

File No. 210255

Committee Item No. 1

Board Item No. 16

COMMITTEE/BOARD OF SUPERVISORS

AGENDA PACKET CONTENTS LIST

Committee: Rules Committee

Date April 12, 2021

Board of Supervisors Meeting

Date April 20, 2021

Cmte Board

- | | | |
|-------------------------------------|-------------------------------------|--|
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | Motion |
| <input type="checkbox"/> | <input type="checkbox"/> | Resolution |
| <input type="checkbox"/> | <input type="checkbox"/> | Ordinance |
| <input type="checkbox"/> | <input type="checkbox"/> | Legislative Digest |
| <input type="checkbox"/> | <input type="checkbox"/> | Budget and Legislative Analyst Report |
| <input type="checkbox"/> | <input type="checkbox"/> | Youth Commission Report |
| <input type="checkbox"/> | <input type="checkbox"/> | Introduction Form |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | Department/Agency Cover Letter and/or Report |
| <input type="checkbox"/> | <input type="checkbox"/> | Memorandum of Understanding (MOU) |
| <input type="checkbox"/> | <input type="checkbox"/> | Grant Information Form |
| <input type="checkbox"/> | <input type="checkbox"/> | Grant Budget |
| <input type="checkbox"/> | <input type="checkbox"/> | Subcontract Budget |
| <input type="checkbox"/> | <input type="checkbox"/> | Contract/Agreement |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | Form 126 - Ethics Commission |
| <input type="checkbox"/> | <input type="checkbox"/> | Award Letter |
| <input type="checkbox"/> | <input type="checkbox"/> | Application |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | Form 700 |
| <input type="checkbox"/> | <input type="checkbox"/> | Vacancy Notice |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | Information Sheet |
| <input type="checkbox"/> | <input checked="" type="checkbox"/> | 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 April 8, 2021

Completed by: _____ Date _____

1 [Mayoral Appointment, Police Commission - James Byrne]

2

3 **Motion approving the Mayor’s nomination for the appointment of James Byrne to the**
4 **Police Commission, for a term ending April 30, 2024.**

5

6 WHEREAS, Pursuant to Charter, Section 4.109, the Mayor has submitted a
7 communication notifying the Board of Supervisors of the nomination of James Byrne to the
8 Police Commission, received by the Clerk of the Board on March 9, 2021; and

9 WHEREAS, The Board of Supervisors has the authority to hold a public hearing and
10 vote on the appointment within 60 days following transmittal of the Mayor’s Notice of
11 Appointment, and the failure of the Board to act on the nomination within the 60-day period
12 shall result in the nominee being deemed approved; now, therefore, be it

13 MOVED, That the Board of Supervisors hereby approves the Mayor’s nomination for
14 the appointment of James Byrne to the Police Commission, succeeding Thomas Mazzucco,
15 for the unexpired portion of a four-year term ending April 30, 2024.

16

17

18

19

20

21

22

23

24

25

OFFICE OF THE MAYOR
SAN FRANCISCO



LONDON N. BREED
MAYOR

Notice of Nomination

March 9, 2021

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

Honorable Board of Supervisors,

Pursuant to Charter §4.109, of the City and County of San Francisco, I make the following nomination:

James M. Byrne, for appointment to the Police Commission for a four-year term ending April 30, 2024, to the seat previously held by Thomas Mazzucco. Charter Section 4.109 requires that one of the Mayor's appointees be a retired judge or an attorney with trial experience. Mr. Byrne is an attorney with trial experience meeting this Charter requirement.

I am confident that Mr. Byrne will serve our community well. Attached are his qualifications to serve, which demonstrate how his appointment represents the communities of interest, neighborhoods and diverse populations of the City and County of San Francisco.

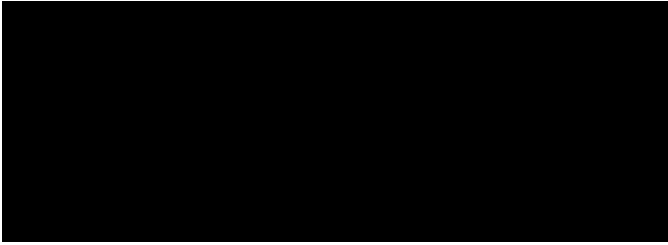
I encourage your support and am pleased to advise you of this nomination. Should you have any question about this nomination, please contact my Director of Commission Affairs, Tyra Fennell, at 415-554-6696.

Sincerely,

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

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

JAMES M. BYRNE



James “Jim” Byrne was born in San Francisco, CA to Irish immigrants. He was raised in San Francisco’s Excelsior District and attended Cleveland Elementary School, Epiphany Grammar School, and Saint Ignatius High School in San Francisco. He graduated from UC Davis in 1977, receiving two bachelor’s degrees, one in history and the other in agricultural economics and business management. In 1980, Jim received his Juris Doctor from the University of the Pacific McGeorge School of Law in Sacramento, CA.

After graduating from law school, Jim established his own law practice in San Francisco in 1983. His office is currently located in the Russian Hill neighborhood of San Francisco and is mostly confined to immigration law. His practice of immigration law includes deportation defense, family-based immigration, and employment-based immigration. When he first set up his practice, Jim travelled often to Fresno, CA to represent Mexican immigrants applying for green cards in federal immigration court. This was done on a low-cost basis through a non-profit organization called El Concilio de Fresno.

Jim was the lead attorney in the landmark case *Wauchope v US Department of State* (9th Circuit) which declared a law which discriminated against women in derivative citizenship cases unconstitutional. He has represented many clients in asylum proceedings, including nationals from Afghanistan, Iran, El Salvador, Guatemala, Honduras, and other countries. He has also represented several Irish nationals, arrested and convicted for their involvement in the armed conflict in Northern Ireland, in deportation proceedings. He has cross-examined U.S. Immigration and Naturalization Officers and members of the Northern Ireland Police Force in immigration court during these proceedings.

Jim has volunteered once a month for the last 22 years at Irish Immigration Pastoral Center Immigration Clinic, advising clients from all over the world on their immigration cases. He also does pro bono work, including currently representing Mexican and Guatemalan nationals in immigration court.

Jim is married to Maureen O’Neill from Fresno, CA, is the father of four adult children, and is a grandfather of one. He has lived in the same house in the Sunset District for the last 36 years.

**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)
Byrne James

1. Office, Agency, or Court

Agency Name (Do not use acronyms)

San Francisco Police Department

Division, Board, Department, District, if applicable

Your Position

Police Commission

Commissioner

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

Agency: _____ Position: _____

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

State

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

Multi-County _____

County of 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.

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-

Assuming Office: Date assumed ____/____/_____

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)

1 Dr. Carlton B. Goodlett Pl San Francisco CA 94102

DAYTIME TELEPHONE NUMBER EMAIL ADDRESS
(415) 554-6141 mayor.appointments@sfgov.org

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 _____
(month, day, year)

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

SCHEDULE A-2

Investments, Income, and Assets of Business Entities/Trusts

(Ownership Interest is 10% or Greater)

CALIFORNIA FORM 700
FAIR POLITICAL PRACTICES COMMISSION
Name _____

1. BUSINESS ENTITY OR TRUST	
Law Offices of James M Byrne	
Name 1374 Pacific Ave San Francisco Ca 94109	
Address (Business Address Acceptable)	
Check one <input type="checkbox"/> Trust, go to 2 <input checked="" type="checkbox"/> Business Entity, complete the box, then go to 2	
GENERAL DESCRIPTION OF THIS BUSINESS law practice	
FAIR MARKET VALUE	IF APPLICABLE, LIST DATE:
<input type="checkbox"/> \$0 - \$1,999	_____ / _____ / <u>20</u>
<input type="checkbox"/> \$2,000 - \$10,000	_____ / _____ / <u>20</u>
<input type="checkbox"/> \$10,001 - \$100,000	ACQUIRED DISPOSED
<input checked="" type="checkbox"/> \$100,001 - \$1,000,000	
<input type="checkbox"/> Over \$1,000,000	
NATURE OF INVESTMENT	
<input type="checkbox"/> Partnership <input type="checkbox"/> Sole Proprietorship <input type="checkbox"/> _____ Other	
YOUR BUSINESS POSITION _____	

2. IDENTIFY THE GROSS INCOME RECEIVED (INCLUDE YOUR PRO RATA SHARE OF THE GROSS INCOME TO THE ENTITY/TRUST)	
<input type="checkbox"/> \$0 - \$499	<input type="checkbox"/> \$10,001 - \$100,000
<input type="checkbox"/> \$500 - \$1,000	<input checked="" type="checkbox"/> OVER \$100,000
<input type="checkbox"/> \$1,001 - \$10,000	

3. LIST THE NAME OF EACH REPORTABLE SINGLE SOURCE OF INCOME OF \$10,000 OR MORE (Attach a separate sheet if necessary.)	
<input type="checkbox"/> None or <input type="checkbox"/> Names listed below	
see attached	

4. INVESTMENTS AND INTERESTS IN REAL PROPERTY HELD OR LEASED BY THE BUSINESS ENTITY OR TRUST	
Check one box: <input type="checkbox"/> INVESTMENT <input checked="" type="checkbox"/> REAL PROPERTY	
Name of Business Entity, if Investment, or Assessor's Parcel Number or Street Address of Real Property 1374 Pacific Ave San Francisco Ca 94109	
Description of Business Activity or City or Other Precise Location of Real Property	
FAIR MARKET VALUE	IF APPLICABLE, LIST DATE:
<input type="checkbox"/> \$2,000 - \$10,000	_____ / _____ / <u>20</u>
<input type="checkbox"/> \$10,001 - \$100,000	_____ / _____ / <u>20</u>
<input type="checkbox"/> \$100,001 - \$1,000,000	ACQUIRED DISPOSED
<input checked="" type="checkbox"/> Over \$1,000,000	
NATURE OF INTEREST	
<input checked="" type="checkbox"/> Property Ownership/Deed of Trust <input type="checkbox"/> Stock <input type="checkbox"/> Partnership	
<input type="checkbox"/> Leasehold _____ <input type="checkbox"/> Other _____	
Yrs. remaining	
<input type="checkbox"/> Check box if additional schedules reporting investments or real property are attached	

1. BUSINESS ENTITY OR TRUST	
Name _____	
Address (Business Address Acceptable)	
Check one <input type="checkbox"/> Trust, go to 2 <input type="checkbox"/> Business Entity, complete the box, then go to 2	
GENERAL DESCRIPTION OF THIS BUSINESS	
FAIR MARKET VALUE	IF APPLICABLE, LIST DATE:
<input type="checkbox"/> \$0 - \$1,999	_____ / _____ / <u>20</u>
<input type="checkbox"/> \$2,000 - \$10,000	_____ / _____ / <u>20</u>
<input type="checkbox"/> \$10,001 - \$100,000	ACQUIRED DISPOSED
<input type="checkbox"/> \$100,001 - \$1,000,000	
<input type="checkbox"/> Over \$1,000,000	
NATURE OF INVESTMENT	
<input type="checkbox"/> Partnership <input type="checkbox"/> Sole Proprietorship <input type="checkbox"/> _____ Other	
YOUR BUSINESS POSITION _____	

2. IDENTIFY THE GROSS INCOME RECEIVED (INCLUDE YOUR PRO RATA SHARE OF THE GROSS INCOME TO THE ENTITY/TRUST)	
<input type="checkbox"/> \$0 - \$499	<input type="checkbox"/> \$10,001 - \$100,000
<input type="checkbox"/> \$500 - \$1,000	<input type="checkbox"/> OVER \$100,000
<input type="checkbox"/> \$1,001 - \$10,000	

3. LIST THE NAME OF EACH REPORTABLE SINGLE SOURCE OF INCOME OF \$10,000 OR MORE (Attach a separate sheet if necessary.)	
<input type="checkbox"/> None or <input type="checkbox"/> Names listed below	

4. INVESTMENTS AND INTERESTS IN REAL PROPERTY HELD OR LEASED BY THE BUSINESS ENTITY OR TRUST	
Check one box: <input type="checkbox"/> INVESTMENT <input type="checkbox"/> REAL PROPERTY	
Name of Business Entity, if Investment, or Assessor's Parcel Number or Street Address of Real Property	
Description of Business Activity or City or Other Precise Location of Real Property	
FAIR MARKET VALUE	IF APPLICABLE, LIST DATE:
<input type="checkbox"/> \$2,000 - \$10,000	_____ / _____ / <u>20</u>
<input type="checkbox"/> \$10,001 - \$100,000	_____ / _____ / <u>20</u>
<input type="checkbox"/> \$100,001 - \$1,000,000	ACQUIRED DISPOSED
<input type="checkbox"/> Over \$1,000,000	
NATURE OF INTEREST	
<input type="checkbox"/> Property Ownership/Deed of Trust <input type="checkbox"/> Stock <input type="checkbox"/> Partnership	
<input type="checkbox"/> Leasehold _____ <input type="checkbox"/> Other _____	
Yrs. remaining	
<input type="checkbox"/> Check box if additional schedules reporting investments or real property are attached	

Comments: one half of building I owned used as my office

SCHEDULE B
Interests in Real Property
(Including Rental Income)

Name _____

▶ ASSESSOR'S PARCEL NUMBER OR STREET ADDRESS
1372 Pacific Ave

CITY
San Francisco Ca 94109

FAIR MARKET VALUE IF APPLICABLE, LIST DATE:
 \$2,000 - \$10,000
 \$10,001 - \$100,000
 \$100,001 - \$1,000,000
 Over \$1,000,000

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

NATURE OF INTEREST
 Ownership/Deed of Trust Easement
 Leasehold _____ _____
 Yrs. remaining Other

IF RENTAL PROPERTY, GROSS INCOME RECEIVED
 \$0 - \$499 \$500 - \$1,000 \$1,001 - \$10,000
 \$10,001 - \$100,000 OVER \$100,000

SOURCES OF RENTAL INCOME: If you own a 10% or greater interest, list the name of each tenant that is a single source of income of \$10,000 or more.
 None

Long term rental through AirBnB
 This is the top half of the building. the bottom half is used as my office. (See Schedule A)

▶ ASSESSOR'S PARCEL NUMBER OR STREET ADDRESS
3706 Pacheco Street

CITY
San Francisco CA 94116

FAIR MARKET VALUE IF APPLICABLE, LIST DATE:
 \$2,000 - \$10,000
 \$10,001 - \$100,000
 \$100,001 - \$1,000,000
 Over \$1,000,000

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

NATURE OF INTEREST
 Ownership/Deed of Trust Easement
 Leasehold _____ _____
 Yrs. remaining Other

IF RENTAL PROPERTY, GROSS INCOME RECEIVED
 \$0 - \$499 \$500 - \$1,000 \$1,001 - \$10,000
 \$10,001 - \$100,000 OVER \$100,000

SOURCES OF RENTAL INCOME: If you own a 10% or greater interest, list the name of each tenant that is a single source of income of \$10,000 or more.
 None

Dan Lee

* You are not required to report loans from a commercial lending institution made in the lender's regular course of business on terms available to members of the public without regard to your official status. Personal loans and loans received not in a lender's regular course of business must be disclosed as follows:

NAME OF LENDER* _____

ADDRESS (Business Address Acceptable) _____

BUSINESS ACTIVITY, IF ANY, OF LENDER _____

INTEREST RATE _____ TERM (Months/Years) _____
 _____% None

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

Guarantor, if applicable

NAME OF LENDER* _____

ADDRESS (Business Address Acceptable) _____

BUSINESS ACTIVITY, IF ANY, OF LENDER _____

INTEREST RATE _____ TERM (Months/Years) _____
 _____% None

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

Guarantor, if applicable

Comments: _____

1099 for more than \$10,000

San Francisco

- Hathaway Dinwiddle Construction Company
- Landmark Construction, Inc.
- Precision Engineering
- Tierra Group
- Cratus, Inc.
- GCI, Inc.
- KJ Woods Construction
- Tolleson Design, Inc.
- Abbesside Construction, Inc.
- Anvil Builders
- Build Group
- Pacific Structures
- Ranger Pipelines

Non-San Francisco

- Andrew M. Jordan dba A & B Construction
- Brierley Associates Corporation
- Pinc Solutions
- Zuo Modern Contemporary, Inc.
- D-Line Construction

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

Date: March 9, 2021
To: Members, Board of Supervisors
From: *ACC* Angela Calvillo, Clerk of the Board
Subject: Nomination by the Mayor - Police Commission

On March 9, 2021, the Mayor submitted the following complete nomination package to the Police Commission, pursuant to Charter, Section 4.109. This nomination meets the Charter requirement that one Mayoral appointee shall be a retired judge or an attorney with trial experience.

- James Byrne - term ending April 30, 2024

If the Board fails to act on this nomination within 60 days (May 8, 2021) of the date the nomination is transmitted to the Clerk of the Board, the nominee shall be deemed approved as provided by Charter, Sections 4.109.

The Office of the Clerk of the Board has opened a file for this nomination and will work with the Rules Chair to schedule a hearing before the Rules Committee.

Attached:

- Mayoral Nomination Letter
- Form 700
- Resume

c: Aaron Peskin - Rules Committee Chair
Alisa Somera - Legislative Deputy
Victor Young - Rules Clerk
Anne Pearson - Deputy City Attorney
Sophia Kittler - Mayor's Legislative Liaison

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.

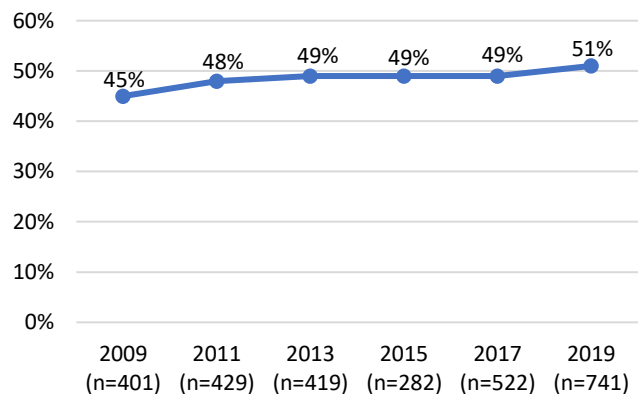
The *2019 Gender Analysis* evaluates the representation of women; people of color; lesbian, gay, bisexual, transgender, queer, and questioning (LGBTQ) individuals; people with disabilities; and veterans on San Francisco policy bodies.

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



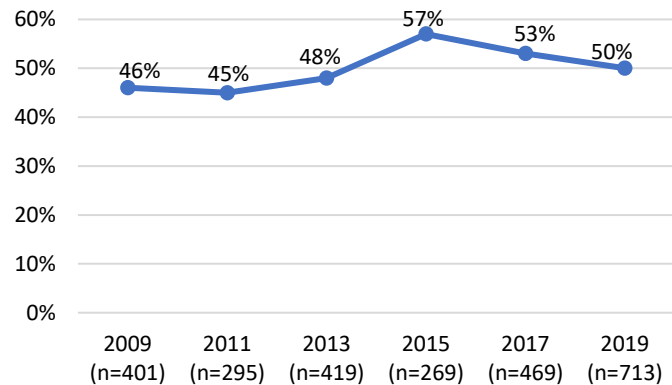
Source: SF DOSW Data Collection & Analysis.

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

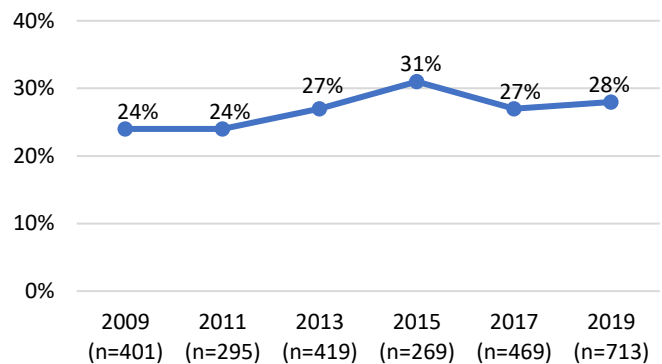


Source: SF DOSW Data Collection & Analysis.

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\\$anc=JD_Chapter33A](http://library.amlegal.com/nxt/gateway.dll/California/administrative/chapter33alocalimplementationoftheunited?f=templates$fn=default.htm$3.0$vid=amlegal:sanfrancisco_ca$anc=JD_Chapter33A).

II. Gender Analysis Findings

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

Figure 1: Summary Data of Policy Body Demographics, 2019

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

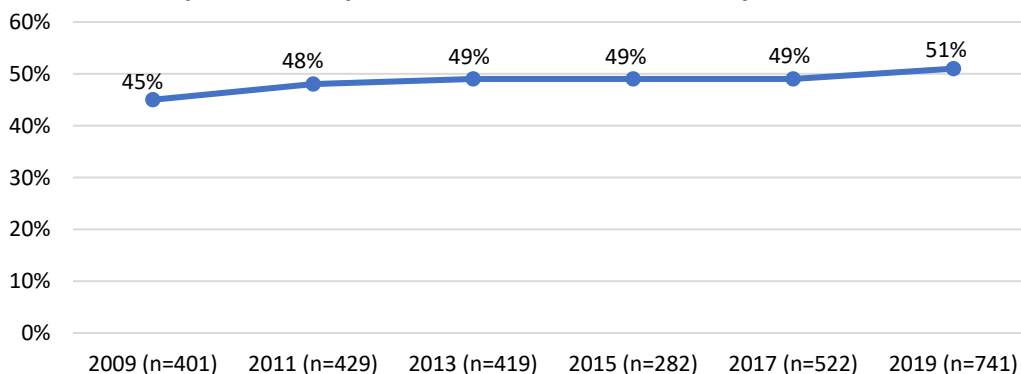
Source: SF DOSW Data Collection & Analysis.

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

A. Gender

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

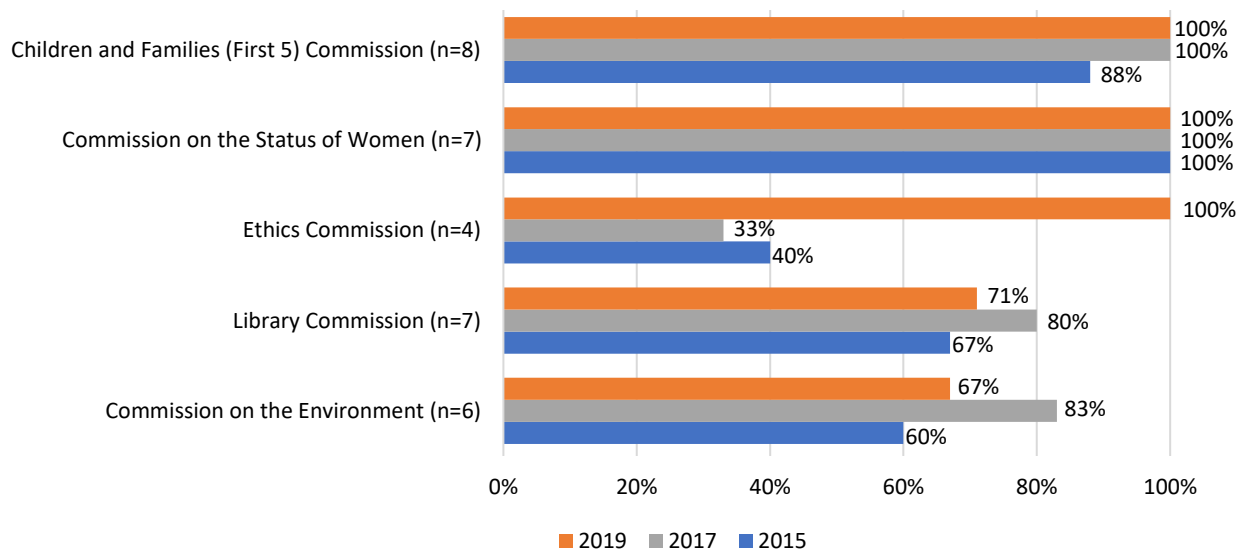
Figure 2: 10-Year Comparison of Representation of Women on Policy Bodies



Source: SF DOSW Data Collection & Analysis.

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

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



Source: SF DOSW Data Collection & Analysis.

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

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



Source: SF DOSW Data Collection & Analysis.

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

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



Source: SF DOSW Data Collection & Analysis.

B. Race and Ethnicity

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

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



Source: SF DOSW Data Collection & Analysis.

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

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

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

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

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

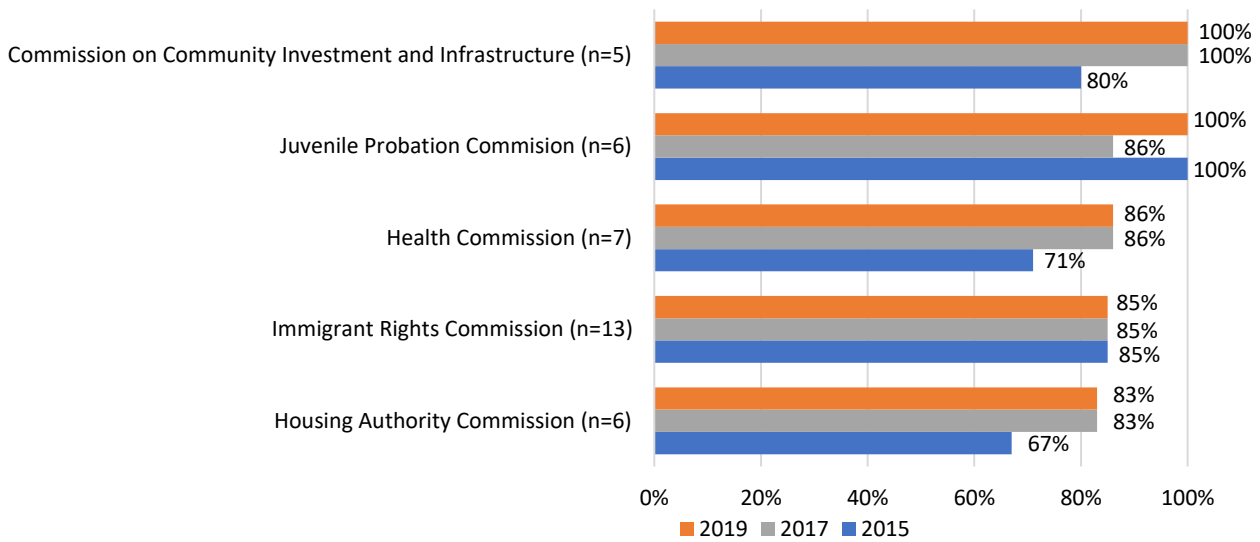
Figure 7: Race and Ethnicity of Appointees Compared to San Francisco Population, 2019



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

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

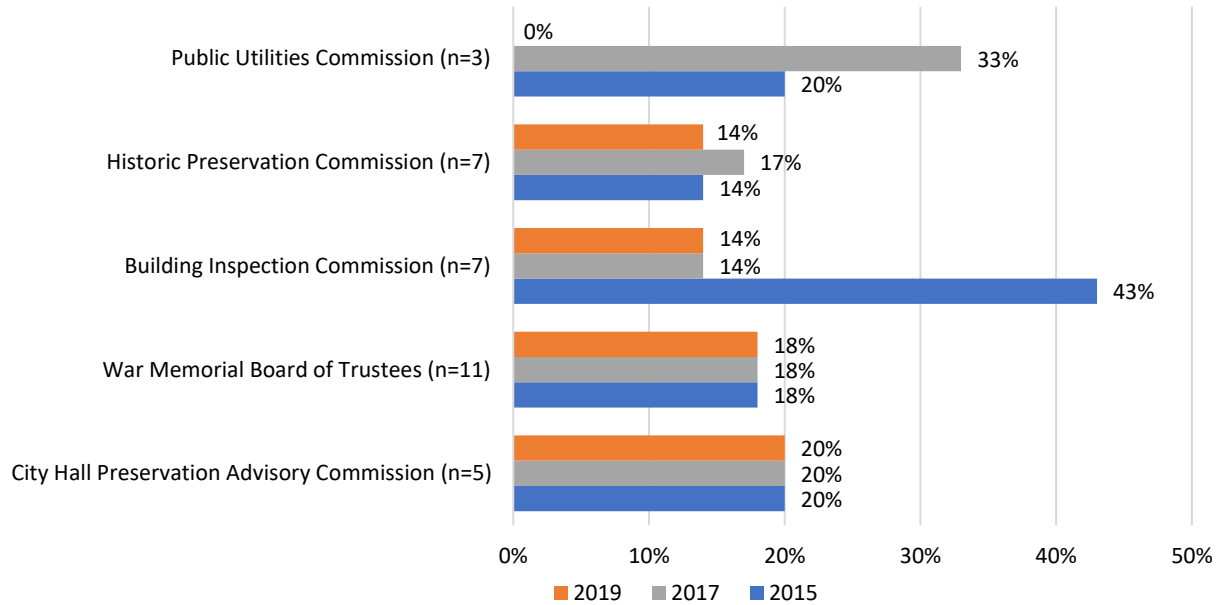
Figure 8: Commissions and Boards with Highest Percentage of People of Color, 2019 Compared to 2017, 2015



Source: SF DOSW Data Collection & Analysis.

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

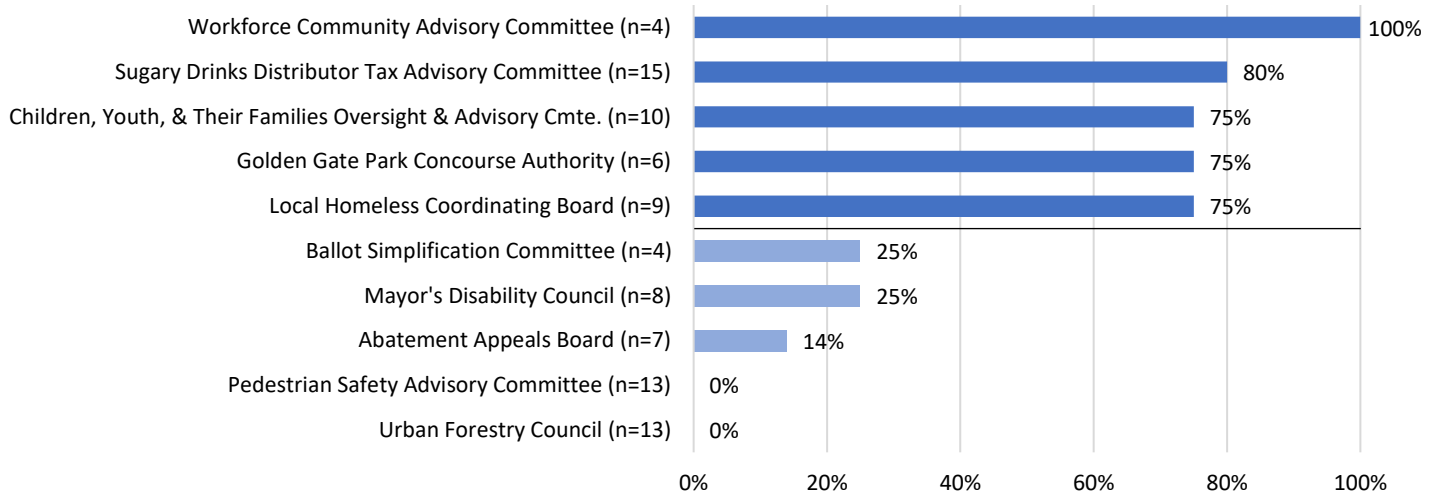
Figure 9: Commissions and Boards with Lowest Percentage of People of Color, 2019 Compared to 2017, 2015



Source: SF DOSW Data Collection & Analysis.

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

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

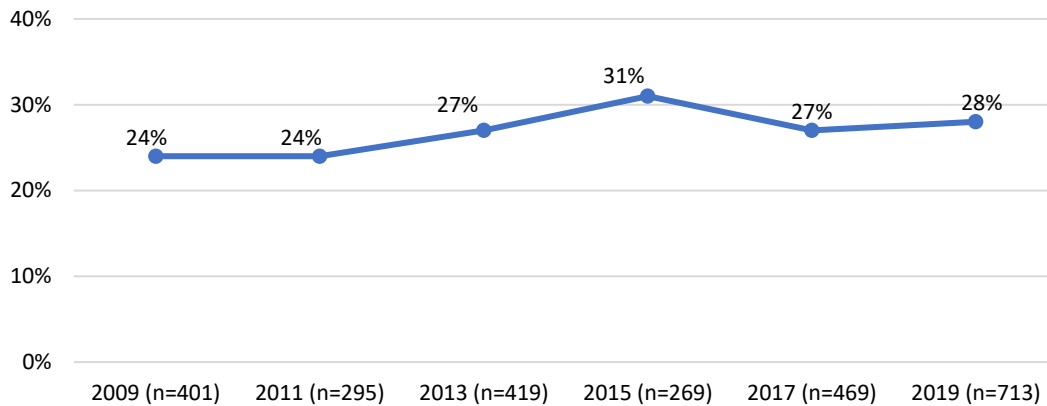


Source: SF DOSW Data Collection & Analysis.

C. Race and Ethnicity by Gender

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

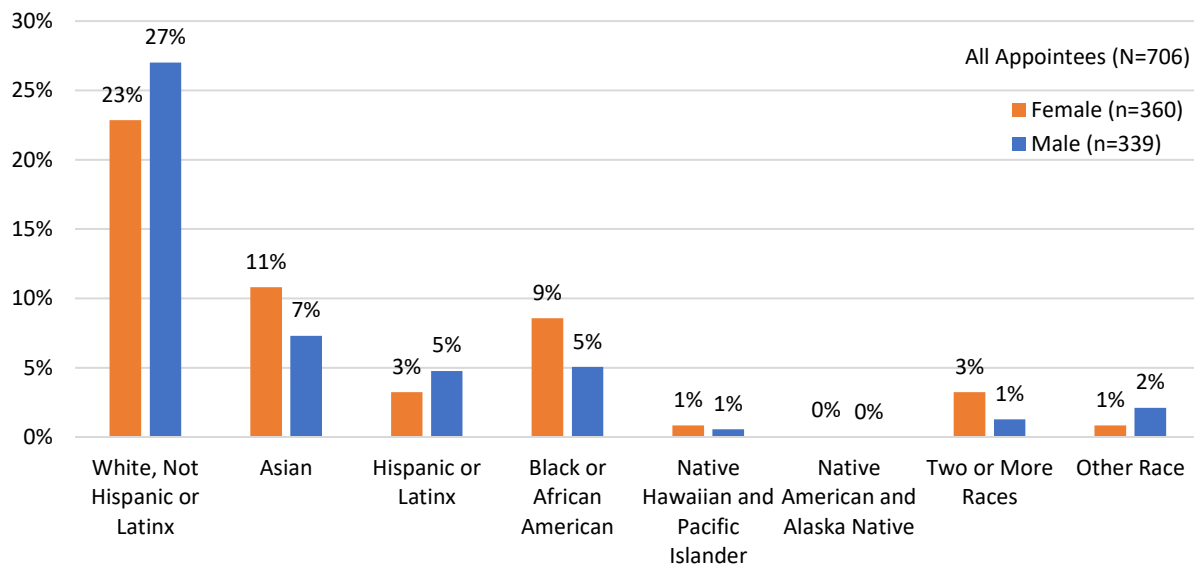
Figure 11: 10-Year Comparison of Representation of Women of Color on Policy Bodies



Source: SF DOSW Data Collection & Analysis.

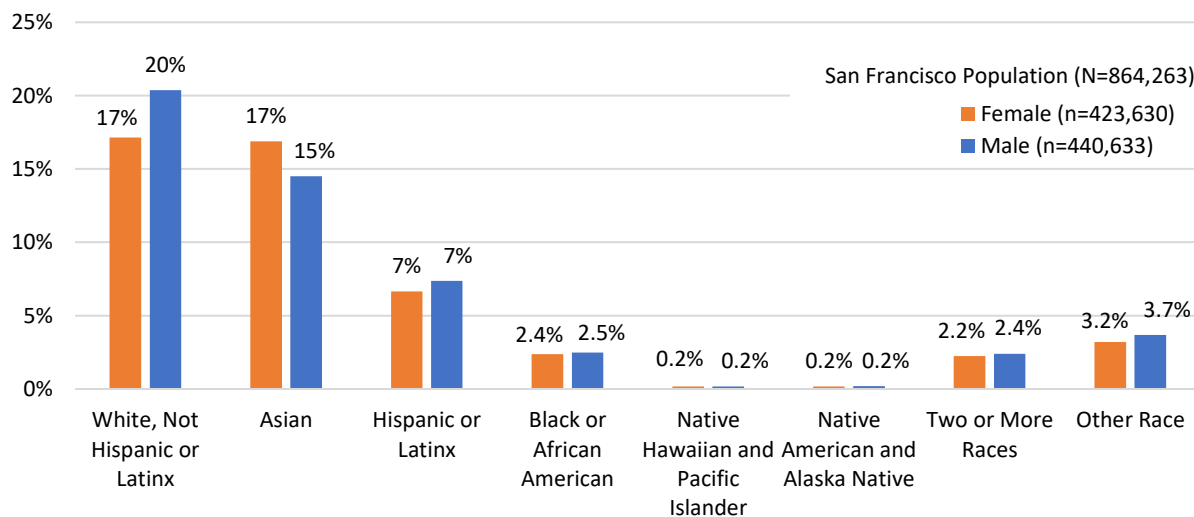
The following figures present the breakdown for appointees and the San Francisco population by race and ethnicity and gender. White men and women are overrepresented, holding 27% and 23% of appointments, respectively, compared to 20% and 17% of the population, respectively. Asian men and women are both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

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



Source: SF DOSW Data Collection & Analysis.

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



Source: 2017 American Community Survey 5-Year Estimates.

D. LGBTQ Identity

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

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

Figure 14: LGBTQ Identity of Appointees, 2019

(N=548)



Source: SF DOSW Data Collection & Analysis.

Figure 15: LGBTQ Population of Appointees, 2019

(N=104)



Source: SF DOSW Data Collection & Analysis.

E. Disability Status

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

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

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

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

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

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

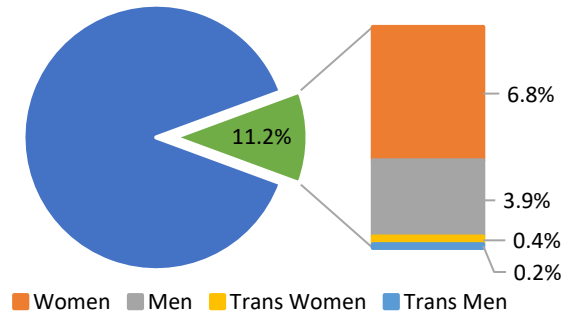
(N=744,243)



Source: 2017 American Community Survey 5-Year Estimates.

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

(N=516)



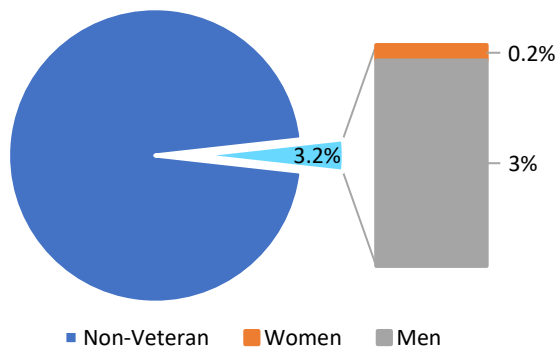
Source: SF DOSW Data Collection & Analysis.

F. Veteran Status

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

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

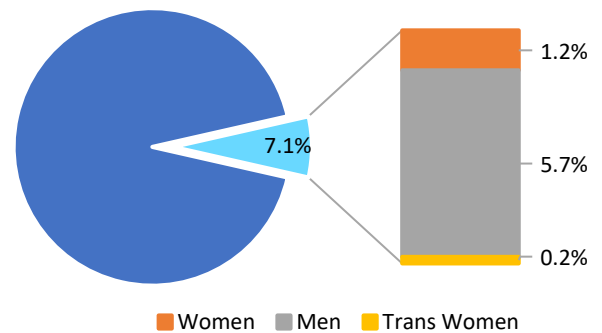
(N=747,896)



Source: 2017 American Community Survey 5-Year Estimates.

Figure 19: Appointees with Military Service, 2019

(N=494)



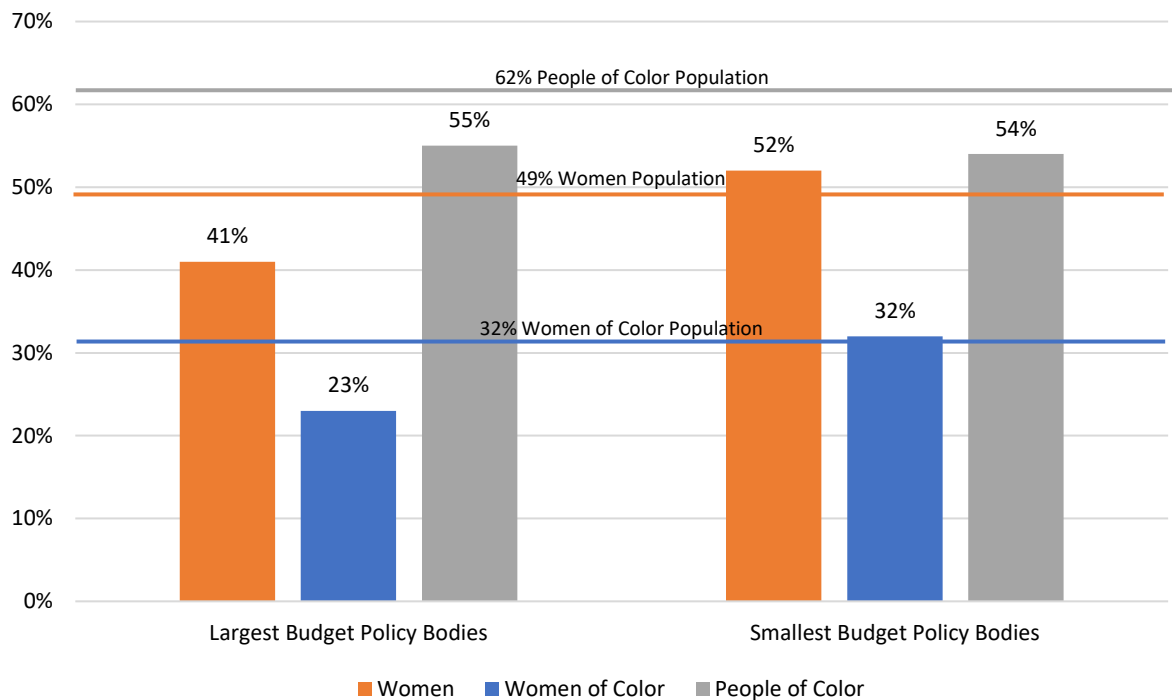
Source: SF DOSW Data Collection & Analysis.

G. Policy Bodies by Budget

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

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

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



Source: SF DOSW Data Collection & Analysis.

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

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

Source: SF DOSW Data Collection & Analysis.

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

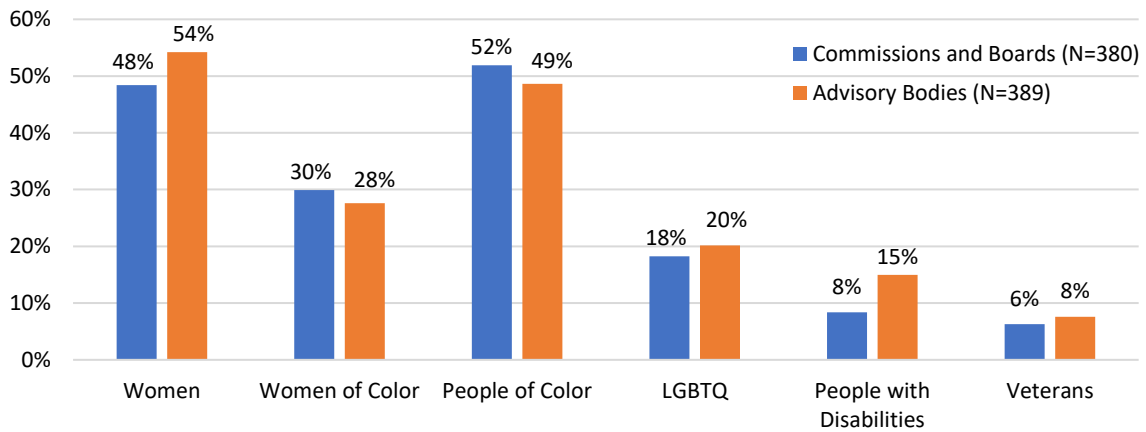
Body	FY18-19 Budget	Total Seats	Filled Seats	Women	Women of color	People of Color
Rent Board Commission	\$8,543,912	10	9	44%	11%	33%
Commission on the Status of Women	\$8,048,712	7	7	100%	71%	71%
Ethics Commission	\$6,458,045	5	4	100%	50%	50%
Human Rights Commission	\$4,299,600	12	10	50%	50%	70%
Small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

Source: SF DOSW Data Collection & Analysis.

H. Comparison of Advisory Body and Commission and Board Demographics

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

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

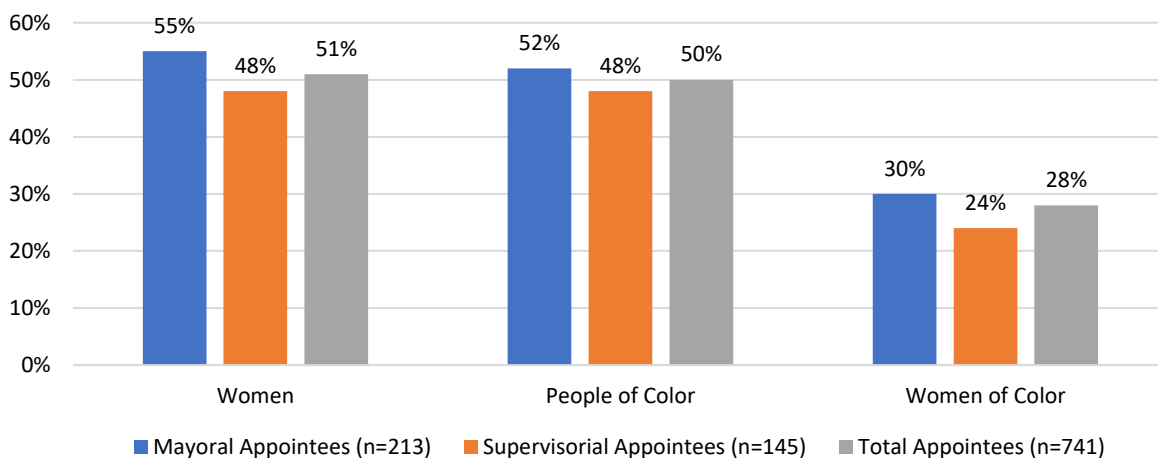


Source: SF DOSW Data Collection & Analysis.

I. Demographics of Mayoral, Supervisorial, and Total Appointees

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

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



Source: SF DOSW Data Collection & Analysis.

III. Conclusion

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

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

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

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

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

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

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

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

IV. Methodology and Limitations

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

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

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

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

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

Appendix

Figure 25: Policy Body Demographics, 2019⁹

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

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

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

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

Source: SF DOSW Data Collection & Analysis, 2019.

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

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

Source: 2017 American Community Survey 5-Year Estimates.

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

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

Source: 2017 American Community Survey 5-Year Estimates.

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

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

From: [Donal Godfrey](#)
To: [Young, Victor \(BOS\)](#)
Subject: Re: Jim Byrne
Date: Saturday, April 10, 2021 2:53:11 PM

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

Dear Supervisors,

I am writing to you in support of the nomination of Jim Byrne to the San Francisco Police Commission.

I am the University Chaplain at the University of San Francisco.

I also regularly preach at the Jesuit parish of St Agnes in the Haight Ashbury, where Jim is an active parishioner. I personally know of Jim's long history of commitment to social justice, and most especially his activism, and work for immigrants in the Bay Area, and beyond. For many years Jim has been championing people who fear deportation, harsh treatment, and dehumanization from some of our government agencies and others, Jim never seeks the limelight; nonetheless his work makes and has made a real difference for so many

I greatly admire Jim's values, his commitment to the common good, to our community, our Sanctuary City policies, and especially the most marginal. Jim will bring great experience, integrity, compassion, and good judgement to this important city position.

Yours sincerely,

Donal Godfrey, S.J.

--

--



Dónal Godfrey, S.J. D.Min

University Chaplain
Associate Director for Faculty and Staff Spirituality

University Ministry
Toler Hall
2130 Fulton St
San Francisco
CA 94117

Ad Majorem Dei Gloriam
he/him/his

www.usfca.edu/universityministry

415-422-2760

For information on Faculty and Staff Spirituality Programs:

<https://myusf.usfca.edu/university-ministry/faculty-staff-programs>

I acknowledge that the University of San Francisco sits on the unceded ancestral homeland of the Ramaytush Ohlone who are the original peoples of the San Francisco Peninsula. I recognize that we benefit from living and working on their traditional homeland, and I affirm their sovereign rights as first peoples.

From: [Clayton Tominga](#)
To: [Clayton Tominga](#)
Subject: Police Commission Minutes Jim Byrne
Date: Saturday, April 30, 2021 4:57:27 PM
Attachments: [April 11, 2021.pdf](#)

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

Victor,
I am writing on behalf of Jim Byrne. He and I are parishioners at St. Agnes Church. I have attached St. Agnes' weekly bulletin to highlight the Mission Statement of St. Agnes. We support this Mission Statement. I hope the Mission Statement will give the supervisors a little more insight into Jim's beliefs.
Thank you.
Clayton Tominga

https://www.ark-protection.com/v1/pdf?g=http%3A%2F%2Fwww.sunnyside.org/uploads/3/1/6/2/3/615917/april_11_2021.pdf&g=MaM2NWFNTHYmSMjBNA==&h=ZDk0YTgzNDNSINWUyYjZjZmZWEwSjk0YjZBMTYmBzomQzSWYyYTA0ZTBmM2eNmEiOTU4N2ZkZg==&p=XXA0OnSmZHDzOnE2YW53bWpGE0NzZGM3M2MzZTg0WVYyYjZjZTU0TU4MmRmOnYa

Sent from my iPhone



Serving the Haight for over 125 years

St. Agnes Catholic Church

Inclusive | Diverse | Jesuit

1025 Masonic Avenue | San Francisco | CA | 94117-2010 | www.SaintAgnesSF.org | 415.487.8560

April 10 & 11, 2021

Dear St. Agnes Community,

Happy Easter! Feliz Pasqua! We are finishing the Octave of Easter, yet our Easter season runs for seven weeks until Pentecost Sunday, May 23rd. Praise the Lord! Alleluia! We celebrate with joy this Easter season because the Resurrection of Jesus is the greatest of all events, the triumph of God over sin and death.

This second Sunday of Easter the Church marks as Divine Mercy Sunday. As our God is merciful to us, and so calls us to live lives of mercy for others. The disciples of Jesus had been used to going around helping Jesus in acts of mercy and love, but after his death and resurrection, they had to take the initiative and be the face and heart of Jesus and carry out his mission of mercy. This is what Easter is all about. It's about coming into our own as ministers of the gospel to the world.

I encourage you again to reach out to me at <mailto:alejandro@saintagnessf.org> and find out about the amazing ministries and sign up for any of the exciting things happening. Here are some options: Lectors, Eucharistic ministers, Hospitality (post mass) coordinators, Director of volunteers, Diversity & Inclusion volunteer, Art & Environment volunteer coordinator, Consolation Ministry volunteers, Weekend mass coordinator, Sound & Camera (Live stream) volunteers, Usher/check-in volunteers for each mass (we need many!).

Yours in Christ,

Alejandro Báez, S.J.

Associate Pastor

Mission Statement

We the people of Saint Agnes are:

an inclusive, urban community, rich in diversity of age, ethnicity, gender, orientation, culture, talent, & treasure; a faith community, enlivened and empowered through Baptism to celebrate and proclaim the presence of Christ among us.

We declare to one and all that we commit ourselves to:

grow spiritually as disciples of Christ; to become people for others; build community through hospitality, ecumenism, and social & cultural events; understand cultural differences and accept them as sources of enrichment; give loving service & outreach to those in need; promote social justice issues in our neighborhood and in the larger community of city, nation, and world.

We pledge ourselves to be a light in the darkness through the love that we share in the name of Christ and through the power and guidance of the Holy Spirit.

Liturgy Schedule

Sundays

8:30am | 10:30am | 1:30pm (Spanish/Española)

Saturdays: 4:00pm

Weekdays: 8:00am | 12:00pm

Fridays @ Noon, Women-led
Prayer Service

Live-stream Schedule

<https://www.saintagnessf.org/st-agnes-livestream.html>

Sundays: 10:30am | 1:30pm (Spanish/Española),

Parish Information

Parish Staff & Ministries

Pastor	Fr. George Williams, S.J.
Associate Pastor	Fr. Alejandro Báez, S.J.
Priest in Residence	Fr. Joe Spieler, S.J.
Prison Ministry Coordinator	Mr. Manuel Chavira, S.J.
Director of Liturgy & Music	Frank Uranich
Director of Operations & Admin.	Maureen Beckman
Director of the Ignatian Spiritual Life Center	Grace Salceanu
Coordinator of Children's Faith Formation	Vivian Nabuule
Administrative Assistant	Marco Matute
Bookkeeper	Dorenda Haynes
Sexton	Mario Hernandez
Cantor	Scott Grinthal
Sacristans	Frank Mitchell, Matthew Tominaga, Teri Bradshaw
Art & Environment	St. Agnes Staff
Finance Committee Chair	Chris Roman
St. Agnes & St. Ignatius Comm. Food Pantry Director	Kathleen Devine
Wedding Coordinator	Shannon McMillen Evans
Marriage Prep Classes	Regina Lathrop & Bob Boguski
Parish Council Chair	Karen Xavier
Director R.C.I.A.	Cathy Collins
LGBTQ Ministry	Andrea Wise

Reconciliation Schedule

By appointment only. Please call the Parish Office.

Parish Office Hours

Our hours are modified during Covid-19 pandemic, please call the office to make sure we are open. Currently: 9am – 4:30pm, M, W, Th, F.

Fr. George's Office Hours by appointment, please email at George@SaintAgnesSF.org or call.

Fr. Alejandro's Office Hours by appointment, please email at Alejandro@SaintAgnesSF.org or call.

Office Phone: 415-487-8560

St. Agnes Stewardship

Collection Easter week: \$14,328.66

Last year: \$7,135

Mailed-in: \$4,420; In Person Masses: \$4,602

Online (monthly and one-time donations): \$5,306.66

Please consider a donation through our website at www.SaintAgnesSF.org

April 10 & 11 | 2nd Sunday of Easter

For your prayerful consideration,
readings for next week:

Acts 3:13-15, 17-19 •

1 John 2:1-5a • Luke 24:35-48

Date	Intention	Presider
April 10 4:00 PM	Laverne Hinchey (D)	Fr. Alejandro Báez
April 11 8:30 AM	Bebe St. John (L)	Fr. Alejandro Báez
10:30 AM 1:30 PM (Spanish)	Policarpio Lopez (D) Parishioners of St. Agnes	Fr. Alejandro Báez Fr. Martinez-Callejas
April 12 8:00 AM	Dorothy Marian Miller (D)	Various presiders
12:00 PM	Edward Posadas (D)	
April 13 8:00 AM	Shelly Fisher (D)	Various presiders
12:00 PM	Ellen Smith (D)	
April 14 8:00 AM	Sr. Mary Jo Wise (D)	Various presiders
12:00 PM	Ken Carter (D)	
April 15 8:00 AM	Steven Pokorny (D)	Various presiders
12:00 PM	Nick Fagnano (D)	
April 16 8:00 AM	Sr. Helene McBride (D)	Various presiders
12:00pm		
April 17 4:00 PM	Jude John Trinidad (D)	Fr. Joe Spieler
April 18 8:30 AM	Parishioners of St. Agnes	Fr. Joe Spieler
10:30 AM	Loyola Guild Members (D)	Fr. Donal Godfrey
1:30 PM (Spanish)	Bebe St. John (L)	Fr. George Williams

D = Deceased; L = Living

New Parishioners

You are Home! Welcome to a great parish community! If you would like to become a part of St. Agnes Parish, please fill out a registration form online at our web site, www.SaintAgnesSF.org. All are welcome here!

Sacraments

Please contact the Parish Office - Marco@SaintAgnesSF.org for information about the following: Anointing of the Sick * Baptism * Children's Faith Formation & Liturgy of the Word * Communion for the Homebound * Marriage * Rite of Christian Initiation for Adults.

Ignatian Spiritual Life Center

The Spiritual Life Center (1611 Oak Street) provides programs and services to the parish and larger faith community through educational programs, opportunities for prayer, and community events. Visit www.IgnatianSpiritualLifeCenter.org.

Archdiocesan Victim's Assistance

If you or someone you know has been a victim of sexual abuse; or you suspect sexual abuse, please call (415) 614-5506 for help.



**COMING SOON TO
THE IGNATIAN SPIRITUAL
LIFE CENTER**

1611 Oak Street

To RSVP for ISLC events contact Grace Salceanu at
Grace@SaintAgnesSF.org or 415-450-8146.

www.IgnatianSpiritualLifeCenter.org

Pope Francis' April Prayer Intention
Fundamental Rights

"We pray for those who risk their lives while fighting for fundamental rights under dictatorships, authoritarian regimes and even in democracies in crisis."

Gather + Grow – April 13 @ 7:00pm

Are you seeking a faith-gathering of young adults to grow in relationship with God and others in the Bay Area? Join us for an evening of prayer and spiritual conversation as we begin to rejuvenate the Francis Fellowship at the ISLC. [Register here](#)

Listening to the Call: Discernment Retreat

Thursdays, April 15–May 13, 6:30–8:30pm on Zoom

In partnership with Christus Ministries, the Ignatian Spiritual Life Center offers: **Do you want to:** Join other young adults and adults for a hands-on experience of Ignatian discernment by integrating daily prayer, discernment of spirits, spiritual direction, spiritual conversation, and practicing key steps of discerning God's will. This **four-week retreat experience** is for people who pray regularly and are familiar with Ignatian spirituality. Participants need an openness to really listen, a **willingness to practice personal prayer (five times for 30')** during the week, a receptivity to share and support others along the way, and a readiness to meet with a spiritual director weekly. The experience is guided by Fr. Tri M. Dinh SJ, the Christus Ministries Team, and other Ignatian partners. [Click here](#) for more information and to register.

Nourish: Tuesday, April 27, 7-8:30pm

Join us as the Ignatian Spiritual Life Center's Francis Fellowship continues to expand its young adult ministry. The Nourish series discusses topics aligned with different themes of the liturgical season that informally address adult Catholic faith formation. This April, we will open a theme within the Easter season. Feel free to invite others who are interested in nourishing their faith journeys as well! For more information, contact us: youngadults@saintagnessf.com [Register here.](#)



"The community of believers was of one heart and mind..."

Acts of the Apostles 4:32

ISLC Continued Programming

Stories of Consolation: Christ in Our Midst
Wednesday, April 28, 10-10:45am

Join the Ignatian Spiritual Life Center for a monthly shared experience of reflection and prayer. Through Ignatian contemplation or the Examen, we will savor Gospel stories that encourage us to find Christ with us in our suffering and in our hope. [Register here](#) for April 28th's session, Jesus Appears to Mary Magdalene, in celebration of the Easter season.

Centering Prayer – Monday's @ 7pm

Centering Prayer is a weekly practice in the Ignatian Spiritual Life Center! Join us on Mondays at 7pm to deepen into this contemplative practice. Contact Mary English at: thecentering@comcast.net for more information.

Silence of the Heart

Tuesdays @ 9am (Silent prayer & sharing)

Music, poetry, scripture, and spiritual reading set the tone as we enter into silent prayer for half an hour, followed by sharing and holding the prayers of our community all via Zoom. Please contact: Grace@SaintAgnesSF.org.

Thursday Morning Faith-Sharing
@ 11:00am – 12pm

This faith community gathers for word, silence, and sharing of our lives and faith journeys. We give all the opportunity to share without interruption, advice, or cross talk. These reflections are held in confidence. Please contact: Grace@SaintAgnesSF.org for more info.

Receiving Communion

Outside in front of St. Agnes,
1 pm – 2 pm, Sundays

St. Agnes continues to distribute communion to our parishioners from 1pm – 2pm on Sundays in front of the Church. We still are seeking volunteers to help with communion, please contact Marco@SaintAgnesSF.org if you can help!

Easter Season Flowers through Pentecost

You are invited to make a special gift to help defer the cost of flowers for the Easter Season. You may remember your loved ones by donating for flowers in their names. Last year's offering allowed us to beautify the church for our Triduum and Easter season liturgies. The Easter Season continues into June ending with Pentecost. Please use the special envelopes in the pews or send in a donation to the Rectory; thank you for your generosity!



Easter Lily

Prison Ministry 101

This Sunday, April 11

@ 2– 4pm, via Zoom



Please join Fr. George for the first prison ministry training for St. Agnes's parishioners. Here is the link:

Topic: Prison Ministry 101

Time: Apr 11, 2021 02:00 PM

Join Zoom Meeting:

<https://usfca.zoom.us/j/85226028493>

Meeting ID: 852 2602 8493

If you have any questions, please contact Fr. George at George@SaintAgnesSF.org. All are welcome!

Pastor's Book Club

Saturday, April 24 @ 10-11 am

Learning to Pray: A Guide for Everyone

By James Martin, S.J.

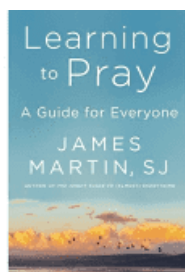
Please join Fr. George for a lively discussion on the new book by Jim Martin. Here is the Zoom link:

Join Zoom Meeting

<https://usfca.zoom.us/j/84847406354>

Meeting ID: 848 4740 6354

All are welcome!



Volunteers Needed



1. Learn to help with Live Streaming of Masses – We are looking for about 4 volunteers that could learn how we live-stream our Masses, so it is not a burden on any one person every week. We can't thank enough our current parishioners – Eugene Libadia and Matthew Tominaga for getting us through the first year of Covid and the lock-down. They continue to do an amazing job! If interested, contact: Alejandro@SaintAgnesSF.org.

2. Volunteers at the Masses Now that the church is open with up to 50 people for Masses, we need volunteers to check parishioners in, take temperatures, escort them to their pews, etc. It takes a village, and we need help! Please contact Marco@SaintAgnesSf.org to volunteer for Masses!

Support Small Businesses @ St. Agnes

JDESIGNBUILD

Licensed general contractor for custom residential remodeling on all scales: interior (kitchen and baths) and exterior (decks, windows, siding), extensions, seismic retrofitting, foundation to finish. Lic. #1017420.

www.jdesignbuild.com Ph. (415) 318-9525.

Contact [Justin Walsh](mailto:JustinWalsh@jdesignbuild.com)

Early Childhood Matters

We offer parenting workshops, second time mom support groups, private consultations and facilitated nature groups for toddlers and their parents/caregivers.

Contact [Rebecca Walsh](mailto:RebeccaWalsh@earlychildhoodmatters.org),

Consulting@earlychildhoodmatters.org

Solidarity Toward the Common Good: Women Engaging the Catholic Social Tradition

The Joan and Ralph Lane Center for Catholic Social Thought and the Ignatian Tradition at the University of San Francisco is proud to present a series of events celebrating the forthcoming book, *Solidarity Toward the Common Good: Women Engaging the Catholic Social Tradition*. Through diverse experiences, identities, and disciplinary approaches, the authors explore both how women have shaped the Catholic Social Tradition (CST) and how their voices have also been marginalized in CST. Each event explores CST with critical attention to intersectionality, exploring gendered dimensions of labor, family, migration, racism, healthcare, and non-violence. **Please join the upcoming Tuesdays on April 18, May 4, May 11, and May 18, 2021** as each author engages with other scholars in the field and present to you their respective chapters. **St. Agnes Parishioners are welcome!** [Register for each event here.](#)

Pastor's Appeal:

Wrestling with Whiteness

April 15, 22, 29 & May 6 @ 3:30 – 5:30pm

I'd like to make a special appeal to everyone in the St. Agnes community to participate in the next Wrestling with Whiteness program being offered through the Jesuits West Organizing for Racial Equity (CORE).



This is a concrete way for us to put into action our pledge in our Parish

Mission statement where we commit ourselves to:

Grow spiritually as disciples of Christ; to become people for others; build community through hospitality, ecumenism, and social & cultural events; understand cultural differences and accept them as sources of enrichment; give loving service & outreach to those in need; promote social justice issues in our neighborhood and in the larger community of city, nation, and world.

This program will be via zoom on the 5 Thursdays after Easter 2021: April 8th, April 15th, April 22nd, April 29th and May 6th from 3:30pm - 5:30pm.

Several of us did this program last summer and found it very helpful. It helped create a shared understanding of whiteness and helped us reflect on how this lives in us and shapes our lives.

This program uses the gifts of Ignatian spirituality to prayerfully free ourselves to think and act outside of the constraints of the dominant culture.

Participants will learn to articulate their own story of whiteness and see how their work is impacted by implicit bias and white supremacy. It's also a revelation to learn how our faith institutions have been complicit in and help perpetuate racism in our society.

This program is designed for people who identify as white, but it is certainly not limited to that. All of us at St. Agnes can benefit from this opportunity to expand our awareness as we look for ways to be anti-racist.

I pledge to put my money where my mouth is and commit myself to repeating this program with you!

To register:

<https://docs.google.com/forms/d/e/1FAIpQLSfBq-N3VqH00ziObh3m3td6prvOSdj-OkIaxqM3jAYDtrqNA/viewform>

Apostles Creed

I believe in God, the Father almighty,
Creator of heaven and earth;
And in Jesus Christ, his only Son, Our Lord,
who was conceived by the Holy Spirit,
born of the Virgin Mary,
suffered under Pontius Pilate,
was crucified, died, and was buried.
He descended into hell;
on the third day he rose again from the dead;
and ascended into heaven,
and is seated at the right hand of God,
the Father almighty;
from there he will come to judge the
living and the dead.
I believe in the Holy Spirit,
the holy catholic Church;
the communion of saints,
the forgiveness of sins,
the resurrection of the body,
and life everlasting. Amen.

Stewardship Prayer

Lord and source of all gifts, I rejoice in the fullness of your generosity. I thank you for those whose lives are visible signs of your love and blessing to others. Give me the courage to do the same. Make me a good steward of all I have received, generously sharing my time, abilities, and material resources to build up your kingdom of love and justice. We ask this through Jesus Christ, in whom we begin and end all things. Amen.

Prayer of St. Francis

(Prayer for Peace)

Lord, make me an instrument of your peace;
where there is hatred, let me sow love;
where there is injury, pardon;
where there is doubt, faith;
where there is despair, hope;
where there is darkness, light;
and where there is sadness, joy.
O Divine Master, grant that I may not so much
seek to be consoled as to console;
to be understood, as to understand;
to be loved, as to love; for it is in giving that we
receive, it is in pardoning that we are pardoned,
and it is in dying that we are born to Eternal Life.
Amen