

File No. 230199

Committee Item No. 4

Board Item No. 23

COMMITTEE/BOARD OF SUPERVISORS

AGENDA PACKET CONTENTS LIST

Committee: Rules Committee

Date March 13, 2023

Board of Supervisors Meeting

Date March 21, 2023

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 March 9, 2023

Completed by: _____ Date _____

1 [Mayoral Appointment, Homelessness Oversight Commission - Katie Albright]

2

3 **Motion approving the Mayor’s nomination for the appointment of Katie Albright to the**
4 **Homelessness Oversight Commission, term ending May 1, 2027.**

5

6 MOVED, That the Board of Supervisors of the City and County of San Francisco does
7 hereby approve Mayor London Breed’s nomination for the following appointment of the
8 hereinafter designated person to serve as a member of the Homelessness Oversight
9 Commission, pursuant to the provisions of Charter Section 4.133, for the term specified:

10 Katie Albright, seat 3, inaugural appointment, appointed by the Mayor subject to
11 confirmation by the Board of Supervisors within 60 days and with expertise in mental health
12 services delivery or substance use treatment, for the unexpired portion of a four-year term
13 ending May 1, 2027.

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Notice of Appointment

February 22, 2023

San Francisco Board of Supervisors
City Hall, Room 244
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

Honorable Board of Supervisors,

Pursuant to Charter Section 4.133; Article IV of the Charter of the City and County of San Francisco, I hereby make the following nominations for appointment to the Homeless Oversight Commission:

- Sharky Laguana for Seat 1 with a term ending May 1, 2025.
- Dr. Jonathan Butler for Seat 2 with term ending May 1, 2027.
- Katie Albright for Seat 3 with term ending May 1, 2027.
- Vikrum Aiyer for Seat 4 with term ending May 1, 2025.

I am confident that the above mentioned nominees will serve our community well. Attached are their qualifications to serve, which will demonstrate how their appointments represent the community of interest, neighborhoods and diverse populations of the City and County of San Francisco.

Should you have any question about this appointment, please contact my Director of Commission Affairs, Tyra Fennell, at 415-554-6696

Sincerely,

A handwritten signature in blue ink that reads "London Breed".

London N. Breed
Mayor, City and County of San Francisco

WORK EXPERIENCE

Safe & Sound. San Francisco, CA

2007 – present

Senior Advisor

Adviser to leadership on strategic matters of governance, statewide policy and advocacy, asset management, fund development, and human resources during leadership transition after 16 years of serving as Chief Executive Officer and President.

Chief Executive Officer and President

Led nationally-recognized, multi-service organization dedicated to improving the safety, health, and well-being of children and families through direct programming, education, collaboration, advocacy, and policy advancement. Highly accomplished non-profit executive with deep content knowledge, governance expertise, and management experience.

- **Strategic Leadership.** Initiated innovative data-driven programming with measurable community impact, increased equitable outcomes for children and families, and expanded numbers reached. Achieved national recognition during tenure, including U.S. Department of Health and Human Services naming organization as one of nine best primary abuse prevention practices in the country.
 - Organizational and/or individual recognitions include: Candid GuideStar (Platinum Rating), Casey Family Programs, Charity Navigator (Four Star Exceptional Rating), Child 10/Reach for Change, SF Commission on Status of Women, SF Foundation, SF Giants, SF League of Women Voters, and SF Police Commission.
- **Policy & Advocacy.** Launched local and statewide initiatives that have improved family outcomes, contributing to a 64% reduction in rate of child abuse and 46% reduction in entries into foster care over 15 years in San Francisco. Developed statewide and local coalitions and public-private partnerships to successfully achieve policy change. Led research, publication, and dissemination of multiple policy and issue briefs.
- **Collaboration & Strategic Partnerships.** Co-lead numerous multi-sector collaborations at the local-, regional-, and state-level. Including rapid-response and public-private partnership to deliver emergency relief during COVID reaching 43,000+ individuals (4x increase) and raising more than \$25M+.
- **Merger, Acquisition & Scaling.** Scaled nationally by co-founding the Children's Advocacy Center of San Francisco and merging with The Center for Youth Wellness, Kid'sTurn, and multiple children-serving organizations to provide a comprehensive and sustainable suite of services. Effectively integrated complex organizational cultures, structures, and multi-million-dollar budgets. Tripled staff size, quadrupled donor-base, doubled physical and significantly expanded digital footprints.
- **Fund Development & Brand Identity.** Achieved 7x revenue increase during tenure through multi-million-dollar fundraising campaigns, significantly expanded federal, state, and local funding, and increased earned revenue. Led statewide awareness and messaging campaigns, including successful organizational re-branding and name change.
- **Public Speaking & Media Spokesperson.** Regularly present as national, state, and local content expert at policy, media, and fundraising events.
- **Governance, Fiscal & Operational Management:** Responsible to 20+ person board of directors. Manage \$15+M annual operating budget, \$26+M in assets, and 150+ employees and volunteers. Led acquisition, entitlement, renovation, and management of \$6.0M+ state-of-the-art children's advocacy center and \$2.5M child-care center.

San Francisco Education Fund. San Francisco, CA

2004 – 2007

Policy Director/Director of Public Engagement

Initiated, led, and managed strategic, broad-based, and multi-year public engagement campaign to improve educational outcomes for San Francisco public school students.

Preschool California. Oakland, CA Co-Director of Policy & Outreach	2003 – 2004
Co-managed multi-sector initiative to develop a sustainable and integrated early care and education system in California. Co-developed and implemented strategy for statewide campaign.	
Office of the City Attorney. San Francisco, CA Deputy City Attorney	1996 – 2003
Represented city and county in litigation, legislation, and policy development on matters of civil rights, constitutional, municipal law, labor and employment, and public safety.	
Acting General Counsel & Deputy General Counsel for San Francisco Unified School District	
Represented San Francisco Board of Education and Superintendent of Schools on matters of civil rights, education, governance, labor and employment, and risk management.	
Latham & Watkins, L.L.P. Los Angeles, CA Litigation Associate	1995 – 1996
Honorable J. Frederick Motz, U.S. District Court Judge. Baltimore, MD Law Clerk	1994 – 1995
Kayole-Gitau Nursery School and Community Center. Nairobi, Kenya Co-Founder and Teacher	1991
Massachusetts Attorney General. Boston, MA Paralegal, Government Bureau	1989 – 1991

EDUCATION

Georgetown University Law Center. Washington, DC J.D., <i>Cum Laude</i> , Public Interest Law Scholar. May 1994.	
<ul style="list-style-type: none"> • Senior Notes Editor, <i>American Criminal Law Review</i>. • Teacher, Street Law in High Schools Legal Clinic. Intern, Counsel for Child Abuse and Neglect & ABA Center on Children and the Law. Volunteer Coordinator, Georgetown Outreach. 	
Williams College. Williamstown, MA B.A., with <i>Honors</i> in History. June 1989.	

FELLOWSHIPS & MEMBERSHIPS

Stanford University, Social Entrepreneurship SEERS Fellowship	2015
The Aspen Institute/Ascend Fellowship, Inaugural Class	2012 – 2013
District of Columbia Bar Association	1995 – present
California Bar Association	1994 – present

CIVIC LEADERSHIP

The Aspen Institute, Board of Trustees Member	2022 – present
San Francisco University High School, Board of Trustees Chair/Member	2015 – 2021
San Francisco Day School, Board of Trustees Member/Endowment Co-Chair	2009 – 2016
City & County of San Francisco Juvenile Probation Commission, Commissioner	2008 – 2013
City & County of San Francisco Board of Appeals, Commissioner	2005 – 2008
Friends of the Children San Francisco, Board of Directors Vice Chair/Member	2003 – 2005
NARAL Pro-Choice California/CARAL, Board of Directors Member	2003 – 2004
Planned Parenthood Golden Gate, Board of Directors Member	2002 – 2005
Youth for Environmental Service, Board of Directors Member	1998 – 2000
NARAL Pro-Choice America, Board of Directors Member/Leadership Council	1997 – 2008

STATEMENT OF ECONOMIC INTERESTS
COVER PAGE
A PUBLIC DOCUMENT

Please type or print in ink.

NAME OF FILER (LAST) (FIRST) (MIDDLE)
ALBRIGHT KATHARINE MEDILL

1. Office, Agency, or Court

Agency Name (Do not use acronyms)
HOMELESS OVERSIGHT COMMISSION

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

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

Agency: _____ Position: _____

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

- State Judge, Retired Judge, Pro Tem Judge, or Court Commissioner (Statewide Jurisdiction)
- Multi-County _____ County of _____
- City of _____ Other CITY AND COUNTY SAN FRANCISCO

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

- Annual: The period covered is January 1, 2022, through December 31, 2022. Leaving Office: Date Left ____/____/____ (Check one circle.)
- or- The period covered is ____/____/____, through December 31, 2022. The period covered is January 1, 2022, through the date of leaving office.
- Assuming Office: Date assumed ____/____/____ -or- The period covered is ____/____/____, through the date of leaving office.
- Candidate: Date of Election _____ and office sought, if different than Part 1: _____

4. Schedule Summary (required)

► Total number of pages including this cover page: _____

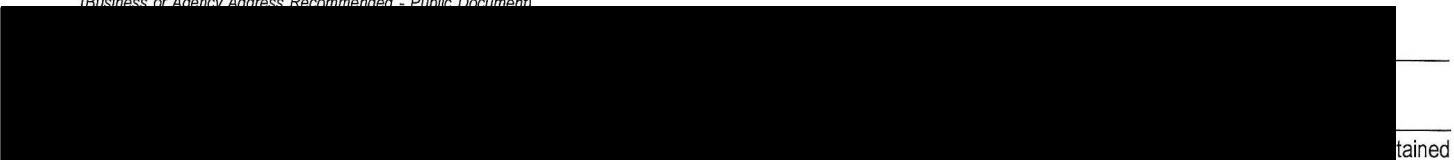
Schedules attached

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

-or- None - No reportable interests on any schedule

5. Verification

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



herein and in any attached schedules is true and complete. I acknowledge this is a public document.

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

Date Signed 2/14/2023
(month, day, year)

Signature *Katharine Albright*
(File the originally signed paper statement with your filing official.)

SCHEDULE A-1

Investments

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

Investments must be itemized.

Do not attach brokerage or financial statements.

CALIFORNIA FORM 700

FAIR POLITICAL PRACTICES COMMISSION

Name

ALBRIGHT, KATHARINE M.

▶ NAME OF BUSINESS ENTITY
SEE SUMMARY ATTACHED (7 PAGES)

GENERAL DESCRIPTION OF THIS BUSINESS

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

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

IF APPLICABLE, LIST DATE:
____/____/22 ____/____/22
ACQUIRED DISPOSED

▶ NAME OF BUSINESS ENTITY

GENERAL DESCRIPTION OF THIS BUSINESS

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

NATURE OF INVESTMENT
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 Partnership Income Received of \$0 - \$499
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IF APPLICABLE, LIST DATE:
____/____/22 ____/____/22
ACQUIRED DISPOSED

▶ NAME OF BUSINESS ENTITY

GENERAL DESCRIPTION OF THIS BUSINESS

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

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

IF APPLICABLE, LIST DATE:
____/____/22 ____/____/22
ACQUIRED DISPOSED

▶ NAME OF BUSINESS ENTITY

GENERAL DESCRIPTION OF THIS BUSINESS

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

NATURE OF INVESTMENT
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IF APPLICABLE, LIST DATE:
____/____/22 ____/____/22
ACQUIRED DISPOSED

▶ NAME OF BUSINESS ENTITY

GENERAL DESCRIPTION OF THIS BUSINESS

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IF APPLICABLE, LIST DATE:
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ACQUIRED DISPOSED

▶ NAME OF BUSINESS ENTITY

GENERAL DESCRIPTION OF THIS BUSINESS

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

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

IF APPLICABLE, LIST DATE:
____/____/22 ____/____/22
ACQUIRED DISPOSED

Comments: _____

SCHEDULE A-1
Investments

CALIFORNIA FORM 700

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

ALBRIGHT, KATHARINE

NAME OF BUSINESS ENTITY	GENERAL DESCRIPTION OF BUSINESS ACTIVITY	FAIR MARKET VALUE				NATURE OF INVESTMENT		DATE ACQUIRED	DATE DISPOSED
		<\$2,000	\$2,000 - \$10,000	\$10,001 - \$100,000	\$100,001 - \$1,000,000	STOCK	OTHER (DESCRIBE)		
GS BROKERAGE A/C									
ELECTRONIC ARTS	CONSUMER DISCRETIONARY		X				X	01/28/2016	
ZILLOW GROUP, INC CL A	REAL ESTATE			X			X	11/28/2005	
ZILLOW GROUP, INC SERIES C	REAL ESTATE			X			X	10/02/2007	
GS TAX ADV LH (S&P500) A/C									
3M COMPANY CMN	INDUSTRIALS		X				X	03/24/2020	
ABBOTT LABORATORIES CMN	HEALTH CARE		X				X	04/14/2020	
ABBVIE INC CMN	HEALTH CARE		X				X	10/26/2020	
ACCENTURE PLC CMN CLASS A	INFORMATION TECHNOLOGY		X				X	05/20/2020	
ACTIVISION BLIZZARD, INC CMN	COMMUNICATION SERVICES		X				X	06/26/2019	
ADOBE INC CMN	INFORMATION TECHNOLOGY		X				X	10/26/2020	
ADVANCE AUTO PARTS, INC. CMN	CONSUMER DISCRETIONARY	X					X	04/14/2020	
ADVANCED MICRO DEVICES, INC. CMN	INFORMATION TECHNOLOGY	X					X	10/26/2020	
AFFIRM HOLDINGS, INC. CMN	INFORMATION TECHNOLOGY	X					X	12/19/2022	
AFLAC INCORPORATED CMN	FINANCIALS	X					X	03/24/2020	
AGILENT TECHNOLOGIES, INC. CMN	HEALTH CARE	X					X	09/17/2019	
ALIGN TECHNOLOGY, INC CMN	HEALTH CARE	X					X	10/26/2020	
ALLSTATE CORPORATION COMMON STOCK	FINANCIALS	X					X	03/24/2020	
ALPHABET INC. CMN CLASS A	COMMUNICATION SERVICES		X				X	04/14/2020	
ALPHABET INC. CMN CLASS C	COMMUNICATION SERVICES		X				X	04/14/2020	
ALTRIA GROUP, INC. CMN	CONSUMER STAPLES	X					X	05/13/2020	
AMAZON.COM INC CMN	CONSUMER DISCRETIONARY	X					X	04/14/2020	
AMCOR PLC CMN	MATERIALS	X					X	04/14/2020	
AMERICAN AIRLINES GROUP INC CMN	INDUSTRIALS	X					X	10/26/2020	
AMERICAN EXPRESS CO. CMN	FINANCIALS	X					X	10/26/2020	
AMERICAN INTL GROUP, INC. CMN	FINANCIALS	X					X	10/26/2020	
AMERICAN TOWER CORPORATION CMN	REAL ESTATE	X					X	12/06/2021	
AMERICOLD REALTY TRUST, INC CMN	REAL ESTATE	X					X	11/01/2021	
AMGEN INC. CMN	HEALTH CARE	X					X	12/06/2021	
AMPHENOL CORP CL-A (NEW) CMN CLASS A	INFORMATION TECHNOLOGY	X					X	08/27/2019	
ANALOG DEVICES, INC. CMN	INFORMATION TECHNOLOGY	X					X	10/11/2022	
ANSYS, INC. CMN	INFORMATION TECHNOLOGY	X					X	10/11/2022	
APA CORP CMN	ENERGY	X					X	10/26/2020	
APOLLO GLOBAL MANAGEMENT INC CMN CLASS A	FINANCIALS	X					X	10/26/2020	
APPLE INC. CMN	INFORMATION TECHNOLOGY			X			X	08/27/2019	
APPLIED MATERIALS INC CMN	INFORMATION TECHNOLOGY			X			X	10/26/2020	
APTIV PLC CMN	CONSUMER DISCRETIONARY	X					X	01/20/2023	
ARCH CAPITAL GROUP LTD. CMN	FINANCIALS	X					X	05/20/2020	
ARCHER-DANIELS-MIDLAND COMPANY CMN	CONSUMER STAPLES	X					X	05/20/2020	
ARES MANAGEMENT CORPORATION CMN CLASS A	FINANCIALS	X					X	10/11/2022	
ARISTA NETWORKS, INC. CMN	INFORMATION TECHNOLOGY	X					X	10/11/2022	
ATHENE HOLDING LTD. CMN CLASS A	FINANCIALS	X					X	10/26/2020	
AUTODESK, INC. CMN	INFORMATION TECHNOLOGY	X					X	10/11/2022	
AUTOMATIC DATA PROCESSING INC CMN	INFORMATION TECHNOLOGY	X					X	03/24/2020	
BALL CORPORATION CMN	MATERIALS	X					X	10/26/2020	
BANK OF AMERICA CORP CMN	FINANCIALS	X					X	03/24/2020	
BAXTER INTERNATIONAL INC CMN	HEALTH CARE	X					X	05/18/2022	

SCHEDULE A-1

CALIFORNIA FORM 700

Investments

Stocks, Bonds, and Other Interests

(Ownership Interest is Less Than 10%)

ALBRIGHT, KATHARINE

NAME OF BUSINESS ENTITY	GENERAL DESCRIPTION OF BUSINESS ACTIVITY	FAIR MARKET VALUE					NATURE OF INVESTMENT			DATE ACQUIRED	DATE DISPOSED
		<\$2,000	\$2,000 - \$10,000	\$10,001 - \$100,000	\$100,001 - \$1,000,000	OVER \$1,000,000	STOCK	OTHER (DESCRIBE)			
BECTON, DICKINSON AND COMPANY CMN	HEALTH CARE		X					X		03/24/2020	
BERKSHIRE HATHAWAY INC. CLASS B	FINANCIALS			X						08/27/2019	
BIO-RAD LABORATORIES, INC CMN CLASS A	HEALTH CARE	X								10/14/2021	05/18/2022
BIOGEN INC. CMN	HEALTH CARE	X								10/11/2022	
BLACK KNIGHT, INC. CMN	INFORMATION TECHNOLOGY		X							12/06/2021	01/27/2022
BLACKROCK, INC. CMN	FINANCIALS		X							10/26/2020	
BLOCK, INC. CMN CLASS A	INFORMATION TECHNOLOGY		X							10/11/2022	
BOEING COMPANY CMN	INDUSTRIALS	X								10/26/2020	10/11/2022
BOOKING HOLDINGS INC. CMN	CONSUMER DISCRETIONARY		X							10/26/2020	
BOSTON SCIENTIFIC CORP. COMMON STOCK	HEALTH CARE		X							10/26/2020	10/11/2022
BRISTOL-MYERS SQUIBB COMPANY CMN	HEALTH CARE		X							01/19/2017	
BROADCOM INC. CMN	HEALTH CARE		X							08/27/2019	
BROADRIDGE FINANCIAL SOLUTIONS IN CMN	INFORMATION TECHNOLOGY		X							10/26/2020	
CADENCE DESIGN SYSTEMS INC CMN	INFORMATION TECHNOLOGY	X								03/05/2020	
CAESARS ENTERTAINMENT INC CMN	INFORMATION TECHNOLOGY	X								03/05/2020	
CAPITAL ONE FINANCIAL CORP CMN	CONSUMER DISCRETIONARY	X								10/11/2022	
CAPRI HOLDINGS LIMITED CMN	CONSUMER DISCRETIONARY	X								10/26/2020	
CARLYLE GROUP INC./THE CMN	FINANCIALS	X								11/15/2022	
CARNIVAL, INC. CMN	CONSUMER DISCRETIONARY		X							12/19/2022	
CARNIVAL CORPORATION CMN	CONSUMER DISCRETIONARY	X								05/20/2020	10/11/2022
CATERPILLAR INC (DELAWARE) CMN	CONSUMER DISCRETIONARY	X								10/26/2020	
CBRE GROUP, INC. CMN CLASS A	INDUSTRIALS	X								10/11/2022	
CELANESE CORPORATION COMMON STOCK	REAL ESTATE	X								09/27/2022	
CENTENE CORPORATION CMN	MATERIALS		X							10/11/2022	
CENTERPOINT ENERGY, INC CMN	HEALTH CARE		X							08/27/2019	
CF INDUSTRIES HOLDINGS, INC. CMN	UTILITIES		X							04/14/2020	
CHARGEPOINT HOLDINGS INC CMN	MATERIALS	X								10/26/2020	
CHARLES SCHWAB CORPORATION CMN	INDUSTRIALS	X								01/20/2023	
CHARTER COMMUNICATIONS, INC. CMN	FINANCIALS	X								04/14/2020	
CHEVRON CORPORATION CMN	COMMUNICATION SERVICES	X								08/27/2019	
CHEWY INC CMN CLASS A	ENERGY	X								10/11/2022	
CHUBB LIMITED CMN	CONSUMER DISCRETIONARY	X					X			05/18/2022	
CIGNA CORP CMN	FINANCIALS			X						05/20/2020	
CINCINNATI FINANCIAL CRP CMN	HEALTH CARE		X							08/27/2019	
CINTAS CORPORATION CMN	FINANCIALS	X								06/23/2020	
CISCO SYSTEMS, INC. CMN	INDUSTRIALS		X							05/20/2020	
CITIGROUP INC. CMN	INFORMATION TECHNOLOGY		X							09/11/2017	
CITRIX SYSTEMS INC CMN	FINANCIALS		X							10/26/2020	10/11/2022
CLOROX CO (THE) (DELAWARE) CMN	INFORMATION TECHNOLOGY	X								12/06/2021	10/03/2022
CME GROUP INC. CMN CLASS A	CONSUMER STAPLES	X								11/26/2019	03/09/2022
COCA-COLA COMPANY (THE) CMN	FINANCIALS		X							03/24/2020	
COGNIZANT TECHNOLOGY SOLUTIONS CORP CLASS A	CONSUMER STAPLES		X							05/13/2020	
COMCAST CORPORATION CMN CLASS A VOTING	INFORMATION TECHNOLOGY	X								07/29/2020	09/06/2022
CONAGRA BRANDS INC CMN	COMMUNICATION SERVICES		X							03/24/2020	
CONOCOPHILLIPS CMN	CONSUMER STAPLES	X								08/27/2019	
CONSOLIDATED EDISON INC CMN	ENERGY		X							10/26/2020	
CONSTELLATION BRANDS INC CMN CLASS A	UTILITIES		X							10/26/2020	
CONSTELLATION ENERGY CORP CMN	CONSUMER STAPLES	X								03/24/2020	
CONTINENTAL RESOURCES, INC. CMN	UTILITIES	X								05/13/2020	
	ENERGY	X								10/26/2020	11/25/2022

SCHEDULE A-1

Investments

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

CALIFORNIA FORM 700

ALBRIGHT, KATHARINE

NAME OF BUSINESS ENTITY	GENERAL DESCRIPTION OF BUSINESS ACTIVITY	FAIR MARKET VALUE				NATURE OF INVESTMENT		DATE ACQUIRED	DATE DISPOSED
		<42,000	\$2,000 - \$10,000	\$10,001 - \$100,000	\$100,001 - \$1,000,000	STOCK	OTHER (DESCRIBE)		
COOPER COMPANIES INC (NEW) CMN	HEALTH CARE	X						06/23/2020	
CORTEVA, INC. CMN	MATERIALS		X					11/26/2019	
COUPA SOFTWARE INCORPORATED CMN	INFORMATION TECHNOLOGY	X						12/19/2022	
CROWN CASTLE INTL CORP CMN	REAL ESTATE	X						03/24/2020	
CSX CORPORATION CMN	INDUSTRIALS	X						10/26/2020	
CUMMINS INC COMMON STOCK	INDUSTRIALS		X					08/27/2019	
D.R. HORTON, INC. CMN	CONSUMER DISCRETIONARY	X						10/26/2020	04/13/2022
DANAHER CORPORATION CMN	HEALTH CARE		X					06/27/2022	
DATTO HOLDING CORP. CMN	INFORMATION TECHNOLOGY	X						12/06/2021	03/09/2022
DEERE & COMPANY CMN	INDUSTRIALS		X					05/20/2020	
DELL TECHNOLOGIES INC. CMN	INFORMATION TECHNOLOGY	X						10/11/2022	
DELTA AIR LINES, INC. CMN	INDUSTRIALS	X						10/11/2022	
DENTSPLY SIRONA INC CMN	HEALTH CARE	X						06/23/2020	05/18/2022
DEXCOM, INC. CMN	HEALTH CARE	X						03/15/2021	
DIAMONDBACK ENERGY INC CMN	ENERGY		X					10/26/2020	
DIGITAL REALTY TRUST, INC. CMN	REAL ESTATE	X						11/01/2021	01/27/2022
DISCOVER FINANCIAL SERVICES CMN	FINANCIALS	X						10/26/2020	
DOCUSIGN, INC. CMN	INFORMATION TECHNOLOGY	X						10/11/2022	
DOLLAR GENERAL CORPORATION CMN	CONSUMER DISCRETIONARY	X						08/27/2019	
DOORDASH INC CMN CLASS A	CONSUMER DISCRETIONARY	X						01/20/2023	
DOW INC CMN	MATERIALS	X						10/26/2020	
DT MIDSTREAM, INC. CMN	ENERGY	X						06/23/2020	
DTE ENERGY COMPANY CMN	UTILITIES	X						06/23/2020	
DUKE ENERGY CORPORATION CMN	UTILITIES			X				03/24/2020	
DUPONT DE NEMOURS, INC CMN	MATERIALS		X					10/11/2022	
DYNATRACE HOLDINGS LLC CMN	INFORMATION TECHNOLOGY	X						05/18/2022	
EATON CORP PLC CMN	INDUSTRIALS		X					09/17/2019	
EBAY INC. CMN	CONSUMER DISCRETIONARY		X					01/24/2020	
ECOLAB INC. CMN	MATERIALS	X						01/20/2023	
EDWARDS LIFESCIENCES CORPORATI CMN	HEALTH CARE	X						03/24/2020	06/27/2022
ELANCO ANIMAL HEALTH INCORPORA CMN	HEALTH CARE	X						07/29/2020	
ELEVANCE HEALTH INC CMN	HEALTH CARE		X					08/27/2019	
ELI LILLY & CO CMN	HEALTH CARE			X				11/26/2019	
ENPHASE ENERGY, INC. CMN	HEALTH CARE	X						06/21/2021	
EQUINIX, INC. REIT	INFORMATION TECHNOLOGY	X						04/13/2022	
EPAM SYSTEMS, INC. CMN	INFORMATION TECHNOLOGY	X						01/03/2017	
ESTEEL LAUDER COS INC CL-A CMN CLASS A	REAL ESTATE	X						03/24/2020	
ETSY, INC. CMN	CONSUMER STAPLES	X						10/26/2020	
EXELON CORPORATION CMN	CONSUMER DISCRETIONARY	X						05/13/2020	
EXPEDITORS INTERNATIONAL OF WA CMN	UTILITIES	X						03/24/2020	
EXXON MOBIL CORPORATION CMN	INDUSTRIALS		X					10/26/2020	
F5 INC CMN	ENERGY			X				03/05/2020	
FAIR ISAAC INC CMN	INFORMATION TECHNOLOGY		X					12/06/2021	04/13/2022
FEDEX CORPORATION CMN	INFORMATION TECHNOLOGY	X						09/27/2022	
FIDELITY NATIONAL FINANCIAL, I CMN	INDUSTRIALS	X						06/20/2020	
FIDELITY NATL INFO SVCS INC CMN	FINANCIALS	X						12/19/2022	
FIRST REPUBLIC BANK CMN SERIES	INFORMATION TECHNOLOGY	X						03/24/2020	
FISERV, INC. CMN	FINANCIALS	X						04/14/2020	10/11/2022
FLEETCOR TECHNOLOGIES, INC. CMN	INFORMATION TECHNOLOGY	X						10/11/2022	

SCHEDULE A-1
Investments

Stocks, Bonds, and Other Interests

(Ownership Interest is Less Than 10%)

ALBRIGHT, KATHARINE

NAME OF BUSINESS ENTITY	GENERAL DESCRIPTION OF BUSINESS ACTIVITY	FAIR MARKET VALUE					NATURE OF INVESTMENT		DATE ACQUIRED	DATE DISPOSED
		<\$2,000	\$2,000 - \$10,000	\$10,001 - \$100,000	\$100,001 - \$1,000,000	OVER \$1,000,000	STOCK	OTHER (DESCRIBED)		
FMC CORPORATION CMN	MATERIALS	X					X	12/06/2021	09/06/2022	
FORD MOTOR COMPANY CMN	CONSUMER DISCRETIONARY			X			X	09/20/2020		
FREEMONT-MCMORAN INC CMN	MATERIALS		X				X	10/26/2020		
GARMIN LTD CMN	CONSUMER DISCRETIONARY		X				X	03/24/2020		
GARTNER, INC. CMN	INFORMATION TECHNOLOGY	X					X	10/11/2022		
GE HEALTHCARE TECHNOLOGIES INC CMN	HEALTH CARE	X					X	09/06/2022		
GENERAC HOLDINGS INC. CMN	INDUSTRIALS	X					X	01/20/2023		
GENERAL ELECTRIC COMPANY CMN	INDUSTRIALS		X				X	10/26/2020		
GENERAL MOTORS COMPANY CMN	CONSUMER DISCRETIONARY	X					X	10/26/2020	01/20/2023	
GENUINE PARTS CO. CMN	CONSUMER DISCRETIONARY	X					X	04/14/2020		
GILEAD SCIENCES CMN	HEALTH CARE	X					X	09/06/2022		
GLOBAL PAYMENTS INC. CMN	INFORMATION TECHNOLOGY	X					X	04/14/2020		
HALLIBURTON COMPANY CMN	ENERGY		X				X	10/26/2020		
HARTFORD FINANCIAL SVCS GROUP CMN	FINANCIALS	X					X	05/20/2020		
HEALTHPEAK PROPERTIES INC CMN	REAL ESTATE	X					X	03/24/2020		
HEWLETT PACKARD ENTERPRISE CO CMN	INFORMATION TECHNOLOGY	X					X	10/11/2022		
HILTON WORLDWIDE HOLDINGS INC. CMN	CONSUMER DISCRETIONARY	X					X	06/27/2022		
HONEYWELL INTL INC CMN	INDUSTRIALS		X				X	05/04/2015		
HP INC. CMN	INFORMATION TECHNOLOGY	X					X	10/11/2022		
IDEXX LABORATORIES CMN	HEALTH CARE		X				X	08/27/2019	02/28/2022	
IHS MARKIT LTD CMN	INDUSTRIALS		X				X	08/27/2019		
ILLINOIS TOOL WORKS CMN	INDUSTRIALS		X				X	10/26/2020		
ILLUMINA, INC CMN	HEALTH CARE	X					X	05/18/2022		
INSULET CORPORATION CMN	HEALTH CARE	X					X	08/27/2019		
INTEL CORPORATION CMN	INFORMATION TECHNOLOGY	X					X	01/11/2019		
INTERCONTINENTAL EXCHANGE INC CMN	FINANCIALS		X				X	03/24/2020	10/11/2022	
INTL FLAVORS & FRAGRANCE CMN	MATERIALS		X				X	10/14/2021		
INTUIT INC CMN	INFORMATION TECHNOLOGY		X				X	10/26/2020	01/20/2023	
INTUITIVE SURGICAL, INC. CMN	HEALTH CARE		X				X	10/26/2020		
IQVIA HOLDINGS INC CMN	HEALTH CARE		X				X	03/24/2020		
JB HUNT TRANS SVCS INC CMN	INDUSTRIALS	X				X	X	03/26/2019		
JOHNSON & JOHNSON CMN	HEALTH CARE		X				X	06/23/2020		
JOHNSON CONTROLS INTERNATIONAL CMN	INDUSTRIALS		X				X	05/20/2020		
JPMORGAN CHASE & CO CMN	FINANCIALS		X				X	11/15/2022		
KIMBERLY-CLARK CORPORATION CMN	CONSUMER STAPLES	X					X	10/26/2020		
KKR & CO. INC. CMN	FINANCIALS	X					X	08/27/2019		
KROGER COMPANY CMN	CONSUMER STAPLES		X				X	03/24/2020		
L3HARRIS TECHNOLOGIES INC CMN	INDUSTRIALS		X				X	04/14/2020		
LABORATORY CORPORATION OF AMER CMN	HEALTH CARE	X					X	10/26/2020		
LAM RESEARCH CORPORATION CMN	INFORMATION TECHNOLOGY		X				X	10/11/2022		
LAS VEGAS SANDS CORP. CMN	CONSUMER DISCRETIONARY	X					X	10/26/2020		
LENNAR CORPORATION CMN CLASS A	CONSUMER DISCRETIONARY	X					X	10/11/2022		
LIBERTY GLOBAL, PLC CMN CLASS A	COMMUNICATION SERVICES	X					X	10/11/2022		
LIBERTY GLOBAL, PLC. CMN CLASS C	COMMUNICATION SERVICES	X					X	04/14/2020		
LIBERTY MEDIA CORPORATION SERIES A LIBERTY SIRIUSXM CMN	COMMUNICATION SERVICES	X					X	10/26/2020	11/15/2022	
LINCOLN NATL. CORP. INC. CMN	FINANCIALS		X				X	05/20/2020		
LINDE PLC CMN	MATERIALS		X				X	03/24/2020		
LOCKHEED MARTIN CORPORATION CMN	INDUSTRIALS		X				X	05/20/2020		
LOWES COMPANIES INC CMN	CONSUMER DISCRETIONARY		X				X			

SCHEDULE A-1
Investments

CALIFORNIA FORM 700

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

ALBRIGHT, KATHARINE

NAME OF BUSINESS ENTITY	GENERAL DESCRIPTION OF BUSINESS ACTIVITY	FAIR MARKET VALUE					NATURE OF INVESTMENT		DATE ACQUIRED	DATE DISPOSED
		<\$2,000	\$2,000 - \$10,000	\$10,001 - \$100,000	\$100,001 - \$1,000,000	OVER \$1,000,000	STOCK	OTHER (DESCRIBE)		
LUCID GROUP INC CMN	CONSUMER DISCRETIONARY	X					X	01/20/2023		
LYONDELLBASELL INDUSTRIES N.V. CMN CLASS A	MATERIALS	X					X	10/26/2020		
M&T BANK CORPORATION CMN	FINANCIALS		X				X	03/24/2020		
MARATHON PETROLEUM CORPORATION CMN	ENERGY		X				X	10/26/2020		
MARRIOTT INTERNATIONAL INC CMN CLASS A	CONSUMER DISCRETIONARY	X					X	07/29/2020		
MASTERCARD INCORPORATED CMN CLASS A	INFORMATION TECHNOLOGY		X		X		X	10/26/2020	11/15/2022	
MATCH GROUP, INC. CMN	COMMUNICATION SERVICES		X				X	04/14/2020		
MC DONALDS CORP CMN	CONSUMER DISCRETIONARY		X				X	10/26/2020		
MEDTRONIC PUBLIC LIMITED COMPA CMN	HEALTH CARE	X					X	06/23/2020	11/15/2022	
MERCADOLIBRE, INC. CMN	CONSUMER DISCRETIONARY	X					X	08/01/2022		
MERCK & CO., INC. CMN	HEALTH CARE	X					X	09/06/2022		
META PLATFORMS INC-CLASS A CMN CLASS A	COMMUNICATION SERVICES		X				X	04/14/2020		
MGM RESORTS INTERNATIONAL CMN	CONSUMER DISCRETIONARY	X					X	10/26/2020		
MICROCHIP TECHNOLOGY INCORPORA CMN	INFORMATION TECHNOLOGY	X					X	10/26/2020		
MICRON TECHNOLOGY, INC. CMN	INFORMATION TECHNOLOGY		X				X	10/26/2020	12/19/2022	
MICROSOFT CORPORATION CMN	INFORMATION TECHNOLOGY			X			X	03/26/2019		
MODERNA, INC. CMN	HEALTH CARE						X	12/06/2021		
MOHAWK INDUSTRIES INC COMMON STOCK	CONSUMER DISCRETIONARY		X				X	05/20/2020		
MONDELEZ INTERNATIONAL, INC. CMN	CONSUMER STAPLES	X					X	06/23/2020		
MONOLITHIC POWER SYSTEMS, INC. CMN	INFORMATION TECHNOLOGY		X				X	10/11/2022		
MONSTER BEVERAGE CORPORATION CMN	CONSUMER STAPLES		X				X	01/04/2017		
MOODY'S CORPORATION CMN	FINANCIALS	X					X	10/26/2020		
MORGAN STANLEY CMN	FINANCIALS		X				X	10/26/2020		
MSCI INC. CMN	FINANCIALS	X					X	10/11/2022		
NASDAQ INC. CMN	FINANCIALS	X					X	03/24/2020		
NETFLIX, INC. CMN	FINANCIALS		X				X	10/26/2020		
NEWMONT CORP CMN	COMMUNICATION SERVICES	X					X	08/27/2019		
NEXTERA ENERGY, INC. CMN	UTILITIES		X				X	08/27/2019		
NIKE CLASS-B CMN CLASS B	CONSUMER DISCRETIONARY		X				X	01/08/2016		
NORWEGIAN CRUISE LINE HLDG LTD CMN	CONSUMER DISCRETIONARY	X					X	10/11/2022		
NUCOR CORPORATION CMN	MATERIALS	X					X	01/20/2023		
NVIDIA CORPORATION CMN	INFORMATION TECHNOLOGY			X			X	10/26/2020		
NXP SEMICONDUCTORS N.V. CMN	INFORMATION TECHNOLOGY	X					X	10/11/2022		
O'REILLY AUTOMOTIVE, INC. CMN	INFORMATION TECHNOLOGY		X				X	10/26/2020		
OCCIDENTAL PETROLEUM CORP CMN	CONSUMER DISCRETIONARY		X				X	10/26/2020		
ON SEMICONDUCTOR CORPORATION CMN	INFORMATION TECHNOLOGY	X					X	10/11/2022		
ONEOK INC CMN	ENERGY	X					X	08/27/2019		
ORACLE CORPORATION CMN	INFORMATION TECHNOLOGY			X			X	04/14/2020		
PAYCHEX, INC. CMN	INFORMATION TECHNOLOGY	X					X	05/20/2020		
PAYPAL HOLDINGS, INC. CMN	INFORMATION TECHNOLOGY		X				X	04/14/2020		
PEPSICO, INC. CMN	CONSUMER STAPLES		X				X	03/24/2020		
PEPSICO, INC. CMN	CONSUMER STAPLES		X				X	08/27/2019		
PFIZER INC. CMN	HEALTH CARE	X					X	10/26/2020		
PHILIP MORRIS INTL INC CMN	CONSUMER STAPLES	X					X	10/26/2020		
PHILLIPS 66 CMN	ENERGY	X					X	10/26/2020		
PIONEER NATURAL RESOURCES CO CMN	ENERGY	X					X	10/26/2020		
PLUG POWER INC. CMN	INDUSTRIALS	X					X	01/20/2023		
PNC FINANCIAL SERVICES GROUP. CMN	FINANCIALS		X				X	04/14/2020		
PPG INDUSTRIES, INC. CMN	MATERIALS	X					X	04/14/2020		
PROCTER & GAMBLE COMPANY (THE) CMN	CONSUMER STAPLES		X				X	10/26/2018		

SCHEDULE A-1
Investments

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

ALBRIGHT, KATHARINE

NAME OF BUSINESS ENTITY	GENERAL DESCRIPTION OF BUSINESS ACTIVITY	FAIR MARKET VALUE					NATURE OF INVESTMENT		DATE ACQUIRED	DATE DISPOSED
		<=\$2,000	\$2,000 - \$10,000	\$10,001 - \$100,000	\$100,001 - \$1,000,000	OVER \$1,000,000	STOCK	OTHER (DESCRIBE)		
PROLOGIS INC CMN	REAL ESTATE		X				X		10/11/2022	
PUBLIC STORAGE CMN	REAL ESTATE		X				X		03/24/2020	
PUBLIC-SVC ENTERPRISE GROUP HOLDING CO	UTILITIES		X				X		05/20/2020	
PULTEGROUP INC. CMN	CONSUMER DISCRETIONARY	X					X		10/26/2020 04/13/2022	
QUALCOMM INC CMN	INFORMATION TECHNOLOGY		X				X		08/27/2019	
QUEST DIAGNOSTICS INCORPORATED CMN	HEALTH CARE		X				X		03/24/2020	
RAYTHEON TECHNOLOGIES CORPORAT CMN	INDUSTRIALS			X			X		08/27/2019	
REALTY INCOME CORPORATION CMN	REAL ESTATE		X				X		03/24/2020	
REGENERON PHARMACEUTICAL INC CMN	HEALTH CARE		X				X		08/27/2019	
REPUBLIC SERVICES INC CMN	INDUSTRIALS		X				X		03/24/2020	
ROKU, INC. CMN	COMMUNICATION SERVICES	X					X		12/19/2022	
ROLLINS INC. CMN	INDUSTRIALS	X					X		08/27/2019	
ROYAL CARIBBEAN GROUP	CONSUMER DISCRETIONARY	X					X		10/26/2020	
S&P GLOBAL INC. CMN	FINANCIALS		X				X		03/24/2020	
SALESFORCE INC CMN	FINANCIALS		X				X		04/14/2020	
SCHLUMBERGER LTD CMN	INFORMATION TECHNOLOGY		X				X		10/26/2020	
SEAGATE TECHNOLOGY HOLDIN PLC CMN	INFORMATION TECHNOLOGY	X					X		10/11/2022	
SERVENOW INC CMN	INFORMATION TECHNOLOGY		X				X		03/24/2020	
SIMON PROPERTY GROUP INC CMN	INFORMATION TECHNOLOGY		X				X		10/26/2020	
SKYWORKS SOLUTIONS, INC. CMN	REAL ESTATE	X					X		10/11/2022	
SPOTIFY TECHNOLOGY S.A. CMN	INFORMATION TECHNOLOGY	X					X		12/19/2022	
SS&C TECHNOLOGIES HOLDINGS, IN CMN	COMMUNICATION SERVICES	X					X		12/19/2022	
STARBUCKS CORP. CMN	INFORMATION TECHNOLOGY	X					X		10/26/2020	
STRYKER CORPORATION CMN	CONSUMER DISCRETIONARY		X				X		03/24/2020	
SYNOPSYS INC. CMN	HEALTH CARE	X					X		10/14/2021 05/18/2022	
T-MOBILE US, INC. CMN	INFORMATION TECHNOLOGY		X				X		10/26/2020	
TARGA RESOURCES CORP. CMN	COMMUNICATION SERVICES	X					X		08/27/2019	
TARGET CORPORATION CMN	ENERGY		X				X		04/14/2020	
TE CONNECTIVITY LTD CMN	CONSUMER DISCRETIONARY		X				X		10/26/2020	
TERADYNE INC CMN	INFORMATION TECHNOLOGY	X					X		12/18/2020	
TESLA, INC. CMN	INFORMATION TECHNOLOGY		X				X		05/20/2020	
TEXAS INSTRUMENTS INC. CMN	CONSUMER DISCRETIONARY		X				X		04/14/2020	
THE BANK OF NY MELLON CORP CMN	INFORMATION TECHNOLOGY		X				X		10/26/2020	
THE HOME DEPOT, INC. CMN	CONSUMER DISCRETIONARY		X				X		08/27/2019	
THE KRAFT HEINZ CO CMN	CONSUMER STAPLES		X				X		10/26/2020	
THE WILLIAMS COMPANIES, INC. CMN	ENERGY	X					X		08/27/2019	
THERMO FISHER SCIENTIFIC INC CMN	HEALTH CARE		X				X		03/24/2020	
TUX COMPANIES INC (NEW) CMN	CONSUMER DISCRETIONARY		X				X		08/27/2019	
TRADE DESK, INC. (THE) CMN	COMMUNICATION SERVICES	X					X		01/20/2023	
TRANE TECHNOLOGIES PUBLIC LIMI CMN	INDUSTRIALS		X				X		06/23/2020	
TRUIST FINANCIAL CORPORATION CMN	FINANCIALS	X					X		10/26/2020 10/11/2022	
U.S. BANCORP CMN	FINANCIALS	X					X		10/26/2020 10/11/2022	
ULTA BEAUTY INC CMN	FINANCIALS	X					X		07/29/2020	
UNION PACIFIC CORP. CMN	CONSUMER DISCRETIONARY		X				X		06/23/2020	
UNITED AIRLINES HOLDINGS INC CMN	INDUSTRIALS		X				X		10/11/2022	
UNITED PARCEL SERVICE, INC. CLASS B COMMON STOCK	INDUSTRIALS		X				X		10/14/2021	
UNITEDHEALTH GROUP INCORPORATE CMN	INDUSTRIALS		X				X		08/27/2019	
UNITY SOFTWARE INC. CMN	HEALTH CARE			X			X		12/19/2022	
VALERO ENERGY CORPORATION CMN	INFORMATION TECHNOLOGY	X					X		10/26/2020	

SCHEDULE A-1

Investments

Stocks, Bonds, and Other Interests

(Ownership Interest is Less Than 10%)

NAME OF BUSINESS ENTITY	GENERAL DESCRIPTION OF BUSINESS ACTIVITY	FAIR MARKET VALUE					NATURE OF INVESTMENT		DATE ACQUIRED	DATE DISPOSED
		-42,000	\$2,000 - \$10,000	\$10,001 - \$100,000	\$100,001 - \$1,000,000	OVER \$1,000,000	STOCK	OTHER (DESCRIBE)		
VENTAS, INC. CMN	REAL ESTATE	X					X	10/26/2020	10/11/2022	
VERIZON COMMUNICATIONS, INC. CMN	COMMUNICATION SERVICES	X					X	10/14/2021	12/19/2022	
VERTEX PHARMACEUTICALS INCORPO CMN	HEALTH CARE		X				X	12/06/2021		
VF CORP CMN	CONSUMER DISCRETIONARY	X					X	12/06/2021	03/09/2022	
VISA INC. CMN CLASS A	INFORMATION TECHNOLOGY			X			X	04/23/2018		
VORNADO REALTY TRUST CMN	INFORMATION TECHNOLOGY	X					X	01/20/2023		
VULCAN MATERIALS CO CMN	MATERIALS		X				X	03/24/2020		
W. P. CAREY INC. CMN	REAL ESTATE	X					X	03/24/2020		
W.W. GRAINGER INC CMN	INDUSTRIALS		X				X	03/21/2018		
WALMART INC CMN	CONSUMER STAPLES			X			X	04/14/2020		
WALT DISNEY COMPANY (THE) CMN	COMMUNICATION SERVICES		X				X	03/24/2020		
WASTE MANAGEMENT INC CMN	INDUSTRIALS		X				X	03/24/2020		
WAYFAIR INC. CMN	CONSUMER DISCRETIONARY	X					X	10/11/2022		
WELLS FARGO & CO (NEW) CMN	FINANCIALS		X				X	10/26/2020		
WELLTOWER INC. CMN	REAL ESTATE	X					X	10/26/2020		
WESTERN DIGITAL CORPORATION CMN	INFORMATION TECHNOLOGY	X					X	01/20/2023		
WEYERHAEUSER COMPANY CMN	REAL ESTATE	X					X	10/11/2022		
WILLIS TOWERS WATSON PLC CMN	FINANCIALS		X				X	03/24/2020		
XILINX INCORPORATED CMN	INFORMATION TECHNOLOGY		X				X	03/05/2020	02/14/2022	
YETI HOLDINGS INC CMN	CONSUMER DISCRETIONARY	X					X	01/20/2023		
ZOETIS INC. CMN CLASS A	HEALTH CARE		X				X	03/24/2020		
OTHER										
ELECTRONIC ARTS	CONSUMER DISCRETIONARY						X	VARIOUS		
GS HEDGE FUND OPPORTUNITIES III, LLC CL A SERIES 1	PRIVATE EQUITY FUND				X			PARTNERSHIP INTEREST (LIMITED PARTNER)	06/30/2011	

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

Name
 ALBRIGHT, KATHARINE M.

▶ 1. BUSINESS ENTITY OR TRUST

SEE SUMMARY ATTACHED (1 PAGE)

Name _____

Address (Business Address Acceptable) _____

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

GENERAL DESCRIPTION OF THIS BUSINESS

FAIR MARKET VALUE	IF APPLICABLE, LIST DATE:
<input type="checkbox"/> \$0 - \$1,999	____/____/22 ____/____/22
<input type="checkbox"/> \$2,000 - \$10,000	ACQUIRED DISPOSED
<input type="checkbox"/> \$10,001 - \$100,000	
<input type="checkbox"/> \$100,001 - \$1,000,000	
<input type="checkbox"/> Over \$1,000,000	

NATURE OF INVESTMENT
 Partnership Sole Proprietorship _____ Other

YOUR BUSINESS POSITION _____

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

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

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

None or Names listed below

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

Check one box:
 INVESTMENT REAL PROPERTY

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

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

FAIR MARKET VALUE	IF APPLICABLE, LIST DATE:
<input type="checkbox"/> \$2,000 - \$10,000	____/____/22 ____/____/22
<input type="checkbox"/> \$10,001 - \$100,000	ACQUIRED DISPOSED
<input type="checkbox"/> \$100,001 - \$1,000,000	
<input type="checkbox"/> Over \$1,000,000	

NATURE OF INTEREST
 Property Ownership/Deed of Trust Stock Partnership

Leasehold _____ Yrs. remaining Other _____

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

▶ 1. BUSINESS ENTITY OR TRUST

Name _____

Address (Business Address Acceptable) _____

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

GENERAL DESCRIPTION OF THIS BUSINESS

FAIR MARKET VALUE	IF APPLICABLE, LIST DATE:
<input type="checkbox"/> \$0 - \$1,999	____/____/22 ____/____/22
<input type="checkbox"/> \$2,000 - \$10,000	ACQUIRED DISPOSED
<input type="checkbox"/> \$10,001 - \$100,000	
<input type="checkbox"/> \$100,001 - \$1,000,000	
<input type="checkbox"/> Over \$1,000,000	

NATURE OF INVESTMENT
 Partnership Sole Proprietorship _____ Other

YOUR BUSINESS POSITION _____

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

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

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

None or Names listed below

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

Check one box:
 INVESTMENT REAL PROPERTY

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

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

FAIR MARKET VALUE	IF APPLICABLE, LIST DATE:
<input type="checkbox"/> \$2,000 - \$10,000	____/____/22 ____/____/22
<input type="checkbox"/> \$10,001 - \$100,000	ACQUIRED DISPOSED
<input type="checkbox"/> \$100,001 - \$1,000,000	
<input type="checkbox"/> Over \$1,000,000	

NATURE OF INTEREST
 Property Ownership/Deed of Trust Stock Partnership

Leasehold _____ Yrs. remaining Other _____

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

Comments: _____

SCHEDULE A-2

**Investments, Income, and Assets
of Business Entities/Trusts**
(Ownership Interest is 10% or Greater)

700

CALIFORNIA FORM

FAIR POLITICAL PRACTICES COMMISSION

Name

ALBRIGHT, KATHARINE M.

* Select from drop down list

1. Business Entity or Trust (For reporting a trust, enter the name then skip to box 2.)		2. Gross Income Received	3. Sources of Income of \$10,000 or more	4. Investments or Interests in Real Property Held by the Business Entity or Trust (Use a separate line for each investment or real property interest.)					
NAME AND ADDRESS OF BUSINESS ENTITY OR TRUST (Business Address Acceptable) (If Trust, go to 2)	GENERAL DESCRIPTION OF BUSINESS ACTIVITY	INCLUDE YOUR PRO RATA SHARE OF GROSS INCOME TO ENTITY/TRUST*	LIST SINGLE SOURCES OF INCOME OF \$10,000 OR MORE	INVESTMENT- BUSINESS ENTITY/NAME, AND BUSINESS ACTIVITY	REAL PROPERTY- LIST PRECISE LOCATION OF REAL PROPERTY	FAIR MARKET VALUE*	LIST DATE ACQUIRED OR DISPOSED (mm/dd/yyyy)	A or D	NATURE OF INTEREST (if "other," describe)*
MADELEINE K ALBRIGHT TRUST (SAN FRANCISCO, CA 94118)		\$0-\$499	None	MADELEINE ALBRIGHT INC (CONSULTING)		\$0 - \$1,999	3/23/2022	A	RESIDUAL BENEFICIARY
MADELEINE K ALBRIGHT TRUST (SAN FRANCISCO, CA 94118)		\$0-\$499	None	ASG ROLLOVER LLC (CONSULTING)		\$100,001 - \$1,000,000	3/23/2022	A	RESIDUAL BENEFICIARY
MADELEINE K ALBRIGHT TRUST (SAN FRANCISCO, CA 94118)		\$0-\$499	None	ACM EMERGING FUND (PRIVATE EQUITY)		\$10,001 - \$100,000	3/23/2022	A	RESIDUAL BENEFICIARY
MADELEINE K ALBRIGHT TRUST (SAN FRANCISCO, CA 94118)		\$0-\$499	None	ACM STRATEGIC FUND IV (PRIVATE EQUITY)		\$10,001 - \$100,000	3/23/2022	A	RESIDUAL BENEFICIARY

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

CALIFORNIA FORM 700
FAIR POLITICAL PRACTICES COMMISSION
Name
ALBRIGHT, KATHARINE M.

▶ 1. INCOME RECEIVED

NAME OF SOURCE OF INCOME
2001 ALICIA PATTERSON GUGGENHEIM TRUST F/B/O JOSEPH M.P. ALBRIGHT

ADDRESS (Business Address Acceptable)
C/O MHP
314 W 18TH ST, CHEYENNE, WY 82001

BUSINESS ACTIVITY, IF ANY, OF SOURCE
N/A

YOUR BUSINESS POSITION
N/A

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

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

(Describe)
 Other DISCRETIONARY INCOME DISTRIBUTIONS
(Describe)

NAME OF SOURCE OF INCOME
SAFE & SOUND

ADDRESS (Business Address Acceptable)
1757 WALLER ST., SAN FRANCISCO, CA 94118

BUSINESS ACTIVITY, IF ANY, OF SOURCE
NON-PROFIT

YOUR BUSINESS POSITION
CEO / SENIOR ADVISOR

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

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

(Describe)
 Other REIMBURSEMENT FOR EXPENSES
(Describe)

▶ 2. LOANS RECEIVED OR OUTSTANDING DURING THE REPORTING PERIOD

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

NAME OF LENDER* _____

ADDRESS (Business Address Acceptable) _____

BUSINESS ACTIVITY, IF ANY, OF LENDER _____

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

INTEREST RATE _____% None

TERM (Months/Years) _____

SECURITY FOR LOAN
 None Personal residence
 Real Property _____
Street address _____
City _____
 Guarantor _____
 Other _____
(Describe)

Comments: _____

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

CALIFORNIA FORM 700 FAIR POLITICAL PRACTICES COMMISSION
Name <u>ALBRIGHT, KATHARINE M.</u>

▶ 1. INCOME RECEIVED

NAME OF SOURCE OF INCOME
ELECTRONIC ARTS

ADDRESS (Business Address Acceptable)
209 REDWOOD SHORES PKWY, REDWOOD CITY, CA

BUSINESS ACTIVITY, IF ANY, OF SOURCE
CONSUMER DISCRETIONARY

YOUR BUSINESS POSITION

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

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

(Describe)
 Other _____
(Describe)

▶ 1. INCOME RECEIVED

NAME OF SOURCE OF INCOME
GS HEDGE FUND OPPORTUNITIES III, LLC CL A SERIES 1

ADDRESS (Business Address Acceptable)
555 CALIFORNIA ST, 45TH FLOOR, SAN FRANCISCO, CA

BUSINESS ACTIVITY, IF ANY, OF SOURCE
PRIVATE EQUITY FUND

YOUR BUSINESS POSITION
LIMITED PARTNER

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

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

(Describe)
 Other INVESTMENT RETURN / INCOME
(Describe)

▶ 2. LOANS RECEIVED OR OUTSTANDING DURING THE REPORTING PERIOD

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

NAME OF LENDER* _____

ADDRESS (Business Address Acceptable) _____

BUSINESS ACTIVITY, IF ANY, OF LENDER _____

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

INTEREST RATE _____ % None

TERM (Months/Years) _____

SECURITY FOR LOAN
 None Personal residence
 Real Property _____
Street address _____
City _____
 Guarantor _____
 Other _____
(Describe)

Comments: _____



HOMELESSNESS OVERSIGHT COMMISSION (Effective May 1, 2023) Deadline to make appointments March 1st

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 in **bold** 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	Mayor	Vacant	May 1, 2025	Appointed by the Mayor subject to confirmation by the Board of Supervisors within 60 days and must be held by a person who has personally experienced homelessness; four-year term.*
2	Mayor	Vacant	May 1, 2027	Appointed by the Mayor subject to confirmation by the Board of Supervisors within 60 days and with experience in providing services to or engaging in advocacy on behalf of persons experiencing homelessness; four-year term.*
3	Mayor	Vacant	May 1, 2027	Appointed by the Mayor subject to confirmation by the Board of Supervisors within 60 days and must be held by a person with expertise in mental health service delivery or substance use treatment; four-year term.*
4	Mayor	Vacant	May 1, 2025	Appointed by the Mayor subject to confirmation by the Board of Supervisors within 60 days and must be held by a person with a record of participation in a merchants' or small business association, or neighborhood association; four-year term.*

5	BOS	Vacant	May 1, 2027	Appointed by the Board of Supervisors and shall be held by a person who has personally experienced homelessness; four-year term.
6	BOS	Vacant	May 1, 2025	Appointed by the Board of Supervisors and shall be held by a person with significant experience providing services to or engaging in advocacy on behalf of persons experiencing homelessness; four-year term.
7	BOS	Vacant	May 1, 2027	Appointed by the Board of Supervisors and shall be held by a person with significant experience working with homeless families with children and/or homeless youth; four-year term.

*At least one of the Mayor's appointees shall have experience in budgeting, finance, and auditing.

BOARD OF SUPERVISORS (BOS) APPLICATION FORMS AVAILABLE HERE

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

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

Pursuant to Board of Supervisors Rules of Order 2.19 (Motion No. 05-92) all applicants applying for this body must complete and submit, with their application, a copy (**not original**) of Form 700, Statement of Economic Interests. Applications will not be considered if a copy of Form 700 is not received.

FORM 700 AVAILABLE HERE (Required)
<https://www.fppc.ca.gov/Form700.html>

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.

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

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

The Homeless Oversight Commission shall consist of seven seats:

Seats 1-4 shall be appointed by the Mayor subject to confirmation by the Board of Supervisors:

- Seat 1 shall be held by a person who has personally experienced homelessness.
- Seat 2 shall be held by a person with significant experience providing services to or engaging in advocacy on behalf of persons experiencing homelessness.
- Seat 3 shall be held by a person with expertise in mental health service delivery or substance use treatment.
- Seat 4 shall be held by a person with a record of participation in a merchants' or small business association, or neighborhood association. In addition to the aforementioned qualifications.

At least one of the Mayor's appointees shall have experience in budgeting, finance, and auditing.

Seats 5-7 shall be appointed by the Board of Supervisors:

- Seat 5 shall be held by a person who has personally experienced homelessness.
- Seat 6 shall be held by a person with significant experience providing services to or engaging in advocacy on behalf of persons experiencing homelessness.
- Seat 7 shall be held by a person with significant experience working with homeless families with children and/or homeless youth.

The Commission shall have the following powers and duties:

(1) With respect to the Department, the Commission shall exercise all of the powers and duties of boards and commissions as set forth in Sections 4.102, 4.103, and 4.104, including but not limited to, approving applicable departmental budgets, formulating annual and long-term goals consistent with the overall objectives of the City and County, establishing departmental performance standards, holding hearings and taking testimony, conducting public education and outreach concerning programs and services for homeless persons in San Francisco, and issues concerning homelessness, and conducting performance audits of the Department to assess the efficiency and effectiveness of the Department's delivery of services to persons experiencing homelessness and persons participating in programs overseen by the Department, and the extent to which the

Department has met the annual goals and performance standards established by the Commission.

(2) Notwithstanding the Commission's authority to review and set policies, the Commission shall not have the authority to approve, disapprove, or modify criteria used to ascertain eligibility or priority for programs and/or services operated or provided by the Department, where such criteria are required as a condition of the receipt of state or federal funding.

By no later than May 1, 2023, the City shall enact an ordinance that:

(1) Amends Article XXXI of Chapter 5 of the Administrative Code, to provide that the Commission shall appoint all members of the Local Homeless Coordinating Board ("LHCB") and that the LHCB's sole duties shall be to serve as the Continuum of Care governing body and to advise the Commission on issues relating to the City's participation in the Continuum of Care program. This subsection (h)(1) shall not preclude the City by ordinance from amending said Article XXXI in a manner that is not inconsistent with this subsection or as necessary to comply with federal requirements relating to the Continuum of Care.

(2) Amends Article XII of Chapter 20 of the Administrative Code, to provide that the Shelter Monitoring Committee shall advise the Commission in lieu of advising the LHCB. This subsection (h)(2) shall not preclude the City by ordinance from amending said Article XII in a manner that is not inconsistent with this subsection.

(3) Amends Article XLI of Chapter 5 of the Administrative Code and Section 2810 of Article 28 of the Business and Tax Regulations Code, to provide that the Our City, Our Home Oversight Committee ("Oversight Committee") shall advise and make recommendations to the Commission and the Health Commission, in addition to advising and making recommendations to the Mayor and the Board of Supervisors, on administration of the Our City, Our Home Fund ("Fund") and on monies appropriated from the Fund, which monies are subject to the City budget approval process set forth in Article IX of the Charter, and to provide that the needs assessment conducted by the Oversight Committee shall inform the Department's strategic planning process. This subsection (h)(3) shall not preclude the City by ordinance from amending said Article XLI and said Section 2810 in a manner that is not inconsistent with this subsection, Section 2811 of the Business and Tax Regulations Code, and Articles XIII A and XIII C of the California Constitution, as may be amended from time to time.

(i) The references in subsection (h) to the LHCB, Shelter Monitoring Committee, and Oversight Committee do not change their character as bodies created by ordinance. Accordingly, they are not subject to provisions in the Charter or Municipal Code that apply exclusively to bodies enumerated in the Charter or created by the Charter, including but not limited to Charter Sections 4.101.1 and 4.101.5.

(j) Within one year of the effective date of the ordinance adopted by the Board of Supervisors in compliance with subsection (h), the City Attorney shall cause subsections (h)-(j) of this Section 4.133 to be removed from the Charter.

Authority: Charter Section 4.133

Sunset Date: None

Contact: TBD

Updated: February 22, 2023

GENDER ANALYSIS OF COMMISSIONS AND BOARDS



City and County of San Francisco
London N. Breed
Mayor

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



Acknowledgements

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

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

San Francisco Commission on the Status of Women

President Debbie Mesloh

Vice President Breanna Zwart

Commissioner Shokooh Miry

Commissioner Carrie Schwab-Pomerantz

Commissioner Andrea Shorter

Commissioner Julie D. Soo

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

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

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Executive Summary

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

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

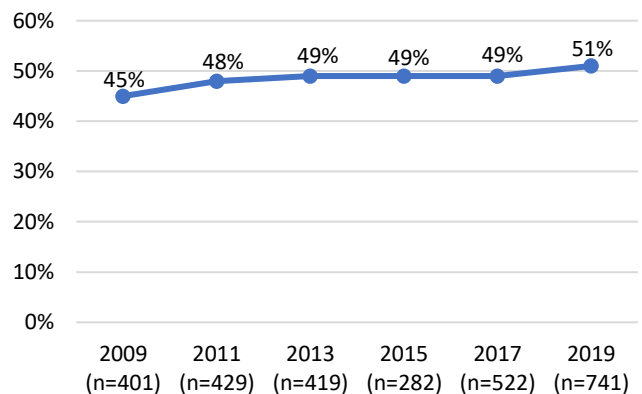
The *2019 Gender Analysis* evaluates the representation of women; people of color; lesbian, gay, bisexual, transgender, queer, and questioning (LGBTQ) individuals; people with disabilities; and veterans on San Francisco policy bodies.

Key Findings

Gender

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

10-Year Comparison of Representation of Women on Policy Bodies



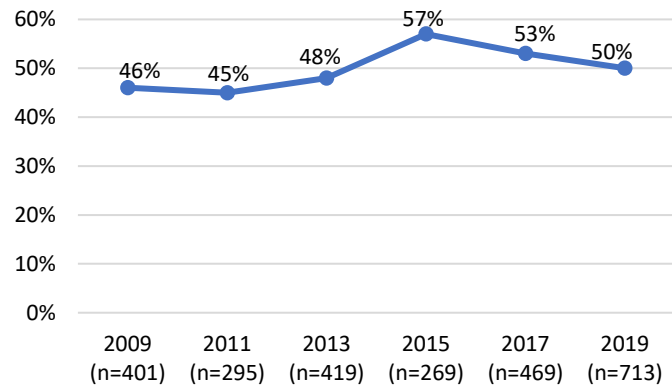
Source: SF DOSW Data Collection & Analysis.

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

Race and Ethnicity

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

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

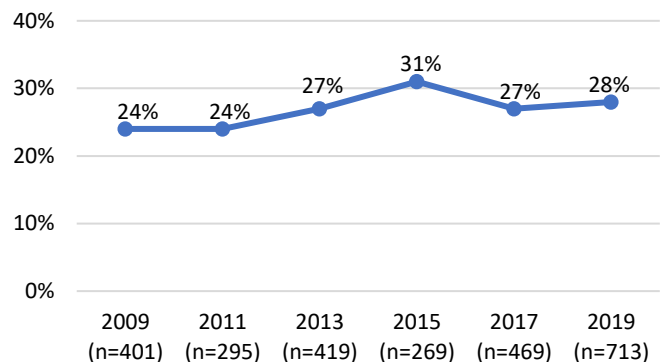


Source: SF DOSW Data Collection & Analysis.

Race and Ethnicity by Gender

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

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



Source: SF DOSW Data Collection & Analysis.

Additional Demographics

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

Proxies for Influence: Budget & Authority

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

Appointing Authorities

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

Demographics of Appointees Compared to the San Francisco Population

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

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

I. Introduction

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

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

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

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

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

II. Gender Analysis Findings

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

Figure 1: Summary Data of Policy Body Demographics, 2019

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

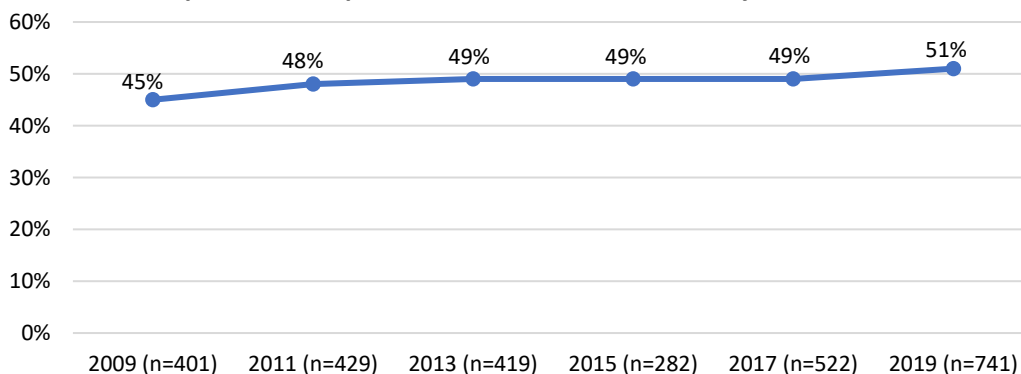
Source: SF DOSW Data Collection & Analysis.

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

A. Gender

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

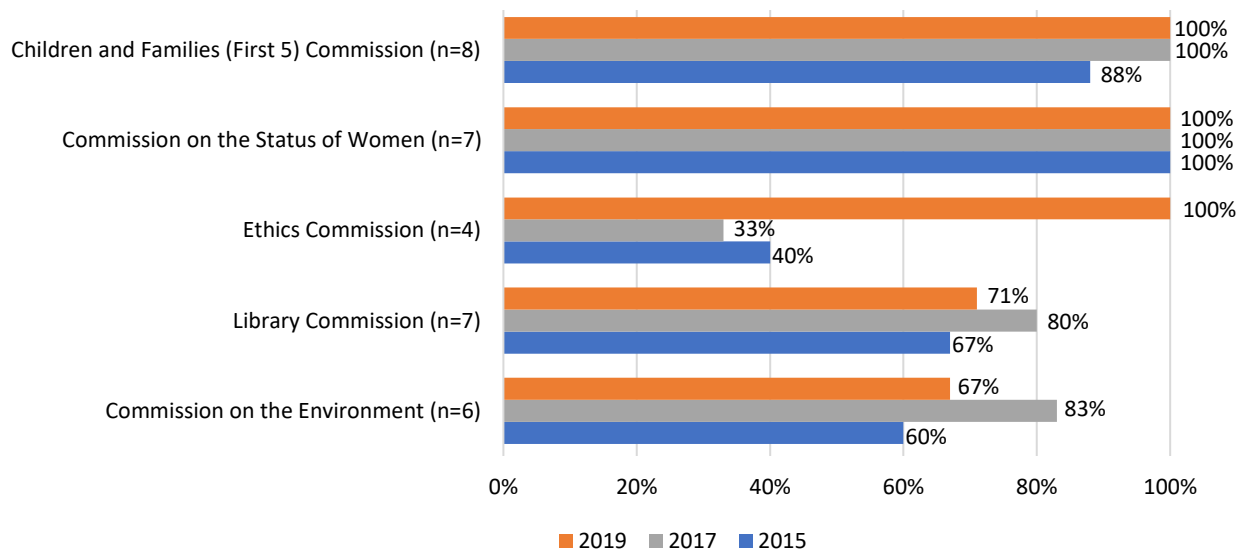
Figure 2: 10-Year Comparison of Representation of Women on Policy Bodies



Source: SF DOSW Data Collection & Analysis.

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

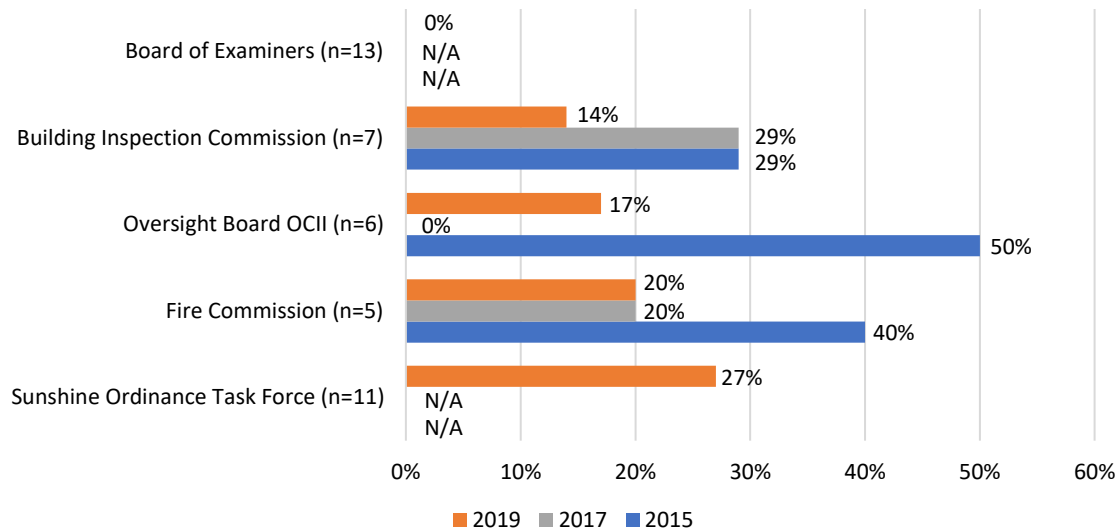
Figure 3: Commissions and Boards with Highest Percentages of Women, 2019 Compared to 2017, 2015



Source: SF DOSW Data Collection & Analysis.

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

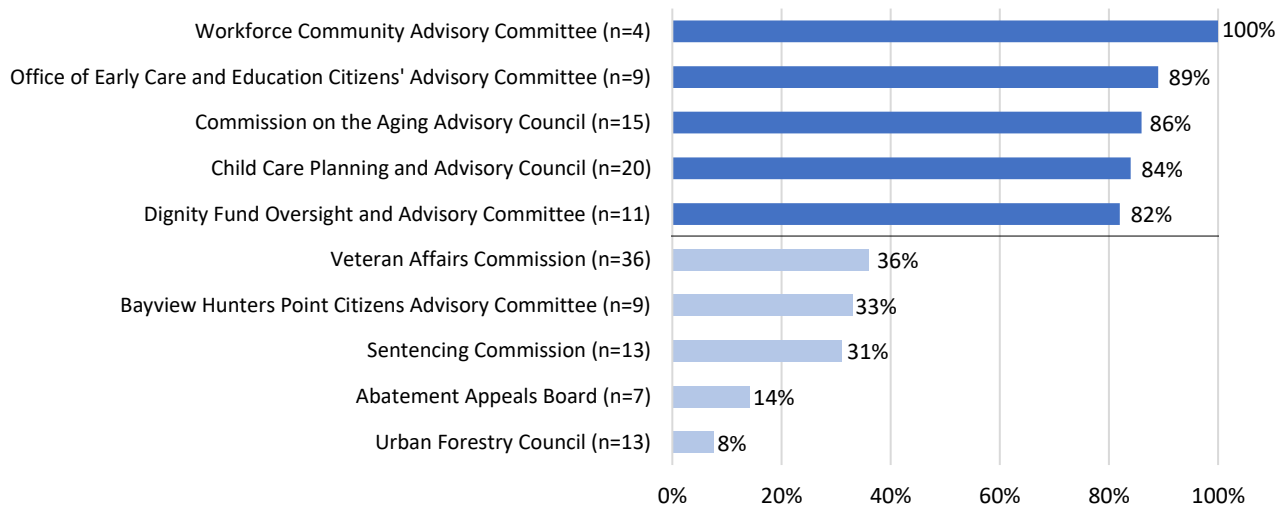
Figure 4: Commissions and Boards with Lowest Percentage of Women, 2019 Compared to 2017, 2015



Source: SF DOSW Data Collection & Analysis.

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

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

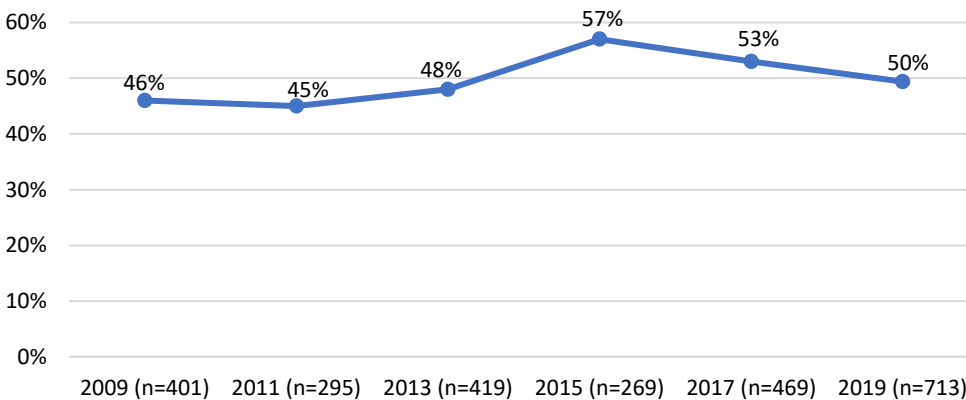


Source: SF DOSW Data Collection & Analysis.

B. Race and Ethnicity

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

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



Source: SF DOSW Data Collection & Analysis.

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

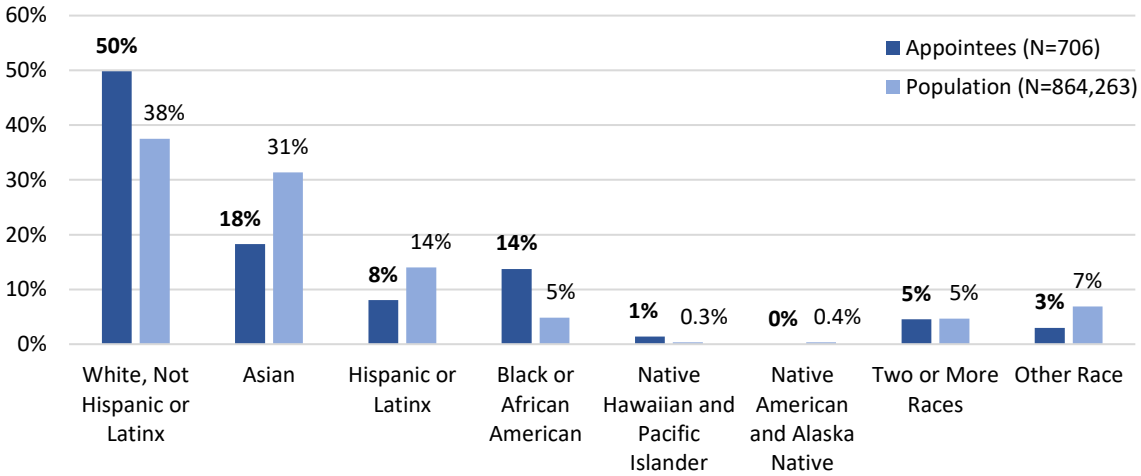
Considerably underrepresented racial and ethnic groups on San Francisco policy bodies compared to the San Francisco population are individuals who identify as Asian or Latinx. While Asians are 31% of the San Francisco population, they only make up 18% of appointees. While the Latinx population of San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

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

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

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

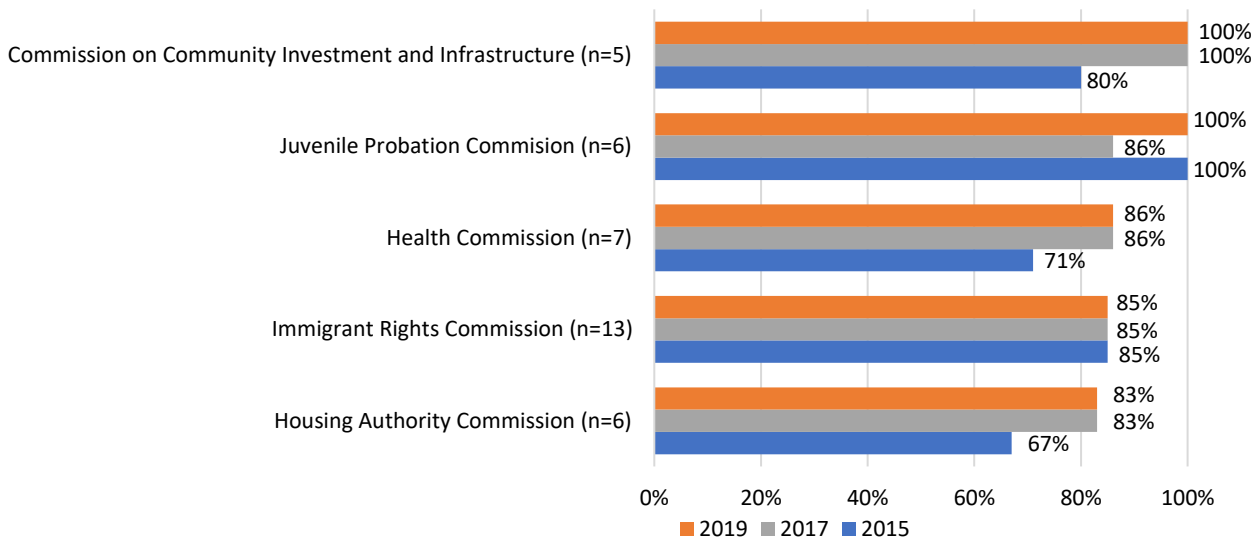
Figure 7: Race and Ethnicity of Appointees Compared to San Francisco Population, 2019



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

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

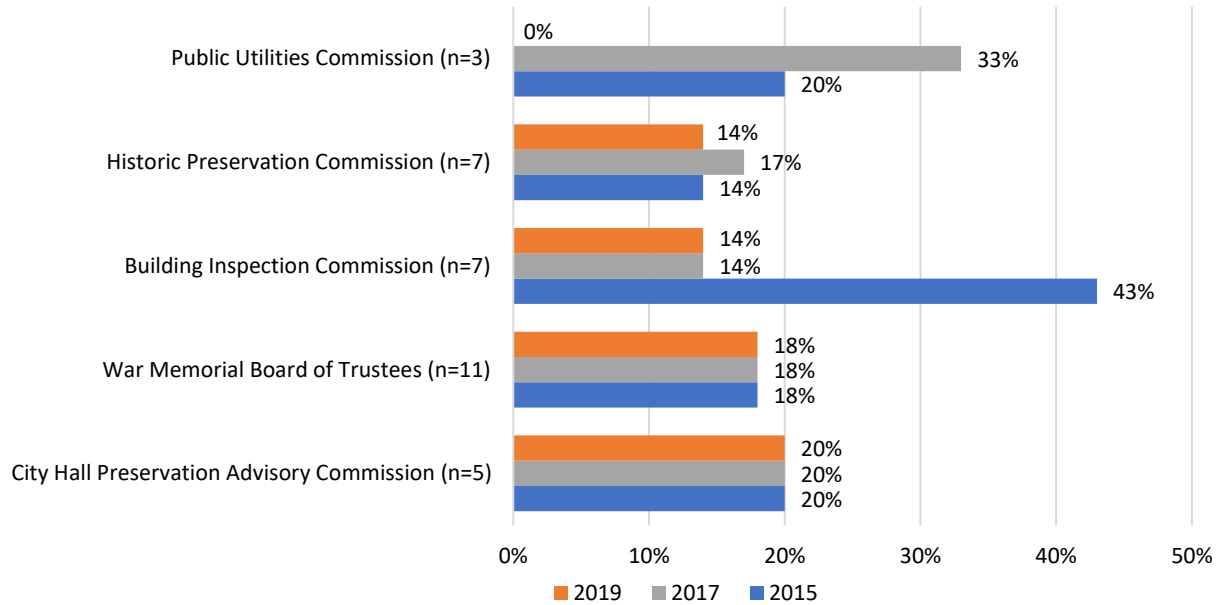
Figure 8: Commissions and Boards with Highest Percentage of People of Color, 2019 Compared to 2017, 2015



Source: SF DOSW Data Collection & Analysis.

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

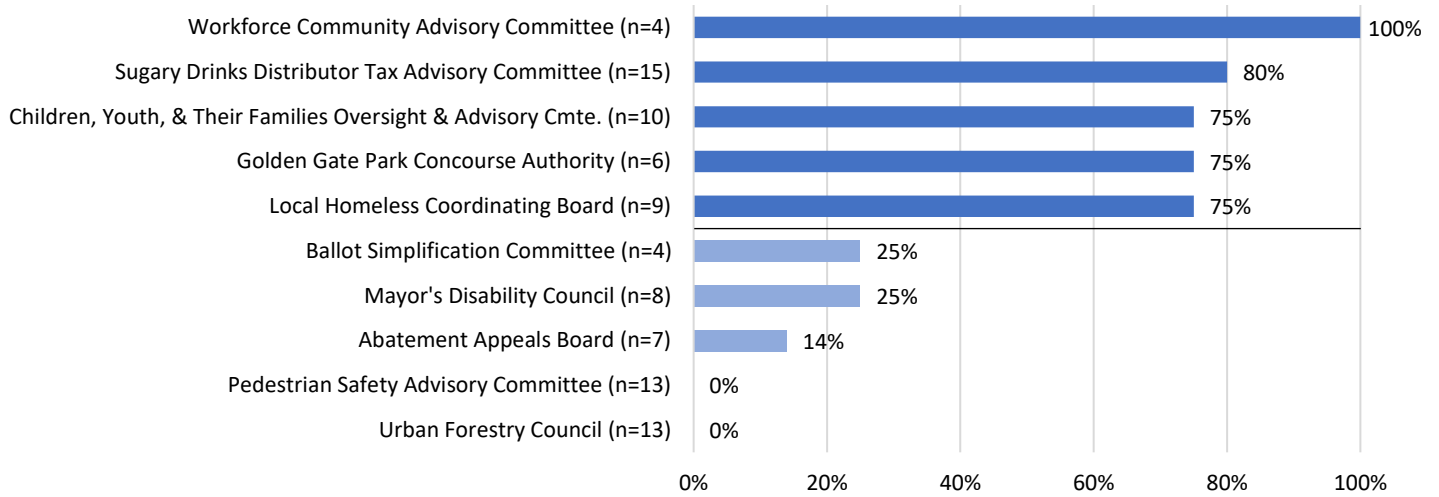
Figure 9: Commissions and Boards with Lowest Percentage of People of Color, 2019 Compared to 2017, 2015



Source: SF DOSW Data Collection & Analysis.

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

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

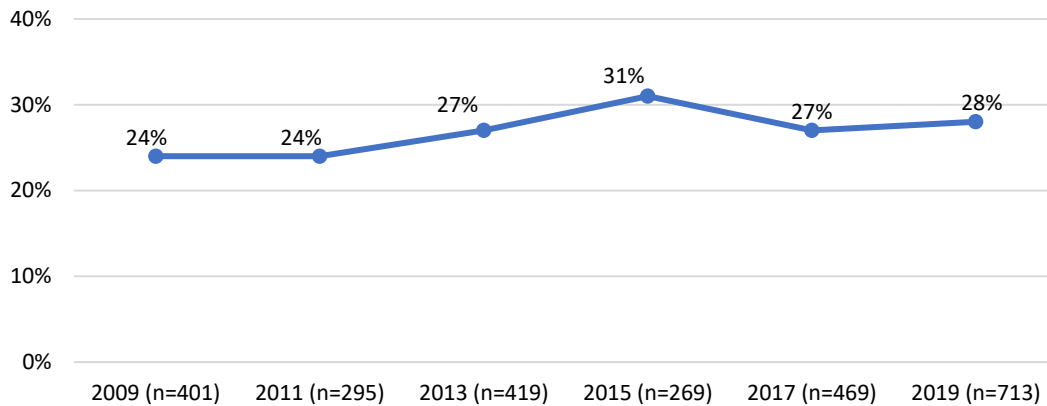


Source: SF DOSW Data Collection & Analysis.

C. Race and Ethnicity by Gender

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

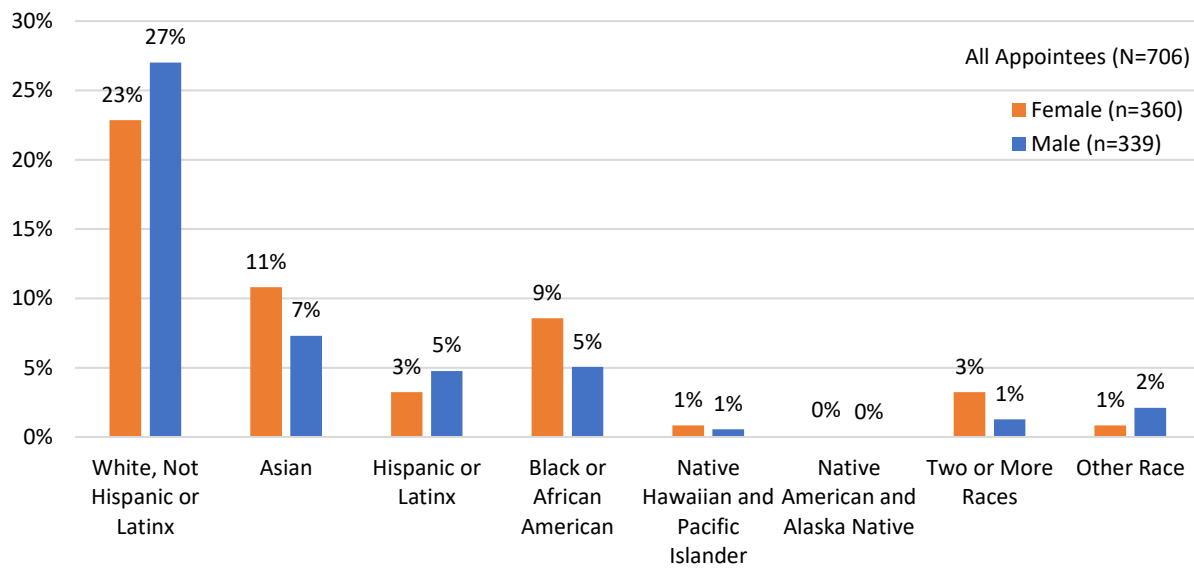
Figure 11: 10-Year Comparison of Representation of Women of Color on Policy Bodies



Source: SF DOSW Data Collection & Analysis.

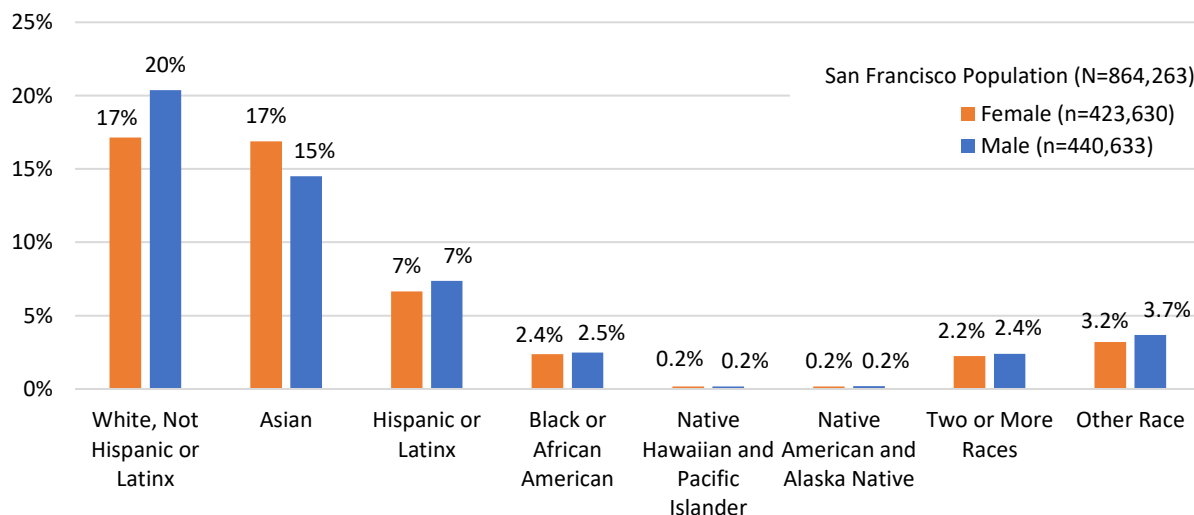
The following figures present the breakdown for appointees and the San Francisco population by race and ethnicity and gender. White men and women are overrepresented, holding 27% and 23% of appointments, respectively, compared to 20% and 17% of the population, respectively. Asian men and women are both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

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



Source: SF DOSW Data Collection & Analysis.

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



Source: 2017 American Community Survey 5-Year Estimates.

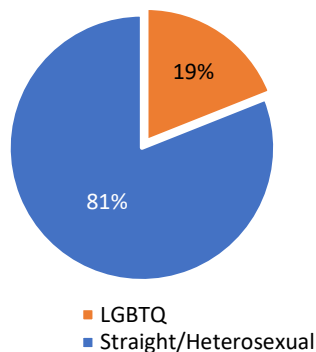
D. LGBTQ Identity

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

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

Figure 14: LGBTQ Identity of Appointees, 2019

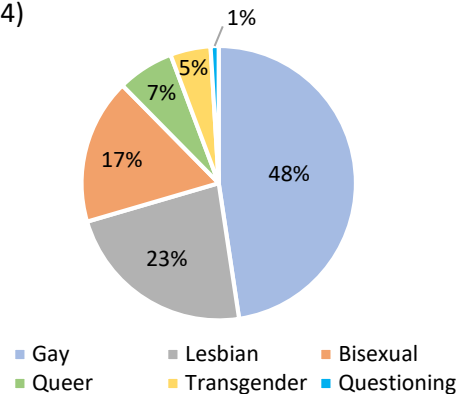
(N=548)



Source: SF DOSW Data Collection & Analysis.

Figure 15: LGBTQ Population of Appointees, 2019

(N=104)



Source: SF DOSW Data Collection & Analysis.

E. Disability Status

Overall, 12% of adults in San Francisco have one or more disabilities, and when broken down by gender, 6.2% are women and 5.7% are men. Disability data for transgender and gender non-conforming individuals in San Francisco is currently unavailable. Data on disability was obtained from 516, or 70%, of the 714 appointees who participated in the survey. Of the 516 appointees, 11.2% reported to have one

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

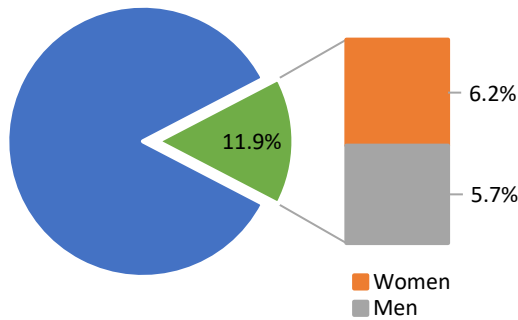
⁶ Gary J. Gates and Frank Newport, "San Francisco Metro Area Ranks Highest in LBGT Percentage," *GALLUP* (March 20, 2015) https://news.gallup.com/poll/182051/san-francisco-metro-area-ranks-highest-lgbt-percentage.aspx?utm_source=Social%20Issues&utm_medium=newsfeed&utm_campaign=tiles.

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

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

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

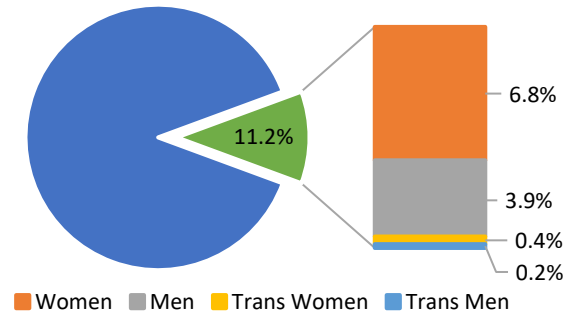
(N=744,243)



Source: 2017 American Community Survey 5-Year Estimates.

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

(N=516)



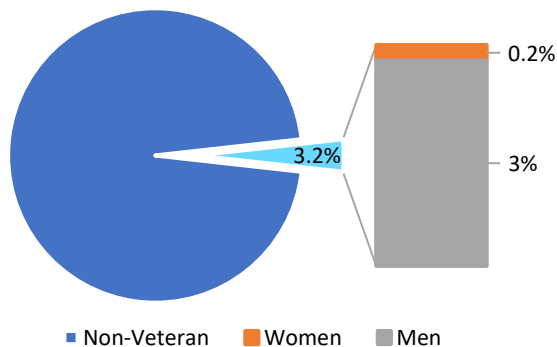
Source: SF DOSW Data Collection & Analysis.

F. Veteran Status

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

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

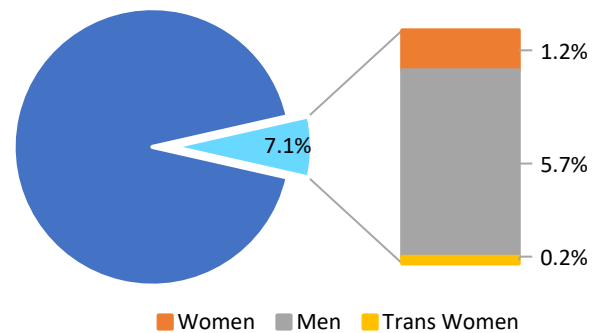
(N=747,896)



Source: 2017 American Community Survey 5-Year Estimates.

Figure 19: Appointees with Military Service, 2019

(N=494)



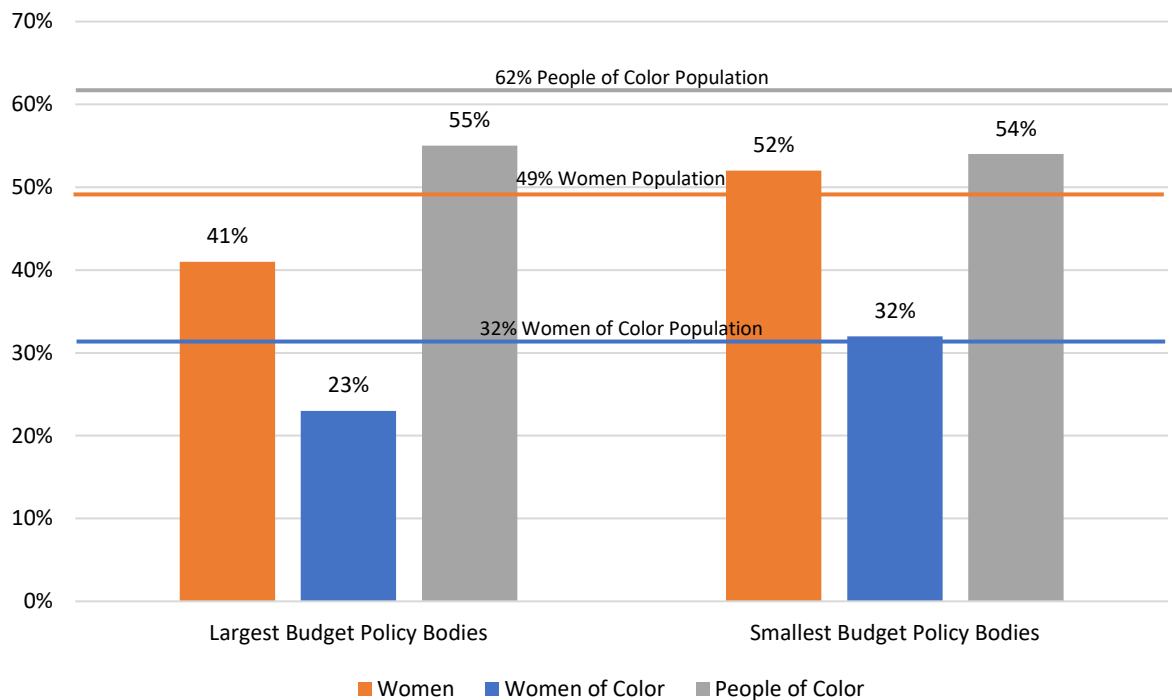
Source: SF DOSW Data Collection & Analysis.

G. Policy Bodies by Budget

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

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

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



Source: SF DOSW Data Collection & Analysis.

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

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

Source: SF DOSW Data Collection & Analysis.

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

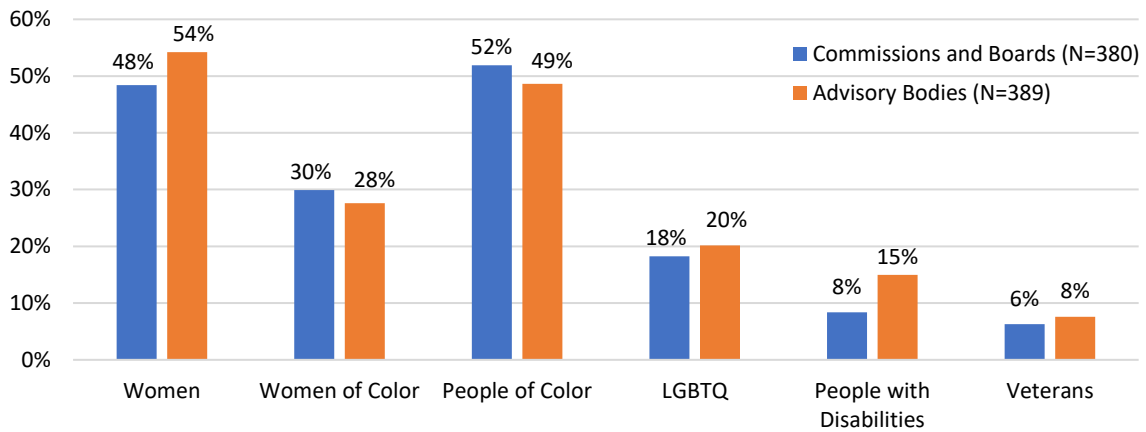
Body	FY18-19 Budget	Total Seats	Filled Seats	Women	Women of color	People of Color
Rent Board Commission	\$8,543,912	10	9	44%	11%	33%
Commission on the Status of Women	\$8,048,712	7	7	100%	71%	71%
Ethics Commission	\$6,458,045	5	4	100%	50%	50%
Human Rights Commission	\$4,299,600	12	10	50%	50%	70%
Small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

Source: SF DOSW Data Collection & Analysis.

H. Comparison of Advisory Body and Commission and Board Demographics

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

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

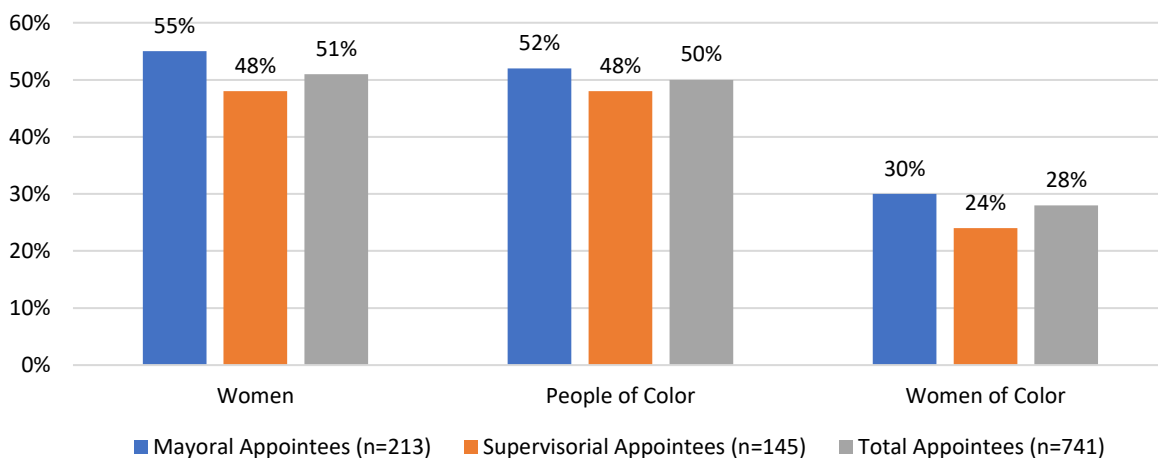


Source: SF DOSW Data Collection & Analysis.

I. Demographics of Mayoral, Supervisorial, and Total Appointees

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

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



Source: SF DOSW Data Collection & Analysis.

III. Conclusion

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

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

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

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

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

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

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

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

IV. Methodology and Limitations

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

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

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

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

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

Appendix

Figure 25: Policy Body Demographics, 2019⁹

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

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

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

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

Source: SF DOSW Data Collection & Analysis, 2019.

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

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

Source: 2017 American Community Survey 5-Year Estimates.

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

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

Source: 2017 American Community Survey 5-Year Estimates.

City and County of San Francisco
Department on the Status of Women
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San Francisco, California 94102
sfgov.org/dosw
dosw@sfgov.org
415.252.2570

HOMELESS PRENATAL PROGRAM

Breaking the cycle of childhood poverty.

March 8, 2023

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

Re: Homeless Oversight Commission: Letter of Support for Katie Albright

Dear Members of the Board of Supervisors,

BOARD OF DIRECTORS

Tina Chang,
President

Kelly McGinnis,
Vice President

Emily Maher Reuter,
Treasurer

Sunita Mohanty,
Secretary

Vince Carey

Gary Francesconi

Dara Landa

Psyche Philips

Arpana Vidyarthi

Shellena Eskridge,
Interim Executive Director

Martha Ryan,
Founder

My name is Martha Ryan and I am the founder of Homeless Prenatal Program. I am writing in strong support for Katie Albright to serve as a commissioner on the Homeless Oversight Commission.

I have worked with Katie for many years in her capacity as the Chief Executive Officer of Safe & Sound. Katie has a clear and demonstrated commitment to our City, and has made lasting, positive impact in the lives of children, parents, and caregivers throughout the community. She is highly effective in developing public-private partnerships and non-profit collaborations that address complex social problems, which will serve her well on this Commission. I am confident that she will work to co-create solutions to help people end their homelessness, and also evolve how we as a City approach one of the most challenging issues of our time.

Under her leadership, Safe & Sound—named one of nine best primary abuse prevention practices in the country—has launched local and statewide initiatives that have improved family outcomes, contributing to a 67% reduction in rate of child abuse and 61% reduction in entries into foster over a 15 year period in San Francisco. At the start of the COVID crisis, Katie and I partnered directly to establish a multi-sector, public private partnership mobilizing emergency relief for 43,000+ individuals and raising \$25M+ for families in San Francisco. She co-founded the Children’s Advocacy Center of San Francisco and merged with The Center for Youth Wellness, Kid’sTurn, and multiple children-serving organizations to provide expanded trauma-informed and evidence-based services to families from diverse communities.

Katie’s experience has given her unique insight into how this City works and the needs of the community. She has a deep understanding of the components of mental wellbeing and behavioral health, as well as the respective service delivery systems, community providers, and funding options. She is an expert on matters of Adverse Childhood Experiences (ACEs) and child maltreatment prevention, family strengthening, community engagement, and non-profit governance, all of which will greatly benefit her perspective in serving on the Commission.

I have tremendous confidence that Katie will work well on this Commission to advance the intent of San Francisco’s voters to provide oversight, accountability, and meaningful opportunities for public engagement. For these reasons, I respectfully recommend that you approve her nomination to serve on the Homeless Oversight Commission.

Sincerely,



Martha Ryan
Founder, Homeless Prenatal Program



2500 18th Street
San Francisco, CA 94110

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FOR YOUTH DEVELOPMENT®
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FOR SOCIAL RESPONSIBILITY

March 8, 2023

Matt Dorsey, Chair
Board of Supervisors
City Hall
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

Re: Homeless Oversight Commission: Letter of Support for Katie Albright

Dear Members of the Board of Supervisors,

My name is Jamie Bruning-Miles, President & CEO of the YMCA of San Francisco, and am writing in strong support for Katie Albright to serve as a commissioner on the Homeless Oversight Commission.

I have worked with Katie for many years in her capacity as the Chief Executive Officer of Safe & Sound. Katie has a clear and demonstrated commitment to our City, and has made lasting, positive impact in the lives of children, parents, and caregivers throughout the community. She is highly effective in developing public-private partnerships and non-profit collaborations that address complex social problems, which will serve her well on this Commission. I am confident that she will work to co-create solutions to help people end their homelessness, and also evolve how we as a City approach one of the most challenging issues of our time.

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I have tremendous confidence that Katie will work well on this Commission to advance the intent of San Francisco's voters to provide oversight, accountability, and meaningful opportunities for public engagement. For these reasons, I respectfully recommend that you approve her nomination to serve on the Homeless Oversight Commission.

Respectfully,

Jamie Bruning-Miles
President & CEO
YMCA of San Francisco

YMCA of San Francisco

169 Steuart Street, San Francisco, CA 94105
P 415 777 9622 F 415 398 9622 www.ymcasf.org



FOR YOUTH DEVELOPMENT®
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March 8, 2023

Ahsha Safai
Board of Supervisors
City Hall
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

Re: Homeless Oversight Commission: Letter of Support for Katie Albright

Dear Members of the Board of Supervisors,

My name is Jamie Bruning-Miles, President & CEO of the YMCA of San Francisco, and am writing in strong support for Katie Albright to serve as a commissioner on the Homeless Oversight Commission.

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Jamie Bruning-Miles
President & CEO
YMCA of San Francisco

YMCA of San Francisco

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March 8, 2023

Shamann Walton
Board of Supervisors
City Hall
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

Re: Homeless Oversight Commission: Letter of Support for Katie Albright

Dear Members of the Board of Supervisors,

My name is Jamie Bruning-Miles, President & CEO of the YMCA of San Francisco, and am writing in strong support for Katie Albright to serve as a commissioner on the Homeless Oversight Commission.

I have worked with Katie for many years in her capacity as the Chief Executive Officer of Safe & Sound. Katie has a clear and demonstrated commitment to our City, and has made lasting, positive impact in the lives of children, parents, and caregivers throughout the community. She is highly effective in developing public-private partnerships and non-profit collaborations that address complex social problems, which will serve her well on this Commission. I am confident that she will work to co-create solutions to help people end their homelessness, and also evolve how we as a City approach one of the most challenging issues of our time.

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Respectfully,

Jamie Bruning-Miles
President & CEO
YMCA of San Francisco

YMCA of San Francisco

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March 8, 2023

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

Re: Homeless Oversight Commission: Letter of Support for Katie Albright

Dear Members of the Board of Supervisors,

My name is Sherilyn Adams, Executive Director at Larkin Street Youth Services and am writing in strong support for Katie Albright to serve as a commissioner on the Homeless Oversight Commission.

I have worked with Katie for many years in her capacity as the Chief Executive Officer of Safe & Sound. Katie has a clear and demonstrated commitment to our City, and has made lasting, positive impact in the lives of children, parents, and caregivers throughout the community. She is highly effective in developing public-private partnerships and non-profit collaborations that address complex social problems, which will serve her well on this Commission. I am confident that she will work to co-create solutions to help people end their homelessness, and also evolve how we as a City approach one of the most challenging issues of our time.

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Respectfully,
Sherilyn Adams
Larkin Street Youth Services



March 10, 2023

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

Re: Homeless Oversight Commission: Letter of Support for Katie Albright

Dear Members of the Board of Supervisors,

My name is Erica Kisch and I am the CEO of Compass Family Services, San Francisco's most comprehensive provider of services to homeless families, and am writing in strong support for Katie Albright to serve as a commissioner on the Homeless Oversight Commission.

I have worked with Katie for many years in her capacity as the Chief Executive Officer of Safe & Sound. Katie has a clear and demonstrated commitment to our City, and has made lasting, positive impact in the lives of children, parents, and caregivers throughout the community. She is highly effective in developing public-private partnerships and non-profit collaborations that address complex social problems, which will serve her well on this Commission. I am confident that she will work to co-create solutions to help people end their homelessness, and also evolve how we as a City approach one of the most challenging issues of our time.

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Respectfully,

Erica Kisch, LCSW
CEO