

File No. 260763

Committee Item No. 1

Board Item No. _____

COMMITTEE/BOARD OF SUPERVISORS

AGENDA PACKET CONTENTS LIST

Committee: Rules Committee

Date July 13, 2026

Board of Supervisors Meeting

Date _____

Cmte Board

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

OTHER (Use back side if additional space is needed)

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Completed by: Victor Young

Date July 9, 2026

Completed by: _____

Date _____

BOARD of SUPERVISORS



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

Application for Boards, Commissions, Committees, & Task Forces

Name of Board/Commission/Committee/Task Force: Fire Code Technical Advisory Council

Seat # (Required - see Vacancy Notice for qualifications): 1 or 3

Full Name: James (Jim) Edlin

[Redacted] Zip Code: 94109
Occupation: Retired

Work Phone: n/a Employer: n/a

Business Address: n/a Zip Code: n/a

Business Email: n/a Home Email: [Redacted]

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

Resident of San Francisco: Yes [X] No [] If No, place of residence:
18 Years of Age or Older: Yes [X] No []

Pursuant to Charter, Section 4.101(a)(1), please state how your qualifications represent the communities of interest, neighborhoods, and the diversity in ethnicity, race, age, sex, sexual orientation, gender identity, types of disabilities, and any other relevant demographic qualities of the City and County of San Francisco:
I am both a condominium owner and resident of a high rise building subject to the fire sprinkler retrofit mandate, and the Secretary of its HOA Board of Directors. Like many of the residents of affected buildings, I am a senior citizen and subject to many of the typical concerns of that stage of life. While not myself LGBT, I have been a decades-long member of Congregation Sha'ar Zahav which describes itself as "San Francisco's only LGBTQIA+ synagogue."

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

Business and/or Professional Experience:

In the earlier part of my career, after a start in corporate work for AT&T and others, I became an entrepreneur. Among other ventures, I co-founded PC Magazine and two software companies. My last two decades before retirement were spent in the nonprofit sector, first as Technologist-in-Residence at the Tides group of organizations, then as senior software engineer at Kiva.org, the crowd-funded microlending online platform.

Since retiring I have been an active volunteer for several years with the organizations Tech for Campaigns, and PostcardsToVoters.org where I built their online portal for volunteer postcard writers.

Civic Activities:

Before moving to San Francisco I was a volunteer docent/tour guide for the Chicago Architecture Foundation, leading frequent walking and bus tours of Chicago's famous architecture. Here in the City I have been an active volunteer with the parent organizations of the San Francisco public schools that my child attended, including Clarendon Alternative Elementary School, A. P. Gianinni middle school, and Washington High School.

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

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

Date: May 15, 2026

Applicant's Signature (required):



(Manually sign or type your complete name.

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

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

FOR OFFICE USE ONLY:

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

BOARD of SUPERVISORS



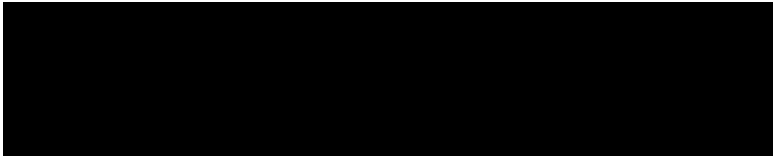
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Application for Boards, Commissions, Committees, & Task Forces

Name of Board/Commission/Committee/Task Force: Fire Code Technical Advisory Council

Seat # (Required - see Vacancy Notice for qualifications): Seat 1, Seat 2, Seat 3

John O'Banion



Zip Code: 94109

Occupation: Patent Attorney

Work Phone: 916-737-4716 Employer: O'Banion & Ritchey LLP

Business Address: 400 Capitol Mall, STE 1550, Sacramento, CA Zip Code: 95814

Business Email: jpo@intellectual.com Home Em [Redacted]

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

Resident of San Francisco: Yes [X] No [] If No, place of residence:
18 Years of Age or Older: Yes [X] No []

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

I am senior who has lived and owned in San Francisco on Nob Hill for 21 years. Our building is a 100-year-old cooperative building that is greatly affected by the ordinance. Our lives and our financial investments are in jeopardy as are those of everyone else who is affected by the ordinance, and we have a common interest.

Business and/or Professional Experience:

I am licensed as a Registered Professional Engineer by the State of California, Electrical License No. 9670.

I am licensed as an attorney in California and in the District of Columbia.

Please refer to my resume submitted herewith for a complete discussion of my experience and qualifications.

Civic Activities:

My civic activities include, but are not limited, to:

(a) at 1201 California Street (Hill Investment Company) serving on the Board of Directors, serving as the Treasurer, and serving as Chair of the Finance Committee;

(b) serving as Chair of the State Bar of California, Intellectual Property Section, as well as on the Executive Committee of that Section, and as a liaison member to the Board of Governors;

(c) teaching continuing education course for attorneys.

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

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

Date: 05/20/2026

Applicant's Signature (required):

John P. O'Banion

Digitally signed by John P. O'Banion
Date: 2026.05.20 18:22:44 -07'00'

(Manually sign or type your complete name.

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

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

FOR OFFICE USE ONLY:

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



John P. O'Banion, J.D., P.E., B.S.E.E.

Registered Patent Attorney
Registered Professional Engineer

Martindale-Hubbell® AV Preeminent® Rated
Northern California Super Lawyers®

Patent attorney John O'Banion is the managing partner of O'Banion & Ritchey LLP which is a boutique intellectual property practice in Sacramento, California. The firm specializes in intellectual property law, including patent, trademark and copyright law. Our practice involves U.S. and foreign registration, litigation, and licensing of intellectual property rights.

Mr. O'Banion has both educational and work experience in the area of electrical engineering, including semiconductor design and fabrication, circuit design, electromagnetics, signal processing, data processing and computer system architecture and programming.

Since 1988, Mr. O'Banion has assisted clients with obtaining hundreds of patents in technology areas ranging from basic mechanical devices to high technology electronic, computer, signal processing, communications, medical and dental devices. In addition, Mr. O'Banion has experience in technology transfer and licensing, and represents small and large corporations, as well as individual inventors, pursue and defend patent infringement actions.

Mr. O'Banion was appointed to the Executive Committee of the State Bar of California, Intellectual Property Section by the Board of Governors in 1996, and was appointed as Chair for

the 2000-2001 term. Previously, Mr. O'Banion also held the positions of Secretary and Vice-Chair. Mr. O'Banion was elected co-Vice-Chair of the Council of State Bar Sections for the 2002-2003 term, as co-Chair for the 2003-2004 term, and served as a member on the Board of Governor's Task Force.

Mr. O'Banion has been awarded the prestigious Martindale-Hubbell AV rating, is listed in the Bar Register of Preeminent Attorneys, and has been repeatedly recognized as a "Northern California Super-Lawyer" in the area of intellectual property.

Mr. O'Banion has taught several Section Education Institutes on behalf of the Intellectual Property Section of the State Bar of California, and has taught at the Intellectual Property Section's Annual Institute, at the Conference on Exploitation of the State's Intellectual Property Rights, at the California Continuing Education of the Bar's Intellectual Property Litigation Program, and at the American Association of Public Welfare Attorneys Annual National Training Continuing Education Conference. Each of these courses qualified for providing credit for continuing legal education for the participants. Mr. O'Banion has also lectured in the area of intellectual property at McGeorge School of Law, at California State University, Sacramento, and at the University of California at Davis.

Mr. O'Banion was the Program Chair for the State Bar of California's 24th Annual Intellectual Property Institute.

While Mr. O'Banion's practice emphasizes patent prosecution, licensing and litigation, his practice also includes trademark, copyright, trade secret and unfair competition law, and business counseling.

From 1987 to 1989, Mr. O'Banion was the General Counsel of Resource Management International, Inc. (RMI), an engineering consulting firm headquartered in Sacramento, CA. In addition to his responsibility for all corporate legal matters, including intellectual property, Mr. O'Banion also provided engineering consulting services to many of RMI's clients as a Principal Executive Consultant.

From 1975 to 1987, Mr. O'Banion held various engineering and management positions at the Sacramento Municipal Utility District, including those of assistant engineer, associate engineer, senior engineer, supervising engineer, and power contracts department manager.

From 1981 to 1987, Mr. O'Banion also maintained a private practice in the area of intellectual property law, focusing on computer software protection and trademark and copyright law.

EDUCATIONAL BACKGROUND

Juris Doctor, May 1981, University of the Pacific, McGeorge School of Law, Sacramento, California. Member, Traynor Society.

Bachelor of Science, Electrical Engineering, June 1975, University of California, Davis, California.

BAR ADMISSIONS

California, December 1981.

District of Columbia, October 1985.

United States Patent and Trademark Office, December 1988. Registration No. 33,201.

COURT ADMISSIONS

United States District Courts: Eastern District of California, Central District of California, Northern District of California.

United States Court of Appeals: Ninth Circuit; Federal Circuit.

STATE BOARDS

Registered Professional Engineer, Electrical, State of California, February 1978. Registration No. E9670.

PROFESSIONAL AFFILIATIONS

American Bar Association.

State Bar of California, Intellectual Property Section (Executive Committee, 1996 to 2001; Officer, 1998-2001; Chair, 2000-2001).

Sacramento Intellectual Property Law Association (President, 1993; Board of Directors, 1990-1997).

GOVERNMENT AFFILIATIONS

Former Special Deputy Attorney General, North Dakota (intellectual property)

TIES TO SAN FRANCISCO AND DISTRICT 3

Full-time resident at 1201 California for 21 years (also, my wife was born in San Francisco). I commute daily between my home in San Francisco and my office in Sacramento.

I have been active in the 1201 California HOA, and have held the following executive positions:

Chair, Finance Committee

Member of Board of Directors

Treasurer of Hill Investment Company (1201 California is a shareholder-owned cooperative building owned by Hill Investment Company)

BOARD of SUPERVISORS



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Application for Boards, Commissions, Committees, & Task Forces

Name of Board/Commission/Committee/Task Force: Sprinkler Mandate Technical Advisory Council

Seat # (Required - see Vacancy Notice for qualifications): Seat 1

Full Name: Mark Puchalski

[Redacted] Zip Code: 94520
on: Director of Facilities

Work Phone: 415-358-3931, 1931 Employer: TNDC

Business Address: 201 Eddy Street Zip Code: 94102

Business Email: mpuchalski@tndc.org Home Email [Redacted]

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

Resident of San Francisco: Yes [] No [x] If No, place of residence: Concord, CA
18 Years of Age or Older: Yes [x] No []

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

I have dedicated my professional career to supporting and preserving affordable housing communities that serve some of San Francisco's most vulnerable residents, including seniors, individuals with disabilities, formerly homeless individuals, low-income families, and residents living with chronic physical and behavioral health conditions.

As Director of Facilities for the Tenderloin Neighborhood Development Corporation (TNDC), I oversee facilities strategy, infrastructure risk management, sustainability initiatives, capital improvements, and building systems operations across a diverse portfolio of affordable and supportive housing properties throughout San Francisco. This work places me in direct collaboration with residents, frontline staff, public agencies, contractors, and community stakeholders across many neighborhoods and demographic groups within the City.

My experience managing aging infrastructure, life-safety systems, accessibility concerns, and operational risk in affordable housing has provided me with firsthand insight into the challenges faced by vulnerable populations, particularly seniors and individuals with mobility limitations or disabilities. I believe deeply that safe, functional, and dignified housing is foundational to community health and stability.

In addition to my professional role, I serve on the board of the Tenderloin Community Benefit District, where I have participated in operational and community-focused initiatives aimed at improving neighborhood conditions, public safety, cleanliness, and economic vitality within the Tenderloin community.

My perspective combines technical expertise, operational leadership, sustainability advocacy, and a strong understanding of the realities facing both residents and nonprofit housing providers in San Francisco. I believe this balanced perspective would allow me to contribute constructively and thoughtfully to the mission of the Board/Commission/Committee.

Business and/or Professional Experience:

Director of Facilities – Tenderloin Neighborhood Development Corporation
May 2020 – Present

Responsible for facilities leadership and infrastructure strategy across a large affordable housing portfolio consisting of more than 50 residential and supportive housing properties throughout San Francisco.

Professional responsibilities include:

- Oversight of capital improvement planning and execution
- Building systems infrastructure management
- Life-safety and regulatory compliance
- Sustainability and utility reduction initiatives
- Risk mitigation and emergency response coordination
- Vendor management and technical contract development
- Preventive maintenance strategy development
- Long-term asset preservation planning

Key accomplishments include:

- Successfully managed hundreds of capital improvement projects on time and within budget
- Reduced portfolio water consumption by approximately 25 million gallons annually, generating significant operational savings
- Developed and implemented the organization’s first app-based facilities inspection and compliance tracking program
- Created technical training and workforce development programs for maintenance staff
- Developed operational standards and documentation frameworks to improve consistency, compliance, and long-term asset management

I have extensive experience working with San Francisco-specific regulatory environments including:

- San Francisco Department of Building Inspection (DBI)
- San Francisco Fire Department (SFFD)
- HUD NSPIRE standards
- SB 721 balcony inspection compliance
- NFPA standards
- Accessibility and life-safety requirements
- Sustainability and utility conservation initiatives

My work regularly requires balancing public funding constraints, resident needs, operational realities, and infrastructure risk management in one of the nation’s most complex urban housing environments.

Civic Activities:

Board Member – Tenderloin Community Benefit District

Served on the Executive Board

Chaired the Operations Committee

Participated in neighborhood improvement initiatives focused on safety, cleanliness, operations, and community coordination within the Tenderloin district

Additional civic involvement includes ongoing collaboration with:

- Affordable housing stakeholders
- City inspectors and regulatory agencies
- Nonprofit service providers
- Community organizations
- Emergency response partners
- Sustainability and infrastructure professionals serving San Francisco communities

I am passionate about preserving safe, sustainable, and dignified housing while supporting the long-term resilience of San Francisco’s neighborhoods and nonprofit housing infrastructure.

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

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

Date: 5/23/2026 Applicant’s Signature (required): Mark Puchalski

(Manually sign or type your complete name.

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

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

FOR OFFICE USE ONLY:

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

BOARD of SUPERVISORS



City Hall
1 Dr. Carlton B. Goodlett Place, Room 244
San Francisco 94102-4689
Tel. No. (415) 554-5184
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Application for Boards, Commissions, Committees, & Task Forces

Fire Code Technical Advisory Council

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

Seat 1- Owner of Affected PropertyR

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

Robert Edward Eaton

Full Name: _____



9410992

Zip Code: _____

Fire Inspector II

Occupation: _____

628-667-2475

City of San Rafael

Work Phone: _____ Employer: _____

1375 Fifth St, San Rafael, CA

94903

Business Address: _____ Zip Code: _____

Robert.eaton@cityofsanrafael.org

Business Email: _____ Home Email: _____

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

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

18 Years of Age or Older: Yes No

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

I bring decades of experience in fire service leadership, fire prevention, inspections, and code enforcement throughout the Bay Area. As a retired Division Chief with Alameda County Fire Department and current Fire Inspector II with the City of San Rafael Fire Department, I have extensive experience interpreting and applying fire and building codes while balancing public safety, property concerns, and practical implementation.

As both a San Francisco resident and property owner, I understand the importance of reasonable, effective fire safety regulations that protect the public while recognizing the realities faced by property owners, businesses, and residents. My career has required collaboration with diverse communities, contractors, business owners, design professionals, and local government agencies across a wide range of socioeconomic and cultural backgrounds.

I believe my combination of public safety expertise, practical field experience, and understanding of property-owner concerns would provide a balanced and constructive perspective to the Council.

Business and/or Professional Experience:

Retired Division Chief with Alameda County Fire Department following a long career in fire suppression, emergency response, fire prevention, leadership, and public safety operations. Currently serving as Fire Inspector II with the City of San Rafael Fire Department, specializing in fire and life safety inspections, construction and development review, code interpretation, compliance enforcement, and collaboration with property owners, contractors, architects, and business representatives.

Extensive professional experience in California Fire Code application, risk reduction, emergency preparedness, public education, and practical implementation of fire and building safety requirements.

Civic Activities:

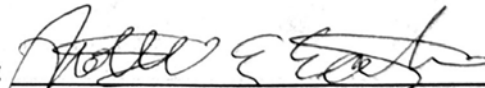
Throughout my fire service career, I have mentored many young people pursuing careers in the fire service and public safety professions. Leadership development, mentorship, public education, and community engagement were important responsibilities throughout my tenure as a Division Chief.

I have remained actively engaged in public safety and civic issues affecting local communities, residents, and property owners throughout the Bay Area.

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

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

Date: 5-12-2026 Applicant's Signature (required):



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

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

FOR OFFICE USE ONLY:

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



City & County of San Francisco
 José Cisneros, Treasurer
 David Augustine, Tax Collector
 Property Tax Bill (Secured)

1 Dr. Carlton B. Goodlett Place
 City Hall, Room 140
 San Francisco, CA 94102
 www.sftreasurer.org

For Fiscal Year July 1, 2025 through June 30, 2026

Vol 03	Bill No 20250263934	Mail Date October 20, 2025	Property Location 1201 CALIFORNIA ST
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Assessed on January 1, 2025 at 12:01am
 o: HILL INVESTMENT COMPANY

043419

HILL INVESTMENT COMPANY
C/O APRIL STEWART OFC
1201 CALIFORNIA ST
SAN FRANCISCO CA 94109

▶ TOTAL DUE		\$10,696.74
1st Installment	2nd Installment	
\$5,348.37	\$5,348.37	
DUE 12/10/2025	DUE 04/10/2026	

Important Messages

Assessed Value	
Description	Full Value
Land	\$535,802
Structure	\$357,201
Fixtures	
Personal Property	
Gross Taxable Value	\$893,003
Less Homeowner Exemption	
Less Other Exemption	
Net Taxable Value	\$893,003

Tax Amount	\$10,561.32
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Direct Charges and Special Assessments

Type	Telephone	Amount Due
46 - San Francisco Bay Restoration Authority	(888) 508-8157	\$12.00
91 - SFCCD Parcel Tax	(415) 487-2400	\$99.00
92 - Apartment Lic. Fee	(628) 652-3376	\$24.42

BOARD of SUPERVISORS



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Application for Boards, Commissions, Committees, & Task Forces

Name of Board/Commission/Committee/Task Force: Sprinkler Retrofit Mandate Technical Advisory Council

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

Full Name: Gayle Geary

[Redacted] t. 106 Zip Code: 94109
on: Retired/Volunteer

Work Phone: Employer:

Business Address: Zip Code:

Business Email: Home Email: [Redacted]

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

Resident of San Francisco: Yes [X] No [] If No, place of residence:
18 Years of Age or Older: Yes [X] No []

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

I am a long time resident of San Francisco, having moved here in 1974. I have owned homes in the past but am currently renting. I am 82 years old, married, with two sons and a step-daughter, and five grandchildren. I am non-Hispanic white.

In my career and in my retirement, I have worked with diverse populations in San Francisco and California.

In my advertising agency's work for the California Office of Family Planning's ENABL program (Education Now and Babies Later), I oversaw research among teens from all racial and socioeconomic backgrounds. I worked with and coordinated research consultants who represented these diverse populations. Our messaging had to be relevant, authentic and meaningful to our target audiences.

The marketing research and strategic planning that i did for the San Francisco Chronicle gave me intimate knowledge of the populations that make up the City and County of San Francisco.

Of course, all of this was more that 20 years ago but my perspective is still informed by this work.

Business and/or Professional Experience:

My 50+ year career has been in marketing research, marketing and communications. I was a partner in a SF base advertising agency heading up strategic planning for our clients. Our clients were national and local, including the San Francisco Chronicle, State Fund Insurance Company, Delta Dental, Fisher Price, Mattel, Morrison Foerster, Fireman's Fund, California Department of Family Planning, and many more.

In addition to my corporate work, I served on the boards of and volunteered for many nonprofit organizations: French American International School, Boys & Girls Club of San Francisco, Women's Initiative for Self-Employment (WISE), Congregation Emanu-El, Lighthouse for the Blind, the Bay Area Jewish Healing Center, the Jewish Home for the Aged (now the Campus for Jewish Living).

Since retirement, I have focused on working with nonprofit organizations. I was one of the founders and early board presidents of San Francisco Village, the nonprofit membership organization that connects older San Franciscans to the community resources and expertise they need to live independently in their homes. I am currently a member and a board member of San Francisco Village and chair the 94115+ neighborhood circle, which meets monthly and sometimes more. I also served on the board of Sequoia Living and its foundation for 12 years. With a different focus, I helped establish a privately funded nonprofit called the Math Inquires Project, which focused on middle students and their attitudes toward mathematics.

Civic Activities:

I am a registered voter and have volunteered by campaigning for a number of political candidates. More importantly, I have written and made phone calls to people encouraging them to register to vote, and also to vote.

My civic activities are underscored by the volunteer work and the involvement I have had and continues to have in nonprofit organizations that support a cross section of our diverse population. Many are mentioned in the paragraph above under Experience.

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

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

Date: May 25, 2026 Applicant's Signature (required):



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

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

FOR OFFICE USE ONLY:

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

BOARD of SUPERVISORS



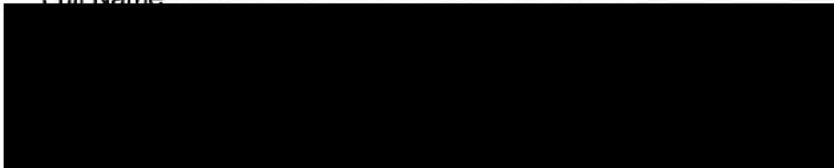
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Application for Boards, Commissions, Committees, & Task Forces

Name of Board/Commission/Committee/Task Force: Fire Code Technical Advisory Committee

Seat # (Required - see Vacancy Notice for qualifications): 3

Full Name: Catherine Ann Miller



Zip Code:

Occupation: retired TV Exec/Producer

Work Phone: Employer:

Business Address: Zip Code:

Business Email: Home Email:

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

Resident of San Francisco: Yes [checked] No [] If No, place of residence:
18 Years of Age or Older: Yes [checked] No []

Pursuant to Charter, Section 4.101(a)(1), please state how your qualifications represent the communities of interest, neighborhoods, and the diversity in ethnicity, race, age, sex, sexual orientation, gender identity, types of disabilities, and any other relevant demographic qualities of the City and County of San Francisco:
I am a senior citizen, widow and retiree- all 3 of which make me representative of the people most affected by the fire sprinkler retrofit mandate.
I am a full time San Francisco resident and homeowner. I live at the Fontana West, a co-op, homeowner occupied building with 136 units -combination studios, 1 and 2 bedrooms. I am the President of the HOA Board. The Board of a co-op is elected to oversee and maintain the physical building and to set and manage the HOA's funds. Unlike a condo, the building manager reports to the Board. I am actively involved in all aspects of the building's day to day maintenance and the implementation and coordination of all major projects: the SFFD Sounder mandate, the SF Facade inspection and follow-up work, elevator modernization. I am aware of the fire safety system and annual inspection requirements. I review all unit modifications making sure they conform to city/state codes and our House Rules. I have a significant role in creating the annual operating budget which includes payments to the reserve fund which anticipates the future needs to maintain and preserve the safety of the building. All to say, I have a good understanding of the physical structure of concrete/steel buildings build prior to 1974 and the costs needed to maintain them.
I am a member of the executive committee representing the majority of homeowner occupied buildings that fall under the retrofit mandate. I share the concerns of these homeowners and their frustations of not knowing if we can afford to stay in our homes. Over the past 2 years we've been meeting with fire safety experts, new technology developers, the SFFD and members of the Board of Supervisors to find a fair and balanced solution to the mandate that makes sense from a cost benefit anyalis. These buildings are rated the highest for fire safety and have not had a major fire or fire related death in over 20 years. We want to find preventative solutions that continue to enance our safety record and at the same time be applied city wide, especially considering lithium battery risk.

Business and/or Professional Experience:

During the 70s and 80s I was the Program Director at KPIX-TV responsible for all non-news programming and live sporting events. The station was a leader in the community creating initiatives that went nation-wide: Aides Lifeline and For Kids Sake. Aides Lifeline started at KPIX working with community and civic leaders and offered the first in-depth reporting and latest information on the devastating and unknown AIDES epidemic. People Are Talking, The Afternoon Show and Evening Magazine were only a few of the local shows I helped create with strong ties to the community.

I finished my career at The Walt Disney Company overseeing non-scripted programming and producing Who Wants To Be A Millionaire. During my career I oversaw multimillion dollar budgets, set production schedules, hired and managed staffs of over 100 people and negotiated contracts with Unions, individuals and MLB and NFL sports franchises. Always delivering productions on time while thinking about new ways to do things, increase audience size and generate revenue in a landscape that went from 3 networks to the boom in cable and the explosion of streaming opportunities. In a changing landscape you cannot rely on the old ways - I feel this retrofit mandate presents a similar situation - we need to look forward. We're seeing drones responding to fires in high density cities, sound waves extinguishing fires instead of water, containers developed for safely charging batteries for mobility transports like scooters and bikes. To be a viable city we have to embrace change and we live in the heart of technical creativity.

Finally I was always challenged to deliver the best while keeping the costs low. I worked with a formula developed by NASA to achieve maximum dollar efficiency. The US government utilizes a metric that determines the cost-effectiveness of safety regulations. I will push for The TAC to use a metric to evaluate the cost benefit of this mandate. Government and private resources are finite and agencies must ensure that safety mandates do not impose an economic burden that outweighs the societal benefits and could lead to unintended consequences.

Civic Activities:

I follow both city and state issues that have a potential impact on Fontana residents. Attending community forums and inviting civic leaders to engage in one on one forums with the residents. I keep a good working relationship with the D2 Supervisor's office for hearing the concerns of residents.

After failed attempts to remove a homeless encampment and bicycle chop shop with open air drug use and sales, I helped to orchestrate the funding of over 50 planter boxes on the Van Ness sidewalk from Bay Street south along the Ft Mason wall. This ended the encampments and the drug use and sales.

I coordinated over 400 homeowners to attend the the Dec. 2025 town hall meeting on the retrofit mandate and again at a hearing of the Land Use Committee in Feb. 2026. These events marked the first time that homeowners were given the opportunity to voice their concerns about the mandate.

I work closely with the organizers of Fleet Week, who use our rooftop as the official spotting site for the FAA and support crews of the airshow participants. This year I will be working with The Coast Guard and SFPD on drone surveillance during 4th of July week celebrations.

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

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

Date: May 21, 2026

Applicant's Signature (required):



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

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

FOR OFFICE USE ONLY:

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

BOARD of SUPERVISORS



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

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

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

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

1. A list of vacancies and expected vacancies, with their qualifications, can be found at the Office of the Clerk of the Board of Supervisors, at the San Francisco Main Public Library, and online on the Board of Supervisors' website (<https://www.sf.gov/board-of-supervisors-boards-commissions-task-forces-vacancy>). Please review this list for positions of interest.
2. Submit an application (https://media.api.sf.gov/documents/vacancy_application_english.pdf)
(List all of the appropriate seat number(s) and/or category/categories for which you qualify. We request applications be received ten (10) days before the scheduled hearing.)
Applicants may also need to submit a Form 700, Statement of Economic Interests (<https://www.fppc.ca.gov/Form700.html>), along with their application for all bodies listed in [Campaign and Governmental Conduct Code, Section 3.1-103\(a\)\(1\)](#).
3. If the seat(s) you are applying for is vacant and requires the Board of Supervisors' confirmation, the Rules Committee may schedule your application for review. Applicants should expect to appear before the Rules Committee to speak on their qualifications and answer questions during a public hearing.
(There are no set instructions on what you are expected to present to the Rules Committee; however, a brief description of how your qualifications distinguish you from other applicants, reasons for your interest in the subject, and/or a short summarization on why you would make a good candidate is appropriate.)
4. The Rules Committee may or may not make a recommendation for appointment. If a recommendation is made by the Rules Committee, the recommendation is forwarded to the Board of Supervisors for approval. It generally takes approximately 15 days from the date the Rules Committee makes their recommendation, for the individual to become officially appointed.
5. Depending on the type of organization, a new appointee may need to take an Oath of Office.

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

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

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

BOARD of SUPERVISORS

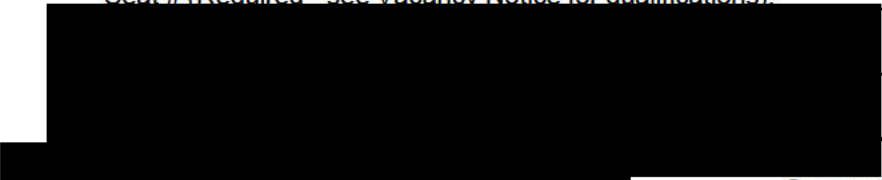


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Application for Boards, Commissions, Committees, & Task Forces

Name of Board/Commission/Committee/Task Force: Sprinkler Retrofit Mandate Tech. Advisory Council

Seat # (Required - see Vacancy Notice for qualifications): #3



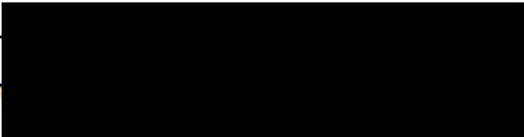
Zip Code: 94109

Occupation: attorney (ret.)

Employer: Hanson Bridgett LLP

Work Phone: _____

Business Address: _____



Business Email: _____ Home Email: _____

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

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

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

Since 2018, I have resided at the Comstock, a residential cooperative apartment building with approximately 125 units. The Comstock is a listed building subject to the Sprinkler Retrofit Mandate. Currently, I am serving a second term as President of the Board of Directors. Previously, for over 22 years, I lived at another residential cooperative building located at 2100 Pacific Ave.; there, I served as President of the Board of Directors for 3 terms.

I am an 80 year old straight white male, and, other than my age, do not qualify to represent any of the other communities of interest.

Business and/or Professional Experience:

I was a business litigation attorney for over 50 years, practicing in San Francisco; I retired as a partner from Hanson Bridgett LLP in 2025. I was recognized by the Super Lawyers list 4 times and was designated as AV-Preeminent by Martindale-Hubbard for many of my years in practice. I had a sub-practice in representing common interest development HOAs and have working experience with the Davis Sting Act. I also serve as a judge pro temp and settlement officer for the San Francisco Superior Court

Since my retirement, I am a full-time commercial arbitrator for the American Arbitration Association.

Civic Activities:

I have represented my building by attending every public meeting held on the Sprinkler Retrofit Mandate. I have studied and am familiar with the Mandate.

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

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

Date: 5/30/26 Applicant's Signature (required): Neil R. Bardack
*(Manually sign or type your complete name.
NOTE: By typing your complete name, you are hereby consenting to use of electronic signature.)*

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

FOR OFFICE USE ONLY:

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

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

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 2. Submit an application (https://media.api.sf.gov/documents/vacancy_application_english.pdf)
(List all of the appropriate seat number(s) and/or category/categories for which you qualify. We request applications be received ten (10) days before the scheduled hearing.)
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(Applications must be submitted to BOS-Appointments@sfgov.org or to the mailing address listed above.)

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Application for Boards, Commissions, Committees, & Task Forces

Name of Board/Commission/Committee/Task Force: Fire Code TAC

Seat # (Required - see Vacancy Notice for qualifications): Seat # 4 - C16 Contractor

Full Name: Christopher Eric Ingram

[Redacted] CA Zip Code: 94925
Fire Sprinkler Contractor

Work Phone: 650 437 6000 Employer: Ingram Fire Protection Inc.

Business Address: 22215 Meekland Ave, Hayward, CA Zip Code: 94541

Business Email: chris.ingram@ingramfire.com Home Email [Redacted]

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

Resident of San Francisco: Yes [] No [x] If No, place of residence: Corte Madera, CA
18 Years of Age or Older: Yes [x] No []

Pursuant to Charter, Section 4.101(a)(1), please state how your qualifications represent the communities of interest, neighborhoods, and the diversity in ethnicity, race, age, sex, sexual orientation, gender identity, types of disabilities, and any other relevant demographic qualities of the City and County of San Francisco:
My qualifications represent the diverse needs and requirements of the San Francisco Community. I am a 5th generation San Franciscan and am a former resident of San Francisco during my undergraduate years at University of San Francisco. My family has been involved in building and construction in San Francisco since the 1860's and I have a vested interest in San Franciscans being represented fairly and accurately.
I also previously have been a condominium owner and part of a Homeowner's Association (HOA). I understand very well the cost issues that the homeowner's face and can sympathize with their situation.
I am motivated to help find a common ground that balances the needs and constraints of the homeowners with the important requirements established by the Fire Department. This is a technically and financially complex issue and it is important that the Greater San Francisco community comes together to develop a viable path forward.

Business and/or Professional Experience:

I own a fire sprinkler construction company that does design and build of fire sprinkler systems. I have worked on hundreds of different buildings and fire sprinkler systems throughout San Francisco and the Bay Area. I am an expert in fire sprinkler cost estimating which is supported by my vast contracting experience and my undergraduate and graduate degrees in Economics & Finance.

I am familiar with many of the +/- 120 buildings that are part of the Fire Sprinkler Retrofit requirement. I have completed 2 highly detailed estimates and project plans for 2 of the buildings on the list and know precisely how much these projects will cost and how long they will take.

I also own, manage, and develop commercial property and understand the position and burdent of the homeowner's impacted by the Retrofit requirement.

Civic Activities:

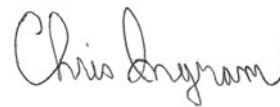
I am active member in social and athletic clubs in San Francisco and spend a lot of time in the City. For several years I have been on the Board of Directors of non-profit based in San Francisco. The First Tee is an organization that teaches life skills to youth through golf. The First Tee has grown significantly and during my time on the Board we have worked closely and productively with multiple San Francisco agencies, especially Parks & Recreation.

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

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

Date: 5/21/2026

Applicant's Signature (required):



(Manually sign or type your complete name.

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

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

FOR OFFICE USE ONLY:

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

[Consumers](#)[Licensees](#)[Applicants](#)[Online Serv](#)

Contractor's License Detail for License # 985475

DISCLAIMER: A license status check provides information taken from the CSLB license database. Before relying on this information, you should be aware of the following limitations.

- ▶ CSLB complaint disclosure is restricted by law ([B&P 7124.6](#)) If this entity is subject to public complaint disclosure click on link that will appear below for more information. Click [here](#) for a definition of disclosable actions.
- ▶ Only construction related civil judgments reported to CSLB are disclosed ([B&P 7071.17](#)).
- ▶ Arbitrations are not listed unless the contractor fails to comply with the terms.
- ▶ Due to workload, there may be relevant information that has not yet been entered into the board's license database.

Business Information

INGRAM FIRE PROTECTION INCORPORATED
 145 CORTE MADERA TOWN CENTER
 UNIT 118
 CORTE MADERA, CA 94925
 Business Phone Number:(650) 437-6000

Entity Corporation
Issue Date 07/26/2013
Expire Date **07/31/2027**

License Status

This license is current and active.

All information below should be reviewed.

Classifications

- ▶ [Ch](#)
- ▶ [Fin](#)
- ▶ [Fre](#)
- ▶ [Fo](#)
- ▶ [Gu](#)
- ▶ [CS](#)
- ▶ [Lis](#)
- ▶ [Lic](#)
- ▶ [Co](#)
- ▶ [Ap](#)
- ▶ [Ap](#)
- ▶ [Ap](#)
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Application for Boards / Commissions / Committees / Task Forces INSTRUCTIONS AND APPLICATION

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2. Submit an application ([http://www.sfbos.org/vacancy application](http://www.sfbos.org/vacancy_application))
(List all of the appropriate seat number(s) and/or category/categories for which you qualify. We request applications be received ten (10) days before the scheduled hearing.)

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Application for Boards, Commissions, Committees, & Task Forces

Name of Board/Commission/Committee/Task Force: Fire Code Technical Advisory Council

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

Full Name: Brandon Bracamonte

[Redacted] Zip Code: 94534
Occupation: Business Representative

Work Phone: Employer: Sprinkler Fitters Local 483

Business Address: 2525 Barrington Ct. Hayward, Ca Zip Code: 94545

Business Email: brandon@sf483.org Home Email: [Redacted]

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

Resident of San Francisco: Yes [] No [x] If No, place of residence: Fairfield, Ca
18 Years of Age or Older: Yes [x] No []

Pursuant to Charter, Section 4.101(a)(1), please state how your qualifications represent the communities of interest, neighborhoods, and the diversity in ethnicity, race, age, sex, sexual orientation, gender identity, types of disabilities, and any other relevant demographic qualities of the City and County of San Francisco:
Through my work with Sprinkler Fitters Local 483, I work closely with a diverse cross-section of San Francisco's workforce, including apprentices, skilled trades workers, contractors, building owners, and residents from many different backgrounds and neighborhoods throughout the city.
The construction and fire protection industry brings together people of different ethnicities, cultures, ages, and life experiences, and my role regularly involves collaborating with individuals from a wide variety of communities and perspectives. I also work on issues affecting both public safety and workforce development, which directly impact working families, small businesses, tenants, and the broader San Francisco community.
In addition to my industry experience, my involvement with the San Francisco Labor Council and the San Francisco Building and Construction Trades Council has provided me with broader exposure to the challenges and priorities facing workers and communities across San Francisco. I believe these experiences allow me to bring a practical, collaborative, and community-focused perspective to the Council.

Business and/or Professional Experience:

I serve as a representative for Sprinkler Fitters Local 483, working with contractors, members, public agencies, and industry stakeholders on issues related to fire protection systems, workforce standards, code compliance, apprenticeship training, dispatch operations, and public safety.

My professional experience includes participation in discussions involving fire/life safety regulations, existing high-rise sprinkler retrofit requirements, permitting and inspection processes, labor-management coordination, and construction-related policy matters affecting San Francisco. I work closely with trained and certified fire sprinkler professionals responsible for installing, testing, maintaining, and repairing life safety systems throughout the city.

Civic Activities:

I actively participate in labor, workforce development, and public safety advocacy efforts related to fire protection systems, apprenticeship opportunities, construction standards, and responsible development practices throughout San Francisco.

I currently serve as a delegate to the San Francisco Labor Council and as an officer with the San Francisco Building and Construction Trades Council. Through these roles, I participate in discussions involving labor policy, workforce development, public infrastructure, and issues affecting construction workers and public safety throughout the city.

I also participate in public meetings, legislative discussions, and industry outreach efforts focused on promoting safe buildings, skilled union labor, apprenticeship opportunities, and high-quality fire protection systems throughout San Francisco.

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

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

Date: 05.08.2026 Applicant's Signature (required): _____

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

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

FOR OFFICE USE ONLY:

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

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Application for Boards, Commissions, Committees, & Task Forces

Name of Board/Commission/Committee/Task Force: Fire Code Technical Advisory Council

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

Full Name: Linas Stempuzis



Zip Code: 94109

Occupation: Retired Architect

Work Phone: N/A Employer: N/A

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

Business Email: N/A Home Email: [Redacted]

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Resident of San Francisco: Yes [X] No [] If No, place of residence:
18 Years of Age or Older: Yes [X] No []

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

I am an architect and President of the 1835 Franklin Street Condominium Homeowners Association Board of Directors. My unique qualifications and knowledge of building systems puts me in the position as a Managing Director of all the projects the HOA has to implement. I am very aware of how projects should be developed and executed and how they can best be implemented based on the limitations of the existing building conditions.

Business and/or Professional Experience:

I am an architect with over forty years and more than three billion dollars of project experience. After working at a number of design firms, I started my consulting practice in 1991, Linas Stempuzis Architect [LSA], providing services to the Redevelopment Agency of the City of San Jose. LSA was a technical, contracts, and quality control resource to the Agency's Project Management Division.

In 1998, I expanded my services to include construction management and inspection. My focus for inspection work was primarily for health care and school projects. I was certified by both OSHPD (Class A) and DSA (Class 1) as an hospital inspector.

I have had experience in the health care market for both construction inspection and project management navigating the regulatory requirements during design and code compliance issues as an inspector during construction. NFPA 13 was the foundation on which my inspection work was based for sprinkler installations.

Civic Activities:

1. Attended the Town Hall meeting, the first public hearing with regards to the Sprinkler Mandate, at Fort Mason held on December 11, 2025. Fire Chief Crispin, Fire Marshal Law, and Supervisors Sherrill and Sauter hosted.
2. Attended and testified at the Land Use and Transportation Committee Hearing that was held on February 23, 2026.
3. Attended the Rules Committee Meeting held on April 6, 2026 where the TAC legislation was approved and forwarded to the Board of Supervisors.

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

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

Date: May 19, 2026

Applicant's Signature (required):



(Manually sign or type your complete name.

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

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

FOR OFFICE USE ONLY:

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

■ Linas Stempuzis **Architect / Project Manager • Construction Manager • Inspector**

Mr. Stempuzis is an architect with over forty years and more than three *billion* dollars of project experience. Mr. Stempuzis' career led him to a management track after gaining broad experience in the planning, design, technical development and construction phases of a project. His proactive project management approach to the design process is to facilitate the definition of the project objectives between an Owner and the project team and then encourage creative solutions within the time and cost constraints of a project. Mr. Stempuzis promotes communication within a collaborative group of talented professionals and clarifies the responsibilities of each project team member as the cornerstone of managing successful projects.

Mr. Stempuzis started his consulting practice in 1991, Linas Stempuzis *Architect* [LSA], providing services to the Redevelopment Agency of the City of San Jose. LSA assisted the Agency in reviewing the construction documents, coordinating the multiple design phases and overseeing the quality control issues during construction of the San Jose Arena Project. He also had the unique opportunity to work with Ricardo Legoretta during the design phase of the Tech Museum in San Jose. LSA provided project management services on a number of other projects and acted as a technical, contracts, and quality control resource to the Agency's Project Management Division. LSA was an Agency liaison to developers of downtown high rise projects, coordinating issues between the city's regulatory agencies and reviewing streetscape and building design proposals.

Since 1998, Mr. Stempuzis has expanded his services to include construction management and inspection. His focus for inspection work is primarily for health care and school projects. He is certified by both OSHPD (Class A) and DSA (Class 1).

Mr. Stempuzis also has experience in the health care market for both inspection and project management. After he developed the construction inspection program at the Stanford University Medical Center, he was asked to join the project management group for the new Stanford University Hospital and the Lucile Packard Children's Hospital projects. This gave him the opportunity to draw upon his diversified experience to develop project delivery strategies, act as a liaison with OSHPD, develop infrastructure planning, develop project integration strategies drawing from ideas that come from UC Berkeley's P2SL and LCI forums and the AIA's Integrated Project Delivery initiative. He has also had the opportunity to work with Kohn Pederson Fox Architects / Hammel Green and Abrahamson Architects on the Lucile Packard Children's Hospital and Raphael Vinoly Architects / Lee Burkhart Liu Architects on the New Stanford Hospital. The integration of construction resources into the design process has been a special professional interest for many years. Bridging the medical planning and design work with the construction process is one of the many goals he has been able to explore and develop at Stanford.

Mr. Stempuzis has presented seminars for organizations such as the California Association of Homes and Services for the Aging and the Santa Clara County Artists Workshop sponsored by San Jose's Public Art Program on the fundamentals and issues of managing art projects.

Mr. Stempuzis is continually seeking ways to develop technology to improve the project process and to lighten the burden of managing information so that more time and energy can be spent on solving problems and developing the *IDEAS* that surround a successful project.

VOX 415.297.4604
EMAIL linas@lsarch.com

1835 Franklin
St #101 San
Francisco
CA 94109-3440

Project Management
Construction Management
Inspection

LSA

PROFESSIONAL EXPERIENCE

- Linas Stempuzis *Architect*, San Francisco, 1991 to date
- Simon Martin-Vegue Winkelstein Moris, San Francisco, 1988-1991
- Frizzel Hill Moorehouse Architects, San Francisco, 1987
- Reid & Tarics, San Francisco, 1986-1987
- Voinovich-Sgro Architects Inc., Cleveland Ohio, 1978-1985
- William Nadeau & Associates, Cleveland Ohio, 1976-1977
- Richard L. Bowen & Associates, Cleveland Ohio, 1974-1975

PROJECT EXPERIENCE

- Kaiser Oakland Replacement Hospital Project / QC / 2013 – Consultant for McCarthy Builders to facilitate the completion of construction work in conformance to the approved drawings and compliance with the building code [pre-inspection].
- San Francisco Healthcare / SNF / Miscellaneous remodeling projects / IOR / 2009 - 2012
- Stanford University Medical Center / Part of the core planning and management group for the re-building of the Stanford University Medical Center that includes;
Lucile Packard Children's Hospital Expansion Hospital
The New Stanford Hospital
Underground Utility Master Plan for the SUMC Campus to accommodate the new hospital projects
Other enabling move projects including renovation of radiology rooms, 24 bed PICU suite, and surgical storage area / Project Manager / 2007 – 2008 / OSHPD.
- *Stanford University Medical Center [Lucile Packard Children's Hospital, Stanford Hospital, Stanford Medical School] / Developed Stanford's web based inspection reporting system and managed the Inspection Program while providing inspection services on a number of projects. / IOR / 2005 - 2007 / OSHPD.*
- *Lucile Salter Packard Children's Hospital at Stanford University Medical Center / IOR for;*
Heart Center, Neurology / Pulmonary Center Project
The Dialysis Treatment Project
Oncology Renovation Project
Surgery Renovation Project.
IOR / 2005 - 2007 / OSHPD
- Asian Art Museum / Project Closeout for the old SF Library to Asian Art Museum Renovation Project and post-construction Improvement Projects / Construction Manager / 2003
- Bessie Carmichael Elementary School / New Building / San Francisco Unified School District / Project Inspector / 2003 / DSA.
- Monta Vista High School Modernization Projects / Modernization of Classroom Buildings / New Gymnasium Science Building / Underground Utilities Upgrade / Music and Arts Buildings / Fremont Union High School District / Project Inspector / 2000 / DSA.
- The Tamalpais Atrium Air Conditioning Project for Northern California Presbyterian Homes and Services / IOR / 2000 / OSHPD
- San Carlos School New Construction / San Carlos Elementary School District / Arundel Elementary (*Administration & Library*) - Brittan Acres Elementary (*Multi-Purpose Building*) - Central Middle (*Gymnasium*) - Heather Elementary (*Administration*)- White Oaks Elementary (*Multi-Purpose Building*) / Project Inspector / 1999 / DSA.
- The Tamalpais Common Area and Residential Corridor Project / Greenebrae CA, 1996
- The Tech Museum of Innovation / San Jose CA 1995
- San Jose Repertory Theater / San Jose CA 1995
- Adobe Systems World Headquarters / San Jose CA 1995
- IBM Office Building / San Jose CA 1995

- United Artists Theater / San Jose CA 1995
- Guadalupe River Park Confluence West - Confluence Point / San Jose CA 1995
- San Jose Arena / San Jose CA 1993 / Home of the San Jose Sharks National Hockey League franchise.
- Van Ness Condominium Project / San Francisco 1991
- Mountain View City Hall Interiors Project / Mountain View CA 1990
- Apple Campbell 2 & 3 / Campbell CA 1989 / Apple Computer.
- Oceanside Water Pollution Control Project / San Francisco 1988
- Marriot Hotel, San Diego 1987
- UCSF Laurel Heights - School of Pharmacy / San Francisco 1986-1987
- Bus Maintenance Facility - Board of Education / Cleveland OH 1985
- California State Prison - Amador County / San Francisco 1984 / Joint Venture with Anshen & Allen
- Ross County Correctional Institution -State of Ohio / Chillicothe OH 1982-1983
- Ohio Prisons / Site Feasibility and Planning Study for the State Legislature of Ohio/ Joint Venture with HDR / Cleveland Ohio 1981-1982
- Highland Heights Municipal Complex / Highland Heights OH 1980
- Solon High School Gymnasium and Natatorium / Solon OH - 1980
- Orchard Middle School and Stadium Field House / Solon Ohio - 1979
- Central Branch Bank / Olmstead Falls OH 1979
- University Hall / Cleveland State University 1977 / Historical Restoration of the Samuel P. Mather Estate
- Cleveland State University Handicapped Improvement Project / Cleveland OH 1976
- Cleveland Lakefront Development Plan - 1975 / Cleveland, Ohio
- Cleveland Hopkins International Airport - 1975 . Cleveland, Ohio

PROJECT AWARDS

- **Oceanside Water Pollution Control Project:** 1995 Best of the Bay and Beyond Honor Award, AIA San Francisco; 1994 Concrete Building Award of Excellence, Portland Cement Association
- **Chillicothe Correctional Institution (Ross County, Ohio):** 1984 Citation for Design Excellence from American Institute of Architects and American Correctional Association

EDUCATION

- Ohio University, Athens, Ohio, Bachelor of Arts in Architecture, 1973

REGISTRATION

- California C - 19497

INSPECTOR CERTIFICATION

- OSHPD Certified - 'Class A', Certification No. A-20026 - *Expired*
- DSA Certified - 'Class 1', Certification No. 1657 - *Expired*
- Safety Assessment Program Registration: Governor's Office of Emergency Services [OES]

CERTIFICATIONS

- LSA is a San Francisco Local Business Enterprise LBE, Certification No. HRC091316184

August 25, 2008

Letter of Recommendation for Linas Stempuzis

To Whom It May Concern:

Linas Stempuzis worked with Stanford University Medical Center (SUCM) on both of our hospitals (Stanford Hospital and Clinics and Lucile Packard Children's Hospital) as an OSHPD Inspector of Record and a Project Manager.

I worked with Linas in his capacity as Project Manager for several interior renovation projects for the Lucile Packard Children's Hospital. These projects required a thorough knowledge of building codes including the newly adopted codes, architectural design and construction processes in a 24/7 healthcare environment, and building infrastructure. He is very thorough in these regards, working closely with architects, engineers, and contractors to manage the scope of work so that it could be feasibly constructed which is extremely important to our process.

He also facilitated the infrastructure development for the expansion of SUMC which includes the adult hospital replacement and a major expansion of the children's hospital. Linas worked closely with engineers at Stanford University and our Master Plan Engineers to develop an Infrastructure Master Plan for the entire medical campus. In addition, he worked with the engineering team to study a variety of options for each hospital as it feeds into the overall infrastructure system necessary to determine courses of action for the development to of each project. He was facile at recognizing when there were political issues that required leadership's attention, and was very good at understanding the strategic and tactical implementation issues.

Linas assisted in developing an OSHPD proposal that integrates prior pilot studies undertaken by OSHPD with new technologies for developing a more efficient review process. This proposal is still under development, and Linas' facilitation of the early work was invaluable.

Linas is able to work on large and small scale projects with ease, and is capable of covering a wide variety of issues. He understands the design and construction process, building codes, healthcare working environments, and is able to apply his knowledge to projects. He is very thoughtful, willing to challenge preconceived ideas, and very personable.

Please feel free to contact me directly at 650-736-7544 for further information.

Sincerely,



Elizabeth Chaney
Director, LPCH Capital Program
Stanford University Medical Center



September 1, 2008

Letter of Recommendation for Linas Stempuzis

To Whom it may Concern:

Linas Stempuzis was hired as an Inspector of Record for several projects associated with Phase 1 at LPCH. His role consisted of providing daily reports, monitoring the contractor's work product, interacting with OSHPD and acting as the Architect's field representative.

I found Linas to be proactive in many respects. His knowledge of the building code as well as being a licensed Architect made him invaluable to the project team. He clearly understands the requirements for working in and around occupied hospitals.

Linas helped institute a Pilot program with OSHPD for facilitating minor changes in approved contract documents. By utilizing this program many of these changes can be approved for installation without going through the OSHPD Change Order process. This program is now being considered by OSHPD to be incorporated into all future hospital projects in California. He also aided in the recruitment of IORs in building SUMC's inspection program and was instrumental in developing a computerized data base system for reporting and documenting inspections.

Linas's thoughtfulness, knowledge and professionalism will be an asset on any project and project team.

Feel free to contact me (650) 498-5010 if you require further information.

Mark Gaul
Director of Construction
Stanford University Medical Center

BAY AREA PROJECTS

Oceanside Water Pollution Control Project | San Francisco

Linus Stempuzis was the project manager for Simon Martin-Vegue Winkelstein Moris' architectural and landscape design team on one of San Francisco's largest environmental pollution control projects in its history on the *Oceanside Water Pollution Control Project* located at the south end of the Great Highway along San Francisco's Ocean Beach just north of Lake Merced. The client was the San Francisco Department of Public Works and involved the participation of The San Francisco Zoo, San Francisco Recreation and Parks Department, the Coastal Commission, The U.S. Army, the Recreation Center for the Handicapped and the neighborhood Homeowner's Associations. While this project pre-dated any LEED or Greenpoint certification systems, it did successfully address one of the more pressing environmental issues of our time which was the pollution of our oceans. There were three major local environmental issues that the project addressed in addition to the problem of our polluted oceans. [1] The project could not be seen from the Zoo or the Great Highway. [2] noise, odors, fumes and traffic had to be controlled to prevent interference with the adjacent public areas. [3] A minimum of 2/3s of the project had to be constructed underground. The project won an AIA SF Best of the Bay Honor Award in 1995.



1901 Van Ness Avenue | San Francisco

Linus Stempuzis was the project manager of the architectural design team of *Simon Martin-Vegue Winkelstein Moris*. The client was the 1901 Van Ness Avenue Partners [Emerald Fund]. SMWM was the architect on the project through the Design development phase. The project involved obtained design approvals from the San Francisco Planning Department in accordance with the Van Ness Plan.



PODIUM PLAN

San Jose Redevelopment Agency | San Jose Repertory Theater

LSA was the Owner's Rep / PM / CM for the San Jose Redevelopment Agency on these and other projects providing services that the SJRA needed for each project. These projects demonstrate LSA's experience with public /private associations.

[1] San Jose Arena has a capacity of 18,000 people and was completed in 1993 at a cost of about \$162 million. [2] The Tech Museum of Innovation is a 132,000 SF facility and was completed in 1998. [3] The Repertory Theater of San Jose was completed in 1997 with a seating capacity of 584 people.



San Jose Redevelopment Agency | San Jose Arena now known as *SAP Center* and the *Tech Museum of Innovation*

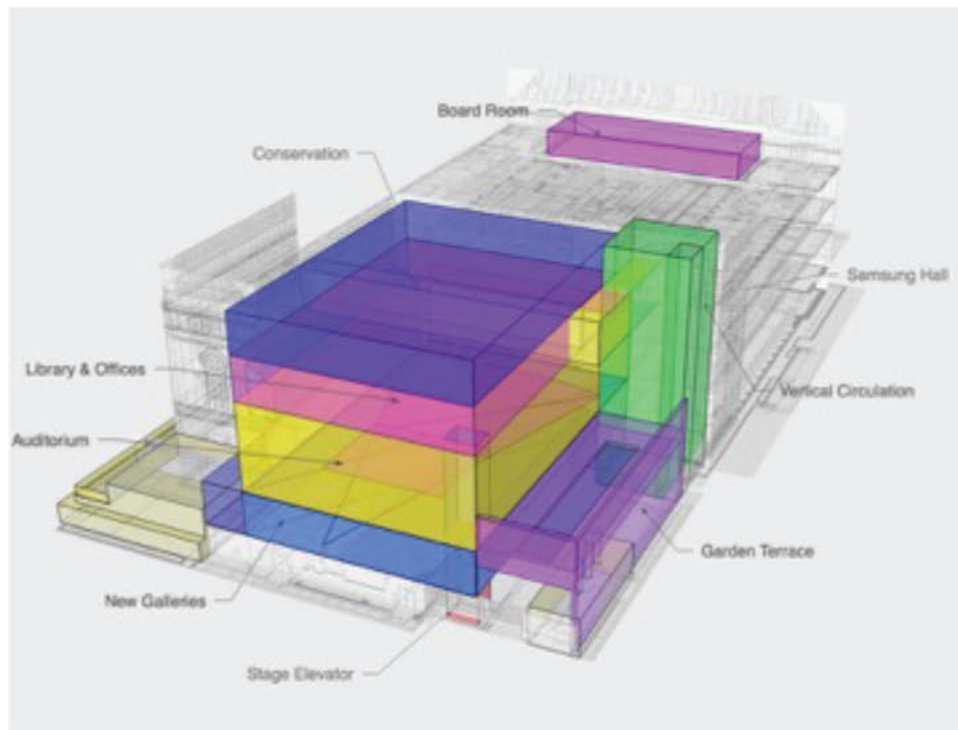


Asian Art Museum | San Francisco

LSA was hired by the Asian Art Museum as the Owner's Rep / CM to help close out the major renovation and conversion of the old San Francisco Public Library to the new Asian Art Museum Project designed by Gae Aulenti. LSA also assisted the Museum on new projects that it needed to complete after the completion of the major renovation project. LSA's scope of work included facilitating the close out the project punch list items, facilitating the construction of temporary exhibits, code issues with SF DBI, the Mayor's Office on Disability and the San Francisco Fire Department. New projects included the upgrading a portion of building's mechanical system and improvements to some of the gallery spaces.

LSA also made an analysis for the Museum and its Board to study the programmatic impacts of a future Phase 2 Expansion of the museum.





Asian Art Museum - Phase 2 Program Study and Analysis



Kagami Jinjya Exhibition Installation - A new interior wall and display case was built over the glass curtain wall of the North Atrium to display this exhibit.

SCHOOL PROJECTS

Bessie Carmichael Elementary School | San Francisco Unified School District
Project Inspector - Bessie Carmichael Elementary School was completed in 2005 and was awarded the Leroy F. Greene Design Award of Honor by CASH and the AIACC.



Monta Vista High School Campus Upgrade | Fremont Unified School District

Project Inspector - Experience familiarized LSA to a variety of building types including wood framing, wood and concrete shear wall construction in multiple buildings under construction at the same time. The scope of the project also included an extensive upgrade of the underground utilities for the entire high school campus.



Lucile Packard Children's Hospital - Stanford Medical Center

LSA was part of the project management team for the new *Lucile Packard Children's Hospital*, which at the time [2006] was being designed by Kohn Pederson Fox / HGA Associates [project is being completed by Perkins+Will]. The new LPCH project had a goal of achieving a LEED Gold Certification which was demonstrated by the project architects to be achievable all throughout the design phases.

He also performed inspection services for a number of ongoing departmental upgrade projects.

Stanford University Medical Center Infrastructure Upgrade Projects

In anticipation of the expansion of the Lucile Packard Children's Hospital and the New Stanford Hospital projects, LSA led the effort to plan all the upgrades and coordination that had to be done to the underground utilities at the the Stanford Medical Center Campus.



Design & Medical Planning

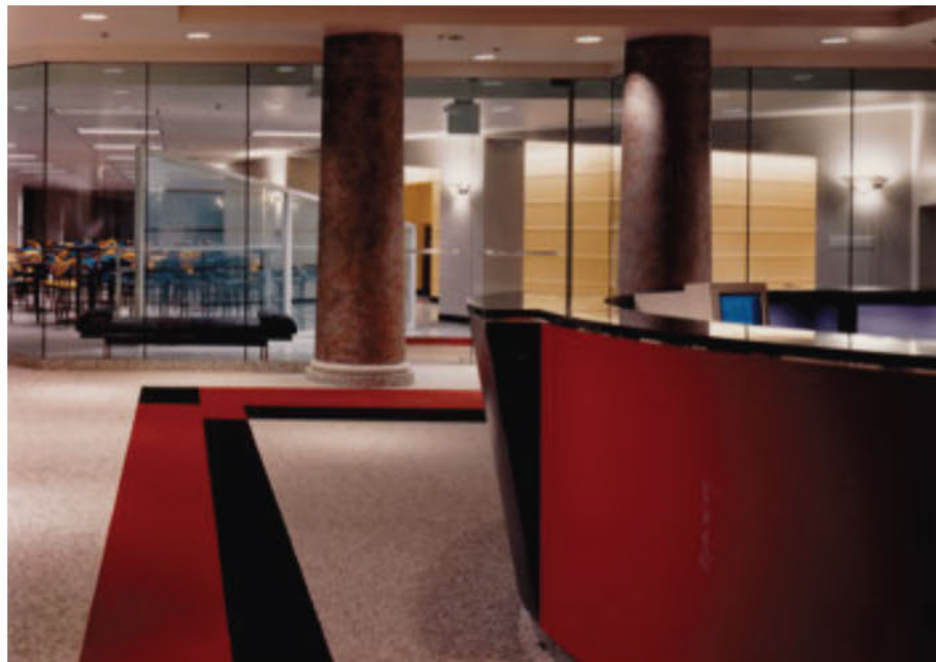
ROOF PLAN



Lucile Packard Children's Hospital
Conceptual Design Submittal - Architecture 02

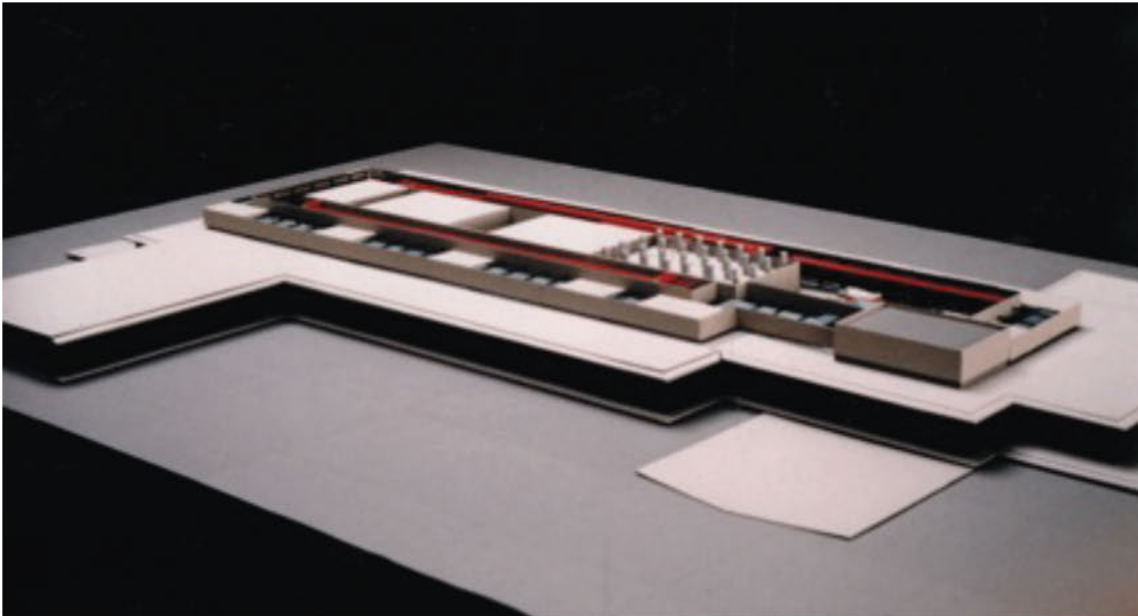
Apple Computer - Hamilton Building | Santa Clara

Linas Stempuzis was the project manager for the interiors projects at Apple Computer for the firm of Simon Martin-Vegue Winkelstein Moris. He played the key role in coordinating the efforts of the design team and facilitating the resolution of construction issues so that the project could open in time for Apple to meet its corporate expansion goals while maintaining a high level of design.



UCSF Laurel Heights Campus | San Francisco

Linus Stempuzis was the Project Manager with the firm of Reid & Tarics that investigated the feasibility of moving UCSF's School of Pharmacy to their Laurel Heights Campus. This involved a surgical design solution for the mechanical systems that the School of Pharmacy required with minimal visual impact to the surrounding neighborhood.



Kaiser Hospital | Oakland

LSA was hired by McCarthy Builders to perform QC work in preparation of the inspection process. The work involved pre-inspecting the work performed by the McCarthy subcontractors and identifying items that needed correcting before the formal inspection process. This helped expedite the inspection process.







FIRE CODE TECHNICAL ADVISORY COUNCIL

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

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

Membership and Seat Qualifications

Seat #	Appointing Authority	Seat Holder	Term Ending	Qualification
1	BOS	VACANT	Indefinite	Shall be held by a property owner or building manager of a building subject to the requirements of Section 1103.5.4 of the San Francisco Fire Code. Term: Indefinite.
2	BOS	VACANT	Indefinite	Shall be held by a non-owner tenant of a building affected by Section 1103.5.4. Term: Indefinite.
3	BOS	VACANT	Indefinite	Shall be held by a duly authorized homeowners' association representative of a building subject to the requirements of Section 1103.5.4. Term: Indefinite.
4	BOS	VACANT	Indefinite	Shall be held by a person who holds an active C-16 fire protection contractor license issued by the California Contractors State License Board (CA-CSLB), as defined in California Code of Regulations, Title 16, Division 8, Article 3. Term: Indefinite.
5	BOS	VACANT	Indefinite	Shall be held by a construction professional with experience in either general labor or a skilled trade. Term: Indefinite.

Seat #	Appointing Authority	Seat Holder	Term Ending	Qualification
6	BOS	VACANT	Indefinite	Shall be held by a professional architect who holds an active license issued by the California Architects Board or a professional structural engineer who holds an active license issued by the California Board for Professional Engineers, Land Surveyors, and Geologists. Term: Indefinite.
7	Controller	VACANT	Indefinite	Shall be held by an employee of the Controller's Office appointed by the Controller. Term: Indefinite.
8	Fire Department	VACANT	Indefinite	Shall be held by an employee of the Fire Department appointed by the Fire Chief. Term: Indefinite.
9	Department of Building Inspection	VACANT	Indefinite	Shall be held by an employee of the Department of Building Inspection appointed by the Director of DBI. Term: Indefinite.
10	Public Utilities Commission	VACANT	Indefinite	Shall be held by an employee of the Public Utilities Commission appointed by the General Manager of the Public Utilities Commission. Term: Indefinite.
11	President of the BOS	VACANT	Indefinite	Shall be held by a member of the Board of Supervisor appointed by the President of the Board of Supervisors; the appointed Supervisor may designate a legislative assistant to serve in their place. Term: Indefinite.

BOARD OF SUPERVISORS (BOS) VACANCY NOTICES AND APPLICATION FORMS AVAILABLE HERE AT THE FOLLOWING LINK:

[Board of Supervisors - Boards, Commissions and Task Forces Vacancy | SF.gov](https://www.sfgov.org/boards-commissions-and-task-forces/vacancy)

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

IF NEEDED ADD:

FORM 700 FILING REQUIREMENT

Pursuant to the Board of Supervisors Rules of Order all applicants applying for this body must complete and submit, with their application, a copy (**not original**) of a Statement of Economic Interests (Form 700). Applications will not be considered if a copy of Form 700 is not received.

FORM 700 AVAILABLE HERE (Required)

<https://www.fopc.ca.gov/Form700.html>

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

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

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

DESCRIPTION:

San Francisco Fire Code Section 1103.5.4, requires certain existing high-rise residential buildings to install an automatic sprinkler system by January 1, 2035. The purpose of the Council is to evaluate, further define, and advise the Board of Supervisors, Mayor, and the Fire Department, on the criteria and types of evidence the Fire Marshal shall consider in determining whether to approve alternate methods and materials, waive specific individual requirements, and grant necessary extensions of time, as permitted in Section 1103.5.4. The Board of Supervisors may adopt legislation to implement the recommendations of the Council as necessary.

DUTIES:

The Fire Chief or their designee shall set the inaugural meeting of the Council not more than 60 days following the appointment of a quorum of the members of the Council. The Fire Chief or their designee shall provide at least ten days' public notice of the Council's inaugural meeting. Following the inaugural meeting, the Council shall hold a regular meeting not less than twice each month during the first 90 days following its first meeting, and thereafter shall continue to meet no less than once per month until its sunset as provided in Section 5.42-7. The Council shall elect a chair and such other officers as it deems appropriate and may establish bylaws and rules for its organization and procedures.

REPORTS:

No later than 90 days following its first meeting, the Council shall submit to the Board of Supervisors, the Mayor, and the Fire Department its findings and recommendations.

SEAT INFORMATION:

The Fire Code Technical Advisory Committee shall consist of a total of 11 members.

Seats 1 through 6 shall be appointed by the Board of Supervisors.

- Seat 1 shall be held by a property owner or building manager of a building subject to the requirements of Section 1103.5.4 of San Francisco Fire Code.
- Seat 2 shall be held by a non-owner tenant of a building affected by Section 1103.5.4.
- Seat 3 shall be held by a duly authorized homeowners' association representative of a building subject to the requirements of Section 1103.5.4.
- Seat 4 shall be held by a person who holds an active C-16 fire protection contractor license issued by the California Contractors State License Board (CA-CSLB), as defined in California Code of Regulations, Title 16, Division 8, Article 3.
- Seat 5 shall be held by a construction professional with experience in either general labor or a skilled trade.
- Seat 6 shall be held by a professional architect who holds an active license issued by the California Architects Board or a professional structural engineer who holds an active license issued by the California Board for Professional Engineers, Land Surveyors, and Geologists.

Seats 7 through 11 shall be appointed as follows:

- Seat 7 shall be held by an employee of the Controller's Office appointed by the Controller.
- Seat 8 shall be held by an employee of the Fire Department appointed by the Fire Chief.
- Seat 9 shall be held by an employee of the Department of Building Inspection, appointed by the Director of the Department of Building Inspection.
- Seat 10 shall be held by an employee of the Public Utilities Commission, appointed by the General Manager of the Public Utilities Commission.
- Seat 11 shall be held by a member of the Board of Supervisors appointed by the President of the Board of Supervisors; the appointed Supervisor may designate a legislative assistant to serve in the Supervisor's seat.

RESIDENCY REQUIREMENT:

Unless otherwise stated, the appointing officer or entity may waive the residency or age requirement for members of boards and commissions created by ordinance if they cannot otherwise find a qualified person who is willing to serve.

or

Unless otherwise stated, members of Charter-created boards and commissions must be and remain during their tenure, residents of the City and legally able to vote in municipal elections. (Charter Section 4.101)

COMPENSATION:

None.

HOLDOVER INFORMATION:

Holdover limits not applicable.

or

Unless otherwise stated, members of a Charter-created body may retain office as a holdover member for a maximum of 60 days. (Pursuant to Charter Section 4.101.5 “Hold-Over Service by Board and Commission Members”.)

AUTHORITY:

Administrative Code, Article XLII, Section 5.42-1 (Added by Ordinance No. 365-90)

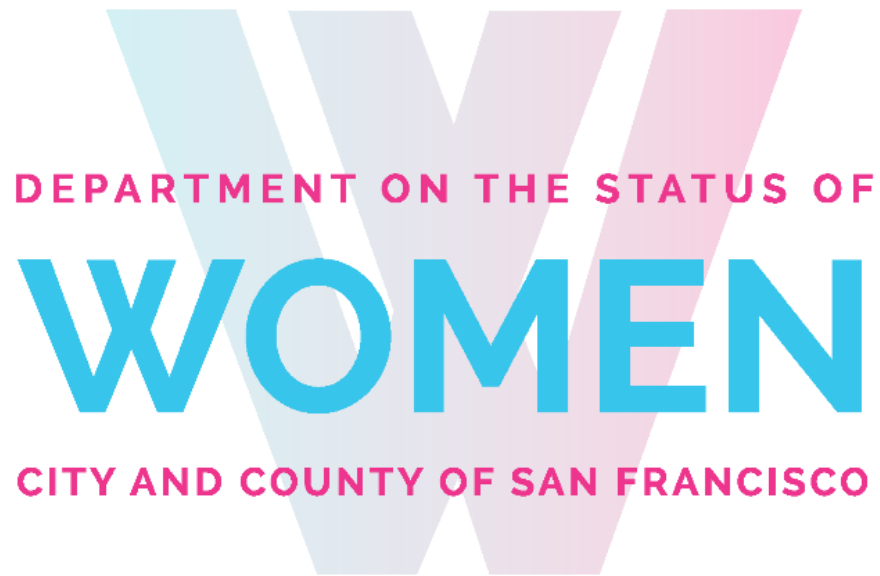
SUNSET:

The Fire Code Technical Advisory Council shall sunset one year after its first meeting.

ADMINISTERING DEPARTMENT/CONTACT:

Fire Department

UPDATED: June 3, 2026



Gender Analysis of
San Francisco Commissions and Boards
2023



London N. Breed
Mayor

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



Dear Honorable Mayor London Breed and Board of Supervisors:

Please find attached the 2023 Gender Analysis of Commissions and Boards Report. We are pleased to share that under Mayor Breed's leadership, the representation of women, people of color, and women of color in policy bodies continues to increase.

The Department wishes to emphasize three areas of consideration for future reports.

These areas were identified as key opportunities to increase response rates from sitting members, expand efforts to ensure most members identify with the categories presented in the survey questions and deepen insights into the diversity of our policy bodies.

First, integrating the survey for this report with the Form 700 process could enhance participation efforts. Coordination between the Department, the San Francisco Ethics Commission, and the Director of Boards and Commissions could develop a more systematic approach to data collection and establish a centralized data repository for crucial demographic information.

Second, the Department recommends a more unified and expansive approach to addressing race and ethnicity in surveys. This approach should include groups that the U.S. Census Bureau's current racial classifications overlook. For example, the Census presently directs individuals of Middle Eastern or North African origin to identify as White. However, by offering more nuanced racial and ethnic categories, members can see their identities better represented, and an additional understanding of member diversity can be gained. Revising categories to include a broader range of sexual orientations could similarly enhance our insights.

Third, this survey offers a unique opportunity to illuminate potential barriers to service on policy bodies by expanding the survey questions and, for example, collecting information about policy board members' socioeconomic status and whether they have dependents. Such questions may provide additional information about likely factors that prevent more diverse policy bodies. These three areas of consideration offer pathways to advance the Department's charge in assessing the diversity of the City's Commissions and Boards.

That said, this 2023 report offers important insights into the current make-up and diversity of San Francisco's policy bodies. Overall, policy bodies have a larger percentage of women, members of the LGBTQIA+ community, and veterans than the general San Francisco population. The rate of women of color and people with disabilities appointed to policy bodies is nearly equal to the general population. Fiscal year 2022-2023 saw the highest representation of women on policy bodies since the Department on the Status of Women started collecting data in 2009. Women of color have the highest representation of appointees to date.

Black and African American women and men are notably well-represented on San Francisco policy bodies. Black women are nine percent of appointees compared to two

percent of the general San Francisco population. Black men are five percent of appointees compared to three percent of the general San Francisco population. Additionally, almost 1-in-4 appointees who responded to the survey question identify as same-gender loving, bisexual, or some other sexual orientation than heterosexual.

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

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

A handwritten signature in black ink, appearing to read "Kim Ellis", with a long horizontal flourish extending to the right.

Kimberly Ellis, J.D.
Director of the Department on the Status of Women

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Executive Summary

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

The 2023 Gender Analysis of Commissions and Boards Report (2023 Gender Analysis Report) evaluates the representation of the following groups across appointments to San Francisco policy bodies:

- Women
- People of color
- Sexual orientation and gender identity
- People with disabilities
- Veterans

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

This year, data was collected from 99 policy bodies and a total of 685 members, generally appointed by the Mayor and Board of Supervisors. The policy bodies surveyed for the 2023 Gender Analysis Report fall under two categories designated by the San Francisco Office of the City Attorney¹. The first category, referred to as "Commissions and Boards," are policy bodies with decision-making authority and whose members are required to submit financial disclosures to the Ethics Commission. The second category, referred to as "Advisory Bodies," are policy bodies with advisory functions whose members do not submit financial disclosures to the Ethics Commission. The report comprehensively examines policy bodies and appointees, considering them as a whole and separately by the two categories.

Several changes were made to the survey questions for the 2023 Gender Analysis Report. Sexual Orientation and Gender Identity (SOGI) categories were aligned with the latest classifications used by the Office of Transgender Initiatives. The classification of veteran status was reverted to its 2019 form to include only individuals who have served in the military and armed forces.

The overall number of policy bodies that submitted data increased compared to 2021 and the total number of individual members who participated in the survey was almost double those in 2021.

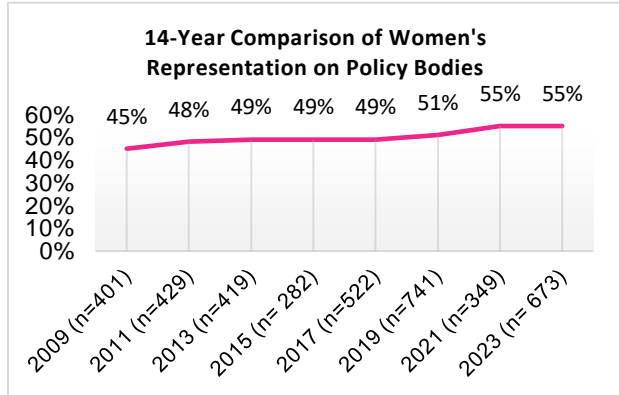
¹ San Francisco Administrative Code 4.101

https://codelibrary.amlegal.com/codes/san_francisco/latest/sf_charter/0-0-0-52865

Key Findings

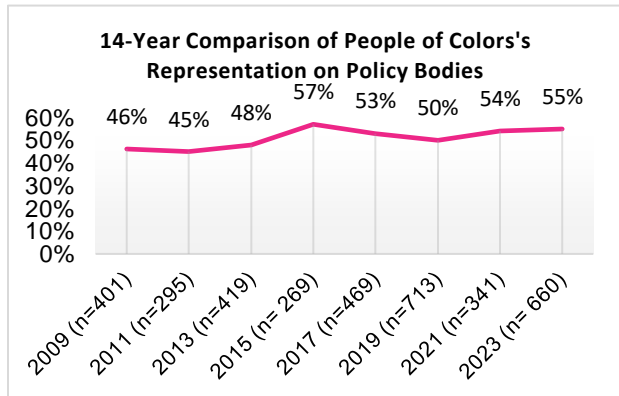
Gender

- Women's representation on policy bodies is 55%, above parity with the San Francisco female population of 49%.
- 2023 saw no change in the overall representation of women since our 2021 report.



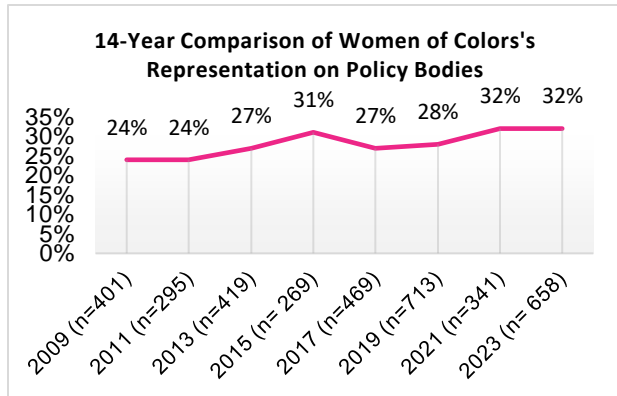
Race and Ethnicity

- The representation of people of color on policy bodies is 55%. Comparatively, in San Francisco, 62% of the population are people of color.
- The overall representation of people of color has increased by one percent since our 2021 report, however, this is still below the 57% reported in 2015.
- As found in previous reports, Latinx and Asian groups are underrepresented on San Francisco policy bodies as compared to the population. Latinx individuals are 16% of the population but make up only 8% of appointees. Asian individuals are 31% of the population but make up only 20% of appointees, a marked decrease from the 26% share in our previous report. Some of this decrease can be attributed to an increased rate of those reporting "Two or More Races" and the inclusion of an "Other" category for the Race/Ethnicity question.



Race and Ethnicity by Gender

- On the whole, women of color are 32% of the San Francisco population and 32% of appointees. This is the same as our previous report but represents a large increase from the pre-pandemic period.
- Meanwhile, men of color are underrepresented at 23% of appointees compared to 33% of the San Francisco population.



- Both White women and men are overrepresented on San Francisco policy bodies. White women are 23% of appointees compared to 17% of the San Francisco population. White men are 22% of appointees compared to 20% of the population.
- Black and African American women and men are overrepresented on San Francisco policy bodies. Black women comprise nine percent of appointees compared to two percent of the population, and Black men comprise five percent of appointees compared to three percent of the population.
- Latinx men and women are underrepresented on San Francisco policy bodies. Latinx women are eight percent of the San Francisco population but five percent of appointees, and Latinx men are seven percent of the population but three percent of appointees.
- Asian men and women are also underrepresented on San Francisco policy boards. Asian women are 18% of the San Francisco population but 12% of appointees, and Asian men are 16% of the population but eight percent of appointees.

Additional Demographics

- 76% of appointees identified as straight/heterosexual, 16% identified as gay/lesbian/same gender loving, six percent of respondents identified as bisexual, and two percent as some other sexual orientation.
- 11% identified as having one or more disabilities, which is just at parity of the 11% of the adult population with a disability status in San Francisco.
- Four percent of respondents said they have served in the military, representative of the four percent of San Franciscans who have served.

Proxies for Influence: Budget and Authority

- Although women are just over half of all appointees (55%), they have a higher representation in those Commissions and Boards with the largest budgets (63%) while women of color are underrepresented in these same boards.
- Although still underrepresented relative to the San Francisco population, there is a larger percentage of people of color on Commissions and Boards with the smallest budgets, and to a lesser degree, boards with the largest budgets.
- The percentage of total women is slightly larger on Advisory Bodies than Commissions and Boards. Women are 58% of appointees on Advisory Bodies and 56% of appointees on Commissions and Boards.

Demographics of Respondents Compared to the San Francisco Population

	Women	People of Color	Women of Color	LGBTQIA+	Disability Status	Veteran Status
San Francisco Population	48%	66%	33%	5%-15%	11%	3%
Total Appointees	55%	55%	32%	24%	11%	4%
10 Largest Budgeted Commissions and Boards	63%	58%	36%	8%	-	-
10 Smallest Budgeted Commissions and Boards	57%	64%	41%	3%	-	-
Commissions and Boards	56%	55%	33%	26%	8%	4%
Advisory Bodies	58%	53%	33%	27%	18%	4%

I. Introduction

Inspired by the fourth U.N. World Conference on Women in Beijing, San Francisco became the first city in the world to adopt a local ordinance reflecting the principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), an international bill of rights for women. The CEDAW Ordinance was passed unanimously by the San Francisco Board of Supervisors and signed into law by Mayor Willie L. Brown, Jr. on April 13, 1998². In 2002, the CEDAW Ordinance was revised to address the intersection of race and gender and incorporate reference to the U.N. Convention on the Elimination of All Forms of Racial Discrimination. The Ordinance requires the City to take proactive steps to ensure gender equity and specifies "gender analysis" as a preventive tool to identify and address discrimination.

In 2007, the Department on the Status of Women conducted the first gender analysis to evaluate the number of women appointed to City Commissions and Boards. The findings of this analysis informed a City Charter Amendment developed by the Board of Supervisors for the June 2008 election. This City Charter Amendment (see Footnote 1) was overwhelmingly approved by voters and made it City policy that:

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

The 2023 Gender Analysis Report examines the representation of women, people of color, gender and sexual orientation, people with disabilities, and veteran status of appointees on San Francisco policy bodies. As was the case for the 2019 and 2021 Gender Analysis Reports, this year's analysis involved increased outreach to policy bodies compared to previous analyses limited to Commissions and Boards. As a result, the data collection and analysis examine a more diverse and expansive layout of City policy bodies. These policy bodies fall under two categories designated by the San Francisco Office of the City Attorney. The first category, "Commissions and Boards," comprises policy bodies with decision-making authority whose members must submit financial disclosures to the Ethics Commission³. The second category, "Advisory Bodies," consists of policy bodies with advisory functions whose members do not submit financial disclosures to the Ethics Commission. A detailed description of the methodology and limitations can be found on page 19.

² San Francisco Administrative Code 33A.1

https://codelibrary.amlegal.com/codes/san_francisco/latest/sf_admin/0-0-0-59871

³ San Francisco Campaign and Governmental Code of Conduct Section 3.1-103

https://codelibrary.amlegal.com/codes/san_francisco/latest/sf_campaign/0-0-0-979

II. Findings

San Francisco's diversity is reflected in the overall population of appointees on San Francisco policy bodies. The analysis in this report includes data from 99 policy bodies, of which 925 of the 1160 seats are filled, leaving 20% (235) vacant. Of the 925 non-vacant seats, we received responses from 685 individuals (a 74% response rate). This represents a much higher participation rate than our 2021 report, almost double the number of respondents. As outlined below in Figure 1, slightly more than half of appointees are women and people of color, 32% are women of color, 24% identify as LGBTQIA+⁴, 11% have a disability, and four percent are veterans. Each question in our survey allowed respondents to decline to answer. Therefore, sample sizes (n) vary for each category.

Figure 1: Summary Data of Policy Body Demographics, 2023

Appointee Demographics	Percentage of Appointees
Women (n=673)	Women- 55%
People of Color (n=660)	People of Color- 55%
Women of Color (n=658)	Women of Color- 32%
Sexual Orientation (n=641)	LGBTQIA+ -24%
People with Disabilities (n=647)	People with Disabilities-11%
Veteran Status (n=670)	Veteran Status-4%

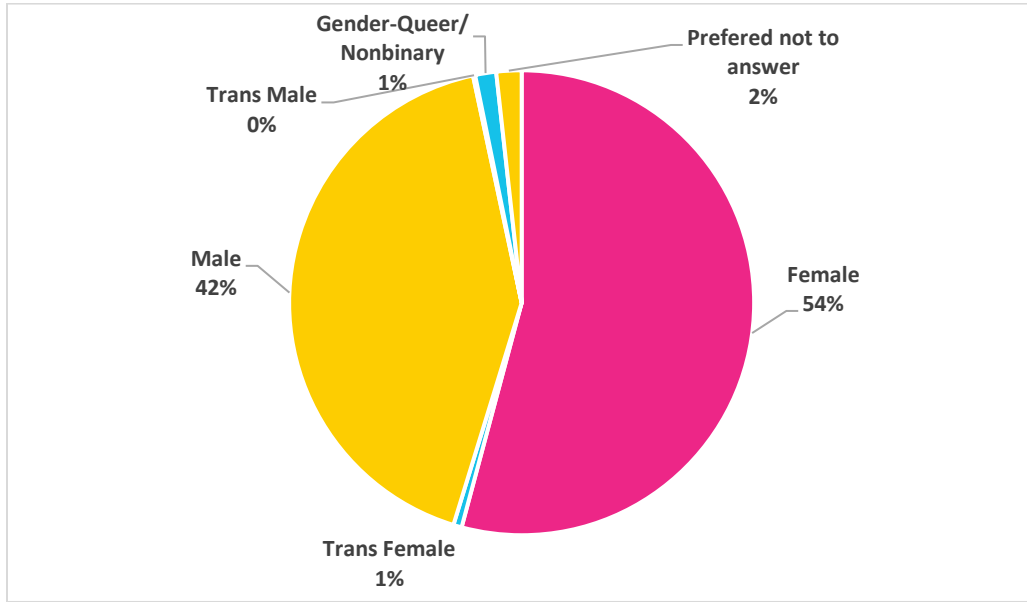
The following sections present comprehensive data analysis comparing previous years, detailing the variables of gender, race/ethnicity, sexual orientation, disability status, veteran status, and policy body characteristics of budget size, decision-making authority, and appointment authority.

A. Gender

Information on gender identity was collected from 673 individuals out of 685 respondents. On San Francisco policy bodies, 55% (375) of policy board members identified as women, including four who identified as trans women. Of the 673 individuals who provided gender identity information, 43% (288) identified as male, including one who identified as a trans man. Further, 1.5% (10) identified as gender-queer or nonbinary. Figure 2 shows a breakdown of the gender identities of our sample.

⁴ We use LGBTQIA+ to refer to the broader community. Limitations in the data collection process prevented a more robust analysis of the diverse identities that are included in this umbrella term.

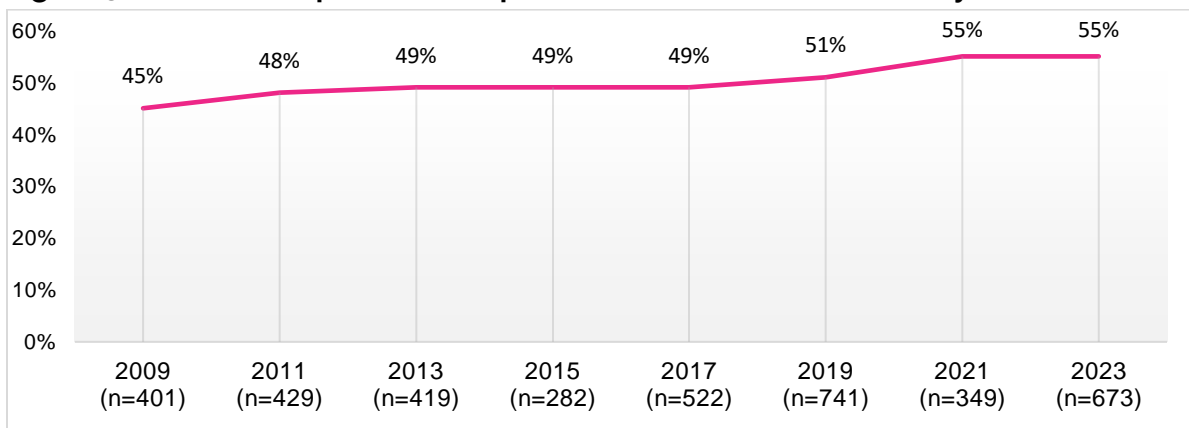
Figure 2: Gender Identities of Policy Members



At 55%, the percentage of women represented in San Francisco's policy bodies is above parity compared to the San Francisco female population of 48%. This is similar to previously reported numbers. The representation of women remained stable at 49% from 2013 until 2017, with a slight increase to 51% in 2019, and increasing again to 55% in 2021. Our previous report had to conclude that the increase in representation from 2019 to 2021 may have been due to the low participation in the 2021 survey. However, the replication of that level of representation in this report provides much stronger evidence that the representation of women in City policy bodies has gone up considerably.

Figure 3 shows a 14-year comparison, which demonstrates that the representation of women appointees has gradually increased since 2009 by a total of 10 percentage points and has remained stable over the last two reports.

Figure 3: 14-Year Comparison of Representation of Women on Policy Bodies



Figures 4 and 5 show the policy bodies with the highest and lowest percent of women⁵. For these figures, policy bodies were only evaluated if they had at least a 75% response rate, as we cannot speak confidently on the composition of agencies where individuals did not respond. This analysis includes both Commissions and Boards and Advisory Bodies.

Figure 4 showcases the 10 Commissions and Boards with the highest representation of women appointees as compared to 2021. The Commission on the Status of Women is currently comprised of all women appointees. This finding has been consistent for the Commission on the Status of Women since 2015. The Commission on Investment and Infrastructure and the Early Childhood Community Oversight and Advisory Committee are also comprised entirely of women.

Figure 4: Policy Bodies with the Highest Percentage of Women, 2023 Compared to 2021

Policy Body	Percent of Women	Response Rate	Active Seats	2021 Percent*
Commission on the Status of Women	100%	100%	6	100%
Commission on Investment and Infrastructure	100%	100%	4	50%
Early Childhood Community Oversight and Advisory Committee	100%	89%	8	-
Dignity Fund Oversight and Advisory Committee	89%	82%	11	-
Children and Families First Commission	88%	100%	9	75%
Elections Commission	86%	100%	7	60%
Recreation and Park Commission	86%	100%	7	-
Mental Health SF Implementation Working Group	86%	78%	9	-
Health Commission	83%	100%	6	71%
Port Commission	83%	86%	7	60%

*This column shows the percent of women in 2021. Policy bodies with less than a 50% response rate in 2021 were marked as "-".

Figure 5 shows the 12 policy bodies with the lowest percentage of women. The Board of Appeals and Board of Examiners have the lowest representation (among boards with more than a 75% response rate). Both policy bodies have no members who identify as women. The Board of Examiners has not had any female representation since at least 2019, the year we began collecting data on the board. There are five policy bodies whose membership is between 14% and 29% women, and five boards with one-third of their members identifying as women.

⁵ This encompasses respondents who selected Female or Trans Female.

Figure 5: Policy Bodies with Lowest Percentage of Women, 2023 Compared to 2021

Policy Body	Percent of Women	Response Rate	Active Seats	2021 Percent*
Board of Appeals	0%	100%	5	40%
Board of Examiners	0%	100%	10	0%
Cannabis Oversight Committee	14%	100%	7	-
Urban Forestry Council	18%	100%	11	-
Airport Commission	20%	100%	5	40%
Police Commission	29%	100%	7	20%
Retirement Board	29%	100%	7	14%
Assessment Appeals Board	33%	100%	16	-
Health Services Board	33%	100%	7	14%
Sunshine Ordinance Task Force	33%	100%	11	56%
Market and Octavia Community Advisory Committee	33%	86%	7	-
Capital Planning Committee	33%	82%	9	-

*This column shows the percent of women in 2021. Policy bodies with less than a 50% response rate in 2021 were marked as "-".

B. Sexual Orientation

Sexual orientation data was collected from 641 participants, or 94% of the surveyed appointees. Figure 6 shows that among the appointees who responded to this question, 16% identify as Lesbian/Gay, six percent identify as Bisexual, two percent identify as an "Other" sexual orientation, and 76% identify as Straight/Heterosexual. Comparison of San Francisco's policy boards to the general San Francisco population is difficult, given limited data.

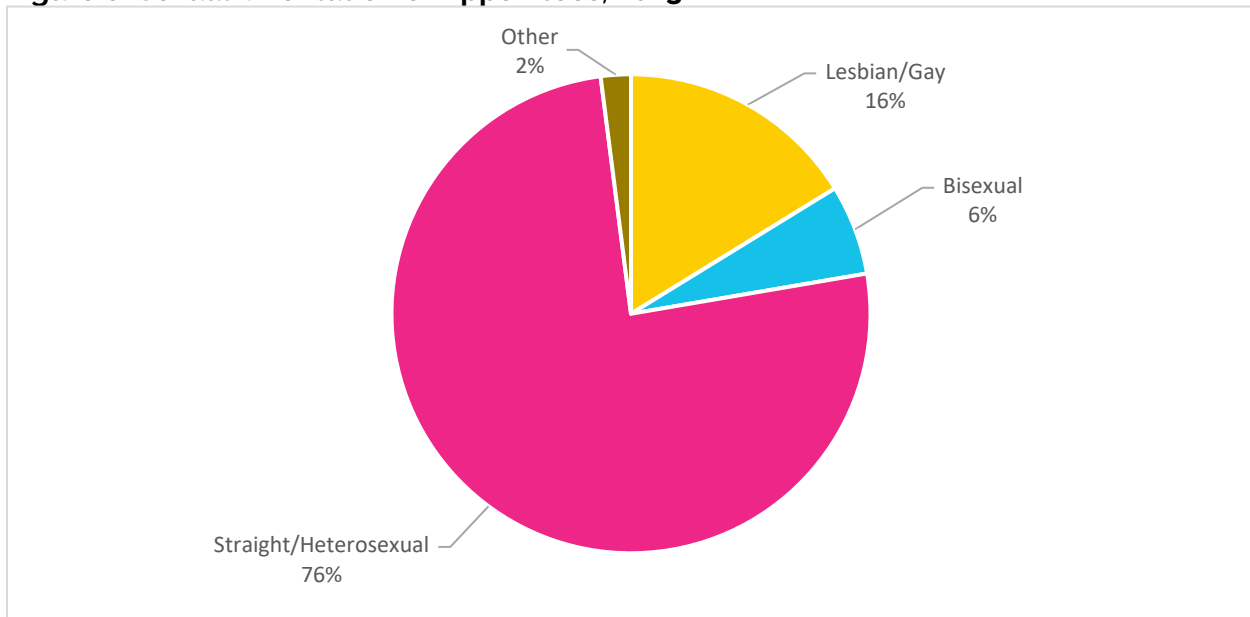
Recent research estimates the California LGBT population is 5.1%⁶. The LGBTQ population of the San Francisco and greater Bay Area ranks highest of U.S. cities at 6.2%⁷. Additionally, a 2006 survey found that 15.4% of adults in the San Francisco metropolitan area identify as LGB⁸. Therefore, compared to available San Francisco, greater Bay Area, and national data, the LGBTQ community is well represented on San Francisco policy bodies.

⁶ Flores, Andrew R. and Kerith J. Conron, "Adult LGBT Population in the United States, 2023," <https://williamsinstitute.law.ucla.edu/publications/adult-lgbt-pop-us/>

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

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

Figure 6: Sexual Orientation of Appointees, 2023

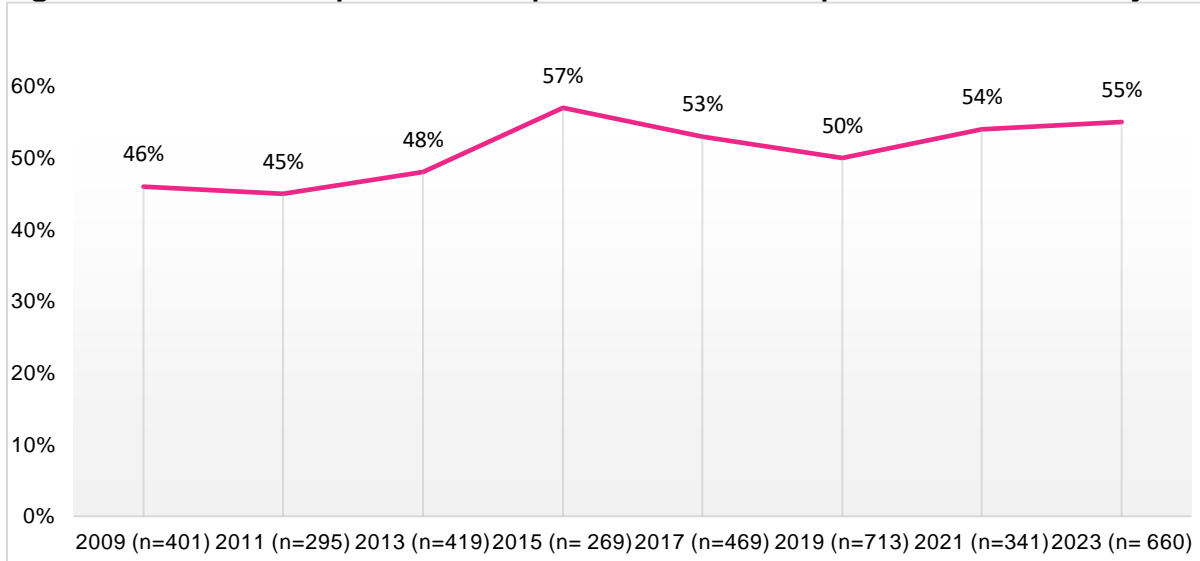


C. Race and Ethnicity

Data on racial and ethnic identity was collected from 660 participants, or 96% of the surveyed appointees, with 25 respondents (4%) preferring not to answer. Although 55% of respondents identify as a race or ethnicity other than White or Caucasian, people of color are still underrepresented compared to the San Francisco population⁹ of 66%. It should be noted that the percentage of people of color has grown over time. In 2020 about 63% of the population was listed as non-White. As seen in Figure 7, the representation of people of color has increased by nine percent since 2009, but not linearly. The representation of people of color increased from 2009 to 2015, then decreased until 2019, and has increased in our last two reports. The highest reported share of people of color was 57% in 2015, though it should be noted that this was a small sample.

⁹ Bureau, US Census. "American Community Survey 5-Year Data (2009-2022)." Census.Gov, 26 Jan. 2024, www.census.gov/data/developers/data-sets/acs-5year.html.

Figure 7: 14-Year Comparison of Representation of People of Color on Policy Bodies

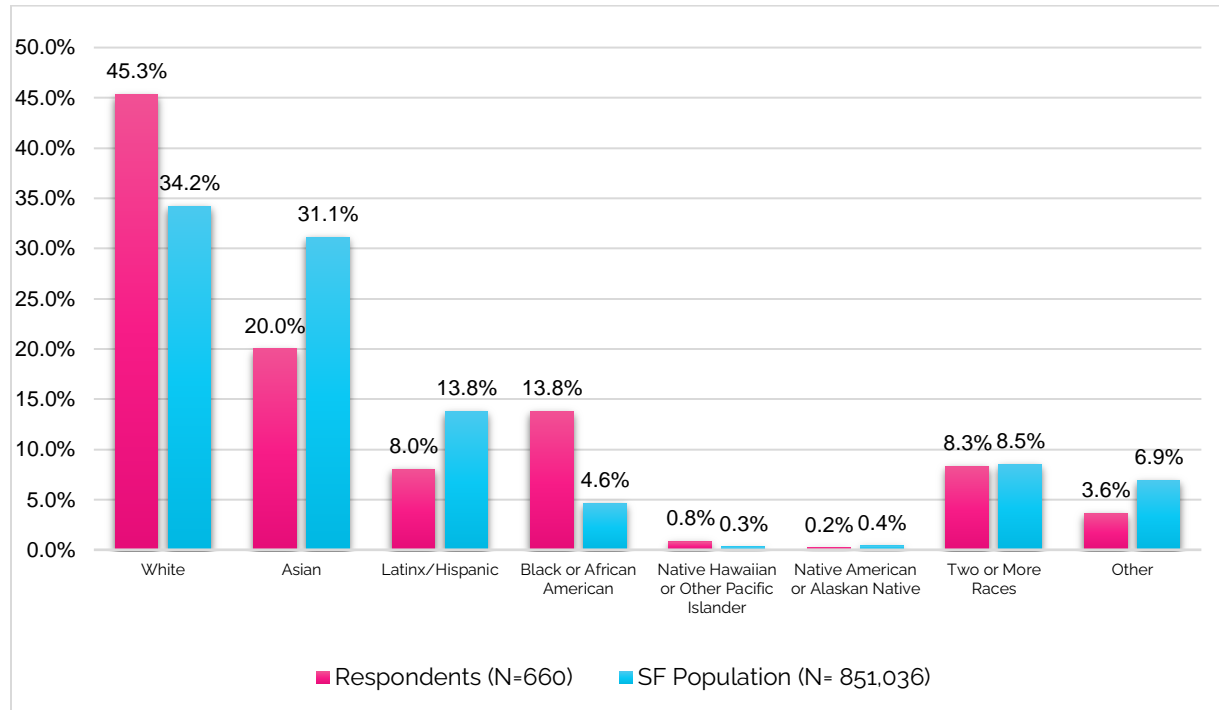


The racial and ethnic breakdown of policy body members compared to the San Francisco population is shown in Figure 8. Population data uses 5-year estimates from the 2022 American Communities Survey¹⁰. This analysis reveals an underrepresentation and an overrepresentation in San Francisco policy bodies for certain racial and ethnic groups. Nearly half of all appointees are White, an overrepresentation of about 12 percentage points. Our previous reports have found a similar disparity¹¹. The Black community is represented on policy bodies at 13.8% compared to being only 4.6% of the population of San Francisco. This level of representation has increased since 2021, when Black representation was about 11%, but about the same as 2019 (which had a much more substantial sample size).

¹⁰ Ibid

¹¹ Our 2021 report listed the White population as about 40% of the population, when Census data suggests it would have been about 34%. When correcting for this, the disparity described above is similar from 2021 to 2023.

Figure 8: Race/Ethnicity of Respondents Compared to San Francisco Population, 2023



Considerably underrepresented racial and ethnic groups on San Francisco policy bodies compared to the San Francisco population are individuals who identify as Asian, Latinx/Hispanic, or some other race. While the Asian population is 31% of the San Francisco population, they make up 20% of appointees. This represents a six percent decrease from the Asian representation reported in 2021, but a two percent increase from the representation reported in 2019 (our last report with a similar sample size). While Latinx individuals are about 14% of the SF population they were only eight percent of respondents, an almost seven percent disparity. This disparity is similar to previously reported data.

The representation of Native Hawaiian or Other Pacific Islanders, Native American or Alaskan Natives, and those who identify with two or more races are close to parity with their shares of the population.

Taken together, our data shows persistent disparities in the racial and ethnic composition of San Francisco's policy bodies. In general Whites and Black/African Americans are over-represented, while Asian, Latinx/Hispanic, and other races are underrepresented. While the specific levels of representation have changed, the level of disparity has remained roughly consistent since data collection began.

The following figures illustrate Commissions and Boards with the highest and lowest percentages of people of color. As shown in Figure 9, the Ethics Commission and Refuse Rate Board have the highest representation of people of color at 100%, with a 100% response rate. However, it should be noted that the Refuse Rate Board only comprises two members at the time of the survey, with the third seat on their board being vacant.

Figure 9: Commission and Boards with Highest Percentage of People of Color, 2023 Compared to 2021

Policy Body	Percent of POC	Response Rate	Active Seats	2021 Percent*
Ethics Commission	100%	100%	4	25%
Refuse Rate Board	100%	100%	2	-
Immigrant Rights Commission	93%	100%	15	50%
Children, Youth, and Their Families Oversight and Advisory Committees.	88%	100%	6	-
Shelter Monitoring Committee	86%	100%	8	-
Sheriff's Department Oversight Board	86%	100%	7	-
Commission on the Status of Women	83%	100%	6	86%
Youth Commission	83%	100%	17	71%
Citizen's Committee on Community Development	80%	100%	5	50%
Commission on Investment and Infrastructure	80%	100%	4	33%
Local Agency Formation Commission	80%	100%	5	50%

*This column shows the percent of women in 2021. Policy bodies with less than a 50% response rate in 2021 were marked as "-".

Figure 10 shows the policy bodies with the lowest representation of people of color. There were no boards above the 75% response rate threshold that had no people of color. The Fine Arts Museum Board of Trustees has the lowest representation of people of color at 13%, followed by the Commission on Animal Control and Welfare at 14% and the Urban Forestry Council at 18%.

Figure 10: Commissions and Boards with the Lowest Percentage of People of Color, 2023 Compared to 2021

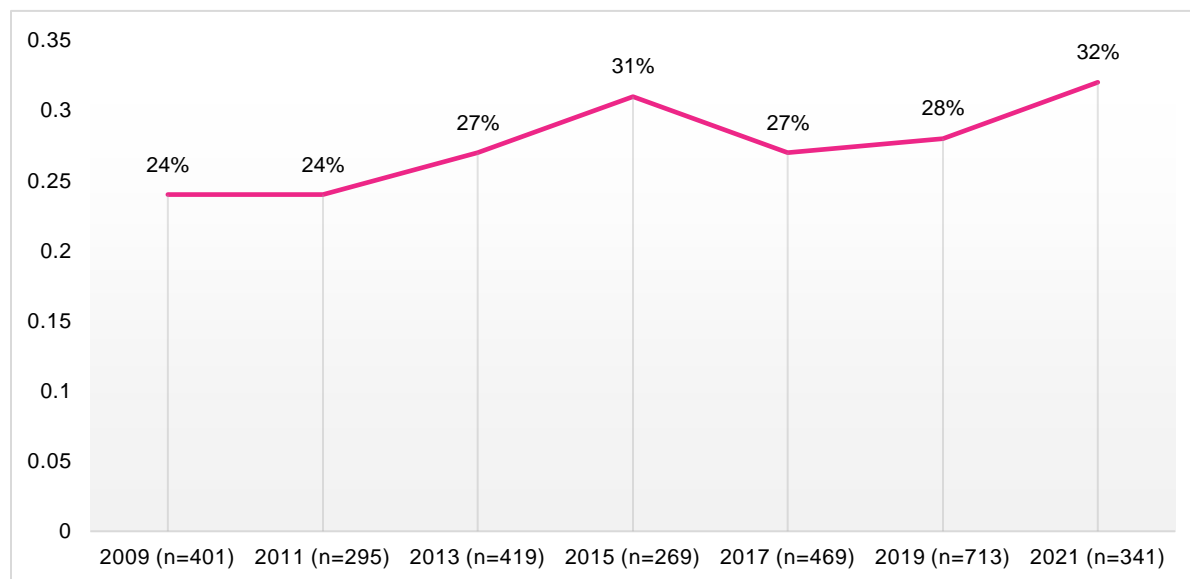
Policy Body	Percent of POC	Response Rate*	Active Seats	2021 Percent*
Fine Arts Museum Board of Trustees	13%	100%	8	-
Commission of Animal Control and Welfare	14%	100%	7	-
Urban Forestry Council	18%	100%	9	-
Capital Planning Committee	22%	81%	11	-
Elections Commission	29%	100%	7	40%
Shelter Grievance Advisory Committee	30%	78%	9	-
War Memorial Board of Trustees	33%	91%	11	-
Dignity Fund Oversight and Advisory Committee	33%	81%	11	-
Market and Octavia Community Advisory Committee	33%	86%	7	-
Port Commission	33%	86%	7	40%
Public Utilities Rate Fairness Board	33%	100%	4	25%

*This column shows the percent of women in 2021. Policy bodies with less than a 50% response rate in 2021 were marked as "-".

D. Race and Ethnicity by Gender

This report also examines the representation of race and gender simultaneously. Women of color are represented in about 32% of seats and make up about 32% of the population¹², at parity. The representation of women of color has generally increased over time since our first report in 2009. Conversely, men of color are underrepresented, making up about 23% of policy board members while being about 33% of the San Francisco population. Figure 11 shows the levels of representation for women of color since 2009.

Figure 11: 14-year Comparison of Representation of Women of Color on Policy Bodies



Figures 12 and 13 present the breakdown for policy board members and the San Francisco population¹³ by race, ethnicity, and gender. White men and White women are overrepresented, holding 22% and 23% of appointments, respectively, compared to 20% and 17% of the population. Black men and Black women are also overrepresented, but more acutely. Black men make up five percent of the policy board members and three percent of the population, and Black women make up nine percent of the policy board members and two percent of the population. Characterizing these as overrepresentations is inaccurate given the representation of Black or African American people on policy bodies has been consistent over the years, while the Black population in San Francisco has declined over the same period.

Asian men and women are underrepresented, with Asian women making up 12% of policy board members compared to 17% of the population, while Asian men comprise eight percent of policy board members and 15% of the population, representing the highest disparity in our data. Latinx/Hispanic men and women are also underrepresented. Latinx/Hispanic men are three percent of policy board members while being seven percent of the population and their female counterparts are five percent of policy board members while making up 6.5% of the population.

¹² Bureau, US Census. "American Community Survey 5-Year Data (2009-2022)." Census.Gov, 26 Jan. 2024, www.census.gov/data/developers/data-sets/acs-5year.html.

¹³ Ibid.

Figure 12: Appointees by Race/Ethnicity and Gender, 2023

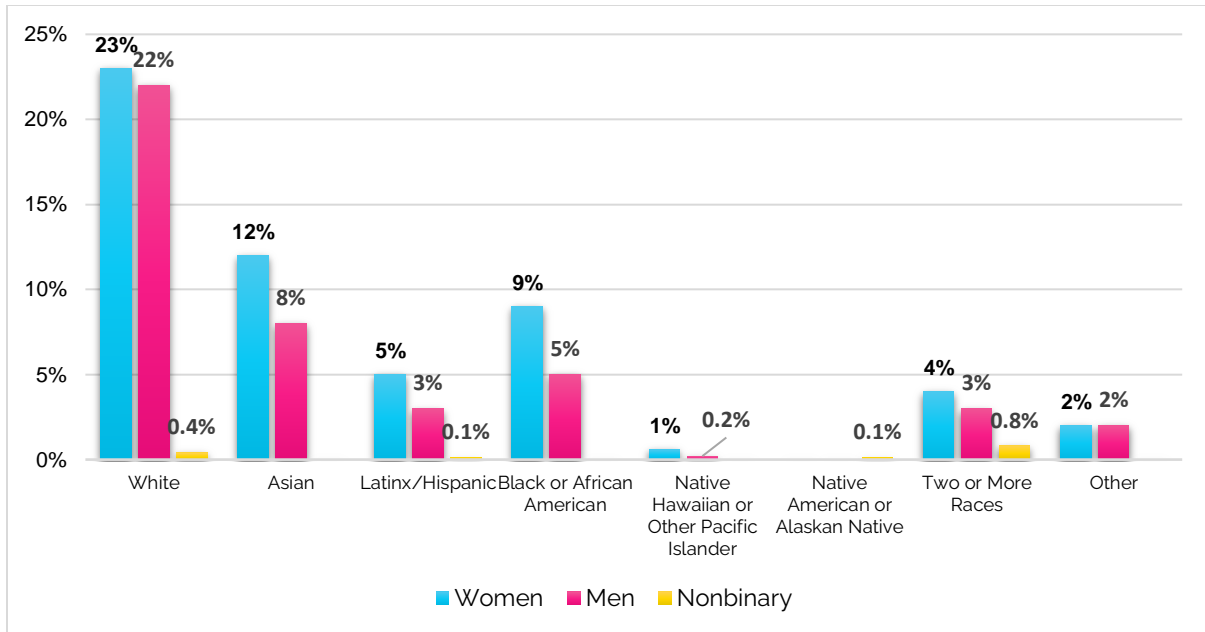
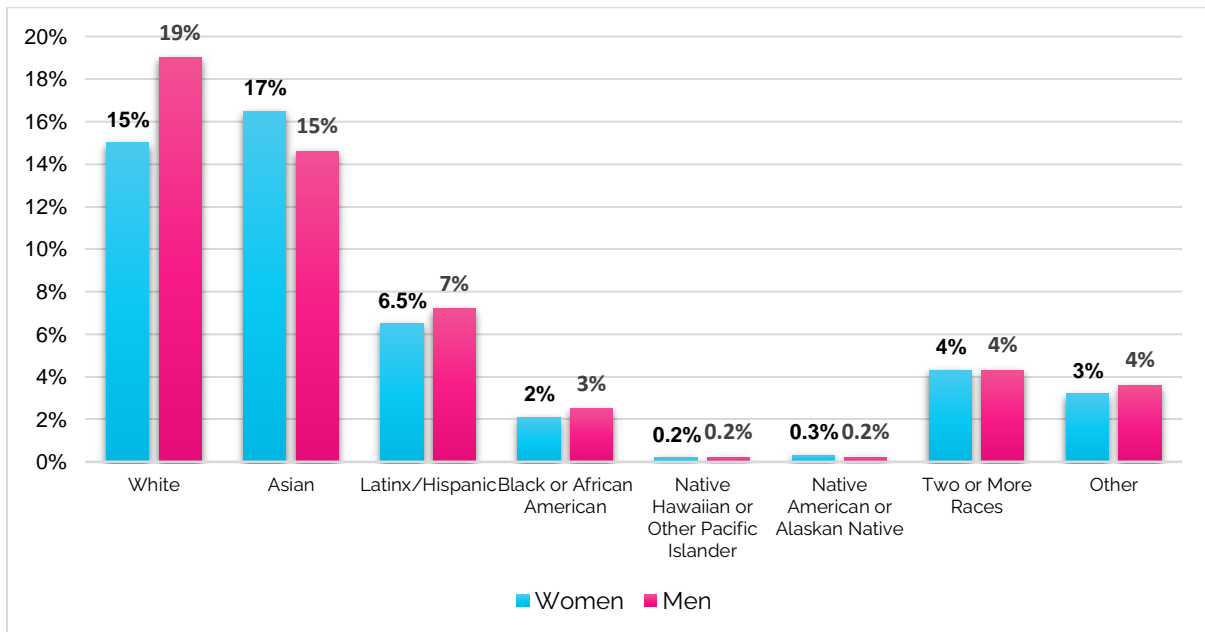


Figure 13: San Francisco Population by Race/Ethnicity, 2022 ACS 5-Year Estimates

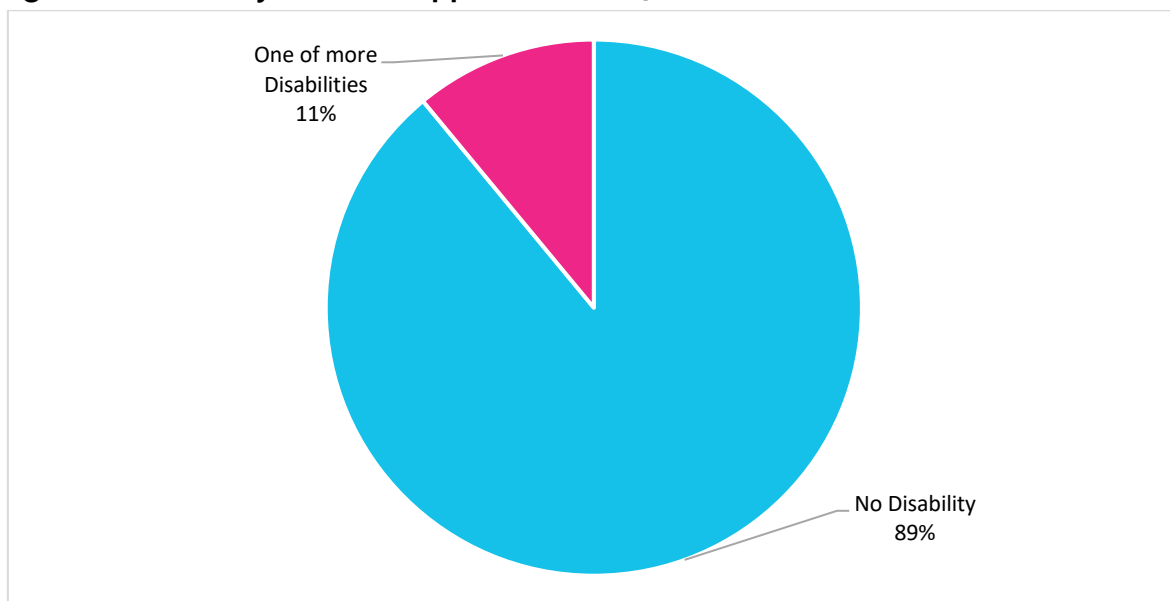


E. Disability Status

Data on disability status was obtained from 647 of our 685 respondents, with a response rate of about 94%. Figure 14 shows about 11% of those who responded to the survey reported having one or more disabilities, mirroring the 11% of the San Francisco population¹⁴ living with a disability. Therefore, our data suggested that those with disabilities are represented relative to their population size. Further, our data shows that policy board members who are disabled are more likely to be female.

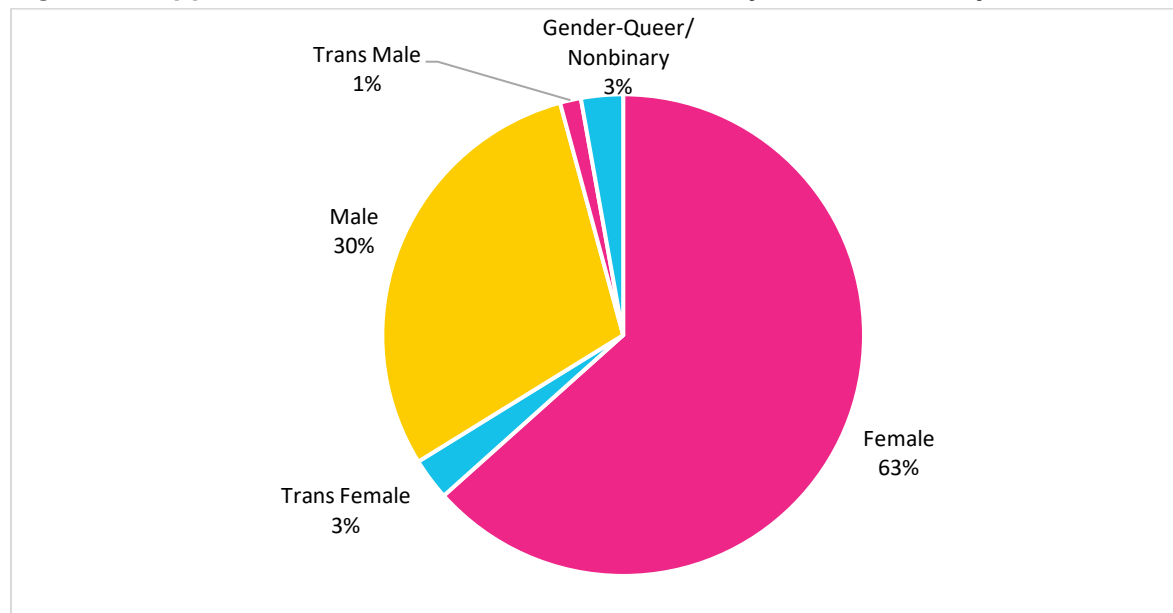
Figure 15 shows that of those with one or more disabilities, 63% are women, 30% are men, three percent are trans women, one percent are trans men, and three percent are gender-queer/nonbinary individuals.

Figure 14: Disability Status of Appointees, 2023



¹⁴ Bureau, US Census. "American Community Survey 5-Year Data (2009-2022)." Census.Gov, 26 Jan. 2024, www.census.gov/data/developers/data-sets/acs-5year.html.

Figure 15: Appointees with One or More Disabilities by Gender Identity, 2023



F. Veteran Status

Overall, approximately 2.7% of the adult population in San Francisco have served in the military¹⁵. Out of 685 who participated in the survey, 670 (98%) provided information on their veteran status¹⁶.

Of the policy board members who responded to this question, 3.7% served in the military. Figure 16 shows the breakdown of veteran status in our data. This level of representation is slightly above parity with the share of the population; however, this also represents a decrease in the level of representation described in our previous reports¹⁷.

¹⁵ Bureau, US Census. "American Community Survey 5-Year Data (2009-2022)." Census.Gov, 26 Jan. 2024, www.census.gov/data/developers/data-sets/acs-5year.html.

¹⁶ For the 2023 report, veteran status was reverted to its 2019 form to include only individuals who have served in the military and armed forces. This decision was driven primarily by the desire to maintain comparability across previous reports. Future reports should consider adding a second question measuring whether respondents have close family members who are in the military or have served. Such an approach would maintain comparability and collect military service prevalence among appointees.

¹⁷ Compared to previous reports, it is important to note that our 2021 report included both veterans and close family members of veterans, inflating their percentage by necessity. The 3.7% in our current data is still lower than other reports that only included veterans.

Figure 16: Policy Board Member with Military Service, 2023

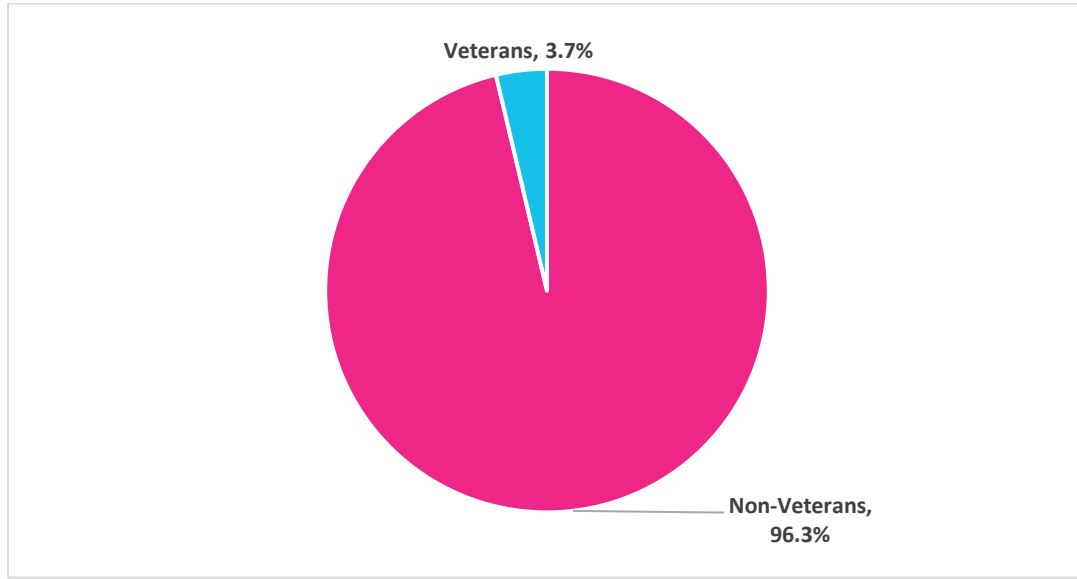
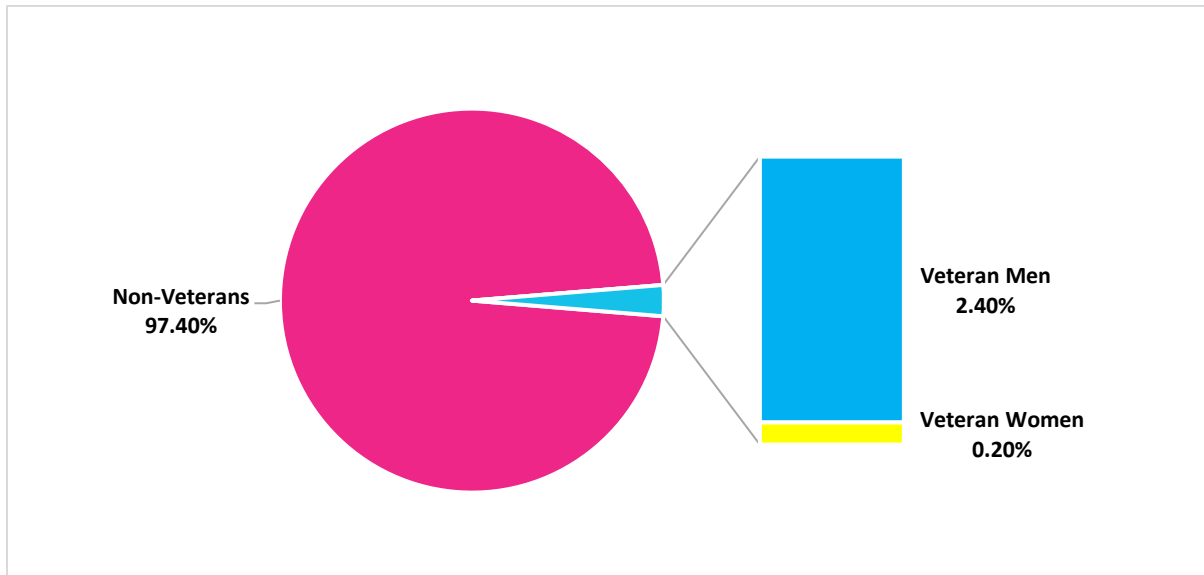


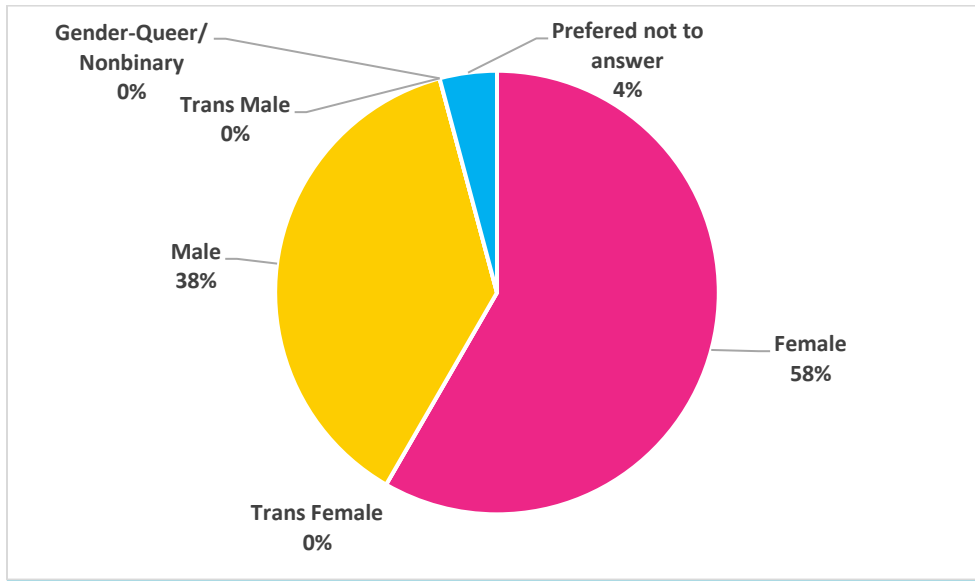
Figure 17 shows the breakdown of the adult San Francisco population and the breakdown of the veteran population by gender. Figure 18 shows the breakdown of gender identities among those who are veterans. We can see that the vast majority of veterans in the population are male, the opposite of what our data shows. Men comprise 42% and women make up 58% of the total number of veteran policy board members. No respondents with veteran status were from any other gender identity.

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



* This graph fails to identify nonbinary individuals with military experience, as data was not collected for that population. However, this graph highlights the gender disparity amongst male and female veterans, with only 0.2% of 2.6% identifying as women.

Figure 18: Appointees with Military Service by Gender, 2023



G. Policy Bodies by Budget

This 2023 Gender Analysis Report examines the demographic representativeness of policy bodies by budget size, as a proxy for influence. This report will examine all reporting policy bodies in this section, regardless of response rate. Figure 19 shows the representation of women, people of color, and women of color in these policy bodies.

Overall, appointees from the 10 **largest** budgeted policy bodies are 63% women, 58% people of color, and 36% women of color. In contrast, appointees from the 10 **smallest** budgeted policy bodies are 57% women, 64% people of color, and 41% women of color. While women are better represented in the higher-budgeted bodies, people and women of color are more strongly represented in the lower-budgeted bodies.

Figure 19: Percent of Women, People of Color, and Women of Color on Commissions and Boards with Largest and Smallest Budgets in 2023

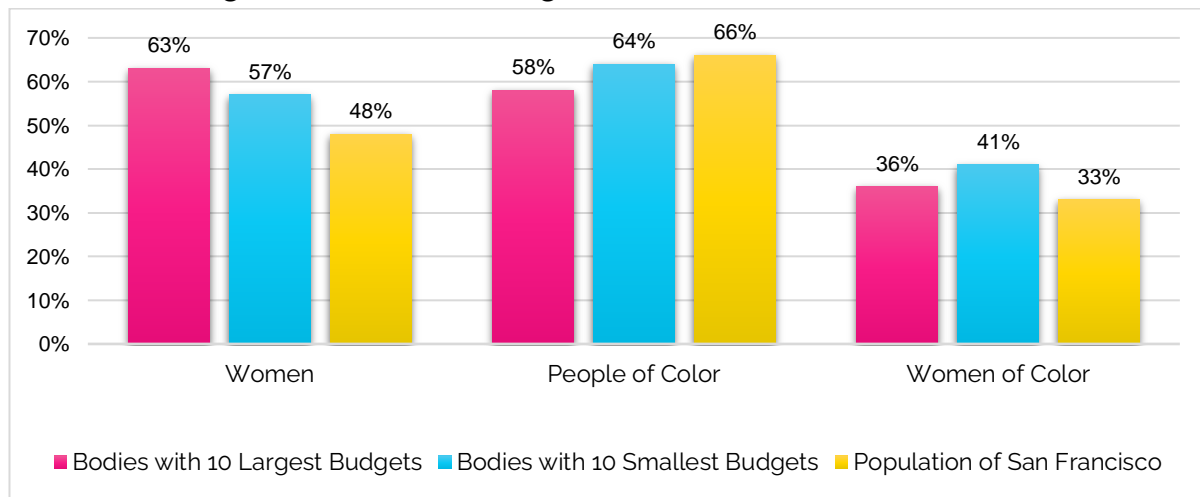


Figure 20: Demographics of Commissions and Boards with Largest Budgets, 2023

Policy Body	FY20-21 Budget	Total Seats	Filled Seats	Response Rate	Women	People of Color	Women of Color
Health Commission	\$2.20B	7	6	100%	83%	66%	50%
Public Utilities Commission	\$1.65B	5	5	100%	60%	60%	40%
Municipal Transportation Agency Board of Directors	\$1.47B	7	7	100%	71%	71%	57%
Health Authority	\$1.37B	19	13	15%	100%	100%	100%
Airport Commission	\$1.02B	5	5	100%	20%	60%	0%
Commission on Investment and Infrastructure	\$717M	5	4	100%	100%	80%	80%
Homelessness Oversight Commission	\$672M	7	7	100%	57%	43%	30%
Human Services Commission	\$624M	5	5	100%	40%	40%	0%
Fire Commission	\$499B	5	5	100%	80%	50%	25%
Recreation and Park Commission	\$368M	7	7	43%	85%	43%	43%
Total	\$10.5B	72	64	84%	63%	58%	36%

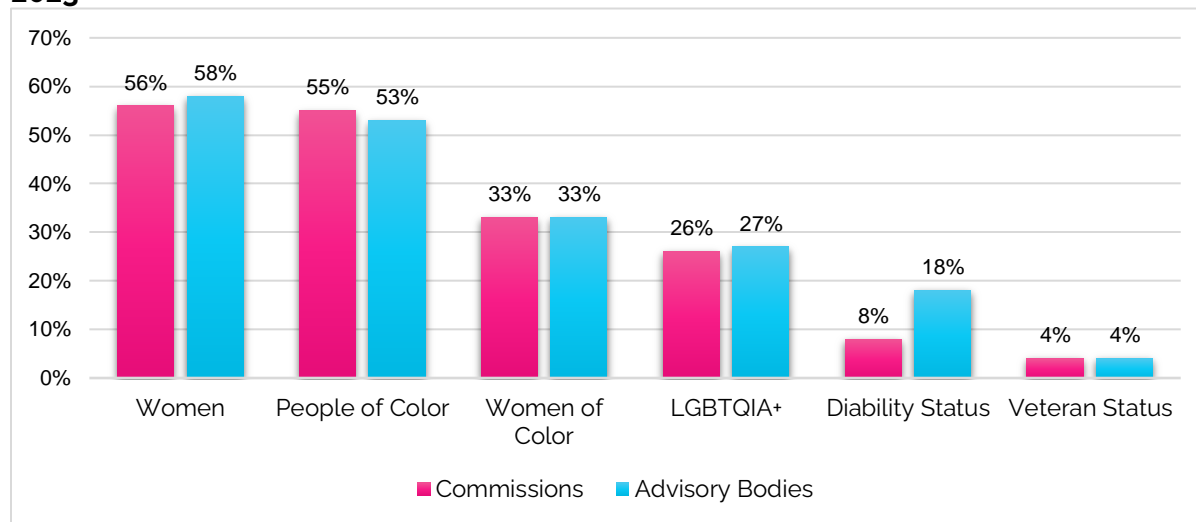
Figure 21: Demographics of Commissions and Boards with Smallest Budgets, 2023

Policy Body	FY20-21 Budget	Total Seats	Filled Seats	Response Rate	Women	People of Color	Women of Color
Civil Service Commission	\$1.51M	5	5	100%	100%	75%	66%
Film Commission	\$1.25M	11	11	82%	56%	67%	44%
Board of Appeals	\$1.20M	5	5	100%	0%	40%	0%
SOMA Community Stabilization Fund Community Advisory Committee	\$1.00M	7	5	20%	0%	0%	0%
Local Agency Formation Commission	\$550,477	7	5	100%	80%	80%	80%
Youth Commission	\$444,847	17	17	100%	82%	82%	76%
Public Works Commission	\$250,000	5	4	100%	40%	40%	0%
Sanitation and Streets Commission	\$250,000	5	4	50%	50%	0%	0%
Retiree Health Care Trust Fund Board	\$111,000	5	5	20%	100%	100%	100%
Residential Users Appeal Board	\$90,000	3	2	50%	0%	0%	0%
Total	\$6.7M	70	63	72%	57%	64%	41%

H. Comparison of Commission and Board and Advisory Body Demographics

The comparison of the two policy body categories in this section provides another proxy for influence. Commissions and Boards whose members file disclosures of economic interest have greater decision-making authority in San Francisco than Advisory Bodies whose members do not file similar disclosures. Commissions have a higher percentage of people of color than Advisory Bodies but lower percentages of women, women of color, LGBTQIA+ people, and disabled people.

Figure 22: Demographics of Appointees on Commission and Boards and Advisory Bodies, 2023



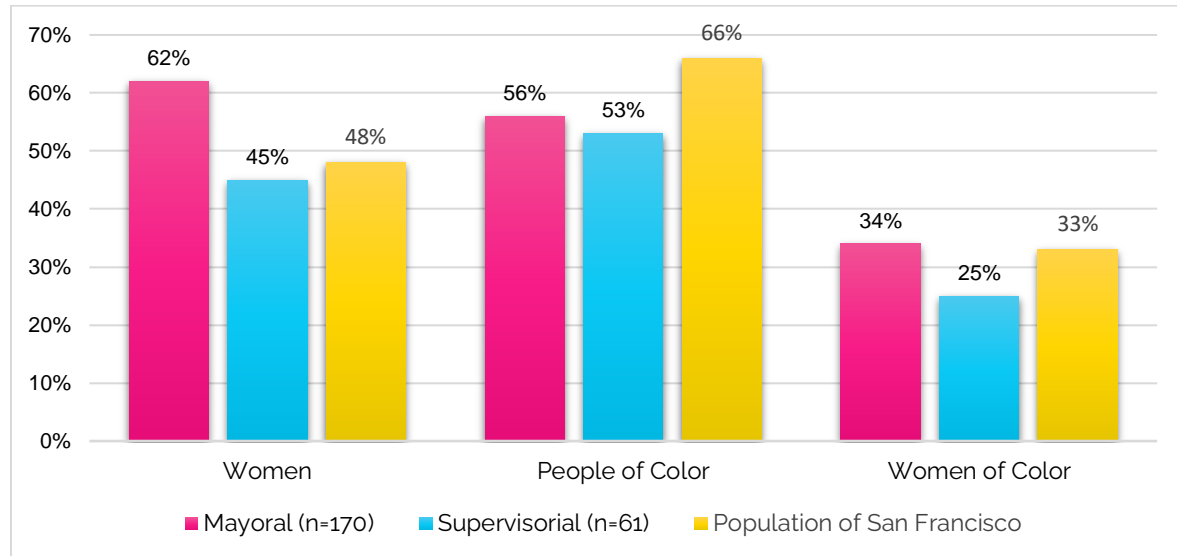
I. Demographics of Mayoral, Supervisorial, and Total Appointees

This section analyzes the demographic compositions of mayoral and supervisorial-appointed policy bodies. For this analysis, mayoral boards are those boards entirely composed of mayoral appointments, and supervisorial boards are those composed entirely of supervisorial appointments. We do not have individual appointment information for boards of mixed appointments, though future reports should consider additional data collection efforts to determine individual-level appointment types. An important caveat of the following data analysis is that far more boards are comprised of mayoral appointments than supervisorial appointments. As the total number of supervisorial appointments in this analysis is low, any findings concerning the demographic composition of supervisorial appointments may be a relic of the limited number of observations. This is especially important to note because the demographic composition shown in our analysis shows supervisorial appointments as being far less diverse than in previous years, suggesting that the true nature of the data is likely more diverse than our data suggests.

Figure 23 compares the representation of women, people of color, and women of color for appointments made by the Mayor, Board of Supervisors, and the population of San Francisco. Mayoral appointments are more diverse and consist of more women, people of color, and women of color compared to Supervisorial appointments. Mayoral appointments include 62% women, 56% people of color, and 34% women of color, while Supervisorial appointments are 45% women, 53% people of color, and 25% women of color. As noted above, the low diversity shown for supervisorial appointments may be due to a relatively

small amount of data. However, previous reports have indicated that this disparity may also be partly due to the appointment selection process for each authority. The 11-member Board of Supervisors only sees applicants for specific bodies through the 3-member Rules Committee or by designees stipulated in legislation (e.g., “renter,” “landlord,” “consumer advocate”). In contrast, the Mayor typically can take total appointments into account during selections and can, therefore, better address gaps in diversity.

Figure 23: Demographics of Mayoral, Supervisorial, and Total Appointees, 2023



III. Methodology and Limitations

This report focuses on City and County of San Francisco Commissions, Boards, task forces, councils, and committees that have the majority of members appointed by the Mayor and Board of Supervisors and have jurisdiction limited to the City. The 2023 Gender Analysis Report reflects data from the policy bodies that provided information to the Department on the Status of Women through digital or paper survey¹⁸. Following initial email outreach, policy bodies were contacted three to five times via email and phone. All possible measures were taken to obtain accurate and complete data.

Participation rates for this report exceeded our 2021 report, with the highest participation of Commission and Boards and Advisory Bodies to date. We requested data from 130 policy bodies and received responses from 99, covering 685 policy board members. Comparatively, the 2021 Gender Analysis Report received data from 92 policy bodies and 349 policy body members.

Data elements such as a Commissioner or Board member’s gender identity, race/ethnicity, sexual orientation, disability status, and veteran status were collected on a *voluntary* basis. As a result, some responses were incomplete or unavailable but were included to the extent possible.

¹⁸ Our previous 2021 report used an all-online participation format that significantly decreased participation, due to the COVID-19 pandemic.

Given the primary objective of this report, surfacing patterns of underrepresentation, every attempt has been made to reflect accurate and complete information. Data for some policy bodies was incomplete, and all appointees who responded were included in the total demographic categories.

To ensure that low response rates did not distort our analysis, we established response rate thresholds in examinations of policy boards with the highest or lowest representation of specific groups. It should be noted that for policy bodies with a small number of members, the change of a single individual greatly impacts the percentages of demographic categories. This should be kept in mind when interpreting these percentages and any changes over time.

While this report's survey had a higher level of participation than our 2021 report, missing data is still the biggest limitation. Given this limitation, ensuring participation from all policy bodies could significantly improve or further efforts to address underrepresentation. Some methods of guaranteeing participation include surveying all appointees during their initial onboarding training with the City, as well as relying on more paper/in-person survey outreach for future reports.

The surveyed policy bodies fall under two categories designated by the San Francisco Office of the City Attorney document entitled List of City Boards, Commissions, and Advisory Bodies Created by Charter, Ordinance, or Statute¹⁹. This document separates San Francisco policy bodies into two different categories. The first category includes Commissions and Boards with decision-making authority and whose members are required to submit financial disclosures to the Ethics Commission. The second category encompasses Advisory Bodies whose members do not submit financial disclosures with the Ethics Commission. Depending on the analysis criteria in each section of this report, the surveyed policy bodies and appointees are either examined comprehensively as a whole or examined separately in the two categories designated by the Office of the City Attorney.

Data from the U.S. Census American Community Survey 5-Year Estimates provides a comparison to the San Francisco population. Figure 25 in the Appendix displays these population estimates by race/ethnicity and gender.

¹⁹ "List of City Boards, Commissions, and Advisory Bodies Created by Charter, Ordinance, or Statute," Office of the City Attorney, <https://www.sfcityattorney.org/wp-content/uploads/2016/01/Commission-List-08252017.pdf>, (August 25, 2017).

IV. Conclusion

Since the first Gender Analysis of Commissions and Boards in 2009, the representation of women appointees on San Francisco policy bodies has gradually increased. The 2023 Gender Analysis Report finds that the percentage of women appointees is 55%, which is above parity with the population of women in San Francisco.

When appointee demographics are analyzed by gender and race, the representation of women of color is 32%, which mirrors the data in our 2021 report and roughly matches the San Francisco population. Most notably underrepresented are individuals identifying as Asian, making up 31% of the San Francisco population but only 20% of appointees. Similarly, Latinx-identifying individuals, who make up 14% of the population, are only eight percent of appointees. Additionally, men of color are underrepresented at 23% of appointees relative to their San Francisco population of 33%.

Furthermore, when analyzing the demographic composition of larger and smaller budgeted Commissions and Boards, women of color are roughly at parity on Commissions and Boards with both the largest and smallest budgets. Women comprise 63% of total appointees on the largest budgeted policy bodies compared to their population of 48%, and women of color comprise 36% of total appointees on the largest budgeted policy bodies, with the San Francisco population at 33%. Comparatively, women are 57% of total appointees on the smallest budgeted policy bodies, and women of color are 41% of appointees. However, the representation of people of color is seven percentage points higher on smaller budgeted policy bodies than on larger budgeted policy bodies. People of color make up 58% of appointees on the largest budgeted policy bodies and 64% of appointees on the smallest budgeted policy bodies. The San Francisco population of people of color exceeds these percentages at 66%.

In addition to using budget size as a proxy for influence, this report analyzed the demographic characteristics of appointees on Commissions and Boards who file disclosures of economic interest and have decision-making authority and appointees on Advisory Bodies who do not file economic interest disclosures. Women, women of color, people of color, LGBTQIA+ populations, and veterans are evenly represented across both Commissions and Boards and Advisory Bodies. Individuals with disabilities, however, have more robust representation within Advisory Bodies than Commissions and Boards. Women comprise a slightly higher percentage of Advisory Bodies appointees than Commissions and Boards.

The 2023 Gender Analysis Report found satisfactory representation of LGBTQIA+ individuals on San Francisco policy bodies. Of the appointees who provided LGBTQIA+ identity information, 24% identified as LGBTQIA+, with the largest subset identifying as gay or lesbian (16%). Eight percent of appointees from the largest budgeted policy bodies identify as LGBTQIA+, and three percent from the smallest budgeted bodies. There was also a similar representation of LGBTQIA+ appointees between Commissions and Boards (26%) and Advisory Bodies (27%).

The representation of appointees with disabilities in Commissions and Boards is 18%, more than double the representation in Advisory Bodies (8%). Veterans are adequately represented on San Francisco policy bodies at 3.7%, compared to the veteran population of 2.7%, and are evenly represented between Commissions and Boards and Advisory Bodies.

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

The San Francisco Department on the Status of Women would like to thank the various policy body members, Commission secretaries, and Department staff who graciously assisted in collecting demographic data and providing information about their respective policy bodies, particularly former Department Intern Liliana Pacheco for the data collection and analysis of this report.

Appendix I

Figure 24: Policy Body Demographics, 2023

Policy Body	Total Seats	Filled Seats	FY22-23 Budget	Women	Women of Color	People of Color	Survey Response Rate
Access Appeals Commission	5	5	-	0%	0%	0%	60%
African American Reparations Advisory Committee	15	15	-	83%	67%	83%	40%
Airport Commission	5	5	\$1,017,000,000	20%	0%	60%	100%
Arts Commission	15	15	\$42,741,948	60%	43%	64%	100%
Asian Art Commission	27	22	-	42%	25%	50%	55%
Assessment Appeals Board	24	16	-	33%	7%	43%	100%
Bayview Hunters Point Citizens Advisory Committee	12	7	-	25%	25%	100%	57%
Behavioral Health Commission	17	10	-	60%	60%	100%	50%
Board of Appeals	5	5	\$1,195,116	0%	0%	40%	100%
Board of Examiners	13	10	-	0%	0%	44%	100%
Board of Supervisors	11	11	\$23,600,000	36%	18%	36%	100%
Building Inspection Commission	7	6	\$92,844,927	57%	29%	43%	117%
Cannabis Oversight Committee	9	7	-	14%	14%	71%	100%
Capital Planning Committee	11	11	\$159,000,000	33%	11%	22%	82%
Children and Families First Commission	9	8	\$27,305,805	88%	57%	71%	100%
Children, Youth and Their Families Oversight and Advisory Committee	11	6	\$333,011,845	75%	63%	88%	133%
Citizen Committee on Community Development	9	5	\$36,000,000	40%	40%	80%	100%
Citizens General Obligation Bond Oversight Committee	9	6	-	40%	0%	40%	100%
Civil Service Commission	5	5	\$1,511,609	80%	50%	75%	100%
Code Advisory Committee	17	17	-	0%	0%	25%	47%
Commission of Animal Control and Welfare	7	7	-	57%	0%	14%	100%
Commission on Investment and Infrastructure	5	4	\$717,300,000	100%	80%	80%	125%
Commission on the Environment	7	7	\$35,349,283	43%	43%	71%	100%

Figure 24: Policy Body Demographics, 2023, Continued

Policy Body	Total Seats	Filled Seats	FY22-23 Budget	Women	Women of Color	People of Color	Survey Response Rate
Commission on the Status of Women	7	6	\$14,434,165	100%	80%	83%	100%
Committee on City Workforce Alignment	17	17	-	60%	60%	91%	65%
Committee on Information Technology	18	16	\$27,000,000	56%	22%	44%	56%
Community Corrections Partnership	13	12	-	20%	20%	60%	42%
Dignity Fund Oversight and Advisory Committee	11	11	-	89%	22%	33%	82%
Disability and Aging Commission	8	8	\$365,000,000	75%	38%	63%	100%
Early Childhood Community Oversight and Advisory Committee	9	9	\$27,305,805	100%	71%	71%	89%
Eastern Neighborhoods Community Advisory Committee	11	8	-	50%	50%	63%	100%
Elections Commission	7	7	\$24,000,000	86%	29%	29%	100%
Entertainment Commission	7	7	-	50%	33%	67%	100%
Ethics Commission	5	4	\$7,586,853	67%	67%	100%	100%
Family Violence Council	28	28	-	77%	31%	38%	46%
Film Commission	11	11	\$1,250,000	63%	50%	75%	82%
Fine Arts Museums Board of Trustees	62	8	-	38%	13%	13%	100%
Fire Commission	5	5	\$498,585,516	80%	25%	50%	100%
Food Security Task Force	20	18	-	80%	38%	63%	56%
Free City College Oversight Committee	15	13	-	63%	43%	57%	62%
Health Authority	19	13	\$1,373,782,524	100%	100%	100%	15%
Health Commission	7	6	\$2,200,000,000	83%	33%	67%	100%
Health Service Board	7	7	\$14,200,000	33%	20%	40%	100%
Homelessness Oversight Commission	7	7	\$672,000,000	57%	14%	43%	100%
Housing Conservatorship Working Group	12	8	-	75%	0%	25%	50%
Housing Stability Fund Oversight Board	11	9	-	0%	0%	100%	11%
Human Rights Commission	11	10	\$15,120,673	40%	40%	70%	100%
Human Services Commission	5	5	\$624,500,000	40%	0%	40%	100%
Immigrant Rights Commission	15	15	-	60%	50%	93%	100%
Juvenile Justice Coordinating Council	20	18	-	80%	33%	47%	83%

Figure 24: Policy Body Demographics, 2023, Continued

Policy Body	Total Seats	Filled Seats	FY22-23 Budget	Women	Women of Color	People of Color	Survey Response Rate
Juvenile Probation Commission	7	7	-	57%	14%	57%	100%
Local Agency Formation Commission	7	5	\$550,477	80%	80%	80%	100%
Market and Octavia Community Advisory Committee	9	7	-	33%	17%	33%	86%
Mayor's Disability Council	11	5	-	100%	0%	0%	40%
Mental Health SF Implementation Working Group	13	9	-	86%	43%	43%	78%
Mission Bay Citizen's Advisory Committee	13	7	-	80%	40%	40%	71%
Municipal Green Building Task Force	20	20	-	63%	38%	50%	40%
Municipal Transportation Agency Board of Directors	7	7	\$1,472,363,382	71%	57%	71%	100%
Municipal Transportation Agency Citizens Advisory Council	15	14	-	42%	17%	50%	86%
Our City, Our Home Oversight Committee	9	7	-	80%	40%	40%	71%
Oversight Board (to the Successor Agency to the Redevelopment Agency of the City and County of San Francisco)	7	6	-	80%	50%	50%	83%
Paratransit Coordinating Council Executive Committee	38	21	-	75%	50%	75%	19%
Park, Recreation, And Open Space Advisory Committee	24	17	-	58%	42%	58%	71%
Planning Commission	7	7	\$60,000,000	50%	50%	100%	29%
Police Commission	7	7	-	29%	14%	71%	100%
Port Commission	7	7	\$193,700,000	83%	33%	33%	86%
Public Utilities Commission	5	5	\$1,651,537,786	60%	40%	60%	100%
Public Utilities Rate Fairness Board	7	4	-	67%	33%	33%	125%
Public Utilities Revenue Bond Oversight Committee	7	5	-	50%	50%	50%	100%
Public Works Commission	5	4	\$250,000	40%	0%	40%	125%
Recreation and Park Commission	7	7	\$367,800,000	86%	43%	43%	100%
Reentry Council	25	22	-	55%	36%	64%	100%
Refuse Rate Board	3	2	-	50%	50%	100%	100%
Residential Rent Stabilization and Arbitration Board	10	10	\$16,294,283	50%	17%	50%	60%
Residential Users Appeal Board	3	2	\$900	0%	0%	0%	50%
Retiree Health Care Trust Fund Board	5	5	\$110,000	100%	100%	100%	20%

Figure 24: Policy Body Demographics, 2023, Continued

Policy Body	Total Seats	Filled Seats	FY22-23 Budget	Women	Women of Color	People of Color	Survey Response Rate
Retirement Board	7	7	-	29%	29%	57%	100%
San Francisco Reinvestment Working Group	9	9	-	25%	0%	75%	44%
Sanitation and Streets Commission	5	4	\$250,000	50%	0%	0%	50%
Sentencing Commission	13	13	-	46%	15%	62%	100%
Shelter Grievance Advisory Committee	15	9	-	57%	14%	29%	78%
Shelter Monitoring Committee	12	8	-	75%	71%	86%	100%
Sheriff's Department Oversight Board	7	7	-	43%	43%	86%	100%
Small Business Commission	7	5	-	75%	50%	75%	80%
SOMA Community Stabilization Fund Community Advisory Committee	7	5	\$1,000,000	0%	0%	0%	20%
South of Market Community Planning Advisory Committee	11	7	-	20%	0%	20%	71%
State Legislation Committee	7	7	-	40%	25%	50%	71%
Street Artists and Craftsmen Examiners Advisory Committee	5	5	-	100%	50%	50%	40%
Sugary Drinks Distributor Tax Advisory Committee	16	16	-	71%	57%	86%	44%
Sunshine Ordinance Task Force	11	9	-	33%	22%	44%	100%
Sweatfree Procurement Advisory Group	11	6	-	50%	25%	25%	67%
Treasure Island Development Authority Board of Directors	7	7	\$31,333,345	33%	0%	0%	43%
Treasure Island/Yerba Buena Island Citizens Advisory Board	25	9	-	50%	0%	0%	44%
Urban Forestry Council	15	11	-	18%	0%	18%	100%
Veterans Affairs Commission	13	11	-	100%	0%	0%	9%
War Memorial Board of Trustees	11	11	\$19,236,764	50%	30%	30%	91%
Workforce Investment Board	28	27	\$4,250,713	57%	21%	43%	52%
Youth Commission	17	17	\$444,847	82%	76%	82%	100%

Appendix II

Figure 25: San Francisco Population Estimates by Race/Ethnicity and Gender, 2022*

Race/Ethnicity	Total		Male		Female	
	Estimate	Percent	Estimate	Percent	Estimate	Percent
San Francisco County, California	851,036	-	412,924	49%	438,093	51%
White, non-Hispanic or Latino	325,900	34%	179,461	19%	146,439	15%
Asian	296,122	31%	139,015	15%	157,107	17%
Hispanic or Latinx	131,517	14%	69,384	7%	62,133	7%
Some Other Race	65,487	7%	34,703	4%	30,784	3%
Black or African American	44,058	5%	24,026	3%	20,032	2%
Two or More Races	80,858	8%	41,270	4%	39,588	4%
Native Hawaiian and Pacific Islander	3,312	0.5%	1,763	0.2%	1,549	0.2%
Native American and Alaska Native	4,725	0.5%	2,781	0.3%	1,944	0.2%

San Francisco Population estimates come from the 2022 American Community Survey 5-Year Estimates, chart B01001. The racial estimates use Census subpopulation charts. Please note that the subpopulations added together are larger than the estimated population size. This is primarily due to potential double counts for ethnicities and races (the only category that does not include overlap is the White population, which is specifically White non-Hispanics).

Survey Questions

1. "What is your gender identity?" and could select from the following:
 - Male
 - Female
 - Trans Male
 - Trans Female
 - Gender Queer/ Non-Binary
 - Other (no respondents selected other)
 - Prefer not to say

2. "What is your race/ethnicity?" and could select one of the following options²⁰:
 - Asian (alone)
 - Black/African American (alone)
 - Latinx/Hispanic
 - Native American/American Indian or Alaska Native (alone)
 - Native Hawaiian or Other Pacific Islander (alone)
 - Other (alone)
 - White/ Caucasian (alone)
 - Two or More Races
 - Prefer not to say

3. "What is your sexual orientation?"
 - Bisexual
 - Gay/ Lesbian/ Same-Gender Loving
 - Questioning/ Unsure
 - Straight/Heterosexual
 - Other
 - Prefer not to say

4. "Do you have one or more disabilities?"
 - Yes
 - No
 - Prefer not to say

5. "Have you ever served in the military of any country?"
 - Yes
 - No
 - Prefer not to say

²⁰ Note that respondents were instructed to select either Latinx/Hispanic or a racial category and to choose the category that best fits their identity. This eliminates any double counting issues, and in this analysis, we considered those who responded as White as White, not Latinx/Hispanic.



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



London N. Breed
Mayor

Acknowledgments

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

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This report is available at the San Francisco Department on the Status of Women website:

<https://sfgov.org/dosw/gender-analysis-reports>.

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