

File No. 210419

Committee Item No. 3

Board Item No. \_\_\_\_\_

# COMMITTEE/BOARD OF SUPERVISORS

## AGENDA PACKET CONTENTS LIST

Committee: Rules Committee

Date Dec. 6, 2021

Board of Supervisors Meeting

Date \_\_\_\_\_

### Cmte Board

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

### OTHER (Use back side if additional space is needed)

<input type="checkbox"/>	<input type="checkbox"/>	_____
<input type="checkbox"/>	<input type="checkbox"/>	_____
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<input type="checkbox"/>	<input type="checkbox"/>	_____
<input type="checkbox"/>	<input type="checkbox"/>	_____
<input type="checkbox"/>	<input type="checkbox"/>	_____

Completed by: Victor Young Date Dec. 2, 2021

Completed by: \_\_\_\_\_ Date \_\_\_\_\_



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

**Application for Boards, Commissions, Committees, & Task Forces**

Name of Board, Commission, Committee, or Task Force: \_\_\_\_\_ Police Commission/Sheriff's Department Oversight Board

Seat # (See Vacancy Notice for Descriptions): \_\_\_\_\_ 3 for the Commission; 1/2/3 for the SDOB District: \_\_\_\_\_

Name: Amitabho Chattopadhyay

Home Address: [REDACTED] (Safe at Home mailing address) Zip: 95812

Home Phone: [REDACTED] Occupation: Tax Compliance

Work Phone: 9168093499 Employer: State of California

Business Address: 10989 Trade Center Drive, Rancho Cordova Zip: 95670

Business E-Mail: amitabho.chattopadhyay@edd.ca.gov Home E-Mail: [REDACTED]

**Pursuant to Charter, Section 4.101(a)(2), Boards and Commissions established by the Charter must consist residents of the City and County of San Francisco who are 18 years of age or older. For certain bodies, the Board of Supervisors can waive the residency requirement.**

Check All That Apply:

Resident of San Francisco: Yes  No  If No, place of residence: East Bay

18 years of age or older: Yes  No

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

I am a non-binary, lesbian transgender woman of mixed descent, and I suffer from a disability; as such, I believe that I represent a wide variety of the City's marginalized population. I am also a registered victim of domestic violence/stalking with the Secretary of State's Safe at Home program. Although I am not presently a resident of the City of San Francisco, I lived most of my adult life in the Mission District and spent a great part of my childhood in Bernal Heights before I was no longer able to stay there, and I believe that I represent the section of the city's population that has been forced to leave due to the costs of living yet maintain strong connections to and spend a significant part of their time in the City.

**Business and/or professional experience:**

See attached resume

**Civic Activities:**

See attached resume

Have you attended any meetings of the Board/Commission to which you wish appointment?

Yes  No

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

Date: 07/10/2021 Applicant's Signature: (required) Amitabho Chattopadhyay

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

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

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**FOR OFFICE USE ONLY:**

Appointed to Seat #: \_\_\_\_\_ Term Expires: \_\_\_\_\_ Date Seat was Vacated: \_\_\_\_\_

# Amitabho Chattopadhyay

📍 California, United States | [REDACTED]

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## EXPERIENCE

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### Tax Compliance Representative

State of California

July 2021 - Present, Employment Development Department, Collection Division

- Analyzes routine and complex correspondence and take appropriate actions to resolve past due payroll tax liability; analyze required financial documentation for long term installment agreements and negotiate terms; modify or release Notice of Levies and Earnings Withholding Order for Taxes based on review and substantiation of financial documentation; and research and gather employer information through established skip tracing techniques and use of other databases.
- Responds to employer telephone inquiries regarding general information, collection notices, involuntary collection actions, interagency intercepts and/or offsets related to the Treasury Offset Program within the Accounting and Compliance Enterprise System (ACES). Advises employers and/or representatives in the application of the California Unemployment Insurance Code and California Revenue and Taxation Code on matters concerning tax compliance.
- Negotiates, establishes, and processes short or long term installment agreements from employers to liquidate their delinquent tax liability. Processes forms received by employers, update account information as needed (i.e. address information, responsible party information, entity type changes, power of attorney identification; cease account information, staging account as necessary, etc.).
- Completes financial adjustments within ACES based on appropriate documentation within the established policies.

### Tax Auditor

State of California

June 2020 - June 2021, Employment Development Department, Integrity and Accounting Division

- Investigates and clears obstructed unemployment and state disability insurance claims and employer protests to the Notice of Wages Used on UI Claim (DE 1545) by examining, analyzing and evaluating all available records pertinent to cases under investigation using department automated systems. Interprets and applies the provisions of resources provided, investigates pertinent leads by communicating with employers or their representatives, claimants, Area Audit Office staff and other resources to secure relevant facts.
- Assists claimants and/or employers by advising on status of wages or services and on pertinent policies, rules and regulations under the California UI program.
- Prepares monetary determinations to clear obstructed claims. Ensures that wages allowed result in proper charges to employers' reserve accounts. Refers cases to the appropriate Area Audit Office.
- Represents the Department at Wage and Benefit Hearings before California Unemployment Appeals Board Administrative Law Judges.

### Office Technician

State of California

March 2020 – June 2020, California State Parks, Bay Area District

- Provided administrative and accounting support for the SF Bay Sector. Processed vouchers, eROCs and purchase orders through Fi\$Cal and departmental tools. Created guides for fellow employees in unit to ensure efficient operation of Fi\$Cal software.
- Created monthly reports, documented credit card statements, cash deposits and safe contents, maintained files and mailings.
- Maintained an accounting of all Sector expenditures, including seasonal expenditures, vehicle maintenance and files.

### Legal Secretary

State of California

May 2019 – September 2019, San Francisco Bay Conservation and Development Commission

- Independently prepared legal correspondence, memoranda, notices, and forms as directed by BCDC attorneys. Assisted in responding to PRA requests. Assisted in the process of recording legal instruments; transmitted forms and executed instruments to permittees, conducted preliminary review of instrument submittals.
- Coordinated all aspects of legal document production and distribution; assured documents to be in appropriate format and prepared and filed within prescribed deadlines. Prepared enforcement letters to permittees on permit violations and other correspondence. Prepared and maintained administrative records for adjudicatory and rulemaking proceedings.
- Managed the permit compliance log, reviewed permit compliance submittals, and communicated with staff and permittees regarding compliance with permit conditions.
- Assisted in the preparation of Violation Reports and Cease and Desist and Civil Penalty Orders.

### Case Management Director



## **Unite the People**

**October 2018 - February 2020, Los Angeles, CA**

- Guided the organization's long-term goals and strategy in relation to its legal services division.
- Minimized fixed personnel costs by implementing replacement technology.
- Handled criminal, immigration and civil matters. Assisted directly in complex paralegal work, including drafting memoranda and motions.
- Managed litigation strategy in civil and immigration proceedings. Interfaced directly with clients of all types.
- Managed compliance with all applicable requirements, including employment law, fraud prevention, past due collection and other issues.

## **Legal Assistant**

### **Self-Employed**

**September 2017 – September 2018, San Francisco, CA**

- Freelance legal drafting and research for multiple clients, including full-time paralegal work for an immigration practice. Assisted in high-intensity civil and immigration litigation, drafting pleadings, motions, declarations and other documents for attorney approval, as well as immigration applications and documents.
- E-filed documents using CM/ECF, Odyssey and other e-filing systems.
- Translated legal documents from French and Mandarin Chinese for use in immigration proceedings.

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## **INVOLVEMENT**

### **Fee Dispute Arbitration Program**

San Francisco Bar Association • Lay Arbitrator • October 2018 - Present

- Lay Arbitrator for the San Francisco Bar Association, making binding and non-binding arbitral awards in fee disputes between attorneys and clients.

### **Loan Administration Board**

City of Berkeley • Commissioner • June 2021 - Present

- Commissioner representing District 1 on the Loan Administration Board, reviewing and approving business loans submitted by Berkeley business owners, non-profits, start-ups and developers.

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## **EDUCATION**

### **Bachelor of Liberal Arts, Economics**

Minor in Finance • Harvard Extension School • Cambridge, MA • 2019 • Cum laude

**STATEMENT OF ECONOMIC INTERESTS**

 Date Initial Filing Received  
 Filing Official Use Only

**COVER PAGE**

1389205

Please type or print in ink.

NAME OF FILER	(LAST)	(FIRST)	(MIDDLE)
Chattopadhyay, Amitabho			

**1. Office, Agency, or Court**

Agency Name (Do not use acronyms)

CITY AND COUNTY OF SAN FRANCISCO

Division, Board, Department, District, if applicable

Police Commission

Your Position

Commissioner

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

Agency: \_\_\_\_\_

Position: \_\_\_\_\_

**2. Jurisdiction of Office (Check at least one box)**
 State Multi-County \_\_\_\_\_ City of San Francisco Judge, Retired Judge, Pro Tem Judge, or Court Commissioner  
(Statewide Jurisdiction) County of \_\_\_\_\_ Other \_\_\_\_\_
**3. Type of Statement (Check at least one box)**
 **Annual:** The period covered is January 1, 2020 through  
December 31, 2020

-or-

The period covered is \_\_\_\_/\_\_\_\_/\_\_\_\_, through  
December 31, 2020 **Assuming Office:** Date assumed \_\_\_\_/\_\_\_\_/\_\_\_\_ **Leaving Office:** Date Left \_\_\_\_/\_\_\_\_/\_\_\_\_  
(Check one circle) The period covered is January 1, 2020 through the date of  
leaving office. The period covered is \_\_\_\_/\_\_\_\_/\_\_\_\_, through the date  
of leaving office. **Candidate:** Date of Election \_\_\_\_\_ and office sought, if different than Part 1: \_\_\_\_\_
**4. Schedule Summary (must complete) ► Total number of pages including this cover page: 3**
**Schedules attached**
 **Schedule A-1 - Investments** – schedule attached **Schedule A-2 - Investments** – schedule attached **Schedule B - Real Property** – schedule attached **Schedule C - Income, Loans, & Business Positions** – schedule attached **Schedule D - Income – Gifts** – schedule attached **Schedule E - Income – Gifts – Travel Payments** – schedule attached

-or-

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

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

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

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

 Date Signed 11/16/2021  
 (month, day, year)

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

# SCHEDULE A-1 Investments

**CALIFORNIA FORM 700**

FAIR POLITICAL PRACTICES COMMISSION

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Name  
Chattopadhyay, Amitabho

## Stocks, Bonds, and Other Interests

(Ownership Interest is Less Than 10%)

*Investments must be itemized.*

*Do not attach brokerage or financial statements.*

▶ **NAME OF BUSINESS ENTITY**  
Apple Inc.

**GENERAL DESCRIPTION OF THIS BUSINESS**  
Information technology

**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:**  
       /        / **20**             /        / **20**  
 ACQUIRED                      DISPOSED

▶ **NAME OF BUSINESS ENTITY**  
Palo Alto Networks

**GENERAL DESCRIPTION OF THIS BUSINESS**  
Information technology

**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:**  
       /        / **20**             /        / **20**  
 ACQUIRED                      DISPOSED

▶ **NAME OF BUSINESS ENTITY**  
Alphabet Inc.

**GENERAL DESCRIPTION OF THIS BUSINESS**  
Information technology

**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:**  
       /        / **20**             /        / **20**  
 ACQUIRED                      DISPOSED

▶ **NAME OF BUSINESS ENTITY**  
Payoneer

**GENERAL DESCRIPTION OF THIS BUSINESS**  
Payment processing

**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 Warrants  
(Describe)  
 Partnership     Income Received of \$0 - \$499  
 Income Received of \$500 or More *(Report on Schedule C)*

**IF APPLICABLE, LIST DATE:**  
       /        / **20**             /        / **20**  
 ACQUIRED                      DISPOSED

▶ **NAME OF BUSINESS ENTITY**  
Microsoft Inc.

**GENERAL DESCRIPTION OF THIS BUSINESS**  
Information technology

**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:**  
       /        / **20**             /        / **20**  
 ACQUIRED                      DISPOSED

▶ **NAME OF BUSINESS ENTITY**  
Amazon Inc.

**GENERAL DESCRIPTION OF THIS BUSINESS**  
Information technology and logistics

**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:**  
       /        / **20**             /        / **20**  
 ACQUIRED                      DISPOSED

**Comments:** \_\_\_\_\_

# 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.

Name

Chattopadhyay, Amitabho

▶ **NAME OF BUSINESS ENTITY**  
Crowdstrike Holdings

GENERAL DESCRIPTION OF THIS BUSINESS  
Information technology

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:  
 \_\_\_\_\_/\_\_\_\_\_/ **20**      \_\_\_\_\_/\_\_\_\_\_/ **20**  
 ACQUIRED                      DISPOSED

▶ **NAME OF BUSINESS ENTITY**  
 \_\_\_\_\_

GENERAL DESCRIPTION OF THIS BUSINESS  
 \_\_\_\_\_

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

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

IF APPLICABLE, LIST DATE:  
 \_\_\_\_\_/\_\_\_\_\_/ **20**      \_\_\_\_\_/\_\_\_\_\_/ **20**  
 ACQUIRED                      DISPOSED

▶ **NAME OF BUSINESS ENTITY**  
 \_\_\_\_\_

GENERAL DESCRIPTION OF THIS BUSINESS  
 \_\_\_\_\_

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

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

IF APPLICABLE, LIST DATE:  
 \_\_\_\_\_/\_\_\_\_\_/ **20**      \_\_\_\_\_/\_\_\_\_\_/ **20**  
 ACQUIRED                      DISPOSED

▶ **NAME OF BUSINESS ENTITY**  
 \_\_\_\_\_

GENERAL DESCRIPTION OF THIS BUSINESS  
 \_\_\_\_\_

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

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

IF APPLICABLE, LIST DATE:  
 \_\_\_\_\_/\_\_\_\_\_/ **20**      \_\_\_\_\_/\_\_\_\_\_/ **20**  
 ACQUIRED                      DISPOSED

▶ **NAME OF BUSINESS ENTITY**  
 \_\_\_\_\_

GENERAL DESCRIPTION OF THIS BUSINESS  
 \_\_\_\_\_

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

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

IF APPLICABLE, LIST DATE:  
 \_\_\_\_\_/\_\_\_\_\_/ **20**      \_\_\_\_\_/\_\_\_\_\_/ **20**  
 ACQUIRED                      DISPOSED

▶ **NAME OF BUSINESS ENTITY**  
 \_\_\_\_\_

GENERAL DESCRIPTION OF THIS BUSINESS  
 \_\_\_\_\_

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

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

IF APPLICABLE, LIST DATE:  
 \_\_\_\_\_/\_\_\_\_\_/ **20**      \_\_\_\_\_/\_\_\_\_\_/ **20**  
 ACQUIRED                      DISPOSED

Comments: \_\_\_\_\_

BOARD of SUPERVISORS



City Hall
1 Dr. Carlton B. Goodlett Place, Room 244
San Francisco 94102-4689
Tel. No. (415) 554-5184
Fax No. (415) 554-5163
TDD/TTY No. (415) 544-5227

Application for Boards, Commissions, Committees, & Task Forces

Name of Board/Commission/Committee/Task Force: S.F. Police Commission

Seat # (see Vacancy Notice for qualifications): 3

Full Name: David Rizk

[Redacted] Zip Code: 94102
Occupation: Attorney

Work Phone: 415-517-9044 Employer: Fed. Pub. Def. Office

Business Address: 450 Golden Gate Avenue, S.F. Zip Code: 94102

Business Email: david\_rizk@fd.org Home Email: [Redacted]

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

Check All That Apply:

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

18 Years of Age or Older: Yes [checked] No [ ]

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

**Business and/or Professional Experience:**

See attachment

**Civic Activities:**

See attachment

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

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

Date: 12.1.21 Applicant's Signature (required): David Digitally signed by David  
Date: 2021.12.01 14:36:24 -08'00'

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

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

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**FOR OFFICE USE ONLY:**

Appointed to Seat #: \_\_\_\_\_ Term Expires: \_\_\_\_\_ Date Vacated: \_\_\_\_\_

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

I am a San Francisco native and longtime resident of the City, where my family still resides. I come from a mixed heritage of Arab, English, and Irish origins. My last name Rizk is an Arab name from my father's side of the family, and I am a third generation American. My great grandfather came to the United States and sold pots and pans from house to house. My grandfather and my father became doctors, and I was fortunate to follow in their footsteps to become a professional serving the public. I now work as a trial attorney in the Federal Public Defender's Office in San Francisco, where I interact daily with a very diverse group of clients, as well as their families, friends, and others in the community. I thus have significant experience representing and advocating for San Franciscans from nearly all walks of life. The majority of my clients are people of color, many of them native San Franciscans, as well as many Spanish-speakers, some of whom are new to the City. I have also represented many LGBTQ clients, of various sexes, sexual orientations, and gender identities. A large fraction of my clients live with physical or mental disabilities, so I appreciate the health challenges that many in our City face. It is very important to me personally, and of course critical to my role as an attorney, to understand, to emphasize, and ultimately to advocate vigorously for people who have a tremendous range of experiences and backgrounds. I have represented everyone from young, unhoused immigrants from Central America, to lifelong residents of the Fillmore District in their fifties and sixties, to Silicon Valley tech workers. I am a proud resident of District 5, where I have many friends and connections to the neighborhood, including the Western Addition.

**Business and/or Professional Experience:**

I attach a copy of my resume as a summary of my professional and educational experience, which I believe is highly relevant to the Police Commission's important work. For example, after law school I worked at the Electronic Frontier Foundation, a non-profit focused on civil liberties advocacy, addressing issues such as privacy, security, and free speech, in the online and digital realms. I am thus very familiar with emerging law and policy issues related to policing and new technologies. I have also worked for the federal government in several capacities. While in law school I worked at the Federal Trade Commission, which enforces consumer protection and competition laws, and following law school, I served as a law clerk to two federal judges, including Chief United States District Judge Richard Seeborg, who sits in the San Francisco courthouse, and Circuit Judge Jacqueline Nguyen of the Ninth Circuit Court of Appeals. These experiences gave me a deep understanding of the law enforcement functions, the courts, and the criminal justice system more broadly. I also spent more than five years in private law practice, working on a variety of matters including criminal prosecutions, government investigations, and civil rights cases. While in private practice, among other things, I wrote an *amicus* brief supporting the Police Commission after it was sued by the S.F. Police Officers' Association over reforms to the use of force policy. Finally, I also have important relevant experience as a federal public defender. Of course, I am very familiar with S.F.P.D.'s General Orders and policies,

criminal and civil rights law, as well as policing best practices, as a result of my work. I am also acutely aware of the impact of policing (good and bad) on our community, due to the shared experiences of my clients.

### **Civic Activities:**

I would highlight two civic activities that have particular relevance to the Police Commission. First, while in private practice, I was appointed to the Bay Area Rapid Transit (BART) Police Department Citizen Review Board (BPCRB). I represent BART district 8, which encompasses most of San Francisco north of Market. Like the Police Commission, the BPCRB hears police officer disciplinary cases, conducts public outreach, and reviews and approves department policies. The BPCRB was created after the tragic murder of Oscar Grant and it continues to be a critical component of civilian oversight over BART police, along with the Office of the Independent Auditor. I have been a member of the BPCRB for approximately six years, and have served as vice chair and chair of the BPCRB during that time. I am proud to have pushed for reforms to the use of force policy there in 2017 that resulted in a decrease of approximately 30% in use of force incidents. I also chaired the BPCRB during the George Floyd protests, and have pushed for important reforms and data collection regarding racial disparities. I am also proud to have developed strong working relationships with the BART Board of Directors, the Independent Auditor's investigators (like the S.F. Department of Police Accountability), the command staff, as well as community members and others, to build a stronger and more progressive BART police department. If appointed to the Police Commission, I would step down from the BPCRB.

Second, I am also a member of the Board of Directors of the San Francisco Bar Association and a longtime member of the Bar's Criminal Justice Task Force. The Task Force is comprised of representatives from all of the local criminal justice partner agencies, judges, law enforcement, defense attorneys, as well as community advocates. As a result, I have longstanding relationships with leadership in the District Attorney's Office, the Public Defender's Office, DPA, the Sheriff's Office, and other key agencies that are impacted by the Police Commission's work. Representing the Task Force, I have personally weighed in on a number of important policing issues in the City, such as use of force reforms, bias free policing, body worn cameras, data collection, community policing, collective bargaining practices, and S.F.P.D.'s implementation of the recommendations made as part of the U.S. Department of Justice's Collaborative Reform Initiative. I have personally been deeply involved in providing the Police Commission, D.P.A., and S.F.P.D., with policy and legal counsel on these issues in writing and in phone calls for years. Recently, for example, I have advocated for greater transparency in collective bargaining and urged detailed changes to the department's General Order governing search warrants. In approximately 2017, I sat on the Police Commission's Taser's Working Group on behalf of the Bar Association, and shortly thereafter, I was invited to sit on S.F.P.D.'s Executive Working Group on the Use of Force on behalf of the Bar Association. As a result of all this work, I have spoken with many Police Commissioners over the years concerning a range of topics, and attended many Police Commission meetings on Wednesday evenings. I deeply believe this is



important work and I hope it is clear from my involvement that I am deeply committed to it. It would be a great honor and a pleasure to serve my community as a Police Commissioner, as a nominee from the Board of Supervisors.

## DAVID W. RIZK

### Professional Experience

#### **Federal Public Defender's Office**

2018-present

*Assistant Federal Public Defender*, Northern District of California, San Francisco & Oakland Divisions. Trial attorney representing felony and misdemeanor clients at all stages of proceedings in Magistrate Court, District Court, and Court of Appeals; obtained two dismissals, tried one bench trial; two jury trials currently set; previously served in the Oakland Division.

#### **Bar Association of San Francisco**

2017-present

*Director*, Board of Directors. Participate in monthly Board meetings; vote on all internal and external financial, program, and policy matters; conduct external fundraising; represent the Bar Association publicly. *Steering Committee Member*, Criminal Justice Task Force. Participate in monthly meetings; represent the Bar Association as *amicus* in litigation and before the S.F. Police Commission; coordinate advocacy with local criminal justice agencies, and community groups; author op-eds, public letters, and research memoranda.

#### **BART Police Department Citizen Review Board**

2015-present

*Chair & District 8 Representative*. Lead monthly open public meetings; review complaints of officer misconduct and make disciplinary findings; advise on department policy; conduct community outreach; work with the Office of the Independent Police Auditor to ensure effective civilian oversight.

#### **Keker, Van Nest & Peters LLP**

2012-2013, 2014-2018

*Associate*, Litigation. Litigated civil rights, criminal, habeas, antitrust, and securities matters; take and defend depositions, argue motions; litigated two jury trials, and a successful Innocence Project habeas evidentiary hearing; obtained settlements in police excessive force cases.

#### **Chambers of Circuit Judge Jacqueline Nguyen**

2013-2014

*Law Clerk*, United States Court of Appeals, Ninth Circuit.

#### **Chambers of Chief District Judge Richard Seeborg**

2011-2012

*Law Clerk*, United States District Court, Northern District of California.

#### **Electronic Frontier Foundation**

Jan.-May 2011

*Legal intern*. Provided legal analysis on criminal, privacy, security, surveillance, and IP matters.

#### **Federal Trade Commission**

June-Aug. 2008

*Charles H. March Fellow for Competition and Consumer Protection Studies*, Office of Chairman Jon Leibowitz. Assisted the Chairman and attorney advisors on policy and enforcement matters.

### Education

#### **Stanford Law School**

J.D./M.P.P., 2011

President, American Constitution Society. Senior Articles Editor, *Stanford Technology Law Review*. President, *Pro Bono* Volunteer Attorney Program, Community Legal Services East Palo Alto. Research Assistant. John M. Olin Academic Fellow.

#### **Harvard College**

B.A., *magna cum laude*, 2006

Senior Thesis awarded High Honors, English & American Literature and Language. John Harvard and Harvard College Scholarships for academic achievement. The Dean's List. Poetry Editor, *The Harvard Advocate*. Editorials Editor, *The Harvard Crimson*.

**From:** David W. Rizk  
**To:** [SFPD Commission \(POL\)](#)  
**Cc:** [Alan Schlosser; "jtraun@sfbar.org"; Yolanda Jackson \(yjackson@sfbar.org\)](#)  
**Subject:** Amicus brief in SFPOA v. SF Police Commission, et al.  
**Date:** Friday, February 2, 2018 10:18:54 AM  
**Attachments:** [2018.01.30 App to File Joint Brief.pdf](#)  
[2018.01.30 Joint Brief.pdf](#)

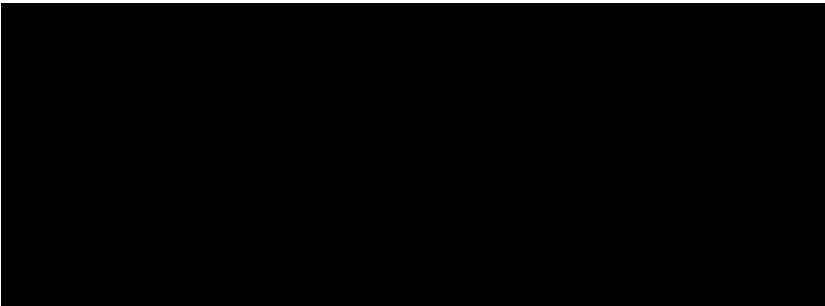
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Dear Commissioners:

Please find attached an *amicus* brief that Alan Schlosser of ACLU and I, on behalf of the Bar Association, filed earlier this week in support of the Commission in the ongoing litigation with SFPOA over DGO 5.01. Have a nice weekend.

Regards,  
David Rizk

---



STATEMENT OF ECONOMIC INTERESTS  
COVER PAGE  
A PUBLIC DOCUMENT

Please type or print in ink.

NAME OF FILER (LAST) (FIRST) (MIDDLE)  
Rizk David Wade

1. Office, Agency, or Court

Agency Name (Do not use acronyms)

San Francisco Police Commission

Division, Board, Department, District, if applicable

Your Position

Member

► 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 San Francisco

Other \_\_\_\_\_

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

Annual: The period covered is January 1, 2020, through  
December 31, 2020.

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

-or-

The period covered is \_\_\_\_/\_\_\_\_/\_\_\_\_\_, through  
December 31, 2020.

The period covered is January 1, 2020, through the date of  
leaving office.

-or-

The period covered is \_\_\_\_/\_\_\_\_/\_\_\_\_\_, through  
the date of leaving office.

Assuming Office: Date assumed \_\_\_\_/\_\_\_\_/\_\_\_\_\_  
and office sought, if different than Part 1: \_\_\_\_\_

Candidate: Date of Election \_\_\_\_\_ and office sought, if different than Part 1: \_\_\_\_\_

4. Schedule Summary (must complete) ► Total number of pages including this cover page: 3

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

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 12.02.21  
(month, day, year)

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

Print

Clear

# 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.

Name

▶ NAME OF BUSINESS ENTITY  
Apple Inc.

GENERAL DESCRIPTION OF THIS BUSINESS  
Technology

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:  
\_\_\_\_/\_\_\_\_/20      \_\_\_\_/\_\_\_\_/20  
ACQUIRED      DISPOSED

▶ NAME OF BUSINESS ENTITY  
Coterra Energy Inc.

GENERAL DESCRIPTION OF THIS BUSINESS  
Energy

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:  
\_\_\_\_/\_\_\_\_/20      \_\_\_\_/\_\_\_\_/20  
ACQUIRED      DISPOSED

▶ NAME OF BUSINESS ENTITY  
Abbvie Inc.

GENERAL DESCRIPTION OF THIS BUSINESS  
Pharmaceuticals

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:  
\_\_\_\_/\_\_\_\_/20      \_\_\_\_/\_\_\_\_/20  
ACQUIRED      DISPOSED

▶ NAME OF BUSINESS ENTITY

GENERAL DESCRIPTION OF THIS BUSINESS

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

NATURE OF INVESTMENT  
 Stock       Other \_\_\_\_\_  
(Describe)

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

IF APPLICABLE, LIST DATE:  
\_\_\_\_/\_\_\_\_/20      \_\_\_\_/\_\_\_\_/20  
ACQUIRED      DISPOSED

▶ NAME OF BUSINESS ENTITY  
Abbot Laboratories

GENERAL DESCRIPTION OF THIS BUSINESS  
Pharmaceuticals

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:  
\_\_\_\_/\_\_\_\_/20      \_\_\_\_/\_\_\_\_/20  
ACQUIRED      DISPOSED

▶ NAME OF BUSINESS ENTITY

GENERAL DESCRIPTION OF THIS BUSINESS

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

NATURE OF INVESTMENT  
 Stock       Other \_\_\_\_\_  
(Describe)

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

IF APPLICABLE, LIST DATE:  
\_\_\_\_/\_\_\_\_/20      \_\_\_\_/\_\_\_\_/20  
ACQUIRED      DISPOSED

Comments: \_\_\_\_\_

Print

Clear

# SCHEDULE C

## Income, Loans, & Business Positions

(Other than Gifts and Travel Payments)

**CALIFORNIA FORM 700**  
FAIR POLITICAL PRACTICES COMMISSION

Name \_\_\_\_\_

**▶ 1. INCOME RECEIVED**

NAME OF SOURCE OF INCOME \_\_\_\_\_

ADDRESS (Business Address Acceptable) \_\_\_\_\_

BUSINESS ACTIVITY, IF ANY, OF SOURCE \_\_\_\_\_

YOUR BUSINESS POSITION \_\_\_\_\_

GROSS INCOME RECEIVED  No Income - Business Position Only

\$500 - \$1,000  \$1,001 - \$10,000

\$10,001 - \$100,000  OVER \$100,000

CONSIDERATION FOR WHICH INCOME WAS RECEIVED

Salary  Spouse's or registered domestic partner's income  
(For self-employed use Schedule A-2.)

Partnership (Less than 10% ownership. For 10% or greater use Schedule A-2.)

Sale of \_\_\_\_\_  
(Real property, car, boat, etc.)

Loan repayment

Commission or  Rental Income, list each source of \$10,000 or more  
(Describe)

Other \_\_\_\_\_  
(Describe)

**▶ 1. INCOME RECEIVED**

NAME OF SOURCE OF INCOME \_\_\_\_\_

ADDRESS (Business Address Acceptable) \_\_\_\_\_

BUSINESS ACTIVITY, IF ANY, OF SOURCE \_\_\_\_\_

YOUR BUSINESS POSITION \_\_\_\_\_

GROSS INCOME RECEIVED  No Income - Business Position Only

\$500 - \$1,000  \$1,001 - \$10,000

\$10,001 - \$100,000  OVER \$100,000

CONSIDERATION FOR WHICH INCOME WAS RECEIVED

Salary  Spouse's or registered domestic partner's income  
(For self-employed use Schedule A-2.)

Partnership (Less than 10% ownership. For 10% or greater use Schedule A-2.)

Sale of \_\_\_\_\_  
(Real property, car, boat, etc.)

Loan repayment

Commission or  Rental Income, list each source of \$10,000 or more  
(Describe)

Other \_\_\_\_\_  
(Describe)

**▶ 2. LOANS RECEIVED OR OUTSTANDING DURING THE REPORTING PERIOD**

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

NAME OF LENDER\*  
U.S. Bank Nat'l Assoc.

ADDRESS (Business Address Acceptable)  
4801 Frederica St., Owensboro, KY 42301

BUSINESS ACTIVITY, IF ANY, OF LENDER  
Home Mortgage

HIGHEST BALANCE DURING REPORTING PERIOD

\$500 - \$1,000

\$1,001 - \$10,000

\$10,001 - \$100,000

OVER \$100,000

INTEREST RATE 3.0% %  None

TERM (Months/Years) 6 ARM

SECURITY FOR LOAN

None  Personal residence

Real Property \_\_\_\_\_  
Street address

\_\_\_\_\_ City

Guarantor \_\_\_\_\_

Other \_\_\_\_\_  
(Describe)

Comments: Index change of 0.86840%



BOARD of SUPERVISORS



City Hall
1 Dr. Carlton B. Goodlett Place, Room 244
San Francisco 94102-4689
Tel. No. (415) 554-5184
Fax No. (415) 554-5163
TDD/TTY No. (415) 544-5227

Application for Boards, Commissions, Committees, & Task Forces

Police Commission

Name of Board/Commission/Committee/Task Force: \_\_\_\_\_

Seat # (see Vacancy Notice for qualifications): 3 \_\_\_\_\_

Full Name: Jesus Gabriel Yanez \_\_\_\_\_

Home Address: \_\_\_\_\_ Zip Code: 94110

Home Phone: \_\_\_\_\_ Occupation: Consultant

Work Phone: 415 816 9128 Employer: Self-employed

Business Address: 157 Capp Street \_\_\_\_\_ Zip Code: \_\_\_\_\_

Business Email: elxchui@gmail.com \_\_\_\_\_ Home Email: \_\_\_\_\_

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

Check All That Apply:

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

18 Years of Age or Older: Yes [X] No [ ]

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

My experience as a Californian immigrant of Mexican descent, a historically disproportionately represented group in the Criminal Justice System, has given me an invaluable perspective which will contribute to the Commission's efforts to improve the relationship between San Francisco's LatinX constituents and our SFPD. I've devoted over 25 years of my life to working with Systems-involved youth and families in the Social Services sector overseeing harm reduction, clinical counseling, education, advocacy, training, capacity-building, and developing violence prevention programs in the interest of creating a healthier community for everyone. Living near the 16th street corridor, next to Community Mental Health and homeless services programs on Capp Street, I have a firsthand view of some of SF's most vulnerable individuals and the recurring interactions they have with SFPD and our First responders. I've seen heartwarming interactions but also situations that have escalated unnecessarily, further informing my views on effective policing. I am particularly invested in ensuring that our SFPD officers receive the proper training to provide effective support to our residents with disabilities.

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



**Business and/or Professional Experience:**

I've worked in the Mission & Excelsior District's with communities throughout SF to develop cross-sector intervention services for LatinX, African American, and Asian/Pacific Islander families since 1997. As Program Director for Instituto Familiar de La Raza between 2006 and 2020 I led our Youth Services Department expansion including overseeing the Community Response Network's Care Management, Capacity-building, & Crisis Response Trauma Recovery & Healing Clinical services. The CRN partnered with CBO's, the SFPD, & SFGH's Wrap-Around project to coordinate culturally responsive outreach & treatment services. Our model was adapted by the City and is currently under the SF Office of Violence Prevention as the SVIP. In 2007 I was on Mayor Newsom's Leadership Council and Planning Workgroup, tasked with creating the SF City & County Violence Prevention Plan: 2008-2013. An Advisory Board member of the Community Assessment and Referral Center, we partnered with the SF Public Defender's & District Attorney's offices, & SFPD's leadership to craft language access & developmentally appropriate protocols for detaining and booking juveniles, SFPD DGO 7.01.

**Civic Activities:**

- As a Mission Peace Collaborative member I worked with a group of community elders and CBO leaders to revive a street-based outreach and intervention effort to address negative street activity. While our community outreach & response efforts were initially provided on a volunteer basis we eventually secured seed funds for programming. I helped craft the MPC Community Crisis Response protocols which became the template for the Community Response Network, an integrated continuum of services working in SF's Mission, Bayview, Fillmore, Chinatown, and Excelsior Districts providing violence intervention services. As a member of the initial volunteer effort I received a Certificate of Honor from the SF City & County Board Of Supervisors presented to us by Tom Ammiano in 2005.
- Selected by the Department of Children Youth & Families to participate in their Leadership capacity development efforts as a member of the ROOTS Fellowship 2010-2011 co-hort.
- Elected as the SF Juvenile Justice Provider's Association Co-Chair from 2012-2016 (The SFJJPA a coalition of service providers with seats on the Juvenile Justice Coordinating Council and SF SB 823 DJJ Realignment Subcommittee).

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

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

Date: 11/19/2021

Applicant's Signature (required):



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

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

**FOR OFFICE USE ONLY:**

Appointed to Seat #: \_\_\_\_\_ Term Expires: \_\_\_\_\_ Date Vacated: \_\_\_\_\_



STATEMENT OF ECONOMIC INTERESTS  
COVER PAGE  
A PUBLIC DOCUMENT

Date Initial Filing Received  
Filing Official Use Only

Please type or print in ink.

NAME OF FILER (LAST) Yanez (FIRST) Jesus (MIDDLE) Gabriel

1. Office, Agency, or Court

Agency Name (Do not use acronyms) San Francisco Police Commission, Seat 3  
Division, Board, Department, District, if applicable Your Position

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

Agency: Position:

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

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

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

Annual: The period covered is January 1, 2020, through December 31, 2020. Leaving Office: Date Left (Check one circle.) The period covered is January 1, 2020, through the date of leaving office. Assuming Office: Date assumed Candidate: Date of Election and office sought, if different than Part 1:

4. Schedule Summary (must complete) Total number of pages including this cover page: 3  
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  
None - No reportable interests on any schedule

5. Verification

MAILING ADDRESS STREET CITY STATE ZIP CODE



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

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

Date Signed 11/19/2021 Jesus G. Yanez (month, day, year)

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

Print Clear

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

**CALIFORNIA FORM 700**  
 FAIR POLITICAL PRACTICES COMMISSION

Name  
Jesus G. Yanez

▶ 1. INCOME RECEIVED	▶ 1. INCOME RECEIVED
<p>NAME OF SOURCE OF INCOME  <u>Instituto Familiar de La Raza, Inc. (IFR, Inc.)</u></p> <p>ADDRESS (Business Address Acceptable)  <u>2919 Mission Street S.F., CA 94110</u></p> <p>BUSINESS ACTIVITY, IF ANY, OF SOURCE  <u>Social Services</u></p> <p>YOUR BUSINESS POSITION  <u>Program Director</u></p> <p>GROSS INCOME RECEIVED <input type="checkbox"/> No Income - Business Position Only  <input type="checkbox"/> \$500 - \$1,000      <input type="checkbox"/> \$1,001 - \$10,000  <input checked="" type="checkbox"/> \$10,001 - \$100,000      <input type="checkbox"/> OVER \$100,000</p> <p>CONSIDERATION FOR WHICH INCOME WAS RECEIVED  <input checked="" type="checkbox"/> Salary    <input type="checkbox"/> Spouse's or registered domestic partner's income  <small>(For self-employed use Schedule A-2.)</small></p> <p><input type="checkbox"/> Partnership (Less than 10% ownership. For 10% or greater use  <small>Schedule A-2.)</small></p> <p><input type="checkbox"/> Sale of _____  <small>(Real property, car, boat, etc.)</small></p> <p><input type="checkbox"/> Loan repayment</p> <p><input type="checkbox"/> Commission or    <input type="checkbox"/> Rental income, list each source of \$10,000 or more  <small>(Describe)</small></p> <p><input type="checkbox"/> Other _____  <small>(Describe)</small></p>	<p>NAME OF SOURCE OF INCOME  <u>Community Contributions to IFR, Inc.</u></p> <p>ADDRESS (Business Address Acceptable)  <u>2919 Mission Street S.F., CA 94110</u></p> <p>BUSINESS ACTIVITY, IF ANY, OF SOURCE</p> <p>YOUR BUSINESS POSITION</p> <p>GROSS INCOME RECEIVED <input type="checkbox"/> No Income - Business Position Only  <input type="checkbox"/> \$500 - \$1,000      <input type="checkbox"/> \$1,001 - \$10,000  <input checked="" type="checkbox"/> \$10,001 - \$100,000      <input type="checkbox"/> OVER \$100,000</p> <p>CONSIDERATION FOR WHICH INCOME WAS RECEIVED  <input type="checkbox"/> Salary    <input type="checkbox"/> Spouse's or registered domestic partner's income  <small>(For self-employed use Schedule A-2.)</small></p> <p><input type="checkbox"/> Partnership (Less than 10% ownership. For 10% or greater use  <small>Schedule A-2.)</small></p> <p><input type="checkbox"/> Sale of _____  <small>(Real property, car, boat, etc.)</small></p> <p><input type="checkbox"/> Loan repayment</p> <p><input type="checkbox"/> Commission or    <input type="checkbox"/> Rental income, list each source of \$10,000 or more  <small>(Describe)</small></p> <p><input checked="" type="checkbox"/> Other <u>Honorarium</u>  <small>(Describe)</small></p>

▶ 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:

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

Comments: \_\_\_\_\_

Print
Clear

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

**CALIFORNIA FORM 700**  
 FAIR POLITICAL PRACTICES COMMISSION  
**AMENDMENT**

▶ 1. INCOME RECEIVED	▶ 1. INCOME RECEIVED
NAME OF SOURCE OF INCOME <u>City &amp; County of San Francisco</u>	NAME OF SOURCE OF INCOME _____
ADDRESS (Business Address Acceptable) <u>1155 Market Street 5th Floor</u>	ADDRESS (Business Address Acceptable) _____
BUSINESS ACTIVITY, IF ANY, OF SOURCE <u>Legal</u>	BUSINESS ACTIVITY, IF ANY, OF SOURCE _____
YOUR BUSINESS POSITION <u>Attorney</u>	YOUR BUSINESS POSITION _____
GROSS INCOME RECEIVED <input type="checkbox"/> No Income - Business Position Only <input type="checkbox"/> \$500 - \$1,000 <input type="checkbox"/> \$1,001 - \$10,000 <input type="checkbox"/> \$10,001 - \$100,000 <input checked="" type="checkbox"/> OVER \$100,000	GROSS INCOME RECEIVED <input type="checkbox"/> No Income - Business Position Only <input type="checkbox"/> \$500 - \$1,000 <input type="checkbox"/> \$1,001 - \$10,000 <input type="checkbox"/> \$10,001 - \$100,000 <input type="checkbox"/> OVER \$100,000
CONSIDERATION FOR WHICH INCOME WAS RECEIVED <input type="checkbox"/> Salary <input checked="" type="checkbox"/> Spouse's or registered domestic partner's income (For self-employed use Schedule A-2.)  <input type="checkbox"/> Partnership (Less than 10% ownership. For 10% or greater use Schedule A-2.)  <input type="checkbox"/> Sale of _____ (Real property, car, boat, etc.)  <input type="checkbox"/> Loan repayment  <input type="checkbox"/> Commission or <input type="checkbox"/> Rental Income, list each source of \$10,000 or more _____ (Describe)  <input type="checkbox"/> Other _____ (Describe)	CONSIDERATION FOR WHICH INCOME WAS RECEIVED <input type="checkbox"/> Salary <input type="checkbox"/> Spouse's or registered domestic partner's income (For self-employed use Schedule A-2.)  <input type="checkbox"/> Partnership (Less than 10% ownership. For 10% or greater use Schedule A-2.)  <input type="checkbox"/> Sale of _____ (Real property, car, boat, etc.)  <input type="checkbox"/> Loan repayment  <input type="checkbox"/> Commission or <input type="checkbox"/> Rental Income, list each source of \$10,000 or more _____ (Describe)  <input type="checkbox"/> Other _____ (Describe)

**Comments:** \_\_\_\_\_

▶ 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 <input type="checkbox"/> \$500 - \$1,000 <input type="checkbox"/> \$1,001 - \$10,000 <input type="checkbox"/> \$10,001 - \$100,000 <input type="checkbox"/> OVER \$100,000	INTEREST RATE _____% <input type="checkbox"/> None  TERM (Months/Years) _____  SECURITY FOR LOAN <input type="checkbox"/> None <input type="checkbox"/> Personal residence  <input type="checkbox"/> Real Property _____ _____ Street address _____ City  <input type="checkbox"/> Guarantor _____  <input type="checkbox"/> Other _____ (Describe)

Filer's Verification	
Print Name <u>Jesus Gabriel Yañez</u>	Office, Agency or Court <u>Police Commission</u>
Statement Type <input type="checkbox"/> 2020/2021 Annual <input checked="" type="checkbox"/> <sup>2020</sup> Annual <input type="checkbox"/> Assuming <input type="checkbox"/> Leaving <input checked="" type="checkbox"/> Candidate (yr)	
I have used all reasonable diligence in preparing this statement. I have reviewed this statement and to the best of my knowledge the information contained herein and in any attached schedules is true and complete.	
I certify under penalty of perjury under the laws of the State of California that the foregoing is true and correct.	
Date Signed <u>11/19/21</u> (month, day, year)	Filer's Signature <u>Jesus G. YANEZ</u>

Print
Clear



Member, Board of Supervisors  
District 9



City and County of San Francisco

HILLARY RONEN

November 29, 2021

Rules Committee, Board of Supervisors

Dear Chair Peskin, Committee members Mandelman and Chan:

I am pleased to write this letter in support of Jesus Yanez's application for a seat on the Police Commission.

Jesus Yanez has been serving the local community in District 9 for close to 20 years and has worked with numerous community-based organizations focusing on the enrichment of our youth and violence prevention. Jesus was the Program Director for Instituto de La Raza, *La Cultura Cura*, where he hired and trained mental health specialists, clinical case managers, and peer advocates to serve in their client-centered strengths-based harm-reduction program. This program utilizes evidence-based treatment, holistic healing interventions, and culturally congruent practices designed to address basic needs and provide support in partnership with social service providers including the San Francisco Unified School District, the San Francisco City & County Juvenile and Adult Probation Departments, and the San Francisco Department of Public Health. Jesus is currently working on the "Vision Zero: LatinX Safety Plan" as a consultant for the Mission Language and Vocational School, IFR, and in partnership with the Mission Peace Collaborative.

Jesus Yanez has served as a member of the Community Assessment and Referral Center, Community Response Network (CRN) Care Development Committee, and A Roadmap to Peace (RTP) Initiative Steering Committee. As an advisory board member for the Community Assessment and Referral Center, Jesus partnered with the San Francisco Public Defenders, the District Attorney, and the Police Department to craft language access and developmentally appropriate protocols for detaining and booking juveniles under the Police Department's General Orders.

During his time on the CRN Care Development Committee, Jesus contributed to the creation of a best practices manual "Working Towards Peace and Healing in our Community." for violence prevention service providers working with systems-involved street affiliated youth. As a result of its positive impact, the CRN program model was replicated by the City and County of San Francisco in 2012 as part of the Mayor's Office of Violence Prevention Services.

Jesus has been developing a collaboration of cross-sector agencies in the workforce development and social services fields to work with criminal justice involved youth and young adults utilizing evidence-based and community best practices grounded in culturally congruent wrap-around service interventions during his time with the RTP Initiative Steering Committee. This RTP initiative was awarded a contract from the SF Department of Children, Youth & Their Families and a Google Challenge grant and publicly endorsed by the Mayor's Office.

For decades, Jesus Yanez has advocated for best practice interventions to address the systemic issues that contribute to disproportionate minority confinement and has applied community-driven restorative justice solutions in partnership with institutional stakeholders to help keep our neighborhoods safe. His

admirable work and experience would bring a unique and vital perspective to the Police Commission, and I believe he would be a great addition.

Thank you for your consideration.

Sincerely,

A handwritten signature in blue ink that reads "Hillary Ronen". The signature is fluid and cursive, with the first name "Hillary" and last name "Ronen" clearly distinguishable.

Hillary Ronen, District 9 Supervisor  
San Francisco Board of Supervisors

cc: Victor Young, Clerk, Rules Committee



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

**Application for Boards, Commissions, Committees, & Task Forces**

Name of Board, Commission, Committee, or Task Force: Police Commission

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

Name: Stephen Schwartz

[Redacted] F, CA Zip: 94133

Occupation: Human Rights Investigator

Work Phone: \_\_\_\_\_ Employer: Center for Islamic Pluralism

Business Address: 1288 Columbus Ave, #323 Zip: 94133

Business E-Mail: \_\_\_\_\_ Home E-Mail: [Redacted]

**Pursuant to Charter, Section 4.101(a)(2), Boards and Commissions established by the Charter must consist residents of the City and County of San Francisco who are 18 years of age or older. For certain bodies, the Board of Supervisors can waive the residency requirement.**

Check All That Apply:

Resident of San Francisco: Yes  No  If No, place of residence: \_\_\_\_\_

18 years of age or older: Yes  No

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

Intersex/Transgender female, North Beach resident since 1952, Sephardic Jewish, 72 years old, bilingual, bisexual, service disability 25%.

**Business and/or professional experience:**

College student, 1963-1989. Literary translator, 1965-present. Bookseller, 1967-present. U.S. Merchant Marine, 1972-present. Railroad worker, 1973-81. Staff Writer, CITY magazine (Coppola), 1975. PACIFIC SHIPPER weekly, 1981-84. Historian, Sailors' Union of the Pacific, 1984-87. Writer/Editor, Institute for Contemporary Studies, 1981-92. Staff Writer, SAN FRANCISCO CHRONICLE, 1989-99. International Crisis Group, 1999-2000. U.S. State Department, 2000-02. Institutional Historian, National Endowment for the Arts, 2002-04. Executive Director, Center for Islamic Pluralism, 2004-present.

**Civic Activities:**

California Agricultural Workers Union, volunteer, 1964. Sailors Union of the Pacific, 1972-present. Transportation Communications Union, 1977-81. Navy League of the U.S., 1984-present. Bay Media Workers Guild, 1989-99. Muslim Brotherhood, 1999-present,

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

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

Date: 6/19/2021 Applicant's Signature: (required) Stephen Schwartz

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

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

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

COVER PAGE

A PUBLIC DOCUMENT

Please type or print in ink.

NAME OF FILER (LAST) (FIRST) (MIDDLE)  
**SCHWARTZ** **STEPHEN** **ALFRED**

1. Office, Agency, or Court

Agency Name (Do not use acronyms)  
**SAN FRANCISCO POLICE COMMISSION**  
Division, Board, Department, District, if applicable Your Position

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

Agency: \_\_\_\_\_ Position: \_\_\_\_\_

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

- State
- Multi-County \_\_\_\_\_
- City of \_\_\_\_\_
- Judge, Retired Judge, Pro Tem Judge, or Court Commissioner (Statewide Jurisdiction)
- County of **SAN FRANCISCO**
- Other \_\_\_\_\_

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

- Annual:** The period covered is January 1, 2019, through December 31, 2019.
- Leaving Office:** Date Left \_\_\_\_/\_\_\_\_/\_\_\_\_\_  
(Check one circle.)
- Assuming Office:** Date assumed \_\_\_\_/\_\_\_\_/\_\_\_\_\_  
-or- The period covered is \_\_\_\_/\_\_\_\_/\_\_\_\_\_, through December 31, 2019.
- Candidate:** Date of Election \_\_\_\_\_ and office sought, if different than Part 1: \_\_\_\_\_
- The period covered is January 1, 2019, through the date of leaving office.
- The period covered is \_\_\_\_/\_\_\_\_/\_\_\_\_\_, through the date of leaving office.

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

Schedules attached

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

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

5. Verification

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

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

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

Date Signed 6/21/21  
(month, day, year)

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





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

Application for Boards, Commissions, Committees, & Task Forces

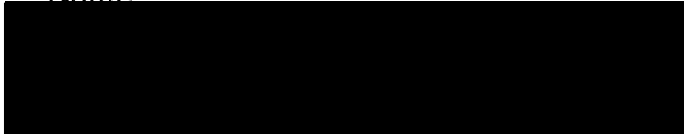
Police Commission

Name of Board, Commission, Committee, or Task Force: \_\_\_\_\_

Seat # or Category (If applicable): \_\_\_\_\_ District: \_\_\_\_\_

Veronika Fimbres

Name: \_\_\_\_\_



San Francisco, CA 94127

Nurse

Home Phone: \_\_\_\_\_ Occupation: \_\_\_\_\_

4155249880

Work Phone: \_\_\_\_\_ Employer: \_\_\_\_\_

Business Address: \_\_\_\_\_ Zip: \_\_\_\_\_

Business E-Mail: \_\_\_\_\_ Home E-Mail: \_\_\_\_\_

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

Check All That Apply:

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

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

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

In light of the Black Lives Matter, and the continuance of holding accountability for the issue of "policing," I would like to have a say in the matter. Black Trans women are being murdered throughout the country, and including this City, and I want officers to be held accountable. I know there is a "better way," and I want to be a part of ushering that "better way," in. I am not only of African-American heritage, (Black) but I am a Disabled Honorably Discharged Vietnam Veteran, and have served this City with Dignity, Honor, and Integrity. I previously served on the Veterans Affairs Commission. I was appointed originally by the BOS, and later re-appointed and served at the pleasure of Mayor's Willie Lewis Brown, Jr. Gavin Newsom, and the late Ed Lee, for a total of fourteen years and eight months.

**Business and/or professional experience:**

I have been a Licensed Vocational Nurse for over 37 years. I have supervised and worked in the field, and with Intensive Comfort Care (Palliative) and End of Life. I am a Mental Health Nurse, and Addiction Care Nurse as well.

As Commissioner of Veterans Affairs, I got the #38 Bus Line to change the "marquee" to designated which buses would take veterans directly to the hospital, after many veterans told me they "didn't know how to get there."

**Civic Activities:**

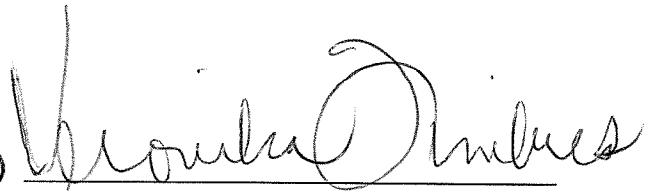
I am the first Transgender Officer in the History of the City and County of San Francisco. I have received many awards, from not only the BOS, and Mayor's, but also from AIDS Service Organizations, and Governor Gray Davis. I am a Transgender Living Legend, and a Transgender Pioneer. I worked with Sheriff Michael Hennessey in opening up the jail for trans inmates, and allowed programming to come in and work with them. Religious service providers, Drug Programs, and Domestic Violence Programs are now allowed in the jail. Also, trans inmates are allowed to wear make-up to all court proceedings if they are arrested with it in their possession. Pride Judge, Pride Grand Marshall, panelist on everything from

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

For appointments by the Board of Supervisors, appearance before the RULES COMMITTEE is a requirement before any appointment can be made. (*Applications must be received 10 days before the scheduled hearing.*)

Date: June 18, 2020

Applicant's Signature: (required)



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

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

**FOR OFFICE USE ONLY:**

Appointed to Seat #: \_\_\_\_\_ Term Expires: \_\_\_\_\_ Date Seat was Vacated: \_\_\_\_\_

STATEMENT OF ECONOMIC INTERESTS  
COVER PAGE  
A PUBLIC DOCUMENT

Date Initial Filing Received  
Filing Official Use Only

Please type or print in ink.

NAME OF FILER (LAST) Fimbres (FIRST) Veronika (MIDDLE)

1. Office, Agency, or Court

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

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

Agency: \_\_\_\_\_ Position: \_\_\_\_\_

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

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

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

Annual: The period covered is January 1, 2020, through December 31, 2020.  
 -or- The period covered is \_\_\_\_\_ through December 31, 2020.  
 Assuming Office: Date assumed \_\_\_\_\_  
 Leaving Office: Date Left \_\_\_\_\_ (Check one circle.)  
 The period covered is January 1, 2020, through the date of leaving office.  
 -or-  
 The period covered is \_\_\_\_\_ through the date of leaving office.  
 Candidate: Date of Election \_\_\_\_\_ and office sought, if different than Part 1: \_\_\_\_\_

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

Schedules attached

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

-or-  None - No reportable interests on any schedule

5. Verification

MAILING ADDRESS \_\_\_\_\_ STREET \_\_\_\_\_ CITY \_\_\_\_\_ STATE \_\_\_\_\_ ZIP CODE \_\_\_\_\_

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

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

Date Signed Nov. 29, 2021  
(month, day, year)

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

San Francisco  
BOARD OF SUPERVISORS

Date Printed: March 13, 2017

Date Established: December 5, 2003

Active

**POLICE COMMISSION**

**Contact and Address:**

Rachael Kilshaw Inspector  
Police Commission  
1245 3rd Street, 6th Floor  
San Francisco, CA 94158

Phone: (415) 837-7070

Fax: (415) 575-6083

Email: [sfpd.commission@sfgov.org](mailto:sfpd.commission@sfgov.org)

**Authority:**

Charter, Sections 4.109 and 4.127 (Proposition H, November 4, 2003)

**Board Qualifications:**

The Police Commission shall consist of seven (7) members:

- > Three (3) members shall be nominated by the Rules Committee of the Board of Supervisors; and
- > Four (4) members nominated by the Mayor, at least one (1) shall be a retired judge or an attorney with trial experience.

Each nomination shall be subject to confirmation by the Board of Supervisors. The Mayor's nominations shall be the subject of a public hearing and vote within 60 days. If the Board of Supervisors rejects the Mayor's nomination to fill the seat designated for a retired judge or attorney with trial experience, the Mayor shall nominate a different person with such qualifications. If the Board of Supervisors fails to act on a mayoral nomination within 60 days from the date the nomination is transmitted to the Clerk of the Board of Supervisors, the nominee shall be deemed confirmed.

To stagger the terms of the seven members, of the first four members nominated by the Mayor, two members shall serve two year terms and two members shall serve terms of four years; and of the three members nominated by the Rules Committee, one member shall serve a term of one year, one member shall serve a term of two years, and one member shall serve a term of three years. The Clerk of the Board of Supervisors shall designate such initial terms by lot. All subsequent appointments to the commission shall be for four-year terms.

San Francisco  
BOARD OF SUPERVISORS

The tenure of each member shall terminate upon the expiration of the member's term. The Mayor shall transmit a nomination or re-nomination to the Clerk of the Board of Supervisors no later than 60 days prior to the expiration of the term of a member nominated by the Mayor. For vacancies occurring for reasons other than the expiration of a member's term, within 60 days following the creation of such vacancy, the Mayor shall nominate a member to fill such vacancy if the vacancy is for a seat filled by nomination of the Mayor.

The District Attorney, Sheriff, and Public Defender may recommend persons to the Mayor and Board of Supervisors for nomination or appointment to the Commission.

The Mayor, with the consent of the Board, may remove a member the Mayor has nominated. The Board of Supervisors may remove a member the Rules Committee has nominated.

The Police Commission oversees the Police Department and the Office of Citizen Complaints (OCC). The OCC investigates complaints of police misconduct and neglect of duty. The Director of the OCC may verify and file disciplinary charges with the Police Commission against members of the Police Department arising out of citizen complaints that are sustained by the OCC after meeting and conferring with the Chief of Police.

Reports: None

Sunset Date: None

BOARD of SUPERVISORS



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

## VACANCY NOTICE

### POLICE COMMISSION

Replaces All Previous Notices

NOTICE IS HEREBY GIVEN of the following **vacancies, upcoming term expirations** and information on currently held seats, appointed by the Board of Supervisors:

Seat 1, Cindy Elias, term expiring April 30, 2023, must be nominated by the Board of Supervisors' Rules Committee and subject to confirmation by the Board of Supervisors, for a four-year term.

Seat 2, John Hamasaki, term expiring April 30, 2022, must be nominated by the Board of Supervisors' Rules Committee and subject to confirmation by the Board of Supervisors, for a four-year term.

**Seat 3**, succeeding Petra DeJesus, term expiring April 30, 2021, must be nominated by Board of Supervisors Rules Committee and subject to confirmation by the Board of Supervisors, for a four-year term ending April 30, 2025.

Reports: None.

Sunset Date: None.

Pursuant to Board of Supervisors Rules of Order, Section 2.19, applicants applying for this Commission must complete and submit, with their application, a copy (**not original**) of Form 700, Statement of Economic Interests. Applications will not be considered if a copy of Form 700 is not submitted. Form 700, Statement of Economic Interests, may be obtained at <http://www.sfbos.org/form700>.

Additional information relating to the Police Commission, or other seats on this body that are appointed by another authority, may be obtained by reviewing Charter, Section 4.109 at [https://codelibrary.amlegal.com/codes/san\\_francisco/latest/overview](https://codelibrary.amlegal.com/codes/san_francisco/latest/overview) or by visiting their website <http://sanfranciscopolice.org/police-commission>.

Interested persons may obtain an application from the Board of Supervisors website at [http://www.sfbos.org/vacancy\\_application](http://www.sfbos.org/vacancy_application) or from the Rules Committee Clerk, 1 Dr.

Carlton B. Goodlett Place, Room 244, San Francisco, CA 94102-4689. Completed applications should be submitted to the Clerk of the Board. All applicants must be residents of San Francisco, unless otherwise stated.

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

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

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



Angela Calvillo  
Clerk of the Board

vy:em:ams

DATED/POSTED: February 26, 2021



# ***GENDER ANALYSIS OF COMMISSIONS AND BOARDS***

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City and County of San Francisco  
London N. Breed  
Mayor

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





## Acknowledgements

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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.<sup>1</sup> 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.

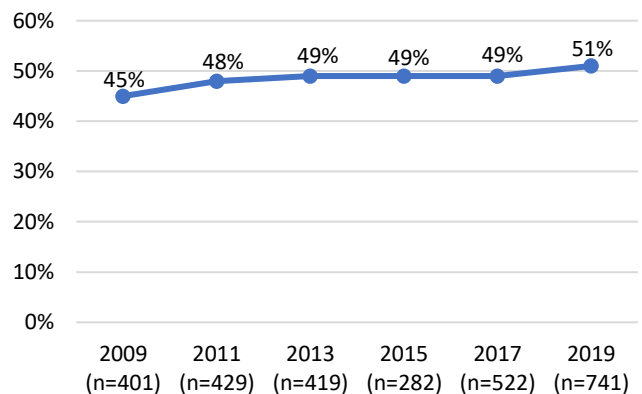
The *2019 Gender Analysis* evaluates the representation of women; people of color; lesbian, gay, bisexual, transgender, queer, and questioning (LGBTQ) individuals; people with disabilities; and veterans on San Francisco policy bodies.

### 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**



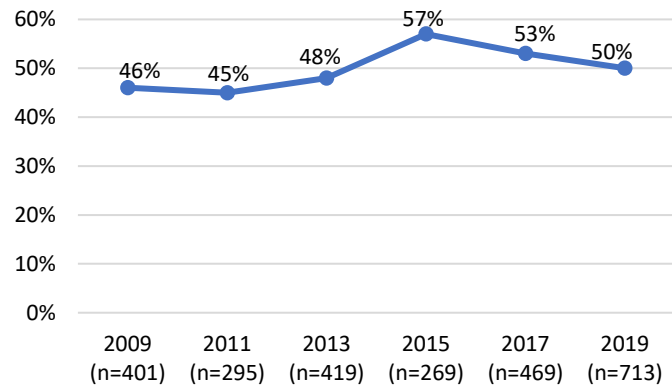
Source: SF DOSW Data Collection & Analysis.

<sup>1</sup> “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**

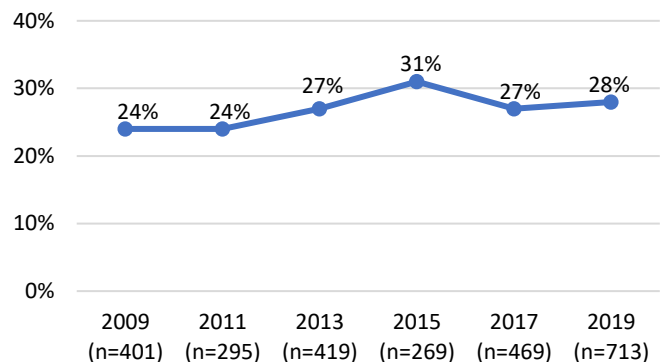


Source: SF DOSW Data Collection & Analysis.

## 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

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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.<sup>2</sup> 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.

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<sup>2</sup> 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.

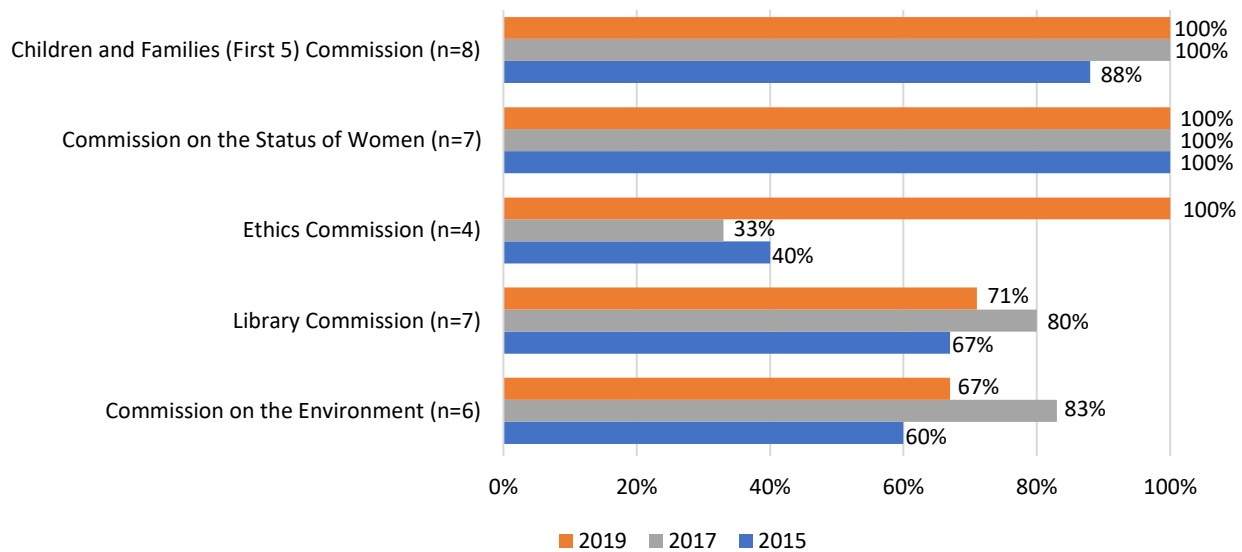
**Figure 2: 10-Year Comparison of Representation of Women on Policy Bodies**



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.<sup>3</sup> 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.<sup>4</sup>

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

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

<sup>4</sup> 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.

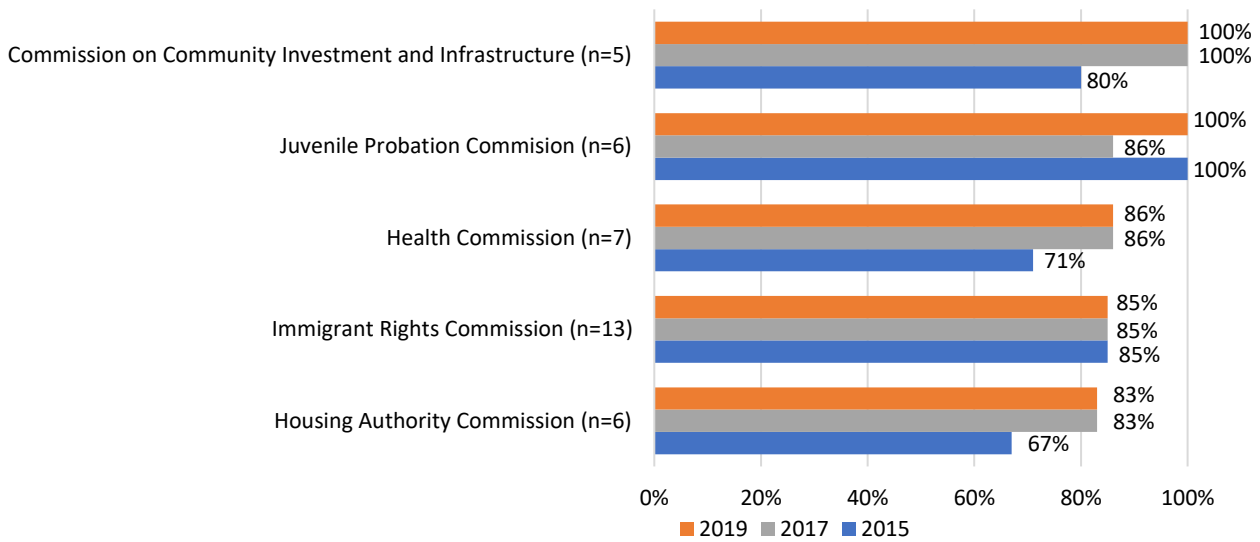
**Figure 7: Race and Ethnicity of Appointees Compared to San Francisco Population, 2019**



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.

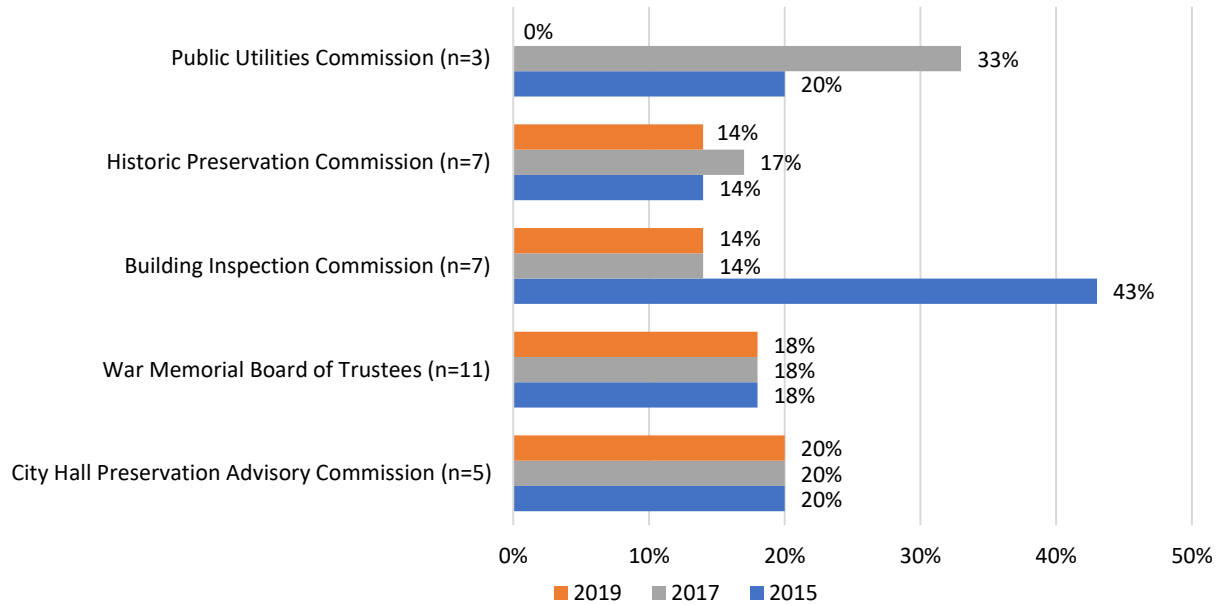
**Figure 8: Commissions and Boards with Highest Percentage of People of Color, 2019 Compared to 2017, 2015**



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.

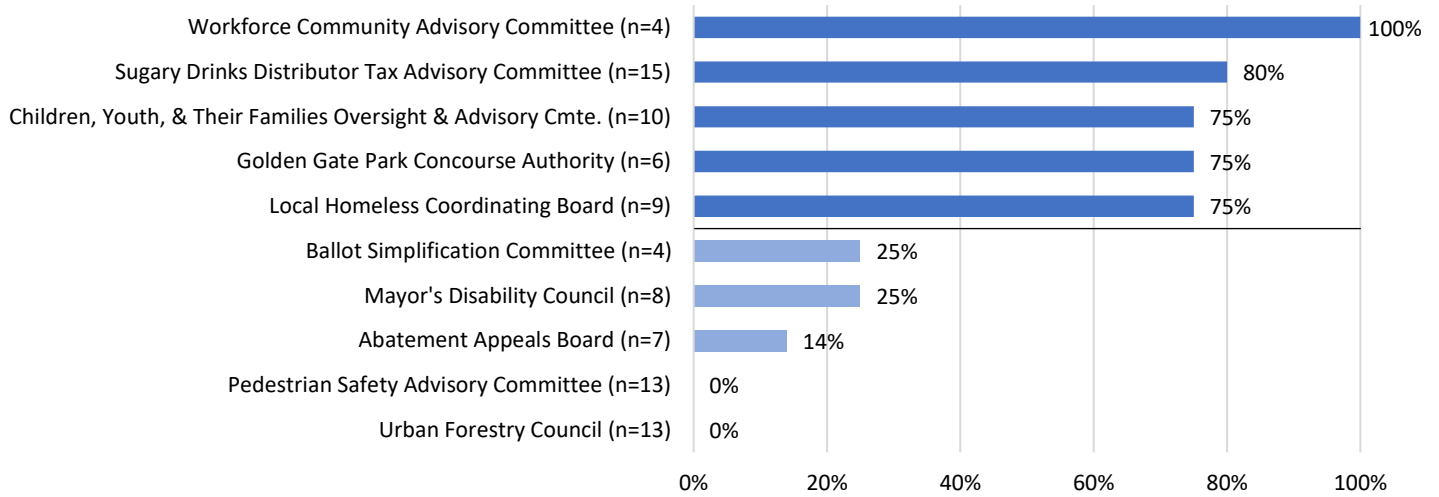
**Figure 9: Commissions and Boards with Lowest Percentage of People of Color, 2019 Compared to 2017, 2015**



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**

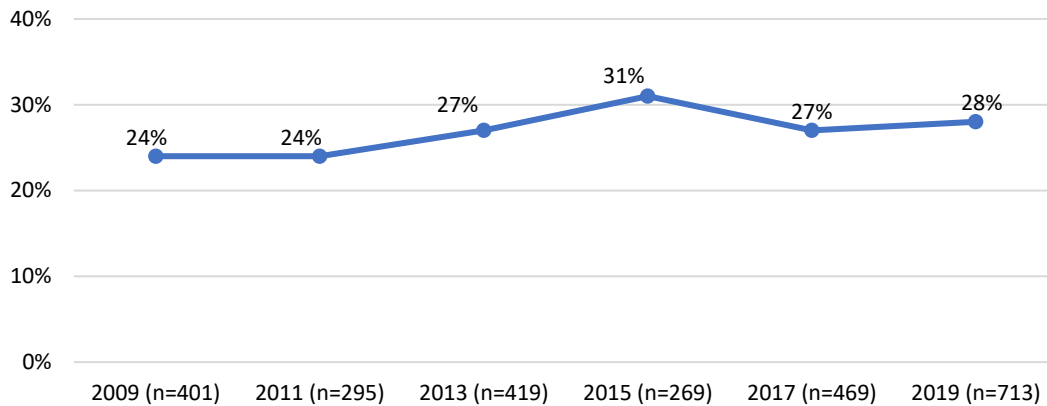


Source: SF DOSW Data Collection & Analysis.

### 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.

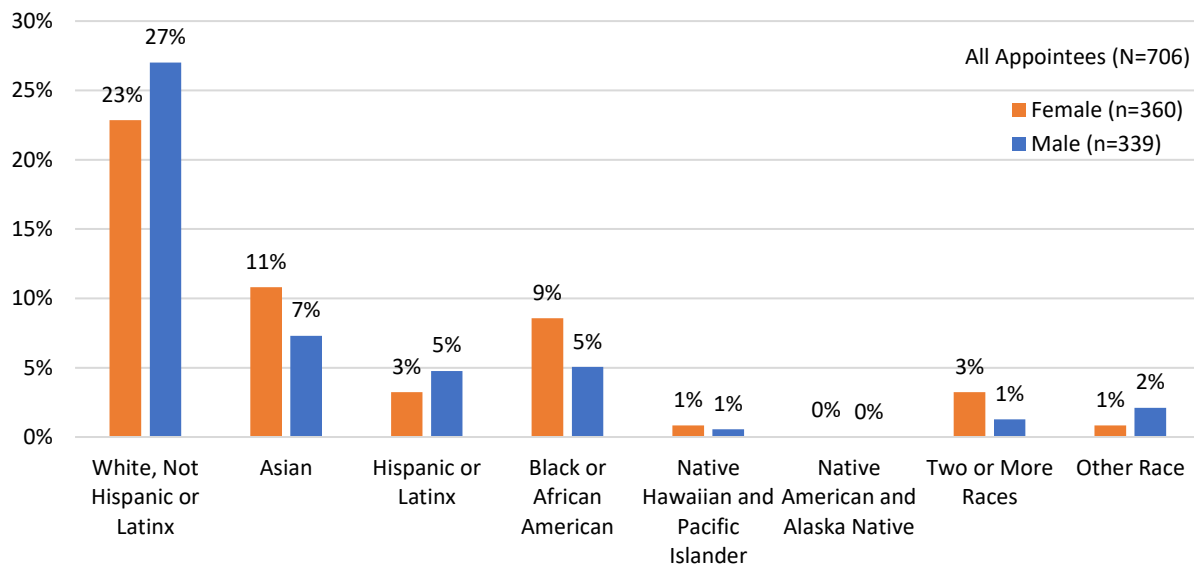
**Figure 11: 10-Year Comparison of Representation of Women of Color on Policy Bodies**



Source: SF DOSW Data Collection & Analysis.

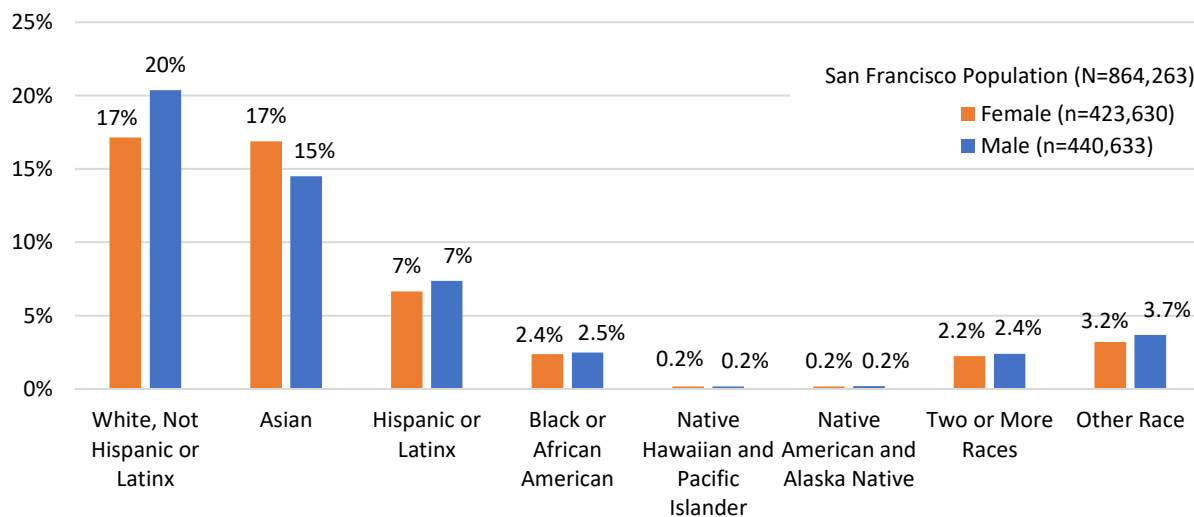
The following figures present the breakdown for appointees and the San Francisco population by race and ethnicity and gender. White men and women are overrepresented, holding 27% and 23% of appointments, respectively, compared to 20% and 17% of the population, respectively. Asian men and women are both 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.

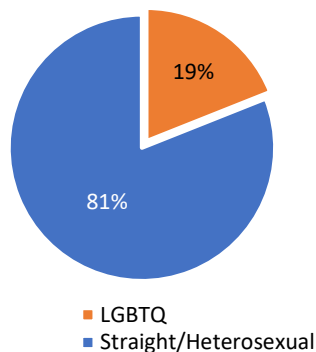
## D. LGBTQ Identity

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%.<sup>5</sup> The LGBT population of the San Francisco and greater Bay Area is estimated to rank the highest of U.S. cities at 6.2%,<sup>6</sup> while a 2006 survey found that 15.4% of adults in San Francisco identify as LGBT<sup>7</sup>.

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**

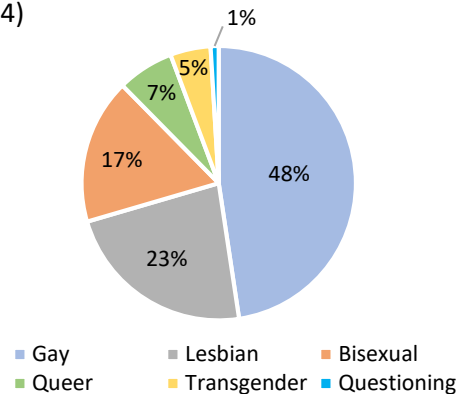
(N=548)



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 741 appointees who participated in the survey. Of the 516 appointees, 11.2% reported to have one

<sup>5</sup> 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>.

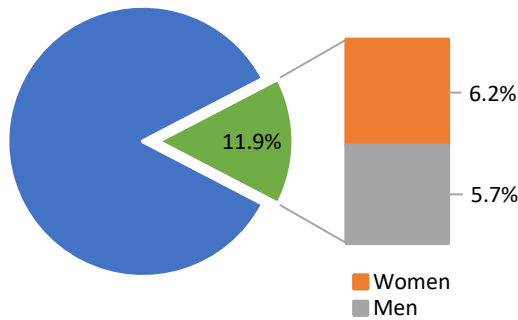
<sup>6</sup> Gary J. Gates and Frank Newport, "San Francisco Metro Area Ranks Highest in LBGT Percentage," *GALLUP* (March 20, 2015) [https://news.gallup.com/poll/182051/san-francisco-metro-area-ranks-highest-lgbt-percentage.aspx?utm\\_source=Social%20Issues&utm\\_medium=newsfeed&utm\\_campaign=tiles](https://news.gallup.com/poll/182051/san-francisco-metro-area-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

<sup>7</sup> 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**

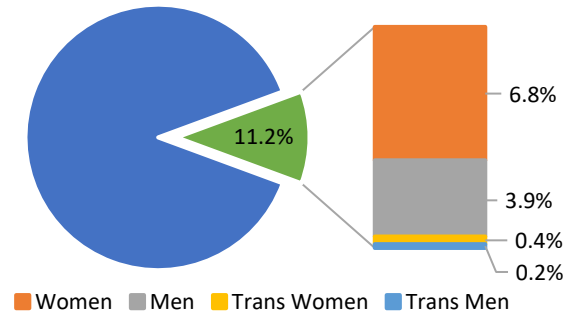
(N=744,243)



Source: 2017 American Community Survey 5-Year Estimates.

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

(N=516)



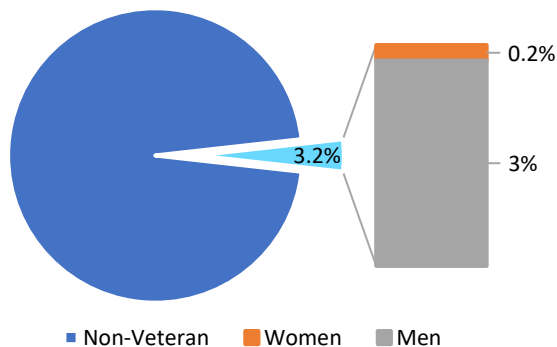
Source: SF DOSW Data Collection & Analysis.

## 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**

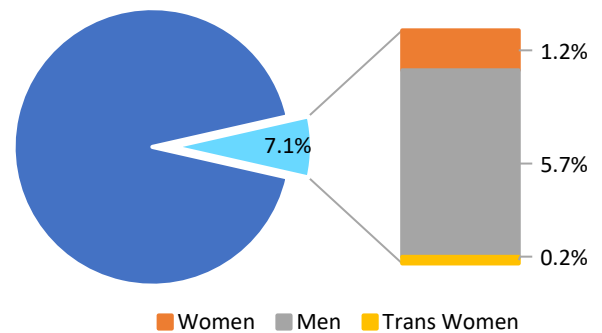
(N=747,896)



Source: 2017 American Community Survey 5-Year Estimates.

**Figure 19: Appointees with Military Service, 2019**

(N=494)



Source: SF DOSW Data Collection & Analysis.

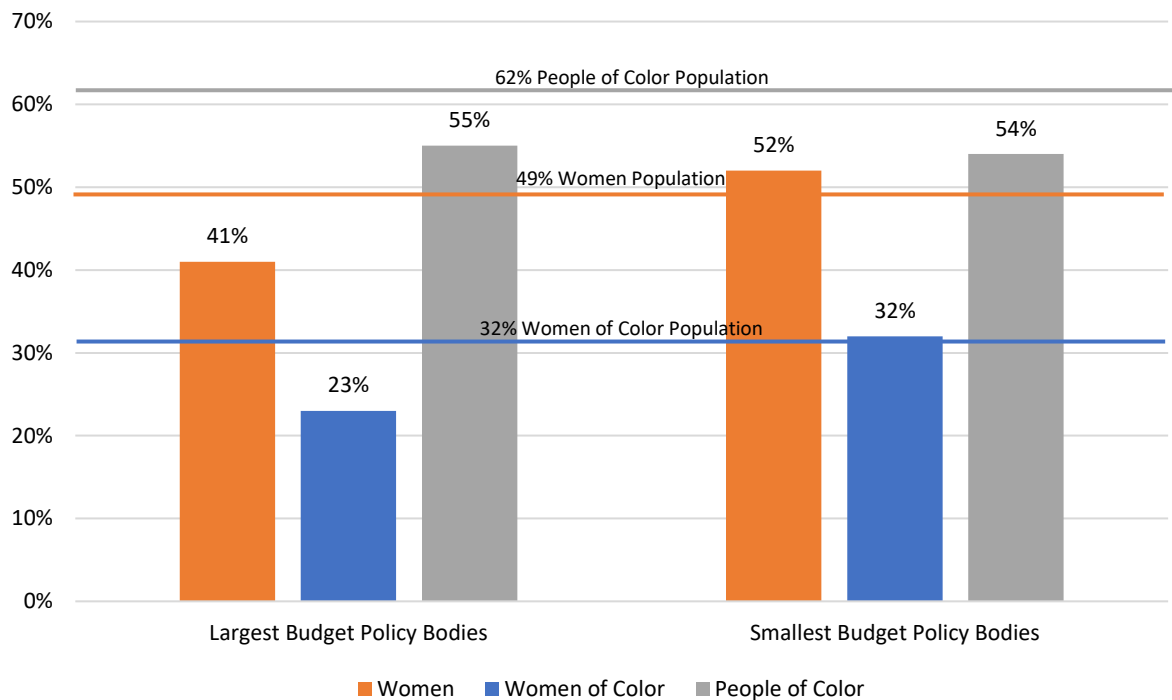


## G. Policy Bodies by Budget

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%
<b>Total</b>	<b>\$9,060,061,763</b>	<b>72</b>	<b>66</b>	<b>41%</b>	<b>23%</b>	<b>55%</b>

Source: SF DOSW Data Collection & Analysis.

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

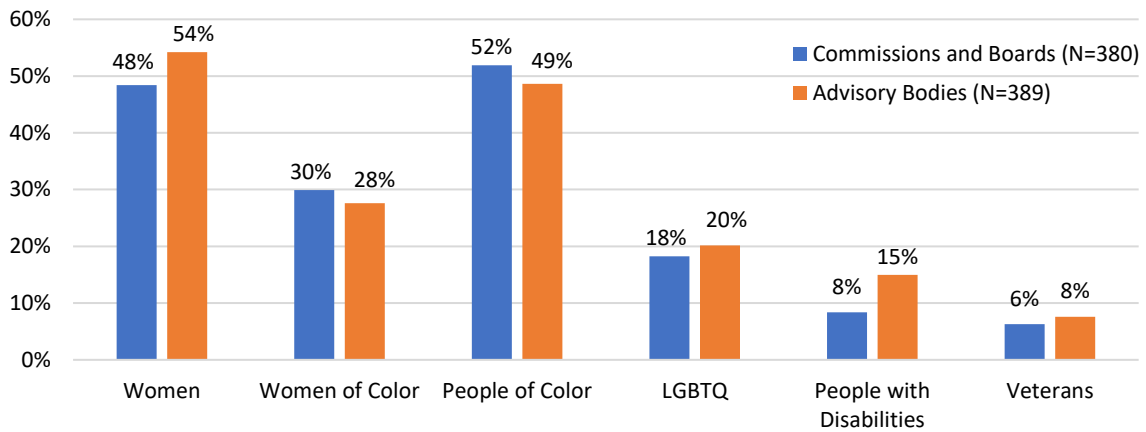
Body	FY18-19 Budget	Total Seats	Filled Seats	Women	Women of color	People of Color
Rent Board Commission	\$8,543,912	10	9	44%	11%	33%
Commission on the Status of Women	\$8,048,712	7	7	100%	71%	71%
Ethics Commission	\$6,458,045	5	4	100%	50%	50%
Human Rights Commission	\$4,299,600	12	10	50%	50%	70%
Small 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%
<b>Total</b>	<b>\$33,899,680</b>	<b>99</b>	<b>87</b>	<b>52%</b>	<b>32%</b>	<b>54%</b>

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**

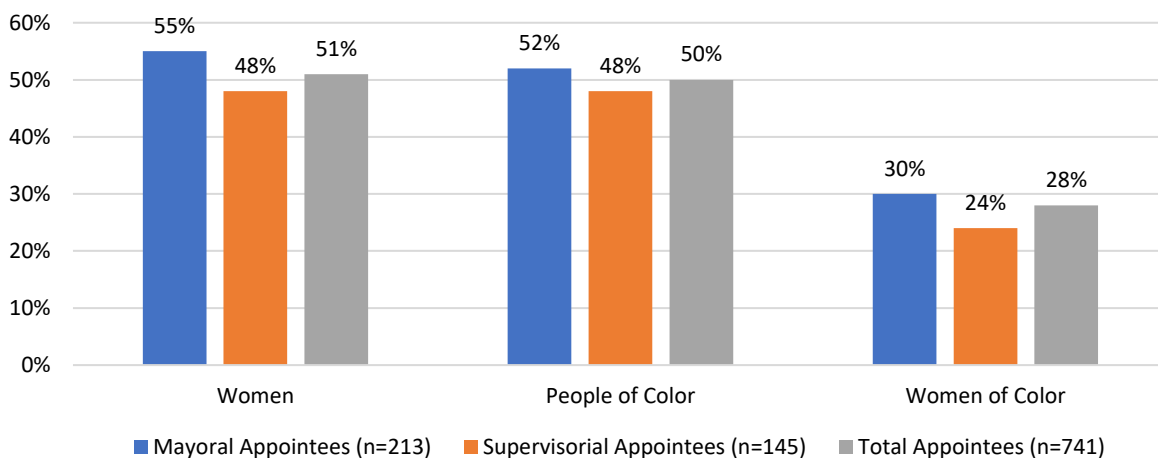


Source: SF DOSW Data Collection & Analysis.

### 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

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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

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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*.<sup>8</sup> 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.

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<sup>8</sup> "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, 2019<sup>9</sup>**

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%

<sup>9</sup> 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
<b>San Francisco County California</b>	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  
25 Van Ness Avenue, Suite 240  
San Francisco, California 94102  
[sfgov.org/dosw](http://sfgov.org/dosw)  
[dosw@sfgov.org](mailto:dosw@sfgov.org)  
415.252.2570