

File No. 190678

Committee Item No. 2

Board Item No. 16

### COMMITTEE/BOARD OF SUPERVISORS

#### AGENDA PACKET CONTENTS LIST

Committee: Rules Committee

Date Sept. 9, 2019

Board of Supervisors Meeting

Date SEPTEMBER 17, 2019

#### Cmte Board

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

#### OTHER

(Use back side if additional space is needed)

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Completed by: Victor Young

Date Sept 5, 2019

Completed by: Victor Young

Date 9/12/19

1 [Appointments, Commission of Animal Control and Welfare - Russell Tenosky, Jane Tobin,  
2 and Michael Angelo Torres]

3 **Motion appointing Russell Tenofsky, Jane Tobin, and Michael Angelo Torres, terms**  
4 **ending April 30, 2021, to the Commission of Animal Control and Welfare.**

5  
6 MOVED, That the Board of Supervisors of the City and County of San Francisco does  
7 hereby appoint the hereinafter designated persons to serve as members of the Commission of  
8 Animal Control and Welfare, pursuant to the provisions of Health Code, Section 41.1, for the  
9 terms specified:

10 Russell Tenofsky , seat 4, succeeding themselves, term expired, must represent the  
11 general public and have interest and experience in animal matters, for the unexpired portion  
12 of a two-year term ending April 30, 2021.

13 Jane Tobin, seat 5, succeeding herself, term expired, must represent the general  
14 public and have interest and experience in animal matters, for the unexpired portion of a two-  
15 year term ending April 30, 2021.

16 Michael Angelo Torres , seat 6, succeeding Rachel Reis, term expired, must represent  
17 the general public and have interest and experience in animal matters, for the unexpired  
18 portion of a two-year term ending April 30, 2021.



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

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

Name of Board, Commission, Committee, or Task Force: ANIMAL CONTROL AND WELFARE

Seat # or Category (If applicable): 1-6 District: COMM 1

Name: CYNTHIA (CINDY) ARNOLD

Home Address: [REDACTED] APT 3, S.F. Zip: 94102

Home Phone: [REDACTED] Occupation: RETIRED 94110

Work Phone: N/A Employer: —

Business Address: N/A Zip: —

Business E-Mail: — Home E-Mail: [REDACTED]

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

Check All That Apply:

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

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

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

|                            |  |
|----------------------------|--|
| <p>SEE ATTACHED PAGE 2</p> | <p>RECEIVED<br/>       BOARD OF SUPERVISORS<br/>       SAN FRANCISCO<br/>       2019 FEB 27 AM 10:50<br/>       BY: <u>[Signature]</u></p> |
|----------------------------|--|

**Application for the Animal Control and Welfare Commission**

I've been a San Francisco resident since 1976, and a guardian of domestic pets for about 40 years. I've been a volunteer at the Animal Care and Control shelter since 2004. My initial goal was simply to get some healthy exercise and bond with shelter dogs. I've become increasingly interested in our public policy as it relates to how we co-exist with our animals. I've taken many of the free courses offered through the shelter about dog behavior. I've mentored other volunteers and participated in special events like Pet Pride Day; the Earthquake drill, The Gay Freedom Day Parade and other outreach events. Along with 3 other volunteers, I spearheaded our "Now and Forever Tile Project" which raised funds for the artificial grass, installed in the shelter play yard in 2007. I've attended Dog Court (as a spectator) and spoken out on behalf of the shelter at Board of Supervisor meetings. I've been volunteering with the Fetch Program (Custody dogs) for the past 4 years.

I have an easy going temperament and the ability to look at all sides of an issue. I'm a thoughtful and rational person. Having volunteered at ACC for 15 years I understand the complexities of managing a shelter. I can see how laws or regulations affect how we interact with our pets and the extent to which we can help them. The peaceful coexistence between us and our pets helps make the City a kinder gentler place to live. That's why I'm interested in this position.

I'm happy to recommend Deb Campbell, the Volunteer Coordinator at ACC as a reference.

I'm retired and I have no debts owed to the City. I'm NOT employed by the City. In the past I have volunteered with Project Open Hand and a non-profit called the Community United Against Violence. I was a member of the C.U.A.V. Speakers Bureau and we gave talks to students in S.F. Public Schools about our lives as Gay, Lesbian, Bisexual or Transgender persons. I was a small business owner at one time and was a member of the Golden Gate Business Association, an LGBT organization for the advancement of LGBT owned businesses.

Thank you for your consideration.

Cindy Arnold



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

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

Name of Board, Commission, Committee, or Task Force: Commission on Animal Control and Welfare

Seat # or Category (If applicable): Seat 3 (or any vacant seat) District: 3

Name: Michael Angelo Torres

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

Home Phone: [Redacted] Occupation: Management

Work Phone: (415) 369-5283 Employer: Golden Gate University

Business Address: 536 Mission Street, San Francisco CA Zip: 94105

Business E-Mail: mtorres@ggu.edu Home E-Mail: [Redacted]

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

Check All That Apply:

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

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

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

I am applying for a seat on the Commission of Animal Control and Welfare because I have always had a love for animals and an interest in their welfare. For the last seven years in particular, I have devoted many hours and resources trying to help all animals, but with an special and devoted emphasis on senior animals and animals with special needs. I also have a Facebook page (Deililah the Pomeranian & Family) that documents the adventures of the animals currently that are part of my family. And, I am also in the process of creating a website (www.pomdaddy.com) that will cover issues relating to animal adoption and care.

As for myself, I am a 53 year old gay Latino/Native American male. I have lived in San Francisco for almost 33 years (with the exception of six months in which I relocated back to Southern California just following the 1989 earthquake). I moved from Los Angeles to San Francisco back in 1986. I have lived in my current district (District 3) since 2008.

**Business and/or professional experience:**

I have been employed at Golden Gate University since 1990. I have held various job positions during my time working at the university, and I have been in the position of Operations Manager since 2004. In my position of Operations Manager, I oversee many of the administrative responsibilities to include purchasing, room scheduling and security. The administrative experience and attention to detail that I use for my job at the university are just a few of the skills that I will bring to the Commission.

Concerning animal issues, I have volunteered and donated to various animal welfare and animal rights organizations throughout California as well as in other U.S. states and other countries. During this time, I have learned so much and hope to share that knowledge with the Commission. I also look forward to learning even when interacting with the public in the role as a Commissioner.

**Civic Activities:**

I have recently been more inspired to do more for the community, which is why I am applying for a seat on this Commission. I was very active years ago, and am starting to become more active again. In the past, I worked with organizations like the All People's Congress to organize teach-ins, and demonstrations, to include some of the biggest anti-war marches in the City since the Vietnam War (these were during the 1980s and 1990s). I was also one of the early volunteers with Prevention Point Needle Exchange when they were looking for people of color within the community to be involved. I also helped to organize speak-outs after the mass arrests (sweeps) in San Francisco immediately following the Rodney King trial verdicts. I also volunteered for two years (2002-2004) with Community United Against Violence (CUAV) working on their domestic violence crisis phone line from 7:00PM - 7:00AM (the next morning), and as a victim's advocate. Last, I have also volunteered for various election campaigns, including Kamala Harris's first campaign for San Francisco District Attorney where I did advance work (she refers to me as her "gold star volunteer").

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: 15-March-2019 Applicant's Signature: (required) /Michael Angelo Torres/

(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: \_\_\_\_\_



To Whom It May Concern.

I am writing this letter in support of Michael Angelo Torres for a seat on the Commission for Animal Welfare and Control in San Francisco.

Michael Angelo Torres and I worked together at Golden Gate University while I was the Vice President of Business Affairs. Golden Gate University is a non-profit university located in San Francisco that caters to working professionals with programs in business and law. Michael is the university's Operations Manager and works in the Business Services and Facilities (BSF) department. Working under the direction of the Director of Business Services, Michael is responsible for managing many of the administrative areas for the university, to include purchasing, scheduling and security operations.

I thoroughly enjoyed my time working with Michael, and came to know him as a truly valuable asset to our operations. He is honest, dependable, and very hard-working. I am positive that he will bring that same work ethic and dedication to the Commission for Animal Welfare and Control. I know he will be a real asset to any organization that is fortunate enough to have him.

Please feel free to contact me should you like to discuss Michael Angelo Torres and his qualifications. I'd be happy to expand on my recommendation.

Sincerely,



Bill Lee

Chief Financial Officer (CFO)

American Society for the Prevention of Cruelty to Animals (ASPCA)



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

RECEIVED  
 BOARD OF SUPERVISORS  
 SAN FRANCISCO

2019 APR 29 PM 3:14

BY B

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

Name of Board, Commission, Committee, or Task Force: ANIMAL CONTROL AND WELFARE

Seat # or Category (If applicable): 4 District: 5

Name: RUSSELL TENOFSKY

Home Address: [REDACTED] Zip: 94102

Home Phone: [REDACTED] Occupation: SHIFT LEAD

Work Phone: 510-540-6013 Employer: BERKELEY PATIENTS GROUP

Business Address: 2306 SAN PABLO AVE, BERKELEY, CA Zip: 94702

Business E-Mail: FAED@MYBPG.COM Home E-Mail: [REDACTED]

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

Check All That Apply:

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

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

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

PLEASE SEE ATTACHED DOCUMENT.

**Business and/or professional experience:**

PLEASE SEE ATTACHED DOCUMENT

**Civic Activities:**

PLEASE SEE ATTACHED DOCUMENT

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

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

Date: 4/29/19 Applicant's Signature: (required) Russell Tenobly

(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: \_\_\_\_\_

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:

As over a decade long resident of San Francisco's District 5, and a twenty-plus year member of the local animal protection community (including six years on the Animal Welfare Commission), I have a firm grasp on the local animal protection issues, the local animal protection organizations, and our political environment. I also have the unique perspective of being born with a congenital heart defect, which has forced me to successfully navigate SF's health care systems. This has led me to be a longtime local advocate for children and adults living with congenital heart defects. I also have direct experience working and volunteering with members of every gender group, the LGBTQ community, people from every ethnic background and financial strata, assisting people living with HIV/AIDS and other chronic illnesses, and companion and/or service animals.

Business and/or professional experience:

I was the Director of Communications for two local animal protection organizations (In Defense of Animals and the Oceanic Society), giving me over five years of professional experience conducting communications, outreach, public relations, and educational efforts on behalf of animals. I was a volunteer for Pets Are Wonderful Support for over five years. I have direct experience working to successfully change local municipal codes and working with the Board of Supervisors on animal issues. I was a member of the Nonhuman Rights Project's Editorial Board for four years. I have served on the San Francisco Commission of Animal Welfare and Control for six years and have been the Vice Chairperson for four years. I have a Master's Degree in Applied Ethics with a focus on animal rights/welfare.

Civic Activities:

I volunteered at Pets Are Wonderful Support (PAWS) for over five years. My responsibilities required me to interact with San Franciscans who do not have the physical capacity or financial resources to completely care for their companion animals. I answered a myriad of questions about animal welfare and offered information about local animal care services. I have also been a Heart-to-Heart Ambassador with the Adult Congenital Heart Association (ACHA) for nine years. I am an Ambassador for congenital heart patients and their family members in need of assistance, and represent ACHA at local conferences, exhibitions, heart walks, and patient/parent groups. I was also a member of the Editorial Board of the Nonhuman Rights Project, where I wrote, edited and produced content for their web site and monthly newsletter. I have also been a member of the Animal Welfare Commission for the past six years. As a Commissioner I successfully passed seven Resolutions through the Animal Welfare Commission and had the Board of Supervisors pick-up and pass three of those Resolutions, including the Free and Safe Passage of Whales and Dolphins in San Francisco Coastal Waters Resolution and the San Francisco Fur Ban. My actions and Resolutions on the Animal Welfare Commission have garnered both local and national news coverage.



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

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

Name of Board, Commission, Committee, or Task Force: COMMISSION OF ANIMAL CONTROL AND WELFARE

Seat # or Category (If applicable): Seats 4-6 District: 10

Name: Leah Wilberding

[Redacted] Zip: 94107

[Redacted] Occupation: Peer Relationship Manager

Work Phone: \_\_\_\_\_ Employer: Peery Foundation

Business Address: 2390 El Camino Real #260, Palo Alto Zip: 94306

Business E-Mail: leah@peeryfoundation.org Home E-Mail: [Redacted]

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

Check All That Apply:

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

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

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

I identify as female and have a mixed race background. I am a millenial (based on whomever coined the phrase and determined the year range).

**Business and/or professional experience:**

During my career, I have worked in the Bay Area animal welfare community for several years, including at Pets Unlimited, the San Francisco SPCA and The Marine Mammal Center. My roles have primarily focused on business development in client- or donor-facing roles but my passion for the field of animal welfare has been truly lifelong and I've eagerly learned about the requirements of animal sheltering and wildlife rehabilitation from my capable colleagues with veterinary, rescue and behavioral expertise.

**Civic Activities:**

Since moving to San Francisco about a decade ago, I have been an active volunteer for several nonprofits (including Pets Are Wonderful Support (PAWS), The Marine Mammal Center, several local scholarship committees and other organizations). I also previously served on the Port's Northeast Waterfront Advisory Group (NEWAG) and have been asked to present at other commissions in professional capacities (on behalf of my employer).

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: April 10, 2019 Applicant's Signature: (required) Leah Wilberding

(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: \_\_\_\_\_

# Leah Wilberding

Seasoned public sector professional with more than a decade of experience in relationship management, fundraising and project administration. Strong ability to effectively communicate with a broad range of constituents and tackle challenges with creativity, collaboration and humor.

## Work Experience

### Peer Relationship Manager

March 2019 – Current | Peery Foundation

- Develop a peer network of domestic and international funders with shared grantmaking priorities
- Advocate for grantee-centric approaches to philanthropy and identify common blockades - both internal and external - to these practices
- Provide fundraising support to Peery grantees and directly connect grantees with aligned peer funders

### Philanthropy Advisor

May 2017 – February 2019 | Silicon Valley Community Foundation

- Manage a portfolio of advised funds and consulting projects for individuals, multigenerational families, corporations, nonprofits and other grantmaking organizations
- Provide an array of advisory services that includes strategic planning, cause area research, development of mission and values statements, and grantmaking evaluation
- Develop recommendations for increased philanthropic impact through targeted research, due diligence, and site visits with potential grantees
- Co-lead SVCF's Donor Circle for Safety Net: Housing by facilitating members' shared learning through engaging speakers and events as well as implementing the annual grantmaking process

### Corporate Relations Officer

2015 – 2017 | The Marine Mammal Center

- Prepared proposals and presented pitches to sponsors, corporate members, institutional funders and prospects
- Formalized corporate sponsorship program by establishing partner benefits, fair market valuations and internal guidelines
- Facilitated benefits fulfillment, negotiated annual sponsor renewals and wrote compelling grant proposals for corporate grantmakers
- Identified prospective corporate supporters and leads through a combination of referrals, industry research and executive leadership's networks

### Corporate Engagement and Civic Affairs Manager

2014 – 2015 | Exploratorium

- Developed innovative, collaborative partnerships that featured employee engagement, program participation and opportunities for co-promotion
- Applied for corporate foundation grants and developed internal protocol for proposal review and interdepartmental routing across museum
- Exceeded \$1.5M+ annual goal for corporate philanthropy while formalizing internal systems for financial reconciliation and benefits fulfillment
- Served as community liaison for San Francisco Arts Commission, Northeast Waterfront Advisory Group (NEWAG), Port Authority and other city and civic partners
- Identified and facilitated relationships with program partners, corporate contacts and community members
- Responsible for managing staff on the corporate engagement and civic affairs team

## Development and Marketing

2009 – 2014 | San Francisco SPCA

March 2014 - August 2014 | Marketing Manager  
January 2012 - February 2014 | Development and Marketing Manager  
July 2010 - January 2012 | Development and Marketing Coordinator  
July 2009 - June 2010 | Development and Executive Assistant

- Cultivated and stewarded a portfolio of major donors, board members and institutional funders through regular communications, programmatic updates and thoughtful proposals
- Led external and internal communications for the merger of the San Francisco SPCA and Pets Unlimited
- Wrote and designed public-facing Pets Unlimited content, including website, e-newsletter, annual report, biannual direct mail (15,000+ households) and planned all fundraising and outreach events
- Managed several critical projects, including the launch of the Pets Unlimited planned giving program, a website remodel with staff training, Google Analytics campaigns for adoption and veterinary programs, exterior signage installation and main reception remodel
- Responsible for managing staff in the volunteer, executive support and humane education programs

## Membership and Resource Development

2007 – 2009 | The Non-Profit Housing Association of Nor. California (NPH)

May 2008 - July 2009 | Membership and Resource Development Associate  
August 2007 - April 2008 | Administrative Assistant

- Produced NPH's website, weekly e-newsletter, community calendar, events communications and bimonthly print newsletter
- Developed and executed annual strategy for membership renewals and acquisitions
- Managed NPH's 30<sup>th</sup> Anniversary Gala (250+ attendees) and 29<sup>th</sup> Annual Fall Conference (500+ attendees)
- Responsible for managing Administrative Assistant, interns and event volunteers

## Project Administration and College Advising

2005 – 2007 | University Of California, San Diego

May 2006 - June 2007 | Project Assistant, Moores Cancer Center  
November 2005 - April 2006 | College Peer Advisor, Student Opportunities & Access Program

## Education

### Master's of Public Administration

San Francisco State University | *magna cum laude* with *Pi Alpha Alpha* honors

### Bachelor of Arts - Literature and Creative Writing

University of California, San Diego | *cum laude* with *Phi Beta Kappa* honors

### Certificate of Social Sector Leadership

Philanthropy University

## Volunteer Experience

### Crew Supervisor, Sunday Night Harbor Seals

The Marine Mammal Center

### Storytelling Facilitator

My Life, My Stories

## Technical Skills

- Advanced courses in Adobe Creative Suite; trained in MS Project, Excel + other Microsoft products
- 10+ years experience with Raiser's Edge, Granted Edge, Financial Edge + other Blackbaud products



Board of Supervisors  
 City and County of San Francisco  
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**Application for Boards, Commissions, Committees, & Task Forces**

Name of Board, Commission, Committee, or Task Force: Animal Control and Welfare Commission

Seat # or Category (If applicable): reappointment of seat # 5 District: 5

Name: Jane Tobin

Home Address: [Redacted] et, San Francisco Zip: 94117

Home Phone: [Redacted] Occupation: Consultant - Nonprofits

Work Phone: 415-505-2263 Employer: Self

Business Address: See home address Zip: \_\_\_\_\_

Business E-Mail: janetobin@gmail.com Home E-Mail: [Redacted]

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Check All That Apply:

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

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

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

I have over 25 years of animal welfare experience in San Francisco. As the organizer and volunteer of free/low cost veterinary services at San Francisco Animal Care and Control, our clinics served a diverse population. Although attendees race, ethnicity, age, sex, sexual orientation, gender and types of disabilities varied, the common thread has always been what brings us together - our compassion for the animals.

**Business and/or professional experience:**

My background is in both sales and marketing. I worked at The San Francisco Examiner and The San Francisco Chronicle in the event marketing department on newspaper sponsored events including the Bay to Breakers, Opera in the Park, The San Francisco Marathon, the San Francisco Giants & 49'ers. In 2018, I earned a Master in Nonprofit Administration at the University of San Francisco. Today I am a consultant for Bay Area nonprofits.

**Civic Activities:**

In 2000, I along with five others founded the nonprofit, Friends of San Francisco Animal Care and Control as a way to provide additional funding and programming that complemented the existing city budget. From 2007-2015 I served as President of the organization. In addition, in 1994, I created the Pet Pride Day, a fun, free public event in celebration of San Francisco companion and working animals and the people who care for them.

As mentioned earlier, Friends of ACC also organized and funded free microchip and low cost rabies vaccination clinics held quarterly.

In addition, I have served on the Animal Control and Welfare Commission as a commissioner and as an advisor on the Joint Zoo/Park and Recreation Commission since 2015.

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

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

Date: 4/23/19 Applicant's Signature: (required) Jane Tobin

(Manually sign or type your complete name.  
NOTE: By typing your complete name, you are hereby consenting to an 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 Seal was Vacated: \_\_\_\_\_

San Francisco  
BOARD OF SUPERVISORS

Date Printed: June 2, 2017

Date Established:

June 22, 1973

Active

**COMMISSION OF ANIMAL CONTROL AND WELFARE**

**Contact and Address:**

Annemarie Fortier  
414 Spruce Street  
San Francisco, CA 94118

Phone: (415) 244-0799

Fax:

Email: annemarie.fortier@gmail.com

**Authority:**

Health Code, Section 41.1 (Ordinance Nos. 226-73; 59-82; 182-89; 394-89; and 107-99)

**Board Qualifications:**

The Commission of Animal Control and Welfare consists of eleven (11) members:

The seven (7) members appointed by the Board of Supervisors shall be voting members:

- > Six (6) members shall represent the general public and have interest and experience in animal matters; and
- > One (1) member must be a licensed veterinarian practicing in San Francisco.

The other four (4) members are non-voting members, as follows:

- > One (1) member shall consist of the Director of the Animal Care and Control Department or his/her designated representative;
- > One (1) member appointed by the Director of the Department of Public Health or his/her designated representative;
- > One (1) member appointed by the Chief of Police or his/her designated representative; and
- > One (1) member appointed by the General Manager of the Recreation and Park Department or his/her designated representative.

Each member of the Commission of Animal Control and Welfare of the City and County of San Francisco shall be a resident of the City and County of San Francisco, except for the licensed veterinarian, who must practice in San Francisco, but who need not be a resident of San Francisco.

The Commission shall have the powers and duties to: a) hold hearings and submit

"R Board Description" (Screen Print)

San Francisco  
BOARD OF SUPERVISORS

recommendations regarding animal control and welfare to the Board of Supervisors and the City Administrator; b) study and recommend requirements for the maintenance of animals in public, private, and commercial care; and c) work with the Tax Collector, Director of the Animal Care and Control Department, and authorized licensing entities to develop and maintain dog licensing procedures and make recommendations on fees.

Term of Office: Three of the members who are first appointed by the Board of Supervisors shall be designated to serve for terms of one year and three for two years from the date of their appointment. Thereafter, members shall be appointed as aforesaid for a term of two years, except that all of the vacancies occurring during a term shall be filled for the unexpired term. A member shall hold office until his or her successor has been appointed and has qualified.

Reports: The Commission shall render a written report of its activities to the Board of Supervisors quarterly as stated in Health Code, Section 41.3.

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

### COMMISSION OF ANIMAL CONTROL AND WELFARE

Replaces All Previous Notices

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

**Seat 1**, succeeding Annemarie Fortier, term expired, must represent the general public and have interest and experience in animal matters, for the unexpired portion of a two-year term ending April 30, 2020.

**Seat 2**, succeeding Nicolle "Bunny" Matthews Rosenberg, term expired, must represent the general public and have interest and experience in animal matters, for the unexpired portion of a two-year term ending April 30, 2020.

**Vacant Seat 3**, succeeding Rachel Frederick, resigned, must represent the general public and have interest and experience in animal matters, for a two-year term ending April 30, 2021.

**Seat 4**, succeeding Russell Tenofsky, term expiring April 30, 2019, must represent the general public and have interest and experience in animal matters, for a two-year term ending April 30, 2021.

**Seat 5**, succeeding Jane Tobin, term expiring April 30, 2019, must represent the general public and have interest and experience in animal matters, for a two-year term ending April 30, 2021.

**Seat 6**, succeeding Rachel Reis, term expiring April 30, 2019, must represent the general public and have interest and experience in animal matters, for a two-year term ending April 30, 2021.

**Vacant Seat 7**, succeeding Robin Hansen, resigned, must be a licensed veterinarian practicing in San Francisco, for the unexpired portion of a two-year term ending April 30, 2020.

**Additional Restrictions and Qualifications:**

- No two individuals on the Commission shall be representatives, employees or officers of the same group, association, corporation, organization, or City Department.
- Each member shall be a resident of the City and County of San Francisco; except for the licensed veterinarian who must practice in San Francisco, but who need not be a resident of San Francisco.

**Reports:** The Commission shall submit a quarterly written report of its activities to the Board of Supervisors, as required and stated in Health Code, Section 41.3.

**Sunset Date:** None.

Additional information relating to the Commission of Animal Control and Welfare, or other seats on this body that are appointed by another authority, may be obtained by reviewing Health Code, Section 41.1, at <http://www.sfbos.org/sfmunicodes> or by visiting their website at <http://sfgov.org/awcc/>.

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.

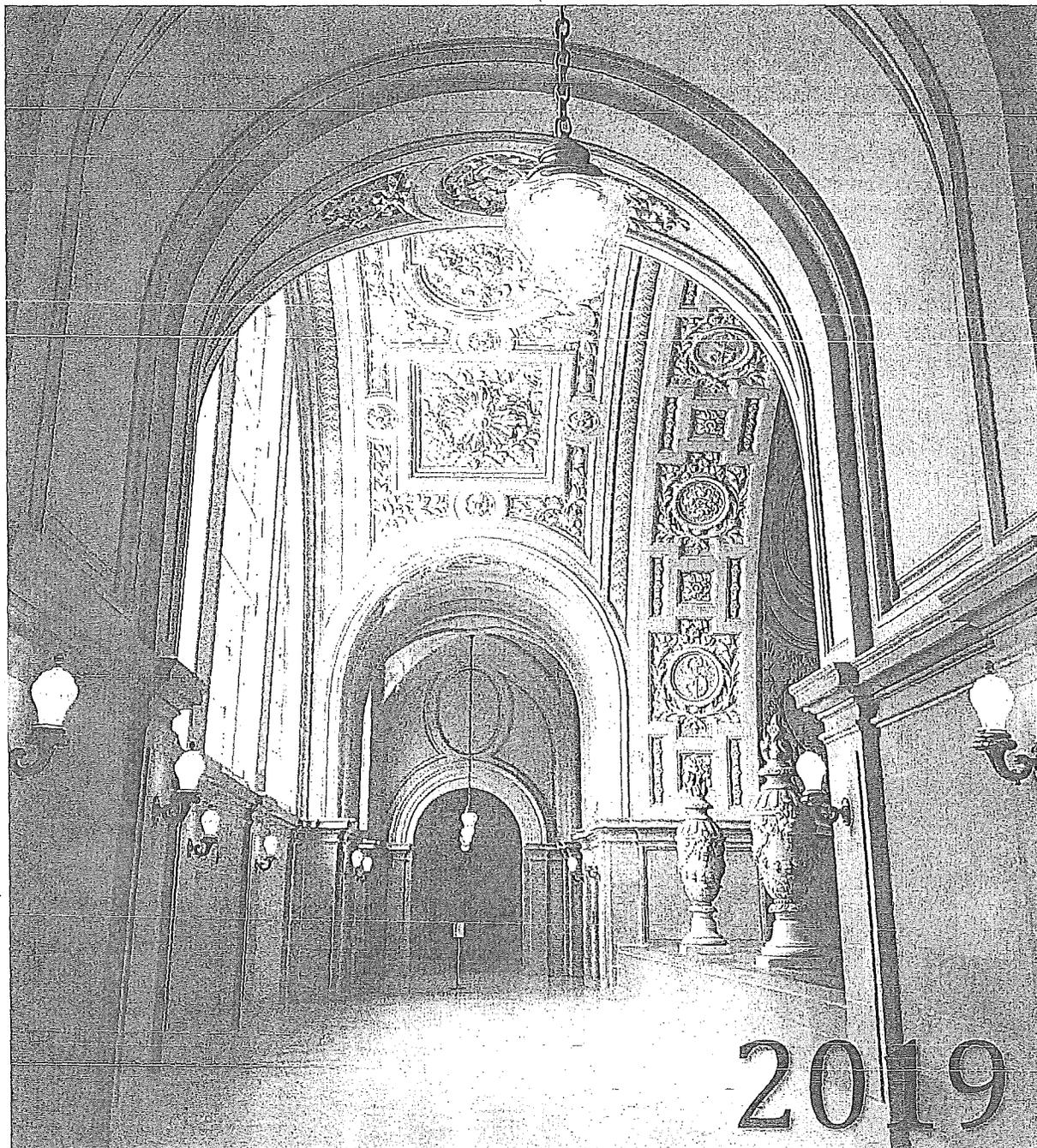
**Next Steps:** Applicants who meet minimum qualifications will be contacted by the Rules Committee Clerk once the Rules Committee Chair determines the date of the hearing. Members of the Rules Committee will consider the appointment(s) at the meeting and applicant(s) may be asked to state their qualifications.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

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

*Further Note: Additional seats on this body may be available through other appointing authorities, including the Animal Care and Control Department, Department of Public Health, Police Department, and Recreation and Park Department.*

  
Angela Calvillo  
Clerk of the Board

# *GENDER ANALYSIS OF COMMISSIONS AND BOARDS*



City and County of San Francisco  
London N. Breed  
Mayor

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



## Acknowledgements

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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.

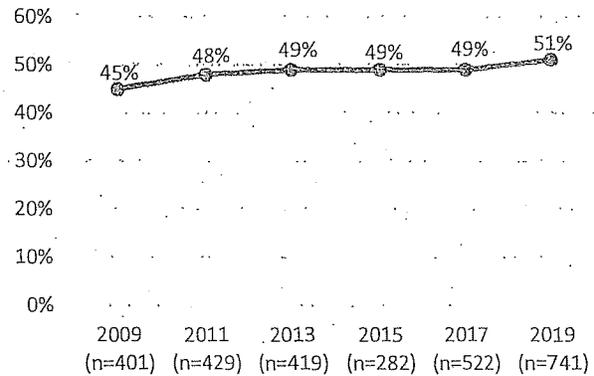
The *2019 Gender Analysis* evaluates the representation of women; people of color; lesbian, gay, bisexual, transgender, queer, and questioning (LGBTQ) individuals; people with disabilities; and veterans on San Francisco policy bodies.

### 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



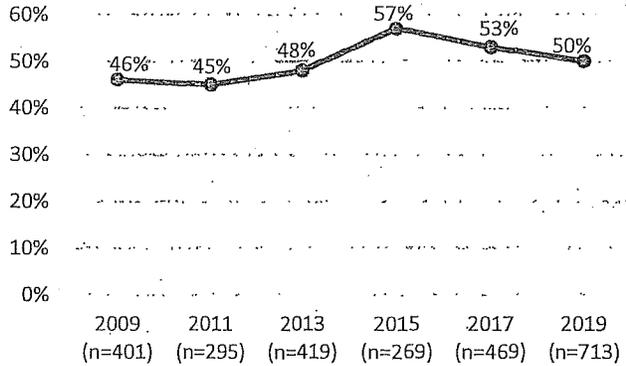
Source: SF DOSW Data Collection & Analysis.

<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**

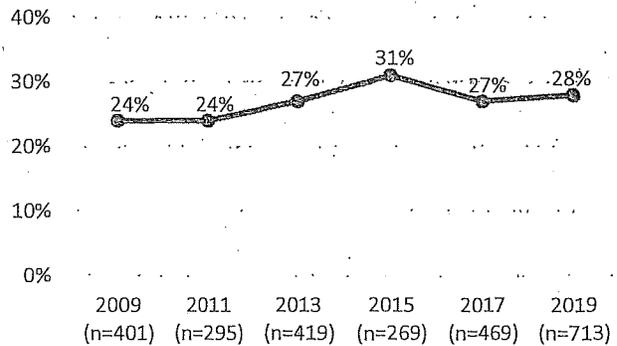


Source: SF DOSW Data Collection & Analysis.

**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\\$anc=JD\\_Chapter33A](http://library.amlegal.com/nxt/gateway.dll/California/administrative/chapter33alocalimplementationoftheunited?f=templates$fn=default.htm$3.0$vid=amlegal:sanfrancisco_ca$anc=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%                       |

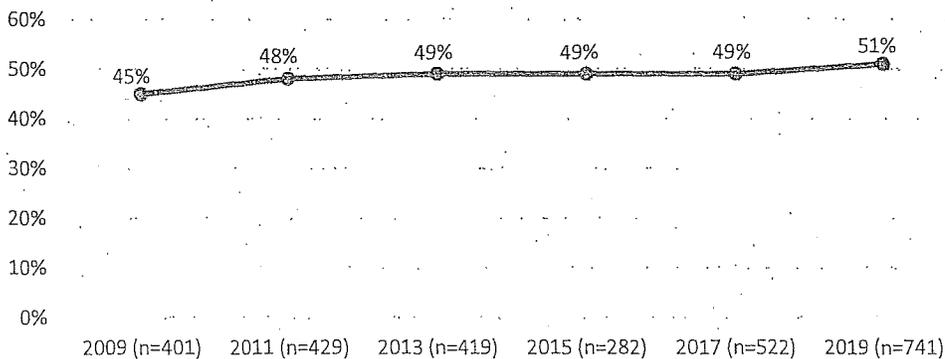
Source: SF DOSW Data Collection & Analysis.

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.

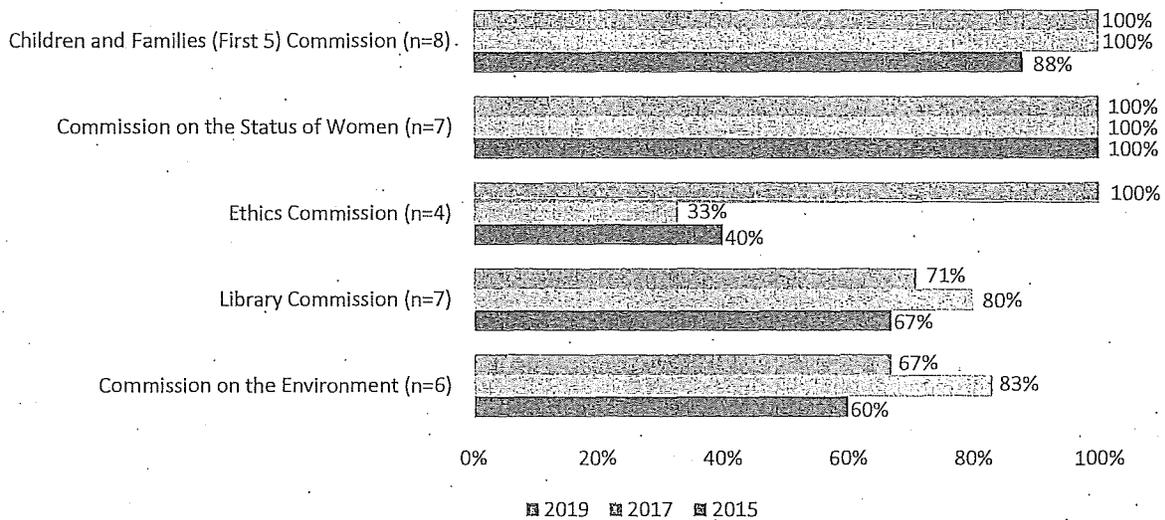
Figure 2: 10-Year Comparison of Representation of Women on Policy Bodies



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 2017. 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.

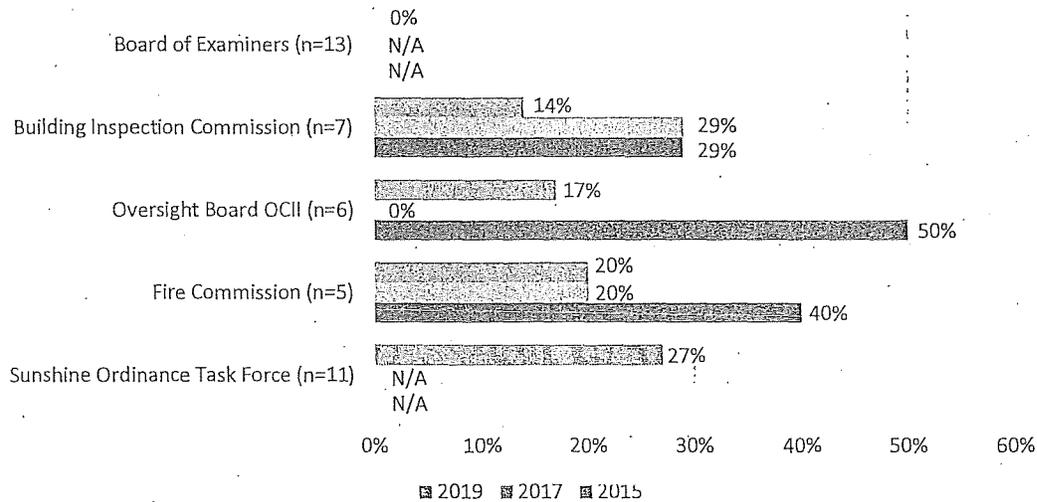
**Figure 3: Commissions and Boards with Highest Percentages of Women, 2019 Compared to 2017, 2015**



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.

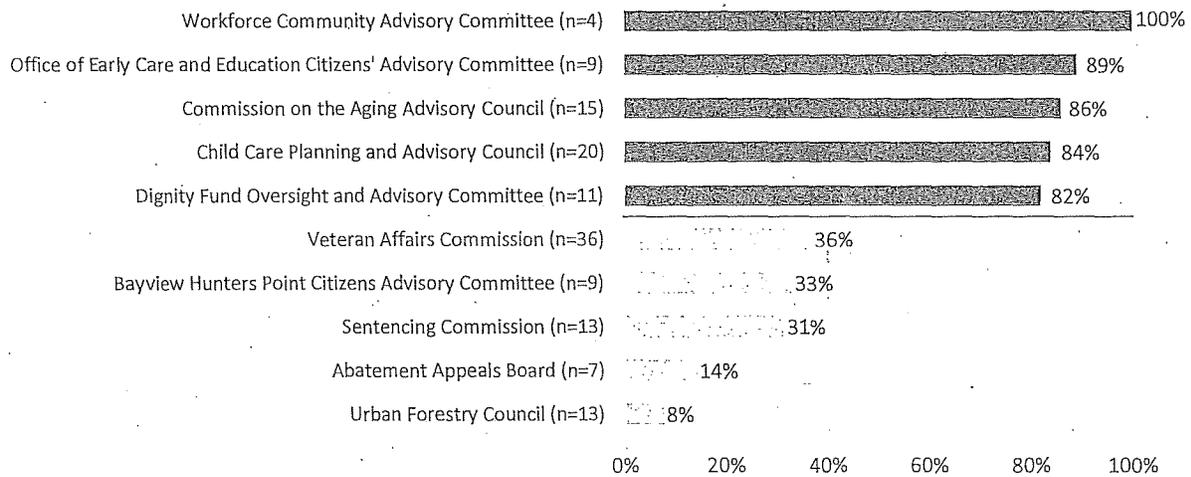
**Figure 4: Commissions and Boards with Lowest Percentage of Women, 2019 Compared to 2017, 2015**



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**

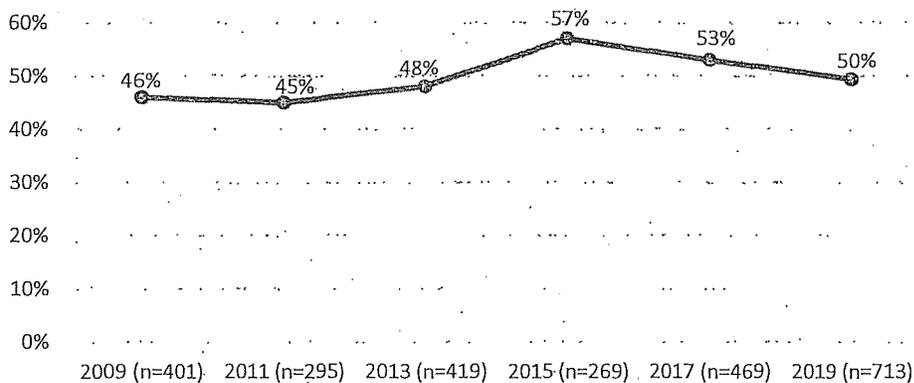


Source: SF DOSW Data Collection & Analysis.

## 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>

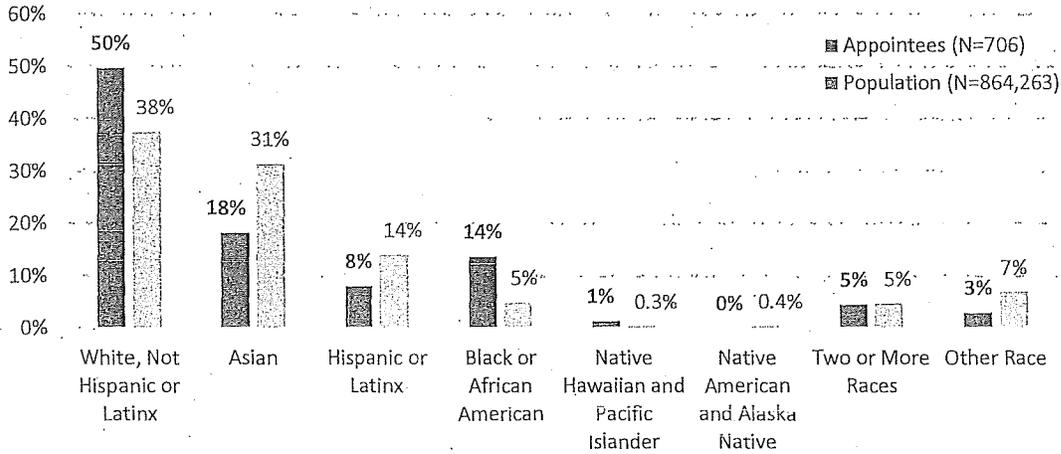
Considerably underrepresented racial and ethnic groups on San Francisco policy bodies compared to the San Francisco population are individuals who identify as Asian or Latinx. While Asians are 31% of the San Francisco population, they only make up 18% of appointees. While the Latinx population of San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

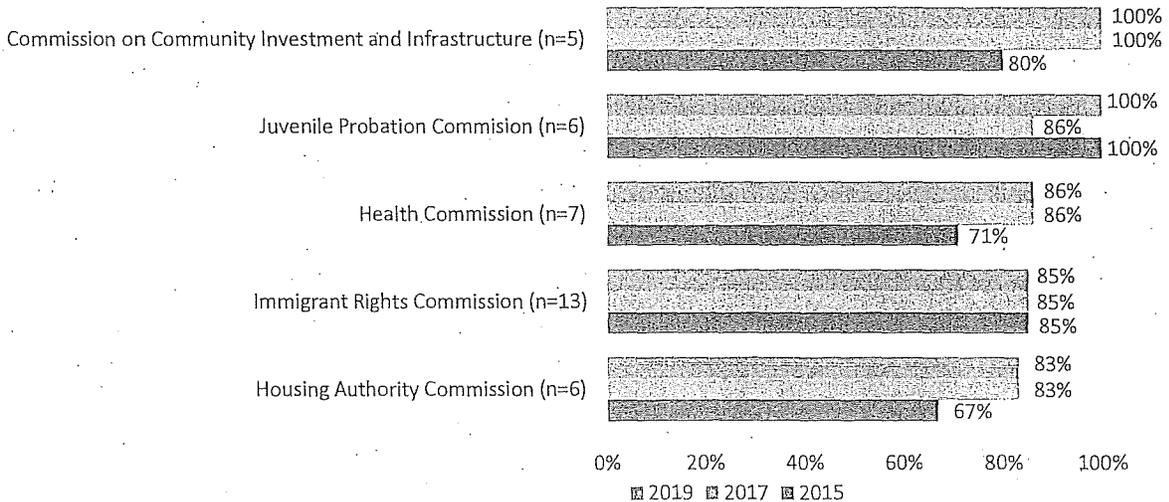
**Figure 7: Race and Ethnicity of Appointees Compared to San Francisco Population, 2019**



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.

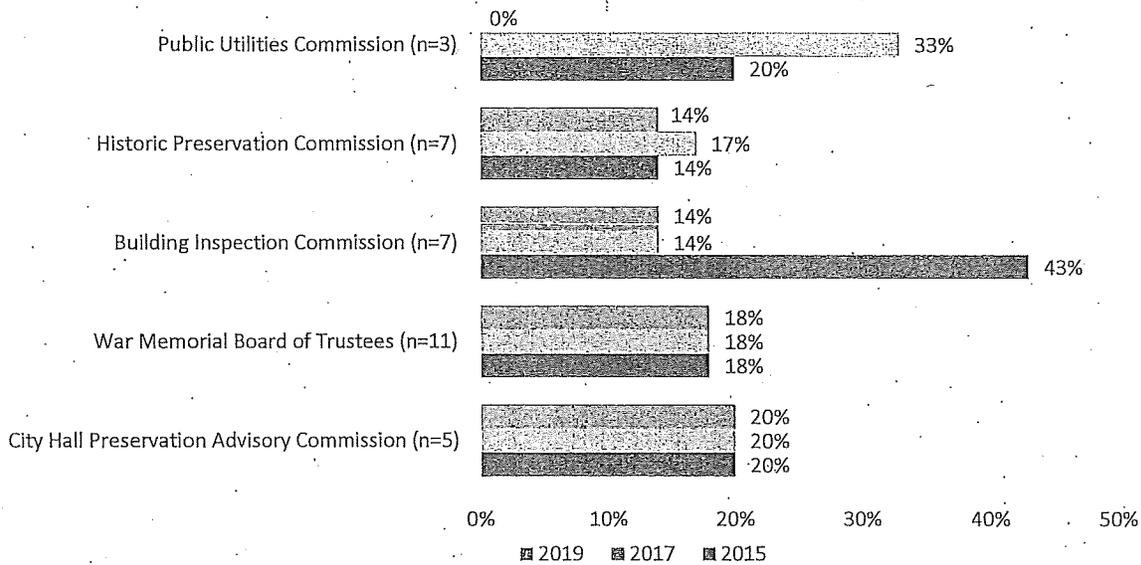
**Figure 8: Commissions and Boards with Highest Percentage of People of Color, 2019 Compared to 2017, 2015**



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.

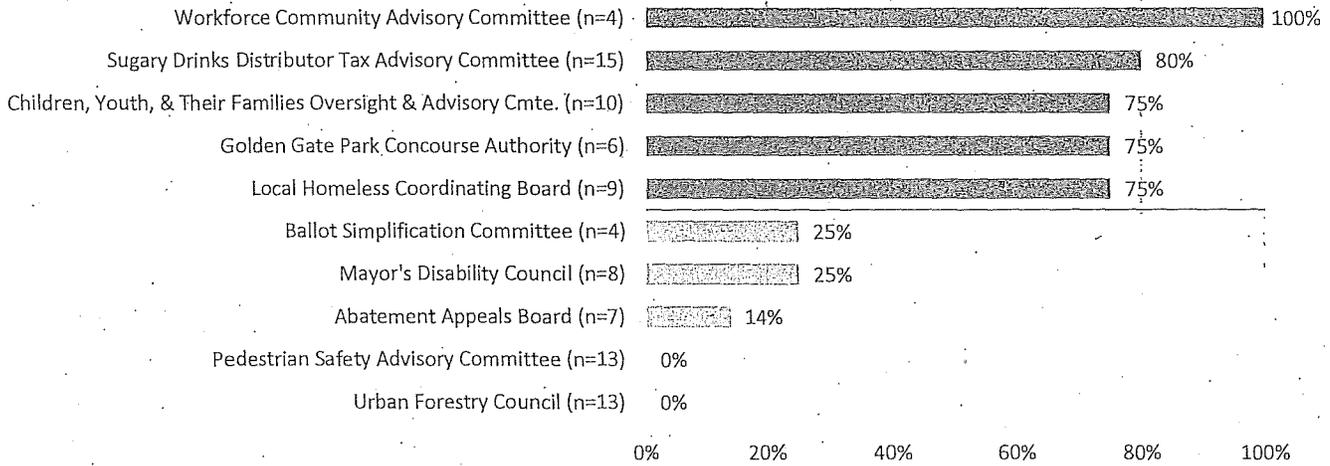
**Figure 9: Commissions and Boards with Lowest Percentage of People of Color, 2019 Compared to 2017, 2015**



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**

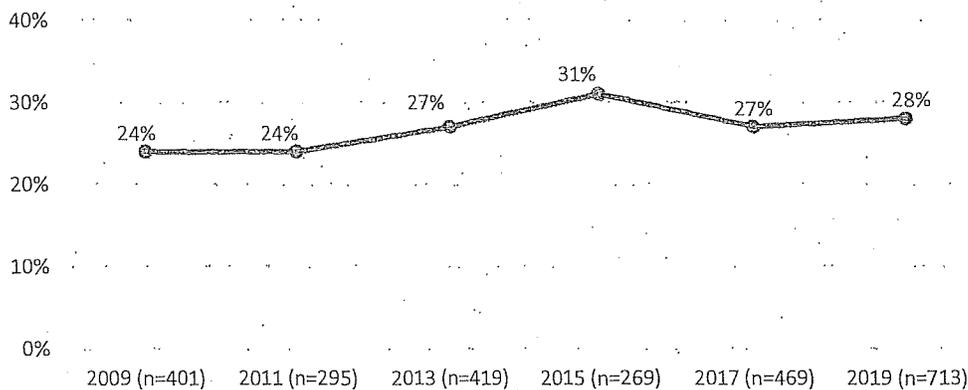


Source: SF DOSW Data Collection & Analysis.

**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.

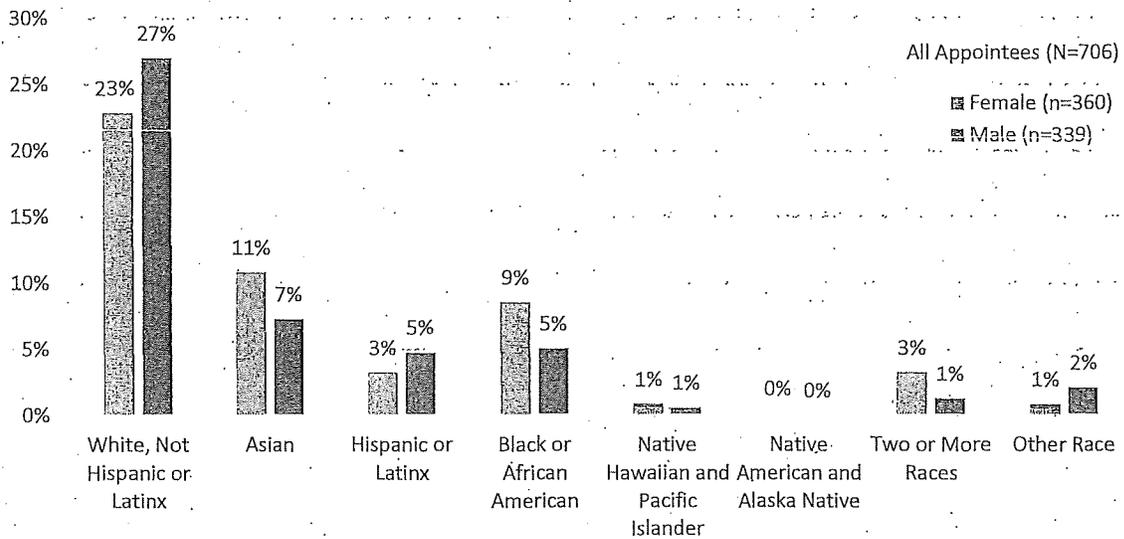
**Figure 11: 10-Year Comparison of Representation of Women of Color on Policy Bodies**



Source: SF DOSW Data Collection & Analysis.

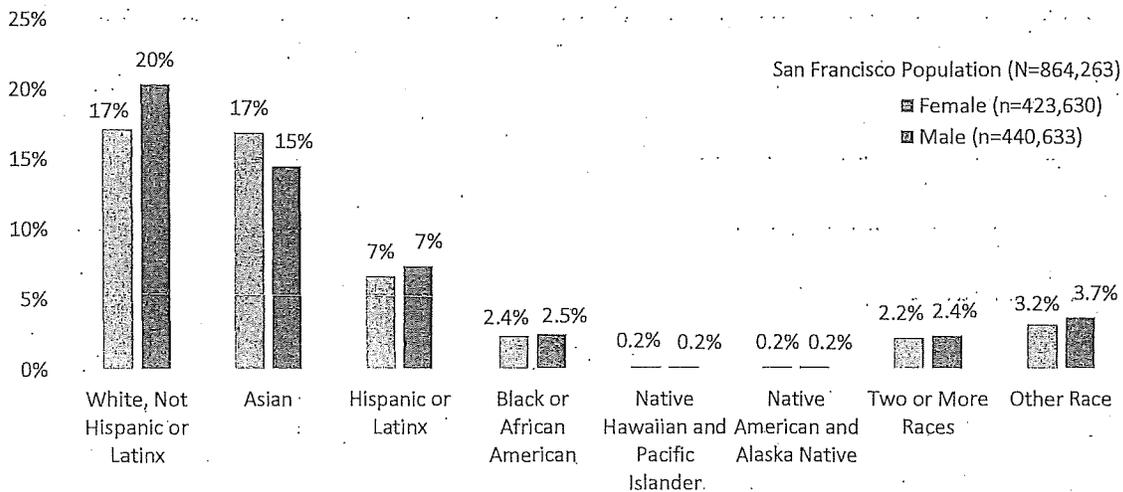
The following figures present the breakdown for appointees and the San Francisco population by race and ethnicity and gender. White men and women are overrepresented, holding 27% and 23% of appointments, respectively, compared to 20% and 17% of the population, respectively. Asian men and women are both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

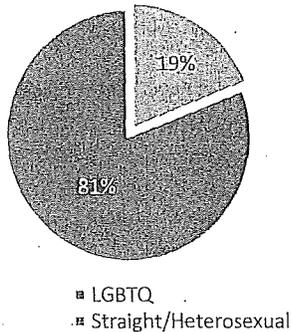
## D. LGBTQ Identity

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

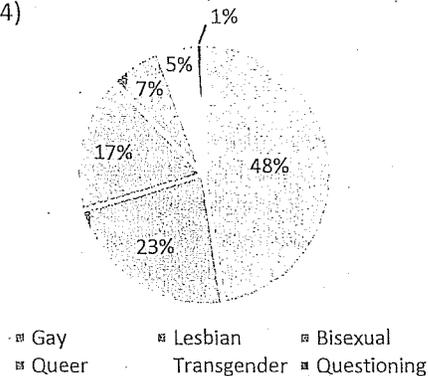
(N=548)



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 714 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)

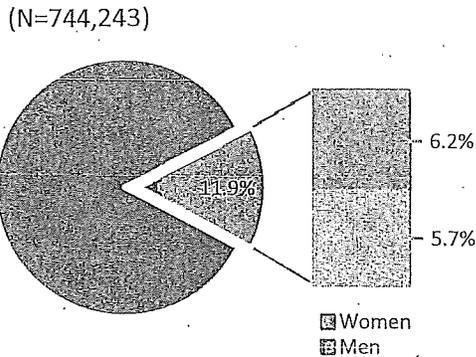
<https://news.gallup.com/poll/234863/estimate-lgbt-population-rises.aspx>.

<sup>6</sup> Gary J. Gates and Frank Newport, "San Francisco Metro Area Ranks Highest in LGBT 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).

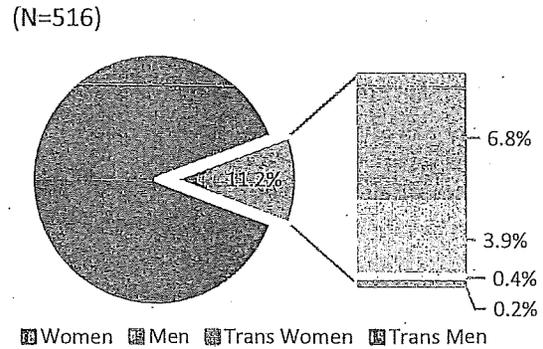
or more disabilities, which is near parity with the San Francisco population. Of the 11.2% appointees with one or more disabilities, 6.8% are women, 3.9% are men, 0.4% are trans women, and 0.2% are trans men.

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



Source: 2017 American Community Survey 5-Year Estimates.

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

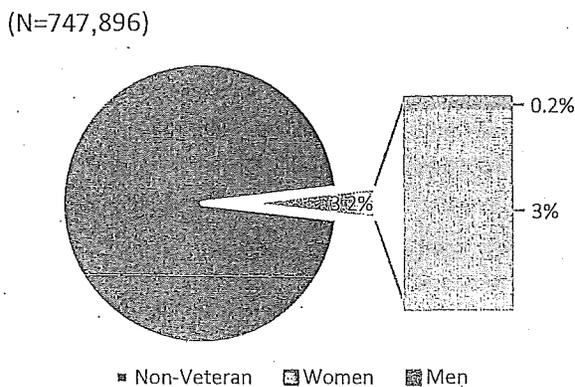


Source: SF DOSW Data Collection & Analysis.

## F. Veteran Status

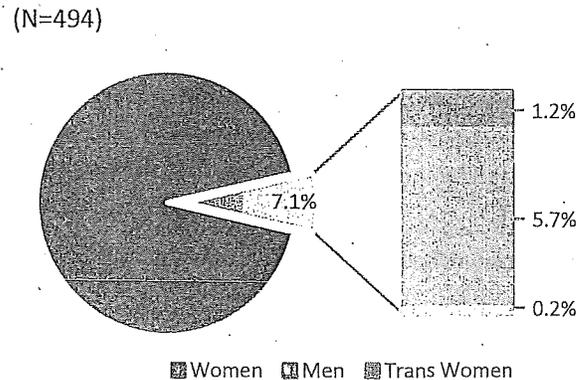
Overall, 3.2% of the adult population in San Francisco has served in the military. There is a considerable difference by gender, as male veterans are 3% and female veterans are 0.2% of the population. Data on veteran status was obtained from 494, or 67%, of appointees who participated in the survey. 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**



Source: 2017 American Community Survey 5-Year Estimates.

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



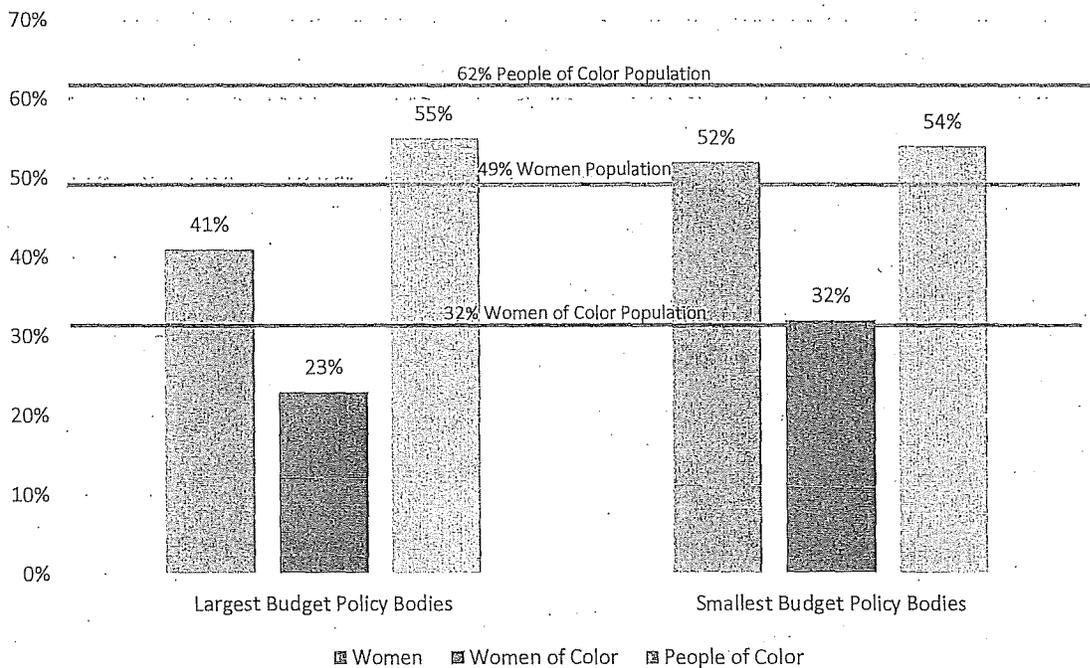
Source: SF DOSW Data Collection & Analysis.

## 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

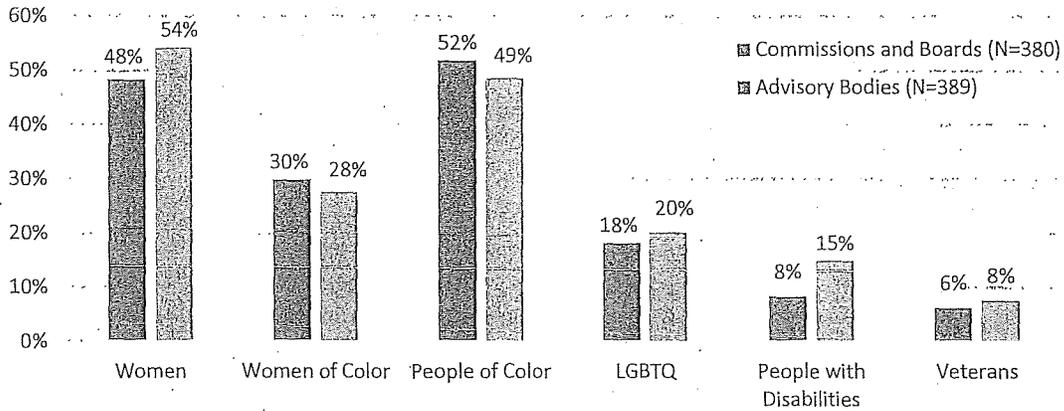
| Body                                  | FY18-19 Budget      | Total Seats | Filled Seats | Women      | Women of color | People of Color |
|---------------------------------------|---------------------|-------------|--------------|------------|----------------|-----------------|
| Rent Board Commission                 | \$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

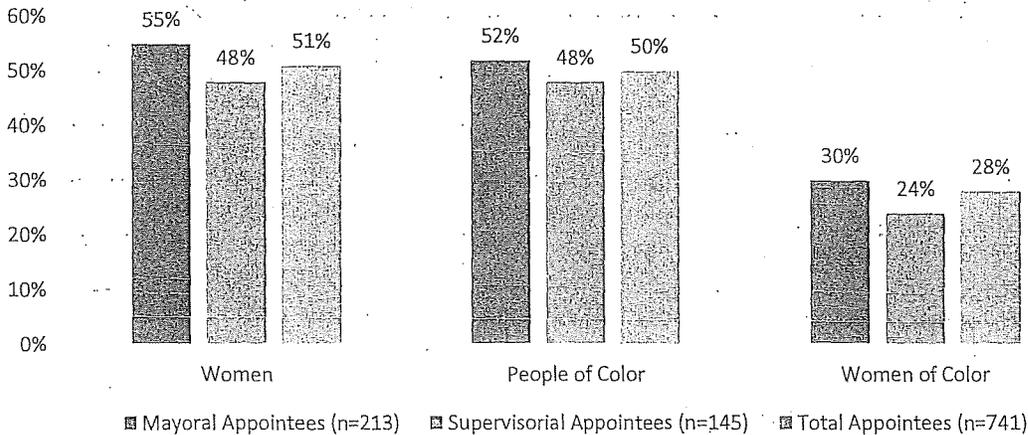


Source: SF DOSW Data Collection & Analysis.

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

Source: 2017 American Community Survey 5-Year Estimates.

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

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

Source: 2017 American Community Survey 5-Year Estimates.

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