

File No. 190804

Committee Item No. 5

Board Item No. _____

COMMITTEE/BOARD OF SUPERVISORS

AGENDA PACKET CONTENTS LIST

Committee: Rules Committee

Date July 29, 2019

Board of Supervisors Meeting

Date _____

Cmte Board

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

OTHER (Use back side if additional space is needed)

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Completed by: Victor Young Date July 25, 2019

Completed by: Victor Young Date _____



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

BOARD OF SUPERVISORS
 SAN FRANCISCO, CALIF.

2019 MAY 28 AM 10:27

AK

Application for Boards, Commissions, Committees, & Task Forces

Name of Board, Commission, Committee, or Task Force: Department of Children, Youth & Families
oversight Action Committee

Seat # or Category (If applicable): Seat # 10 District: 8

Name: Winnie Chen

Home Address: [Redacted], San Francisco, CA Zip: 94102 94114

Home Phone: [Redacted] Occupation: _____

Work Phone: _____ Employer: N/A

Business Address: N/A Zip: N/A

Business E-Mail: N/A Home E-Mail: [Redacted]

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

Check All That Apply:

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

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

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

I am a parent of a K-8 child in SFUSD, residing in District 8, who receives Special Ed services. I represent children and families who are POC, special ed and low income.

Business and/or professional experience:

Involvement with women & technology groups to solve issues for inclusion and retention of women, poc. Intersectional perspective.

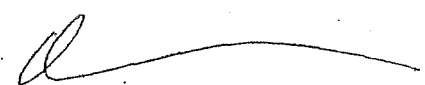
Civic Activities:

Current member DCYF OAC, Seat 8
Member SFUSD CAC for Special Ed

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

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

Date: 27 May 2019 Applicant's Signature: (required)


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

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

FOR OFFICE USE ONLY:

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



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

Application for Boards, Commissions, Committees, & Task Forces

Name of Board, Commission, Committee, or Task Force: Children and Youth Fund Oversight and Advisory Committee

Seat # or Category (If applicable): 9 & 8 ¹⁰ District: 5

Name: Julie Roberts-Phung

[Redacted] t Zip: 94117

Occupation: Community Organizer

Work Phone: 415-234-3045 Employer: Self - Empower Together Consulting

Business Address: 530 Divisadero St. #178 Zip: 94117

Business E-Mail: empower.together.consulting@gmail.com Home E-Mail: [Redacted]

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Check All That Apply:

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

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

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

I am a straight, white, cis female co-conspirator who organizes with Showing Up for Racial Justice (SURJ) & the SF Families Union. My children are 5 & 8 and go to a public school where the majority of children are children of color, immigrants and/or refugees/asylum seekers and where I focus on leveraging my privilege to improve communication, family voice, and access to resources for families who experience barriers in SFUSD. My children benefit from the CYC after school program funded by DCYF (and we wish that we could return it to a free program available to all students without charge, as it was under the 21 Century School federal grant).

I see my work as a white woman as listening with humility, amplifying the voices of people whose identities have been historically marginalized (Black, Indigenous, POC, LGBTQ, Disabled, Immigrant and other folks) and working for racial justice in white spaces where I can work on/with white people to help us let go of a culture of white supremacy and work for racial justice and beloved community.

Business and/or professional experience:

I have 18 years of experience working as a community organizer, strategic researcher and advocate on issues of racial & social justice. This experience includes 7 years with ACORN, 3 years with Green For All, and 7 years working with organizations like CCSF, Working Partnerships USA and the Close the Gap Coalition (Coleman Advocates, UESF, SEIU, Jobs With Justice, Legal Services for Children and more). Full profile here on LinkedIn: <https://www.linkedin.com/in/julieet/>

My most important project recently has been as the Coalition Organizer for Close the Gap coalition. This coalition won the "Safe and Supportive Schools" resolution which breaks down the school to prison pipeline in SFUSD. More recently we are working on expanding a Whole Community School model which relies on local and national best practices to create significant improvement for Black and other students in SFUSD, while advocating to increase funding to the public schools which serve the vast majority of Black students and other students of color.

Other relevant experience was writing the "Adopting a Racial Equity Approach to Governance: A Practitioner Informed Research Summary" report which used the GARE (Government Alliance for Racial Equity) framework and provided recommendations for government staff who are adopting a racial equity lens. I interviewed government staff leading similar initiatives across the country and captured their learnings about the most effective ways to start, expand, and scale up racial equity initiatives in a government context. I'm excited that the Human Rights Commission is leading a GARE cohort in SF and looking forward to opportunities to use this framework to improve programs for families with a racial equity perspective.

In addition to this recent experience, at ACORN and Green For All I helped advocate for and win Community Benefit Agreements, Responsible Contractor Ordinances, and "Tripple Bottom Line" City Scale Energy Efficiency programs which produced scaled, middle class, career opportunities for people of color who have historically been prevented from accessing these opportunities.

Civic Activities:

Co-founder of SF Families Union - Alison Collins and I co-founded this multiracial organization to work for meaningful integration and in support of public schools. Over the years it has shifted in response to the needs of families of color towards a focus on racial equity issues and less on integration (though we continue to educate white and more affluent families about the importance of participating in public schools and in unpacking the way that race informs what are seen as "good" and "bad" schools). Successes of this work have included:

- * Supporting Black and Pacific Islander families at Carver Elementary in winning over a million dollars in renovations so their school would have interior doors and walls.
- * Supporting Mission Education Center and Malcolm X Academy families targeted for co-location by a KIPP Charter school. MEC families successfully stopped the co-location. MXA ended up with the co-location but families have been able to limit the amount of space the charter school gets. Families have also testified in Sacramento to limit the expansion of charter schools.
- * Overturning a racist policy requiring people testifying at the State Board of Education to show ID before being able to participate in BOE meetings.
- * Organizing families to pass Prop G which included \$2.7 million dedicated to 20 schools serving half of Black students in SFUSD (PITCH schools).
- * Advocating for \$50+ million in ERAF funding for public schools. The funding won for public schools stabilizes our schools, but does not include the PITCH dollars. SF Families Union is continuing to advocate for that funding from within SFUSD.

Founding member of SURJ SF - SURJ SF started in response to the racist vandalism of a Black Church (St. Paul's). Since that time, I've worked with the Youth and Families committee to support the Queer Black led "Young Activists for Black Lives" coalition and events (largely in the East Bay). I've also brought workshops on race consciousness for young families into white and affluent Asian spaces like pre-schools, and provided programming for white families to learn together how we can stop being complicit with a culture of white supremacy and raise children to be culturally humble and advocates for racial justice. One of the most successful efforts has been the multi year "Talking With Kids About Race" partnership with the SF Public Library, Our Family Coalition and other organizations where in three years over 600 families have learned from "The Black Teacher Project's" Micia Mosely, Abundant Beginnings, Teachers for Social Justice about developmentally appropriate ways to work with children as racial justice advocates and educators/parents. Additionally, the SURJ Youth & Families Committee supported the advocacy of Native American leaders who successfully took down the racist "Pioneer" statue, and we are currently working with Native and Black leaders to take down the "Life of Washington Murals."

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

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

Date: 3-5-19 Applicant's Signature: (required) Julie Roberts-Phung

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

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

FOR OFFICE USE ONLY:

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

From: ETC, <[redacted]@mail.com>
Sent: Tuesday, July 23, 2019 8:35 PM
To: Young, Victor (BOS)
Subject: Confirming interest in 3 OAC seats

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

Hi Victor,

I'm writing to confirm that I'm interested in being considered for the three DCYF OAC seats open. Thank you for managing this process! The three seats are listed below. Please reach out if you have any questions.

Best,

Julie Roberts-Phung

Seat 8 | A parent of a child, which child is enrolled in kindergarten through 8th grade at the time of the member's appointment for the term. This Committee member shall be from a low income community or have expertise or substantial experience working to promote the interests of communities of color and shall have demonstrated a commitment to improving access and quality of services for children, youth, and families.

- Seat 9 | A parent of a child, which child, at the time of the member's appointment for the term, is under the age of 5 years and enrolled in a publicly-subsidized or City-funded program. This Committee member shall have demonstrated a commitment to improving access and quality of services for children, youth, and families.

- Seat 10 | A person with expertise or substantial experience working in the field of children and youth services in communities that are low-income or underserved.

Sent from my iPhone, which doesn't look so sleek and perfect after reading this:

<http://www.nytimes.com/2012/01/26/business/ieconomy-apples-ipad-and-the-human-costs-for-workers-in-china.html?pagewanted=4& r=1>




Board of Supervisors
 City and County of San Francisco
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 (415) 554-5184 FAX (415) 554-5163

Application for Boards, Commissions, Committees, & Task Forces

Name of Board, Commission, Committee, or Task Force: CHILDREN, YOUTH AND THEIR FAMILIES OVERSIGHT AND ADVISORY COMMITTEE _____


Seat # or Category (If applicable): Seat # 9 8 and 10 District: 10

Name: Yamini Bhatnagar

 Zip: 94124
 Occupation: Program Coordinator

Work Phone: _____ Employer: HIVE

Business Address: 1001 Potrero Ave Zip: 94110

Business E-Mail: yamini@hiveonline.org Home E-Mail: 

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

Check All That Apply:

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

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

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

I have lived in the southeast neighborhoods of San Francisco for many years. I have connections to the Mission, Excelsior, Ingleside, Visitacion Valley and Bayview communities. I was involved in a lot of community organizing and civic activity as a teenager in San Francisco and have continued that work through my adult life. As a parent, I am very familiar with the services available for children of a variety of ages. I represent parents of children under 5 who are in publicly subsidized programs. My son is currently at FACES SF in Hunters Point and my daughter went through a similar program at Mission CDC a few years ago. I have been a recipient of services through Children's Council as well.

Business and/or professional experience:

I grew up in community organizing in San Francisco. I've worked for various community based organizations as well as student organizations on CCSF's campus. I now work with a reproductive health clinic at SF General and my work entails creating health information materials that are clear and accesible to the public.

Civic Activities:

I provide administrative support to the Hunters Point Shipyard Citizens Advisory Committee. I participate in advocacy activities pertaining to children and families in SF. Through my work I create awareness about the public health needs of families and the health disparities faced by communities.

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

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

Date: 2/4/19 Applicant's Signature: (required)



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

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

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Yamini Oseguera-Bhatnagar

EDUCATION

Bachelor of Arts, Ethnic Studies; University of California, Berkeley (2012)

AWARDS

- Shining Star Award - Alta Bates Summit Medical Center (2012)
Patient Advocacy and Case Management Excellence with Youth living with HIV
- Community Service Award - Office of AIDS Administration, Alameda County Public Health Department (2009)
Excellence in Community-based HIV Prevention with Youth
- Ethos Award - Meritus College Fund (2004)
Scholarship to attend UC Berkeley

CAREER SUMMARY

2018- Current MJF & Associates

Administrative Assistant

- Managing the Shipyard Site Office
- Providing administrative support at Hunters Point Shipyard Citizens Advisory Committee meetings
- Assisting with CAC related task, preparing for meetings, supporting CAC members

2015- Current HIVE: A hub for reproductive & sexual health

POWER Health Coordinator

- Creating an online portfolio of HIV prevention materials for patients and providers
- Facilitating meetings and webinars
- Managing projects from start to finish - events, materials updates, web content updates
- Writing grant reports, compiling analytics data

2015- 2018 PleasePrEPMe.org

Special Projects Coordinator

- Create and execute projects from start to finish
- Write curriculum and produce content for website
- Assist in program planning, research and implementation

2013-2014 RYSE Youth Center/Downtown Youth Clinic

Consultant

- Reviewing and evaluating Health and Wellness programming for RYSE youth participants; providing innovative program changes and restructuring options
- Managing change implementation; expanding program procedures; documenting HIV prevention and linkage to care procedures

2012-2013 Alta Bates Summit Medical Center; East Bay AIDS Center - CRUSH Project

Project Coordinator

- Designed, developed, and implemented research protocols within the clinic setting; assembled and led Community Advisory Board
- Established project collaboration within community-based agencies; conducted research visits with pilot project participants; documented research procedures and findings

2007-2012 Alta Bates Summit Medical Center; East Bay AIDS Center- Downtown Youth Clinic

Community Health Risk Reduction Specialist

- Provided one-on-one counseling; facilitated support groups and led evidence-based behavioral interventions for more than 100 HIV+ youth
- Solidified and codified case management procedures

2010 - 2011 UCSF - Division of Adolescent Medicine

Youth Advisory Board Coordinator

- Assembled and supervised Youth Advisory Board for NH funded Adolescent Trials Network

2007 Visitor Service Assistant - UC, Berkeley Botanical Garden

2005 - 2006 Teller - Washington Mutual Bank

2004 - 2005 Senior Youth Advocate - Mission Dignity Youth-led Peer Education Center L

2004 Lead Conference Organizer - Multicultural Center at City College of SF

VOLUNTEER EXPERIENCE

2018-current Bayview Impact Center - San Francisco

Advisory Council Member

2007-current Ominoday in the Park World Music Festival - San Francisco

Lead Coordinator

- Soliciting grants for violence prevention community concert; coordinating, organizing, and collaborating with musicians, vendors, and volunteers

2007 Mission Cultural Center - Dia De Los Muertos Exhibition - San Francisco

Volunteer

- Organized and constructed Dia De Los Muertos altars and installations

2003 - 2006 Schools Not Jails Coalition - San Francisco

Conference Organizer

- Organized and facilitated workshops for the Annual Ethnic Studies Conference for High School students, held in 2003, 2005, and 2006

2003 Youth Program Participant - Chiapas Support Committee

2004 Volunteer, Documentation Support - Narmada Bachao Andolan

INTERNSHIPS

2005 Freedom Archives: San Francisco, CA

Web Intern

- Developed website content and information, audio, and video clips of People's Movements and revolutionary leaders in the 20th century

2003 - 2004 Youth in Focus: Oakland, CA

Action Research Intern

- Facilitated an introduction to participatory field research for high school students at Berkeley High School, Youth Together, and Leadership Excellence
- Educated Youth in creating surveys as well as collecting and analyzing data

2003 Friends of the Urban Forest, SF - Youth Tree Care Program Intern

2002 International Indian Treaty Council, SF - Curriculum Intern on Gold, Greed & Genocide project

LANGUAGES

English - Fluent; Hindi - Fluent; Spanish - Conversational; Bengali/Punjabi - Basic

Yamini Oseguera-Bhatnagar

EDUCATION

Bachelor of Arts, Ethnic Studies; University of California, Berkeley (2012)
High School Diploma, Leadership High School, San Francisco (2003)

EXPERIENCE

HIVE: A hub for reproductive & sexual health at SF General Hospital

POWER Health Project Coordinator

2015- Current

- Creating an online portfolio of HIV prevention materials for patients and providers
- Identifying needs, developing instructional content, presenting at meetings and webinars
- Managing projects from start to finish - events, materials updates, web content updates
- Writing grant reports, grant applications, compiling analytics data

San Francisco Hunters Point Shipyard Citizens Advisory Council

Administrative Assistant

2018- Current

- Providing administrative support at Hunters Point Shipyard Citizens Advisory Committee meetings
- Assisting with CAC related tasks, preparing for meetings, supporting CAC members

PleasePrEPMe.org at UCSF

Special Projects Coordinator

2015- 2018

- Created and executed projects from start to finish
- Developed curriculum and created content for website
- Facilitated program planning, research and implementation

RYSE Youth Center/Downtown Youth Clinic

Health & wellness Program Consultant

2014

- Reviewed and evaluated Health and Wellness programming for RYSE youth participants; provided innovative program changes and restructuring options
- Managed change implementation; expanded program procedures; documented HIV prevention and linkage to care procedures

East Bay AIDS Center - Alta Bates Summit Medical Center, Oakland

CRUSH Project Coordinator

2012-2014

- Designed, developed, and implemented research protocols within the clinic setting; assembled and led Community Advisory Board
- Established project collaboration within community-based agencies; conducted research visits with pilot project participants; documented research procedures and findings

Community Health Risk Reduction Specialist

2007-2012

- Provided one-on-one counseling; facilitated support groups and led evidence-based behavioral interventions for more than 100 HIV+ youth
- Solidified and codified case management procedures

UCSF - Division of Adolescent Medicine - Youth Advisory Board Coordinator 2010-11

UC Berkeley Botanical Garden - Visitor Service Assistant 2007

Washington Mutual Bank - Teller 2005 - 2006

Mission Dignity Youth-led Peer Education Center Senior Youth Advocate 2004 - 2005

Multicultural Center at City College of SF Lead Conference Organizer - 2004

VOLUNTEER WORK

Bayview Impact Center - San Francisco - Advisory Council Member 2018-current

Ominoday in the Park World Music Festival - San Francisco - Lead

Coordinator 2007-current

Bay Circle of Women - Oakland Lead Facilitator 2017-current

Schools Not Jails Coalition - San Francisco Organizer of Annual Ethnic

Studies Conference for High School Students 2003 - 2006

Chiapas Support Committee - Chiapas, Mexico Youth Delegate 2003

Narmada Bachao Andolan - Maharashtra, India Filming & Documentation

Volunteer 2004

Youth Leadership Institute's Youth Initiated Projects - San Francisco Youth

Philanthropy Board Member 2002-2003

AWARDS

- **Certificate of Honor - Supervisor Ahsha Safai & Board of Supervisors, City & County of San Francisco** 2017
Significant contribution & dedication to celebrating arts & culture of the Southeast community of the city.
- **Shining Star Award - Alta Bates Summit Medical Center** 2012
Patient Advocacy and Case Management Excellence with Youth Living with HIV
- **Community Service Award - Office of AIDS Administration, Alameda County Public Health Department** 2009
Excellence in Community-based HIV Prevention with Youth
- **Ethos Award - Meritus College Fund** 2004
Scholarship to attend UC Berkeley

INTERNSHIPS

The Freedom Archives San Francisco

Web Intern 2005

Youth in Focus Oakland

Action Research Intern 2003 - 2004

Friends of the Urban Forest San Francisco

Youth Tree Care Program Intern 2003

International Indian Treaty Council San Francisco

Curriculum Intern on Gold, Greed & Genocide Project 2002

ARTICLES

Bedsider.org Author

'[Is PrEP right for you?](#)' 2017

Bedsider.org Author

'[Let's talk about \(safer\) sex: Here's what you need to know about discussing HIV and STI prevention.](#)' 2017

Bedsider.org Lead Author

'[3 people talk about their decision to use PrEP: Tay, Cordero, and Sam open up about PrEP and HIV prevention.](#)' 2017

getSFcba Author

'[PrEP For Family Planning Providers: The Development of a Toolkit.](#)' 2017

HuffPost Co-Author

'[Ending AIDS: Frameworks for Getting To Zero.](#)' 2016

HuffPost Co-Author

'[Making PrEP Possible for Youth.](#)' 2016

HuffPost Co-Author

'[Transmasculinity: Sexual Health & HIV Prevention.](#)' 2016

CONFERENCES

2018 National Biomedical Prevention Summit - Los Angeles - Presenter

'PrEP-ception: PrEP and Reproductive Health'

2017 National Sexual Health Conference - Denver - Presenter

'PrEP for Family Planning Providers: The Development of a Toolkit'

2017 HIV Health Disparities Symposium - San Francisco

Workshop & Poster Presenter

'The POWER Health Program: A novel, online, multi-modal educational intervention for HIV-negative women' and 'PrEP for Family Planning Providers: The Development of a Toolkit.'

2016 National Minority AIDS Council PrEP Summit - San Francisco

Workshop Presenter

'Here and Now: the state of PrEP uptake in distinct populations'

2016 International AIDS Conference - Durban, South Africa

Workshop Presenter & Poster Presentation

'Intersection of Reproductive Empowerment and Ending HIV Transmission: Expanding Safer Conception Options'

2013 Youth + Tech + Health Live Conference - San Francisco

Speaker

'Connecting Resources for Urban Sexual Health (CRUSH): Building Homelike, Less Clinic-y, Youth-Friendly Sexual Health Clinic'

2012 National Summit on HIV and Viral Hepatitis - Washington D.C.

Presenter

'Building a culturally tailored PrEP demonstration program for young men who have sex with men of color: Lessons learned from the CRUSH Project in Oakland, CA'

2012 Overcoming Health Disparities in the Bay Area: Using HIV/AIDS as a Model- San Francisco

Speaker

'Social Network HIV Testing in Oakland, CA'

2011 National HIV Prevention Conference: Centers for Disease Control - Atlanta

Speaker

'Social Network HIV Testing in Oakland, CA'

2005 World Social Forum - Porto Alegre, Brazil

Delegate

Attended as part of the Grassroots Global Justice delegation from the United States

2004 World Social Forum - Mumbai, India

Delegate

Attended as part of a San Francisco youth delegation with JustAct: Youth Action for Global Justice

2001 Indigenous Environmental Network Conference - Okanagan First Nation, Canada

Presenter

Gold, Greed & Genocide: The Untold Tragedy of the California Gold Rush

LANGUAGES

English - Fluent; Hindi - Fluent; Spanish - Conversational; Bengali/Punjabi - Basic

Recommendations for Yamini

The following individuals have lent their support for my application to be on the Children and Youth Fund Oversight and Advisory Committee:

- I am very pleased to hear the news that Yamini is applying to this position. She is amazing! HOMEY has worked with Yamini over the past 3 years on Ominoday and is an active, brilliant, hard working, and trusted community member in San Francisco. DCYF would be lucky to have her on their Advisory Board. I give her my highest recommendation and hope that you look favorably upon her nomination/candidacy.

*Roberto Eligio Alfaro, MA
Executive Director, HOMEY*

- Yamini has a knack for strategic thinking. It seems to come naturally for her. She also has an ability to operationalize new systems and develop tools where the team may be stuck. Yamini is a delight to work with. I trust her. I am grateful for her presence.

*Shannon Weber, MSW
Director, HIVE
Founder & Director, PleasePrEPMe*

- I've learned a great deal from her this past year about equity and meaningful inclusion. She is a brilliant, thoughtful, inquisitive soul and I am grateful to work alongside her.

*Karishma Oza, MPH
Coordinator, HIVE*

- I can attest that Yamini consistently demonstrates truly exceptional integrity and professionalism. Because of her collaborative nature and leadership style I was inspired to volunteer my time and organization, Temescal Studios in Oakland, to supporting her achieve her vision of hosting a monthly women's circle for the past two years. I have observed first hand that Yamini is team-oriented and cares deeply about success of everyone in her community. She often thoughtfully interrogates existing paradigms and facilitates conversations that question how do we build communities that center cultural and racial equity, knowledge of elders, and women as valuable sources of partnership and knowledge.

*Christine Trowbridge
Founder and Director, Temescal Studios LLC
Step to College Program Coordinator, San Francisco State University*

→ Yamini is a fierce advocate for youth and families. She is a strong communicator, who values the perspectives of others, recognizing the power of diverse voices at the table together. Her beliefs about community and equity create the conditions necessary to solve dilemmas that affect the outcomes for individuals and for groups of people.

*Beth Silbergeld
Principal, Leadership High School*

→ I am honored to be asked to provide a recommendation for Yamini Bhatnagar. As an employer I have witnessed Yamini to be a diligent person, an honest person, a very capable person, and she holds herself with much integrity. She is very knowledgeable, work well with the public and fellow workers and very adaptive, we are more than pleased to work with her. Our work environment, providing administrative and technical assistance to the Mayor's Hunters Point Shipyard Citizens Advisory Committee, allows for us to be able to bring our children in when needed, as I have witnessed Yamini with her two beautiful children and niece at work, she is a kind, thoughtful, educative, lovingly firm, compassionate and warm mother. As a person Yamini has shown herself to be an understanding, compassionate, emboldened, secure, aware and most pleasant individual. I believe having Yamini as a Committee member would be a great asset to the committee, to the members and to the community. I gladly give my full recommendation to Yamini, and wish her the best of luck and success in all her endeavors.

*Mr. Micah J. Fobbs
Principal, MJF & Associates Consulting*

→ Yamini is a one of the hardest working and dedicated women I have the honor of working with. Her love for community and education is inspiring.

*Alise Vincent
Alise Vincent Consulting
Office Manager, MJF & Associates Consulting*

From: Yamini Oseguera-Bhatnagar <yamini.oseguera@sfgov.org>
Sent: Wednesday, July 24, 2019 7:22 AM
To: Young, Victor (BOS)
Subject: Re: Children, Youth & their Families Oversight and Advisory Committee
Attachments: OAC Recommendations.pdf; FACESRec.pdf; YOBRResume2019-4.pdf

Hello, Victor-

I have received word from Dori Caminong at DCYF that the DCYF OAC seats 8, 9 & 10 are on the Rules Committee agenda for this Monday 7/29.

I am writing to confirm that I would like to be considered for all three seats.

I am re-attaching my application materials.

Thank you for your help.

Yamini

On Thu, Mar 28, 2019 at 8:43 AM Young, Victor (BOS) <victor.young@sfgov.org> wrote:

Yamini:

I have attached the documents to you application. Thank you.

Victor Young 415-554-7723

Board of Supervisors

From: Yamini Oseguera-Bhatnagar [<mailto:y.os>] <yamini.oseguera@sfgov.org>
Sent: Wednesday, March 27, 2019 9:52 AM
To: Young, Victor (BOS) <victor.young@sfgov.org>
Subject: Re: Children, Youth & their Families Oversight and Advisory Committee

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

Greetings Victor,

I am writing back to add a couple of materials to my application for Seat 9 on the Children, Youth & their Families Oversight and Advisory Committee.

I would like to offer the Rules Committee the following in a addition to my application:

- My CV
- A list of testimonials/recommendations from community members in support of my application
- A letter from my 4-year old's publicly subsidized childcare center - FACES SF

I would also like to request that the appointment with the Rules Committee be held the week of 4/29th or later. I am going to be unavailable due to work and family commitments between 4/8-4/26. I apologize for this period of unavailability.

I am always available to answer any additional questions. Thank you.

Yamini



March 26, 2017

To whom it may concern,

I am very excited to recommend Yamini Oseguera-Bhatnagar for Seat 9 of the Children and Youth Fund Oversight Advisory Committee. Yamini is a preschool parent at our largest site and has been thoughtful and supportive during her time here at FACES SF. Our centers serve around 500 low-income children of color, many of them dual language learners, throughout San Francisco with educational, job and family resource programs. Yamini has many years of youth experience and has been active as a parent in the City as well. She is interested in using her considerable skills to help advance and advocate for families similar to hers in the City.

If you need more information about her, please feel free to call me at (415) 821-0595. I can also be reached if needed at 100 Whitney Young Circle, San Francisco, CA 94124 or through e-mail at kwong@faccessf.org.

Sincerely,

Kim Wong,
Program Director
FACES SF



March 26, 2017

To whom it may concern,

I am very excited to recommend Yamini Oseguera-Bhatnagar for Seat 9 of the Children and Youth Fund Oversight Advisory Committee. Yamini is a preschool parent at our largest site and has been thoughtful and supportive during her time here at FACES SF. Our centers serve around 500 low-income children of color, many of them dual language learners, throughout San Francisco with educational, job and family resource programs. Yamini has many years of youth experience and has been active as a parent in the City as well. She is interested in using her considerable skills to help advance and advocate for families similar to hers in the City.

If you need more information about her, please feel free to call me at (415) 821-0595. I can also be reached if needed at 100 Whitney Young Circle, San Francisco, CA 94124 or through e-mail at kwong@faccessf.org.


Sincerely,

Kim Wong,
Program Director
FACES SF




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

Application for Boards, Commissions, Committees, & Task Forces

Name of Board, Commission, Committee, or Task Force: Department of Children and Youth Fu 


Seat # or Category (If applicable): 9 District: 9

Name: Mari Villaluna

 Zip: 94102
Occupation: Parent Advocate

Work Phone: _____ Employer: self

Business Address: _____ Zip: _____

Business E-Mail: _____ Home E-Mail: 

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

Check All That Apply:

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

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

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

I am an exclusively solo parent of a toddler and I use a childcare subsidy funded by City and County of San Francisco.

Business and/or professional experience:

I am highly interested in applying for the vacancy for Seat #9 on the Department of Children and Youth Fund Oversight and Advisory Committee. I have been a childcare and youth advocate for over two decades. I started out in advocacy and organizing with the fight for NO on Prop 21, which lead me to me the San Francisco Youth Commission. It was only until I became pregnant and became a parent that I realized how much our childcare system is broken. There are no affordable childcare options, I was working my dream job supporting students with disabilities in finding their first time jobs and I couldnt afford childcare on that salary (For for about my story: <https://www.latimes.com/business/93425386-132.html> and <https://www.latimes.com/business/la-fi-women-dropping-out-20170522-story.html>)

Civic Activities:

San Francisco Youth Commission 199-2003

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

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

Date: 2/25/2019 Applicant's Signature: (required) Mvillaluna
(Manually sign or type your complete name.
NOTE: By typing your complete name, you are hereby consenting to use of electronic signature.)

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

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

San Francisco
BOARD OF SUPERVISORS

Date Printed: March 23, 2017

Date Established: March 15, 2015

Active

**CHILDREN, YOUTH AND THEIR FAMILIES OVERSIGHT AND ADVISORY
COMMITTEE**

Contact and Address:

Emily Davis
1390 Market Street, Suite 900
Department of Children, Youth and Their Families
San Francisco, CA 94102

Phone: (415) 554-8991

Fax:

Email: emily.davis@sfgov.org

Authority:

Administrative Code, Sections 2A.233-2A.234, and Charter, Section 16.108-1 (Ordinance No. 15-15)

Board Qualifications:

The Children, Youth and Their Families Oversight and Advisory Committee (Oversight and Advisory Committee) was established pursuant to Charter, Section 16.108-1 (adopted by the voters as part of Proposition C at the November 2014 election), to review the governance and policies of the Department of Children, Youth and Their Families (DCYF), to monitor and participate in the administration of the Children and Youth Fund, and to take steps to ensure the Fund is administered in a manner accountable to the community.

The Oversight and Advisory Committee shall consist of eleven (11) members, as follows:

Appointed by the Mayor (effective 30 days after transmittal of the "Notice of Appointment" to the Board of Supervisors, who may hold a public hearing but cannot reject the appointment)

> Seat 1: A youth 19 years old or younger at the time of appointment for the term, recommended to the Mayor by the Youth Commission (this member is not subject to the elector requirement since they may be younger than 18 years old).

> Seat 2: A youth 19 years old or younger at the time of appointment for the term, recommended to the Mayor by the Youth Commission (this member is not subject to the elector requirement since they may be younger than 18 years old).

> Seat 3: A parent or guardian of a youth, which youth, at the time of the member's appointment for the term, is under the age of 18 years and enrolled in the San Francisco Unified

San Francisco
BOARD OF SUPERVISORS

School District. This member shall have demonstrated commitment to improving access to the quality of services for children, youth and families.

- > Seat 4: A person with expertise or substantial experience working in services and programs for children ages 5 and younger.
- > Seat 5: A person with expertise or substantial experience working in the field of children and youth services in communities that are low-income or underserved.
- > Seat 6: A person who has demonstrated commitment to improving access and quality of services for children, youth and families in communities that are low-income or underserved.

Appointed by the Board of Supervisors

- > Seat 7: A person who is a disconnected transitional-aged youth, as that term is used in Charter, Section 16.108, 18 through 24 years of age at the time of appointment, and who is familiar with the issues and challenges faced by disconnected transitional-aged youth and with services, programs, and systems for them.
- > Seat 8: A parent or guardian of a child, which child is enrolled in kindergarten through 8th grade at the time of the member's appointment for the term. This member shall be from a low-income community or have expertise or substantial experience working to promote the interests of communities of color and shall have demonstrated a commitment to improving access and quality of services for children, youth and families.
- > Seat 9: A parent or guardian of a child, which child, at the time of the member's appointment for the term, is under the age of 5 years and enrolled in a publicly-subsidized or City-funded program. This member shall have demonstrated a commitment to improving access and quality of services for children, youth and families.
- > Seat 10: A person with expertise or substantial experience working in the field of children and youth services in communities that are low-income or underserved.
- > Seat 11: A person who has demonstrated commitment to improving access to and quality of services for children, youth and families.

Exclusions: Current City employees who are at the department head or deputy department head level of authority, San Francisco Unified School District (SFUSD) employees who are at the Director or Assistant Superintendent level of authority or higher, and current employees or members of the board of directors for organizations where DCYF is the decision-maker for funding may not serve as members of the Oversight and Advisory Committee. A part-time intern with a DCYF-funded organization who is 24 years old or younger shall not be considered an employee of that organization.

The Mayor and Board of Supervisors shall appoint the initial members by July 1, 2015. The terms of the initial appointees shall commence on the first date of the meeting and no later than July 1, 2015. Members may not serve more than two consecutive two-year terms, except that the members initially appointed to seats 1, 3, 5, 7, 9, and 11 shall serve for a first term of three

San Francisco
BOARD OF SUPERVISORS

years. Serving more than half of a term shall count as serving a full term.

The Department of Children, Youth and Their Families shall provide staffing for the Oversight and Advisory Committee and the Youth Commission shall provide support to the members in seats 1, 2 and 7.

Reports: None

Sunset Date: None

BOARD of SUPERVISORS



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

VACANCY NOTICE

CHILDREN, YOUTH AND THEIR FAMILIES OVERSIGHT AND ADVISORY COMMITTEE

Replaces All Previous Notices

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

Seat 7, Jada Curry, term expiring July 1, 2020, shall be a person who is a disconnected transitional-aged youth, as that term is used in Charter, Section 16.108, 18 through 24 years of age at the time of appointment, and who is familiar with the issues and challenges faced by disconnected transitional-aged youth and with services, programs, and systems for them, for a two-year term.

Seat 8, succeeding Winnie Chen, term expiring July 1, 2019, shall be a person who is a parent or guardian of a child, which child is enrolled in kindergarten through 8th grade at the time of the member's appointment for the term. This member shall be from a low-income community or have expertise or substantial experience working to promote the interests of communities of color and shall have demonstrated a commitment to improving access and quality of services for children, youth and families, for a two-year term ending July 1, 2021.

Vacant Seat 9, succeeding Sarah Thompson-Peer, resigned, shall be a person who is a parent or guardian of a child, which child, at the time of the member's appointment for the term, is under the age of 5 years and enrolled in a publicly-subsidized or City-funded program. This member shall have demonstrated a commitment to improving access and quality of services for children, youth and families, for the unexpired portion of a two-year term ending July 1, 2020.

Seat 10, succeeding Eddy Xiao Fei Zheng, term expiring July 1, 2019, shall be a person with expertise or substantial experience working in the field of children and youth services in communities that are low-income or underserved, for a two-year term ending July 1, 2021.

Seat 11, Joanna Powell, term expiring July 1, 2020, shall be a person who has demonstrated commitment to improving access to and quality of services for children, youth and families, for a two-year term.

Exclusions: Current City employees who are at the department head or deputy department head level of authority, San Francisco Unified School District (SFUSD) employees who are at the Director or Assistant Superintendent level of authority or higher, and current employees or members of the board of directors for organizations where the Department of Children, Youth and Their Families (DCYF) is the decision-maker for funding may not serve as members of the Oversight and Advisory Committee. A part-time intern with a DCYF-funded organization who is 24 years old or younger shall not be considered an employee of that organization.

Report: None.

Sunset Date: None.

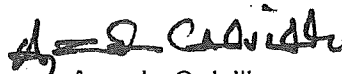
Additional Information relating to the Children, Youth and Their Families Oversight and Advisory Committee, or other seats on this body that are appointed by another authority, may be obtained by reviewing Charter, Section 16.108-1, and Administrative Code, Sections 2A.233-2A.234, available at <http://www.sfbos.org/sfmunicodes>, or at the Committee website: <http://www.dcyf.org/index.aspx?page=50>.

Interested persons may obtain an application from the Board of Supervisors website at http://www.sfbos.org/vacancy_application or from the Rules Committee Clerk, 1 Dr. Carlton B. Goodlett Place, Room 244, San Francisco, CA 94102-4689. Completed applications should be submitted to the Clerk of the Board. All applicants must be residents of San Francisco, unless otherwise stated.

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

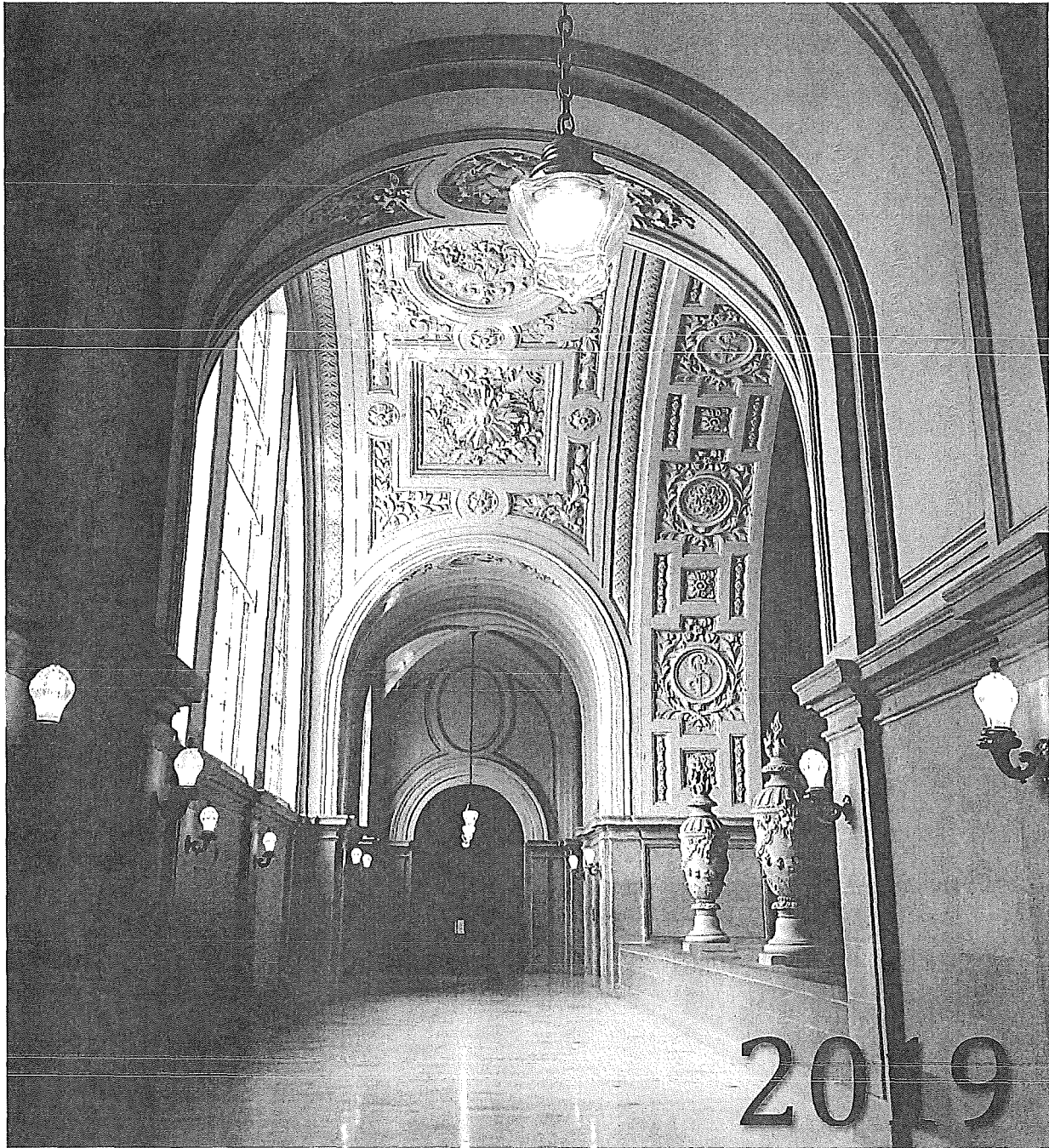
Please Note: Depending upon the posting date, a vacancy may have already been filled. To determine if a vacancy for this Committee is still available, or if you require additional information, please call the Rules Committee Clerk at (415) 554-5184.

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


Angela Calvillo
Clerk of the Board

DATED/POSTED: May 2, 2019

GENDER ANALYSIS OF COMMISSIONS AND BOARDS



City and County of San Francisco
London N. Breed
Mayor

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



Acknowledgements

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

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

San Francisco Commission on the Status of Women

President Debbie Mesloh

Vice President Breanna Zwart

Commissioner Shokooh Miry

Commissioner Carrie Schwab-Pomerantz

Commissioner Andrea Shorter

Commissioner Julie D. Soo

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

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

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Executive Summary

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

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

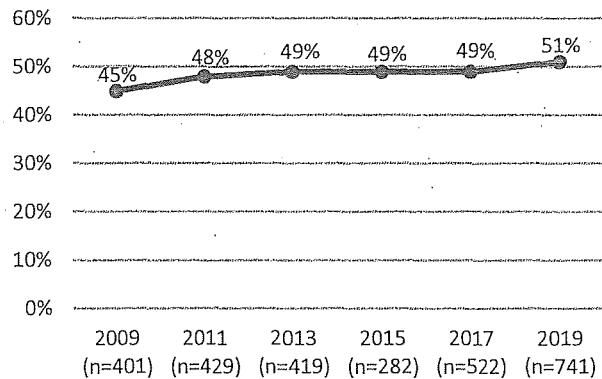
The *2019 Gender Analysis* evaluates the representation of women; people of color; lesbian, gay, bisexual, transgender, queer, and questioning (LGBTQ) individuals; people with disabilities; and veterans on San Francisco policy bodies.

Key Findings

Gender

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

10-Year Comparison of Representation of Women on Policy Bodies



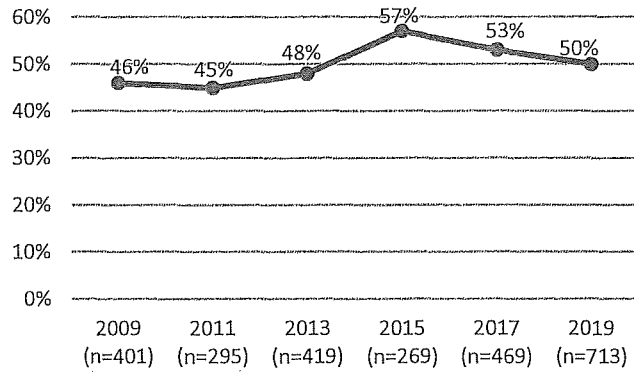
Source: SF DOSW Data Collection & Analysis.

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

Race and Ethnicity

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

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

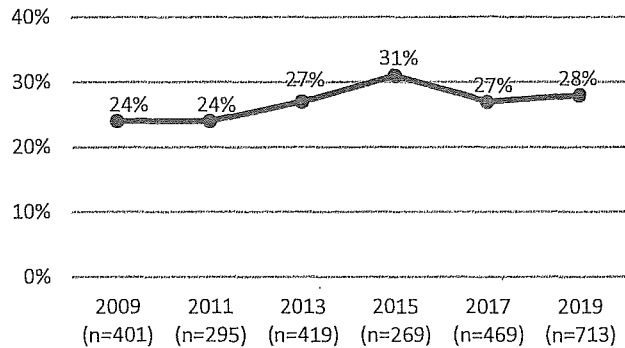


Source: SF DOSW Data Collection & Analysis.

Race and Ethnicity by Gender

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

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



Source: SF DOSW Data Collection & Analysis.

Additional Demographics

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

Proxies for Influence: Budget & Authority

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

Appointing Authorities

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

Demographics of Appointees Compared to the San Francisco Population

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

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

I. Introduction

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

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

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

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

² San Francisco Administrative Code Chapter 33.A.

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

II. Gender Analysis Findings

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

Figure 1: Summary Data of Policy Body Demographics, 2019

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

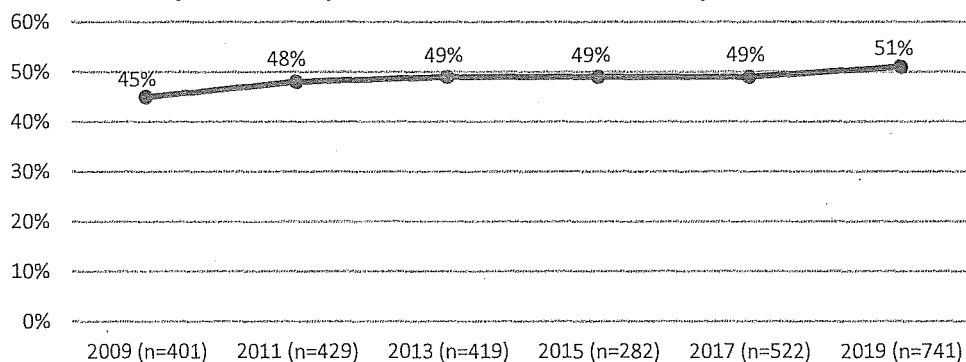
Source: SF DOSW Data Collection & Analysis.

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

A. Gender

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

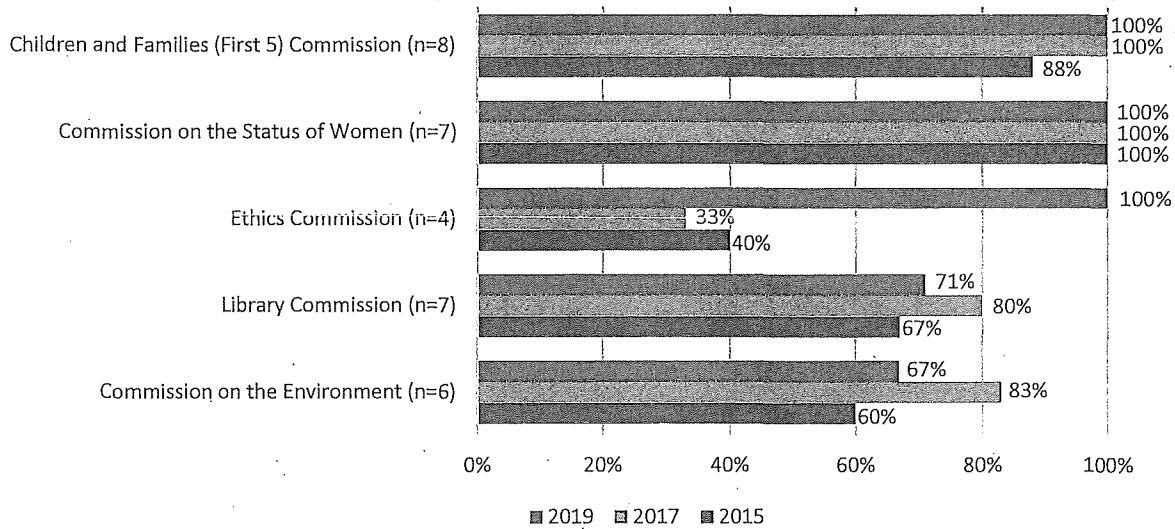
Figure 2: 10-Year Comparison of Representation of Women on Policy Bodies



Source: SF DOSW Data Collection & Analysis.

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

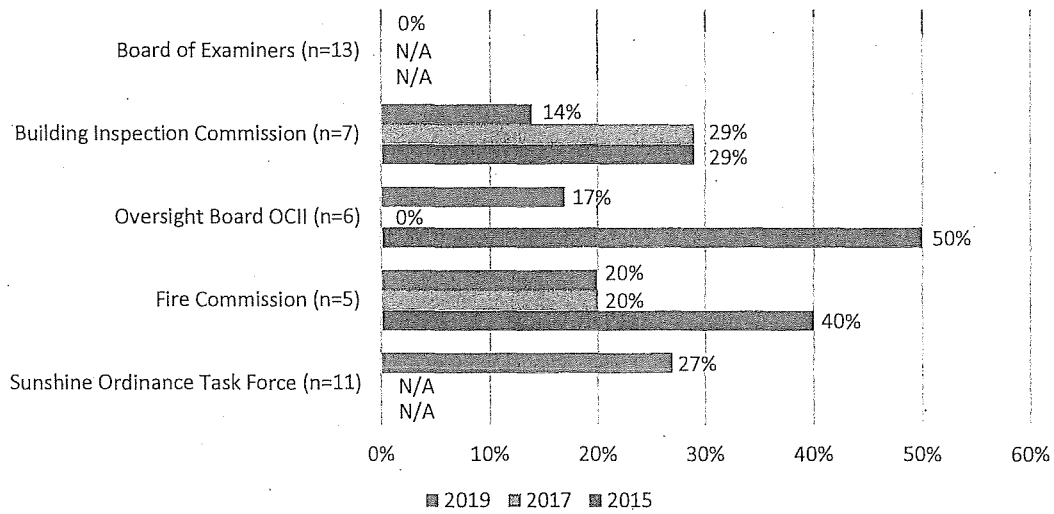
Figure 3: Commissions and Boards with Highest Percentages of Women, 2019 Compared to 2017, 2015



Source: SF DOSW Data Collection & Analysis.

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

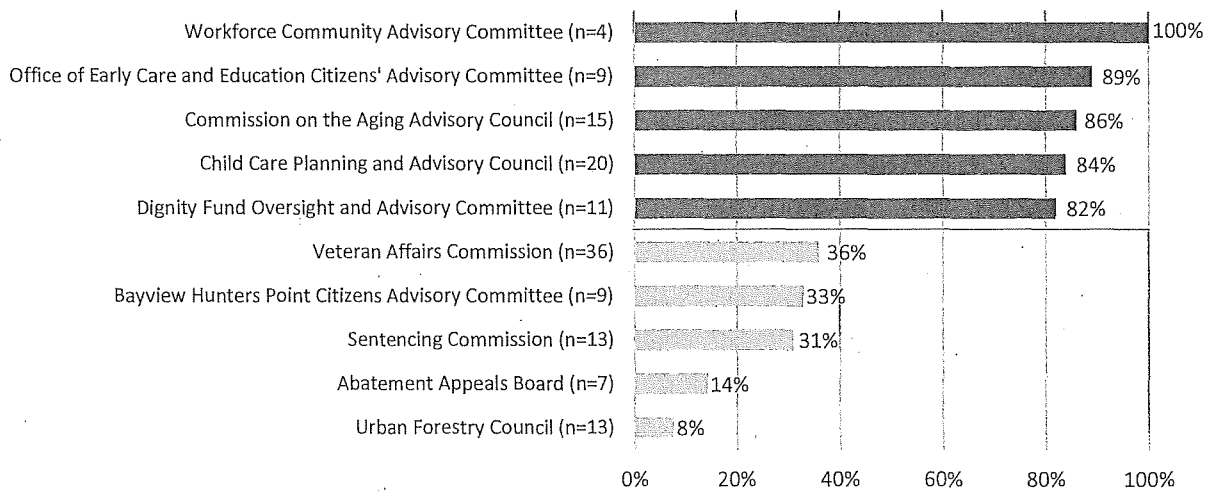
Figure 4: Commissions and Boards with Lowest Percentage of Women, 2019 Compared to 2017, 2015



Source: SF DOSW Data Collection & Analysis.

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

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

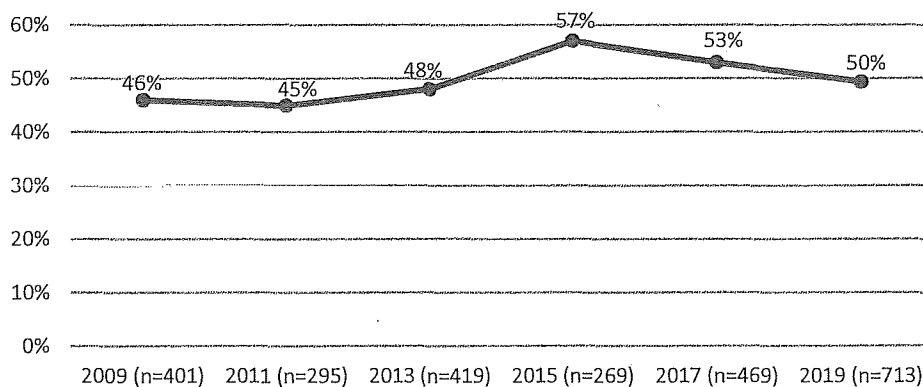


Source: SF DOSW Data Collection & Analysis.

B. Race and Ethnicity

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

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



Source: SF DOSW Data Collection & Analysis.

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

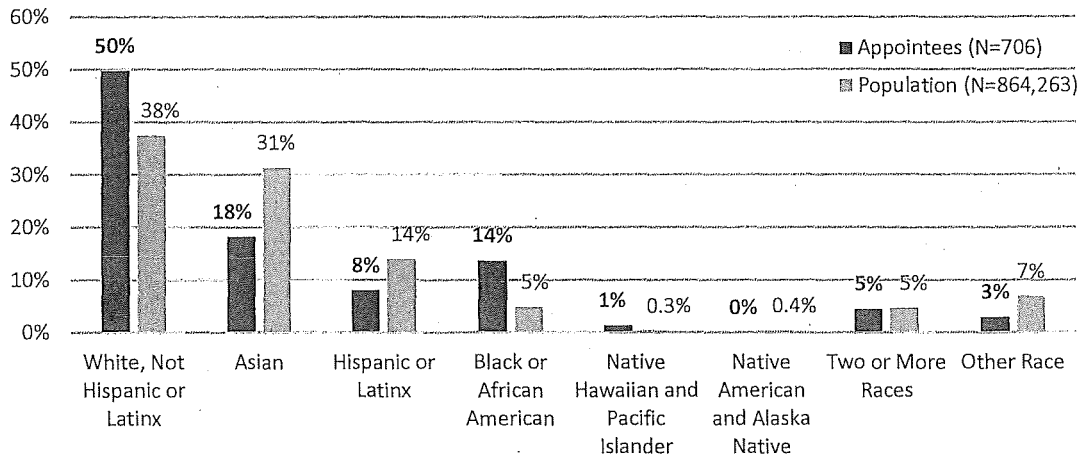
Considerably underrepresented racial and ethnic groups on San Francisco policy bodies compared to the San Francisco population are individuals who identify as Asian or Latinx. While Asians are 31% of the San Francisco population, they only make up 18% of appointees. While the Latinx population of San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

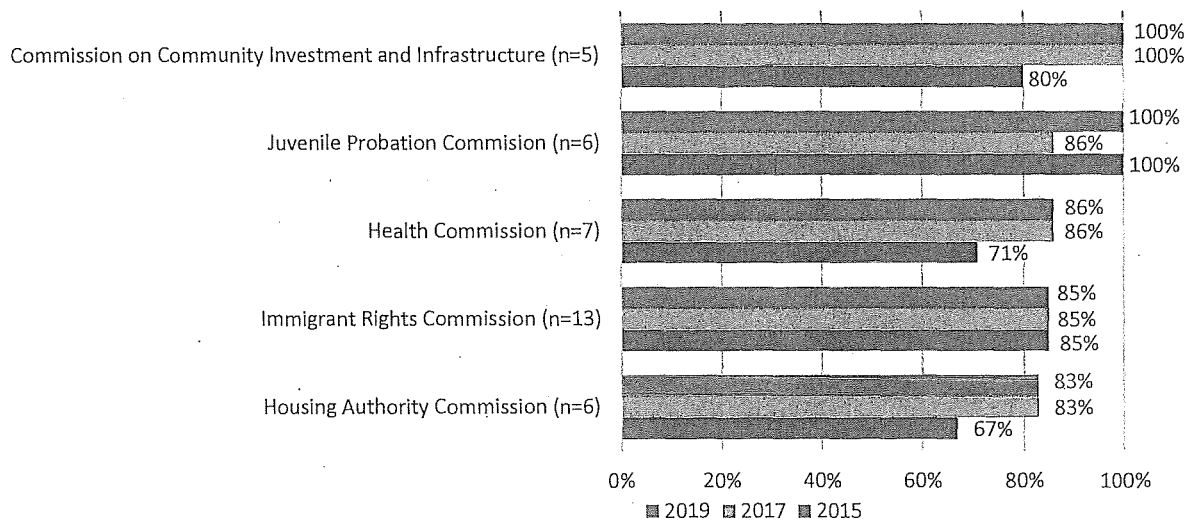
Figure 7: Race and Ethnicity of Appointees Compared to San Francisco Population, 2019



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.

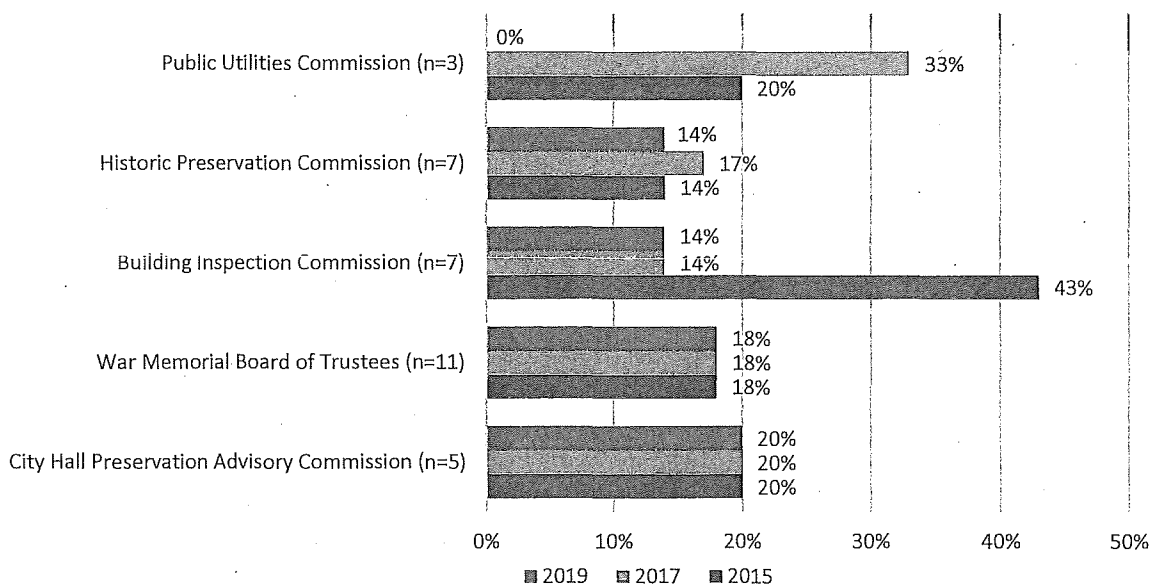
Figure 8: Commissions and Boards with Highest Percentage of People of Color, 2019 Compared to 2017, 2015



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.

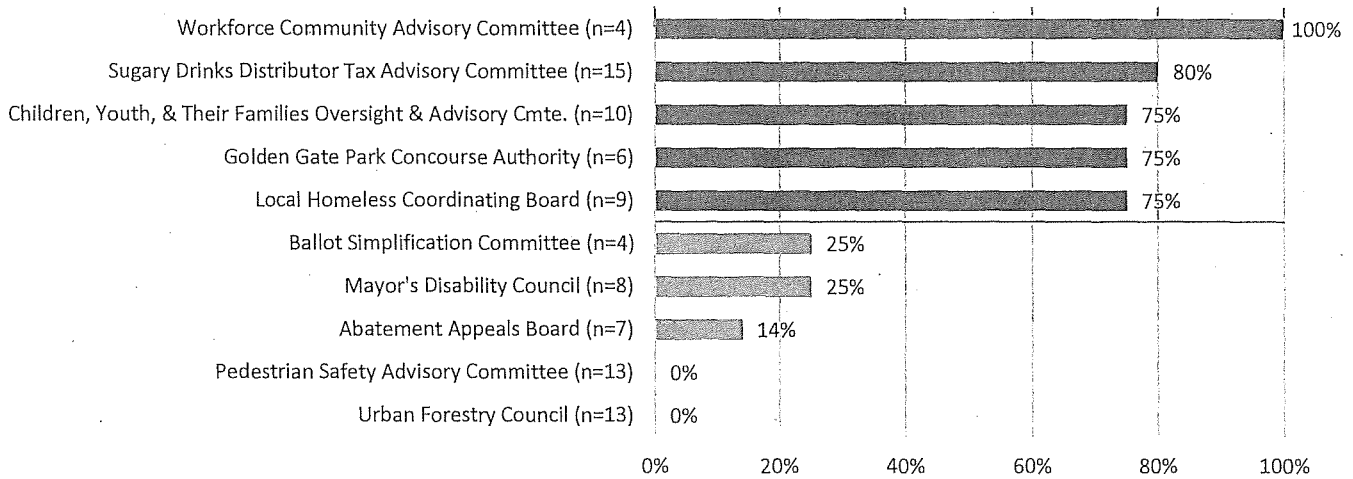
Figure 9: Commissions and Boards with Lowest Percentage of People of Color, 2019 Compared to 2017, 2015



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

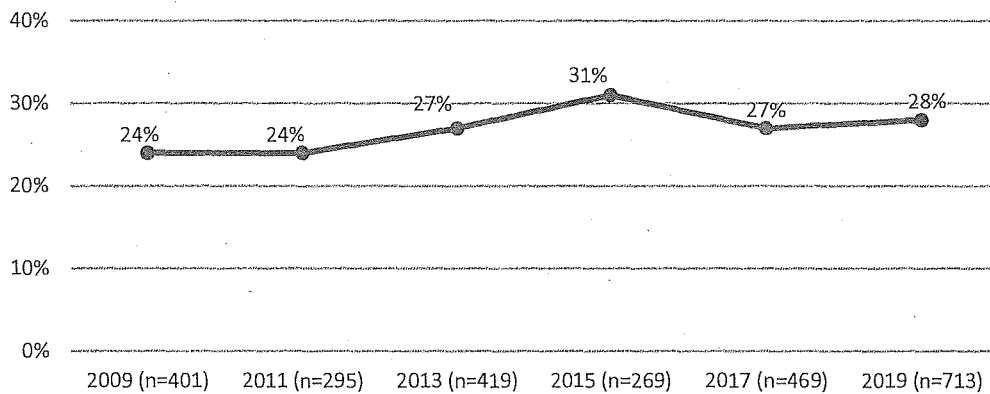


Source: SF DOSW Data Collection & Analysis.

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.

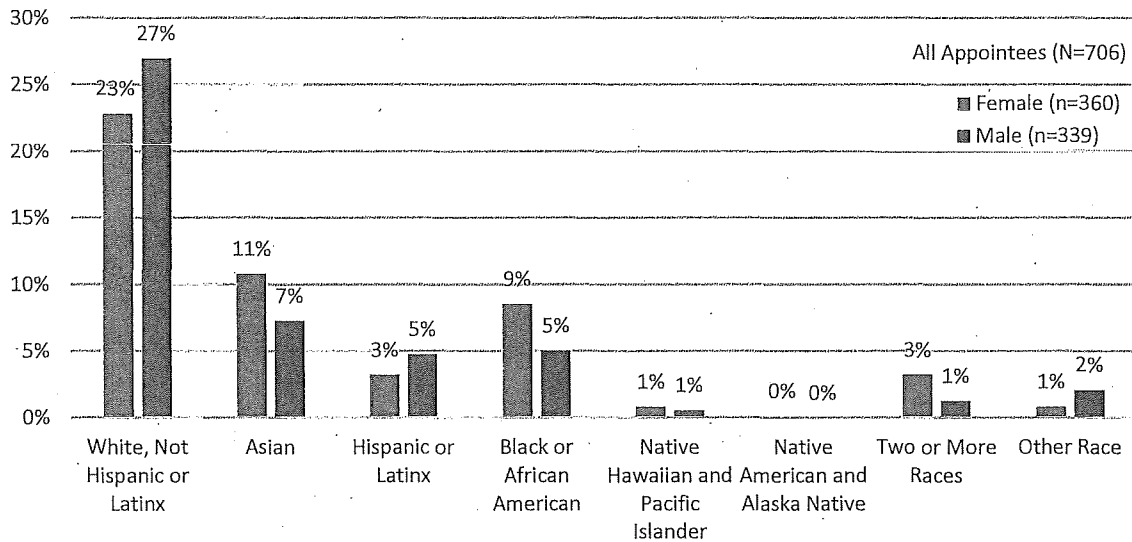
Figure 11: 10-Year Comparison of Representation of Women of Color on Policy Bodies



Source: SF DOSW Data Collection & Analysis.

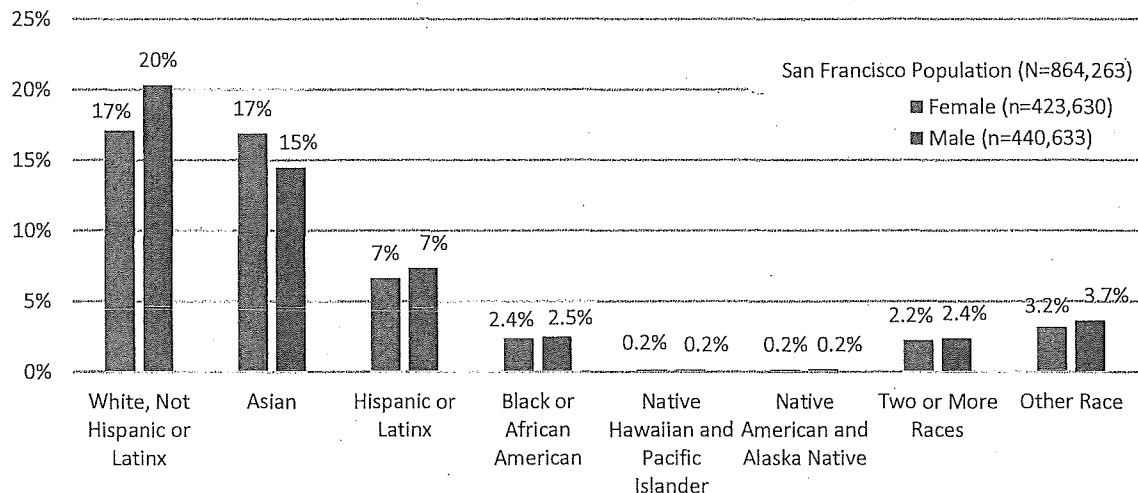
The following figures present the breakdown for appointees and the San Francisco population by race and ethnicity and gender. White men and women are overrepresented, holding 27% and 23% of appointments, respectively, compared to 20% and 17% of the population, respectively. Asian men and women are both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

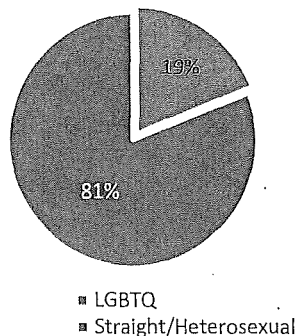
D. LGBTQ Identity

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

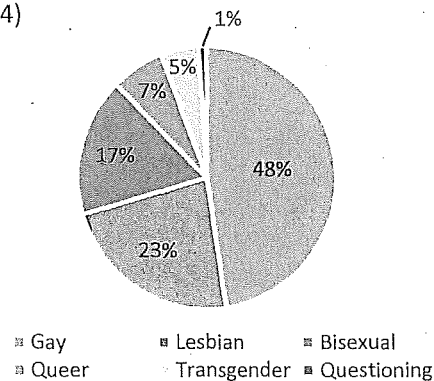
(N=548)



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

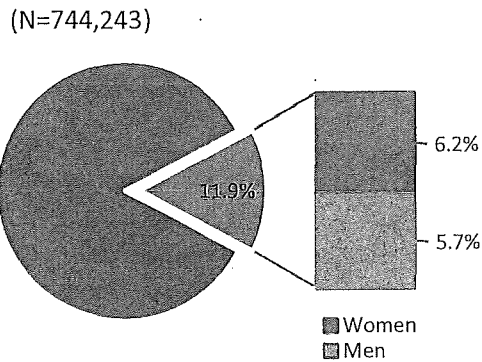
⁵ Frank Newport, "In U.S., Estimate of LGBT Population Rises to 4.5%," *GALLUP* (May 22, 2018) <https://news.gallup.com/poll/234863/estimate-lgbt-population-rises.aspx>.

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

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

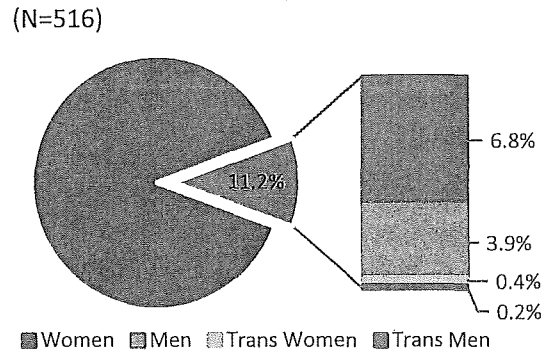
or more disabilities, which is near parity with the San Francisco population. Of the 11.2% appointees with one or more disabilities, 6.8% are women, 3.9% are men, 0.4% are trans women, and 0.2% are trans men.

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



Source: 2017 American Community Survey 5-Year Estimates.

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

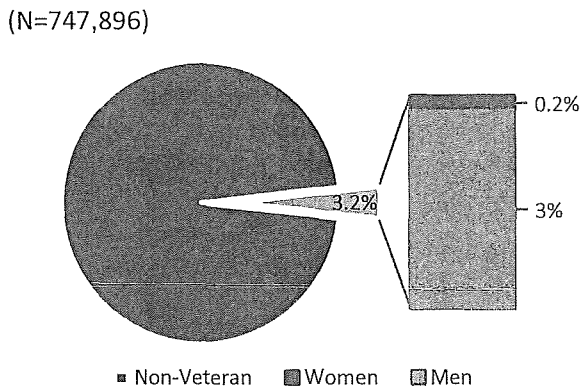


Source: SF DOSW Data Collection & Analysis.

F. Veteran Status

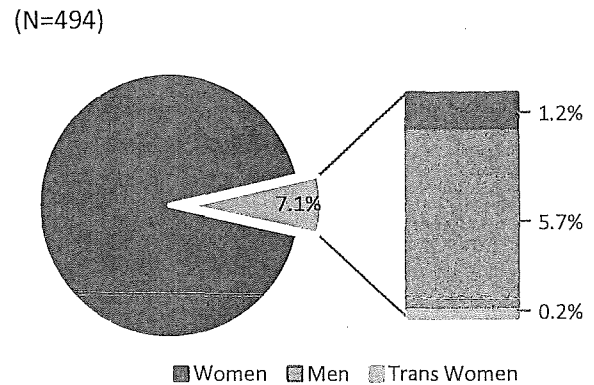
Overall, 3.2% of the adult population in San Francisco has served in the military. There is a considerable difference by gender, as male veterans are 3% and female veterans are 0.2% of the population. Data on veteran status was obtained from 494, or 67%, of appointees who participated in the survey.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

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



Source: 2017 American Community Survey 5-Year Estimates.

Figure 19: Appointees with Military Service, 2019



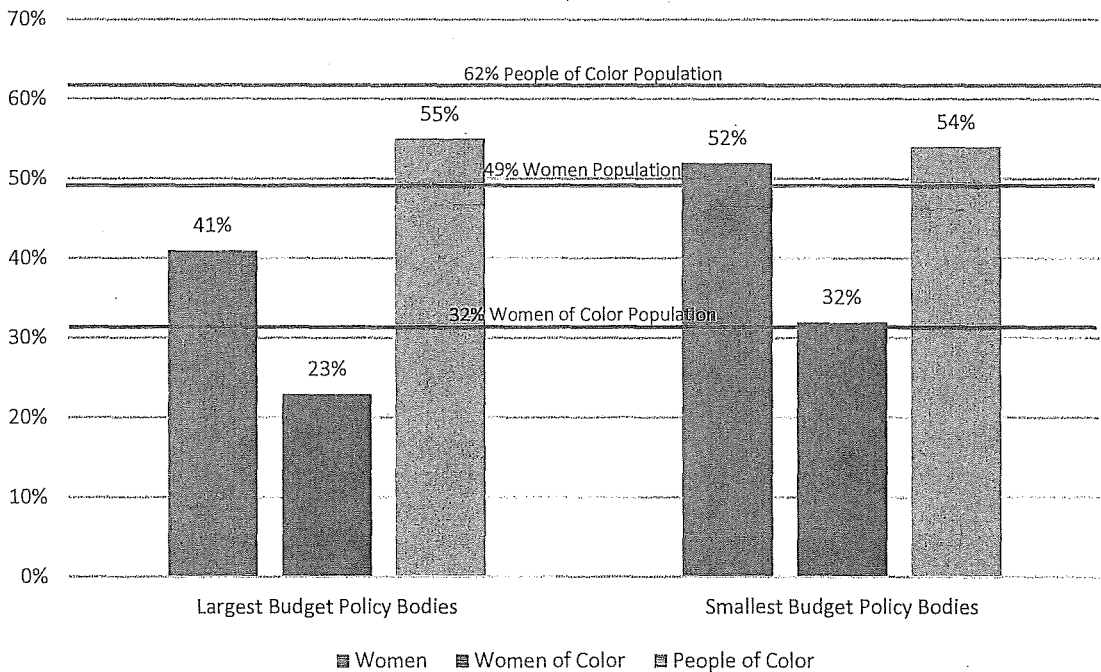
Source: SF DOSW Data Collection & Analysis.

G. Policy Bodies by Budget

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

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

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



Source: SF DOSW Data Collection & Analysis.

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

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

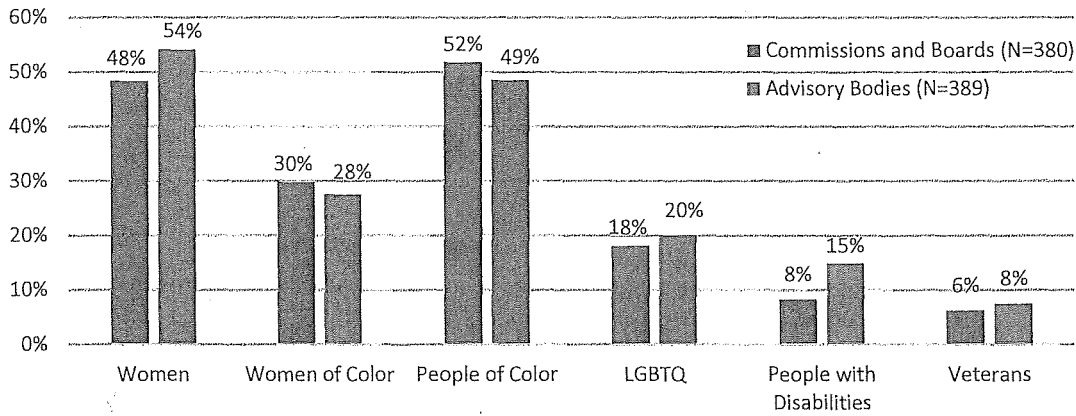
Body	FY18-19 Budget	Total Seats	Filled Seats	Women	Women of color	People of Color
Rent Board Commission	\$8,543,912	10	9	44%	11%	33%
Commission on the Status of Women	\$8,048,712	7	7	100%	71%	71%
Ethics Commission	\$6,458,045	5	4	100%	50%	50%
Human Rights Commission	\$4,299,600	12	10	50%	50%	70%
Small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

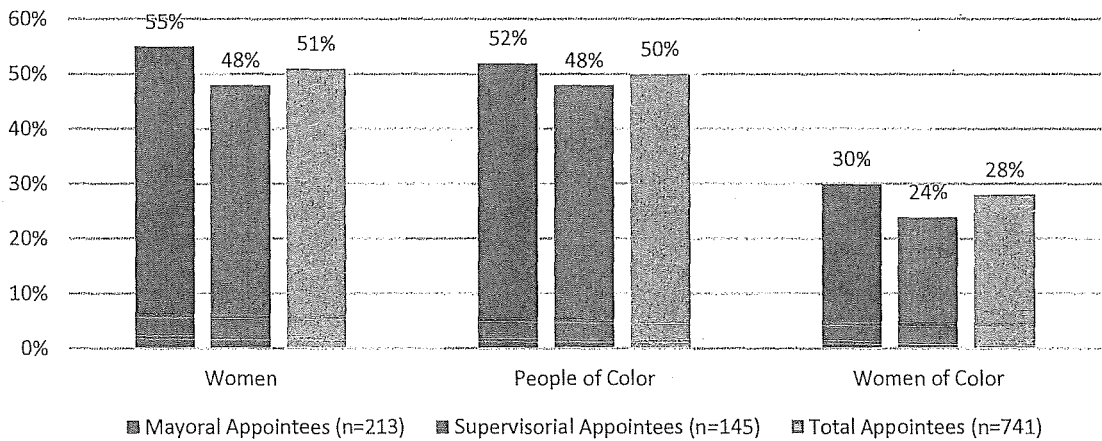


Source: SF DOSW Data Collection & Analysis.

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.

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