

BOARD of SUPERVISORS



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

MEMORANDUM

RULES COMMITTEE

SAN FRANCISCO BOARD OF SUPERVISORS

TO: Supervisor Aaron Peskin, Chair
Rules Committee

FROM: Victor Young, Assistant Clerk *Victor Young*

DATE: December 13, 2021

SUBJECT: **COMMITTEE REPORT, BOARD MEETING**
Tuesday, December 14, 2021

The following file should be presented as a **COMMITTEE REPORT** at the Board Meeting on Tuesday, December 14, 2021. This item was acted upon at the Rules Committee Meeting on Monday, December 13, 2021, at 10:00 a.m., by the votes indicated.

Item No. 35 File No. 210419

[Appointment, Police Commission - Jesus Gabriel Yanez

Motion confirming the appointment of Jesus Gabriel Yanez, term ending April 30, 2025, to the Police Commission.

RECOMMENDED AS AMENDED AS A COMMITTEE REPORT

Vote: Supervisor Rafael Mandelman - Aye
Supervisor Connie Chan - Aye
Supervisor Aaron Peskin - Aye

c: Board of Supervisors
Angela Calvillo, Clerk of the Board
Alisa Somera, Legislative Deputy Director
Anne Pearson, Deputy City Attorney

File No. 210419

Committee Item No. 1

Board Item No. _____

COMMITTEE/BOARD OF SUPERVISORS

AGENDA PACKET CONTENTS LIST

Committee: Rules Committee

Date Dec. 13, 2021

Board of Supervisors Meeting

Date _____

Cmte Board

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

OTHER (Use back side if additional space is needed)

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

Completed by: Victor Young Date Dec. 9, 2021

Completed by: _____ Date _____

1 [Appointment, Police Commission - Jesus Gabriel Yanez]

2

3 **Motion confirming the appointment of Jesus Gabriel Yanez, term ending April 30, 2025,**
4 **to the Police Commission.**

5

6 MOVED, That the Board of Supervisors of the City and County of San Francisco does
7 hereby confirm the appointment of the hereinafter designated person to serve as a member
8 of the San Francisco Police Commission, pursuant to the provisions of Charter, Section
9 4.109, for the terms specified:

10 Jesus Gabriel Yanez, seat 3, succeeding Petra DeJesus, term expired, must be
11 nominated by the Board of Supervisors' Rules Committee or its successor and subject to
12 confirmation by the Board of Supervisors, for the unexpired portion of a four-year term
13 ending April 30, 2025.

14

15

16

17

18

19

20

21

22

23

24

25

BOARD of SUPERVISORS



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

Application for Boards, Commissions, Committees, & Task Forces

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

Seat # (see Vacancy Notice for qualifications): 3

Full Name: David Rizk

[Redacted] Zip Code: 94102
Occupation: Attorney

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

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

Business Email: david_rizk@fd.org Home Email: [Redacted]

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

Check All That Apply:

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

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

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

See attachment

Business and/or Professional Experience:

See attachment

Civic Activities:

See attachment

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

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

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

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

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

FOR OFFICE USE ONLY:

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

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

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

Business and/or Professional Experience:

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

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

Civic Activities:

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

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

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

DAVID W. RIZK

Professional Experience

Federal Public Defender's Office

2018-present

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

Bar Association of San Francisco

2017-present

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

BART Police Department Citizen Review Board

2015-present

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

Keker, Van Nest & Peters LLP

2012-2013, 2014-2018

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

Chambers of Circuit Judge Jacqueline Nguyen

2013-2014

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

Chambers of Chief District Judge Richard Seeborg

2011-2012

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

Electronic Frontier Foundation

Jan.-May 2011

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

Federal Trade Commission

June-Aug. 2008

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

Education

Stanford Law School

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

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

Harvard College

B.A., magna cum laude, 2006

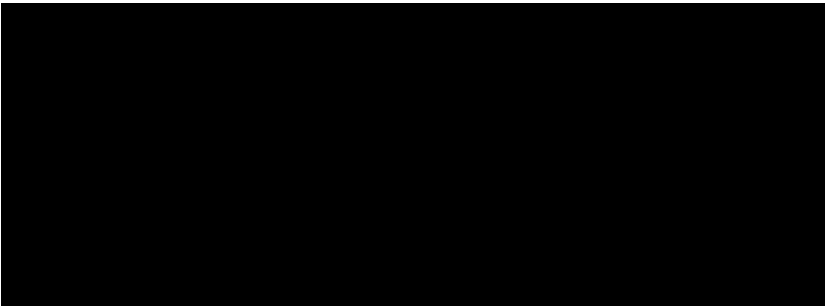
Senior Thesis awarded High Honors, English & American Literature and Language. John Harvard and Harvard College Scholarships for academic achievement. The Dean's List. Poetry Editor, *The Harvard Advocate*. Editorials Editor, *The Harvard Crimson*.

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

Dear Commissioners:

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

Regards,
David Rizk



STATEMENT OF ECONOMIC INTERESTS
COVER PAGE
A PUBLIC DOCUMENT

Please type or print in ink.

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

1. Office, Agency, or Court

Agency Name (Do not use acronyms)

San Francisco Police Commission

Division, Board, Department, District, if applicable

Your Position

Member

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

Agency: _____ Position: _____

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

State

Judge, Retired Judge, Pro Tem Judge, or Court Commissioner
(Statewide Jurisdiction)

Multi-County _____

County of _____

City of San Francisco

Other _____

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

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

Leaving Office: Date Left ____/____/_____
(Check one circle.)

-or-

The period covered is ____/____/_____, through
December 31, 2020.

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

-or-

The period covered is ____/____/_____, through
the date of leaving office.

Assuming Office: Date assumed ____/____/_____
and office sought, if different than Part 1: _____

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

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

Schedules attached

Schedule A-1 - Investments - schedule attached

Schedule C - Income, Loans, & Business Positions - schedule attached

Schedule A-2 - Investments - schedule attached

Schedule D - Income - Gifts - schedule attached

Schedule B - Real Property - schedule attached

Schedule E - Income - Gifts - Travel Payments - schedule attached

-or- None - No reportable interests on any schedule

5. Verification

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

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

Date Signed 12.02.21
(month, day, year)

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

Print

Clear

SCHEDULE A-1

Investments

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

Investments must be itemized.

Do not attach brokerage or financial statements.

Name

▶ NAME OF BUSINESS ENTITY
Apple Inc.

GENERAL DESCRIPTION OF THIS BUSINESS
Technology

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

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

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

▶ NAME OF BUSINESS ENTITY
Coterra Energy Inc.

GENERAL DESCRIPTION OF THIS BUSINESS
Energy

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

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

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

▶ NAME OF BUSINESS ENTITY
Abbvie Inc.

GENERAL DESCRIPTION OF THIS BUSINESS
Pharmaceuticals

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

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

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

▶ NAME OF BUSINESS ENTITY

GENERAL DESCRIPTION OF THIS BUSINESS

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

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

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

▶ NAME OF BUSINESS ENTITY
Abbot Laboratories

GENERAL DESCRIPTION OF THIS BUSINESS
Pharmaceuticals

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

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

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

▶ NAME OF BUSINESS ENTITY

GENERAL DESCRIPTION OF THIS BUSINESS

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

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

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

Comments: _____

SCHEDULE C

Income, Loans, & Business Positions

(Other than Gifts and Travel Payments)

CALIFORNIA FORM 700
FAIR POLITICAL PRACTICES COMMISSION

Name _____

▶ 1. INCOME RECEIVED

NAME OF SOURCE OF INCOME _____

ADDRESS (Business Address Acceptable) _____

BUSINESS ACTIVITY, IF ANY, OF SOURCE _____

YOUR BUSINESS POSITION _____

GROSS INCOME RECEIVED No Income - Business Position Only

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

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

CONSIDERATION FOR WHICH INCOME WAS RECEIVED

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

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

Sale of _____
(Real property, car, boat, etc.)

Loan repayment

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

Other _____
(Describe)

▶ 1. INCOME RECEIVED

NAME OF SOURCE OF INCOME _____

ADDRESS (Business Address Acceptable) _____

BUSINESS ACTIVITY, IF ANY, OF SOURCE _____

YOUR BUSINESS POSITION _____

GROSS INCOME RECEIVED No Income - Business Position Only

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

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

CONSIDERATION FOR WHICH INCOME WAS RECEIVED

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

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

Sale of _____
(Real property, car, boat, etc.)

Loan repayment

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

Other _____
(Describe)

▶ 2. LOANS RECEIVED OR OUTSTANDING DURING THE REPORTING PERIOD

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

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

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

BUSINESS ACTIVITY, IF ANY, OF LENDER
Home Mortgage

HIGHEST BALANCE DURING REPORTING PERIOD

\$500 - \$1,000

\$1,001 - \$10,000

\$10,001 - \$100,000

OVER \$100,000

INTEREST RATE 3.0% % None

TERM (Months/Years) 6 ARM

SECURITY FOR LOAN

None Personal residence

Real Property _____
Street address

_____ City

Guarantor _____

Other _____
(Describe)

Comments: Index change of 0.86840%

BOARD of SUPERVISORS



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

Application for Boards, Commissions, Committees, & Task Forces

Police Commission

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

Seat # (see Vacancy Notice for qualifications): 3 _____

Full Name: Jesus Gabriel Yanez _____

Home Address: _____ Zip Code: 94110

Home Phone: _____ Occupation: Consultant

Work Phone: 415 816 9128 Employer: Self-employed

Business Address: 157 Capp Street _____ Zip Code: _____

Business Email: elxchui@gmail.com _____ Home Email: _____

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

Check All That Apply:

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

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

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

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

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

Business and/or Professional Experience:

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

Civic Activities:

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

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

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

Date: 11/19/2021

Applicant's Signature (required):



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

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

FOR OFFICE USE ONLY:

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

**STATEMENT OF ECONOMIC INTERESTS
COVER PAGE
A PUBLIC DOCUMENT**

Date Initial Filing Received
Filing Official Use Only

Please type or print in ink.

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

1. Office, Agency, or Court

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

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

Agency: _____ Position: _____

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

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

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

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

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

Schedules attached

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

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

5. Verification

MAILING ADDRESS STREET CITY STATE ZIP CODE



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

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

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

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

Print Clear

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

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

Comments: _____

▶ 2. LOANS RECEIVED OR OUTSTANDING DURING THE REPORTING PERIOD	
* You are not required to report loans from a commercial lending institution, or any indebtedness created as part of a retail installment or credit card transaction, made in the lender's regular course of business on terms available to members of the public without regard to your official status. Personal loans and loans received not in a lender's regular course of business must be disclosed as follows:	
NAME OF LENDER* _____	INTEREST RATE _____% <input type="checkbox"/> None
ADDRESS (Business Address Acceptable) _____	TERM (Months/Years) _____
BUSINESS ACTIVITY, IF ANY, OF LENDER _____	SECURITY FOR LOAN <input type="checkbox"/> None <input type="checkbox"/> Personal residence
HIGHEST BALANCE DURING REPORTING PERIOD <input type="checkbox"/> \$500 - \$1,000 <input type="checkbox"/> \$1,001 - \$10,000 <input type="checkbox"/> \$10,001 - \$100,000 <input type="checkbox"/> OVER \$100,000	<input type="checkbox"/> Real Property _____ <small>Street address</small> _____ <small>City</small>
	<input type="checkbox"/> Guarantor _____
	<input type="checkbox"/> Other _____ <small>(Describe)</small>

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

Print **Clear**

Member, Board of Supervisors
District 9



City and County of San Francisco

HILLARY RONEN

November 29, 2021

Rules Committee, Board of Supervisors

Dear Chair Peskin, Committee members Mandelman and Chan:

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

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

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

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

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

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

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

Thank you for your consideration.

Sincerely,

A handwritten signature in blue ink that reads "Hillary Ronen". The signature is written in a cursive, flowing style.

Hillary Ronen, District 9 Supervisor

San Francisco Board of Supervisors

cc: Victor Young, Clerk, Rules Committee



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

Application for Boards, Commissions, Committees, & Task Forces

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

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

Name: Stephen Schwartz

[Redacted] F, CA Zip: 94133

Occupation: Human Rights Investigator

Work Phone: _____ Employer: Center for Islamic Pluralism

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

Business E-Mail: _____ Home E-Mail: [Redacted]

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

Check All That Apply:

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

18 years of age or older: Yes No

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

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

Business and/or professional experience:

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

Civic Activities:

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

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

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

Date: 6/19/2021 Applicant's Signature: (required) Stephen Schwartz
(Manually sign or type your complete name.
NOTE: By typing your complete name, you are hereby consenting to use of electronic signature.)

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

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

COVER PAGE

A PUBLIC DOCUMENT

Please type or print in ink.

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

1. Office, Agency, or Court

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

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

Agency: _____ Position: _____

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

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

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

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

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

Schedules attached

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

-or- None - No reportable interests on any schedule

5. Verification

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



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

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

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

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

San Francisco
BOARD OF SUPERVISORS

Date Printed: March 13, 2017

Date Established: December 5, 2003

Active

POLICE COMMISSION

Contact and Address:

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

Phone: (415) 837-7070

Fax: (415) 575-6083

Email: sfpd.commission@sfgov.org

Authority:

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

Board Qualifications:

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

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

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

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

San Francisco
BOARD OF SUPERVISORS

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

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

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

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

Reports: None

Sunset Date: None

BOARD of SUPERVISORS



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

VACANCY NOTICE

POLICE COMMISSION

Replaces All Previous Notices

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

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

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

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

Reports: None.

Sunset Date: None.

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

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


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

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

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

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

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



Angela Calvillo
Clerk of the Board

vy:em:ams

DATED/POSTED: February 26, 2021

GENDER ANALYSIS OF COMMISSIONS AND BOARDS



City and County of San Francisco
London N. Breed
Mayor

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



Acknowledgements

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

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

San Francisco Commission on the Status of Women

President Debbie Mesloh

Vice President Breanna Zwart

Commissioner Shokooh Miry

Commissioner Carrie Schwab-Pomerantz

Commissioner Andrea Shorter

Commissioner Julie D. Soo

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

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

Contents

Table of Figures	3
Executive Summary.....	4
I. Introduction	7
II. Gender Analysis Findings	8
A. Gender	8
B. Race and Ethnicity.....	11
C. Race and Ethnicity by Gender	14
D. LGBTQ Identity.....	16
E. Disability Status.....	16
F. Veteran Status.....	17
G. Policy Bodies by Budget.....	18
H. Comparison of Advisory Body and Commission and Board Demographics	19
I. Demographics of Mayoral, Supervisorial, and Total Appointees	20
III. Conclusion.....	21
IV. Methodology and Limitations.....	23
Appendix	24

Table of Figures

Figure 1: Summary Data of Policy Body Demographics, 2019.....	8
Figure 2: 10-Year Comparison of Representation of Women on Policy Bodies	8
Figure 3: Commissions and Boards with Highest Percentages of Women, 2019 Compared to 2017, 2015..	9
.....	9
Figure 4: Commissions and Boards with Lowest Percentage of Women, 2019 Compared to 2017, 2015..	10
.....	10
Figure 5: Advisory Bodies with the Highest and Lowest Percentage of Women, 2019.....	10
Figure 6: 10-Year Comparison of People of Color’s Representation of Policy Bodies.....	11
Figure 7: Race and Ethnicity of Appointees Compared to San Francisco Population, 2019.....	12
Figure 8: Commissions and Boards with Highest Percentage of People of Color, 2019 Compared to 2017, 2015	12
Figure 9: Commissions and Boards with Lowest Percentage of People of Color, 2019 Compared to 2017, 2015	13
Figure 10: Advisory Bodies with the Highest and Lowest Percentage of People of Color, 2019.....	14
Figure 11: 10-Year Comparison of Representation of Women of Color on Policy Bodies.....	14
Figure 12: Appointees by Race/Ethnicity and Gender, 2019	15
Figure 13: San Francisco Population by Race/Ethnicity, 2019	15
Figure 14: LGBTQ Identity of Appointees, 2019	16
Figure 15: LGBTQ Population of Appointees, 2019	16
Figure 16: San Francisco Adult Population with a Disability by Gender, 2017	17
Figure 17: Appointees with One or More Disabilities by Gender, 2019	17
Figure 18: San Francisco Adult Population with Military Service by Gender, 2017.....	17
Figure 19: Appointees with Military Service, 2019.....	17
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	18
Figure 21: Demographics of Commissions and Boards with Largest Budgets, 2019	19
Figure 22: Demographics of Commissions and Boards with Smallest Budgets, 2019	19
Figure 23: Demographics of Appointees on Commission and Boards and Advisory Bodies, 2019	20
Figure 24: Demographics of Mayoral, Supervisorial, and Total Appointees, 2019	20
Figure 25: Policy Body Demographics, 2019.....	24
Figure 26: San Francisco Population Estimates by Race/Ethnicity, 2017	26
Figure 27: San Francisco Population Estimates by Race/Ethnicity and Gender, 2017	26

Executive Summary

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

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

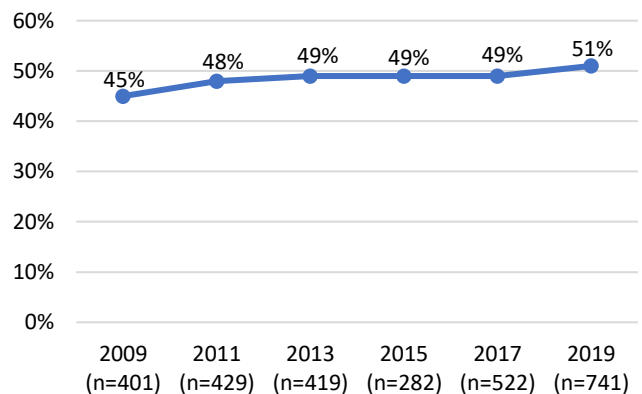
The *2019 Gender Analysis* evaluates the representation of women; people of color; lesbian, gay, bisexual, transgender, queer, and questioning (LGBTQ) individuals; people with disabilities; and veterans on San Francisco policy bodies.

Key Findings

Gender

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

10-Year Comparison of Representation of Women on Policy Bodies



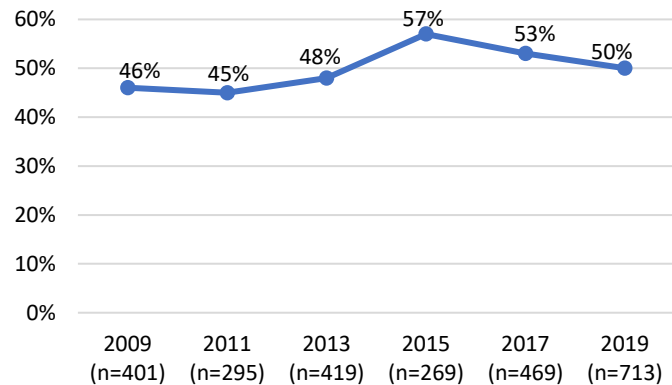
Source: SF DOSW Data Collection & Analysis.

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

Race and Ethnicity

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

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

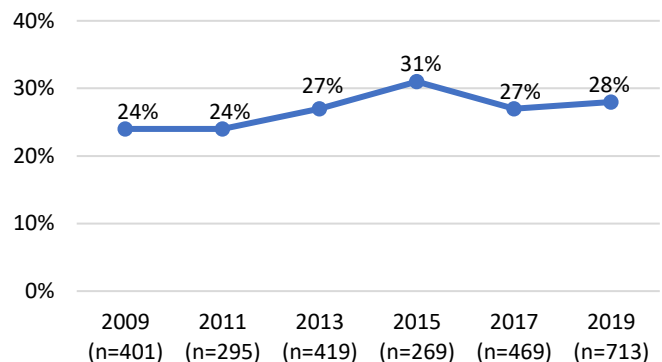


Source: SF DOSW Data Collection & Analysis.

Race and Ethnicity by Gender

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

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



Source: SF DOSW Data Collection & Analysis.

Additional Demographics

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

Proxies for Influence: Budget & Authority

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

Appointing Authorities

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

Demographics of Appointees Compared to the San Francisco Population

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

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

I. Introduction

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

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

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

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

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

II. Gender Analysis Findings

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

Figure 1: Summary Data of Policy Body Demographics, 2019

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

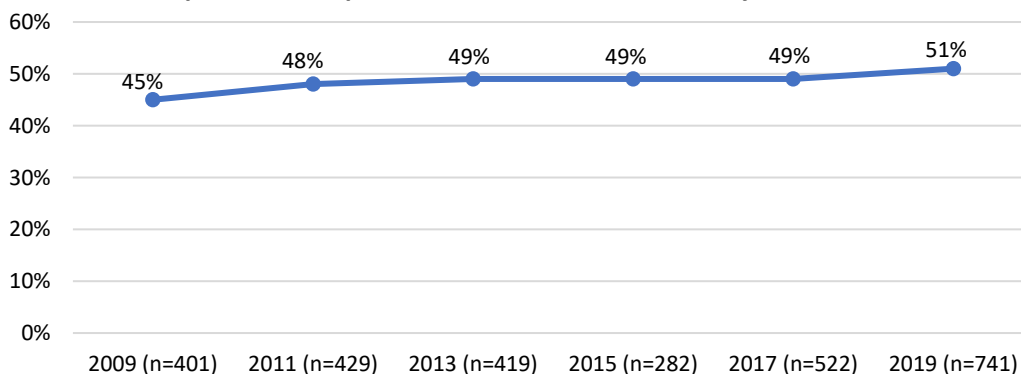
Source: SF DOSW Data Collection & Analysis.

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

A. Gender

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

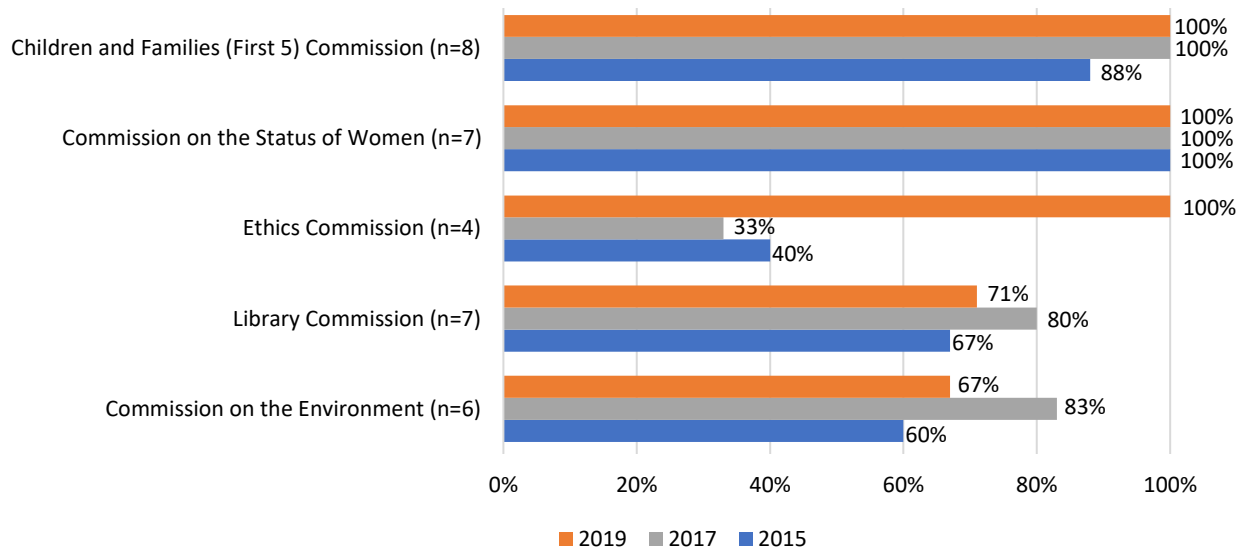
Figure 2: 10-Year Comparison of Representation of Women on Policy Bodies



Source: SF DOSW Data Collection & Analysis.

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

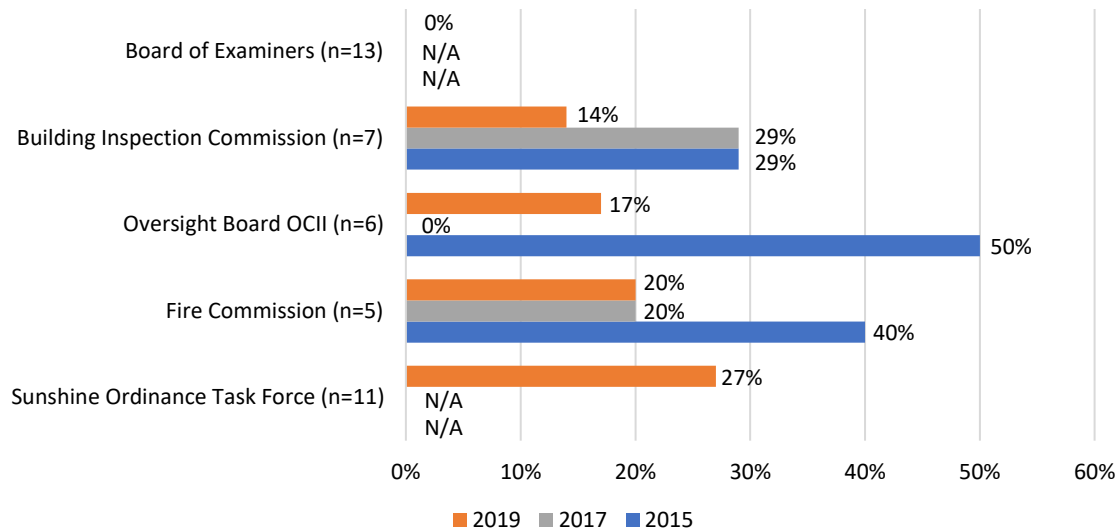
Figure 3: Commissions and Boards with Highest Percentages of Women, 2019 Compared to 2017, 2015



Source: SF DOSW Data Collection & Analysis.

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

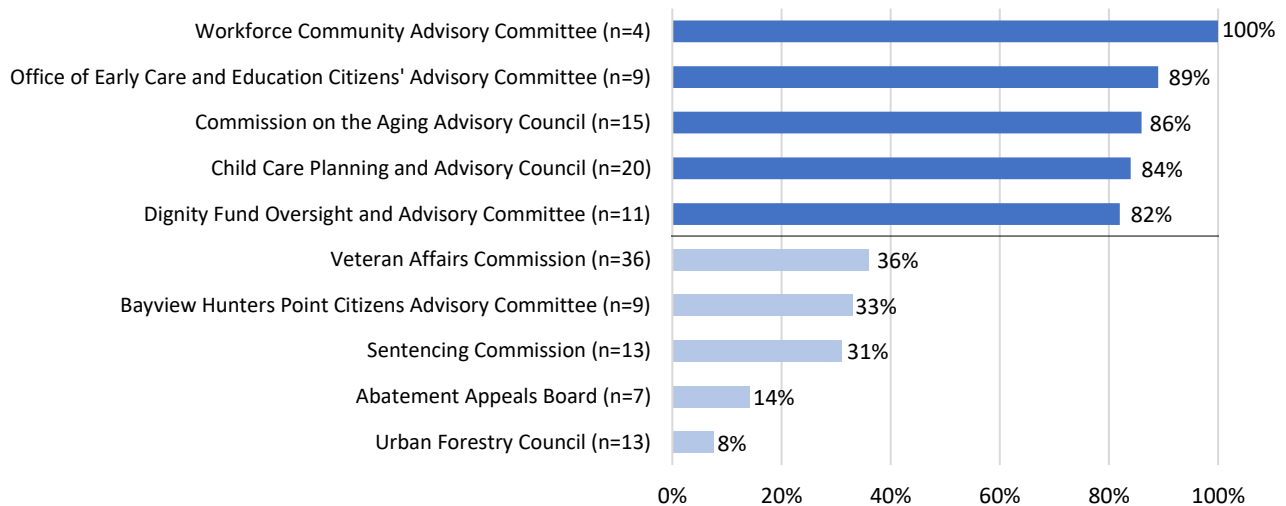
Figure 4: Commissions and Boards with Lowest Percentage of Women, 2019 Compared to 2017, 2015



Source: SF DOSW Data Collection & Analysis.

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

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

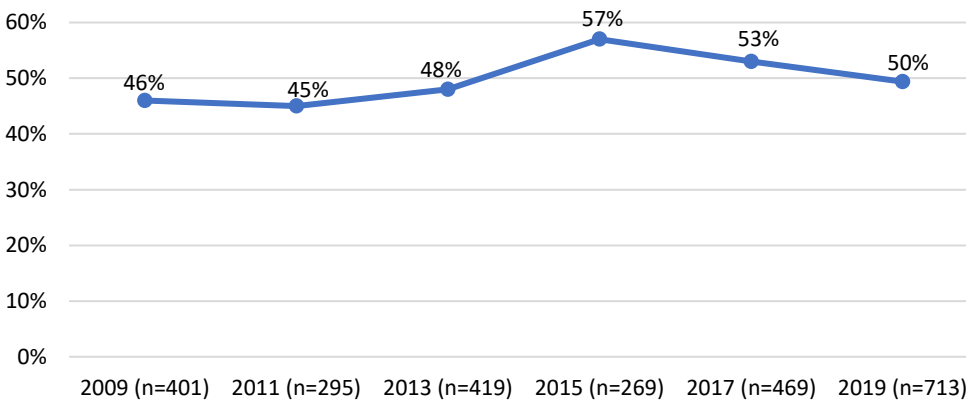


Source: SF DOSW Data Collection & Analysis.

B. Race and Ethnicity

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

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



Source: SF DOSW Data Collection & Analysis.

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

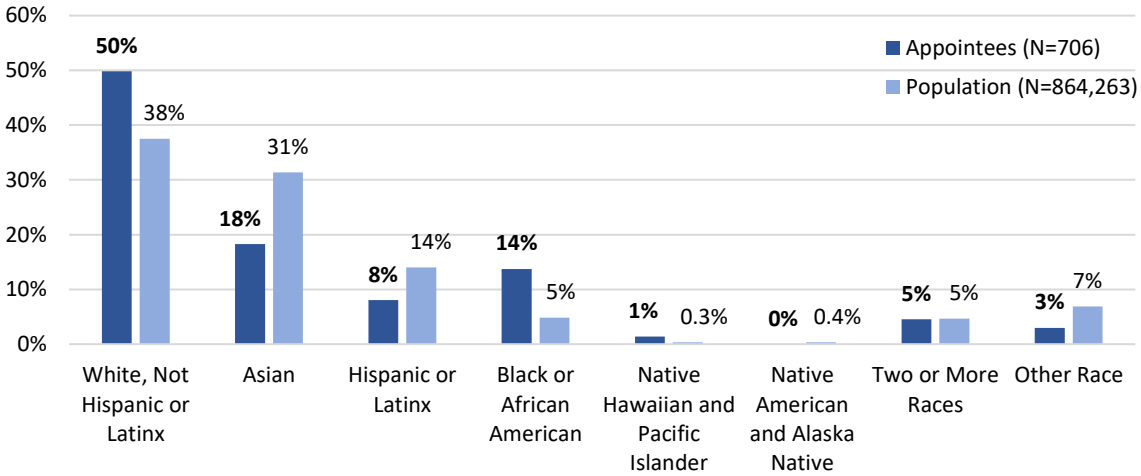
Considerably underrepresented racial and ethnic groups on San Francisco policy bodies compared to the San Francisco population are individuals who identify as Asian or Latinx. While Asians are 31% of the San Francisco population, they only make up 18% of appointees. While the Latinx population of San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

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

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

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

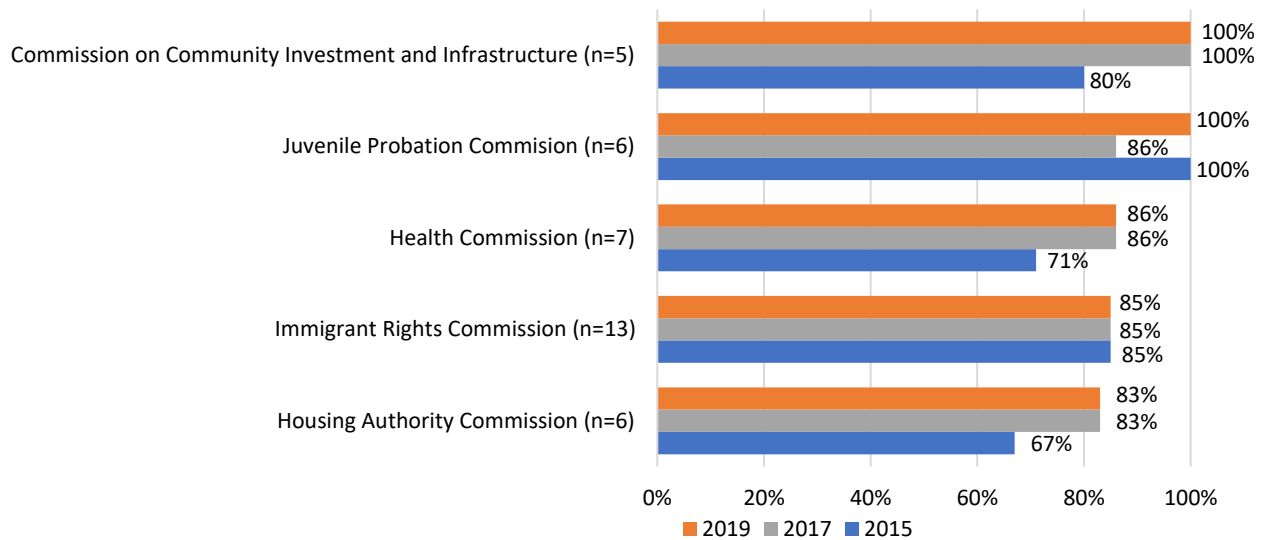
Figure 7: Race and Ethnicity of Appointees Compared to San Francisco Population, 2019



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

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

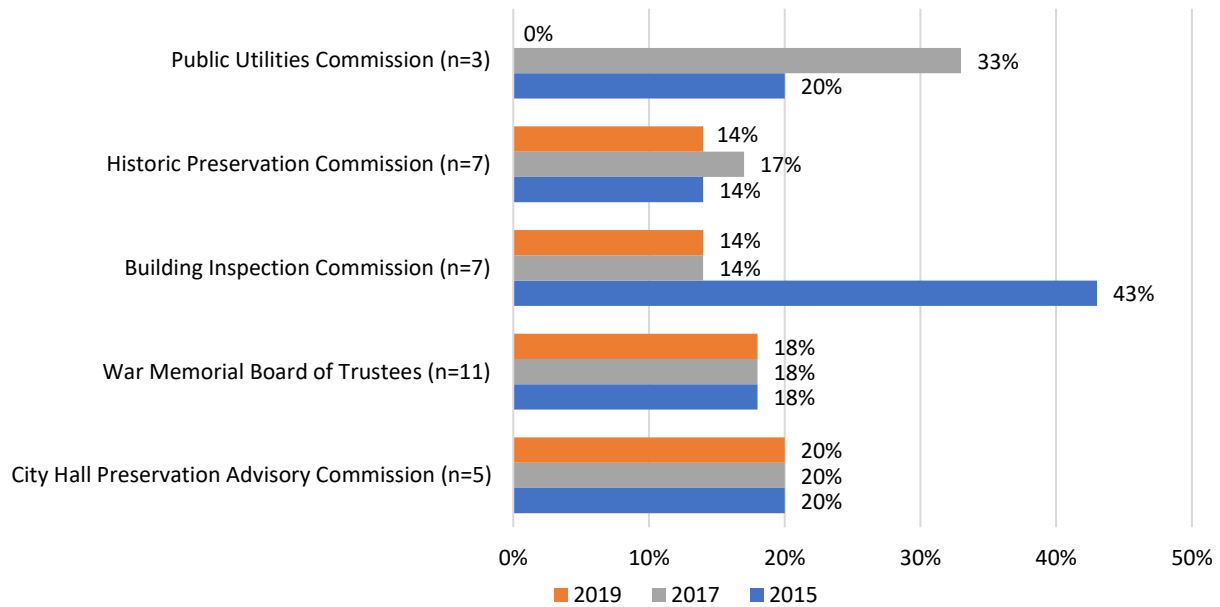
Figure 8: Commissions and Boards with Highest Percentage of People of Color, 2019 Compared to 2017, 2015



Source: SF DOSW Data Collection & Analysis.

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

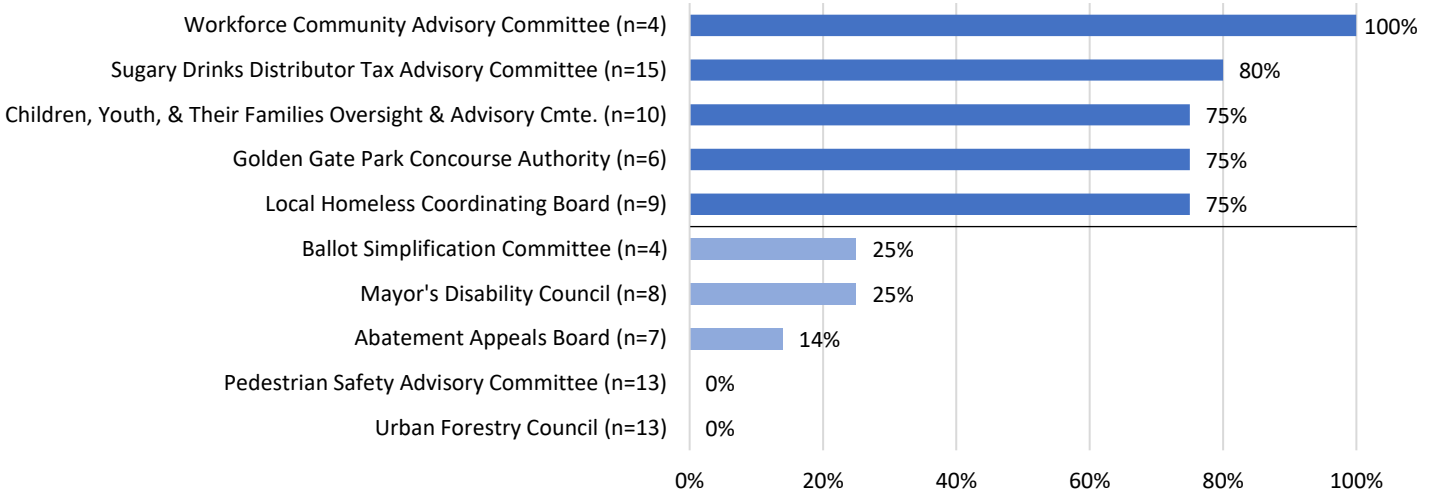
Figure 9: Commissions and Boards with Lowest Percentage of People of Color, 2019 Compared to 2017, 2015



Source: SF DOSW Data Collection & Analysis.

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

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

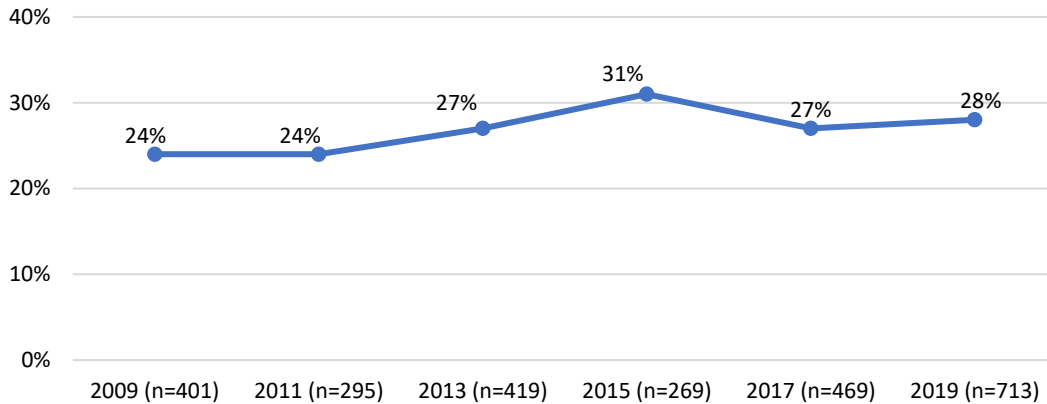


Source: SF DOSW Data Collection & Analysis.

C. Race and Ethnicity by Gender

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

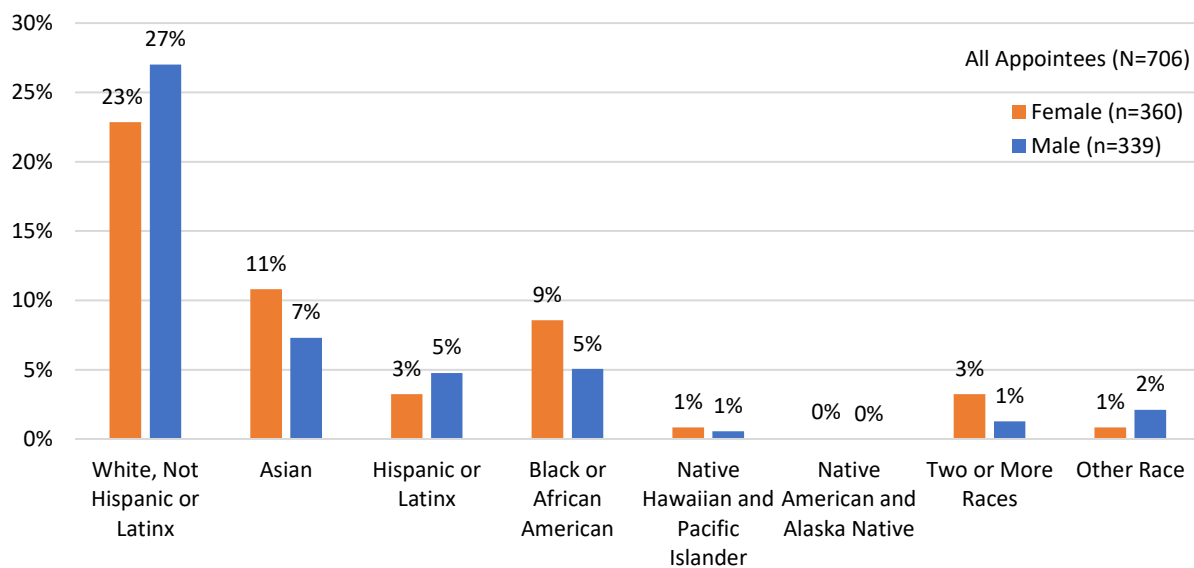
Figure 11: 10-Year Comparison of Representation of Women of Color on Policy Bodies



Source: SF DOSW Data Collection & Analysis.

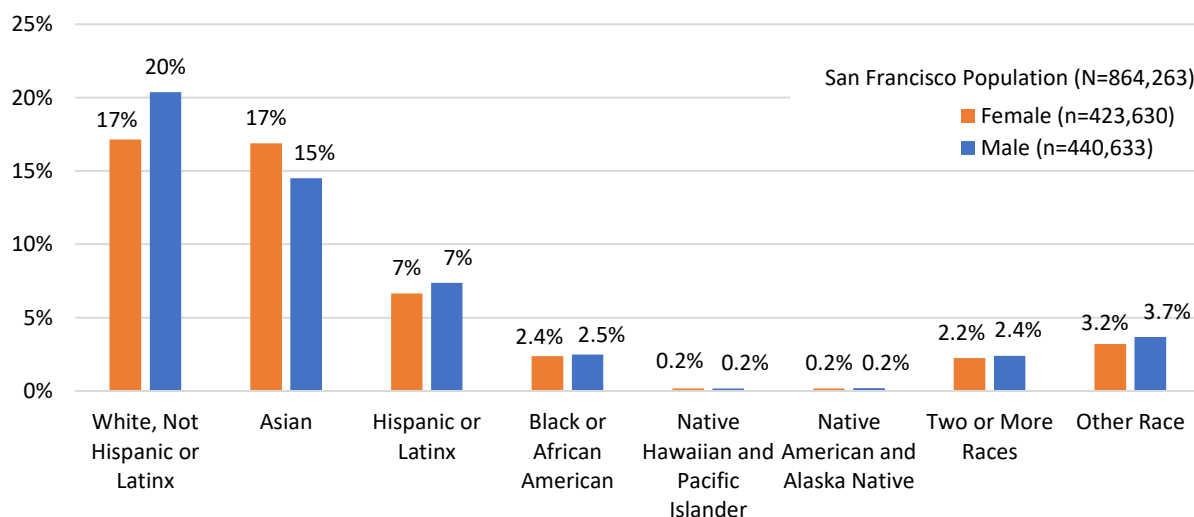
The following figures present the breakdown for appointees and the San Francisco population by race and ethnicity and gender. White men and women are overrepresented, holding 27% and 23% of appointments, respectively, compared to 20% and 17% of the population, respectively. Asian men and women are both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

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



Source: SF DOSW Data Collection & Analysis.

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



Source: 2017 American Community Survey 5-Year Estimates.

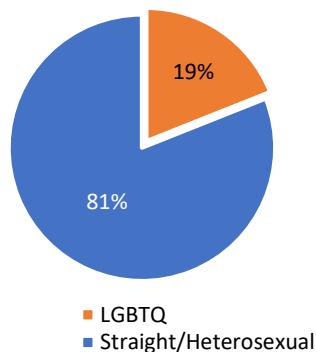
D. LGBTQ Identity

Lesbian, gay, bisexual, transgender, queer, and questioning (LGBTQ) identity data was collected from 548, or 75%, of the 741 surveyed appointees, which is much more data on LGBTQ identity compared to previous reports. Due to limited and outdated information on the population of the LGBTQ community in San Francisco, it is difficult to adequately assess the representation of the LGBTQ community. However, compared to available San Francisco, larger Bay Area, and national data, the LGBTQ community is well represented on San Francisco policy bodies. Recent research estimates the national LGBT population is 4.5%.⁵ The LGBT population of the San Francisco and greater Bay Area is estimated to rank the highest of U.S. cities at 6.2%,⁶ while a 2006 survey found that 15.4% of adults in San Francisco identify as LGBT.⁷

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

Figure 14: LGBTQ Identity of Appointees, 2019

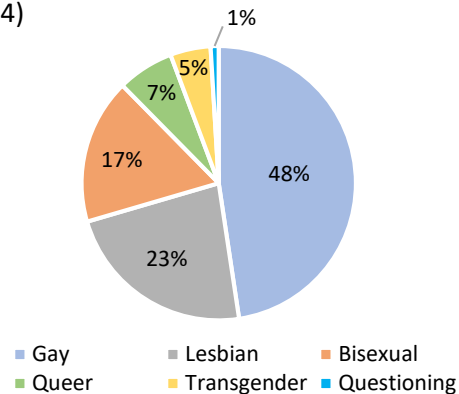
(N=548)



Source: SF DOSW Data Collection & Analysis.

Figure 15: LGBTQ Population of Appointees, 2019

(N=104)



Source: SF DOSW Data Collection & Analysis.

E. Disability Status

Overall, 12% of adults in San Francisco have one or more disabilities, and when broken down by gender, 6.2% are women and 5.7% are men. Disability data for transgender and gender non-conforming individuals in San Francisco is currently unavailable. Data on disability was obtained from 516, or 70%, of the 741 appointees who participated in the survey. Of the 516 appointees, 11.2% reported to have one

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

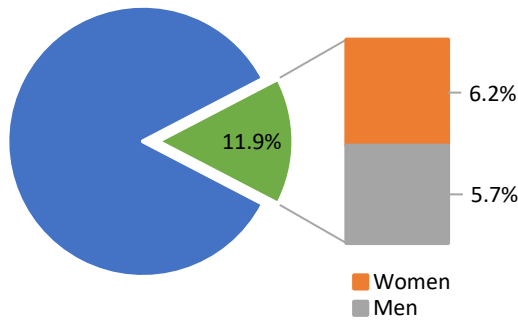
⁶ Gary J. Gates and Frank Newport, "San Francisco Metro Area Ranks Highest in LGBT Percentage," *GALLUP* (March 20, 2015) https://news.gallup.com/poll/182051/san-francisco-metro-area-ranks-highest-lgbt-percentage.aspx?utm_source=Social%20Issues&utm_medium=newsfeed&utm_campaign=tiles.

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

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

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

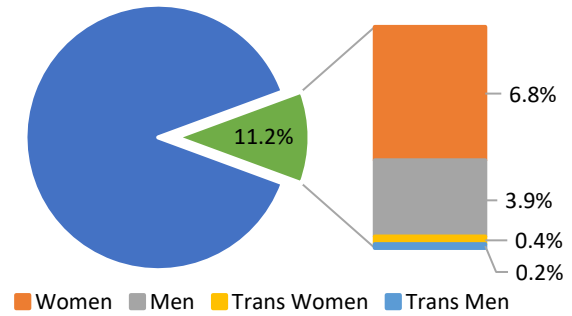
(N=744,243)



Source: 2017 American Community Survey 5-Year Estimates.

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

(N=516)



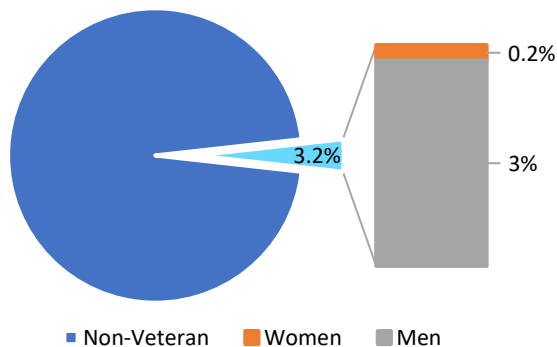
Source: SF DOSW Data Collection & Analysis.

F. Veteran Status

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

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

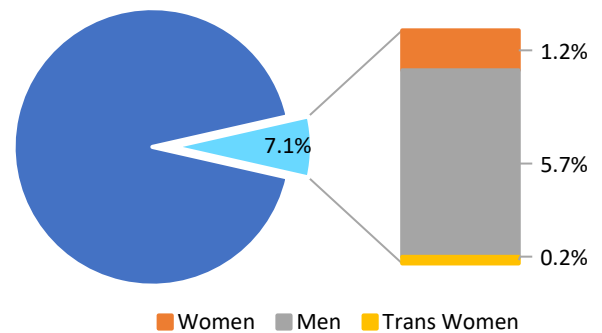
(N=747,896)



Source: 2017 American Community Survey 5-Year Estimates.

Figure 19: Appointees with Military Service, 2019

(N=494)



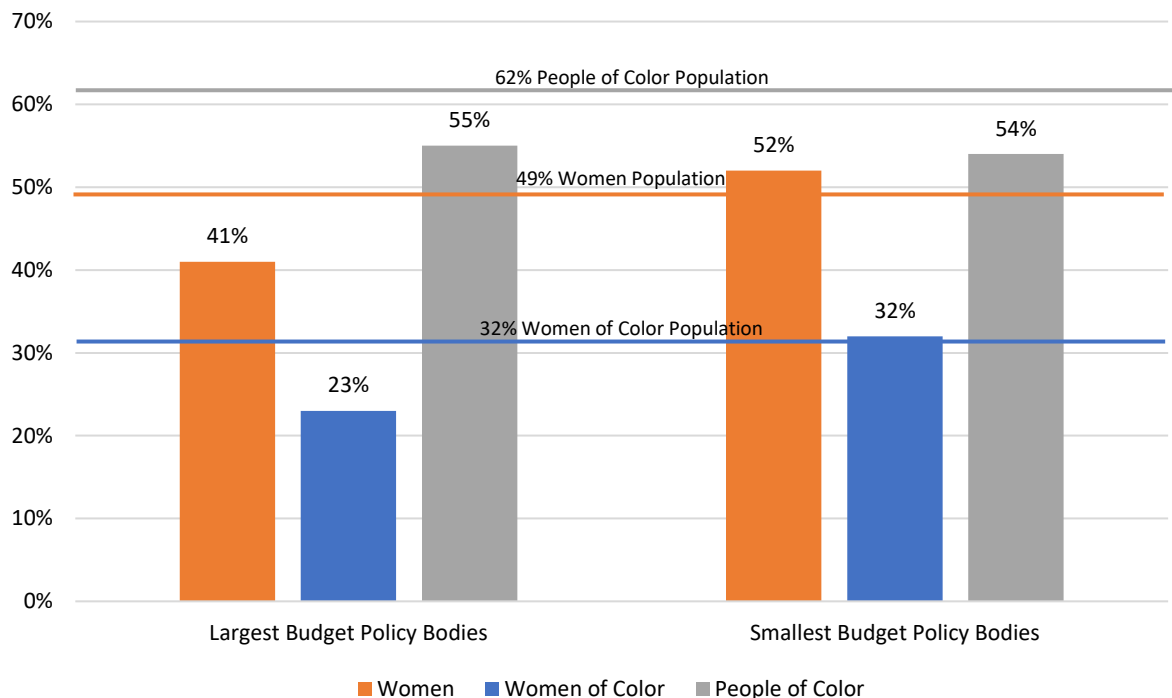
Source: SF DOSW Data Collection & Analysis.

G. Policy Bodies by Budget

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

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

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



Source: SF DOSW Data Collection & Analysis.

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

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

Source: SF DOSW Data Collection & Analysis.

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

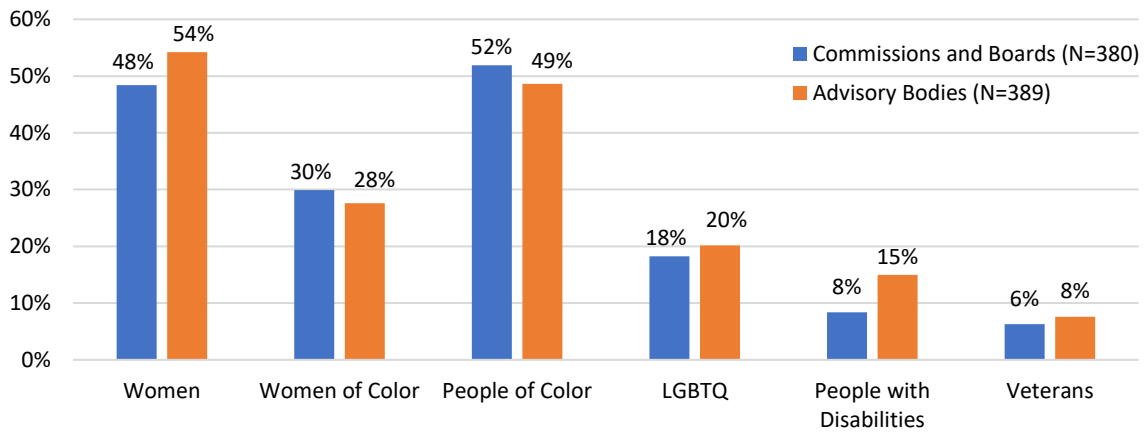
Body	FY18-19 Budget	Total Seats	Filled Seats	Women	Women of color	People of Color
Rent Board Commission	\$8,543,912	10	9	44%	11%	33%
Commission on the Status of Women	\$8,048,712	7	7	100%	71%	71%
Ethics Commission	\$6,458,045	5	4	100%	50%	50%
Human Rights Commission	\$4,299,600	12	10	50%	50%	70%
Small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

Source: SF DOSW Data Collection & Analysis.

H. Comparison of Advisory Body and Commission and Board Demographics

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

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

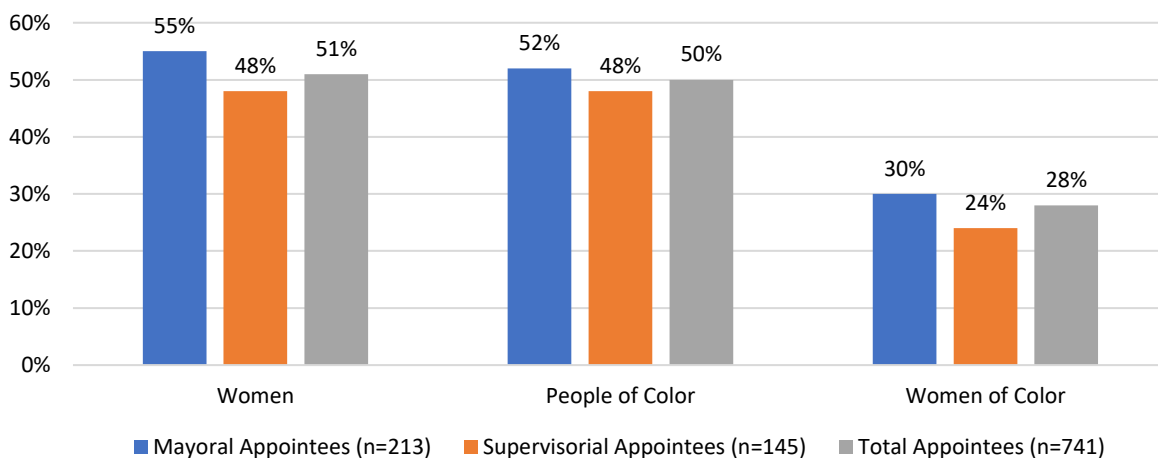


Source: SF DOSW Data Collection & Analysis.

I. Demographics of Mayoral, Supervisorial, and Total Appointees

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

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



Source: SF DOSW Data Collection & Analysis.

III. Conclusion

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

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

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

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

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

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

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

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

IV. Methodology and Limitations

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

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

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

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

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

Appendix

Figure 25: Policy Body Demographics, 2019⁹

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

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

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

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

Source: SF DOSW Data Collection & Analysis, 2019.

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

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

Source: 2017 American Community Survey 5-Year Estimates.

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

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

Source: 2017 American Community Survey 5-Year Estimates.

City and County of San Francisco
Department on the Status of Women
25 Van Ness Avenue, Suite 240
San Francisco, California 94102
sfgov.org/dosw
dosw@sfgov.org
415.252.2570

From: [Lulu LaFlamme](#)
To: [Young, Victor \(BOS\)](#)
Subject: Fwd: My proposed brief presentation on my Police Commission application
Date: Friday, December 3, 2021 4:39:06 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

----- Forwarded mess

From: [Lulu LaFlamme](#) [REDACTED]
Date: Fri, Dec 3, 2021, 4:22 PM
Subject: My proposed brief presentation on my Police Commission application
To: Chan, Connie (BOS) <connie.chan@sfgov.org>, Mandelman, Rafael (BOS) <rafael.mandelman@sfgov.org>, Peskin, Aaron (BOS) <Aaron.Peskin@sfgov.org>, <ian.fregosi@sfgov.org>, <tom.temprano@sfgov.org>, <lee.hepner@sfgov.org>, Lulu [REDACTED]

SF Supervisors
Connie Chan
Rafael Mandelman
Aaron Peskin

The following will be the basis of my two-minute presentation to the BOS Rules Committee on 6 December 2021.

I believe my qualifications for the SF Police Commission are unique.

I am a transgender female. But I do **not** approach the Supervisors as a token, a novelty, or a representative mainly of the trans community.

In my "male" career I served for ten years as a staff writer for the SAN FRANCISCO CHRONICLE. My beat included the Police Commission, with attendance at scores of meetings.

I served as a member of another SF municipal appointive body, the Ballot Simplification Commission, from 1996-99.

I have lived most of my life in San Francisco.

I have suffered physical and other attacks because of my trans identity. I know the process for relief in such cases.

I have interacted with the Department of Police Accountability regarding trans issues.

I am committed to support for modern, efficient, just, and socially responsible law enforcement. I have studied police operations in conflict zones around the world.

I am experienced as an international human rights investigator.

I am multilingual.

I believe Our City can provide a global model for the future of law enforcement.

That is why I seek this appointment, and what I intend to accomplish.

/s/ Stephen Schwartz ("Lulu")



Luciana Rosamorada de Schwartz, Formerly Stephen Schwartz
lulzylu000@gmail.com [3 zeroes]
Tel. 1.415.517.8757



[2000]

Author of the 2008 release *The Other Islam: Sufism and the Road to Global Harmony*, and the bestselling 2002 volume *The Two Faces of Islam: Saudi Fundamentalism and Its Role In Terrorism*,

Luciana “Lulu” Schwartz is a transgender female videographer, print and electronic journalist, poet, literary essayist, cultural/political historian, and activist. In the aftermath of September 11, 2001, her extensive and authoritative writings on the Islamic extremist phenomenon of Wahhabism, based on her investigative work in the Muslim Balkans (Bosnia-Herzegovina, Albania, Kosovo, Macedonia, Montenegro, and the Sandžak region), established her as one of the leading global experts on Islam, its internal divisions, and its relations with other faiths.

Her next full-length book, *Sarajevo Rose: A Balkan Jewish Notebook*, a collection of writings on Sephardic Jewish culture and history, was published in spring 2005 by the prestigious Arab publisher Saqi Books (London) in association with The Bosnian Institute.

Miss Schwartz is available for radio, television, lecture, and reading appearances. She speaks 10 languages, including French, Spanish, Catalan, Italian, Bosnian and Albanian.

Miss Schwartz is a frequent commentator in media of worldwide influence, including, in Britain, *BBC News* and *Guardian Online*.

Stephen Schwartz was designated male at birth in Columbus, Ohio, in 1948, but shortly thereafter her family moved to the Bay Area, where she lived until 1999. Beginning in early youth, she published poetry, translations, and other texts that established her writerly credentials. Miss Schwartz’s work in these areas was praised by such leading critics as Kenneth Rexroth, who welcomed her into the San Francisco literary scene in 1966, describing her as one of the city’s “poets of 18 or less writing well” (in the *San Francisco Examiner* of September 13, 1966, archived here <http://www.bopsecrets.org/rexroth/sf/1966-67.htm>) During the 1970s Miss Schwartz was also a writer for *City of San Francisco*, a weekly created by film director Francis Coppola, and was a founder of the influential post-modernist review *Re/Search*.

Her writing has been supported by grants from various private foundations.

She has lectured and debated at the University of California, Berkeley, the London School of Economics, and other schools and institutions. In addition to the American Association for the Advancement of Slavic Studies, now titled the Association for Slavic, East European, and Eurasian Societies (1992, 2001, 2003, 2006, 2011), she has presented papers and otherwise participated in conferences (exclusive of the topic of Islam) sponsored by the Agency for International Development, the Institut d’Estudis Catalans/University of Barcelona, the Mont Pelerin Society, the National Forum Foundation (“Second Thoughts” Conference), and Princeton University. She further presented work at the Vth and VIIth International Conferences on the Social and Cultural History of the Jews on the Eastern Adriatic Coast, Dubrovnik, 2004 and 2008, at the Universities of Sarajevo and Tuzla, Bosnia-Herzegovina, in 2007 and 2008, at The Albanological Institute of Prishtina, Kosova Republic, in 2008, and at the Macedonian Academy of Sciences and Arts, in 2013.

She has additionally published an important paper on Communism and Islam, and testified before panels of the U.S. Senate Subcommittee on Terrorism, Technology, and Homeland Security (2003), and the Senate Foreign Relations Committee (2007). She has consulted since returning to the U.S. with the federal Departments of Justice and State, the U.S. Commission on International Religious Freedom, the United Nations International Criminal Tribunal for Former Yugoslavia at The Hague, the Organization for Security and Cooperation in Europe, the Konrad Adenauer Stiftung, and the RAND Corporation.

Stephen Schwartz received five awards for deadline, spot news, feature, and general reporting from the *San Francisco Chronicle*, where she was employed 10 years. Until 1999 she was Secretary of the Northern California Media Workers’ Guild, AFL-CIO, and a delegate to the San

Francisco Labor Council. In 1996, she was appointed to the five-member San Francisco City and County Ballot Simplification Committee.

She worked as a Writer/Expert for the National Endowment for the Arts, co-authoring the agency's 2009 volume, *The National Endowment for the Arts: A History*.

Books:

A Guide to Shariah Law and Islamist Ideology in Western Europe, 2007-09, Centre for Islamic Pluralism, 2009; revised edition, Kindle, 2013 (Principal investigator.)

The National Endowment for the Arts: A History, Washington, NEA, 2009 (co-author).

The Other Islam: Sufism and the Road to Global Harmony, New York, Doubleday, 2008. Albanian translation: *Islami Tjetër: Sufizmi dhe rrëfimi për respektin*, Prishtina, Koha, 2009; Bosnian tr., *Jedan Drugaćji Islam*, Sarajevo, Mosaik, 2009.

Scientific Training and Radical Islam: Healing the Divided Mind, London, Centre for Islamic Pluralism, 2008. (Principal investigator.)

Is It Good for the Jews? The Crisis of America's Israel Lobby, New York, Doubleday, 2006.

Sarajevo Rose: A Balkan Jewish Notebook, London, Saqi Books and The Bosnian Institute, 2005. Bosnian tr.: *Sarajevska Ruža: Bilješke o Jevrejima na Balkanu*, Sarajevo, Tugra, 2006.

The Two Faces of Islam: Saudi Fundamentalism and Its Role In Terrorism, New York, Doubleday, 2002-03. Bosnian tr.: *Dva Lica Islama*, Sarajevo, Tugra, 2005; Croatian tr., Zagreb, Medžilis Islamske Zajednice, 2005; Albanian tr., *Dy Ftyrat e Islamit*, Shkodër, ars, 2005. Indonesian tr., *Dua Wajah Islam*, Jakarta, The Wahid Institute, 2007; Persian tr. *Du Chebrevre Islam*, Qom, Khakriz, 1390/2011.

Intellectuals and Assassins, London, Anthem Press, 2000.

Kosovo: Background to a War, London, Anthem Press, 2000. Albanian tr., *Kosova: Prejardhja e Nji Luftë*, Prishtina, Rrokullia, 2005, second ed. 2006.

“*Neпоштена komedija XX stoljeća*”/ “*A Dishonest 20th Century Comedy*,” Sarajevo, VKBI, 2000.

From West to East: California and the Making of the American Mind, New York, The Free Press, Inc., 1998.

A Strange Silence: The Emergence of Democracy in Nicaragua, introduction by Víctor Alba, San Francisco, ICS Press, 1992.

Spanish Marxism vs. Soviet Communism: A History of the P.O.U.M. (with Víctor Alba), New Brunswick, Transaction Books, 1988.

The Transition: From Authoritarianism to Democracy in the Hispanic World, San Francisco, ICS Press, 1987 (Ed., with essays by Octavio Paz, Heberto Padilla, and others).

Brotherhood of the Sea: A History of the Sailors' Union of the Pacific, 1885-1985, New Brunswick, Transaction Books, 1986. See www.sailors.org/history.html.

Incidents from the Life of Benjamin Péret, San Francisco, FOCUS, 1981.

Film:

Internationals in Sarajevo, Short Video Feature, Writer/Narrator, Refresh Production, Sarajevo, 1999. Broadcast on Radio-Television Bosnia-Herzegovina.

Video:

The *Nadja* Series, as Stephen Schwartz, YouTube 2018--.

Poetry and Prose Poetry:

Ëndërrimi në shqip/Dreaming in Albanian, Skopje/Shkup, Fakti, 2003.

Heaven's Descent, San Francisco, Transition, 1990.

A Sleepwalker's Guide to San Francisco, San Francisco, La Santa Espina, 1983.

Hidden Locks, Cambridge, Radical America, 1972.

Antinarcissus, San Francisco, 1969 (Tr.)



December 5, 2021

To Members of the Board of Supervisors:

As a former Police Commissioner, I am well aware of the knowledge, time commitment, expertise, and ability to work with both the community and the San Francisco Police Department. I write in full support of David Rizk for the Board of Supervisors' vacant seat on the San Francisco Police Commission. I know David from his invaluable work on many important issues while I was a Commissioner.

Early in his career, David worked at the Electronic Frontier Foundation, a San Francisco non-profit that advocates for civil liberties in the online and technology fields. Later, he worked for two federal judges and then entered private practice at the Kecker, Van Nest and Peters law firm, handling, among other things, criminal prosecutions, government investigations, and civil rights matters such as excessive force cases. While in private practice, he co-authored with the ACLU an *amicus* brief to the California Court of Appeal supporting the Police Commission after it was sued by the S.F. Police Officers' Association over reforms to S.F.P.D.'s use of force policy. The appellate opinion, which was an important victory for the Commission, the City and police reform efforts statewide, relied heavily on the arguments and positions advanced in that *amicus* brief.

David also has extensive direct experience in police oversight. Since 2016 he has been a member (and chair) of the civilian board that oversees BART Police, which was created after the Oscar Grant murder, and now hears misconduct cases, advises on department policies, and conducts community outreach. As a result, he is already practiced in the work of managing relationships with command staff, independent investigating bodies (like DPA), and the community. At BART, he pushed for important use of force reforms that led to a decrease in use of force incidents and continues to push the department to confront racial disparities in its enforcement activities.

David's work with S.F.P.D. and the Police Commission has occurred primarily through the Bar Association of San Francisco's Criminal Justice Task Force (BASF's CJTF) formed in 2015. David joined BASF's CJTF in 2016 and also currently sits on the BASF Board of Directors. Through the Task Force, he has developed relationships with leadership in all the criminal justice partners (SFPD, District Attorney, Public Defender, Department of Police Accountability), and has worked tirelessly to improve our local criminal justice system in many ways. His work is always thorough, reliable, and useful to many in the criminal justice system. He has been an important resource for the Commission and S.F.P.D and on behalf of BASF's CJTF, he sat on the Police Commission's Tasers Working Group, as well as S.F.P.D.'s Executive Working Group on the Use of Force. Through the Task Force, he has worked on most of the key issues the Police Commission has addressed in recent years: use of force reforms, bias free policing, body worn cameras, data collection, community policing, collective bargaining practices, and S.F.P.D.'s

progress in adopting the U.S. Department of Justice's reform recommendations. I know he has spoken to many Commissioners as well as Supervisors about these issues, and written dozens of letters and position papers to provide decision-makers with research and policy advice. Most recently, he has assisted the Commission and S.F.P.D. by providing extensive, detailed proposed revisions to D.G.O. 5.16, the search warrant policy, on behalf of the Task Force. More broadly, he also chairs the CJTF's Bail Subcommittee and has been a strong advocate for S.F. Pretrial for years, working with all the justice partners.

Finally, of course, David is also a federal public defender, so he understands the criminal justice system as a litigator—but also, and maybe even more importantly, from the community's perspective. He is a San Francisco native and long-time resident, so he understands the City and its various neighborhoods and communities intimately.

In sum, David's expertise, historical knowledge of the Commission's policy work and a deep understanding of the complicated structure between the commission, the department and the Board of Supervisors is immeasurable. I know diversity is important on this commission but so is knowledge, passion, and community involvement. It is important to recognize that David has consistently participated with the commission over the years, rolled up his sleeves and did the hard work necessary to bring the commission to where it is today.

I am honored to support David for my seat as I know he will work hard and be a tremendous asset to the commission. I know how critical this commission is to the City of San Francisco and know that David is the right person for the commission in this intense criminal justice environment.

Sincerely,

/s/ Petra DJ

Petra DeJesus

267 Justin Dr., SF

Dec. 5, 2021

RE: Support Letter for Jesus Yanez for Appointment to SF Police Commission

Dear Honorable Members of the San Francisco Board of Supervisors,

For identification purposes, I'm the policy director and a senior staff attorney at the Asian Law Caucus. I also was appointed by this body to serve on the San Francisco Police Commission from 2010 to 2014. I'm writing to support Jesus Yanez's application for a seat on the Police Commission. I had a chance to collaborate with and get to know Jesus when I represented immigrant parents and guardians with youth in the juvenile system. I also worked with Jesus when we participated in a working group to implement a San Francisco Department General Order on juvenile rights. With his expertise in mental health, juvenile justice, and violence intervention, Jesus is a thoughtful, caring, grounded, and experienced advocate for the community and would be a great addition to the Police Commission.

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

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

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

Jesus has been developing a collaboration of cross-sector agencies in the workforce development and social services fields to work with criminal justice involved youth and young adults utilizing evidence-based and community best practices grounded in culturally congruent wrap-around

service interventions during his time with the RTP Initiative Steering Committee. This RTP initiative was awarded a contract from the SF Department of Children Youth and Families and a Google Challenge grant and publicly endorsed by the Mayor's Office.

I'm so glad to see that Jesus is applying for the Police Commission as his experience in serving the community and working at several community-based organizations has prepared him to represent the interests of the community on the Commission. For decades, Jesus Yanez has advocated for best practice interventions to address the systemic issues that contribute to disproportionate minority confinement and has applied community driven restorative justice solutions in partnership with institutional stakeholders to help keep our neighborhoods safe. His admirable work and experience would bring an important and key perspective to the Police Commission.

Thank you for your consideration. If you have any questions, please do not hesitate to email at angelac@advancingjustice-alc.org.

Sincerely,

A handwritten signature in black ink, appearing to read 'Angela Chan', with a large, stylized initial 'A'.

Angela Chan



GEORGE GASCÓN
District Attorney

November 28, 2018

Greg Wagner
Acting Director
Department of Public Health
101 Grove St
San Francisco, CA 94102

Dear Mr. Wagner,

I am writing to support Veronika Fimbres' application for a Health Program Coordinator 1 or 2 with the Department of Public Health. She is a licensed vocational nurse and has taken the Civil Service Exam and is placed #9 on the list.

I have known Ms. Fimbres for a few years and have been impressed with her drive and dedication to serving our HIV / AIDS affected community. As a long time survivor of HIV / AIDS and a member of the trans community, I believe she would offer a unique perspective as a Health Program Coordinator.

Please do not hesitate to contact me should you have any question about this letter.

Sincerely,


George Gascon
District Attorney



Mitchell H. Katz, MD
Director of Health

November 7, 2003

To Whom It May Concern:

I am delighted to write in support of Ms. Cauley for a Robert Wood Johnson Foundation Scholarship in the amount of \$105,000 for The Transgender AIDS Advocacy Advancement Peer Project (TAAPP).

From 1997 to 2000, Veronika was a member of the Mayor's HIV Planning Council (also known as the Ryan White CARE Council). This Council has a very important function in that it must determine the priorities for expending over \$30 million of Ryan White CARE Funds. Veronika was the first and at that time only transgender community representative of the CARE Council. This was a tremendous responsibility for any one person and Veronika handled it admirably. She was articulate, thoughtful, and persuasive in furthering the causes of the transgender community.

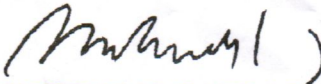
Veronika also sits as a Commissioner of Veteran's Affairs for the City and County of San Francisco. This is a testimony to the respect that the Mayor and the Board of Supervisor's have for her. This respect has been well earned through years of conducting peer support as well as general public education on the experience of transgenders in San Francisco. Her work has, in my opinion, greatly improved the care of transgenders throughout the City and County.

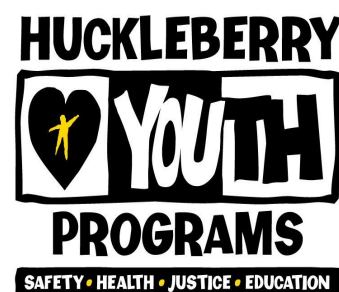
Ms. Cauley has been a major advocate for incarcerated transgenders. She volunteers at the San Francisco County Jail and educates incarcerated transgenders on HIV while also helping them to build their self-esteem. She helped the San Francisco Sheriff's Department to develop and implement a program for transgender prisoners to inform them of the resources available to them upon release from jail and was instrumental in developing a housing unit in the jail for transgendered persons.

San Francisco can be a difficult City to work in because of the many persons with strongly held personal and political beliefs. Veronika has managed to maintain her integrity, and her focus, through all her work.

When I am making a decision that affects the transgender community it is Veronika's council that I look to. Given that transgendered persons are one of the most invisible and poorly represented groups, I think it would make a tremendous statement to the entire community if she were granted this fellowship. I am certain that she will make the most of it.

Sincerely yours,


MITCHELL H. KATZ, MD
Director of Health



ADMINISTRATIVE OFFICES

3450 Geary Blvd. Ste 107
San Francisco, CA 94118
(415) 668-2622
1-800-735-2929 (TTY)
Fax (415) 668-0631
www.huckleberryyouth.org

SAN FRANCISCO

Huckleberry House
1292 Page Street
San Francisco, CA 94117
(415) 621-2929
1-800-735-2929 (TTY)
Fax (415) 621-4758

Huckleberry Youth Health Center

555 Cole Street
San Francisco, CA 94117
(415) 386-9398
1-800-735-2929 (TTY)
Fax (415) 386-8212

Huckleberry Wellness Academy-San Francisco

3310 Geary Blvd.
San Francisco, CA 94118
(415) 386-9398
1-800-735-2929 (TTY)
Fax (415) 386-8212

Huckleberry Community Assessment & Resource Center (CARC)

44 Gough Street, Suite 104
San Francisco, CA 94103

December 7, 2021

San Francisco Police Commission
1245 3rd St.
San Francisco, CA 94158

Commissioners:

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

My name is Denise Coleman and I am the Director of Youth Justice for Huckleberry Youth Programs Community Assessment and Resource Center CARC. CARC is San Francisco's diversion program for arrested youth 12-17. CARC's unique staffing structure includes SF Deputy Sheriffs, SF Juvenile Probation Dept, Huckleberry personal, sub-contractors Instituto Familiar de la Raza and Community Youth Centers.

Jesus served as a member of CARC's advisory board for over 5 years. Members of the advisory board included Juvenile Probation Dept, SF Sheriff's Dept, District Attorney, Public Defenders Office, SF Police Dept, SFUSD, San Francisco Superior Court, and Dept of Health. He has also served as a member of the Community Response Network, CRN, Care Development Committee and A Roadmap to Peace, RTP, Initiative Steering Committee. Each of these committees included a variety and diverse group of people that made important groundbreaking decisions that created developmentally appropriate protocols, policy and procedures for youth in the juvenile justice system, those dealing with mental health issues, and unaccompanied minors, to name a few. Jesus's involvement in these efforts have contributed to concrete changes in the way we deal with youth at risk and those displaying risky behaviors.

I have known Jesus for more than 15 years. He supervised the position that was stationed at CARC as the Program Director for Instituto de la Raza, *La Cultura Cura*. Mr. Yanez has always been a collaborative partner that would speak from a place of facts, historical knowledge, integrity, passion, and compassion. He has always been instrumental in facilitating conversations that were difficult, but necessary to have. These conversations





INSTITUTO FAMILIAR DE LA RAZA, INC.

2919 Mission Street
San Francisco, CA 94110

(415) 229-0500

Health Services FAX: (415) 647-3662
Administration FAX: (415) 647-0740

December 6th, 2021

San Francisco Police Commission
1245 3rd Street
San Francisco, CA 94158

To the San Francisco Police Commissioners:



INSTITUTO
FAMILIAR
DE LA RAZA

2929 19th Street
San Francisco, CA 94110
(415) 229-0500
www.ifrsf.org

Ricardo Garcia-Acosta
(he/him/his)
Initiative Director
Roadmap to Peace

(415) 672-3660 cell
(628) 867-4849 fax
ricardo.garcia-acosta@ifrsf.org

My name is Ricardo Garcia-Acosta and I am the Director of the Roadmap to Peace Initiative (RTP), a collaborative, community driven effort led by Instituto Familiar de la Raza. I am also a thought leader on crisis response, community interventions, and the implementation of focused deterrence strategies that seek to reduce violence and to improve outcomes for San Francisco's highest-risk Latinx community members. It is through these efforts, as well as my work with SF Juvenile Probation Department (2014-2016), that I have had the pleasure to work with Mr. Yanez and to that end; I am more than excited to write this letter in support of his application for a seat on the San Francisco Police Commission.

I have had the pleasure to work with Mr. Yanez for close to 20 years and have seen first-hand the work he has done in SF towards the enrichment of our youth and in developing violence prevention programs that have not only had impact with those we served, but even more so, I have seen the impact he has had on developing the next generation of leaders in the SF Mission District community. Jesus was the Program Director for Instituto de La Raza, *La Cultura Cura*, where he hired and trained mental health specialists, clinical case managers, and peer advocates to serve in their client-centered strengths-based harm-reduction program. This program utilizes evidence-based treatment, holistic healing interventions, and culturally congruent practices designed to address basic needs and provide support in partnership with social service providers including the San Francisco Unified School District, the San Francisco City & County Juvenile and Adult Probation Departments, and the San Francisco Department of Public Health. Jesus is currently working on the "Vision Zero: Latinx Safety Plan" as a consultant for the Mission Language and Vocational School, IFR, and in partnership with the Mission Peace Collaborative.

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



INSTITUTO FAMILIAR DE LA RAZA, INC.

2919 Mission Street
San Francisco, CA 94110

(415) 229-0500

Health Services FAX: (415) 647-3662

Administration FAX: (415) 647-0740

During his time with as an Advisory Board Member with RTP, MR. Yanez was key in developing the best practices of integrating cross-sector agencies in the workforce development and social services fields, to better work with criminal justice involved youth and young adults utilizing evidence- based and community best practices grounded in culturally congruent wrap-around service interventions.

For decades, Jesus Yanez has advocated for best practice interventions to address the systemic issues that contribute to disproportionate minority confinement and has applied community driven restorative justice solutions in partnership with institutional stakeholders to help keep our neighborhoods safe. It is my belief that living in SF's urban environment poses unique challenges for youth, transitional age youth (TAY), adults and their families. The vision and service philosophy needed to address the most vulnerable populations in SF is based on collective action to provide timely services, while aligning public and private investments in public safety, and to promote self-determination and empowerment for highly in-risk and system-involved individuals. Mr. Yanez has innovative ideas in this regard and understands the need to place these individuals and their families on a road to wholeness by facilitating authentic community connections that allows them to thrive. His admirable work and experience would bring a unique and vital perspective to the Police Commission and I strongly support his potential selection. In a time where Policing is being scrutinized more than ever, it is these characteristics that are needed to help lead the Police Department to improving community trust and being seen as a vital partner in ensuring Public Safety.

Thank you for your consideration.

Sincerely,

Ricardo Garcia-Acosta
Initiative Director, Roadmap to Peace
Instituto Familiar de la Raza

December 6th, 2021

To: San Francisco Police Commission
1245 3rd Street
San Francisco, CA 94158

From:

To the San Francisco Police Commissioners:

My name is Tracey A. Taper and I have worked in District 10 for 20 years.

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

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

Jesus Yanez has served as a member of the Community Assessment and Referral Center, Community Response Network (CRN) Care Development Committee, and A Roadmap to Peace (RTP) Initiative Steering Committee.

As an advisory board member for the Community Assessment and Referral Center, Jesus partnered with the San Francisco Public Defenders, the District Attorney, and the Police Department to craft language access & developmentally appropriate protocols for detaining and booking juveniles under the Police Department's General Orders.

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

Jesus has been developing a collaboration of cross-sector agencies in the workforce development and social services fields to work with criminal justice involved youth and young adults utilizing

evidence- based and community best practices grounded in culturally congruent wrap-around service interventions during his time with the RTP Initiative Steering Committee. This RTP initiative was awarded a contract from the SF Department of Children Youth and Families and a GOOGLE Challenge grant and publicly endorsed by the Mayor's Office.

For decades, Jesus Yanez has advocated for best practice interventions to address the systemic issues that contribute to disproportionate minority confinement and has applied community driven restorative justice solutions in partnership with institutional stakeholders to help keep our neighborhoods safe. His admirable work and experience would bring a unique and vital perspective to the Police Commission and I believe he would be a great addition.

Thank you for your consideration.

Sincerely,

Tracey A. Taper

Community Advocate.



INSTITUTO FAMILIAR DE LA RAZA, INC.

2919 Mission Street
San Francisco, CA 94110

(415) 229-0500
FAX: (415) 647-3662

December 5, 2021

San Francisco Police Commission
1245 3rd Street San Francisco, CA 94158

To the San Francisco Police Commissioners:

My name is Gloria Romero and I am the Executive Director of Instituto Familiar de la Raza (IFR)- a healing organization that has 40+ year history of providing services to the Chicano/Latino/Indigena community of SF. IFR has been a leader in the area of mental health and wellness, trauma recovery and healing, family support, and youth violence prevention.

I am pleased to write this letter in support of Jesus Yanez's application for a seat on the Police Commission. Jesus has been serving children, youth, and families in SF for over 20 years and brings extensive experience working within various anchor community based organizations and partnering with public sector institutions including the SFUSD, the SF City & County Juvenile and Adult Probation Departments, and the SF Department of Public Health.

IFR was honored to have Jesus serve in the past as the Program Director for La Cultura Cura program, where he managed a team of mental health specialists, clinical case managers, and peer advocates to provide individual and/or family therapy, clinical case management, mentorship, and trauma informed group services for youth impacted by violence and trauma. Jesus designed and implemented evidence-based treatment, holistic healing interventions, and culturally rooted practices with youth impacted by the criminal justice system.

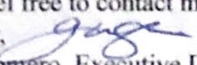
Jesus has been actively involved and contributed to the development and implementation of key violence prevention and criminal justice prevention strategies such as the Calles Program of the Real Alternatives Program, the Community Response Network (CRN), Mission Peace Collaborative, and Roadmap to Peace Initiative (RTP). Jesus is a founding member of the RTP Initiative made up of seven partner organizations with IFR as the lead agency committed to improving the social, economic health and safety outcomes of our most vulnerable Latinx youth ages 13-24, system touched, and vulnerable to street and gun violence. Grounded in a community based collective impact approach, Jesus helped lead a diverse network of RTP stakeholders to address the comprehensive needs of youth involved in the criminal justice system and impacted by violence, with a special focus on migrant unaccompanied minors.

Jesus has also provided his expertise to inform policies such as linguistically & developmentally appropriate protocols for detaining and booking juveniles under the Police Department's General Orders, the CRN and RTP program manuals, and Jesus is currently partnering with IFR and RTP to develop a "Vision Zero: LatinX Safety Plan" for SF youth and young adults.

For decades, Jesus Yanez has implemented and advocated for culturally rooted and community driven best practice interventions to improve the health and safety outcomes for youth and young adults and to address the systemic root causes that contribute to disproportionate incarceration of BIPOC community. I am particularly impressed and inspired by Jesus compassion and commitment to equity, healing, and restorative justice. His unique perspective and experience would be a valuable asset to the Police Commission.

Thank you for your thoughtful consideration of this recommendation. If you have any questions, please feel free to contact me at gloria.romero@ifrsf.org.

Sincerely,


Gloria Romero, Executive Director-Instituto Familiar de la Raza

From: [Valerie Tulier](#)
To: [Young, Victor \(BOS\)](#)
Subject: Jesus Yanez
Date: Monday, December 6, 2021 10:22:40 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Good morning,

I am writing this public comment email in support of Jesus Yanez being appointed to the SF Police Commission.

Mr. Yanez has done extensive community and violence prevention work.

He has popular support from his professional colleagues and community. Mr. Yanez has a very qualified background and will bring a well-rounded perspective to this important position.

In a time, when we have such societal turbulence and controversy, he will bring balance and a holistic viewpoint, looking for a win-win for all concerned.

Please accept this as a very high recommendation for Jesus Yanez to be appointed as the next SF Police Commissioner.

Thank you,
Valerie Tulier-Laiwa, Facilitator
Mission Peace Collaborative

December 5, 2021

To Members of the Board of Supervisors:

As a former Police Commissioner, I am well aware of the knowledge, time commitment, expertise, and ability to work with both the community and the San Francisco Police Department. I write in full support of David Rizk for the Board of Supervisors' vacant seat on the San Francisco Police Commission. I know David from his invaluable work on many important issues while I was a Commissioner.

Early in his career, David worked at the Electronic Frontier Foundation, a San Francisco non-profit that advocates for civil liberties in the online and technology fields. Later, he worked for two federal judges and then entered private practice at the Kecker, Van Nest and Peters law firm, handling, among other things, criminal prosecutions, government investigations, and civil rights matters such as excessive force cases. While in private practice, he co-authored with the ACLU an *amicus* brief to the California Court of Appeal supporting the Police Commission after it was sued by the S.F. Police Officers' Association over reforms to S.F.P.D.'s use of force policy. The appellate opinion, which was an important victory for the Commission, the City and police reform efforts statewide, relied heavily on the arguments and positions advanced in that *amicus* brief.

David also has extensive direct experience in police oversight. Since 2016 he has been a member (and chair) of the civilian board that oversees BART Police, which was created after the Oscar Grant murder, and now hears misconduct cases, advises on department policies, and conducts community outreach. As a result, he is already practiced in the work of managing relationships with command staff, independent investigating bodies (like DPA), and the community. At BART, he pushed for important use of force reforms that led to a decrease in use of force incidents and continues to push the department to confront racial disparities in its enforcement activities.

David's work with S.F.P.D. and the Police Commission has occurred primarily through the Bar Association of San Francisco's Criminal Justice Task Force (BASF's CJTF) formed in 2015. David joined BASF's CJTF in 2016 and also currently sits on the BASF Board of Directors. Through the Task Force, he has developed relationships with leadership in all the criminal justice partners (SFPD, District Attorney, Public Defender, Department of Police Accountability), and has worked tirelessly to improve our local criminal justice system in many ways. His work is always thorough, reliable, and useful to many in the criminal justice system. He has been an important resource for the Commission and S.F.P.D and on behalf of BASF's CJTF, he sat on the Police Commission's Tasers Working Group, as well as S.F.P.D.'s Executive Working Group on the Use of Force. Through the Task Force, he has worked on most of the key issues the Police Commission has addressed in recent years: use of force reforms, bias free policing, body worn cameras, data collection, community policing, collective bargaining practices, and S.F.P.D.'s

progress in adopting the U.S. Department of Justice's reform recommendations. I know he has spoken to many Commissioners as well as Supervisors about these issues, and written dozens of letters and position papers to provide decision-makers with research and policy advice. Most recently, he has assisted the Commission and S.F.P.D. by providing extensive, detailed proposed revisions to D.G.O. 5.16, the search warrant policy, on behalf of the Task Force. More broadly, he also chairs the CJTF's Bail Subcommittee and has been a strong advocate for S.F. Pretrial for years, working with all the justice partners.

Finally, of course, David is also a federal public defender, so he understands the criminal justice system as a litigator—but also, and maybe even more importantly, from the community's perspective. He is a San Francisco native and long-time resident, so he understands the City and its various neighborhoods and communities intimately.

In sum, David's expertise, historical knowledge of the Commission's policy work and a deep understanding of the complicated structure between the commission, the department and the Board of Supervisors is immeasurable. I know diversity is important on this commission but so is knowledge, passion, and community involvement. It is important to recognize that David has consistently participated with the commission over the years, rolled up his sleeves and did the hard work necessary to bring the commission to where it is today.

I am honored to support David for my seat as I know he will work hard and be a tremendous asset to the commission. I know how critical this commission is to the City of San Francisco and know that David is the right person for the commission in this intense criminal justice environment.

Sincerely,

/s/ Petra DJ

Petra DeJesus

267 Justin Dr., SF

From: [Nancy Hernandez](#)
To: [Young, Victor \(BOS\)](#); [Tracy Brown](#)
Subject: Public comment on apointee to police commission
Date: Monday, December 6, 2021 10:53:30 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Thank you for accepting my public comment on adding members to the police commission.

I have been coming to the police commission for the past 2 decades to bring stories of families and youth I work with who have been impacted by SF PD violence.

There needs to be a Latino voice on this body who will listen to the families and advocate for accountability.

I reccomend Jesus Yañez as a advocate who will take the advice of thr community and work to prevent more unnessicary violence.

Thank you for including my say in this decision.



December 9, 2021

San Francisco Police Commission

1245 3rd St.

San Francisco, CA 94158

Commissioners,

Please accept this enthusiastic letter in support of Jesus Yanez's application for a seat on the Police Commission. My name is Susana Rojas and I am the Executive Director of Calle 24 Latino Cultural District. Calle 24 is a community serving organization whose mission is to preserve, enhance and advocate for Latino cultural continuity, vitality, and community in San Francisco's touchstone Latino Cultural District and the greater Mission neighborhood.

Jesus is a long-time community advocate and has incessantly worked in the interests of the community and youth, as member of the Community Response Network, CRN, Care Development Committee and A Roadmap to Peace, RTP, Initiative Steering Committee. These community driven projects have led to tangible progress and developments for marginalized youth dealing with mental health issues and those in the juvenile system.

I wholeheartedly believe in Jesus Yanez's experience and perspective in addressing the systemic issues in our communities with processes that reflect the values of our community.

Susana Rojas

Executive Director

Calle 24 Latino Cultural District

December 9th, 2021

RE: Support Letter for Jesus Yanez for Appointment to SF Police Commission

Dear Honorable Members of the San Francisco Board of Supervisors,

I am writing this letter to support the candidacy of Jesus Yanez to the SF Police Commission. Jesus Yanez has been my co-worker, in community, for the past 20 years. We never worked in the same department, but our work always crossed paths. Since the day I met Jesus, he was always passionate about our youth, the big picture of why our youth, our people were in the predicaments they were in and the criminal justice system. He received his training the same place I did at the Real Alternatives Program in the Mission district. Through two decades I have witnessed his hard work, passion and his caring way he has given to my community. We would do outreach on Friday nights to work with the youth of the Mission to check-in, support and divert from the streets. I also spent a lot of time with Jesus when we went to national conferences on violence prevention and the criminal justice system as we visited cities we had never experienced before. We bonded over those moments and I really got to know Jesus.

I was born and raised in San Francisco. I have two Masters in Education and English. It is seldom that I see someone not from my community be as passionate and as intellectual as Jesus and still be from a neighborhood similar to mine from Los Angeles. Even though he does not have higher degrees, his mind is at a higher degree. We have had many conversations about San Francisco, the community and the politics of our city. When we sit and we talk, I am always fascinated by the wealth of knowledge Jesus has. His wealth of knowledge does not come from a degree, but from his 20+ years of advocacy, his love of reading and his life experiences, which come from not having a lot, to valuing what is really important in life and problem solving. He is an avid reader and can process information very quickly. He always sends me numerous articles so we can have conversations on certain topics that he knows are of interest to us. He is truly one of the smartest men I know. Yet more importantly, he knows how to look at all sides, he might not agree with all sides, but he can relate to the poverty or violence that is happening in our society, our neighborhoods and also the side that has to deal with all the issues. And the most fascinating thing is that most people complain a lot, I feel Jesus is more interested in the solution.

It is very important to me that someone that looks like me, someone that understands the struggles and someone who looks for solutions sits on the SF Police Commission. I am taking my time from my busy schedule to sit and write this letter to recommend but also appreciate Jesus Yanez for the work he has done in our community. I think he will be an excellent Police Commissioner. He will not always go with the flow, but he will do what's right and that's exactly what I would want for such a high and prestigious position.

Thank you for your consideration. If you have any questions, please do not hesitate to email at osornoj@sfusd.edu.

Sincerely,

Jaime Osorno
Head Counselor
Downtown High School, San Francisco, CA



THE BAR ASSOCIATION OF SAN FRANCISCO

2021 OFFICERS AND BOARD OF DIRECTORS

Marvin Anderson
President

Mary McNamara
President-Elect

Vidhya Prabhakaran
Treasurer

Teresa Johnson
Secretary

Katherine Lubin Benson
Ashley Breakfield
Cristine Soto DeBerry
Jamie Dupree
Holly Gaudreau
Steve Hirsch
Erick Howard
David Kelly
Elinor Leary
Phyra McCandless
Peggy Otum
David Rizk
Karen Scarr
Ragesh Tangri
Chuck Thompson
Khari Tillery
Erica Villanueva

BARRISTERS CLUB OFFICERS

Jessica Ryland
President

Lindsey Mignano
President-Elect

Phong-Chau Nguyen
Treasurer

Courtney Brown
Secretary

EXECUTIVE DIRECTOR AND GENERAL COUNSEL

Yolanda M. Jackson

December 9, 2021

Attn: Victor Young
Office of the Clerk of the Board, Rules Committee
1 Dr. Carlton B. Goodlett Place
City Hall, Room 244
San Francisco, CA 94102-4689

To Members of the Rules Committee:

The Bar Association of San Francisco (BASF) formed the Criminal Justice Task Force (CJTF) in 2015 in the wake of Ferguson and the killing of Michael Brown. A group of dedicated defense attorneys, prosecutors, civil rights attorneys, representatives from the San Francisco Police Department, Sheriff's Department, Department of Police Accountability, Superior Court, Federal Court, and Federal Pre-Trial Services have worked tirelessly to inform us on best police and criminal justice practices and our CJTF has assisted our Police Commission and other agencies in countless ways over the last six years.

Our CJTF members have been included on every working group formed by SFPD in response to the Department of Justice's recommendations to SFPD. But our work extends beyond the working groups as well. BASF does not take a position without first undertaking the research and debating the pros and cons of any position. Our work cannot be accomplished without hard working, fully informed legal research and opinions of our CJTF; the work of this Task Force is invaluable, not just to BASF but to the City as a whole.

We are grateful that so many dedicated volunteer attorneys, like David Rizk, have contributed to the important work undertaken by San Francisco to achieve police reform and criminal justice reform. David joined the CJTF in 2016 and has served as one of our most active and informed members; and he has now applied for a seat on the Police Commission. We write as an organization to inform you of our full support of David Rizk for Seat 3 on the Police commission. We join with Petra DeJesus who held this seat for so long and so well, in this recommendation of David.

David holds both a Master's in Public Policy as well as a JD from Stanford Law School. Early in his career, David worked at the Electronic Frontier Foundation, a San Francisco non-profit that advocates for civil liberties in the online and technology fields. Later, he clerked for two federal judges and then entered private practice at the Kecker, Van Nest, & Peters law firm, handling matters such as innocence and civil rights cases involving excessive force.

While at the Kecker firm, David joined our CJTF and volunteered to draft a key amicus brief in the matter of San Francisco Police Officers Association vs. San Francisco Police Commission (A151654) on behalf of BASF. He worked tirelessly with the City Attorney's office and the ACLU to research and write this important brief. There is no doubt that the reasoning of the successful outcome to this court of appeal decision rested considerably on BASF's amicus brief and David's contributions. The Commission's forward-thinking Use of Force Policy subsequently served as the model for statewide reform and of course, that would not have been possible without a successful outcome in the court of appeal.



THE BAR ASSOCIATION OF
SAN FRANCISCO

Commencing in 2016, David also served as a member and subsequently as chair of the civilian board overseeing BART police and worked to draft new use of force policies resulting in a reduction in use of force incidents. Because of his role with BART, he is fully experienced with misconduct cases and departmental policy and the importance of the community voice.

David's work with SFPD and the Police Commission has occurred primarily through the BASF's CJTF. He has collaborated with command staff at SFPD, the DPA, Public Defender Office, the Sheriff's Department, the District Attorney's Office, and the Police Commission, to bring about informed police reform and durable policy. His work is always thorough, reliable, and important to any position taken by our Board and he has served as an important resource to the Police Commission and SFPD. He served as BASF's member on the Police Commission's Tasers Working Group, as well SFPD's Executive Working Group on Use of Force. Through the Task Force, he has worked on most of the key issues the Police Commission has addressed in recent years: use of force reforms, bias free policing, body worn cameras, data collection, community policing, collective bargaining practices, and SFPD's progress in adopting the U.S. Department of Justice's reform recommendations. He is sensitive to and regularly brings community concerns to our attention, regarding our non-citizens and communities of color who are too often negatively impacted by law enforcement.

He has worked directly with many Commissioners over the years as well as Supervisors and City Attorneys about these issues, and written dozens of letters and position papers to provide decision-makers with research and policy advice. He worked with Board President Norman Yee on the Charter Amendment mandating that police staffing levels be set not via an artifact of the 1980s enshrined into law in the 1990s, but through an actual data-driven process. He also worked with Supervisor Hillary Ronen by providing legal research on the role of the meet and confer process on General Orders authored by the Police commission. He assisted in drafting two letters to Mayor Breed outlining the importance of police reform and how police reform should factor into her selection of the next City Attorney. He worked with community stakeholders and immigration specialists concerning arrests of non-citizens in the Tenderloin. Most recently, on behalf of the CJTF, he has assisted the Commission and the Police Department by providing extensive, detailed proposed revisions to SFPD's Departmental General Order 5.16. More broadly, he also chairs the CJTF's Bail Subcommittee and has been a strong advocate for San Francisco Pretrial for years, working with all of the justice partners.

As a federal public defender David understands the criminal justice system as a litigator—but also, and more importantly, from the community's perspective; he is a strong advocate for community, especially communities of color as his work is driven by advocacy for communities of color. He is a San Francisco native and long-time resident, so he understands the City and its various neighborhoods and communities intimately.

David's commitment to working collaboratively with all justice partners to provide informed and well-reasoned research is well known by all of us. We fully support his application and we will be very sorry to lose him as one of our most active and valued members of the CJTF but we are so pleased that his important working knowledge can now be directly useful to the Police Commission and the City as whole.

In sum, we are well aware of the complexity of the work of the Police Commission. We strongly support his application to serve on the Police Commission.

Very truly yours,

Yolanda Jackson

Executive Director and General Counsel of the Bar Association of San Francisco