in the Board of Supervisors Immigrant Rights Commission.

Attached with this letter are the completed application form and Statement of Economic Interest. Thank you for your assistance.

Sincerely,

Bryant de Venecia

RECEIVED
BOARD OF SUPERVISORS
SAN FRANCISCO
2018 JUL 25 AM 8:28



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

[Redacted] Ave., 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 [X] No [] If No, where registered: _____

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

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

I 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 twenty years, my passion has been to organize Iranian Americans as a community of immigrants and encourage its members to become active participants of a Civil Society.
As a professor at San Francisco State University, I educate many more 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, and gender points of view.
As a woman immigrant from a Middle Eastern 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, Shahd University of Technology, Tehran, Iran, Highest Honor.
Business and/or professional experience:
Associate Professor & 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, 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.

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: 05/17/18 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

COVER PAGE

Please type or print in ink.

NAME OF FILER (LAST)	(FIRST)	(MIDDLE)
Essani	Elahe	

1. Office, Agency, or Court

Agency Name *(Do not use acronyms)*
 Immigrant Rights Commission Commissioner
 Division, Board, Department, District, if applicable Your Position:

► 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)*

<input type="checkbox"/> State	<input type="checkbox"/> Judge or Court Commissioner (Statewide Jurisdiction)
<input type="checkbox"/> Multi-County _____	<input checked="" type="checkbox"/> County of <u>San Francisco</u>
<input checked="" type="checkbox"/> City of <u>San Francisco</u>	<input type="checkbox"/> Other _____

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

<input checked="" type="checkbox"/> Annual: The period covered is January 1, 2017, through December 31, 2017.	<input type="checkbox"/> Leaving Office: Date Left _____ <i>(Check one)</i>
-or-	<input type="checkbox"/> The period covered is January 1, 2017, through the date of leaving office.
<input type="checkbox"/> Assuming Office: Date assumed _____	-or-
<input type="checkbox"/> Candidate: Date of Election _____ and office sought, if different than Part 1: _____	<input type="checkbox"/> The period covered is _____ through the date of leaving office.

4. Schedule Summary (must complete) ► Total number of pages including this cover page: 2

Schedules attached

<input type="checkbox"/> Schedule A-1 - Investments - schedule attached	<input type="checkbox"/> Schedule C - Income, Loans, & Business Positions - schedule attached
<input checked="" type="checkbox"/> Schedule A-2 - Investments - schedule attached	<input type="checkbox"/> Schedule D - Income - Gifts - schedule attached
<input type="checkbox"/> Schedule B - Real Property - schedule attached	<input type="checkbox"/> Schedule E - Income - Gifts - Travel Payments - schedule attached
-or-	
<input type="checkbox"/> None - No reportable interests on any schedule	

5. Verification

MAILING ADDRESS <i>(Business or Agency Address Recommended - Public Document)</i>	STREET	CITY	STATE	ZIP CODE
		San Francisco	CA	94103
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 03/01/2018
(month, day, year)

Signature _____
(File the originally signed statement with your filing official.)

SCHEDULE A-2
Investments, Income, and Assets
of Business Entities/Trusts
(Ownership Interest is 10% or Greater)

CALIFORNIA FORM 700
FAIR POLITICAL PRACTICES COMMISSION
Name _____

1. BUSINESS ENTITY OR TRUST
Applied Technology & Science, A-T-S
Name
5 Third Street, Suite 1010, San Francisco, CA 94103
Address (Business Address Acceptable)
Check one
 Trust, go to 2 Business Entity, complete the box, then go to 2.

GENERAL DESCRIPTION OF THIS BUSINESS
Environmental Consulting

FAIR MARKET VALUE: IF APPLICABLE, LIST DATE:
 \$0 - \$1,999 / / 17 / / 17
 \$2,000 - \$10,000 ACQUIRED DISPOSED
 \$10,001 - \$100,000
 \$100,001 - \$1,000,000
 Over \$1,000,000

NATURE OF INVESTMENT
 Partnership Sole Proprietorship S-Corporation
Other _____

YOUR BUSINESS POSITION President

1. BUSINESS ENTITY OR TRUST
Name _____
Address (Business Address Acceptable) _____
Check one
 Trust, go to 2 Business Entity, complete the box, then go to 2.

GENERAL DESCRIPTION OF THIS BUSINESS

FAIR MARKET VALUE: IF APPLICABLE, LIST DATE:
 \$0 - \$1,999 / / 17 / / 17
 \$2,000 - \$10,000 ACQUIRED DISPOSED
 \$10,001 - \$100,000
 \$100,001 - \$1,000,000
 Over \$1,000,000

NATURE OF INVESTMENT
 Partnership Sole Proprietorship Other _____

YOUR BUSINESS POSITION _____

2. IDENTIFY THE GROSS INCOME RECEIVED (INCLUDE YOUR PRO RATA SHARE OF THE GROSS INCOME TO THE ENTITY/TRUST)

\$0 - \$499 \$10,001 - \$100,000
 \$500 - \$1,000 OVER \$100,000
 \$1,001 - \$10,000

3. LIST THE NAME OF EACH REPORTABLE SINGLE SOURCE OF INCOME OF \$10,000 OR MORE (Attach a separate sheet if necessary.)
 None or Names listed below

2. IDENTIFY THE GROSS INCOME RECEIVED (INCLUDE YOUR PRO RATA SHARE OF THE GROSS INCOME TO THE ENTITY/TRUST)

\$0 - \$499 \$10,001 - \$100,000
 \$500 - \$1,000 OVER \$100,000
 \$1,001 - \$10,000

3. LIST THE NAME OF EACH REPORTABLE SINGLE SOURCE OF INCOME OF \$10,000 OR MORE (Attach a separate sheet if necessary.)
 None or Names listed below

4. INVESTMENTS AND INTERESTS IN REAL PROPERTY HELD OR LEASED BY THE BUSINESS ENTITY OR TRUST
Check one box:
 INVESTMENT REAL PROPERTY
N/A

Name of Business Entity, if Investment, or Assessor's Parcel Number or Street Address of Real Property _____

Description of Business Activity or City or Other Precise Location of Real Property _____

FAIR MARKET VALUE: IF APPLICABLE, LIST DATE:
 \$2,000 - \$10,000 / / 17 / / 17
 \$10,001 - \$100,000 ACQUIRED DISPOSED
 \$100,001 - \$1,000,000
 Over \$1,000,000

NATURE OF INTEREST
 Property Ownership/Deed of Trust Stock Partnership
 Leasehold _____ Yrs. remaining Other _____

Check box if additional schedules reporting investments or real property are attached.

4. INVESTMENTS AND INTERESTS IN REAL PROPERTY HELD OR LEASED BY THE BUSINESS ENTITY OR TRUST
Check one box:
 INVESTMENT REAL PROPERTY

Name of Business Entity, if Investment, or Assessor's Parcel Number or Street Address of Real Property _____

Description of Business Activity or City or Other Precise Location of Real Property _____

FAIR MARKET VALUE: IF APPLICABLE, LIST DATE:
 \$2,000 - \$10,000 / / 17 / / 17
 \$10,001 - \$100,000 ACQUIRED DISPOSED
 \$100,001 - \$1,000,000
 Over \$1,000,000

NATURE OF INTEREST
 Property Ownership/Deed of Trust Stock Partnership
 Leasehold _____ Yrs. remaining Other _____

Check box if additional schedules reporting investments or real property are attached.

Comments: _____



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: SF Commission on Immigrants Rights

Seat # or Category (If applicable): 1 through 11 District:

Name: Shreyas Kumar

Home Address: [Redacted] CA Zip: 94002

Home Phone: [Redacted] Occupation: Sr Security Strategist II

Work Phone: 650 766 2581 Employer: Uber Technologies Inc

Business Address: 555 Market St San Francisco Zip: 94104

Business E-Mail: shreyas@uber.com Home E-Mail: [Redacted]

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

Check All That Apply:

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

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

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:

Shreyas Kumar works at Uber San Francisco as a Senior Security Strategist, responsible for payments security. He has founded and co-chairs company's Immigrants Employee Resource Group (ERG). Shreyas has lived in the Bay area for 13 years and has been a community leader, a soccer coach, a mentor for BUJLTBYGIRLS and a Director of his Homeowners Association. He has served as a VP of Operations of IIT Roorkee Alumni Association and has written and directed five Hindi skits for Diwali events in the Bay Area to promote Indian culture. He is also an adjunct Professor of Computer Science at San Jose State University where he has taught a graduate level course on Computer Security. Shreyas has worked in US, India, Singapore and has spoken in technical conferences in US, India, Singapore and Thailand. He fluently speaks English, Hindi, Bengali and Magahi and is learning Spanish. He holds a Bachelor's degree from IIT Roorkee and a Masters degree in Computer Science from Texas A&M University, where he was a Rotary Ambassadorial Scholar, and made many presentations in Texas about the Indian culture. Shreyas holds multiple security certifications including CISSP and has been a participant of SF Economic Crimes Task Force of the US Secret Service. Shreyas Kumar became a US citizen in March 2018 in a ceremony where Celine Kehnelly was the invited speaker and he got inspired to serve the San Francisco Immigrant community.

Business and/or professional experience:

2016-current, Sr Security Strategist II, Uber Technologies Inc, San Francisco, CA
2018-current, Adjunct Professor of Computer Science, SJSU, San Jose CA (part time)
2014-2016: Security and Compliance Strategist, Adobe Systems Inc, San Jose, CA
2006-2014: Senior Member of Technical Staff, Oracle USA Inc, Redwood Shores CA
1999-2003: Software Engineer, Perot Systems Corporation, at India and Singapore

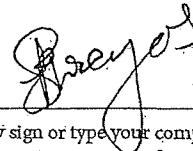
Civic Activities:

As Citizen of India: Led a project to honor three forgotten soldiers via scholarships in their name at my High School, Sainik School Purulia in 2012-13.
As Permanent Resident of USA: Served as Director of Isle Cove HOA, Foster City in 2007-08.
As a US Citizen: Serving as the Co-Chair of Uber's Employee Resource group called Immigrants ERG.

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: 05/01/2018 Applicant's Signature: (required)



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

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

FOR OFFICE USE ONLY:

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

01/20/12

STATEMENT OF ECONOMIC INTERESTS
COVER PAGE

Date Initial Filing Received
 Official Use Only

Please type or print in ink.

NAME OF FILER (LAST) (FIRST) (MIDDLE)
 Kumar Shreyas

1. Office, Agency, or Court

Agency Name (Do not use acronyms)
 San Francisco Office of Civic Engagement and Immigrant Affairs
 Division, Board, Department, District, if applicable. Your Position
 Commission for Immigrant Rights Commissioner

▶ 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 or Court Commissioner (Statewide Jurisdiction)
 Multi-County _____ County of _____
 City of San Francisco Other _____

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

Annual: The period covered is January 1, 2017, through December 31, 2017.
 -or- The period covered is _____ through December 31, 2017.
 Assuming Office: Date assumed 06 / / 2018
 Leaving Office: Date Left ____ / ____ / ____ (Check one)
 The period covered is January 1, 2017, 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 (must complete) ▶ 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)
 _____ San Francisco CA 94103

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 05/01/2018 Signature 
 (month, day, year) (File the originally signed statement with your filing official.)

**SCHEDULE A-1
Investments**

Stocks, Bonds, and Other Interests
(Ownership Interest is Less Than 10%)

Do not attach brokerage or financial statements.

CALIFORNIA FORM 700 FAIR POLITICAL PRACTICES COMMISSION Name Shreyas Kumar
--

▶ NAME OF BUSINESS ENTITY
Adobe Systems Inc

GENERAL DESCRIPTION OF THIS BUSINESS
Software

FAIR MARKET VALUE
 \$2,000 - \$10,000 \$10,001 - \$100,000
 \$100,001 - \$1,000,000 Over \$1,000,000

NATURE OF INVESTMENT
 Stock Other _____
(Describe)
 Partnership Income Received of \$0 - \$499
 Income Received of \$500 or More *(Report on Schedule C)*

IF APPLICABLE, LIST DATE:
09 / / 17 / / 17
 ACQUIRED DISPOSED

▶ NAME OF BUSINESS ENTITY

GENERAL DESCRIPTION OF THIS BUSINESS

FAIR MARKET VALUE
 \$2,000 - \$10,000 \$10,001 - \$100,000
 \$100,001 - \$1,000,000 Over \$1,000,000

NATURE OF INVESTMENT
 Stock Other _____
(Describe)
 Partnership Income Received of \$0 - \$499
 Income Received of \$500 or More *(Report on Schedule C)*

IF APPLICABLE, LIST DATE:
 / / 17 / / 17
 ACQUIRED DISPOSED

▶ NAME OF BUSINESS ENTITY
Uber Technologies Inc

GENERAL DESCRIPTION OF THIS BUSINESS
Technology and Transport

FAIR MARKET VALUE
 \$2,000 - \$10,000 \$10,001 - \$100,000
 \$100,001 - \$1,000,000 Over \$1,000,000

NATURE OF INVESTMENT
 Stock Other _____
(Describe)
 Partnership Income Received of \$0 - \$499
 Income Received of \$500 or More *(Report on Schedule C)*

IF APPLICABLE, LIST DATE:
03 / 15 / 17 / / 17
 ACQUIRED DISPOSED

▶ NAME OF BUSINESS ENTITY

GENERAL DESCRIPTION OF THIS BUSINESS

FAIR MARKET VALUE
 \$2,000 - \$10,000 \$10,001 - \$100,000
 \$100,001 - \$1,000,000 Over \$1,000,000

NATURE OF INVESTMENT
 Stock Other _____
(Describe)
 Partnership Income Received of \$0 - \$499
 Income Received of \$500 or More *(Report on Schedule C)*

IF APPLICABLE, LIST DATE:
 / / 17 / / 17
 ACQUIRED DISPOSED

▶ NAME OF BUSINESS ENTITY

GENERAL DESCRIPTION OF THIS BUSINESS

FAIR MARKET VALUE
 \$2,000 - \$10,000 \$10,001 - \$100,000
 \$100,001 - \$1,000,000 Over \$1,000,000

NATURE OF INVESTMENT
 Stock Other _____
(Describe)
 Partnership Income Received of \$0 - \$499
 Income Received of \$500 or More *(Report on Schedule C)*

IF APPLICABLE, LIST DATE:
 / / 17 / / 17
 ACQUIRED DISPOSED

▶ NAME OF BUSINESS ENTITY

GENERAL DESCRIPTION OF THIS BUSINESS

FAIR MARKET VALUE
 \$2,000 - \$10,000 \$10,001 - \$100,000
 \$100,001 - \$1,000,000 Over \$1,000,000

NATURE OF INVESTMENT
 Stock Other _____
(Describe)
 Partnership Income Received of \$0 - \$499
 Income Received of \$500 or More *(Report on Schedule C)*

IF APPLICABLE, LIST DATE:
 / / 17 / / 17
 ACQUIRED DISPOSED

Comments: Uber is not publicly listed, stocks have zero value.

Shreyas

Young, Victor (BOS)

From: Shreyas Kumar <[redacted]@uber.com>
Sent: Tuesday, April 02, 2019 5:07 PM
To: Ayaka Mitsunari; Young, Victor (BOS)
Cc: Somera, Alisa (BOS)
Subject: Re: Recommendation for Shreyas Kumar for SF Commission on Immigrant Rights

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

+ Victor, as per the process

On Fri, Sep 28, 2018 at 2:14 PM Ayaka Mitsunari <ayaka@uber.com> wrote:
Hi Alisa,

I would like to express my support and enthusiasm for Shreyas Kumar to serve in the role of Commissioner of Immigrants Rights. I have had the pleasure of working with Shreyas at Uber for over two years and he has been a great business partner and mentor as we navigate the world of security and compliance for our company. His accomplishments are endless but here are some of the relevant achievements I have observed that I feel would make him a great candidate:

Leadership: He is the leader in our payments compliance and is well respected amongst his peers. He has driven action in standing up our payments compliance program in a complex payments environment and started this initiative from the grounds up. He also believes in continuous improvement and holds one of the highest driving records as an Uber employee driving for Uber; to share the lessons learned in making our company better.

Collaboration: Shreyas is passionate about collaboration and solving and building solutions together. With the audits that we work together on he brings extensive experience and insight and we work together to mitigate risks for the company. We also work with business partners globally and he adjusts his schedule for his stakeholders timezones. He genuinely cares in supporting others and solves problems as is personally vested in every challenge.

Support for the immigrant community: Shreyas has personally started and lead Uber's Employee Resource Group, Uber Immigrants, which now has close to 1000 members globally. To start an ERG takes tremendous effort and socialization with executive leadership and this is one of the most active communities. Through this group, he has created a safe space for many of our employees who are working for us through a visa, getting their green card or applying for citizenship to share their concerns and insights. He also provides guidance and personal support for colleagues facing challenges through their immigration background.

Shreyas would be great for this role and will make an impact for our community. Happy to provide any additional information and be of reference.

--
Ayaka Mitsunari
ayaka@uber.com
808-382-5471

 | Technology Audit Senior Manager

Young, Victor (BOS)

From: Shreyas Kumar <shreyas.kumar@cityofsanfrancisco.gov>
Sent: Tuesday, April 02, 2019 5:07 PM
To: Young, Victor (BOS)
Subject: Fwd: Recommendation for Shreyas Kumar for SF Commission on Immigrant Rights

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

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

From: Yicheng Qin <yicheng.qin@uber.com>
Date: Sat, Sep 29, 2018 at 6:16 PM
Subject: Recommendation for Shreyas Kumar for SF Commission on Immigrant Rights
To: <alisa.somera@sfgov.org>

Hi Alisa,

This is Yicheng from Uber Technologies Inc. Shreyas and I are both co-chairs of the company's Immigrants Employee Resource Group (ERG), which serves the needs of immigrant employees in the company. I strongly recommend Shreyas Kumar for SF Commission on Immigrant Rights.

Personally I am an immigrant too. I took the master program in Carnegie Mellon University, and got the job opportunity in bay area. Starting from graduation year, I kept applying for H-1B, and failed 3 times until this year, which was a memorable experiences. There are also lots of immigrants in the company who have similar experiences about the process.

Shreyas is the person who founds and leads the immigrants ERG in the company, which consists of ~1000 members. He connects with lots of immigrants inside the company, and brought up the idea to create an ERG for immigrants. He actively invite immigrants into the ERG to help improve immigrant employee's life in the company. As ERG lead, he focuses on the needs and anxieties associated with living and working under a visa and immersion for recent immigrants. He organizes monthly mixer to present useful topics to immigrants and help immigrants unite together. He is also an active member to resolve complex visa situations for members when they ask for help in chat room or email. He is always willing to mentor career guidance for younger immigrants and encourages others to do the same.

Shreyas is definitely a strong fit for SF Commission on Immigrant Rights. If you need more details from me, please email me back at yicheng.qin@uber.com.

Regards,
Yicheng

Young, Victor (BOS)

From: Shreyas Kumar <shreyas.kmr@gmail.com>
Sent: Tuesday, April 02, 2019 5:05 PM
To: Young, Victor (BOS)
Subject: Fwd: Recommendation for Shreyas Kumar for SF Commission on Immigrant Rights

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

FYI

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

From: Afifa Hamad <afifa.hamad@sjsu.edu>
Date: Tue, Oct 9, 2018 at 9:28 AM
Subject: Recommendation for Shreyas Kumar for SF Commission on Immigrant Rights
To: <alisa.somera@sfgov.org>
Cc: Shreyas Kumar <shreyas.kmr@gmail.com>

To whom it may concern,

I am writing this e-mail to recommend Shreyas Kumar for the Commissioner role at the San Francisco Commission on Immigrant Rights. As a program specialist at San Jose State University, I had the pleasure of meeting Shreyas one year ago when he joined the College of Engineering as a part-time instructor. I helped coordinate his interview and on boarding process as well as other logistics related to his course offering and assessment. I still work with him in that capacity since he will continue teaching at San Jose State University in 2019.

Without a doubt, all of my interactions with Shreyas have been extremely positive. In addition to our conversation about his role as a course instructor, he frequently shares stories about his travels around the world, his culture and his everyday experiences. He always demonstrates commitment to quality education and views teaching as a way of giving back to the community and sharing his expertise with young professionals. Shreyas continuously provided individualized and collective support for students' learning and growth and provided valuable learning experiences which were greatly appreciated. The students in Shreyas's course gave overwhelmingly positive feedback about his commitment to their learning and well as his enthusiasm for teaching. Shreyas is respectful, courteous and always willing to help in any way he can.

I am confident that Shreyas will be a great asset for the San Francisco Commission on Immigration Rights and I highly recommend him. Please feel free to contact me if you would like to discuss my recommendation further. My phone number is (408) 924-3196.

Best Regards,

--
Afifa Hamad
Program Specialist
Extended Studies
Charles W. Davidson College of Engineering
San José State University

*One Washington Square,
San Jose, CA 95192-0205
fahamad@sjsu.edu
(408) 924-3196*

Young, Victor (BOS)

From: Shreyas Kumar <r@gmail.com>
Sent: Tuesday, April 02, 2019 5:07 PM
To: Young, Victor (BOS)
Subject: Fwd: Recommendation for Shreyas Kumar for SF Commission on Immigrant Rights

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

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

From: Yicheng Qin <yicheng.qin@uber.com>
Date: Sat, Sep 29, 2018 at 6:16 PM
Subject: Recommendation for Shreyas Kumar for SF Commission on Immigrant Rights
To: <alisa.somera@sfgov.org>

Hi Alisa,

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Personally I am an immigrant too. I took the master program in Carnegie Mellon University, and got the job opportunity in bay area. Starting from graduation year, I kept applying for H-1B, and failed 3 times until this year, which was a memorable experiences. There are also lots of immigrants in the company who have similar experiences about the process.

Shreyas is the person who founds and leads the immigrants ERG in the company, which consists of ~1000 members. He connects with lots of immigrants inside the company, and brought up the idea to create an ERG for immigrants. He actively invite immigrants into the ERG to help improve immigrant employee's life in the company. As ERG lead, he focuses on the needs and anxieties associated with living and working under a visa and immersion for recent immigrants. He organizes monthly mixer to present useful topics to immigrants and help immigrants unite together. He is also an active member to resolve complex visa situations for members when they ask for help in chat room or email. He is always willing to mentor career guidance for younger immigrants and encourages others to do the same.

Shreyas is definitely a strong fit for SF Commission on Immigrant Rights. If you need more details from me, please email me back at yicheng.qin@uber.com.

Regards,
Yicheng



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

Application for Boards, Commissions, Committees, & Task Forces

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

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

Name: Jessy Ruiz Navarro

Home Address: _____ Zip: 94123

Home Phone: _____ Occupation: Lyft Driver

Work Phone: _____ Employer: Self-employee

Business Address: _____ Zip: _____

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

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

Check All That Apply:

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

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

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

My name is Jessie Ruiz and I am a proud transgender Latina. I am a immigrant woman, who came from Mexico. I consider myself an activist, active and always available woman to represent my Trans and LGBTQ Community.

I am part of a community that is at the frontlines every day because of who we are and where we come from. Now more than ever with the new administration ' s constant attempts to demonize and deport immigrants and to erase transgender people from existence spaces like El/La are key to our survival.

Business and/or professional experience:

My experience has been focused on customer service. I am currently part of the lyft Drivers team. I have been a volunteer in the TransLatinas Program (Kitchen, Frontdesk or other areas of the program). I have just completed the Leadership program of El / La Luchadoras 2018 (which means a professional and personal development program, who help development tools for TransLatinas women). Among other topics we talk about: Domestic violence, HIV prevention, Healthy relationships, and Communication Also complete the MEDA Administration program and El/LA - is about administrative professional development program, facilitated by the Mission Economic Development Agency, where they help us learn administrative tools, and soft Skill- They help us develop computer management skills, how to make more professional emails, how we should act in the work setting, excel, word, and Salesforce.

Civic Activities:

As part of the Community I have developed in: I am currently Miss El / La Para TransLatinas 2018 - I am the spokesperson of the Social program, who fight for the TransLatinas Rights in San Francisco. I am a Volunteers at the Mexican Consulate (2 times a month as Outreach person also through El/La). I attend different types of fundraisers for El / La Para TransLatinas, as LGBTQ Center is, I have also been part of events like the Trans Wellness Conference in Philadelphia. Harvey Milk, where El / La received a recognition, and in different vigils in support of our Community.

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.)*

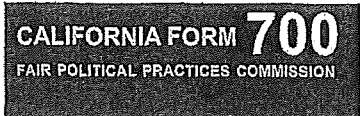
Date: 3/07/2019 Applicant's Signature: (required) Jessy Ruiz Navarro

(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: _____



STATEMENT OF ECONOMIC INTERESTS

Date Initial Filing Received Official Use Only

COVER PAGE

A PUBLIC DOCUMENT

Please type or print in ink.

NAME OF FILER (LAST) (FIRST) (MIDDLE) Ruiz Navarro Jessy

1. Office, Agency, or Court

Agency Name (Do not use acronyms) Division, Board, Department, District, if applicable Your Position

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

State Multi-County City of Judge or Court Commissioner (Statewide Jurisdiction) County of Other

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

Annual: The period covered is January 1, 2018, through December 31, 2018. Leaving Office: Date Left The period covered is January 1, 2018, through the date of leaving office. Assuming Office: Date assumed 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: 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 None - No reportable interests on any schedule

5. Verification

MAILING ADDRESS STREET CITY STATE ZIP CODE DAYTIME TELEPHONE NUMBER EMAIL 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 4/03/2019 (month, day, year)

Signature Jessy Ruiz Navarro (File the originally signed paper statement with your filing official.)

San Francisco
BOARD OF SUPERVISORS

Date Printed: March 17, 2017

Date Established: June 6, 1997

Active

IMMIGRANT RIGHTS COMMISSION

Contact and Address:

Adrienne Pon
Immigrant Rights Commission
50 Van Ness Avenue
San Francisco, CA 94102

Phone: (415) 581-2360

Fax: (415) 581-2351

Email: adrienne.pon@sfgov.org

Authority:

Administrative Code, Section 5.201 (Ordinance No. 211-97)

Board Qualifications:

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.

"R Board Description" (Screen Print)

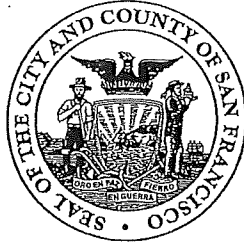
San Francisco
BOARD OF SUPERVISORS

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)).

Sunset Date: None.

"R Board Description" (Screen Print)

BOARD of SUPERVISORS



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

VACANCY NOTICE

IMMIGRANT RIGHTS COMMISSION

Replaces All Previous Notices

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

Seat 1, succeeding Angeles Roy, term expired, 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, for the unexpired portion of a two-year term ending June 6, 2020.

Seat 2, succeeding Haregu Gaime, term expired, 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, for the unexpired portion of a two-year term ending June 6, 2020.

Seat 3, succeeding Ryan Khojasteh, term expired, 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, for the unexpired portion of a two-year term ending June 6, 2020.

Vacant Seat 4, succeeding Andrei Romanenko, resigned, 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, for the unexpired portion of a two-year term ending June 6, 2019.

Seat 5, succeeding Amro Radwan, term expired, 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, for the unexpired portion of a two-year term ending June 6, 2020.

Seat 6, Mario Paz, term expiring June 6, 2019, 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 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, for a two-year term ending June 6, 2021.

Seat 7, Celine Kennelly, term expiring June 6, 2019, 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 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, for a two-year term ending June 6, 2021.

Seat 8, Nima Rahimi, term expiring June 6, 2019, 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 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, for a two-year term ending June 6, 2021.

Seat 9, succeeding Elahe Enssani, term expired, 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 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, for the unexpired portion of a two-year term ending June 6, 2020.

Seat 10, Ruslan Gurvits, term expiring June 6, 2019, 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 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, for a two-year term ending June 6, 2021.

Seat 11, Michelle Wong, term expiring June 6, 2019, 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 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, for a two-year term June 6, 2021.

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)).

Sunset Date: None.

Additional information relating to the Immigrant Rights Commission may be obtained by reviewing Administrative Code, Section 5.201, at <http://www.sfbos.org/sfmunicodes> or by visiting their website <http://www.sfgov.org/immigrant>.

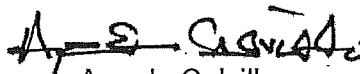
Pursuant to Board of Supervisors Rules of Order 2.19 (Motion No. 05-92) all applicants applying for this Commission must complete and submit, with their application, a copy (**not original**) of Form 700, Statement of Economic Interests. Applications will not be considered if a copy of Form 700 is not received. Form 700, Statement of Economic Interests, may be obtained at <http://www.sfbos.org/form700>.

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

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

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

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


Angela Calvillo
Clerk of the Board

DATED/POSTED: March 19, 2019



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



Emily M. Murase, PhD
 Director

City and County of
 San Francisco

2017 Gender Analysis of Commissions and Boards: Executive Summary

Overview

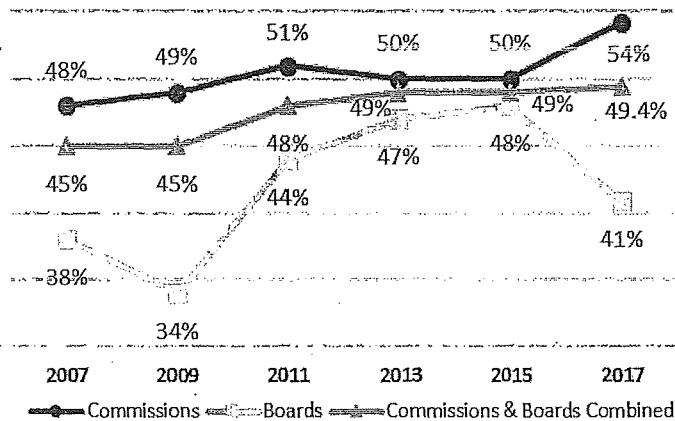
A 2008 City Charter Amendment passed by the voters of San Francisco enacted a city policy that membership of Commissions and Boards reflect the diversity of the population. As part of this measure, the Department on the Status of Women is required to conduct a biennial gender analysis of Commissions and Boards. Data was collected from 57 policy bodies with a total of 540 members primarily appointed by the Mayor and Board of Supervisors.

Gender Analysis Findings

Gender

- Women’s representation on Commissions and Boards in 2017 is 49%, equal to the female population in San Francisco.
- Since 2007 there has been an overall increase of women on Commissions with women comprising 54% of Commissioners in 2017.
- Women’s representation on Boards has declined to 41% this year following a period of steady increases over the past 3 reports.

Figure 1: 10-Year Comparison of Women’s Representation on Commissions and Boards

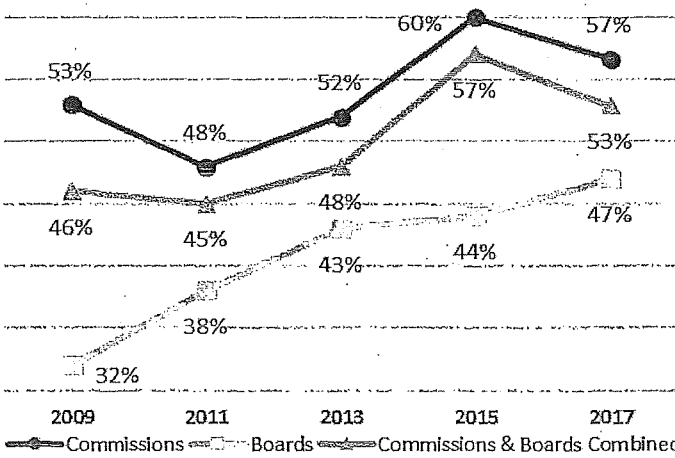


Sources: Department Survey, Mayor's Office, 311.

Race and Ethnicity

- While 60% of San Franciscans are people of color, 53% of appointees are racial and ethnic minorities.
- Minority representation on Commissions decreased from 60% in 2015 to 57% in 2017.
- Despite a steady increase of people of color on Boards since 2009, minority representation on Boards, at 47%, remains below parity with the population.
- Asian, Latinx/Hispanic, and multiracial individuals are underrepresented on Commissions and Boards.
- There is a higher representation of White and Black/African American members on policy bodies than in the San Francisco population.

Figure 2: 8-Year Comparison of Minority Representation on Commissions and Boards



Sources: Department Survey, Mayor's Office, 311.

Race and Ethnicity by Gender

- In San Francisco, 31% of the population are women of color. Although representation of women of color on Commissions reaches parity with the population, only 19% of Board members are women of color.
- Men of color comprise 26% of both Commissioners and Board members compared to 29% of the San Francisco population.
- The representation of White men on policy bodies is 28%, exceeding the 22% of the San Francisco population, while White women are at parity with the population at 19%.
- Underrepresentation of Asian and Latinx/Hispanic individuals is seen among both men and women.
 - One-tenth of Commissioners and Board members are Asian men and 12% are Asian women compared to 16% and 18% of the population, respectively.
 - Latinos are 6% of Commissioners and Board members and Latinas are 4% of Commissioners and Board members compared to 8% and 7% of San Franciscans, respectively.

Additional Demographics

- Among Commissioners and Board members, 17% identify as lesbian, gay, bisexual, or transgender (LGBT).
- Individuals with a disability comprise 11% of appointees on policy bodies, just below the 12% of the adult population with a disability in San Francisco.
- Representation of veterans on Commissions and Boards is 13%, exceeding the 4% of San Franciscans that have served in the military.

Budget

- Women and women of color, in particular, are underrepresented on the policy bodies with the largest budgets while exceeding or nearing parity on policy bodies with the smallest budgets.
- Minority representation on policy bodies with both the largest and smallest budgets is at least 60%, equal to the population.

Table 1: Demographics of Appointees to San Francisco Commissions and Boards, 2017

	Women	Minority	Women of Color	LGBT	Disabilities	Veterans
San Francisco Population	49%	60%	31%	5%-7%	12%	4%
Commissions and Boards Combined	49%	53%	27%	17%	11%	13%
Commissions	54%	57%	31%	18%	10%	15%
Boards	41%	47%	19%	17%	14%	10%
10 Largest Budgeted Bodies	35%	60%	18%			
10 Smallest Budgeted Bodies	58%	66%	30%			

Sources: 2015 American Community Survey 5-Year Estimates, Department Survey, Mayor's Office, 311, FY17-18 Annual Appropriation Ordinance, FY17-18 Mayor's Budget Book.

The full report is available at the San Francisco Department on the Status of Women website, <http://sfgov.org/dosw/>.



Emily M. Murase, PhD
Director

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



City and County of
San Francisco

Gender Analysis of San Francisco Commissions and Boards

December 2017

Acknowledgements

This report is dedicated in memory of the late Mayor Edwin M. Lee, who made an inclusive San Francisco a priority, including through the appointment of numerous women to public policy bodies throughout the City.

The San Francisco Department on the Status of Women would like to thank the various commission secretaries and department staff who graciously assisted in collecting and providing information about their respective commissions and boards. We also want to thank Francis Tsang, Deputy Chief of Staff for the Office of Mayor Edwin M. Lee, as well as the 311 Information Directory Department ("311") for providing much of the data necessary for the completion of this report.

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

This document was presented to and adopted by the San Francisco Commission on the Status of Women in December 2017.

San Francisco Commission on the Status of Women

President Debbie Mesloh

Vice President Breanna Zwart

Commissioner Marjan Philhour

Commissioner Olga Ryerson

Commissioner Carrie Schwab-Pomerantz

Commissioner Andrea Shorter

Commissioner Julie D. Soo

The full report is available at the San Francisco Department on the Status of Women website, <http://sfgov.org/dosw/>.

Table of Contents

Table of Figures and Tables.....	3
Executive Summary.....	4
I. Introduction.....	6
II. Methodology and Limitations	7
III. San Francisco Population Demographics.....	8
IV. Gender Analysis Findings.....	12
A. Gender.....	13
B. Ethnicity.....	16
C. Race/Ethnicity by Gender	22
D. Sexual Orientation.....	24
E. Disability.....	25
F. Veterans.....	26
G. Policy Bodies by Budget Size	27
V. Conclusion	31
Appendix I: 2015 Population Estimates for San Francisco County.....	32
Appendix II: Commissions and Boards Demographics.....	34

Table of Figures and Tables

Figure 1: San Francisco Population by Race/Ethnicity 8

Figure 2: San Francisco Population by Race/Ethnicity and Gender 9

Figure 3: San Francisco Adults with a Disability by Gender 10

Figure 4: Veterans in San Francisco by Gender 11

Figure 5: Summary Data Comparing Representation on Commissions and Boards

Figure 6: 10-Year Comparison of Women’s Representation on Commissions and Boards 13

Figure 7: Commissions and Boards with Most Women 14

Figure 8: Commissions and Boards with Least Women 15

Figure 9: 8-Year Comparison of Minority Representation on Commissions and Boards 16

Figure 10: Race/Ethnicity of Commissioners Compared to San Francisco Population 17

Figure 11: Race/Ethnicity of Board Members Compared to San Francisco Population 18

Figure 12: Commissions with Most Minority Appointees 19

Figure 13: Commissions with Least Minority Appointees 20

Figure 14: Minority Representation on Boards 21

Figure 15: Women and Men of Color on Commissions and Boards 22

Figure 16: Commission and Board Appointees by Race/Ethnicity and Gender 23

Figure 17: LGBT Commission and Board Appointees 24

Figure 18: Commission and Board Appointees with Disabilities 25

Figure 19: Commission and Board Appointees with Military Service 26

Figure 20: Women, Minorities, and Women of Color on Largest and Smallest Budget Bodies 28

Table 1: Demographics of Commissions and Boards with Largest Budgets 29

Table 2: Demographics of Commissions and Boards with Smallest Budgets 30

Executive Summary

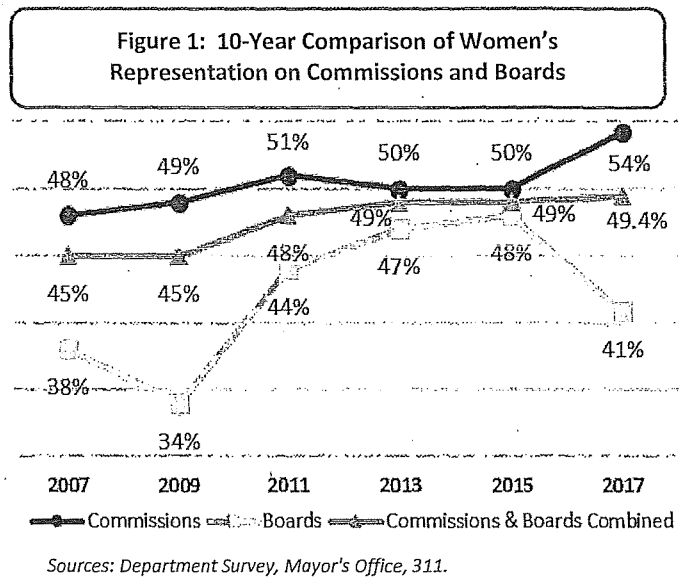
Overview

A 2008 City Charter Amendment passed by the voters of San Francisco enacted a city policy that membership of Commissions and Boards reflect the diversity of the population. As part of this measure, the Department on the Status of Women is required to conduct a biennial gender analysis of Commissions and Boards. Data was collected from 57 policy bodies with a total of 540 members primarily appointed by the Mayor and Board of Supervisors.

Key Findings

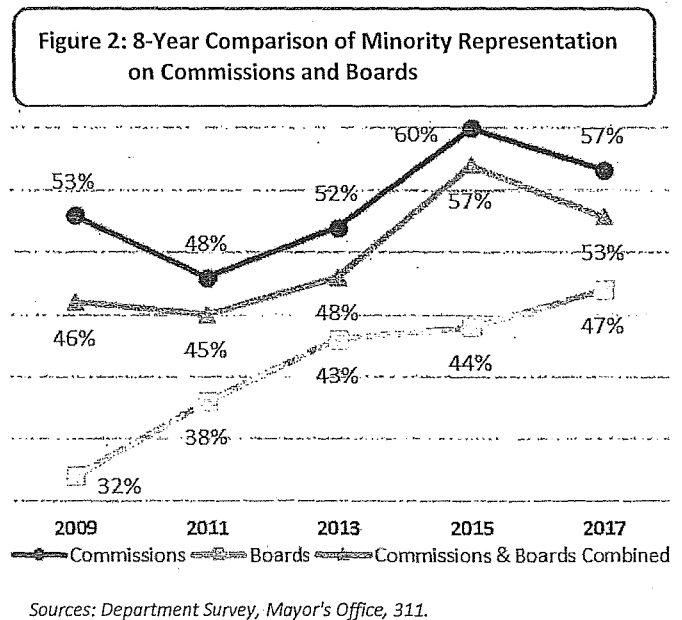
Gender

- Women’s representation on Commissions and Boards in 2017 is 49%, equal to the female population in San Francisco.
- Since 2007, there has been an overall increase of women on Commissions: women compose 54% of Commissioners in 2017.
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Race and Ethnicity

- While 60% of San Franciscans are people of color, 53% of appointees are racial and ethnic minorities.
- Minority representation on Commissions decreased from 60% in 2015 to 57% in 2017.
- Despite a steady increase of people of color on Boards since 2009, minority representation on Boards, at 47%, remains below parity with the population.
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- There is a higher representation of White and Black or African American members on policy bodies than in the San Francisco population.



Race and Ethnicity by Gender

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- The representation of White men on policy bodies is 28%, exceeding the 22% of the San Francisco population, while White women are at parity with the population at 19%.
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Representation on Policy Bodies by Budget

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Sources: 2015 American Community Survey 5-Year Estimates, Department Survey, Mayor's Office, 311, FY17-18 Annual Appropriation Ordinance, FY17-18 Mayor's Budget Book.

I. Introduction

The central question of this report is whether appointments to public policy bodies of the City and County of San Francisco are reflective of the population at large.

In 1998, San Francisco became the first city in the world to pass a local ordinance reflecting the principles of the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), also known as the "Women's Human Rights Treaty."¹ The Ordinance requires City government to take proactive steps to ensure gender equality and specifies "gender analysis" as a preventive tool to identify and address discrimination.² Since 1998, the Department on the Status of Women (Department) has used this tool to analyze operations of 11 City departments.

In 2007, the Department used gender analysis to analyze the number of women appointed to City Commissions, Boards, and Task Forces.³ Based on these findings, a City Charter Amendment was developed by the Board of Supervisors for the June 2008 election. The Amendment, which voters approved overwhelmingly, made it City policy that:

1. Membership of Commissions and Boards reflect the diversity of the San Francisco population;
2. Appointing officials be urged to support the nomination, appointment, and confirmation of these candidates; and
3. The San Francisco Department on the Status of Women is required to conduct a gender analysis of Commissions and Boards to be published every 2 years.⁴

This 2017 gender analysis assesses the representation of women; racial and ethnic minorities; lesbian, gay, bisexual, and transgender (LGBT) individuals; people with disabilities; and veterans on San Francisco Commissions and Boards appointed by the Mayor and the Board of Supervisors.⁵

¹ While 188 of the 193 member states of the United Nations, including all other industrialized countries, have ratified the Women's Human Rights Treaty, the U.S. has not. President Jimmy Carter signed the treaty in 1980, but it has been languishing in the Senate ever since, due to jurisdictional concerns and other issues. For further information, see the United Nations website, available at www.ohchr.org/english/bodies/cedaw/index.htm.

² The gender analysis guidelines are available at the San Francisco Department on the Status of Women website, under Women's Human Rights, at www.sfgov.org/dosw.

³ *The 2007 Gender Analysis of Commissions, Boards, and Task Forces* is available online at the Department website, under Women's Human Rights, at www.sfgov.org/dosw.

⁴ The full text of the charter amendment is available at https://sfpl.org/pdf/main/gic/elections/June3_2008.pdf.

⁵ Appointees in some policy bodies are elected or appointed by other entities.

II. Methodology and Limitations

This report focuses on City and County of San Francisco Commissions and Boards whose jurisdiction is limited to the City, that have a majority of members appointed by the Mayor and Board of Supervisors, and that are permanent policy bodies.⁶ Generally, *Commission* appointments are made by the Mayor and *Board* appointments are made by members of the Board of Supervisors. For some policy bodies, however, the appointments are divided between the Mayor, the Board of Supervisors, and other agencies. *Commissions* tend to be permanent policy bodies that are part of the City Charter and oversee a department or agency. *Boards* are typically policy bodies created legislatively to address specific issues.

The gender analysis in this report reflects data from the Commissions and Boards that provided information to the Department through survey, the Mayor's Office, and the Information Directory Department (311), which collects and disseminates information about City appointments to policy bodies. Based on the list of Commissions and Boards that are reported by 311, data was compiled from 57 policy bodies with a total of 540 appointees. A Commissioner or Board member's gender identity, race/ethnicity, sexual orientation, disability status, and veteran status were among data elements collected on a voluntary basis. In many cases, identities are vastly underreported due to concerns about social stigma and discrimination. Thus, data on lesbian, gay, bisexual, transgender (LGBT) identity, disability, and veteran status of appointees were limited, incomplete, and/or unavailable for many appointees, but 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.

For the purposes of comparison in this report, data from the *U.S. Census 2011-2015 American Community Survey 5-Year Estimates* is used to reflect the current San Francisco population. Charts 1 and 2 in the Appendix show these population estimates by race/ethnicity and gender.

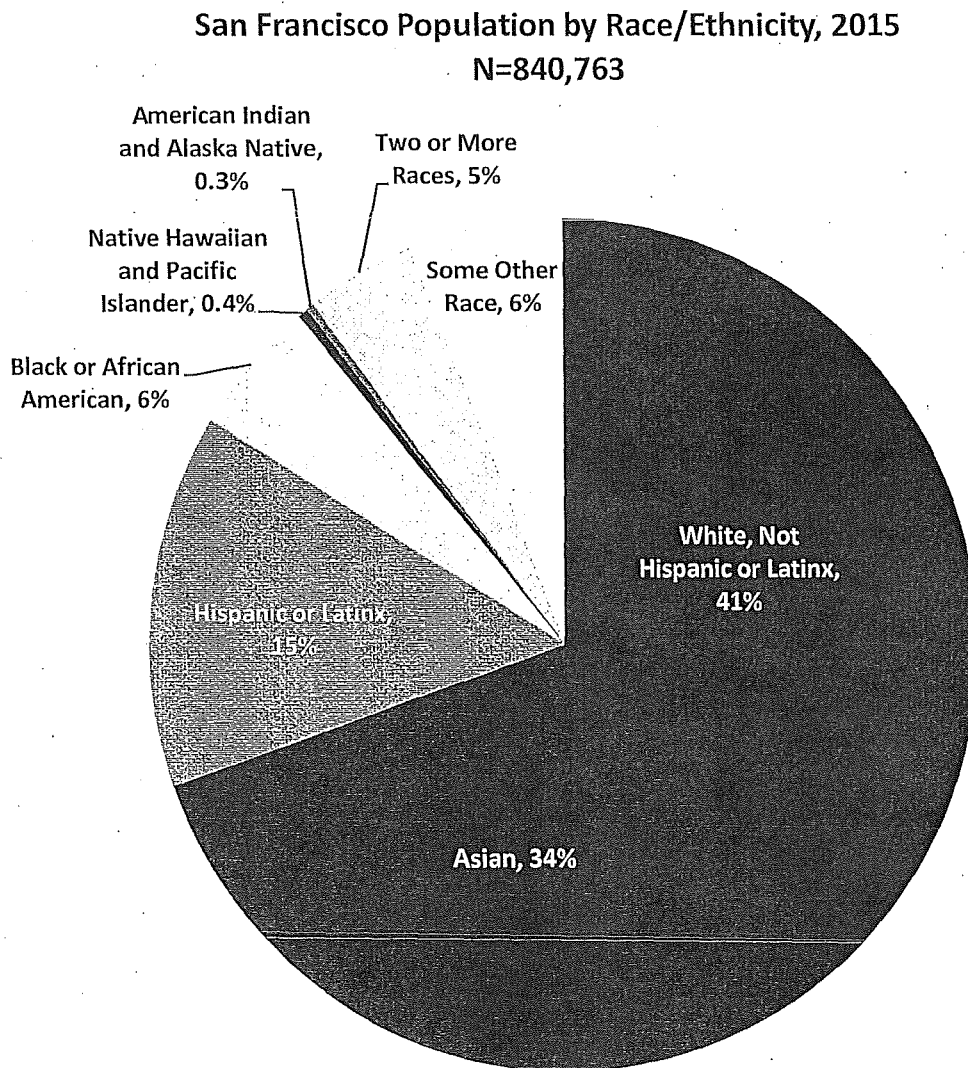
⁶ It is important to note that San Francisco is the only jurisdiction in the State of California that is both a city and a county. Therefore, while in other jurisdictions, the Human Services Commission is typically a county commission that governs services across multiple cities and is composed of members appointed by those cities, the San Francisco case is much simpler. All members of Commissioner and Boards are appointed either by the San Francisco Mayor or the San Francisco County Board of Supervisors which functions as a city council.

III. San Francisco Population Demographics

An estimated 49% of the population in San Francisco are women and approximately 60% of residents identify as a race or ethnicity other than White. Four in ten San Franciscans are White, one-third are Asian, 15% are Hispanic or Latinx, and 6% are Black or African American.

The racial and ethnic breakdown of San Francisco's population is shown in the chart below. Note that the percentages do not add up to 100% since individuals may be counted more than once.

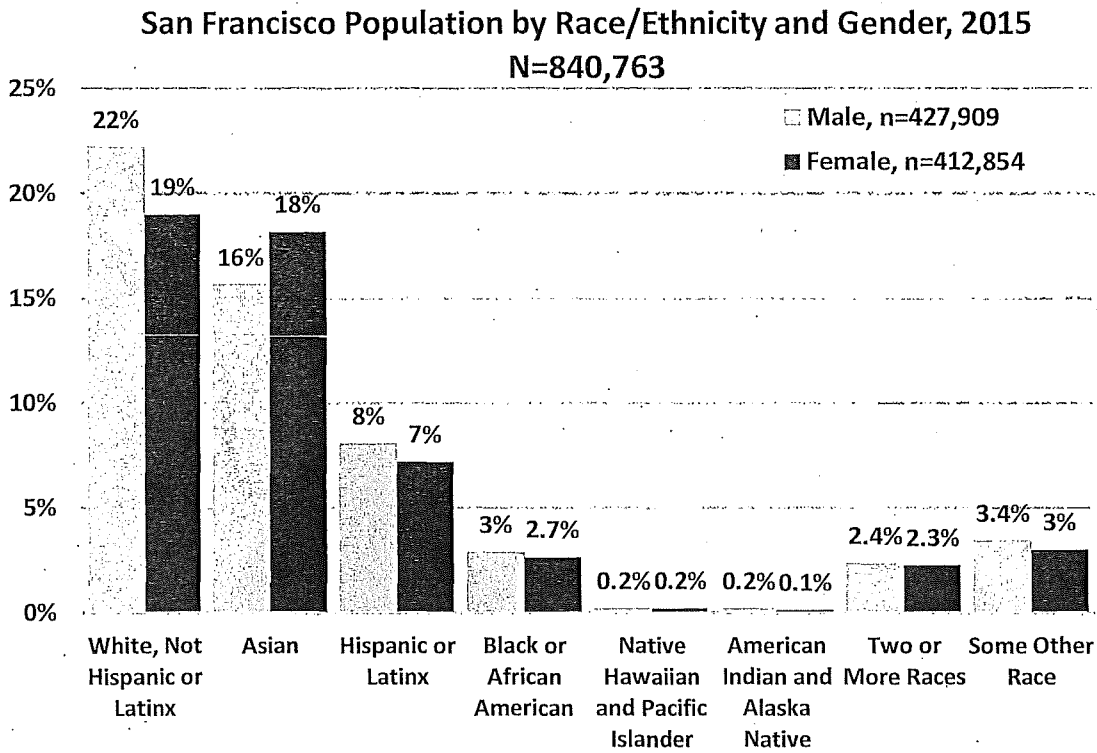
Figure 1: San Francisco Population by Race/Ethnicity



Source: 2011-2015 American Community Survey 5-Year Estimates.

A more nuanced view of San Francisco's population can be seen in the chart below, which shows race and ethnicity by gender. Most racial and ethnic groups have a similar representation of men and women in San Francisco, though there are about 15% more White men than women (22% vs. 19%) and 12% more Asian women than men (18% vs. 16%). Overall, 29% of San Franciscans are men of color and 31% are women of color.

Figure 2: San Francisco Population by Race/Ethnicity and Gender

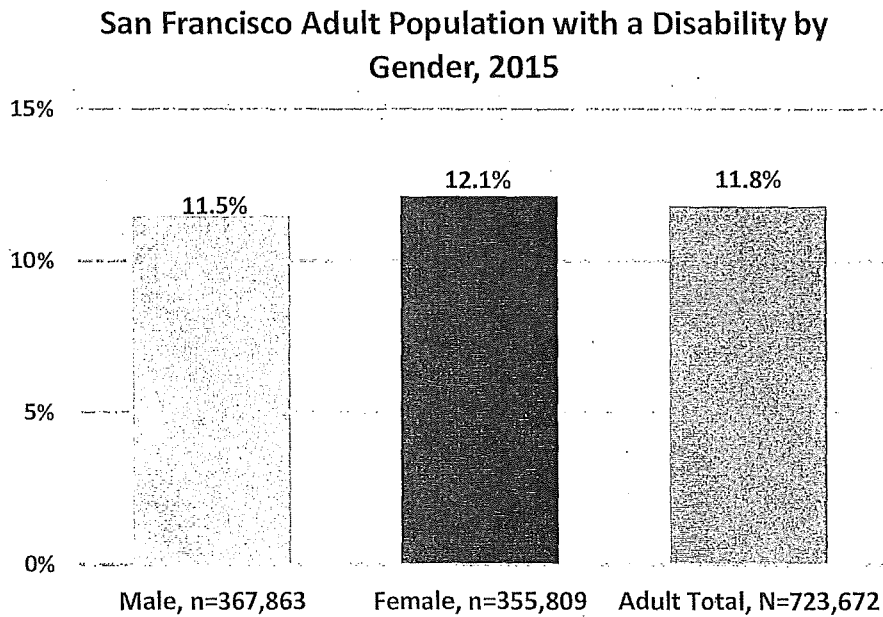


Source: 2011-2015 American Community Survey 5-Year Estimates.

The U.S. Census and *American Community Survey* do not count the number of individuals who identify as lesbian, gay, bisexual, or transgender (LGBT). However, there are several reputable data sources that estimate San Francisco has one of the highest concentrations of LGBT individuals in the nation. A 2015 Gallup poll found that among employed adults in the San Francisco Metropolitan Area, which includes San Francisco, Alameda, Contra Costa, Marin, and San Mateo counties, 6.2% identify as LGBT, the largest percentage of any populous area in the U.S. The 2010 U.S. Census reported 34,000 same-sex couples in the Bay Area, with an estimated 7,600 male same-sex couples and 2,700 female same-sex couples in the City of San Francisco, approximately 7% of all households. In addition, the Williams Institute at the University of California Los Angeles estimates that 4.6% of Californians identify as LGBT, which is similar across gender (4.6% of males vs. 4.5% of females). The Williams Institute also reported that roughly 92,000 adults ages 18-70 in California, or 0.35% of the population, are transgender. These sources suggest between 5-7% of the San Francisco adult population, or approximately 36,000-50,000 San Franciscans, identify as LGBT.

Women are slightly more likely than men to have one or more disabilities. For women 18 years and older, 12.1% have at least one disability, compared to 11.5% of adult men. Overall, about 12% of adults in San Francisco live with a disability.

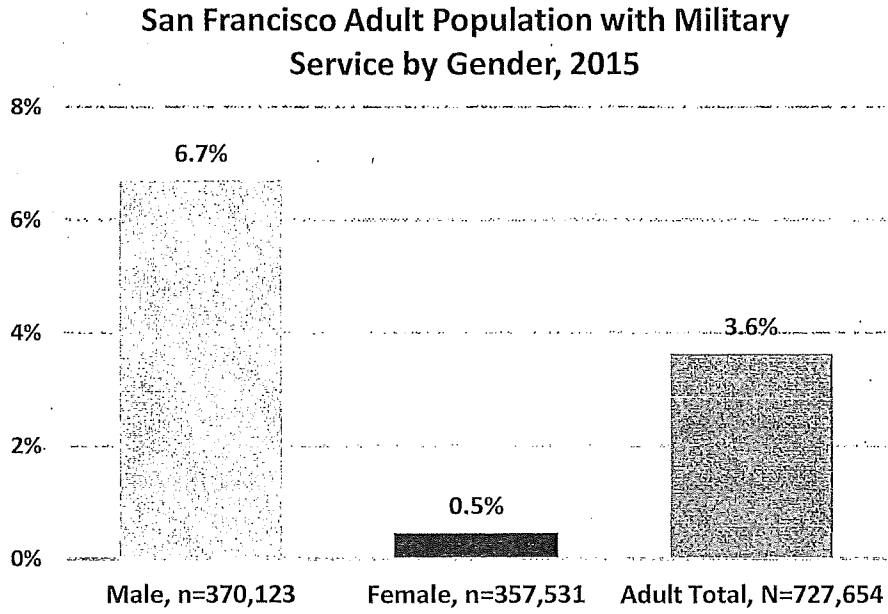
Figure 3: San Francisco Adults with a Disability by Gender



Source: 2011-2015 American Community Survey 5-Year Estimates.

In terms of veterans, according to the U.S. Census, 3.6% of the adult population in San Francisco has served in the military. There is a drastic difference by gender. More than 12 times as many men are veterans, at nearly 7% of adult males, than women, with less than 1%.

Figure 4: Veterans in San Francisco by Gender



Source: 2011-2015 American Community Survey 5-Year Estimates.

IV. Gender Analysis Findings

On the whole, appointees to Commissions and Boards reflect many aspects of the diversity of San Francisco. Among Commissioners and Board members, nearly half are women, more than 50% are people of color, 17% are LGBT, 11% have a disability, and 13% are veterans. However, Board appointees are less diverse than Commission appointees. Below is a summary of key indicators, comparing them between Commissions and Boards. Refer to Appendix II for a complete table of demographics by Commissions and Boards.

Figure 5: Summary Data Comparing Representation on Commissions and Boards, 2017

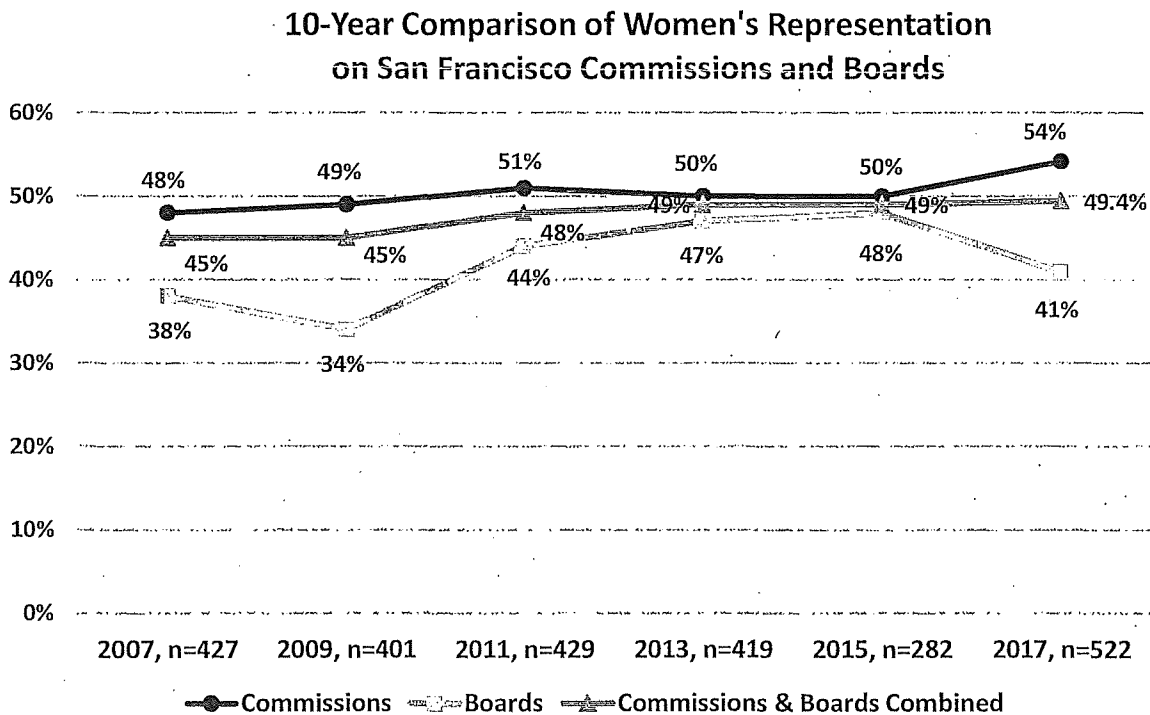
	Commissions	Boards
Number of Policy Bodies Included	40	17
Filled Seats	350/373 (6% vacant)	190/213 (11% vacant)
Female Appointees	54%	41%
Racial/Ethnic Minority	57%	47%
LGBT	17.5%	17%
With Disability	10%	14%
Veterans	15%	10%

The next sections will present detailed data, compared to previous years, along the key variables of gender, ethnicity, race/ethnicity by gender, sexual orientation, disability, veterans, and policy bodies by budget size.

A. Gender

Overall, the percentage of female appointees to City Commissions and Boards is 49%, equal to the female percentage of the San Francisco population. A 10-year comparison of the gender diversity on Commissions and Boards shows that the percentage of female Commissioners has increased over the 10 years since the first gender analysis of Commissions and Boards in 2007. At 54%, the representation of women on Commissions currently exceeds the percentage of women in San Francisco (49%). The percentage of female Board appointees declined 15% from the last gender analysis in 2015. Women make up 41% of Board appointees in 2017, whereas women were 48% of Board members in 2015. A greater number of Boards were included this year than in 2015, which may contribute to the stark difference from the previous report. This dip represents a departure from the previous trend of increasing women's representation on Boards.

Figure 6: 10-Year Comparison of Women's Representation on Commissions and Boards

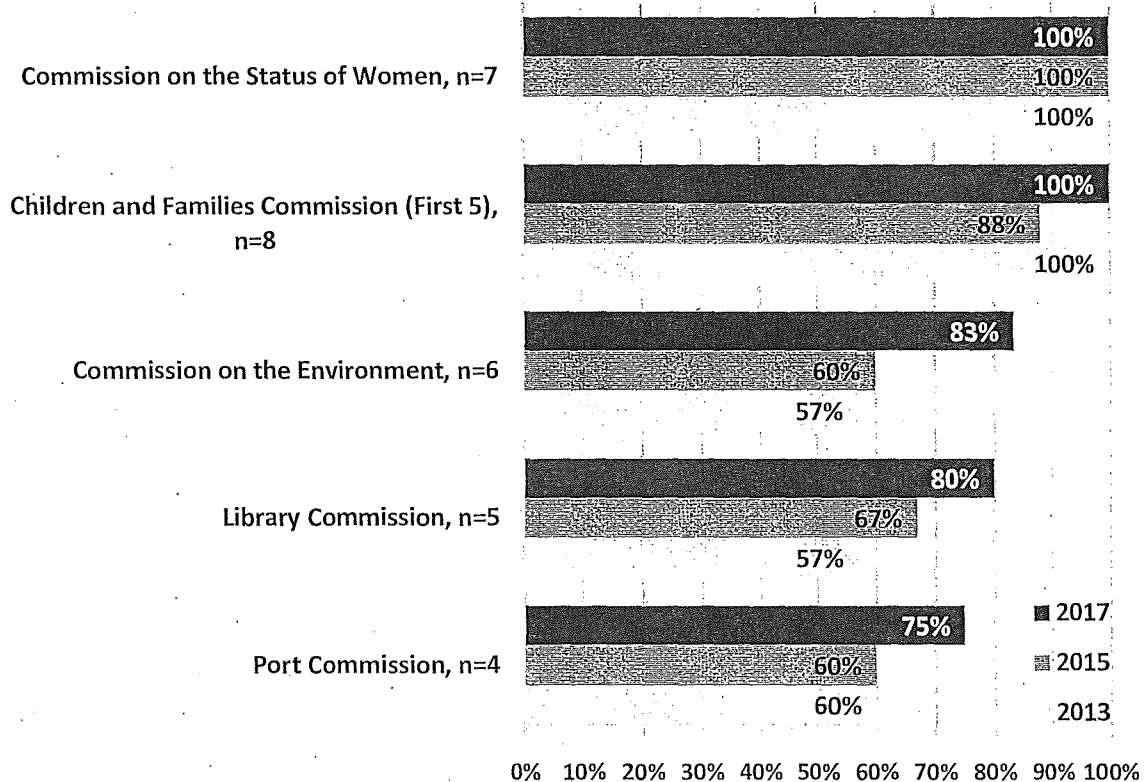


Sources: Department Survey, Mayor's Office, 311.

The next two charts illustrate the Commissions and Boards with the highest and lowest percentage of female appointees in 2017. Data from the two previous gender analyses for these Commissions and Boards is also included for comparison purposes. Of 54 policy bodies with data on gender, roughly one-third (20 Commissions and Boards) have more than 50% representation of women. The greatest women's representation is found on the Commission on the Status of Women and the Children and Families Commission (First 5) at 100%. The Long Term Care Coordinating Council and the Mayor's Disability Council also have some of the highest percentages of women, at 78% and 75%, respectively. However, the latter two policy bodies are not included in the chart due to lack of prior data.

Figure 7: Commissions and Boards with Most Women

**Commissions and Boards with Highest Percentage of Women,
2017 Compared to 2015, 2013**

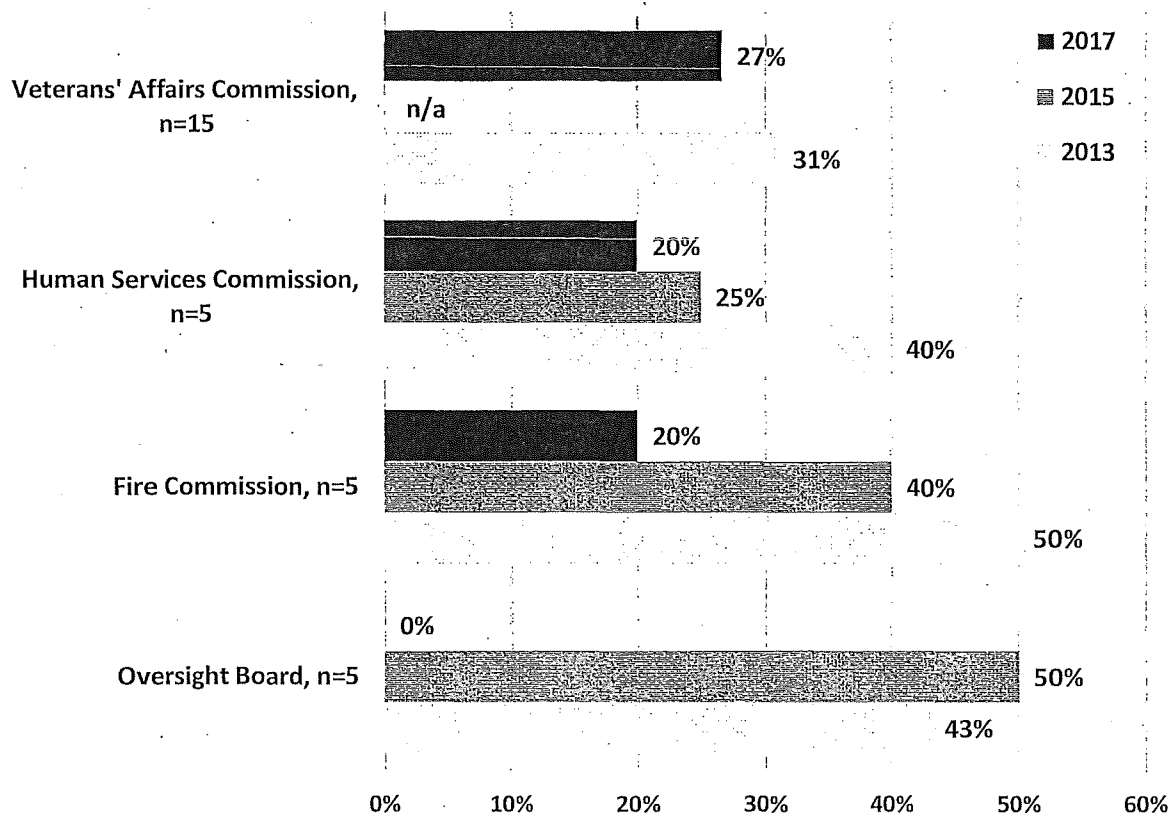


Sources: Department Survey, Mayor's Office, 311.

There are 14 Commissions and Boards that have 30% or less women. The lowest percentage is found on the Oversight Board of the Office of Community Investment & Infrastructure where currently none of the five appointees are women. The Urban Forestry Council and the Workforce Investment Board also have some of the lowest percentages of women members at 20% and 26%, respectively, but are not included in the chart below due to lack of prior data.

Figure 8: Commissions and Boards with Least Women

**Commissions and Boards with Lowest Percentage of Women,
2017 Compared to 2015, 2013**

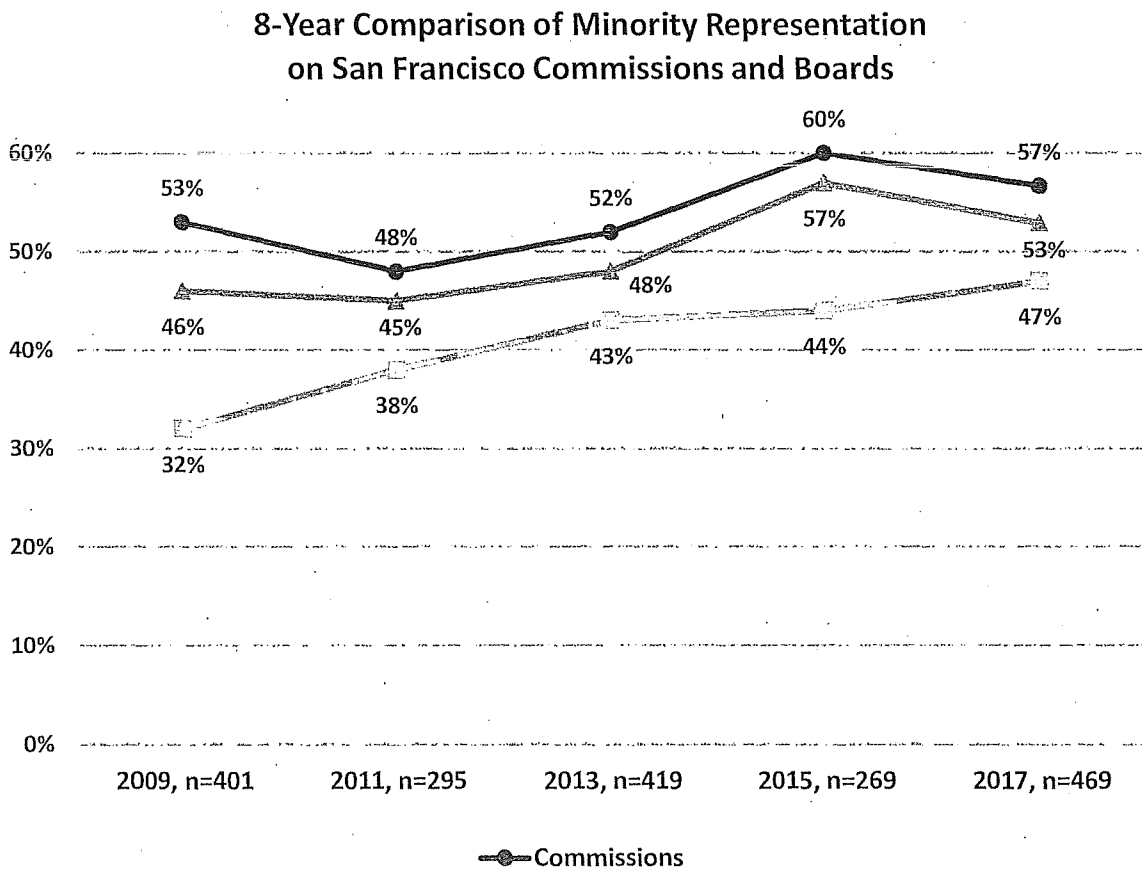


Sources: Department Survey, Mayor's Office, 311.

B. Ethnicity

Data on racial and ethnic background were available for 286 Commissioners and 183 Board members. More than half of these appointees identify as people of color. However, representation of people of color on Commissions and Boards falls short of parity with the approximately 60% minority population in San Francisco. In total, 53% of appointees identify as racial and ethnic minorities. The percentage of minority Commissioners decreased from 2015, while the percentage of minority Board members has been steadily increasing since 2009. Yet, communities of color are represented in greater numbers on Commissions, at 57%, than Boards, at 47%, of appointees. Below is the 8-year comparison of minority representation on Commissions and Boards. Data on race and ethnicity were not collected in 2007.

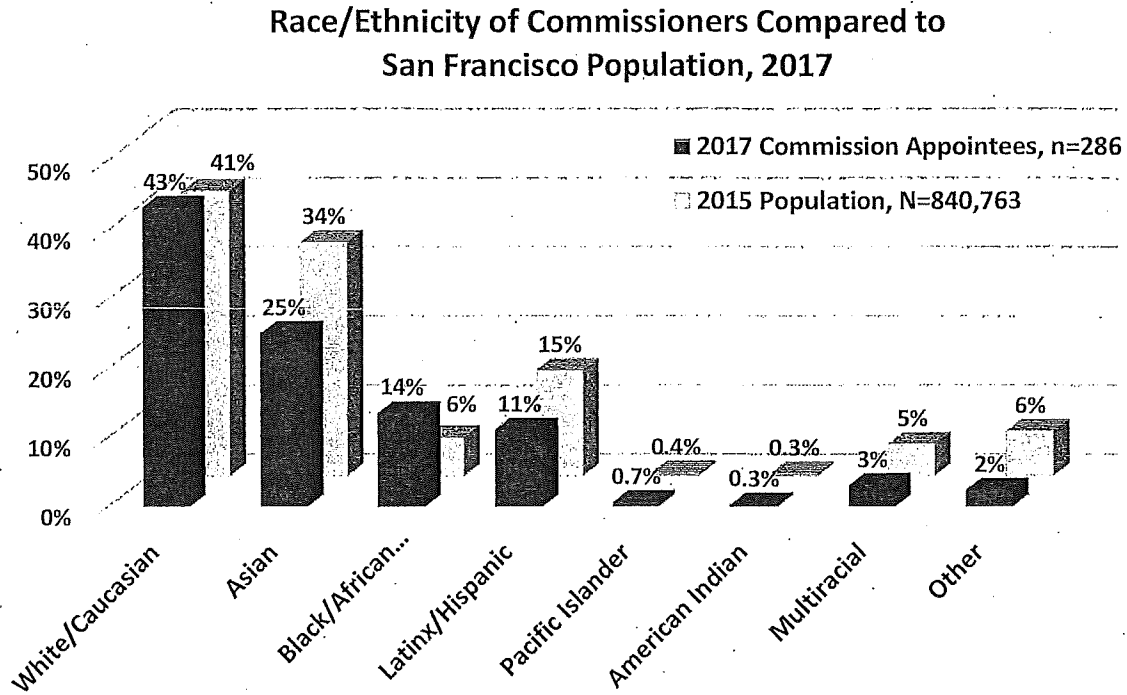
Figure 9: 8-Year Comparison of Minority Representation on Commissions and Boards



Sources: Department Survey, Mayor's Office, 311.

The racial and ethnic breakdown of Commissioners and Board members as compared to the San Francisco population is presented in the next two charts. There is a greater number of White and Black/African American Commissioners in comparison to the general population, in contrast to individuals identifying as Asian, Latinx/Hispanic, multiracial, and other races who are underrepresented on Commissions. One-quarter of Commissioners are Asian compared to more than one-third of the population. Similarly, 11% of Commissioners are Latinx compared to 15% of the population.

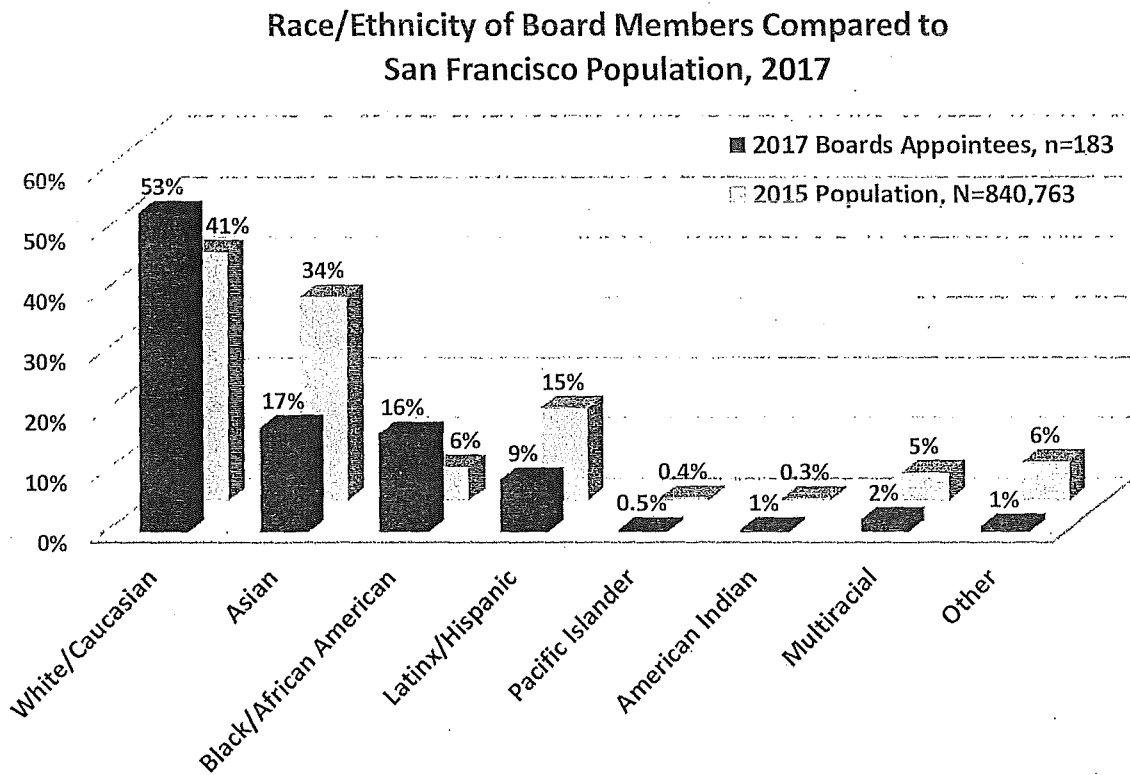
Figure 10: Race/Ethnicity of Commissioners Compared to San Francisco Population



Sources: Department Survey, Mayor's Office, 311.

A similar pattern emerges for Board appointees. In general, racial and ethnic minorities are underrepresented on Boards, except for the Black/African American population with 16% of Board appointees compared to 6% of the population. White appointees far exceed the White population with more than half of appointees identifying as White compared to about 40% of the population. Meanwhile, there are considerably fewer Board members who identify as Asian, Latinx/Hispanic, multiracial, and other races than in the population. Particularly striking is the underrepresentation of Asians, where 17% of Board members identified as Asian compared to 34% of the population. Additionally, 9% of Board appointees are Latinx compared to 15% of the population.

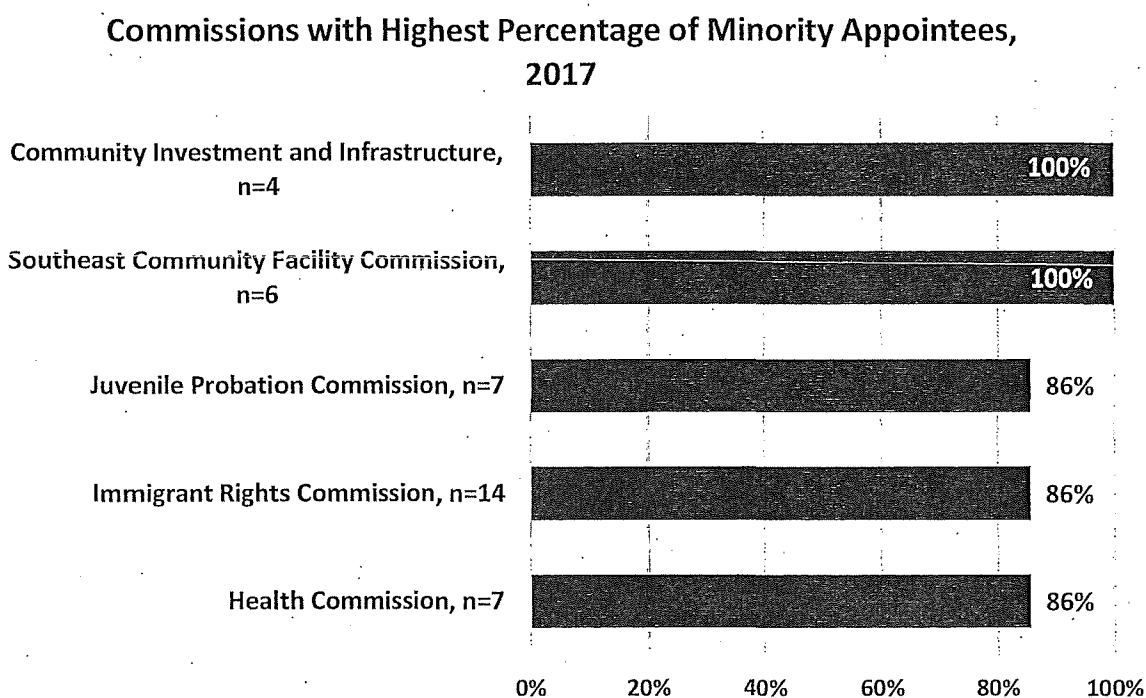
Figure 11: Race/Ethnicity of Board Members Compared to San Francisco Population



Sources: Department Survey, Mayor's Office, 311.

Of the 37 Commissions with information on ethnicity, more than two-thirds (26 Commissions) have at least 50% of appointees identifying as persons of color and more than half (19 Commissions) reach or exceed parity with the nearly 60% minority population. The Commissions with the highest percentage of minority appointees are shown in the chart below. The Commission on Community Investment and Infrastructure and the Southeast Community Facility Commission both are comprised entirely of people of color. Meanwhile, 86% of Commissioners are minorities on the Juvenile Probation Commission, Immigrant Rights Commission, and Health Commission.

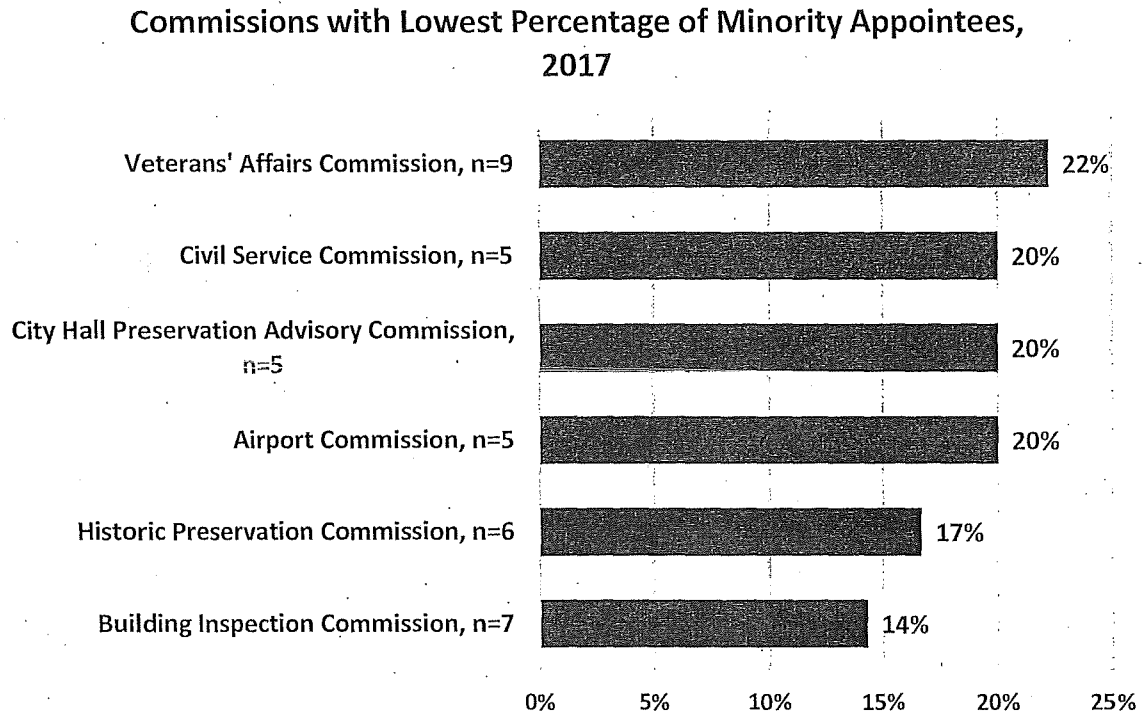
Figure 12: Commissions with Most Minority Appointees



Sources: Department Survey, Mayor's Office, 311.

Seven Commissions have fewer than 30% minority appointees, with the lowest percentage of minority appointees being found on the Building Inspection Commission at 14% and the Historic Preservation Commission at 17%. The Commissions with the lowest percentage of minority appointees are shown in the chart below.

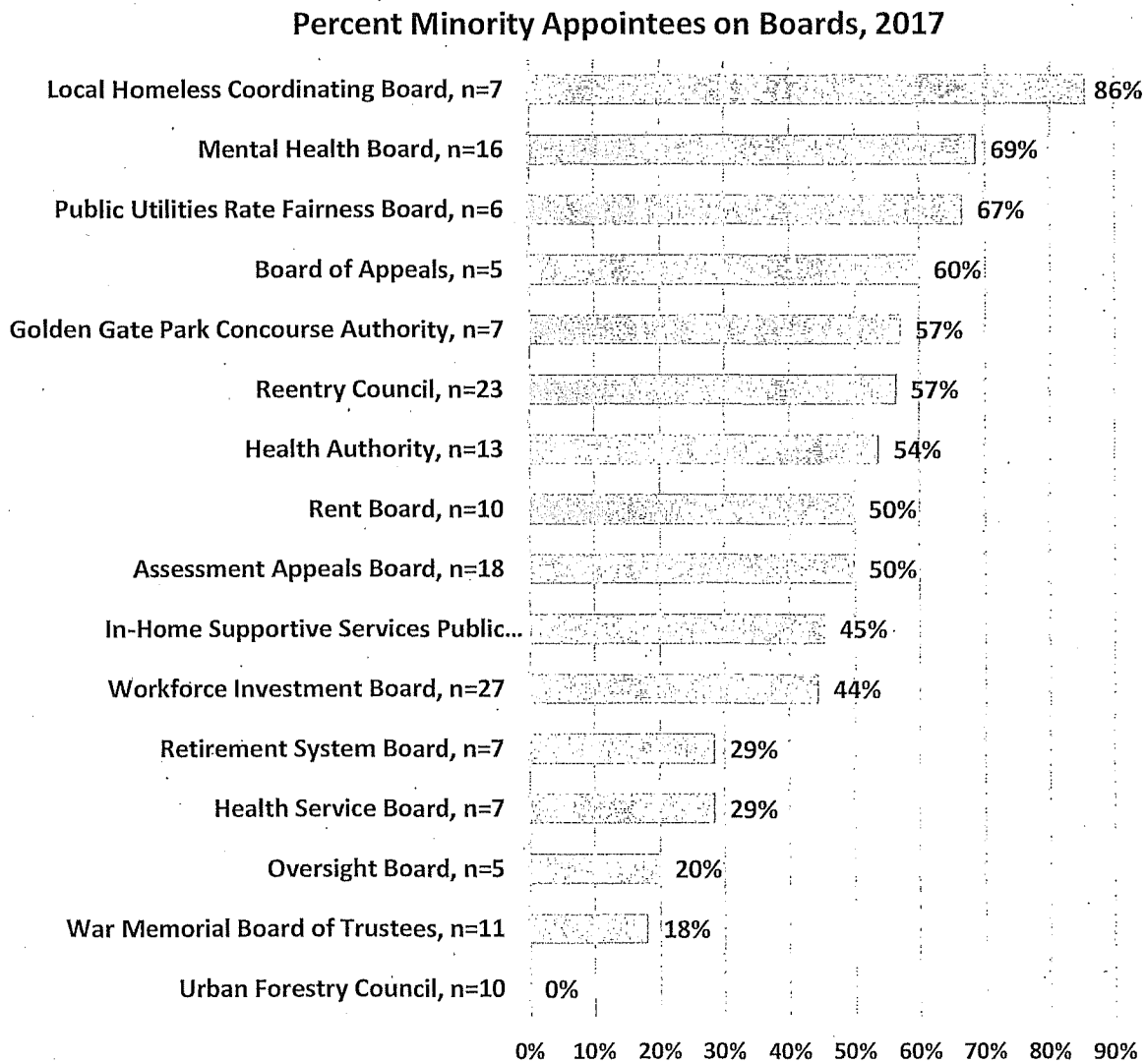
Figure 13: Commissions with Least Minority Appointees



Sources: Department Survey, Mayor's Office, 311.

For the 16 Boards with information on race and ethnicity, nine have at least 50% minority appointees. The Local Homeless Coordinating Board has the greatest percentage of members of color with 86%. The Mental Health Board and the Public Utilities Rate Fairness Board also have a large representation of people of color at 69% and 67%, respectively. Meanwhile, seven Boards have a majority of White members, with the lowest representation of people of color on the Oversight Board at 20% minority members, the War Memorial Board of Trustees at 18% minority members, and the Urban Forestry Council with no members of color.

Figure 14: Minority Representation on Boards

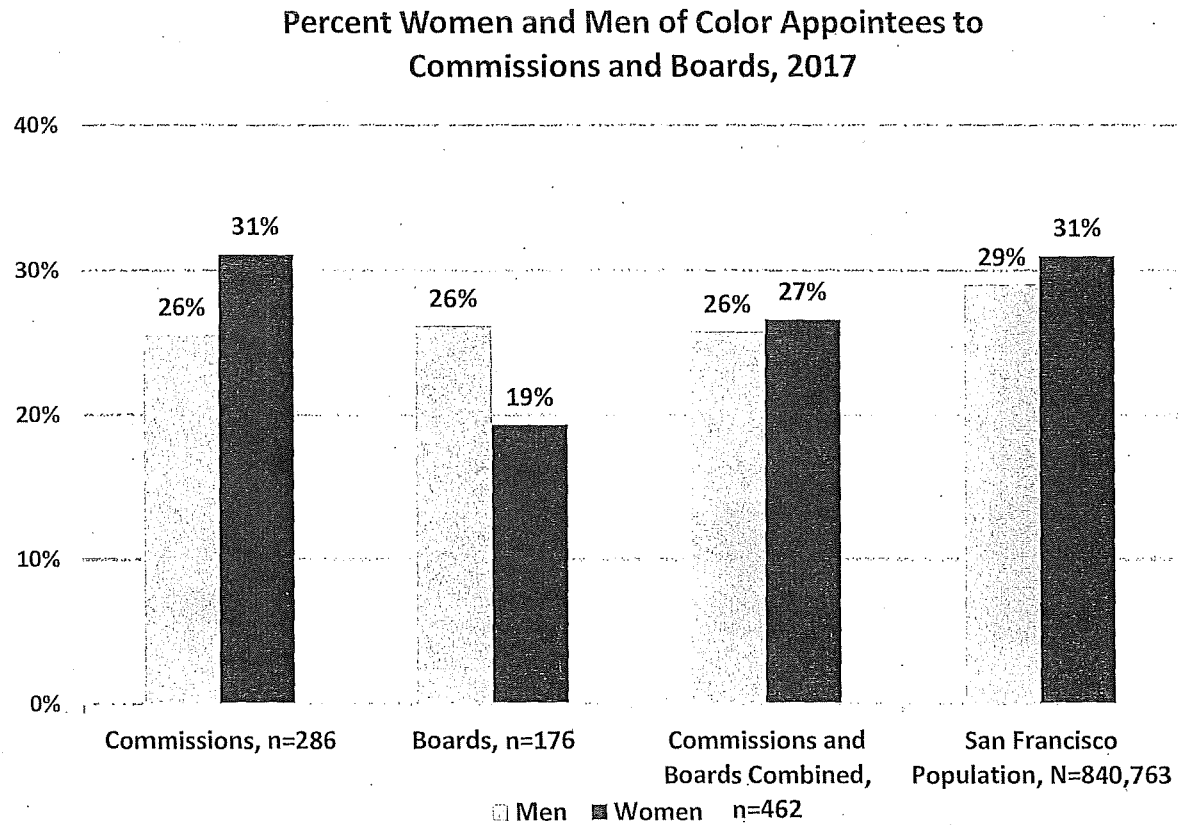


Sources: Department Survey, Mayor's Office, 311.

C. Race/Ethnicity by Gender

Minorities comprise 57% of Commission appointees and 47% of Board appointees. The total percentage of minority appointees on Commissions and Boards in 2017 is 53% compared to about 60% of the population. There are slightly more women of color on Commissions and Boards at 27% than men of color at 26%. Women of color appointees to Commissions reach parity with the population at 31%, while women of color are 19% of Board members, far from parity with the population. Men of color are 26% of appointees to both Commissions and Boards, below the 29% men of color in the San Francisco population.

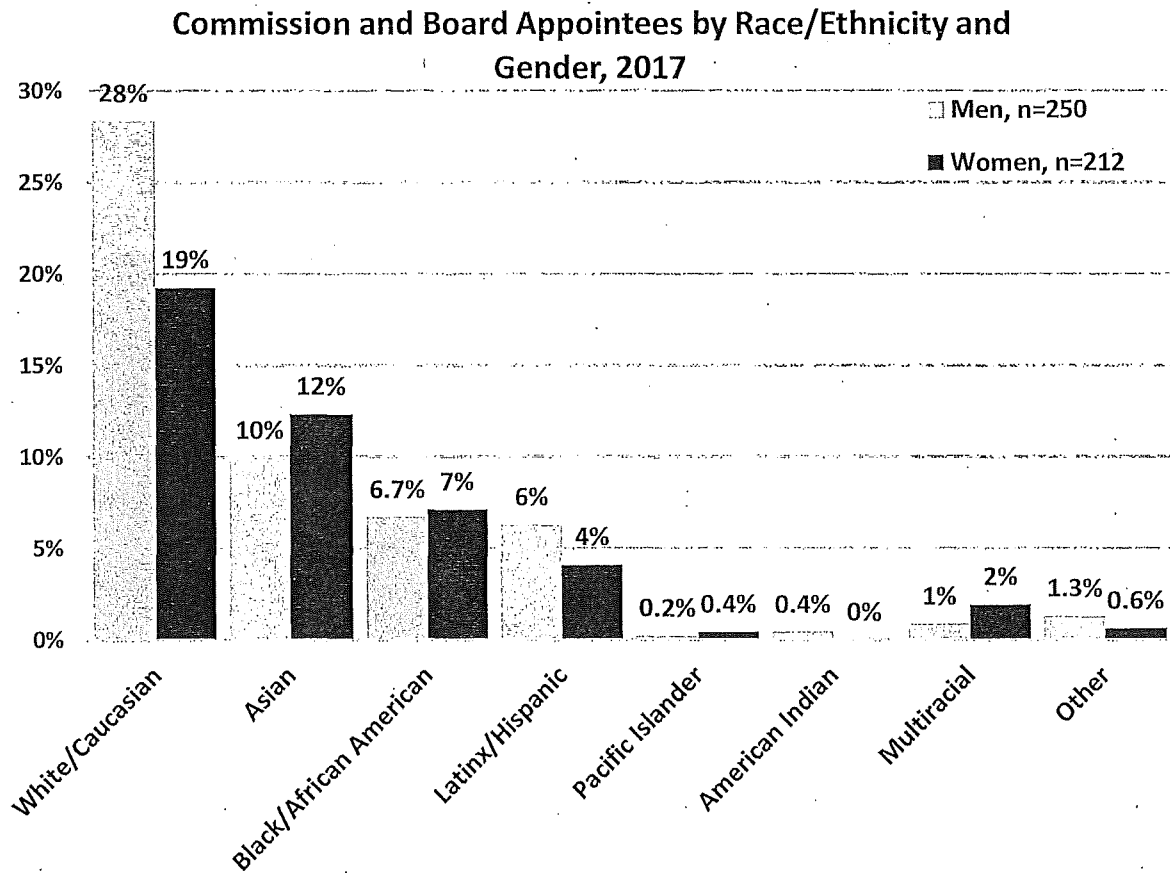
Figure 15: Women and Men of Color on Commissions and Boards



Sources: Department Survey, Mayor's Office, 311, 2011-2015 American Community Survey 5-Year Estimates.

The next chart illustrates appointees' race and ethnicity by gender. The gender distribution in most racial and ethnic groups on policy bodies is similar to the representation of men and women in minority groups in San Francisco except for the White population. White men represent 22% of San Francisco population, yet 28% of Commission and Board appointees are White men. Meanwhile, White women are at parity with the population at 19%. Women and men of color are underrepresented across all racial and ethnic groups, except for Black/African American appointees. Asian women are 12% of appointees, but 18% of the population. Asian men are 10% of appointees compared to 16% of the population. Latina women are 4% of Commissioners and Board members, yet 7% of the population, while 6% of appointees are Latino men compared to 8% of San Franciscans.

Figure 16: Commission and Board Appointees by Race/Ethnicity and Gender

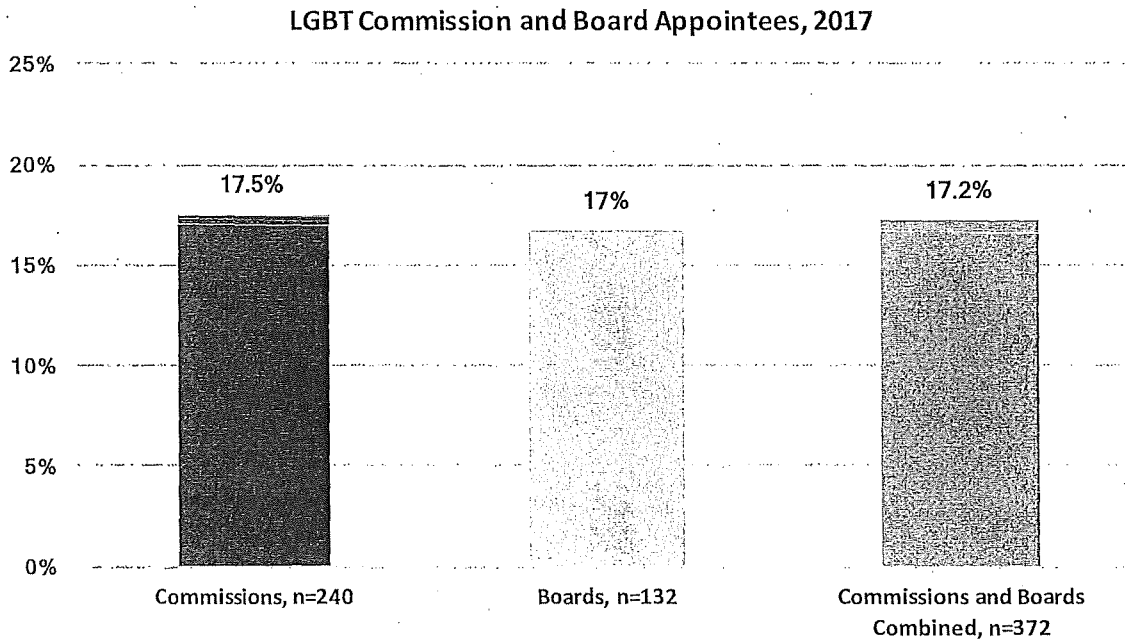


Sources: Department Survey, Mayor's Office, 311.

D. Sexual Orientation

While it is challenging to find accurate counts of the number of lesbian, gay, bisexual, and transgender (LGBT) individuals, a combination of sources, noted in the demographics section, suggests between 4.6% and 7% of the San Francisco population is LGBT. Data on sexual orientation and gender identity was available for 240 Commission appointees and 132 Board appointees. Overall, about 17% of appointees to Commissions and Boards are LGBT. There is a large LGBT representation across both Commissioners and Board members. Three Commissioners identified as transgender.

Figure 17: LGBT Commission and Board Appointees

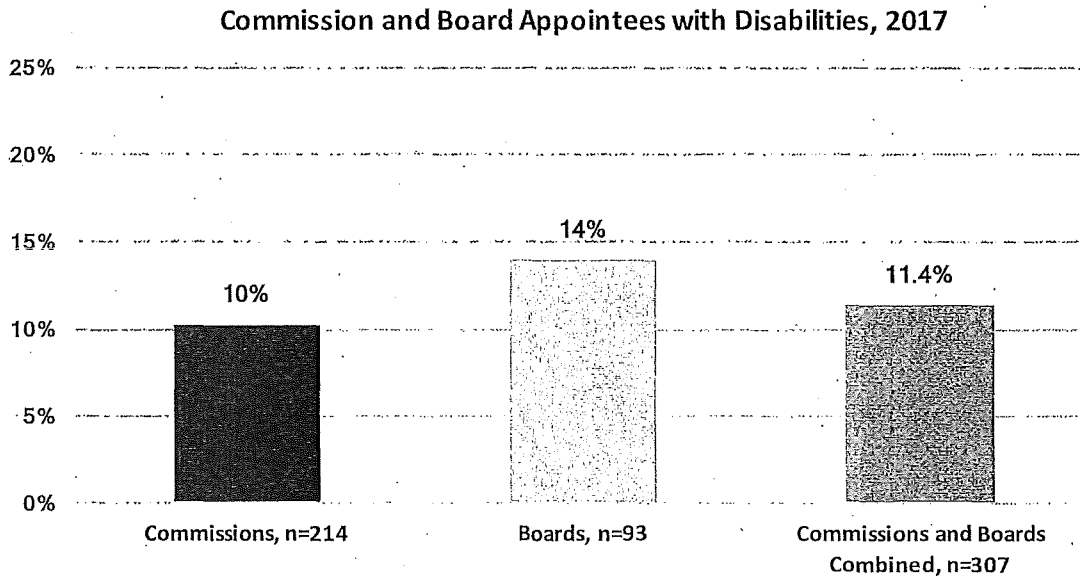


Sources: Department Survey, Mayor's Office, 311.

E. Disability

An estimated 12% of San Franciscans have a disability. Data on disability was available for 214 Commission appointees and 93 Board appointees. The percentage of Commission and Board appointees with a disability is 11.4% and almost reaches parity with the 11.8% of the adult population in San Francisco that has a disability. There is a much greater representation of people with a disability on Boards at 14% than on Commissions at 10%.

Figure 18: Commission and Board Appointees with Disabilities

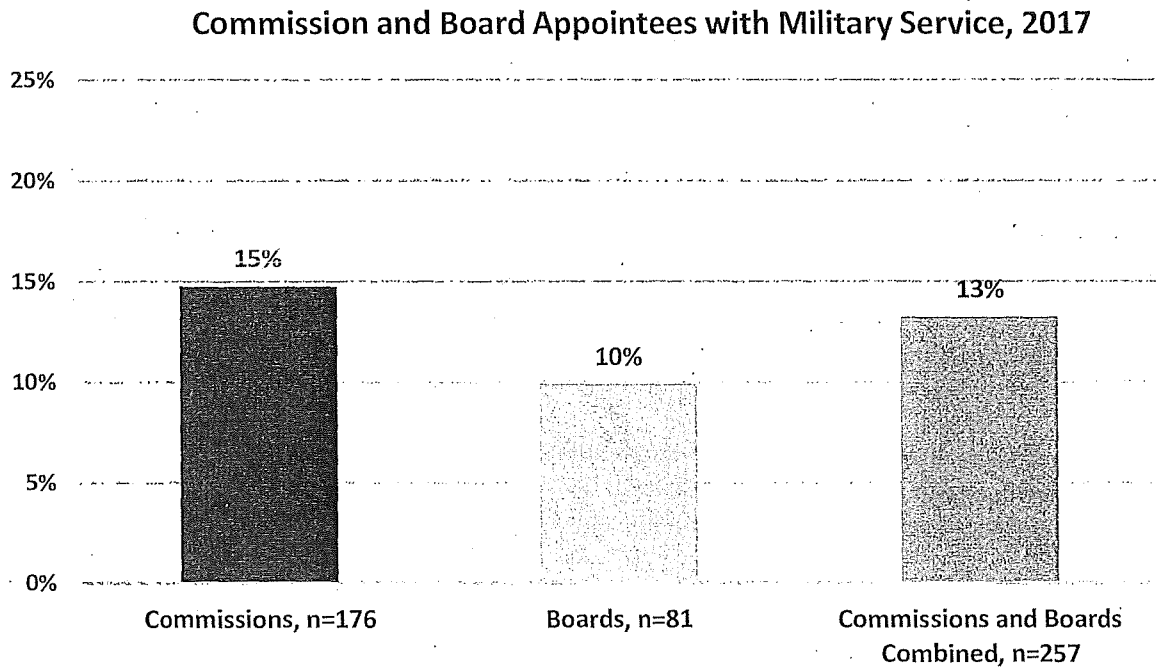


Sources: Department Survey, Mayor's Office, 311.

F. Veterans

Veterans are 3.6% of the adult population in San Francisco. Data on military service was available for 176 Commission appointees and 81 Board appointees. Overall, veterans are well represented on Commissions and Boards with 13% of appointees having served in the military. However, there is a large difference in the representation of veterans on Commissions at 15% compared to Boards at 10%. This is likely due to the 17 members of Veterans Affairs Commission of which all members must be veterans.

Figure 19: Commission and Board Appointees with Military Service



Sources: Department Survey, Mayor's Office, 311.

G. Policy Bodies by Budget Size

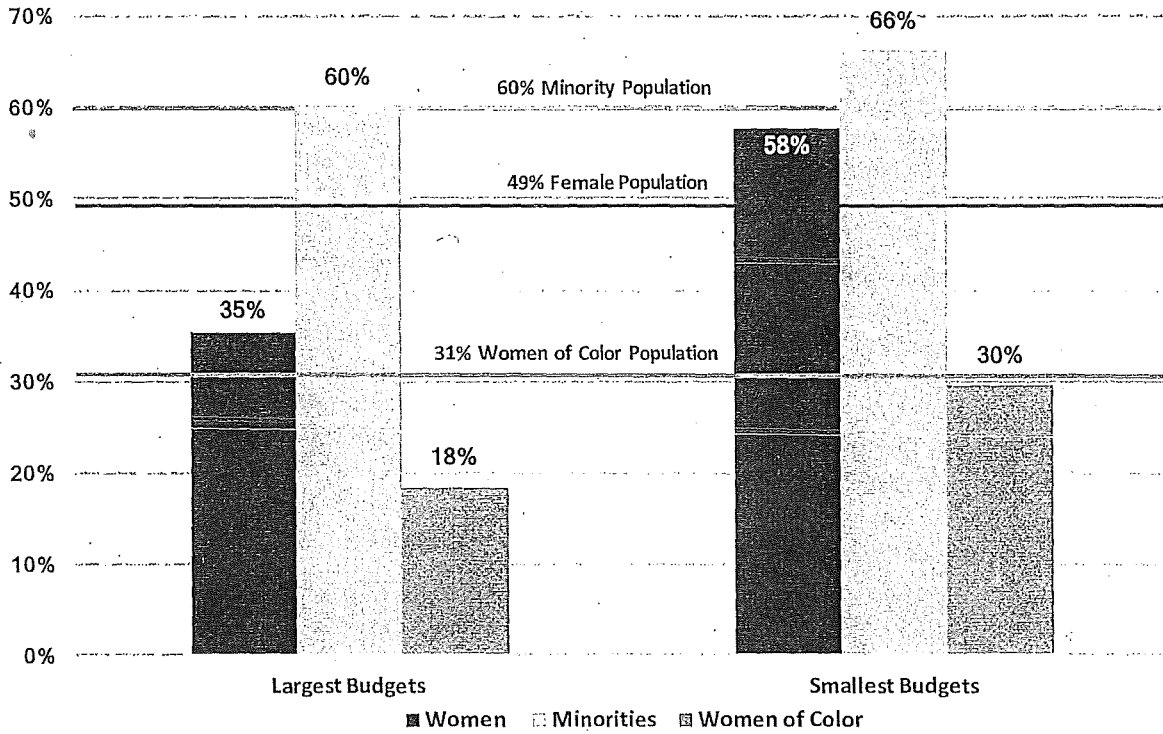
In addition to data on the appointment of women and minorities to Commissions and Boards, this report examines whether the demographic make-up of policy bodies with the largest budget (which is often proportional to the amount of influence in the City) are representative of the community. On the following page, Figure 19 shows the representation of women, people of color, and women of color on the policy bodies with the largest and smallest budgets.

Though the overall representation of female appointees (49%) is equal to the City's population, Commissions and Boards with the highest female representation have fairly low influence as measured by budget size. Although women's representation on the ten policy bodies with the largest budgets increased from 30% in 2015 to 35% this year, it is still far below parity with the population. The percentage of women on the ten bodies with the smallest budgets grew from 45% in 2015 to 58% in 2017.

With respect to minority representation, the bodies with both the largest and smallest budgets exceed parity with the population. On the ten Commissions and Boards with the largest budgets, 60% of appointees identify as a racial or ethnic minority; meanwhile 66% of appointees identify as a racial or ethnic minority on the ten Commissions and Boards with the smallest budgets. Minority representation on the ten largest budgeted policy bodies was slightly greater in 2015 at 62%, while there was a 21% increase of minority representation on the ten smallest budgeted policy bodies from 52% in 2015.

Percentage of women of color on the policy bodies with the smallest budgets is 30% and almost reaches parity with the population in San Francisco. However, women of color are considerably underrepresented on the ten policy bodies with the largest budgets at 18% compared to 31% of the population.

Figure 20: Women, Minorities, and Women of Color on Largest and Smallest Budget Bodies
 Percent Women, Minorities and Women of Color on Commissions and
 Boards with Largest and Smallest Budgets in Fiscal Year 2017-2018



Sources: Department Survey, Mayor's Office, 311, FY17-18 Annual Appropriation Ordinance, FY17-18 Mayor's Budget Book.

The following two tables present the demographics of the Commissions and Boards overseeing some of the City's largest and smallest budgets.

Of the ten Commissions and Boards that oversee the largest budgets, women make up 35% and women of color are 18% of the appointees. The Commission on Community Investment and Infrastructure is the most diverse with people of color in all appointed seats and women comprising half of the members. The Municipal Transportation Agency (MTA) Board of Directors and Parking Authority Commission has the next largest representation of women with 43%. Four of the ten bodies have less than 30% female appointees. Women of color are near parity on the Police Commission at 29% compared to 31% of the population. Meanwhile, the Public Utilities Commission and Human Services Commission have no women of color.

Overall, the representation of minorities on policy bodies with the largest budgets is equal to that of the minority population in San Francisco at 60% and four of the ten largest budgeted bodies have greater minority representation. Following the Commission on Community Investment and Infrastructure with 100% minority appointees, the Health Commission at 86% minority appointees, the Aging and Adult Services Commission at 80% minority appointees, and the Police Commission with 71% minority appointees have the next highest minority representation. In contrast, the Airport Commission has the lowest minority representation at 20%.

Table 1: Demographics of Commissions and Boards with Largest Budgets

Body	FY17-18 Budget	Total Seats	Filled Seats	% Women	% Minority	% Women of Color
Health Commission	\$ 2,198,181,178	7	7	29%	86%	14%
MTA Board of Directors and Parking Authority Commission	\$ 1,183,468,406	7	7	43%	57%	14%
Public Utilities Commission	\$ 1,052,841,388	5	5	40%	40%	0%
Airport Commission	\$ 987,785,877	5	5	40%	20%	20%
Human Services Commission	\$ 913,783,257	5	5	20%	60%	0%
Health Authority (SF Health Plan Governing Board)	\$ 637,000,000	19	15	40%	54%	23%
Police Commission	\$ 588,276,484	7	7	29%	71%	29%
Commission on Community Investment and Infrastructure	\$ 536,796,000	5	4	50%	100%	50%
Fire Commission	\$ 381,557,710	5	5	20%	60%	20%
Aging and Adult Services Commission	\$ 285,000,000	7	5	40%	80%	14%
Total	\$ 8,764,690,300	72	65	35%	60%	18%

Sources: Department Survey, Mayor's Office, 311, FY17-18 Annual Appropriation Ordinance, FY17-18 Mayor's Budget Book.

Commissions and Boards with the smallest budgets exceed parity with the population for women's and minority representation with 58% women and 66% minority appointees and are near parity with 30% women of color appointees compared to 31% of the population. The Long Term Care Coordinating Council has the greatest representation of women at 78%, followed by the Youth Commission at 64%, and the City Hall Preservation Advisory Commission at 60%. Five of the ten smallest budgeted bodies have less than 50% women appointees. The Southeast Community Facility Commission, the Youth Commission, the Housing Authority Commission, and the Public Utilities Rate Fairness Board have more than 30% women of color members.

Of the eight smallest budgeted policy bodies with data on race and ethnicity, more than half have greater representation of racial and ethnic minority and women of color than the population. The Southeast Community Facility Commission has 100% members of color, followed by the Housing Authority Commission at 83%, the Sentencing Commission at 73%, and the Public Utilities Rate Fairness Board at 67% minority appointees. Only the Historic Preservation Commission with 17% minority members, the City Hall Preservation Advisory Commission at 20% minority members, and the Reentry Council with 57% minority members fall below parity with the population.

Table 2: Demographics of Commissions and Boards with Smallest Budgets

Body	FY17-18 Budget	Total Seats	Filled Seats	% Women	% Minority	% Women of Color
Historic Preservation Commission	\$ 45,000	7	6	33%	17%	17%
City Hall Preservation Advisory Commission	\$ -	5	5	60%	20%	20%
Housing Authority Commission	\$ -	7	6	33%	83%	33%
Local Homeless Coordinating Board	\$ -	9	7	43%	n/a	n/a
Long Term Care Coordinating Council	\$ -	40	40	78%	n/a	n/a
Public Utilities Rate Fairness Board	\$ -	7	6	33%	67%	33%
Reentry Council	\$ -	24	23	52%	57%	22%
Sentencing Commission	\$ -	12	12	42%	73%	18%
Southeast Community Facility Commission	\$ -	7	6	50%	100%	50%
Youth Commission	\$ -	17	16	64%	64%	43%
Totals	\$ 45,000	135	127	58%	66%	30%

Sources: Department Survey, Mayor's Office, 311, FY17-18 Annual Appropriation Ordinance, FY17-18 Mayor's Budget Book.

V. Conclusion

Per the 2008 Charter Amendment, the Mayor and Board of Supervisors are encouraged to make appointments to Commissions, Boards, and other policy bodies that reflect the diverse population of San Francisco. While state law prohibits public appointments based solely on gender, race and ethnicity, sexual orientation, or disability status, an awareness of these factors is important when appointing individuals to serve on policy bodies, particularly where they may have been historically underrepresented.

Since the first gender analysis of appointees to San Francisco policy bodies in 2007, there has been a steady increase of female appointees. There has also been a greater representation of women on Commissions as compared to Boards. This continued in 2017 with 54% female Commissioners. However, it is concerning that the percentage of female Board members has dropped from 48% in 2015 to 41% in 2017.

People of color represent 60% of the San Francisco population, yet only represent 53% of appointees to San Francisco Commissions and Boards. There is a greater representation of people of color on Commissions than Boards. However, Commissions have fewer appointees identified as ethnic minorities this year, 57%, than the 60% in 2015, while the representation of people of color on Boards increased from 44% in 2015 to 47% in 2017. There is still a disparity between race and ethnicity on public policy bodies and in the population. Especially Asians and Latinx/Hispanic individuals are underrepresented across Commissions and Boards while there is a higher representation of White and Black/African American appointees than in the general population. Women of color are 31% of the population and comprise 31% of Commissioners compared to 19% of Board members. Meanwhile, men of color are 29% of the population and 26% of Commissioners and Board members.

This year there is more data available on sexual orientation, veteran status, and disability than previous gender analyses. The 2017 gender analysis found that there is a relatively high representation of LGBT individuals on the policy bodies for which there was data at 17%. Veterans are also highly represented at 13%, and the representation of people with a disability in policy bodies almost reaches parity with the population with 11.4% compared to 11.8%.

Finally, the policy bodies with larger budgets have a smaller representation of women at 35% while Commissions and Boards with smallest budgets are 58% female appointees. While minority representation exceeds the population on the policy bodies with both the smallest and largest budgets, women of color are considerably underrepresented on the largest budgeted policy bodies at 18% compared to 31% of the population.

This report is intended to inform appointing authorities, including the Mayor and the Board of Supervisors, as they carefully select their designees on key policy bodies of the City & County of San Francisco. In the spirit of the charter amendment that mandated this report, diversity and inclusion should be the hallmark of these important appointments.

Appendix I. 2015 Population Estimates for San Francisco County

The following 2015 San Francisco population statistics were obtained from the U.S. Census Bureau's *2011-2015 American Community Survey 5-Year Estimates*.

Chart 1: 2015 Total Population by Race/Ethnicity

Race/Ethnicity	Total	
	Estimate	Percent
San Francisco County California	840,763	
White, Not Hispanic or Latino	346,732	41%
Asian	284,426	34%
Hispanic or Latino	128,619	15%
Some Other Race	54,388	6%
Black or African American	46,825	6%
Two or More Races	38,940	5%
Native Hawaiian and Pacific Islander	3,649	0.4%
American Indian and Alaska Native	2,854	0.3%

Chart 2: 2015 Total Population by Race/Ethnicity and Gender

Race/Ethnicity	Total		Male		Female	
	Estimate	Percent	Estimate	Percent	Estimate	Percent
San Francisco County California	840,763	-	427,909	50.9%	412,854	49.1%
White, Not Hispanic or Latino	346,732	41%	186,949	22%	159,783	19%
Asian	284,426	34%	131,641	16%	152,785	18%
Hispanic or Latino	128,619	15%	67,978	8%	60,641	7%
Some Other Race	54,388	6%	28,980	3.4%	25,408	3%
Black or African American	46,825	6%	24,388	3%	22,437	2.7%
Two or More Races	38,940	5%	19,868	2%	19,072	2%
Native Hawaiian and Pacific Islander	3,649	0.4%	1,742	0.2%	1,907	0.2%
American Indian and Alaska Native	2,854	0.3%	1,666	0.2%	1,188	0.1%

Appendix II. Commissions and Boards Demographics

Commission	Total Seats	Filled Seats	FY17-18 Budget	% Women	% Minority	% Women of Color
1 Aging and Adult Services Commission	7	5	\$285,000,000	40%	80%	40%
2 Airport Commission	5	5	\$987,785,877	40%	20%	20%
3 Animal Control and Welfare Commission	10	9	\$-			
4 Arts Commission	15	15	\$17,975,575	60%	53%	27%
5 Asian Art Commission	27	27	\$10,962,397	63%	59%	44%
6 Building Inspection Commission	7	7	\$76,533,699	29%	14%	0%
7 Children and Families Commission (First 5)	9	8	\$31,830,264	100%	63%	63%
8 City Hall Preservation Advisory Commission	5	5	\$-	60%	20%	20%
9 Civil Service Commission	5	5	\$1,250,582	40%	20%	0%
10 Commission on Community Investment and Infrastructure	5	4	\$536,796,000	50%	100%	50%
11 Commission on the Environment	7	6	\$23,081,438	83%	67%	50%
12 Commission on the Status of Women	7	7	\$8,048,712	100%	71%	71%
13 Elections Commission	7	7	\$14,847,232	33%	50%	33%
14 Entertainment Commission	7	7	\$987,102	29%	57%	14%
15 Ethics Commission	5	5	\$4,787,508	33%	67%	33%
16 Film Commission	11	11	\$1,475,000	55%	36%	36%
17 Fire Commission	5	5	\$381,557,710	20%	60%	20%
18 Health Commission	7	7	\$2,198,181,178	29%	86%	14%
19 Historic Preservation Commission	7	6	\$45,000	33%	17%	17%
20 Housing Authority Commission	7	6	\$-	33%	83%	33%
21 Human Rights Commission	11	10	\$4,299,600	60%	60%	50%
22 Human Services Commission	5	5	\$913,783,257	20%	60%	0%
23 Immigrant Rights Commission	15	14	\$5,686,611	64%	86%	50%
24 Juvenile Probation Commission	7	7	\$41,683,918	29%	86%	29%
25 Library Commission	7	5	\$137,850,825	80%	60%	40%
26 Local Agency Formation Commission	7	4	\$193,168			
27 Long Term Care Coordinating Council	40	40	\$-	78%		
28 Mayor's Disability Council	11	8	\$4,136,890	75%	25%	13%
29 MTA Board of Directors and Parking Authority Commission	7	7	\$1,183,468,406	43%	57%	14%
30 Planning Commission	7	7	\$54,501,361	43%	43%	29%
31 Police Commission	7	7	\$588,276,484	29%	71%	29%
32 Port Commission	5	4	\$133,202,027	75%	75%	50%
33 Public Utilities Commission	5	5	\$1,052,841,388	40%	40%	0%

Commission	Total Seats	Filled Seats	FY17-18 Budget	% Women	% Minority	% Women of Color
34 Recreation and Park Commission	7	7	\$221,545,353	29%	43%	14%
35 Sentencing Commission	12	12	\$-	42%	73%	18%
36 Small Business Commission	7	7	\$1,548,034	43%	50%	25%
37 Southeast Community Facility Commission	7	6	\$-	50%	100%	50%
38 Treasure Island Development Authority	7	7	\$2,079,405	43%	57%	43%
39 Veterans' Affairs Commission	17	15	\$865,518	27%	22%	0%
40 Youth Commission	17	16	\$-	64%	64%	43%
Total	373	350		54%	57%	31%

Board	Total Seats	Filled Seats	FY17-18 Budget	% Women	% Minority	% Women of Color
1 Assessment Appeals Board	24	18	\$653,780	39%	50%	22%
2 Board of Appeals	5	5	\$1,038,570	40%	60%	20%
3 Golden Gate Park Concourse Authority	7	7	\$11,662,000	43%	57%	29%
4 Health Authority (SF Health Plan Governing Board)	19	15	\$637,000,000	40%	54%	23%
5 Health Service Board	7	7	\$11,444,255	29%	29%	0%
6 In-Home Supportive Services Public Authority	12	12	\$207,835,715	58%	45%	18%
7 Local Homeless Coordinating Board	9	7	\$-	43%	86%	
8 Mental Health Board	17	16	\$218,000	69%	69%	50%
9 Oversight Board	7	5	\$152,902	0%	20%	0%
10 Public Utilities Rate Fairness Board	7	6	\$-	33%	67%	33%
11 Reentry Council	24	23	\$-	52%	57%	22%
13 Relocation Appeals Board	5	0	\$-			
12 Rent Board	10	10	\$8,074,900	30%	50%	10%
14 Retirement System Board	7	7	\$97,622,827	43%	29%	29%
15 Urban Forestry Council	15	14	\$92,713	20%	0%	0%
16 War Memorial Board of Trustees	11	11	\$26,910,642	55%	18%	18%
17 Workforce Investment Board	27	27	\$62,341,959	26%	44%	7%
Total	213	190		41%	47%	19%

	Total Seats	Filled Seats	FY17-18 Budget	% Women	% Minority	% Women of Color
Commissions and Boards Total	586	540		49.4%	53%	27%

