

File No. 170781

Committee Item No. 4

Board Item No. 26

COMMITTEE/BOARD OF SUPERVISORS

AGENDA PACKET CONTENTS LIST

Comm: Public Safety & Neighborhood Services

Date: Sept. 26, 2018

Board of Supervisors Meeting:

Date: October 2, 2018

Cmte Board

- | | | | |
|-------------------------------------|-------------------------------------|--|-------------|
| <input type="checkbox"/> | <input type="checkbox"/> | Motion | |
| <input type="checkbox"/> | <input type="checkbox"/> | Resolution | |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | Ordinance | - VERSION 2 |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | Legislative Digest | - VERSION 2 |
| <input type="checkbox"/> | <input type="checkbox"/> | Budget and Legislative Analyst Report | |
| <input type="checkbox"/> | <input type="checkbox"/> | Youth Commission Report | |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | Introduction Form | |
| <input type="checkbox"/> | <input type="checkbox"/> | Department/Agency Cover Letter and/or Report | |
| <input type="checkbox"/> | <input type="checkbox"/> | 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 type="checkbox"/> | <input type="checkbox"/> | Application | |
| <input type="checkbox"/> | <input type="checkbox"/> | Public Correspondence | |

OTHER

- | | | |
|-------------------------------------|-------------------------------------|---|
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <u>DOSW Response - January 18, 2018</u> |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <u>CEQA Determination - July 3, 2017</u> |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <u>Referrals, FYI and CEQA - July 3, 2017</u> |

Prepared by: John Carroll

Date: Sept. 21, 2018

Prepared by: John Carroll

Date: Sept. 27, 2018

1 [Administrative Code - Maya Angelou Statue ~~Statue~~ Artistic Representation at Main Library - City
2 Policy Regarding Depiction of Women on City Property - Women's Recognition Public Art
3 Fund]

4 **Ordinance directing the Arts Commission to erect a ~~statue of~~ work of art depicting
5 Maya Angelou at the Main Library; setting a City policy that at least 30% of nonfictional
6 figures depicted or commemorated in statues and other works of art on City-owned
7 property, public building names, and street names, be women; amending the
8 Administrative Code to create a fund to accept gifts to pay for the design, construction,
9 repair, maintenance, and improvement of public art depicting historically significant
10 women on City property; and affirming the Planning Department's determination under
11 the California Environmental Quality Act.**

12 NOTE: **Unchanged Code text and uncodified text** are in plain Arial font.
13 **Additions to Codes** are in *single-underline italics Times New Roman font*.
14 **Deletions to Codes** are in ~~*striketrough-italics Times New Roman font*~~.
15 **Board amendment additions** are in double-underlined Arial font.
16 **Board amendment deletions** are in ~~Arial font~~.
17 **Asterisks (* * * *)** indicate the omission of unchanged Code
18 subsections or parts of tables.

19 Be it ordained by the People of the City and County of San Francisco:

20 Section 1. Environmental Findings. The Planning Department has determined that the
21 actions contemplated in this ordinance comply with the California Environmental Quality Act
22 (California Public Resources Code Sections 21000 et seq.). Said determination is on file with
23 the Clerk of the Board of Supervisors in File No. 170781 and is incorporated herein by
24 reference. The Board affirms this determination.
25

1 Section 2. Findings.

2 (a) Studies conducted at the Massachusetts Institute of Technology and the University
3 of Washington indicate that visible representation of women in leadership positions encourage
4 and support young women's careers and educational aspirations via the role model effect.

5 (b) Women's historical contributions are inadequately recognized in public statues,
6 memorials, and other works of art, as demonstrated by the dearth of statues depicting
7 historical women in American cities. In San Francisco, for example, of the 585 permanently
8 sited works in the Arts Commission's Civic Art Collection, 87 are sculptural monuments and
9 memorials—and only two of the 87 depict nonfictional women. The San Francisco Arts
10 Commission has made great strides towards supporting cultural equality in the arts, including
11 gender equality, by awarding 50% of its public art commissions to female artists. But
12 throughout society, the failure to honor accomplished women through statues, monuments,
13 memorials, and plaques on public display, in San Francisco and elsewhere, leaves a harmful
14 void in our public spaces. Instead of there being on display plentiful historical role models for
15 everyone to see, celebrate, honor, and emulate, there is a different, disturbing message
16 conveyed by this void. It silently communicates a message of women's insignificance in
17 government and politics, commerce, labor, arts, sciences, and the professions, among other
18 human endeavors, and thus reinforces the antiquated stereotype of women not serving in
19 positions of leadership or otherwise making notable historical accomplishments—a stereotype
20 at odds with reality and with the City's commitment to equal opportunity for all.

21 (c) There is a national movement to increase female representation in public statues
22 and works of art to 30% by the year 2020, the 100th anniversary of the ratification of the 19th
23 Amendment to the United States Constitution, granting women the right to vote. The City
24 should at least meet, and hopefully exceed, that minimum threshold of female representation
25 to recognize women's contributions to San Francisco, California, the United States, and the

1 world. When women represent just 30 percent of the senior leadership team or board,
2 organizations start to experience a positive shift, not only in performance, but also in market
3 share that creates competitive advantages. Research further suggests that 30 percent is the
4 proportion when critical mass is reached and in a group setting, the voices of the minority
5 group become heard in their own right, rather than simply representing the minority.

6 (d) Dr. Maya Angelou's many accomplishments include breaking the color and gender
7 barrier by becoming San Francisco's first African American female streetcar conductor, an
8 award winning author and poet, a Presidential Medal of Freedom recipient and civil rights
9 leader.

10
11 Section 3. Artistic Depiction of Maya Angelou Statue at the Main Library.

12 (a) By no later than December 31, 2020, the Arts Commission shall erect a work of
13 art depicting statue of Dr. Maya Angelou at the Main Library. The Arts Commission shall
14 determine the design of the statue artwork and the specific location at the Main Library,
15 provided that the artwork shall include a significant figurative representation of Maya Angelou.
16 The statue artwork shall be appropriately scaled for its location, shall not create an adverse
17 impact on the use of the Library, and shall be physically accessible to members of the public
18 with mobility-related disabilities. The Arts Commission shall also select an artist to build create
19 the statue artwork. The Library Commission shall appoint an individual, who may be a
20 member of the Library Commission, to serve on the Arts Commission's selection committee
21 for the artist. Additionally, in selecting the design and location, and in overseeing the
22 construction and placement of the statue artwork, the Commission shall solicit input from the
23 Library Commission and the City Librarian, or his or her designee. By no later than
24 December 31, 2020, the statue artwork shall be completed and placed at the approved
25 location.

1 (b) The Arts Commission shall be responsible for maintenance and upkeep of the
2 statue artwork. The Arts Commission may use funds in the Women's Recognition Public Art
3 Fund in Administrative Code Section 10.100-363 or funds otherwise appropriated by
4 ordinance for this purpose.

5
6 Section 4. The Administrative Code is hereby amended by adding Sections 4.27 and
7 10.100-363, to read as follows:

8 **SEC. 4.27. POLICY OF PROMOTING REPRESENTATIONS OF WOMEN ON CITY**
9 **PROPERTY.**

10 (a) Policy Goal. It shall be the policy of the City and County of San Francisco to
11 endeavor to ensure that at least 30% of nonfictional persons in each of the following
12 categories on property owned by the City be women: (1) depictions of historical figures in
13 statues, monuments, memorials, plaques, and similar objects publicly recognizing historical
14 figures; (2) names of City streets for historical figures; (3) names of City-owned buildings or
15 designated rooms or spaces in those buildings for historical figures; and, (4) depictions of
16 historical figures in other works of public art. This policy shall apply to City-owned streets and
17 right-of-ways, parks, and other City-owned public open spaces, and areas of City buildings
18 open to the public without an admission fee, but shall not apply to permanent or temporary
19 collections of artwork displayed in City museums listed in Charter Section 5.102.

20 (b) Department Reports.

21 (1) By no later than October 1, 2019, the Arts Commission shall post on its
22 website a list of all statues, monuments, memorials, plaques, similar objects, and other works
23 of art described in subsection (a) that depict publicly recognizing historical figures; the
24 Department of Public Works shall post on its website a list of all City streets named for
25 historical figures; the City Administrator's Office shall post on its website a list of all City-

1 owned buildings or designated rooms or spaces in those buildings named for historical
2 figures; and the Recreation and Park Department shall post on its website a list of all parks
3 named for historical figures. After October 1, 2019, each of these departments shall update
4 these lists on a quarterly basis.

5 (2) By no later than December 31, 2019, the Department on the Status of
6 Women shall submit a written report to the Board of Supervisors and the Mayor regarding the
7 proportion of women in each of the categories described in subsection (a). The Department
8 on the Status of Women shall submit subsequent written reports by no later than December
9 31, 2020, and by December 31 every two years thereafter.

10
11 **SEC. 10.100-363. WOMEN'S RECOGNITION PUBLIC ART FUND.**

12 (a) Establishment of Fund. The Women's Recognition Public Art Fund is established as a
13 category eight fund into which shall be deposited all gifts, donations, and contributions which may be
14 offered to the City and County, and all monies appropriated by ordinance, for the purpose of designing,
15 constructing, repairing, maintaining, and improving statues and other works of public art depicting
16 historically significant women, including the statue of artwork depicting Maya Angelou required by
17 the ordinance in Board of Supervisors File No. 170781. The Arts Commission shall have the authority
18 to accept and expend any donation of funds, goods, or services in accordance with this Section 10.100-
19 363 without further action by the Board of Supervisors.

20 (b) Uses of Fund. All monies in the Fund shall be expended solely for the purposes of
21 designing, constructing, repairing, maintaining, or improving statues and other works of public art
22 depicting historically significant women physically accessible to the public on City property.

23
24 Section 5. Policy of Promoting Representations of Women in the Public Realm. It shall
25 be the policy of the City and County of San Francisco that the City shall endeavor to ensure

1 that at least 30% of nonfictional persons in each of the following categories on property owned
2 by the City shall be women: (a) depictions of historical figures in statues, monuments,
3 memorials, plaques, and similar objects for publicly recognizing historical figures; (b) names of
4 City streets; (c) names of City owned buildings or designated rooms or spaces in those
5 buildings; and (d) depictions of historical figures in other works of public art. This policy shall
6 apply to City owned streets and right of ways, parks, and other City owned public open
7 spaces, and areas of City buildings open to the public without an admission fee, but shall not
8 apply to permanent or temporary collections of artwork displayed in City museums listed in
9 Charter Section 5.102. By no later than December 31 each year, the Department on the
10 Status of Women shall report to the Board of Supervisors and the Mayor regarding the
11 proportion of women in each of the categories described above.

12
13 Section 6. Undertaking for the General Welfare. In enacting and implementing this
14 ordinance, the City is assuming an undertaking only to promote the general welfare. It is not
15 assuming, nor is it imposing on its officers and employees, an obligation for breach of which it
16 is liable in money damages to any person who claims that such breach proximately caused
17 injury. Nor does this ordinance create a right which may be enforced through declaratory or
18 injunctive relief, or any other form of judicial remedy.

19 //

20 //

21 //

22 //

23 //

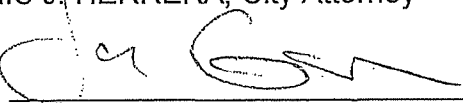
24 //

25 //

1 Section 7. Effective Date. This ordinance shall become effective 30 days after
2 enactment. Enactment occurs when the Mayor signs the ordinance, the Mayor returns the
3 ordinance unsigned or does not sign the ordinance within ten days of receiving it, or the Board
4 of Supervisors overrides the Mayor's veto of the ordinance.

5
6 APPROVED AS TO FORM:
DENNIS J. HERRERA, City Attorney

7
8 By:



JON GIVNER
Deputy City Attorney

9
10 n:\legana\as2018\1900161\01307606.docx

REVISED LEGISLATIVE DIGEST

(September 26, 2018 - Amended in Committee)

[Administrative Code - Maya Angelou Artistic Representation at Main Library - City Policy Regarding Depiction of Women on City Property - Women's Recognition Public Art Fund]

Ordinance directing the Arts Commission to erect a work of art depicting Maya Angelou at the Main Library; setting a City policy that at least 30% of nonfictional figures depicted or commemorated in statues and other works of art on City-owned property, public building names, and street names, be women; and amending the Administrative Code to create a fund to accept gifts to pay for the design, construction, repair, maintenance, and improvement of public art depicting historically significant women on City property; and affirming the Planning Department's determination under the California Environmental Quality Act.

Existing Law

The Library may erect statues or other works of art on Library property. The Arts Commission is responsible for approving the design and location of all works of art before they are acquired, transferred or sold by the City, or are placed upon or removed from City property. The Arts Commission also is responsible for maintaining works of art owned by the City.

The City does not have a policy regarding the proportion of statues, works of public art, building names, or street names that should depict or recognize women.

Amendments to Current Law

The ordinance would require the Arts Commission to create a work of art representing Maya Angelou at the Main Library by December 31, 2020. The ordinance would require the Arts Commission to determine the design of the artwork, the specific location, and the artist, and to oversee the construction and placement of the artwork. The Arts Commission would consult with the Library Commission and the City Librarian at all stages in the process, and the Library Commission would appoint a person to serve on the Arts Commission's selection committee for the artist. The Arts Commission would be responsible for maintenance and upkeep of the artwork.

The ordinance would also create a fund to accept gifts, donations, contributions, and budget appropriations to support the design, construction, repair, maintenance, and improvement of statues and other works of public art depicting historically significant women, including the work of art representing Maya Angelou. The Arts Commission could accept and expend any gifts or donations to the fund without further Board of Supervisors approval.

Finally, the ordinance would adopt a City policy that the City will endeavor to make women 30% of nonfictional people represented in statues, monuments, memorials, plaques,

FILE NO. 170781

other works of public art, street names, and names of City-owned buildings or designated rooms or spaces in those buildings.

By October 1, 2019, various City departments would post on their websites the following information:

- The Arts Commission would post on its website a list of all statues, monuments, memorials, plaques, similar objects, and other works of art that depict publicly recognizing historical figures;
- the Department of Public Works would post on its website a list of all City streets named for historical figures;
- the City Administrator's Office would post on its website a list of all City-owned buildings or designated rooms or spaces in those buildings named for historical figures; and
- the Recreation and Park Department would post on its website a list of all parks named for historical figures.

The ordinance would require each of these departments update these lists on a quarterly basis after October 2019.

By December 31, 2019 and December 31, 2020, and then every by December 31 every second year thereafter, the Department on the Status of Women would report to the Board of Supervisors and the Mayor regarding the proportion of women represented in each of these categories.

Background Information

This legislative digest reflects amendments adopted by the Public Safety and Neighborhood Services Committee on September 26, 2018 to (1) require an artistic representation of Maya Angelou rather than specifically requiring a statue, and (2) require City departments to post lists of historical figures on their websites.

n:\leganalas2018\1900161\01307612.docx



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

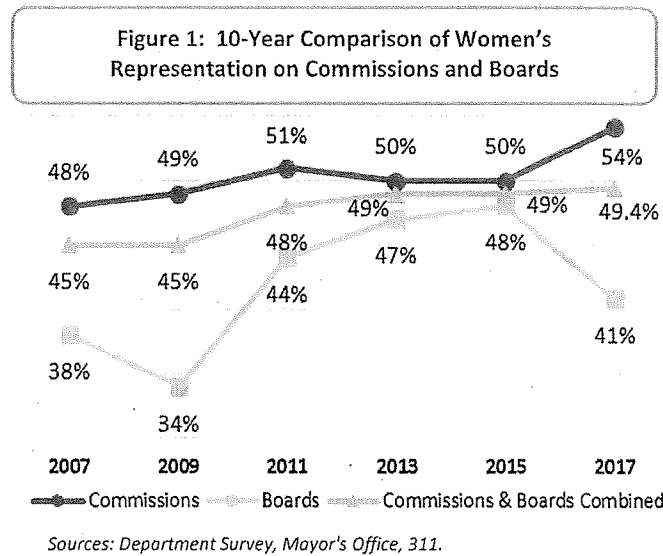
Overview

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

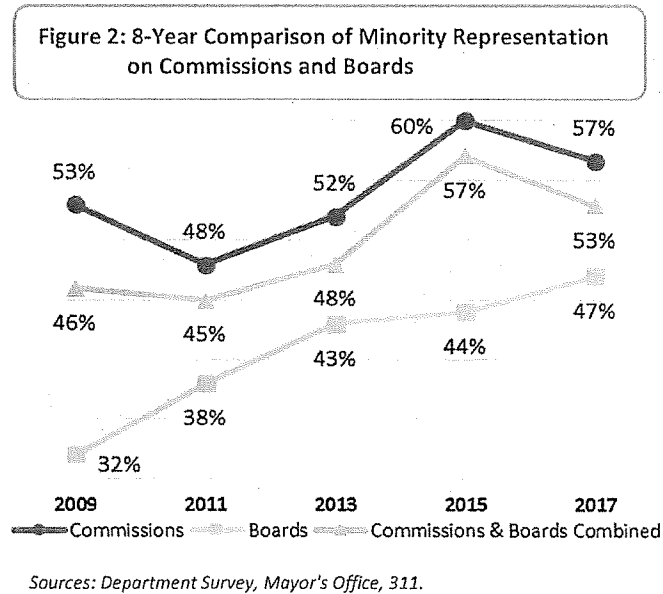
Gender

- 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.
- Women’s representation on Boards has declined to 41% this year following a period of steady increases over the past 3 reports.



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 or African American members on policy bodies than in the San Francisco population.



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 exists 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.

Representation on Policy Bodies by 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.

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.

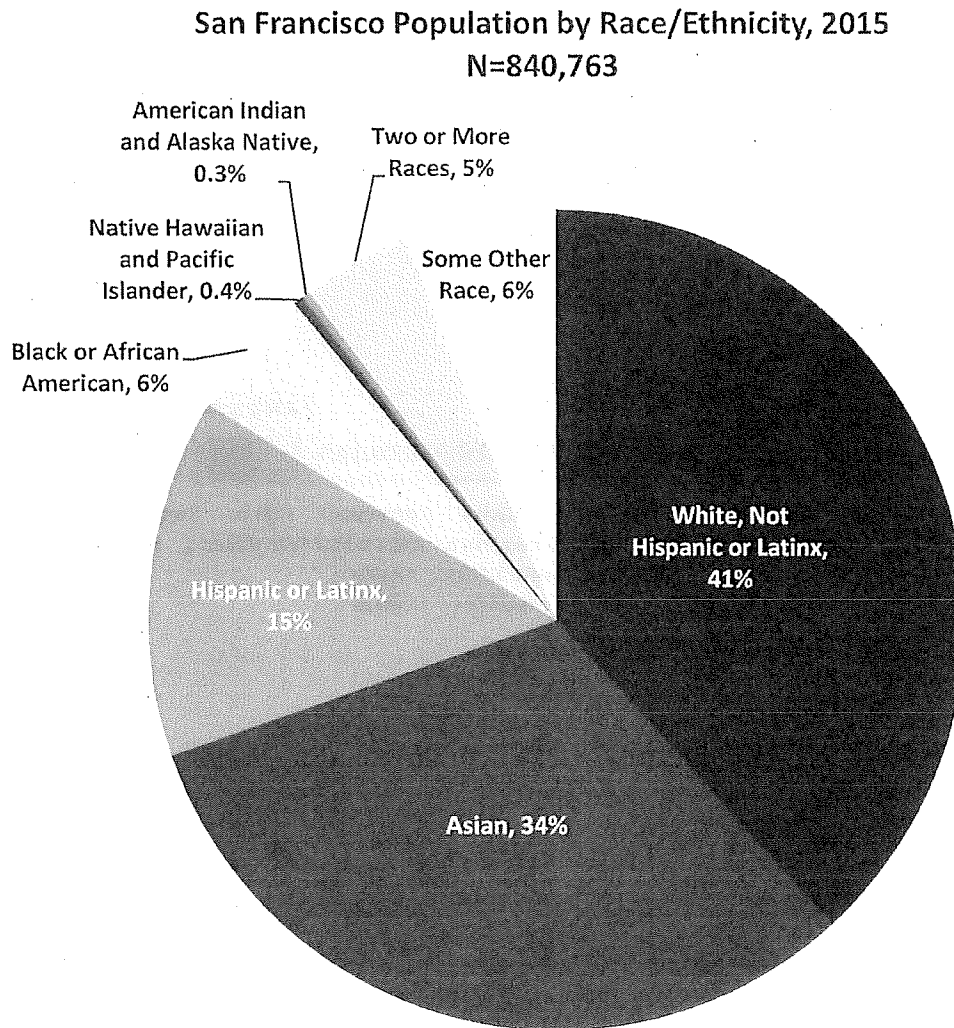
⁶ It is important to note that San Francisco is the only jurisdiction in the State of California that is both a city and a county. Therefore, while in other jurisdictions, the Human Services Commission is typically a county commission that governs services across multiple cities and is composed of members 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.

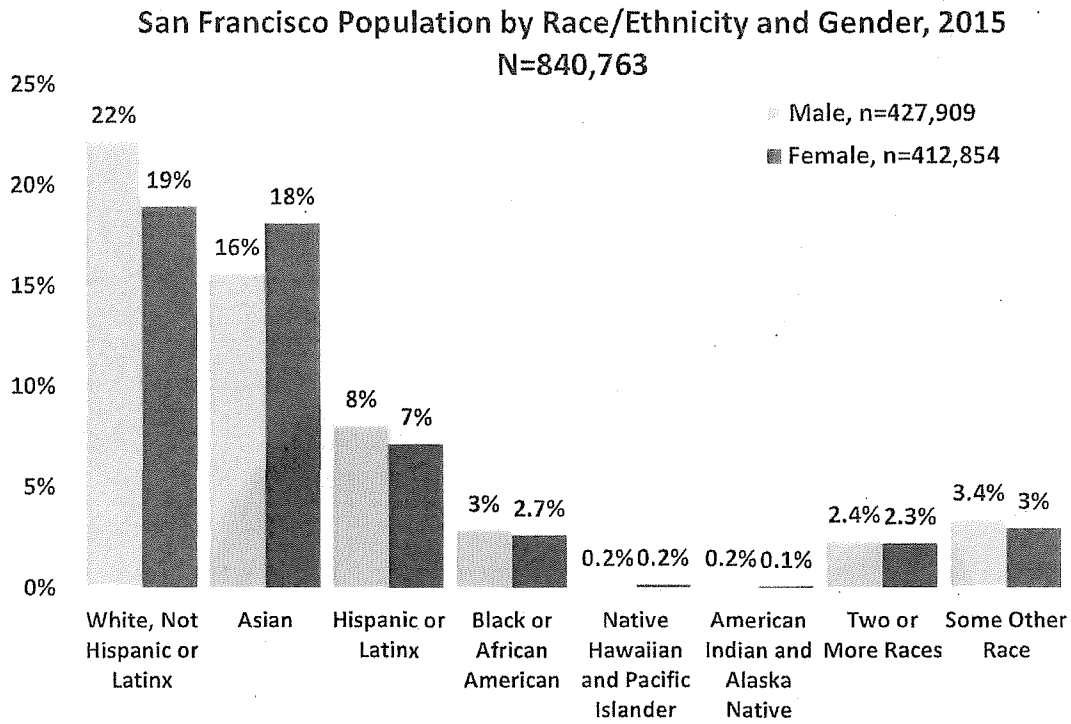
Figure 1: San Francisco Population by Race/Ethnicity



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

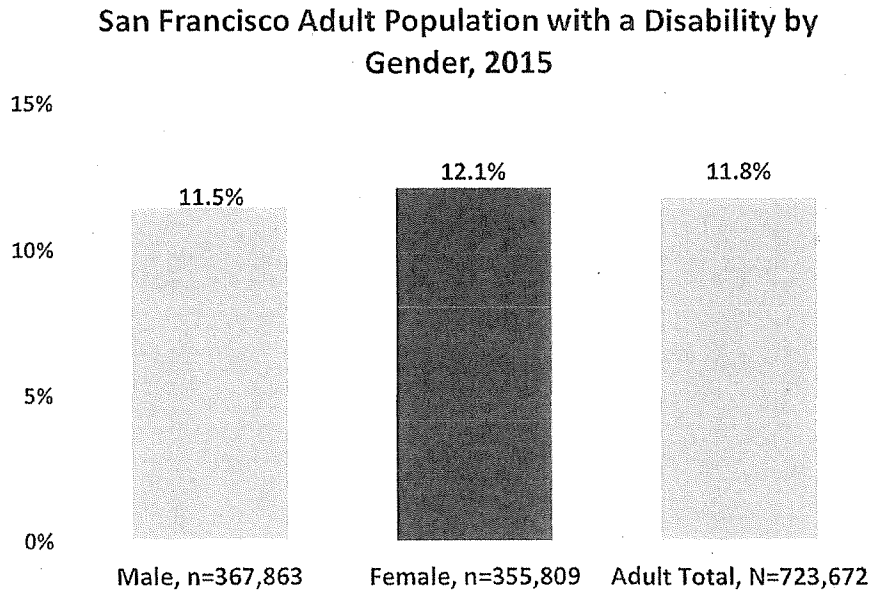


Source: 2011-2015 American Community Survey 5-Year Estimates.

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.

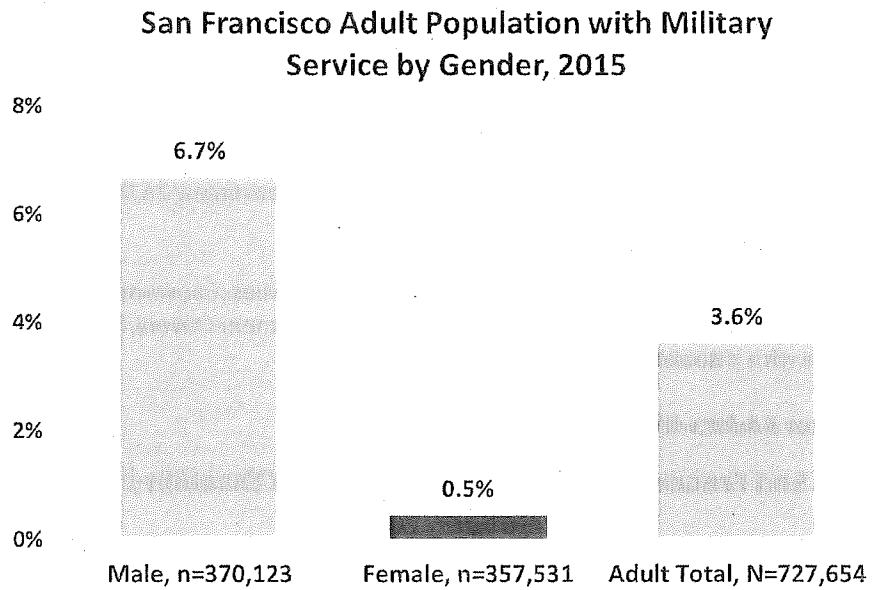
Figure 3: San Francisco Adults with a Disability by Gender



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

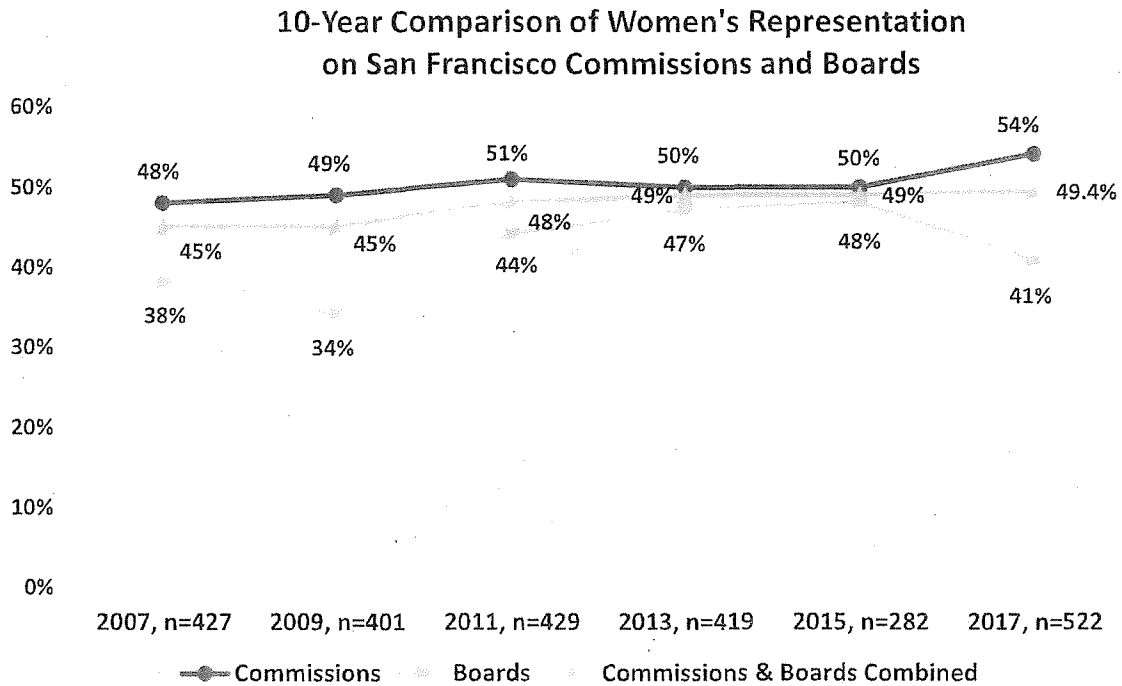
	Commissions	Boards
Number of Policy Bodies Included	40	17
Filled Seats	350/373 (6% vacant)	190/213 (11% vacant)
Female Appointees	54%	41%
Racial/Ethnic Minority	57%	47%
LGBT	17.5%	17%
With Disability	10%	14%
Veterans	15%	10%

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

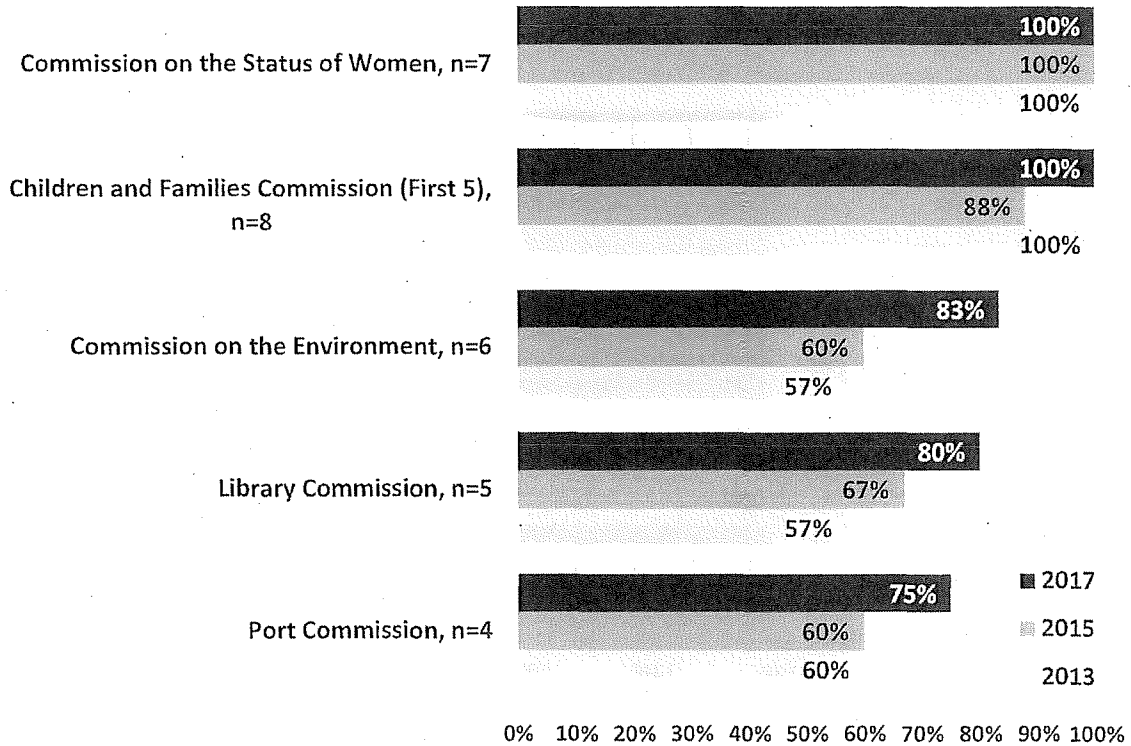


Sources: Department Survey, Mayor’s Office, 311.

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**

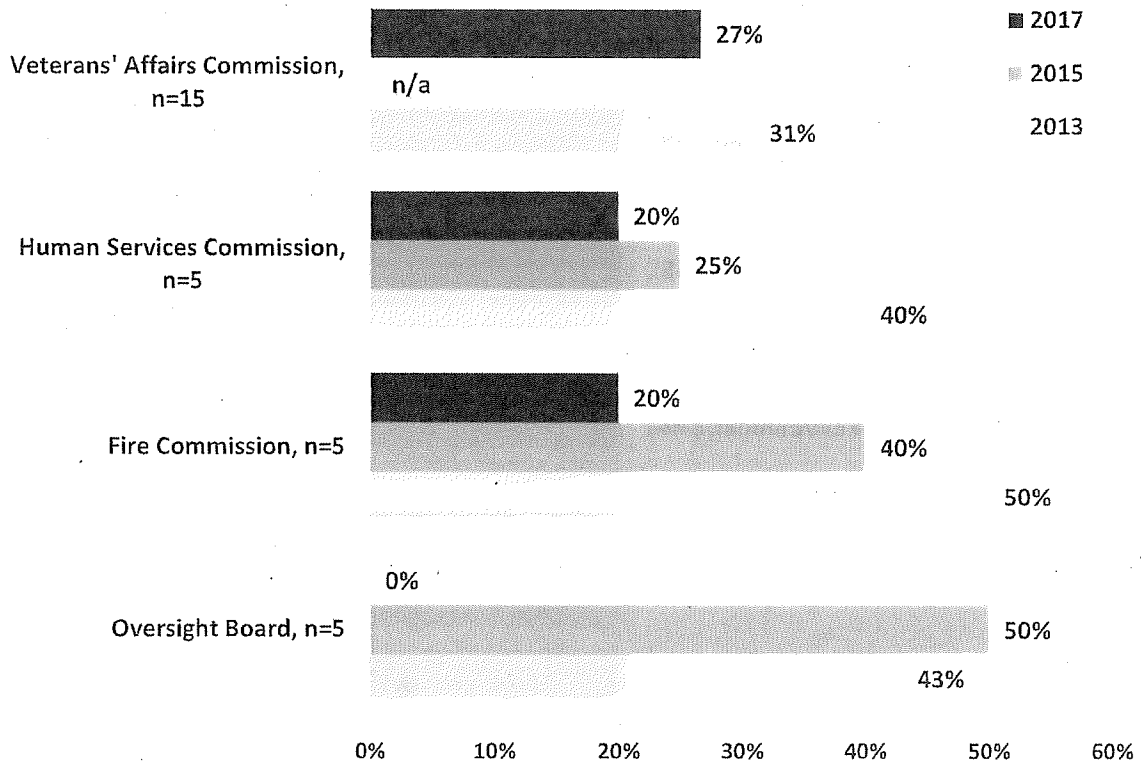


Sources: Department Survey, Mayor's Office, 311.

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**

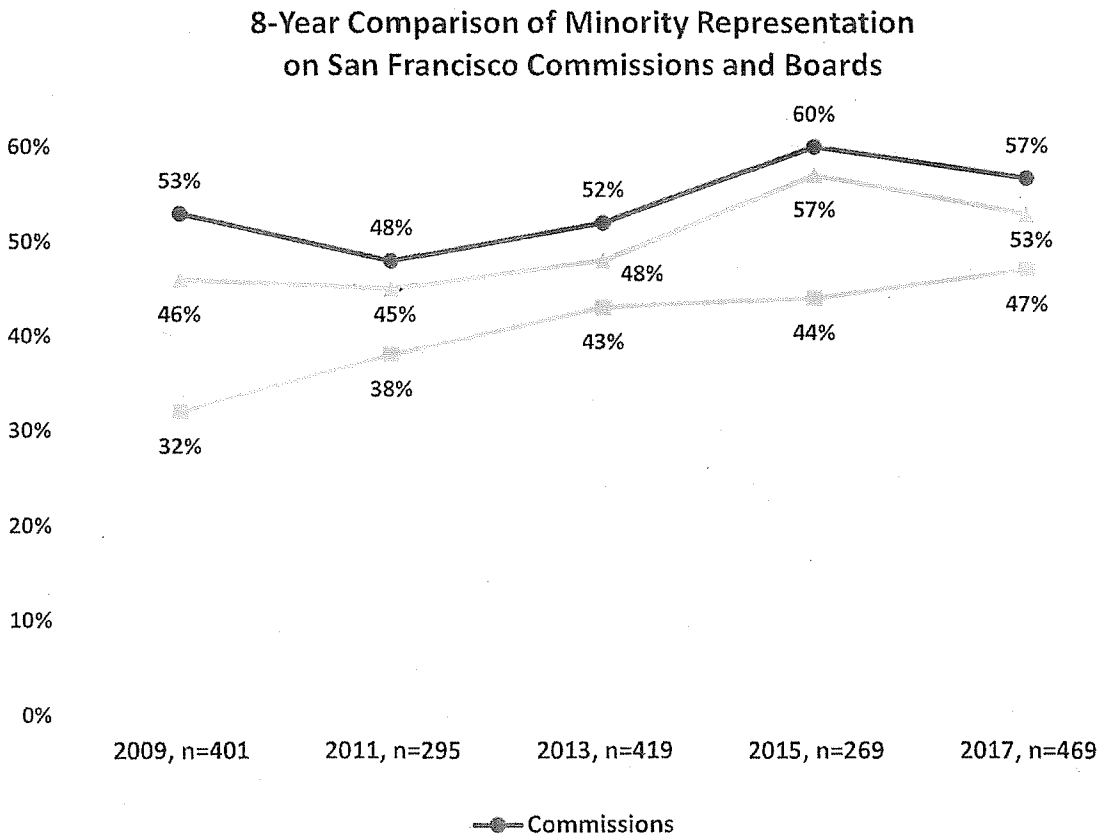


Sources: Department Survey, Mayor's Office, 311.

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.

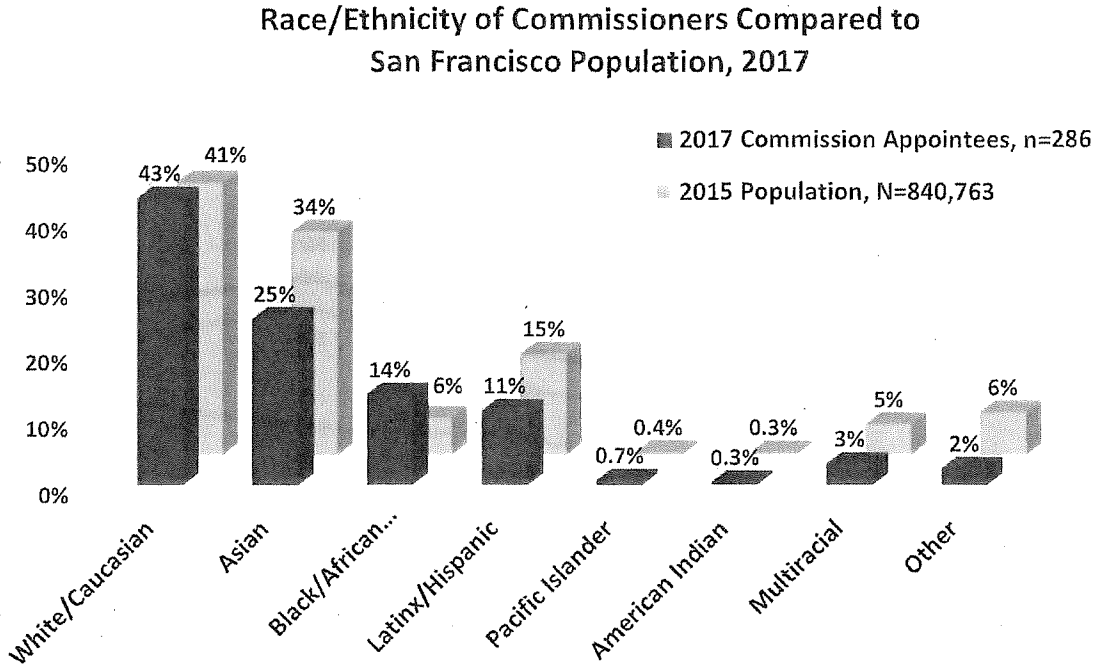
Figure 9: 8-Year Comparison of Minority Representation on Commissions and Boards



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.

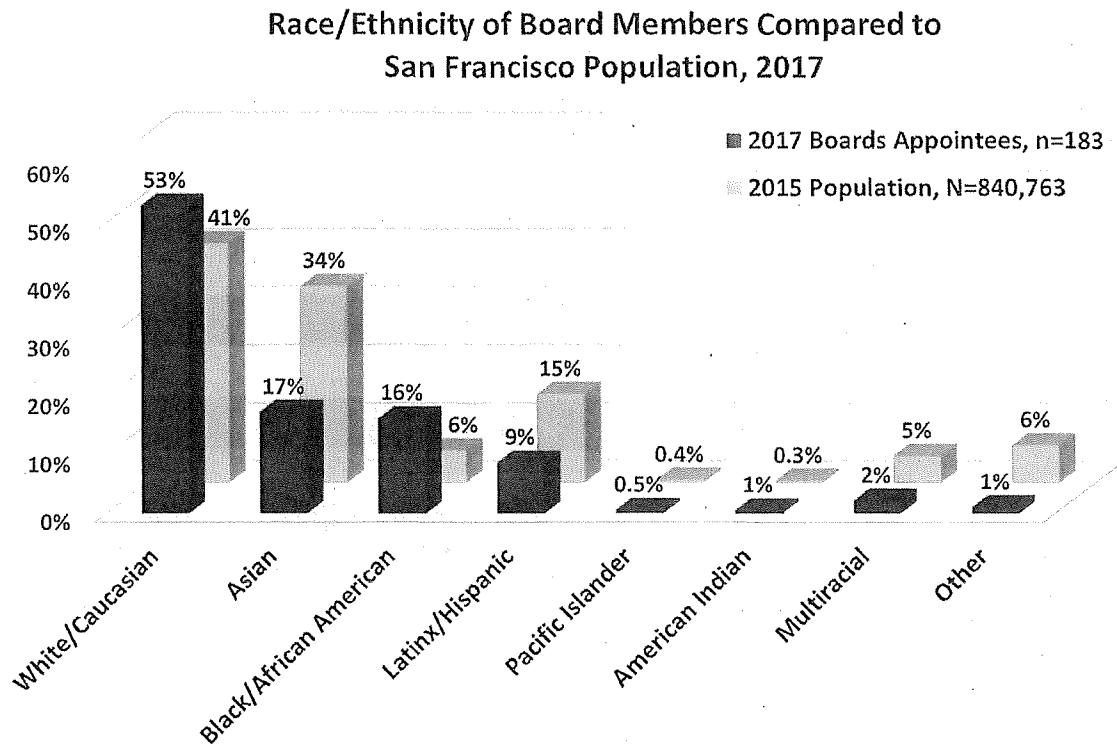
Figure 10: Race/Ethnicity of Commissioners Compared to San Francisco Population



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

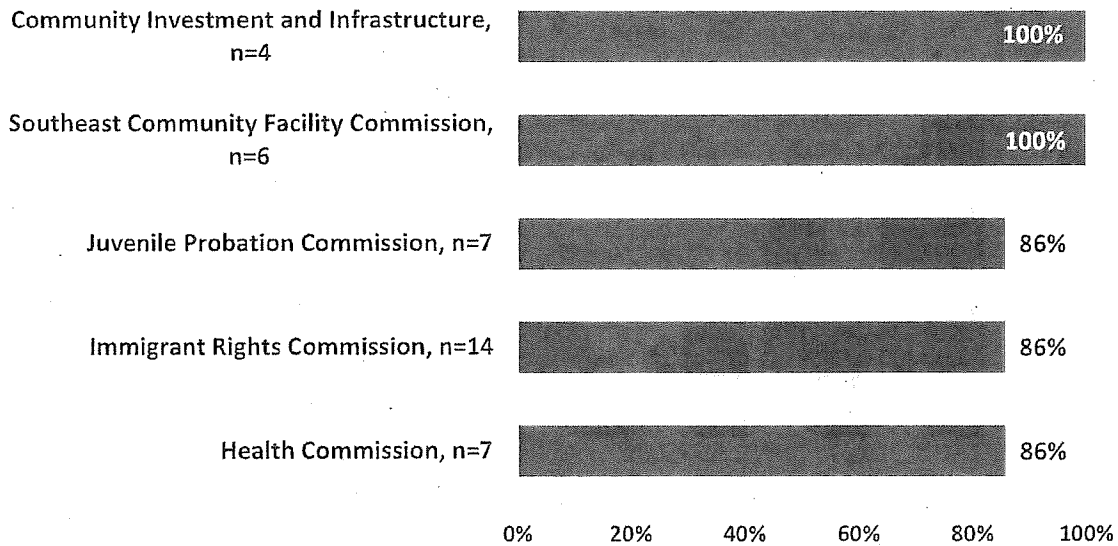


Sources: Department Survey, Mayor's Office, 311.

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

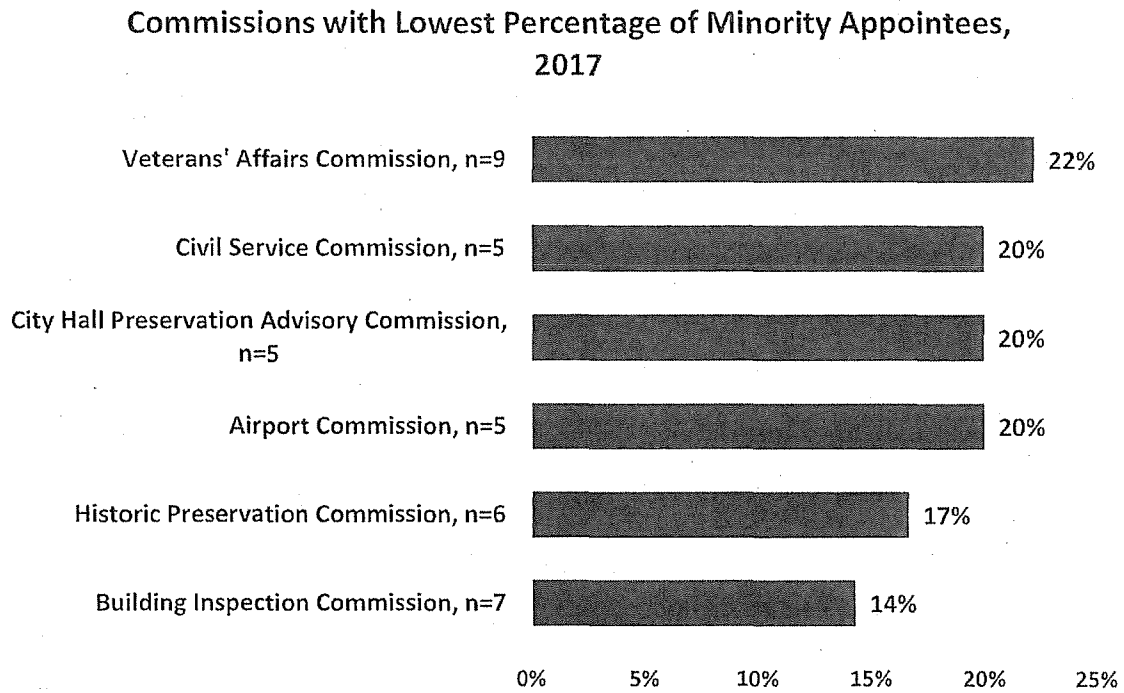
**Commissions with Highest Percentage of Minority Appointees,
2017**



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.

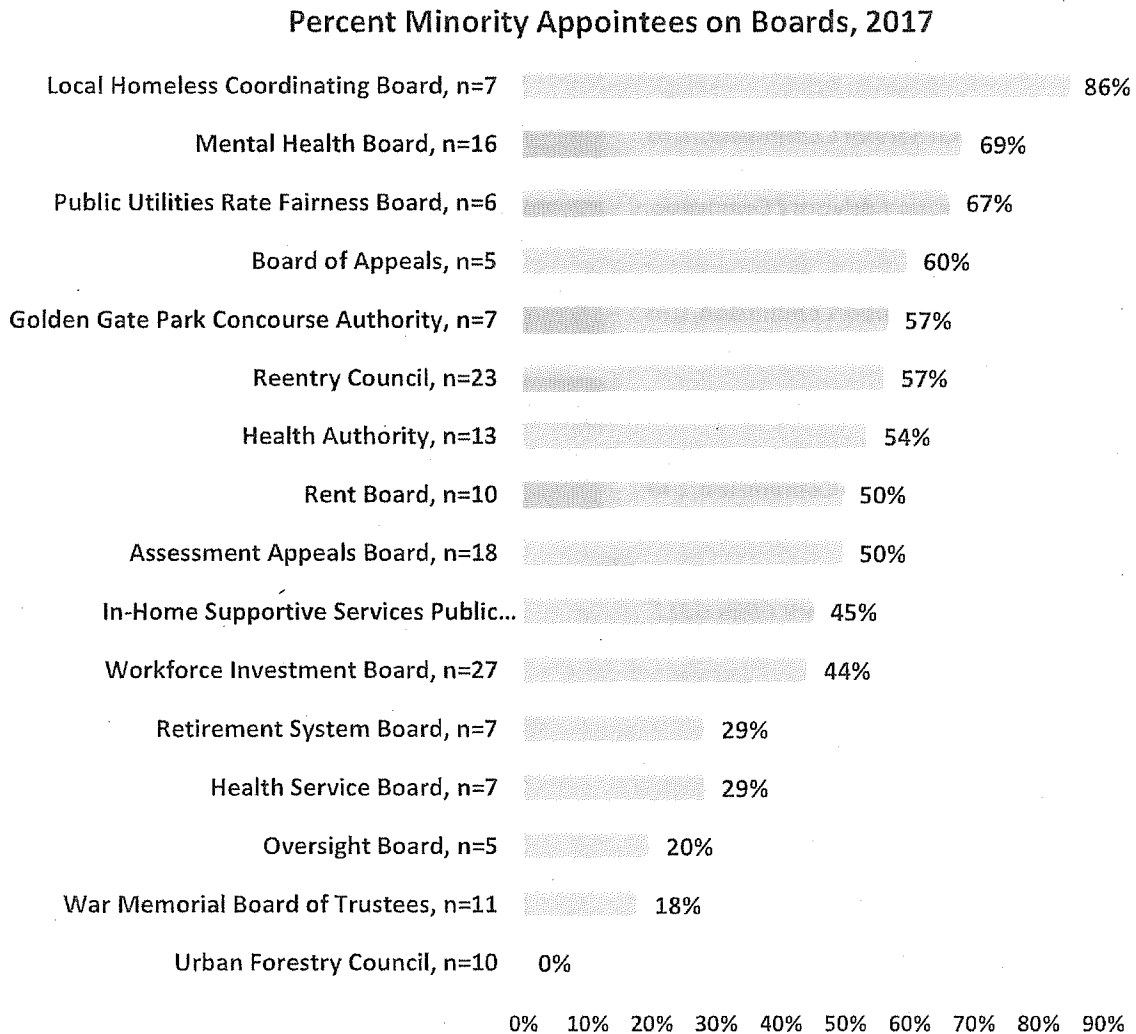
Figure 13: Commissions with Least Minority Appointees



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

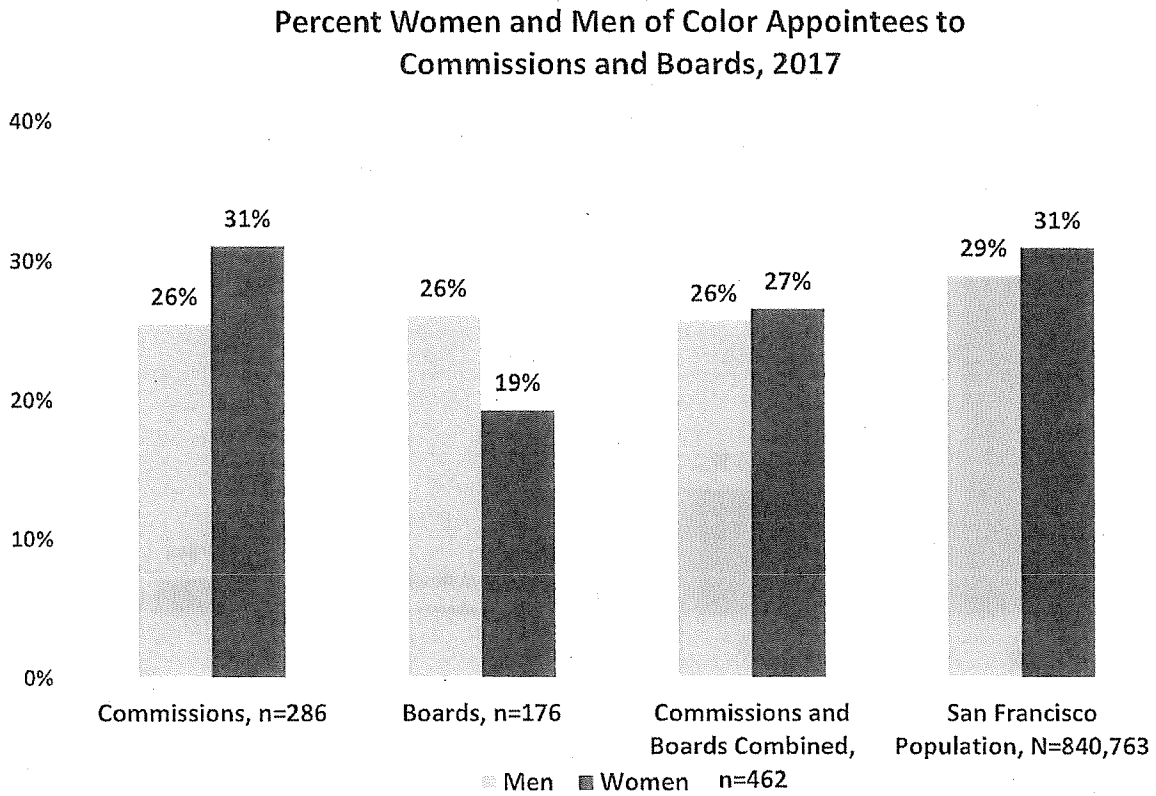


Sources: Department Survey, Mayor's Office, 311.

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.

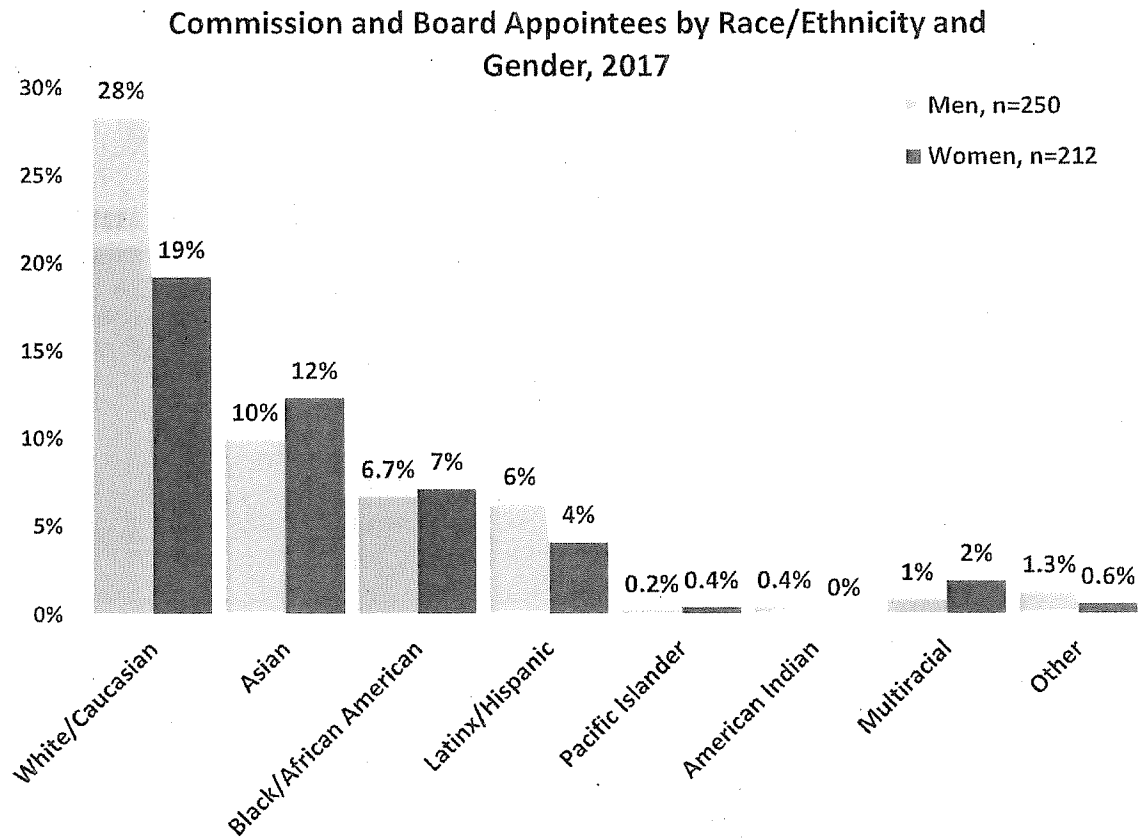
Figure 15: Women and Men of Color on Commissions and Boards



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

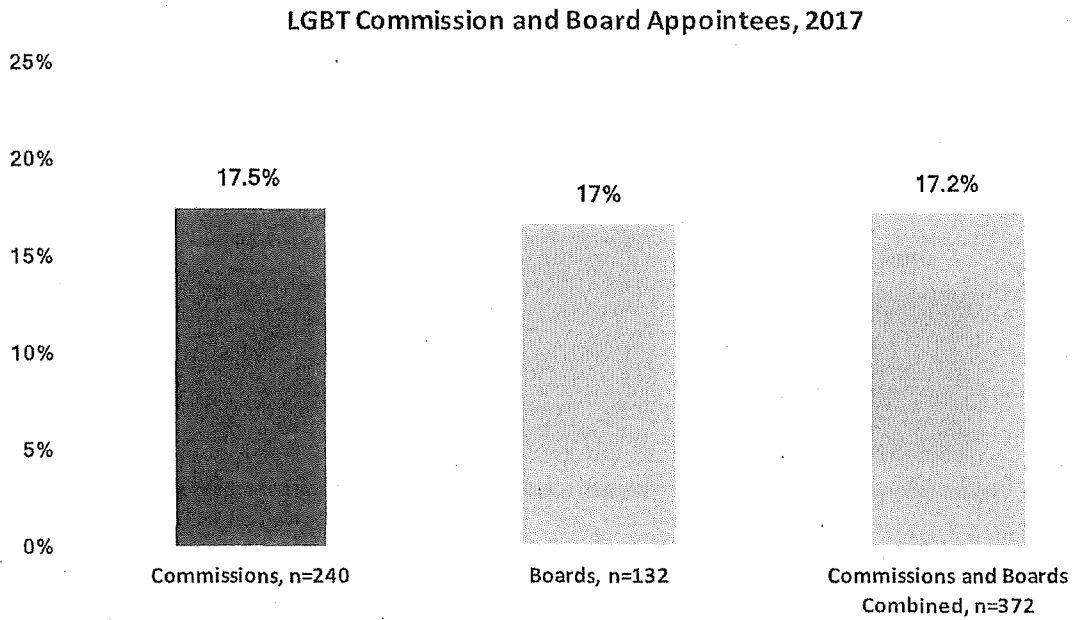


Sources: Department Survey, Mayor's Office, 311.

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

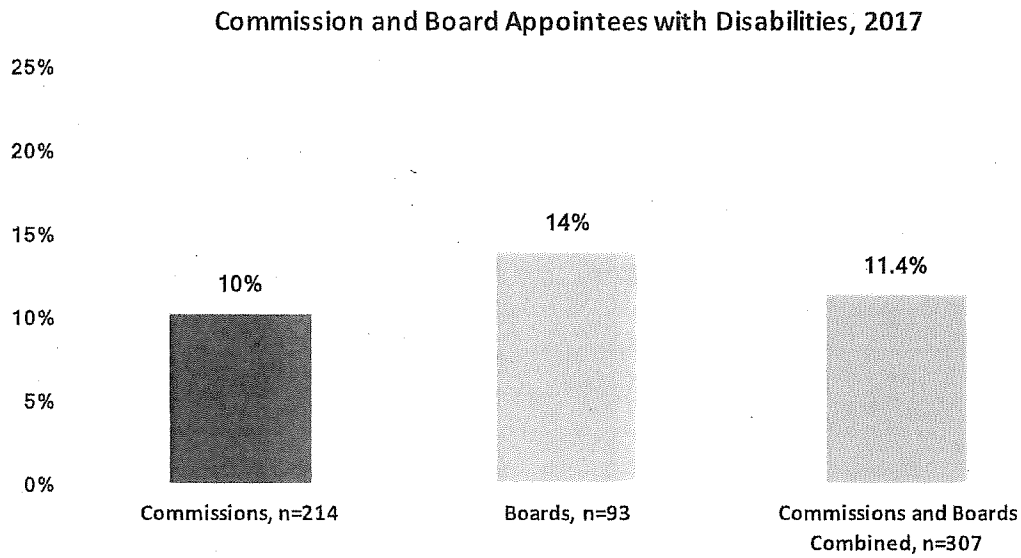


Sources: Department Survey, Mayor's Office, 311.

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

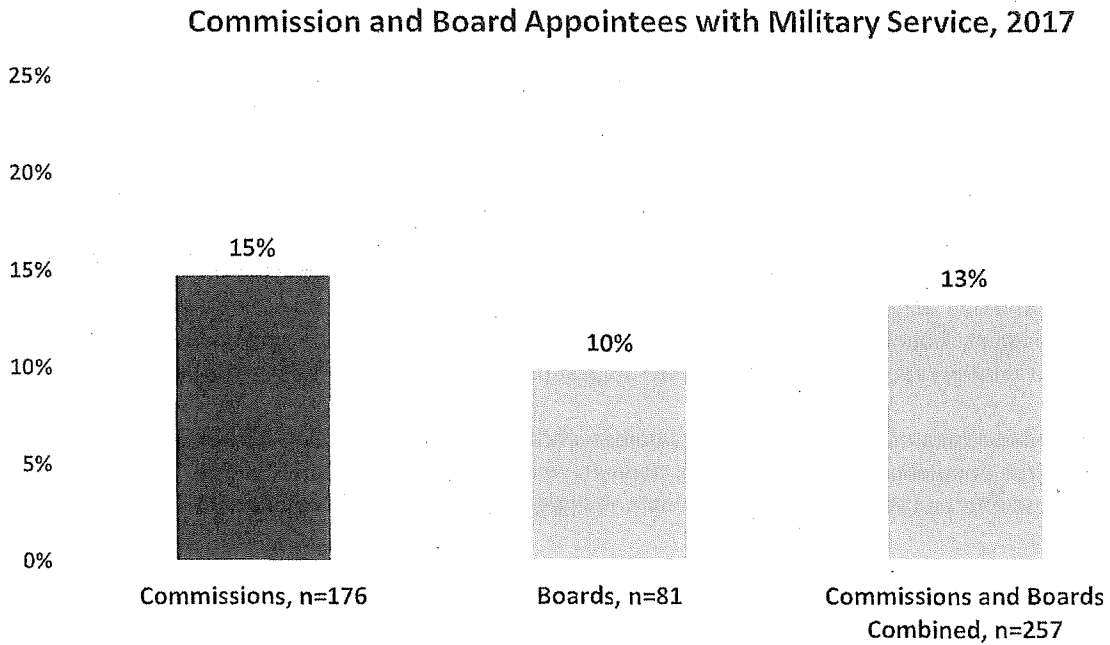


Sources: Department Survey, Mayor's Office, 311.

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

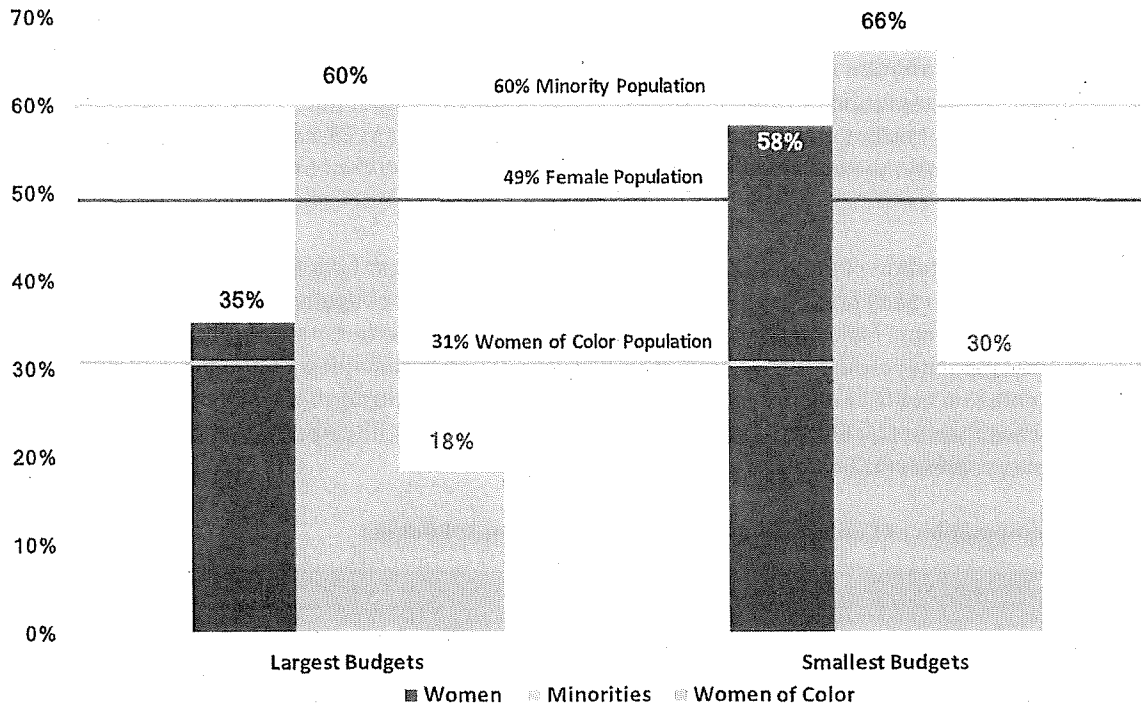
In addition to data on the appointment of women and minorities to Commissions and Boards, this report examines whether the demographic make-up of policy bodies with the largest budget (which is often proportional to the amount of influence in the City) are representative of the community. On the following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



City and County of San Francisco

Department on the Status of Women

Emily M. Murase, PhD

Director



January 18, 2018

John Carroll
Clerk, Public Safety and Neighborhood Services Committee
San Francisco Board of Supervisors
City Hall, Room 244
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102-4689

Re: Administrative Code - Maya Angelou Artistic Representation at Main Library - City Policy Regarding Depiction of Women on City Property - Women's Recognition Public Art Fund (File No. 170781)

Dear Mr. Carroll:

The Department on the Status of Women has examined the proposed ordinance to erect a statue of Maya Angelou at the Main Library; set a City policy that at least 30 percent of nonfiction figures depicted in works of art on City-owned property, public building names, and street names, be women; and create a fund to accept gifts to pay for public art depicting historically significant women on City property. We strongly support the intention of the ordinance to address the underrepresentation of women's contributions to society and encourage and affirm women's leadership. We further applaud the establishment of a specific goal of 30 percent women for the public representation of nonfiction figures in the City and a commitment to monitor it.

Under the legislation, the Department on the Status of Women is required to report to the Board of Supervisors and the Mayor on a biannual basis the proportion of women in each of the categories described in the ordinance. We strongly agree that without measurement, there is unlikely to be progress toward meeting the goal. In 1998, San Francisco became the first city in the world to adopt a local measure implementing the principles of the UN Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), which requires San Francisco to take preventive measures in the form of gender analysis to identify and address discrimination in government operations, budget, and workforce. We encourage the Board of Supervisors to pass this legislation to continue San Francisco's legacy of leadership on women's human rights.

On behalf of the Commission on the Status of Women, I would like to report that the Commission voted unanimously in support of the Women's Representation by 2020 legislation (File No. 170781), authored by Supervisor Mark Farrell, at its meeting on Tuesday, January 9, 2018.

Sincerely,

Emily M. Murase

Cc: Supervisor Mark Farrell
Margaux Kelly, Office of Supervisor Mark Farrell

1 [Administrative Code - Maya Angelou ~~Statue~~ Artistic Representation at Main Library - City
2 Policy Regarding Depiction of Women on City Property - Women's Recognition Public Art
Fund]

3 **Ordinance directing the Arts Commission to erect a statue of work of art depicting
4 Maya Angelou at the Main Library; setting a City policy that at least 30% of nonfictional
5 figures depicted or commemorated in statues and other works of art on City-owned
6 property, public building names, and street names, be women; amending the
7 Administrative Code to create a fund to accept gifts to pay for the design, construction,
8 repair, maintenance, and improvement of public art depicting historically significant
9 women on City property; and affirming the Planning Department's determination under
10 the California Environmental Quality Act.**

11 **NOTE:** **Unchanged Code text and uncodified text** are in plain Arial font.
12 **Additions to Codes** are in *single-underline italics Times New Roman font*.
13 **Deletions to Codes** are in *strikethrough italics Times New Roman font*.
14 **Board amendment additions** are in double-underlined Arial font.
15 **Board amendment deletions** are in ~~Arial font~~.
16 **Asterisks (* * * *)** indicate the omission of unchanged Code
17 subsections or parts of tables.

18 Be it ordained by the People of the City and County of San Francisco:

19 Section 1. Environmental Findings. The Planning Department has determined that the
20 actions contemplated in this ordinance comply with the California Environmental Quality Act
21 (California Public Resources Code Sections 21000 et seq.). Said determination is on file with
22 the Clerk of the Board of Supervisors in File No. ____ and is incorporated herein by reference.
23 The Board affirms this determination.
24
25

1 Section 2. Findings.

2 (a) Studies conducted at the Massachusetts Institute of Technology and the University
3 of Washington indicate that visible representation of women in leadership positions encourage
4 and support young women's careers and educational aspirations via the role model effect.

5 (b) Women's historical contributions are inadequately recognized in public statues,
6 memorials, and other works of art, as demonstrated by the dearth of statues depicting
7 historical women in American cities. In San Francisco, for example, of the 585 permanently
8 sited works in the Arts Commission's Civic Art Collection, 87 are sculptural monuments and
9 memorials—and only two of the 87 depict nonfictional women. The San Francisco Arts
10 Commission has made great strides towards supporting cultural equality in the arts, including
11 gender equality, by awarding 50% of its public art commissions to female artists. But
12 throughout society, the failure to honor accomplished women through statues, monuments,
13 memorials, and plaques on public display, in San Francisco and elsewhere, leaves a harmful
14 void in our public spaces. Instead of there being on display plentiful historical role models for
15 everyone to see, celebrate, honor, and emulate, there is a different, disturbing message
16 conveyed by this void. It silently communicates a message of women's insignificance in
17 government and politics, commerce, labor, arts, sciences, and the professions, among other
18 human endeavors, and thus reinforces the antiquated stereotype of women not serving in
19 positions of leadership or otherwise making notable historical accomplishments—a stereotype
20 at odds with reality and with the City's commitment to equal opportunity for all.

21 (c) There is a national movement to increase female representation in public statues
22 and works of art to 30% by the year 2020, the 100th anniversary of the ratification of the 19th
23 Amendment to the United States Constitution, granting women the right to vote. The City
24 should at least meet, and hopefully exceed, that minimum threshold of female representation
25 to recognize women's contributions to San Francisco, California, the United States, and the

1 world. When women represent just 30 percent of the senior leadership team or board,
2 organizations start to experience a positive shift, not only in performance, but also in market
3 share that creates competitive advantages. Research further suggests that 30 percent is the
4 proportion when critical mass is reached and in a group setting, the voices of the minority
5 group become heard in their own right, rather than simply representing the minority.

6 (d) Dr. Maya Angelou's many accomplishments include breaking the color and gender
7 barrier by becoming San Francisco's first African American female streetcar conductor, an
8 award winning author and poet, a Presidential Medal of Freedom recipient and civil rights
9 leader.

10
11 Section 3. Artistic Depiction of Maya Angelou Statue at the Main Library.

12 (a) By no later than December 31, 2020, the Arts Commission shall erect a work of
13 art depicting statue of Dr. Maya Angelou at the Main Library. The Arts Commission shall
14 determine the design of the statue artwork and the specific location at the Main Library,
15 provided that the artwork shall include a significant figurative representation of Maya Angelou.
16 The statue artwork shall be appropriately scaled for its location, shall not create an adverse
17 impact on the use of the Library, and shall be physically accessible to members of the public
18 with mobility-related disabilities. The Arts Commission shall also select an artist to build
19 the statue artwork. The Library Commission shall appoint an individual, who may be a
20 member of the Library Commission, to serve on the Arts Commission's selection committee
21 for the artist. Additionally, in selecting the design and location, and in overseeing the
22 construction and placement of the statue artwork, the Commission shall solicit input from the
23 Library Commission and the City Librarian, or his or her designee. By no later than December
24 31, 2020, the statue artwork shall be completed and placed at the approved location.

1 (b) The Arts Commission shall be responsible for maintenance and upkeep of the
2 statue artwork. The Arts Commission may use funds in the Women's Recognition Public Art
3 Fund in Administrative Code Section 10.100-363 or funds otherwise appropriated by
4 ordinance for this purpose.

5
6 Section 4. The Administrative Code is hereby amended by adding Sections 4.27 and
7 10.100-363, to read as follows:

8 **SEC. 4.27. POLICY OF PROMOTING REPRESENTATIONS OF WOMEN ON CITY**
9 **PROPERTY.**

10 (a) Policy Goal. It shall be the policy of the City and County of San Francisco to
11 endeavor to ensure that at least 30% of nonfictional persons in each of the following
12 categories on property owned by the City be women: (1) depictions of historical figures in
13 statues, monuments, memorials, plaques, and similar objects publicly recognizing historical
14 figures; (2) names of City streets for historical figures; (3) names of City-owned buildings or
15 designated rooms or spaces in those buildings for historical figures; and, (4) depictions of
16 historical figures in other works of public art. This policy shall apply to City-owned streets and
17 right-of-ways, parks, and other City-owned public open spaces, and areas of City buildings
18 open to the public without an admission fee, but shall not apply to permanent or temporary
19 collections of artwork displayed in City museums listed in Charter Section 5.102.

20 (b) Department Reports.

21 (1) By no later than February 28, 2018, the Arts Commission shall post on its
22 website a list of all statues, monuments, memorials, plaques, similar objects, and other works
23 of art described in subsection (a) that depict publicly recognizing historical figures; the
24 Department of Public Works shall post on its website a list of all City streets named for
25 historical figures; the City Administrator's Office shall post on its website a list of all City-

1 owned buildings or designated rooms or spaces in those buildings named for historical
2 figures; and the Recreation and Park Department shall post on its website a list of all parks
3 named for historical figures. After February 2018, each of these departments shall update
4 these lists on a quarterly basis.

5 (2) Beginning in 2018 and each year thereafter, the Department on the Status
6 of Women shall submit a written report during the month of December to the Board of
7 Supervisors and the Mayor regarding the proportion of women in each of the categories
8 described in subsection (a).

9
10 **SEC. 10.100-363. WOMEN'S RECOGNITION PUBLIC ART FUND.**

11 (a) Establishment of Fund. The Women's Recognition Public Art Fund is established as a
12 category eight fund into which shall be deposited all gifts, donations, and contributions which may be
13 offered to the City and County, and all monies appropriated by ordinance, for the purpose of designing,
14 constructing, repairing, maintaining, and improving statues and other works of public art depicting
15 historically significant women, including the statue of artwork depicting Maya Angelou required by
16 the ordinance in Board of Supervisors File No. _____ . The Arts Commission shall have the authority
17 to accept and expend any donation of funds, goods, or services in accordance with this Section 10.100-
18 363 without further action by the Board of Supervisors.

19 (b) Uses of Fund. All monies in the Fund shall be expended solely for the purposes of
20 designing, constructing, repairing, maintaining, or improving statues and other works of public art
21 depicting historically significant women physically accessible to the public on City property.

22
23 ~~Section 5. Policy of Promoting Representations of Women in the Public Realm. It shall~~
24 ~~be the policy of the City and County of San Francisco that the City shall endeavor to ensure~~
25 ~~that at least 30% of nonfictional persons in each of the following categories on property owned~~

1 by the City shall be women: (a) depictions of historical figures in statues, monuments,
2 memorials, plaques, and similar objects for publicly recognizing historical figures; (b) names of
3 City streets; (c) names of City-owned buildings or designated rooms or spaces in those
4 buildings; and (d) depictions of historical figures in other works of public art. This policy shall
5 apply to City-owned streets and right-of-ways, parks, and other City-owned public open
6 spaces, and areas of City buildings open to the public without an admission fee, but shall not
7 apply to permanent or temporary collections of artwork displayed in City museums listed in
8 Charter Section 5.102. By no later than December 31 each year, the Department on the
9 Status of Women shall report to the Board of Supervisors and the Mayor regarding the
10 proportion of women in each of the categories described above.

11
12 Section 6. Undertaking for the General Welfare. In enacting and implementing this
13 ordinance, the City is assuming an undertaking only to promote the general welfare. It is not
14 assuming, nor is it imposing on its officers and employees, an obligation for breach of which it
15 is liable in money damages to any person who claims that such breach proximately caused
16 injury. Nor does this ordinance create a right which may be enforced through declaratory or
17 injunctive relief, or any other form of judicial remedy.

18
19 Section 7. Effective Date. This ordinance shall become effective 30 days after
20 enactment. Enactment occurs when the Mayor signs the ordinance, the Mayor returns the
21 ordinance unsigned or does not sign the ordinance within ten days of receiving it, or the Board
22 of Supervisors overrides the Mayor's veto of the ordinance.

23
24 APPROVED AS TO FORM:
25 DENNIS J. HERRERA, City Attorney

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25

By: _____
JON GIVNER
Deputy City Attorney

n:\legal\las2017\1700519\01220593.docx

I hereby certify that this proposed legislation was supported by the Commission on the Status of Women at their Meeting on January 9, 2018.



Herschell Larrick, Commission Secretary

Vote: 6-0 Approved
Ayes: Commissioners Mesloh, Zwart, Philhour, Schwab-Pomerantz, Shorter and Soo
Noes: None
All Commissioners Present.

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

July 3, 2017

File No. 170781

Lisa Gibson
Interim Environmental Review Officer
Planning Department
1650 Mission Street, 4th Floor
San Francisco, CA 94103

Dear Ms. Gibson:

On June 28, 2017, Supervisor Farrell introduced the following legislation:

File No. 170781

Ordinance directing the Arts Commission to erect a statue of Maya Angelou at the Main Library; setting a City policy that at least 30% of nonfictional figures depicted or commemorated in statues and other works of art on City-owned property, public building names, and street names, be women; amending the Administrative Code to create a fund to accept gifts to pay for the design, construction, repair, maintenance, and improvement of public art depicting historically significant women on City property; and affirming the Planning Department's determination under the California Environmental Quality Act.

This legislation is being transmitted to you for environmental review.

Angela Calvillo, Clerk of the Board

By: Erica Major, Assistant Clerk
Public Safety and Neighborhood Services Committee

Attachment

c: Joy Navarrete, Environmental Planner
Laura Lynch, Environmental Planner

Not defined as a project under CEQA Guidelines Sections 15378 and 15060(c)(2) because it does not result in a physical change in the environment.

Joy Navarrete

Digitally signed by Joy Navarrete
DN: cn=Joy Navarrete, o=Planning,
ou=Environmental Planning,
email=joy.navarrete@sfgov.org, c=US
Date: 2017.07.03 15:43:09 -07'00'

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

MEMORANDUM

TO: Rebekah Krell, Deputy Director, Arts Commission
Luis Herrera, City Librarian, San Francisco Public Library
Emily Murase, Executive Director, Department on the Status of Women

FROM: Erica Major, Assistant Clerk, Public Safety and Neighborhood Services
Committee, Board of Supervisors

DATE: July 3, 2017

SUBJECT: LEGISLATION INTRODUCED

The Board of Supervisors' Public Safety and Neighborhood Services Committee has received the following proposed legislation, introduced by Supervisor Farrell on June 27, 2017:

File No. 170781

Ordinance directing the Arts Commission to erect a statue of Maya Angelou at the Main Library; setting a City policy that at least 30% of nonfictional figures depicted or commemorated in statues and other works of art on City-owned property, public building names, and street names, be women; amending the Administrative Code to create a fund to accept gifts to pay for the design, construction, repair, maintenance, and improvement of public art depicting historically significant women on City property; and affirming the Planning Department's determination under the California Environmental Quality Act.

If you have any comments or reports to be included with the file, please forward them to me at the Board of Supervisors, City Hall, Room 244, 1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102.

c: Sharon Page Ritchie, Arts Commission
Sue Blackman, Library Commission
Minouche Kandel, Department on the Status of Women
Elizabeth Newman, Department on the Status of Women

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

July 3, 2017

File No. 170781

Lisa Gibson
Interim Environmental Review Officer
Planning Department
1650 Mission Street, 4th Floor
San Francisco, CA 94103

Dear Ms. Gibson:

On June 28, 2017, Supervisor Farrell introduced the following legislation:

File No. 170781

Ordinance directing the Arts Commission to erect a statue of Maya Angelou at the Main Library; setting a City policy that at least 30% of nonfictional figures depicted or commemorated in statues and other works of art on City-owned property, public building names, and street names, be women; amending the Administrative Code to create a fund to accept gifts to pay for the design, construction, repair, maintenance, and improvement of public art depicting historically significant women on City property; and affirming the Planning Department's determination under the California Environmental Quality Act.

This legislation is being transmitted to you for environmental review.

Angela Calvillo, Clerk of the Board

By: Erica Major, Assistant Clerk
Public Safety and Neighborhood Services Committee

Attachment

c: Joy Navarrete, Environmental Planner
Laura Lynch, Environmental Planner

Print Form

Introduction Form

RECEIVED
BOARD OF SUPERVISORS
CITY AND COUNTY OF SAN FRANCISCO

By a Member of the Board of Supervisors or Mayor

2017 JUN 27 PM 4:51

Time stamp
or meeting date

I hereby submit the following item for introduction (select only one):

- 1. For reference to Committee. (An Ordinance, Resolution, Motion or Charter Amendment).
- 2. Request for next printed agenda Without Reference to Committee.
- 3. Request for hearing on a subject matter at Committee.
- 4. Request for letter beginning : "Supervisor [] inquiries"
- 5. City Attorney Request.
- 6. Call File No. [] from Committee.
- 7. Budget Analyst request (attached written motion).
- 8. Substitute Legislation File No. []
- 9. Reactivate File No. []
- 10. Question(s) submitted for Mayoral Appearance before the BOS on []

Please check the appropriate boxes. The proposed legislation should be forwarded to the following:

- Small Business Commission
- Youth Commission
- Ethics Commission
- Planning Commission
- Building Inspection Commission

Note: For the Imperative Agenda (a resolution not on the printed agenda), use the Imperative Form.

Sponsor(s):

Supervisor Mark Farrell

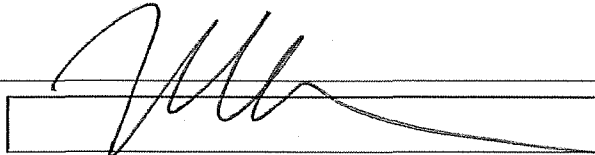
Subject:

[Administrative Code - Maya Angelou Statue at Main Library - City Policy Regarding Depiction of Women on City Property - Women's Recognition Public Art Fund]

The text is listed:

See attached.

Signature of Sponsoring Supervisor:



For Clerk's Use Only

