

File No. 230346

Committee Item No. 2

Board Item No. 24

# COMMITTEE/BOARD OF SUPERVISORS

## AGENDA PACKET CONTENTS LIST

Committee: Rules Committee

Date April 17, 2023

Board of Supervisors Meeting

Date April 25, 2023

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- Youth Commission Report
- Introduction Form
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- Award Letter
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### OTHER (Use back side if additional space is needed)

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Completed by: Victor Young Date April 13, 2023

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

1 [Appointment, African American Reparations Advisory Committee - Frederick Martin]

2

3 **Motion appointing Frederick Martin, indefinite term, to the African American**  
4 **Reparations Advisory Committee.**

5

6 MOVED, That the Board of Supervisors of the City and County of San Francisco does  
7 hereby appoint the hereinafter designated person(s) to serve as member(s) of the African  
8 American Reparations Advisory Committee, pursuant to the provisions of the San Francisco  
9 Administrative Code, Chapter 5, Article XLVI, for the terms specified:

10 Frederick Martin, seat 15, succeeding Yolanda Harris, resigned, must be an individual  
11 who has lived or is currently living in public housing, for an indefinite term.

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BOARD of SUPERVISORS



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

Application for Boards, Commissions, Committees, & Task Forces

Name of Board/Commission/Committee/Task Force: African American Reparations Advisory Committee

Seat # (Required - see Vacancy Notice for qualifications): #15

Full Name: Fatimah Abdul-Khaliq

[Redacted] Zip Code: 94102
Occupation: Behavioral Health Clinician

Work Phone: n/a Employer: SFDPH

Business Address: 1525 Silver Ave. San Francisco CA Zip Code: 94134

Business Email: fatimah.abdul-khaliq@sfdph.org Home Email: [Redacted]

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

Resident of San Francisco: Yes [checked] No [ ] If No, place of residence:
18 Years of Age or Older: Yes [checked] No [ ]

Pursuant to Mayoral Order, members of boards/commissions are required to be Covid-19 vaccinated and attend in-person meetings.

Covid-19 Vaccinated: Yes [checked] No [ ]

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

I am a proud San Francisco native and community advocate. I was born and raised in San Francisco, I attended both private and public schools within the San Francisco Unified School District. I continued my undergraduate education at Clark Atlanta University in Georgia, a Historically Black College and University (HBCU). I pursued graduate studies at the University of San Francisco. I left San Francisco to attend an HBCU, to obtain knowledge from my people about my people, my African American culture is rich and beautiful. After college it was my duty to come back to my city to uplift the very community I grew up in, the Fillmore Western Addition. I have seen the many changes San Francisco has undergone over the decades, and I have seen first-hand the ways in which African American people have been affected. It is my responsibility as an African American to educate my community, to uplift and to teach those that come after me. As a product of public housing, I beat the odds that are stacked against African American men and women. I am a role model, many people in my community look up to me and I am proud to set an example of Black Excellence and to inspire change.

**Business and/or Professional Experience:**

I am currently a Behavioral Health Clinician at the Southeast Child Family Therapy Center in San Francisco. I provide individual, family and group therapy to children and families primarily in the Bayview and Visitacion Valley, I travel to meet with students at various schools within SFUSD as well. To better support and inform the Black community, I co-facilitate a psychoeducation course entitled 'Advocating for Your Black Child', where I support the families of Black children by providing parenting skills and ways to effectively navigate systems within SFUSD. I attended graduate school at the University of San Francisco (USF), where I studied Counseling Psychology. I graduated from USF in 2019 with a dual degree in Marriage and Family Therapy, and Professional Clinical Counseling. I aspire to become a child adolescent Psychologist and pursue a doctoral degree, to create mental health programs that dismantle the barriers that make it difficult for Black people to access mental health. My profession is healing, I am healer, I work to heal community one person at a time.

**Civic Activities:**

I am a productive member of society by keeping myself informed on the problems and issues that affect my community, such as gentrification, homelessness, public safety and housing affordability. As a community advocate, I am and have always been an active member of the Hayes Valley/ Western Addition community where I grew up here in San Francisco. I began volunteering at a very young age with my mother, who is also a San Francisco native. I was proud to work a long side my mother, making changes in our community. One of my biggest accomplishments was my work with the Trust for Public Land renovating the Hayes Valley Playground. I am proud to be part of a successful community transformation. I am currently an Alumni mentor at the University of San Francisco, where I support Black undergraduate students with their objectives and professional goals. I am also an active member and volunteer with Alive and Free, formerly known as Omega Boys Club. I was a part of Alive and Free since high school (2004) and have stayed connected ever since. Alive and Free is a college preparation program located in the Potrero Hill neighborhood of San Francisco. I also continue to volunteer with the Hayes Valley residents by supporting resident programs (bingo, turkey giveaways, holiday programs, food/toy giveaways). My mother inspired my community work, she instilled the importance of volunteering and giving back to my community.

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

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

Date: 1/25/23 Applicant's Signature (required): Fatimah Abdul-Khaliq  
*(Manually sign or type your complete name.  
NOTE: By typing your complete name, you are hereby consenting to use of electronic signature.)*

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

**FOR OFFICE USE ONLY:**

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

BOARD of SUPERVISORS



City Hall  
1 Dr. Carlton B. Goodlett Place, Room 244  
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Fax No. (415) 554-5163  
TDD/TTY No. (415) 554-5227

Application for Boards, Commissions, Committees, & Task Forces

Name of Board/Commission/Committee/Task Force: SAN FRANCISCO AFRICAN AMERICAN REPARATIONS ADVISORY-

Seat # (Required - see Vacancy Notice for qualifications): #15 COMMITTEE

Full Name: FREDERICK N. MARTIN

S.F., CA. Zip Code: 94103

Occupation: MENTAL HEALTH COUNSELOR, RESEARCH INVESTIGATOR  
Employer: NEW COMMUNITY LEADERSHIP FOUNDATION + LYNX INSIGHTS

Work Phone: (415) 935-2801

Business Address: 233 EDDY ST., S.F. CA. 94102

Business Email: freddy@findmysfcp.org Home Email: [REDACTED]

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

Resident of San Francisco: Yes  No  If No, place of residence: \_\_\_\_\_  
18 Years of Age or Older: Yes  No

Pursuant to Mayoral Order, members of boards/commissions are required to be Covid-19 vaccinated and attend in-person meetings.

Covid-19 Vaccinated: Yes  No

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

SINCE 2010 I HAVE BEEN COMMUNITY ORGANIZING IN HOUSING. STARTING WITH TNDC VOTER OUTREACH IN ALL AFFORDABLE HOUSING IN DISTRICTS 6+5. THEN WORKING WITH HOUSING RIGHTS COMMITTEE OF SF. AS AN AFFORDABLE HOUSING PRESERVATION PROJECT VISTA; OUTREACHING TO THOUSANDS OF TENANTS LIVING IN PROJECT BASED SECTION 8, RAD, AND OTHER SUBSIDIZED HOUSING COMPLEXES TO HELP SAVE PROPERTIES IN DANGER OF LOSING THEIR PROJECT BASED ASSISTANCE AND AFFORDABILITY, IF THEY HAD NUMEROUS COMPLAINTS ABOUT HABITABILITY, CONDEMNABLE CONDITIONS, OR HEALTH HAZARDS

(Applications must be submitted to [BOS-Appointments@sfgov.org](mailto:BOS-Appointments@sfgov.org) or to the mailing address listed above.)  
AND BUILT OR STRENGTHENED TENANTS ASSOCIATIONS SO PEOPLE CAN GET JUSTICE

**Business and/or Professional Experience:**

I ANSWERED SOME OF THAT IN THE PREVIOUS QUESTION AND I SUCCESSFULLY HELPED SAVE OVER 8,000 TENANTS SAVE AND STAY IN THEIR UNITS + GET FIXES THROUGH HOUSING RIGHTS COMMITTEE OF SF., SENIOR AND DISABILITY ACTION FOR 2.8 YEARS AND SERVING ON THE BOARD OF TENDERLOIN NEIGHBORHOOD DEVELOPMENT CORPORATION FOR 6.5 YEARS & STILL SERVING THERE. I HAVE ALSO CO-CHAIRERD MID MARKET COALITION, SOMA NEIGHBORHOOD RESIDENT COUNCIL FOR UP TO 5 YEARS AND PRESENTLY STILL CHAIRING THE MODERATE + EXTREMELY LOW INCOME HOUSING COMMITTEE, AND NEGOTIATED A COMMUNITY BENEFITS AGREEMENT FOR DB SINCE 2017

3.5 YEARS

**Civic Activities:**

THERE HAVE BEEN MANY CIVIC ACTIVITIES. VOLUNTEERING WITH THE PEOPLES ORGANIC GARDEN (TNDG), VOTING, VOTERS GOT.V FOR ~~SEVERAL~~ YEARS, SERVING ON NATIONAL ALLIANCE OF H.U.D. TENANTS COMMITTEE, SHELTER IN PLACE HOTEL COALITION HOTEL PURCHASING TO END HOMELESSNESS, NAACP, SEVERAL EMERGENCY COVID HOUSING, TENANT, AND HOUSING PROTECTION COMMITTEES, CHOCCHO, STATE/ LOCAL/NATIONAL HOUSING MEASURES INCLUDING \$600 MILLION

DOLLAR HOUSING BOND

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

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

Date: 12/19/2022 Applicant's Signature (required): 

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

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

**FOR OFFICE USE ONLY:**

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

BOARD of SUPERVISORS



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Application for Boards, Commissions, Committees, & Task Forces

Name of Board/Commission/Committee/Task Force: African American Reparations Advisory Committee

Seat # (Required - see Vacancy Notice for qualifications): # 15

Full Name: Larry Martin

[Redacted] Zip Code: 94103

Occupation: Student/Activist

Work Phone: 213-925-2417 Employer: Self-Employed

Business Address: 320 Clementina Street Apt. # 808 Zip Code: 94103

Business Email: martinlarry55@gmail.com Home Email: [Redacted]

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

Resident of San Francisco: Yes [checked] No [ ] If No, place of residence:
18 Years of Age or Older: Yes [checked] No [ ]

Pursuant to Mayoral Order, members of boards/commissions are required to be Covid-19 vaccinated and attend in-person meetings.

Covid-19 Vaccinated: Yes [checked] No [ ]

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

My name is Larry Martin a 58 year old straight black man and a sixteen year resident of San Francisco. I'm currently living at Clementina Towers which is under San Francisco Public Housing and I have been living here since August 31th 2012 in which this summer will be eleven years living in San Francisco public housing.

**Business and/or Professional Experience:**

Recently created a business group named Black Integrity Expression which is still in the planning phase.

**Civic Activities:**

Have worked on numerous projects in San Francisco South Of Market and Tenderlion communities with differant community organizing departments here in San Francisco. Completed several Leadership programs here in San Francisco. Completed the Addiction Recovery Counseling program at City College of San Francisco and just acquired my Associate in Science with high honors from City College of San Francisco and was recently accepted to attend San Francisco State University this fall majoring in Public health.

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

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

Date: 3/27/2023 Applicant's Signature (required): LarryMartin  
*(Manually sign or type your complete name.  
NOTE: By typing your complete name, you are hereby consenting to use of electronic signature.)*

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

**FOR OFFICE USE ONLY:**

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





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

Application for Boards, Commissions, Committees, & Task Forces

Name of Board, Commission, Committee, or Task Force: African American Reparations Advisory [redacted]

Seat # or Category (If applicable): 15 District: 6

Name: Leontine Collins

[redacted] Zip: 94103

Occupation: Case Manager

Work Phone: 4156851022 Employer: Code Tenderloin

Business Address: 55 Taylor St Zip: 94102

Business E-Mail: tina@codetenderloin.org Home E-Mail: [redacted]

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

Check All That Apply:

Registered voter in San Francisco: Yes [checked] No [ ] If No, where registered: [ ]

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

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

I was born and raised in San Francisco in the Fillmore all of my life. I went through when the majority of residents in district 5 were Black and into the redevelopment period, gentrification, gangs, and even drugs. I even experienced the horrifying treatment of Black folks in SFUSD which caused me a learning disability. I am a recovering drug addict and am currently homeless. I know the system that I as a Black person have to do in San Francisco. Getting evicted from public housing due to my addiction, which left me and my kids homeless on multiple occasions. Not receiving services which I am supposed to get because of my disabilities and children's disabilities. Also, I had to fight for my children's education due to the services we didn't get in the western addition. I worked with the community for over 16 years. I worked with multiple organizations like Mo Magic, African American Culture Center, Homeless Coalition, and currently with Code Tenderloin. All my life I had to fight for my community because no one was going to do it for us.

**Business and/or professional experience:**

Volunteer Coordinator at Mo Magic; January 2008-August 2011  
Outreach Coordinator at Homeless Coalition; October 2013-January 2014  
Case Manager; Code Tenderloin/ Downtown Street Team; July 2020- Present

**Civic Activities:**

Volunteering for political campaigns in District 5  
Gang Intervention in Fillmore  
Volunteer at Mo Magic/ Magic Zone when it first started

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

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

Date: 1/1/2023 Applicant's Signature: (required) Leontine Collins

(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



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Application for Boards, Commissions, Committees, & Task Forces

Name of Board/Commission/Committee/Task Force: SF Black Reparations Task Force

Seat # (Required - see Vacancy Notice for qualifications): 15

Full Name: Ramekon O'Arwisters

[Redacted] San Francisco, CA Zip Code: 94103
Occupation: meditation instructor

Work Phone: 415 218 2954 Employer: San Francisco International Airport

Business Address: 1320 Stevenson Street, #C307 Zip Code: 94103

Business Email: ramekon@duck.com Home Email: [Redacted]

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

Resident of San Francisco: Yes [checked] No [ ] If No, place of residence:
18 Years of Age or Older: Yes [checked] No [ ]

Pursuant to Mayoral Order, members of boards/commissions are required to be Covid-19 vaccinated and attend in-person meetings.

Covid-19 Vaccinated: Yes [ ] No [checked]

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 moved to San Francisco in 1991 and continue to live in here. San Francisco is my home. Born in Kernersville, North Carolina, I earned a M.Div. from Duke University Divinity School in 1986. I am the founder of Crochet Jam, a community-arts project infused with folk-art traditions that foster a creative culture in cooperative relationships.

In 2012, I founded Crochet Jam - a community-art event rooted in a cherished childhood memory, steeped in the African-American tradition of weaving in a calm and non-judgmental environment without rules or limitations. Crochet Jam invites the public to think differently about the role of art within the community and the power of art within society. It is meditative, liberating, and inclusive with no attempt made to dictate the creative process nor judge the finished project. For more information, please visit crochetjam.com. Through my community-art project and my work as a Black queer sculptor (see ramekon.com) I connect a wide-range of community interest is SF, including neighborhoods, and the diversity in ethnicity, race, age, sex, sexual orientation, and gender identity.

I started meditating as a teenager. While at Duke University, I learned about Tai Chi and other meditation practices, as well as, exploring the impact of art and spirituality on issues of social justice, race, and culture. Since 2004, I have practiced Vipassana. Currently, I am the airport-wide Mindfulness Meditation Instructor at the San Francisco International Airport (SFO), where I started the program in 2013.

**Business and/or Professional Experience:**

I am an award-winning and well-known visual artist, arts professional, and former Fine-Art Photography curator for the City and County of SF, located at San Francisco International Airport.

I am a retired curator of exhibitions at SFO Museum (SFOM). I joined the curatorial staff in 2007. O'Arwisters earned a B.A. from the University of North Carolina at Chapel Hill and a M.Div. from Duke University. He has published artwork, poetry, and short stories in Zyzzyva, James White Review, and in the anthology "Paper Thin/Soul-Deep: A Collection of Personal Letters and Journal Entries of African-American Men."□

Prior to joining SFOM, I was the curator and gallery director for the Richmond Art Center (RAC), in Richmond, CA, where I organized numerous exhibitions including "Alternating Currents: An Exploration in Technology and Spirituality" (1994) an exhibition that addressed the continuum between the two, as opposed to the polarity, demonstrating how artists continue to take advantage of current technology to increase their ability to express themselves. In 1995, California sculptor Robert Ortbal's exhibition, "As Above, So Below," was an artistic investigation on concepts of spirituality using natural materials.

Preceding my tenure at the RAC, I was gallery director at the San Francisco African American Historical Society. I served on the curatorial committee at Root Division and SOMArts, and was a panelist for the San Francisco Arts Commission, Murphy and Cadigan Fellowship Awards, and Visions from the New California, an initiative of the Alliance of Artists Communities. I am involved in several professional organizations including the American Alliance of Museum (AAA) and the Association of Art Museum Curators.

In addition to work as a curator, I am also an artist, and awarded grants from the San Francisco Foundation, the San Francisco Art Commission Cultural Equity Program, and Artadia: The Fund for Art and Dialogue, New York, New York. He is a 2014 Eureka Fellow, awarded by the Fleishhacker Foundation, SF.

**Civic Activities:**

Through my community-arts project Crochet Jam, I have worked with youth, local schools, arts organizations, SFAC Gallery, SF Public Library, museums, health centers, senior communities, churches, companies, and other institutions in San Francisco Bay Area.

I started Crochet Jam in 2012. My community-art event is rooted in a cherished childhood memory that's steeped in the African-American tradition of weaving in a calm and non-judgmental environment without rules or limitations.

Crochet Jam is an opportunity for play, build community, experimentation, and for allowing the material to transform naturally without any expectations nor any attempt to control the outcome. Participants become a conduit for the transformation of the material without any resistance, whether they like what they see or not. Participants just crochet and calmly observe without judgment or critique. Crochet Jam is participation in community activities and decision-making. For more information, please see: [crochetjam.com](http://crochetjam.com); IG: CrochetJam

I was a member of the San Francisco Sunshine Task Force.

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

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

Date: march 20 2023 Applicant's Signature (required): Ramekon O'Arwisters  
*(Manually sign or type your complete name.  
NOTE: By typing your complete name, you are hereby consenting to use of electronic signature.)*

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

**FOR OFFICE USE ONLY:**

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

BOARD of SUPERVISORS



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

Name of Board/Commission/Committee/Task Force: REPARATIONS COMMITTEE ETC.

Seat # (Required - see Vacancy Notice for qualifications): 6-7 - 13 - 15

Full Name: RONALD D CARTER

[Redacted] Zip Code: 94103  
Occupation: BUSINESSMAN

Work Phone: 916 598 4071 Employer: SELF

Business Address: 1825 MISSION ST.#220 SF .CA Zip Code: 94103

Business Email: rdioncarter@yahoo.com Home Email: [Redacted]

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

Resident of San Francisco: Yes  No  If No, place of residence: \_\_\_\_\_  
18 Years of Age or Older: Yes  No

Pursuant to Mayoral Order, members of boards/commissions are required to be Covid-19 vaccinated and attend in-person meetings.

Covid-19 Vaccinated: Yes  No

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

I have 20 years experience in homelessness and many incidental accidental periods of incarceration and I have been disabled from car accidents all of my life from puberty but am only just now recovering.  
i decided to become a homeless advocate and designed a website for fundraising to this purpose and am eager to make it work( THE "PRAISE BE FOUND HOMELES FOUNDATION OF AMERICA). IS ONLY ONE OF THE 60 WEBPAGES I HAVE DESIGNED IN AFFILIATION WITH " AMERICAN ECONOMIC RECOVERY PROJECT FOUNDATION INTL". ACTUALLY THOSE PAGES ARE MEANT TO SUPPORT REPARATIONS FOR AFRICAN AMERICANS AND MINORITIES ALSO .  
THESE THINGS NEED TO COME FORWARD TO MANIFEST THE PLAN I HAVE A LONG TIME NOW CONTEMPLATED.  
I NEED TO ELUCIDATE EVERYONE ABOUT THEM SO THAT THEY COULD HAVE THAT NEEDED CONVERSATION TO BRING FORTH WHAT I HAVE DESIGNED THEM FOR.

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

**Business and/or Professional Experience:**

AS A WEB HOST DESIGNER WITH AN INTEREST IN HOMELESS ADVOCACY AND ECONOMIC RECOVERY FOR ALL AMERICANS I HAVE USED MY SKILLS IN WEB HOSTING DESIGN TO DEVELOP 60 WEBSITES THAT I BELIEVE HAVE THE CHARISMATIC APPEAL TO GENERATE PUBLIC AND PRIVATE RESPONSE TO THEM WHILE AT THE SAME TIME CREATING JOBS IN THE COMMUNITY TO TRY TO "KILL THREE BIRDS WITH ONE STONE". A PHILOSOPHY I HAVE EMBRACED AND HAS BEEN MY THOUGHT TRAIN ON HOW TO PERFORM ALL THESE COMMUNITY NEEDS. ACTUALLY I HAVE MADE MUCH TOO MUCH FOR ANY 1 MAN TO TAKE ON . THAT IS WHY I HAVE SOUGHT OUT MANY OTHER COMMUNITY AGENCIES( DEPT OF HOMELESSNESS AND SUPPORTIVE HOUSING AND THE SAN FRANCISCO OFFICE OF ECONOMIC WORKFORCE DEVELOPMENT AGENCY

**Civic Activities:**

MOST RECENTLY I CONTACTED EPISCOPAL SANCTUARY AND THE INTERFAITH COUNCIL AND 123 10TH STREET THROUGH GABRIEL FERRIERA TO ASK FOR A CONVERSATION ABOUT THESE THINGS ,HOWEVER NOTHING HAS EVOLVED AS YET. THE MAYOR LONDON BREED, MEMBERS OF THE BOARD OF SUPERVISORS( MATT HANEY) AND, PASTOR AMOS BROWN OF THIRD BAPTIST CHURCH AND OTHERS IN GOVERNMENT ALL KNOW OR SHOULD REMEMBER MY UNCEASING PURSUIT OF THESE GOALS .

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

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

Date: 11/11/22 Applicant's Signature (required): RONALD D CARTER  
*(Manually sign or type your complete name.  
NOTE: By typing your complete name, you are hereby consenting to use of electronic signature.)*

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

**FOR OFFICE USE ONLY:**

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

**From:** [Board of Supervisors \(BOS\)](#)  
**To:** [Young, Victor \(BOS\)](#)  
**Subject:** FW: TO ALL COUNTY BOARD OF SUPERVISORS RE: MY APPLICATION AND STRATEGY FOR THE AFRICAN AMERICAN REPARATIONS  
**Date:** Tuesday, February 14, 2023 8:31:25 AM

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John Bullock  
Office of the Clerk of the Board  
San Francisco Board of Supervisor  
1 Dr. Carlton B. Goodlett Place, Room 244  
San Francisco, CA 94102  
(415) 554-5184  
[BOS@sfgov.org](mailto:BOS@sfgov.org) | [www.sfbos.org](http://www.sfbos.org)

***Disclosures:** Personal information that is provided in communications to the Board of Supervisors is subject to disclosure under the California Public Records Act and the San Francisco Sunshine Ordinance. Personal information provided will not be redacted. Members of the public are not required to provide personal identifying information when they communicate with the Board of Supervisors and its committees. All written or oral communications that members of the public submit to the Clerk's Office regarding pending legislation or hearings will be made available to all members of the public for inspection and copying. The Clerk's Office does not redact any information from these submissions. This means that personal information—including names, phone numbers, addresses and similar information that a member of the public elects to submit to the Board and its committees—may appear on the Board of Supervisors website or in other public documents that members of the public may inspect or copy.*

**Sent:** Monday, February 13, 2023 5:36 PM  
**To:** Board of Supervisors (BOS) <[board.of.supervisors@sfgov.org](mailto:board.of.supervisors@sfgov.org)>; Ronald Carter <[rdioncarter@yahoo.com](mailto:rdioncarter@yahoo.com)>; Stewart Juell (HRC) <[juell.stewart@sf.gov.org](mailto:juell.stewart@sf.gov.org)>; Gloriajpeace <[gloriajpeace@yahoo.com](mailto:gloriajpeace@yahoo.com)>  
**Subject:** Fw: TO ALL COUNTY BOARD OF SUPERVISORS RE: MY APPLICATION AND STRATEGY FOR THE AFRICAN AMERICAN REPARATIONS

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

DEAR MEMBERS OF THE SAN FRANCISCO COUNTY BOARD OF SUPERVISORS.  
PLEASE FIND HEREIN MY APPLICATION INTERVIEW FOR SEAT 15 OF THE AFRICAN REPARATIONS COMMITTEE AND HOW THAT THAT INTERVIEW WAS SABOTAGED BY A MUTED MICROPHONE ON THE INTERVIEWERS SIDE OF THE ZOOM CONFERENCE.. THIS HAPPENED TWICE.

HOWEVER I CAUGHT IT EARLY ON BY ENTERING THE INTERVIEW 45 MINUTES EARLY AND CREATED THIS CHAT MESSAGE AND EMAILED IT TO THE MAYOR LONDON BREED AND CATHERINE MULKEY MEYER WHO HOSTED THE EVENT.

ALSO FIND IN THIS EMAIL THE STRATEGY FOR THE COMPANIES I AM TRYING TO BRING IN TO

THE REPARATIONS PROJECT TO SHOW THAT THEY HAVE A SUPPORTIVE ROLE IN THE REPARATIONS PROJECT AND HAVE SOMETHING TO OFFER BOTH THE PROJECT AND THE CITY OF SAN FRANCISCO.

I SINCERELY BELIEVE IT WOULD BE IN THE BEST INTERESTS OF THE COUNTY OF SAN FRANCISCO TO PURCHASE THESE WEBSITES FROM ME

PLEASE EXAMINE THEM IN THE TEXT BELOW.



**Subject:** MY APPLICATION FOR THE AFRICAN AMERICAN REPARATIONS COMMITTEE

[3:58 PM] RONALD CARTER (Guest)

I WOULD LIKE TO THANK MY BENEFACTORS FOR INVITING ME TO THIS EVENT

[4:01 PM] RONALD CARTER (Guest)

ALTHOUGH I BELIEVE I AM QUITE A BIT EARLY FOR THE EVENT. AND I DONT HAVE A MICROPHONE OR CAMEREA M. I WILL TRY CALLING INTO THE EVENT.\

[4:23 PM] RONALD CARTER (Guest)

I WOULD LIKE TO SAY AT THE OUTSET OF THIS NINTERVIEW THAT I BELIEVE THAT I AM WELL SUITED FOR THIS POSITION ON THE AFRICAN AMERICAN REPARATIONS ADVISORY BOARD BECAUSE I HAVE BEEN A VERY LONG TIME WORKING ON THE METHOD TO ACHIEVE THISN WITHOUT THE NEED OF LEGISLATION . THAT IS LARGELY THROUGH MY WEBSITE WHICH HAS BEEN IN PLACE SINCE 2015 . HOWEVER FORCED HOMELESSNESS ON ME HAS KEPT IT AT BAY. HOWEVER THE WEBSITE CALLED " AFRICAN ECONOMIC IMPROVEMENT MOVEMENT TO SAVE AN AFRICAN ECONOMY FOR Y(OUR) ESSENTIAL SURVIVAL WAS CREATED TO THAT END . IN ADDITION THE WEBSITE AMERICAN ECONOMIC RECOVERY PROJECT FOUNDATION INTL AFFILIATES WAS LIKEWISE CREATED TO SUPPORT THE AGENDA OF REPARATIONS.

[4:24 PM] RONALD CARTER (Guest)

I MUST HOWEVER EXPLAIN TO YOU THE METHODOLOGY OF THIS.

[4:32 PM] RONALD CARTER (Guest)

YOU SEE " AMERICAN ECONOMIC RECOVERY PROJECT FOUNDATION INTL AFFILLIATES CONTAINS EVERY NATIONALITY GROUNG AS AN AFFILLIATE SO THAT WHEN MEMBERS OF THOSE INDIVIDUAL GROUPS JOIN N ONTO THIER RESPECTIVE GROUP THEY AGREE TO GIVE A PORTION OF THIER MEMBERSHIP FEE TO A MINORITY GROUP I.E ( AFRICAN REPARATIONS GROUP ) THE WHICH FUNDING GOES TO AFRICAN ECONOMIC IMPROVEMENT MOVEMENT TO SAVE AN AFRICAN ECONOMY FOR Y(OUR) ESSENTIAL SURVIVAL.. THIS IS A MORE SIMPLER WAY TO GET THE PARTIAL PAYMENTS FOR REPARATIONS UNTIL THE GOVERNMENT ACTS TO PASS THE LEGISLATION NATIONALLY. I MUST END THIS DISCUSSION HERE BECAUSE I AM ON A PUBLIC COMPUTER AND WILL EMAIL IT TO PASTOR AMOS BROWN FOR REVIEW.

RONALD D CARTER /CEO/CFO

- 1)AFRICAN ECONOMIC IMPROVEMENT MOVEMENT TO SAVE AN AFRICAN ECONOMY FOR Y(OUR ) ESSENTIAL SURVIVAL
- 2)AMERICAN ECONOMIC RECOVERY PROJECT FOUNDATION INTL AFFL.
- 3) THE PRAISE BE FOUND HOMELESS FOUNDATION OF AMERICA



BOARD of SUPERVISORS



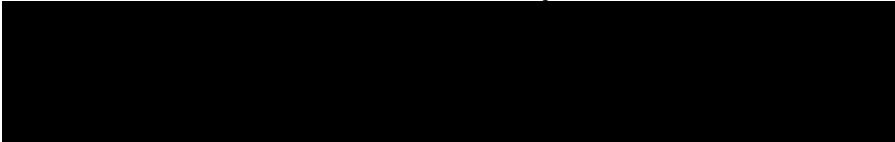
City Hall
1 Dr. Carlton B. Goodlett Place, Room 244
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Tel. No. (415) 554-5184
Fax No. (415) 554-5163
TDD/TTY No. (415) 554-5227

Application for Boards, Commissions, Committees, & Task Forces

Name of Board/Commission/Committee/Task Force: African American Reparations Advisory Committee

Seat # (Required - see Vacancy Notice for qualifications): 15

Shakema Stoney



Zip Code: 94124
Community Development Assistant

Work Phone: Employer: City and County of San Francisco

Business Address: 1390 Market Street, Suite 900 Zip Code: 94102

Business Email: shakema.stoney@dcyf.org Home Email: [Redacted]

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

Resident of San Francisco: Yes [X] No [ ] If No, place of residence:
18 Years of Age or Older: Yes [X] No [ ]

Pursuant to Mayoral Order, members of boards/commissions are required to be Covid-19 vaccinated and attend in-person meetings.

Covid-19 Vaccinated: Yes [X] No [ ]

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

I was excited to see the vacancy for Seat #15 "An individual who has lived or is currently living in public housing" with the African American Reparations Advisory Committee. I grew up living in San Francisco's Hunters Point and Potrero Hill public housing developments and currently live in the Shipyard area of Bayview- Hunters Point. Living in San Francisco, I am grateful for the programs and resources provided to me during my childhood and time as a transitional aged youth. I have seen my own families struggle to overcome adversities and learned from my own journey in SF. I am aware that there is more work to be done in terms of building equity and removing barriers within the city. Through my previous and ongoing work, I feel compelled to honor the African American history and contribute to the equity of our current and future African American generations within San Francisco. As a Community Development Assistant for The San Francisco Department of Children, Youth, and their Families (DCYF). My team supports city-wide community-based nutrition programs within San Francisco. As a liaison for multi-cultural sites, I experience first-hand the diversity of our city and through racial and ethnic data, the population decrease of our African American families. I have completed simultaneous and complex projects aimed at decreasing SF food insecurity and brainstormed ways to make nutritional food more accessible for low-to-moderate income families. I while serving on DCYF's equity committee, I worked to develop more equitable funding strategies for our communities.

I appreciate your consideration and I am committed to continuing my growth in public service, and am thrilled at the opportunity to use my expertise to deliver ground-breaking solutions.

I would love to further discuss my experiences and qualifications with you in more detail.

For your consideration,
Shakema Stoney

**Business and/or Professional Experience:**

Preschool Teacher  
Nutrition Aide  
Community Development Assistant  
Equity Committee Member  
2013 BAYAC Americorps member

**Civic Activities:**

Former Vice President of Bayview based non- profit Dooda Baby Activities (501c3).  
Current Real Estate student. Attended San Francisco Real Estate events aimed at making real estate more accessible to African American families within SF.  
Member of the James Lick Middle School Black Parent Advisory Board

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

---

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

Date: 1/27/2023 Applicant's Signature (required): Shakema Stoney  
*(Manually sign or type your complete name.  
NOTE: By typing your complete name, you are hereby consenting to use of electronic signature.)*

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

---

**FOR OFFICE USE ONLY:**

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

BOARD of SUPERVISORS



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

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

Name of Board/Commission/Committee/Task Force: African American Reparations Advisory Committee

Seat # (Required - see Vacancy Notice for qualifications): 15

Full Name: Tiana Danielle Blunt

[Redacted] Zip Code: 94134  
Occupation: Registered Nurse

Work Phone: 510-267-7826 Employer: SFVAHCS

Business Address: 2221 Martin Luther King Way Zip Code: 94612

Business Email: Tiana.Blunt@va.gov Home Email: [Redacted]

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

Resident of San Francisco: Yes  No  If No, place of residence: \_\_\_\_\_  
18 Years of Age or Older: Yes  No

**Pursuant to Mayoral Order, members of boards/commissions are required to be Covid-19 vaccinated and attend in-person meetings.**

Covid-19 Vaccinated: Yes  No

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

I have been a resident in San Francisco since 1976. I was born here. My mother and Father were both born here and lived in the Military outlets that were made into public housing. They were indigenous to the area but didn't receive the opportunities to become successful. My father died in the Low income public housing area in 2019. He was deprived at meaningful employment since becoming disabled. He had to live on bare minimal finance resources. I also lived in the public housing area of Valencia Gardens for several years as an adult. Before working saving and allocating my departure from Public Housing to a new and better beginning in San Francisco. I Love the city even though the diversity has been marked and depleted by gentrification. I have seen people forced out just because they couldn ' t afford to live here. I am one of the few African Americans families that have made it through the implicit bias and outwardly racism by way of job loss, lack of opportunity, and discrimination. I believe that racism still is practiced and in place in the city of San Francisco some cases the acts are more overt and routinely generationally practiced. It may not be the days of lynching or the burning of the cross but has been the day poor education, poor housing opportunities, the lack of job opportunities, decreased chances of employment at a survivable income, it ' s the dismissal from employment, it ' s the isolation (not being able to identify with people of your own race), it ' s the constant threat of losing and the constant anxiety related to loss. San Francisco has caused and increased underlying trauma for African Americans as a whole increasing cortisol levels and causing a flight or fight response. This is proven by the 35,000 African American population decrease over the past 10-20 years in San Francisco. People leave because they can't fight. They have no money to fight. With the cost of living in San Francisco some have no money to live.

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

**Business and/or Professional Experience:**

I was a Certified Nurse Assistant 1994-2000  
I was a Licensed Vocational Nurse 2000-2010  
I am a Registered Nurse 2010- present day  
Worked for CCSF LHH approximately 1994-2000  
Worked for SFUSD approximately 2008-2020  
Currently work for the Department of Veteran Affairs  
Bachelor in Science in Nursing

**Civic Activities:**

I have always volunteered and assisted in many healthcare events related to Stroke, HTN, Autism, Diabetes, and mental health. I am fair equitable and rational. I have an indept and keen enthusiasm for informatics. I am a Public Health Nurse which allows me to gather information and process it to make a logical solution.

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

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

Date: 3/6/2023 Applicant's Signature (required): \_\_\_\_\_

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

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

**FOR OFFICE USE ONLY:**

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

BOARD of SUPERVISORS



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

Application for Boards, Commissions, Committees, & Task Forces

Name of Board/Commission/Committee/Task Force: African American Reparations Advisory Committee

Seat # (Required - see Vacancy Notice for qualifications): 15

Full Name: Totiana M White

[Redacted] SAN FRANCISCO, CA Zip Code: 94121
Occupation: Consultant

Work Phone: (415) 887-1663 Employer: Apothecarium - Castro

Business Address: 2029 Market Street, San Francisco, CA Zip Code: 94114

Business Email: mstotianawhite@gmail.com Home Email: [Redacted]

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

Resident of San Francisco: Yes [X] No [ ] If No, place of residence:
18 Years of Age or Older: Yes [X] No [ ]

Pursuant to Mayoral Order, members of boards/commissions are required to be Covid-19 vaccinated and attend in-person meetings.

Covid-19 Vaccinated: Yes [X] No [ ]

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

I am a 34 year old African American San Franciscan Native woman, born at General Hospital. Raised and still in community in Bayview Hunters Point. Serving in most communities within employment, volunteering or outreaching. I go by she/her pronouns, straight, with no current disabilities. I've lived in public housing for over 20 years. The past 7-8 years on Section 8 housing, which to a San Franciscan is a bump up from public housing but its all the same since its government based. I have been an advocate throughout San Francisco since 13 years old. Always utilizing the resources San Francisco has to better myself and my 18 year old daughter. Im also a single parent and an entrepreneur.

**Business and/or Professional Experience:**

My background is primarily in Management, Retail, Administration and Community Health Work. I currently work at the Apothecarium part time as an Consultant. I also am an entrepreneur which I produce music showcases part time as well. Im huge on community justice, engagement and empowerment. Im a leader within Bayview and San Francisco partnering with Success Center, Bayview Opera House and AAACC and other organizations. I work well with people. I speak clearly giving eye contact. I speak up for whats right and changes that will impact the African American Communities for the better. I cater and serve all ethnicities while having empathy for those races suffering the most. Im a great public speaker and have no problem standing and speaking in front of large crowds. I also serve and coordinate on the welcome committee at church. This would be an Honor to be seat #15 and serve my City and Community.

**Civic Activities:**

I serve the youth, young adults, adults and elders through producing music showcases for the community to engage and grow. I serve on the welcome committee at church. I consult with hundreds of patient a day for medical purposes. I help others apply for local grants and jobs. I help care for my 88 year old grandmother. Im the bridge between the community and the underserved black voices, disabled and low income. Im an advocate for the real San Franciscan natives. It would be an Honor to serve on the committee.

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

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

Date: 11/30/22

Applicant's Signature (required):



*(Manually sign or type your complete name.*

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

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

**FOR OFFICE USE ONLY:**

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



## AFRICAN AMERICAN REPARATIONS ADVISORY COMMITTEE

The below listed summary of seats, term expirations and membership information shall serve as notice of **vacancies, upcoming term expirations** and information on currently held seats, appointed by the Board of Supervisors. Appointments by other bodies are listed, if available. Seat numbers listed in **bold** are open for immediate appointment. However, you are able to submit applications for all seats and your application will be maintained for one year, in the event that an unexpected vacancy or opening occurs.

### Membership and Seat Qualifications

Seat #	Appointing Authority	Seat Holder	Term Ending	Qualification
1	BOS	James Lance Taylor (residency requirement waived)	Indefinite	Must be an individual who works for a media outlet that principally serves the African American community, is a storyteller of African American stories, or is a historian with expertise in African American history
2	BOS	Tinisch Hollins (residency requirement waived)	Indefinite	Must be an individual who has been displaced from San Francisco due to gentrification (residency in San Francisco not required)
3	BOS	Eric McDonnell	Indefinite	Must be an individual with expertise in private equity, venture capital, or fundraising in the financial industry
4	BOS	Amos Brown	Indefinite	Must be an individual who is 65 years of age or older and who has lived in a predominantly African American community, for an indefinite term
5	BOS	Omerede 'Rico' Hamilton	Indefinite	Must be an individual who has been incarcerated
6	BOS	Nikcole Cunningham	Indefinite	Must be an individual who has experienced discrimination in the workplace
7	BOS	Gloria Berry	Indefinite	Must be an individual who has experienced or is experiencing homelessness
8	BOS	Daniel Landry	Indefinite	Must be an individual with expertise in the impact of redevelopment activities in the

				Fillmore District and the Western Addition on Black communities
9	BOS	Tiffany Walker-Carter	Indefinite	Must be an individual with experience as a small business owner principally serving the African American community
10	BOS	Gwendolyn Brown	Indefinite	Must be a person who is employed by or in a leadership position in a charitable, social service, or religious organization principally serving the African-American community
11	BOS	Anietie Ekanem	Indefinite	Must be a person who works in the technology industry with experience in the field of technological equity
12	BOS	Starr Williams	Indefinite	Must be a person who is between the ages of 14 and 24, inclusive, with experience working with community groups serving the African American community
13	BOS	Shakeyla O’Cain	Indefinite	Must be a person representing the sectors served by the Office of Economic and Workforce Development (construction, building and trades, hospitality, and medical sectors) with experience working in predominantly African American communities
14	BOS	Laticia Erving	Indefinite	Must be an individual with experience as a parent or caregiver of a child or children experiencing barriers to or disparate treatment in education
15	<b>BOS</b>	<b>VACANT</b>	<b>Indefinite</b>	Must be an individual who has lived or is currently living in public housing

**BOARD OF SUPERVISORS (BOS) APPLICATION FORMS AVAILABLE HERE**

- English - [https://sfbos.org/sites/default/files/vacancy\\_application.pdf](https://sfbos.org/sites/default/files/vacancy_application.pdf)
- 中文 - [https://sfbos.org/sites/default/files/vacancy\\_application\\_CHI.pdf](https://sfbos.org/sites/default/files/vacancy_application_CHI.pdf)
- Español - [https://sfbos.org/sites/default/files/vacancy\\_application\\_SPA.pdf](https://sfbos.org/sites/default/files/vacancy_application_SPA.pdf)



- **Filipino** - [https://sfbos.org/sites/default/files/vacancy\\_application\\_FIL.pdf](https://sfbos.org/sites/default/files/vacancy_application_FIL.pdf)

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

Applications and other documents may be submitted to [BOS-Appointments@sfgov.org](mailto:BOS-Appointments@sfgov.org)

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

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The African American Reparations Advisory Committee (the “Committee”) was established to advise the Board of Supervisors, Mayor, Human Rights Commission, and the public on the development of a San Francisco Reparations Plan.

The Committee shall consist of 15 voting members, appointed by the Board of Supervisors, as follows:

- Seat 1: Shall be a person who works for a media outlet that principally serves the African American community, is a storyteller of African American stories, or is a historian with expertise in African American history.
- Seat 2: Shall be a person who has been displaced from San Francisco due to gentrification and shall not be required to reside in the City and County of San Francisco during their participation on the Committee.
- Seat 3: Shall be an individual with expertise in private equity, venture capital, or fundraising in the financial industry.
- Seat 4: Shall be an individual who is 65 years of age or older and who has lived in a predominantly African American community.
- Seat 5: Shall be an individual who has been incarcerated.
- Seat 6: Shall be an individual who has experienced discrimination in the workplace.
- Seat 7: Shall be an individual who has experienced or is experiencing homelessness.
- Seat 8: Shall be an individual with expertise in the impact of redevelopment activities in the Fillmore District and the Wester Addition on Black communities.
- Seat 9: Shall be an individual with experience as a small business owner principally serving the African American community.
- Seat 10: Shall be a person who is employed by or in a leadership position in a charitable, social service, or religious organization principally serving the African-American community.
- Seat 11: Shall be a person who works in the technology industry with experience in the field of technological equity.
- Seat 12: Shall be a person who is between the ages of 14 and 24, inclusive, with experience working with community groups serving the African American community.

- Seat 13: Shall be a person representing the sectors served by the Office of Economic and Workforce Development (construction, building and trades, hospitality, and medical sectors) with experience working in predominantly African American communities.
- Seat 14: Shall be an individual with experience as a parent or caregiver of a child or children experiencing barriers to or disparate treatment in education.
- Seat 15: Shall be an individual who has lived or is currently living in public housing.

The Board of Supervisors shall also consider - in addition to the required qualifications for each seat - appointing members who 1) are willing to perform work in service of the Committee outside of Committee meetings; 2) bring diverse skills and experience to the Committee; 3) have experience living or working in predominantly African American neighborhoods or communities in San Francisco; 4) appreciate the diversity of viewpoints and experiences that exists within San Francisco's black communities; and 5) have personally experienced discrimination in employment, access to healthcare, or access to social services.

Members shall serve indefinite terms until the termination of the Committee, unless removed by the Board.

The Human Rights Commission shall provide administrative support for the Committee.

**Reports:** No later than six months after its inaugural meeting, the Committee shall submit to the Board of Supervisors, Mayor, and Human Rights Commission a report summarizing the research, outreach, and other efforts it intends to undertake in support of its preparation of a San Francisco Reparations Plan (the "Plan"). No later than 18 months after its inaugural meeting, the Committee shall submit to the Board of Supervisors a draft Plan. No later than 24 months after its inaugural meeting, the Committee shall submit to the Board of Supervisors a final Plan.

**Authority:** Administrative Code, Sections 5.46-1 through 5.46-7 (Ordinance No. 259-20)

**Sunset Date:** January 18, 2024

**Contact:** Sheryl Davis, Executive Director  
Human Rights Commission  
25 Van ness Avenue, 8th Floor  
San Francisco, CA 94102  
(415) 252-2511  
[sheryl.davis@sfgov.org](mailto:sheryl.davis@sfgov.org)

**Updated:** November 10, 2022

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

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City and County of San Francisco  
London N. Breed  
Mayor

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



## Acknowledgements

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

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

### **San Francisco Commission on the Status of Women**

President Debbie Mesloh

Vice President Breanna Zwart

Commissioner Shokooh Miry

Commissioner Carrie Schwab-Pomerantz

Commissioner Andrea Shorter

Commissioner Julie D. Soo

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

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

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## Executive Summary

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

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

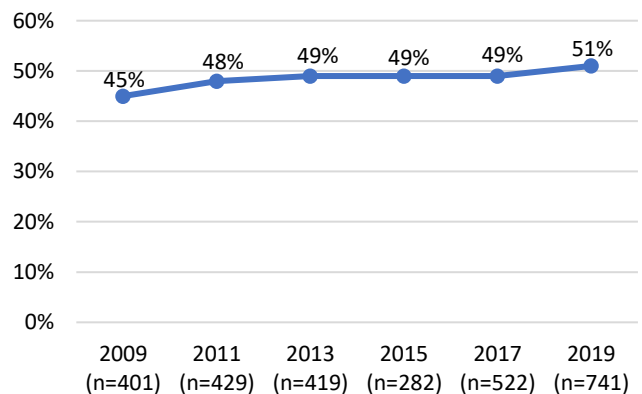
The *2019 Gender Analysis* evaluates the representation of women; people of color; lesbian, gay, bisexual, transgender, queer, and questioning (LGBTQ) individuals; people with disabilities; and veterans on San Francisco policy bodies.

### Key Findings

#### Gender

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

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



Source: SF DOSW Data Collection & Analysis.

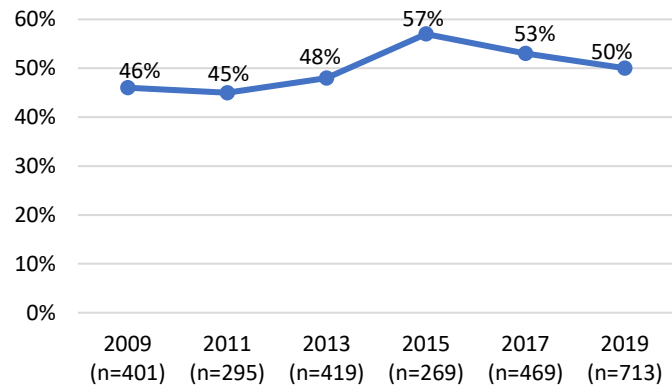
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<sup>1</sup> “List of City Boards, Commissions, and Advisory Bodies Created by Charter, Ordinance, or Statute,” Office of the City Attorney, <https://www.sfcityattorney.org/wp-content/uploads/2016/01/Commission-List-08252017.pdf>, (August 25, 2017).

## Race and Ethnicity

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

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

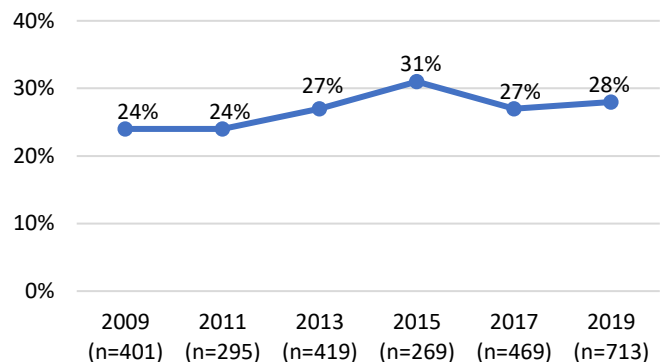


Source: SF DOSW Data Collection & Analysis.

## Race and Ethnicity by Gender

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

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



Source: SF DOSW Data Collection & Analysis.



**Additional Demographics**

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

**Proxies for Influence: Budget & Authority**

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

**Appointing Authorities**

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

**Demographics of Appointees Compared to the San Francisco Population**

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

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

## I. Introduction

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Inspired by the 4th UN World Conference on Women in Beijing, San Francisco became the first city in the world to adopt a local ordinance reflecting the principles of the U.N. Convention on the Elimination of All Forms of Discrimination (CEDAW), an international bill of rights for women. The CEDAW Ordinance was passed unanimously by the San Francisco Board of Supervisors and signed into law by Mayor Willie L. Brown, Jr. on April 13, 1998.<sup>2</sup> In 2002, the CEDAW Ordinance was revised to address the intersection of race and gender and incorporate reference to the UN Convention on the Elimination of all Forms of Race Discrimination. The Ordinance requires City Government to take proactive steps to ensure gender equity and specifies “gender analysis” as a preventive tool to identify and address discrimination. Since 1998, the Department on the Status of Women has employed this tool to analyze the operations of 10 City Departments using a gender lens.

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

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

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

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<sup>2</sup> San Francisco Administrative Code Chapter 33.A.  
[http://library.amlegal.com/nxt/gateway.dll/California/administrative/chapter33alocalimplementationoftheunited?f=templates\\$fn=default.htm\\$3.0\\$vid=amlegal:sanfrancisco\\_ca\\$sanc=JD\\_Chapter33A](http://library.amlegal.com/nxt/gateway.dll/California/administrative/chapter33alocalimplementationoftheunited?f=templates$fn=default.htm$3.0$vid=amlegal:sanfrancisco_ca$sanc=JD_Chapter33A).

## II. Gender Analysis Findings

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

**Figure 1: Summary Data of Policy Body Demographics, 2019**

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

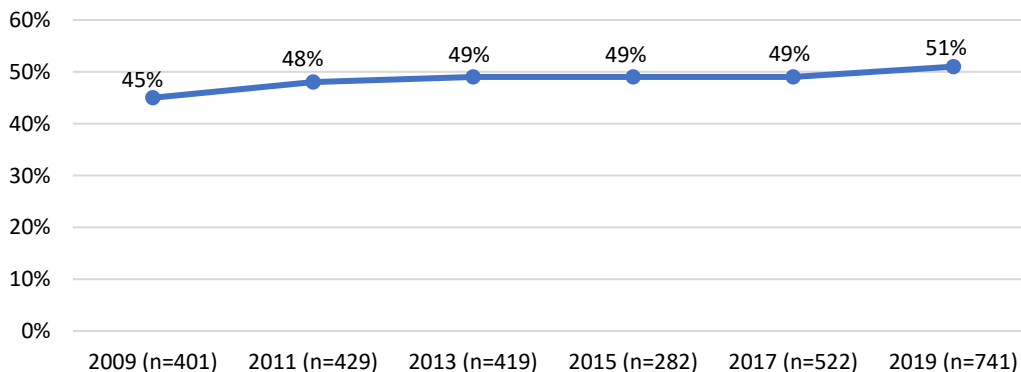
Source: SF DOSW Data Collection & Analysis.

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

### A. Gender

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

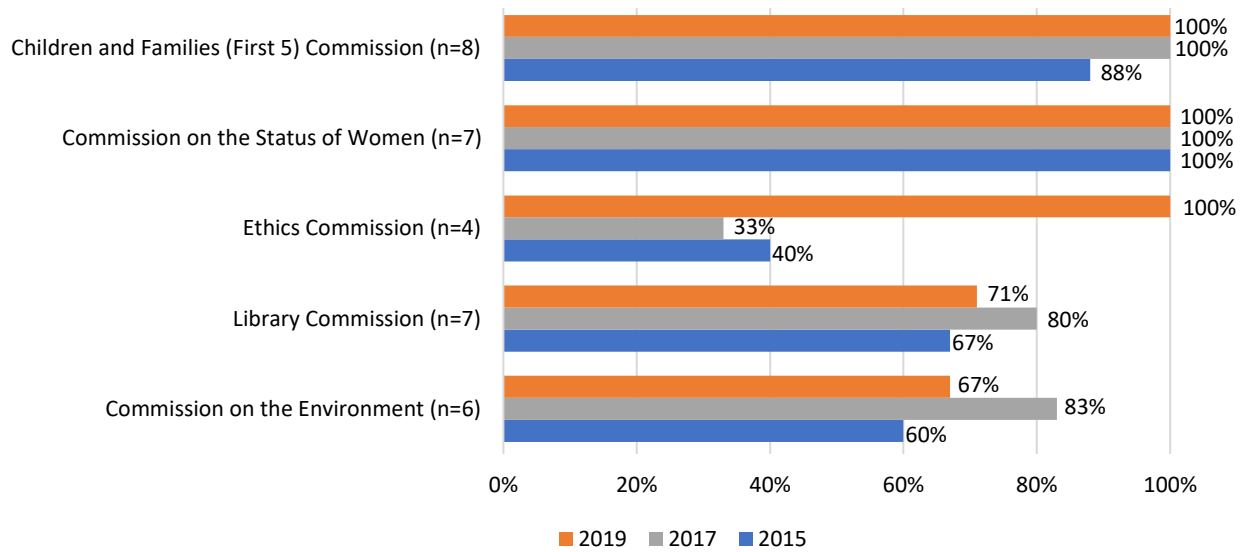
**Figure 2: 10-Year Comparison of Representation of Women on Policy Bodies**



Source: SF DOSW Data Collection & Analysis.

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

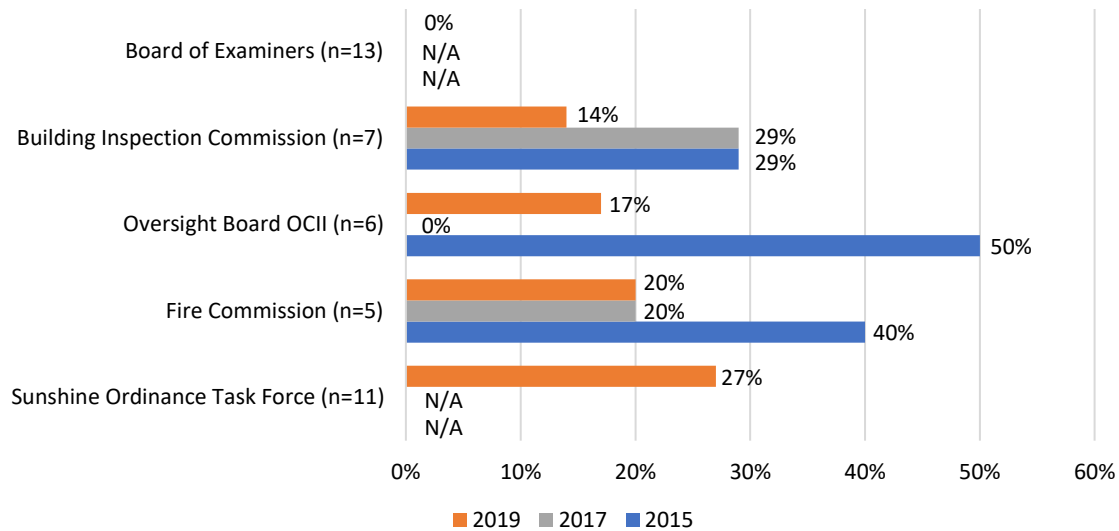
**Figure 3: Commissions and Boards with Highest Percentages of Women, 2019 Compared to 2017, 2015**



Source: SF DOSW Data Collection & Analysis.

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

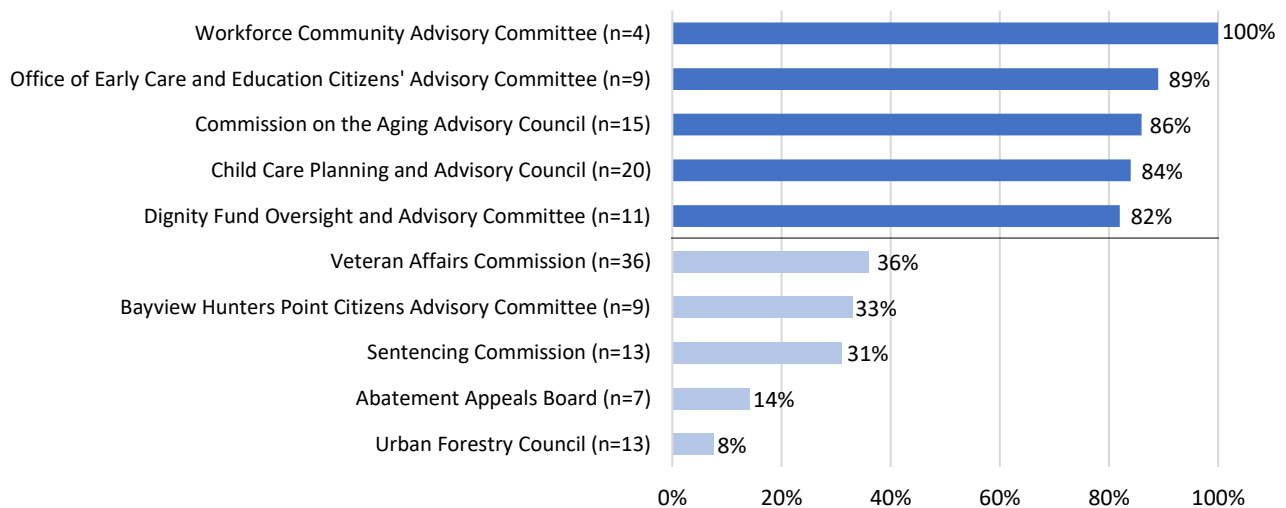
**Figure 4: Commissions and Boards with Lowest Percentage of Women, 2019 Compared to 2017, 2015**



Source: SF DOSW Data Collection & Analysis.

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

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

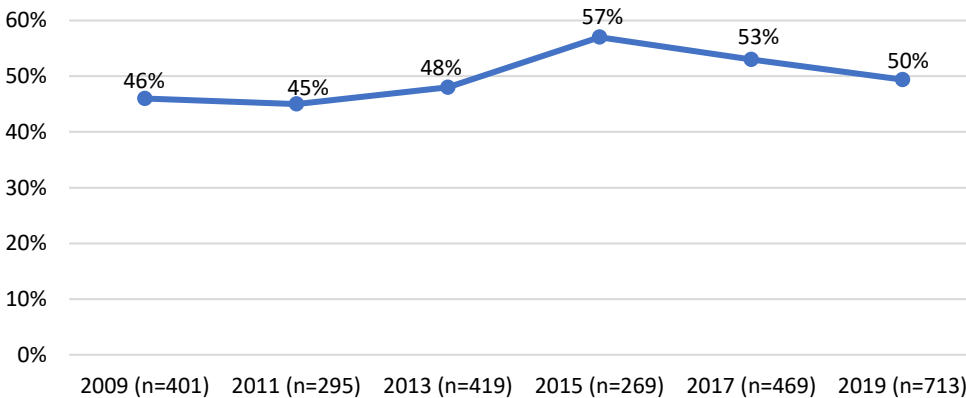


Source: SF DOSW Data Collection & Analysis.

## B. Race and Ethnicity

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

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



Source: SF DOSW Data Collection & Analysis.

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

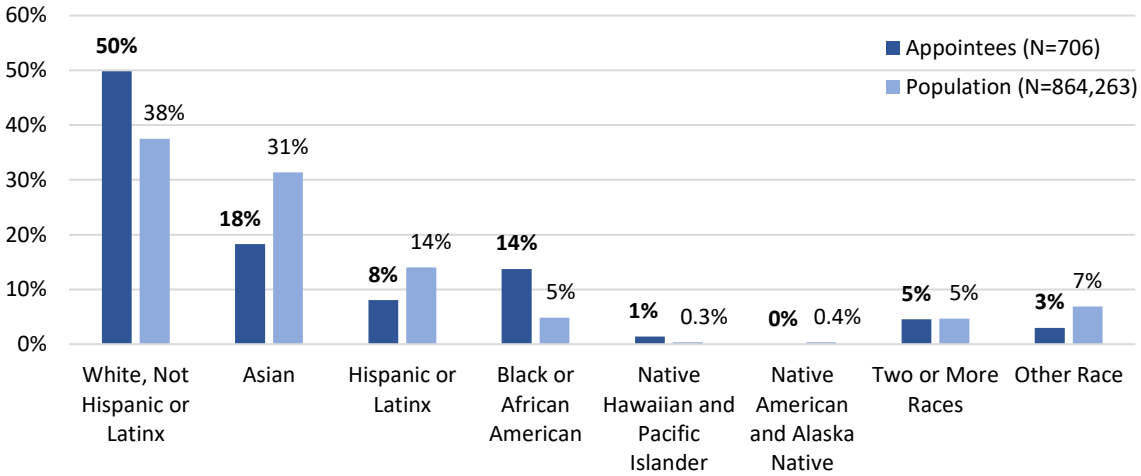
Considerably underrepresented racial and ethnic groups on San Francisco policy bodies compared to the San Francisco population are individuals who identify as Asian or Latinx. While Asians are 31% of the San Francisco population, they only make up 18% of appointees. While the Latinx population of San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

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

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

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

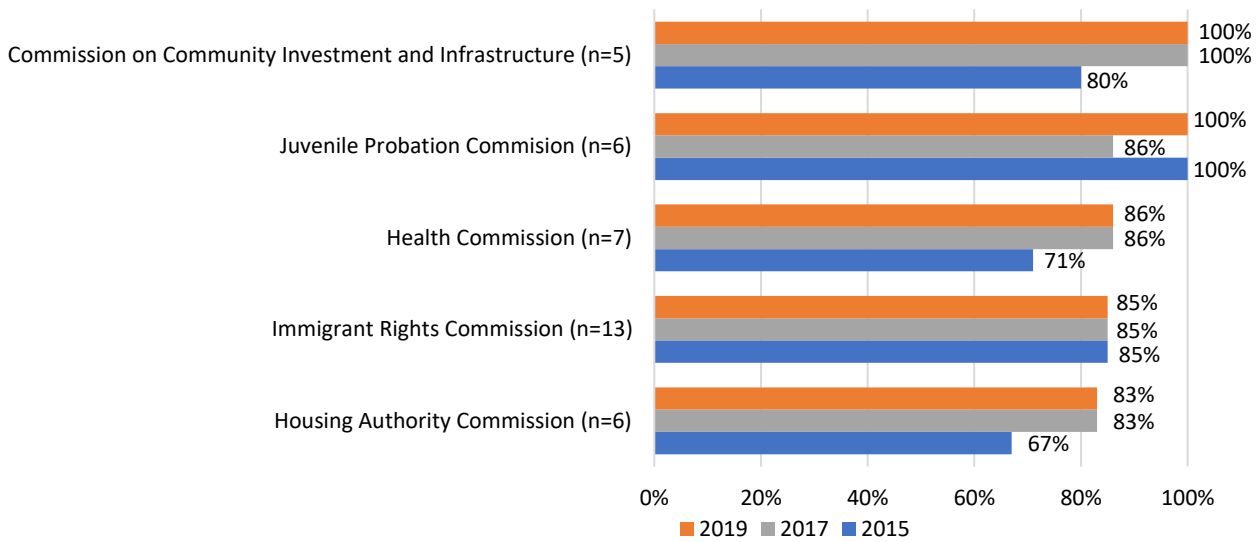
**Figure 7: Race and Ethnicity of Appointees Compared to San Francisco Population, 2019**



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

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

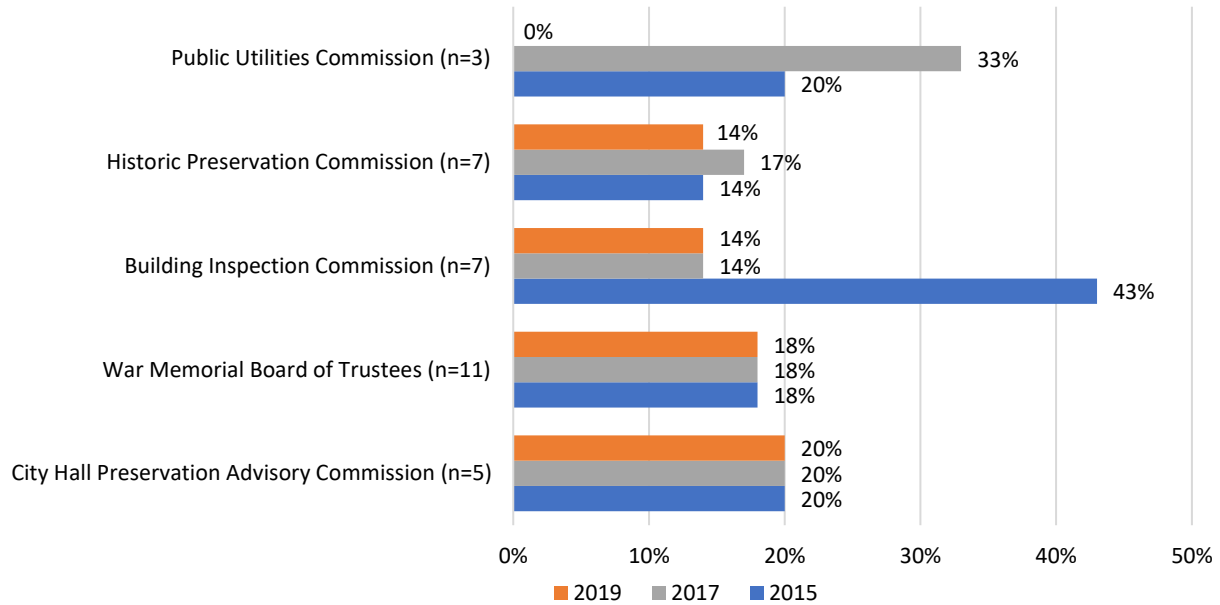
**Figure 8: Commissions and Boards with Highest Percentage of People of Color, 2019 Compared to 2017, 2015**



Source: SF DOSW Data Collection & Analysis.

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

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

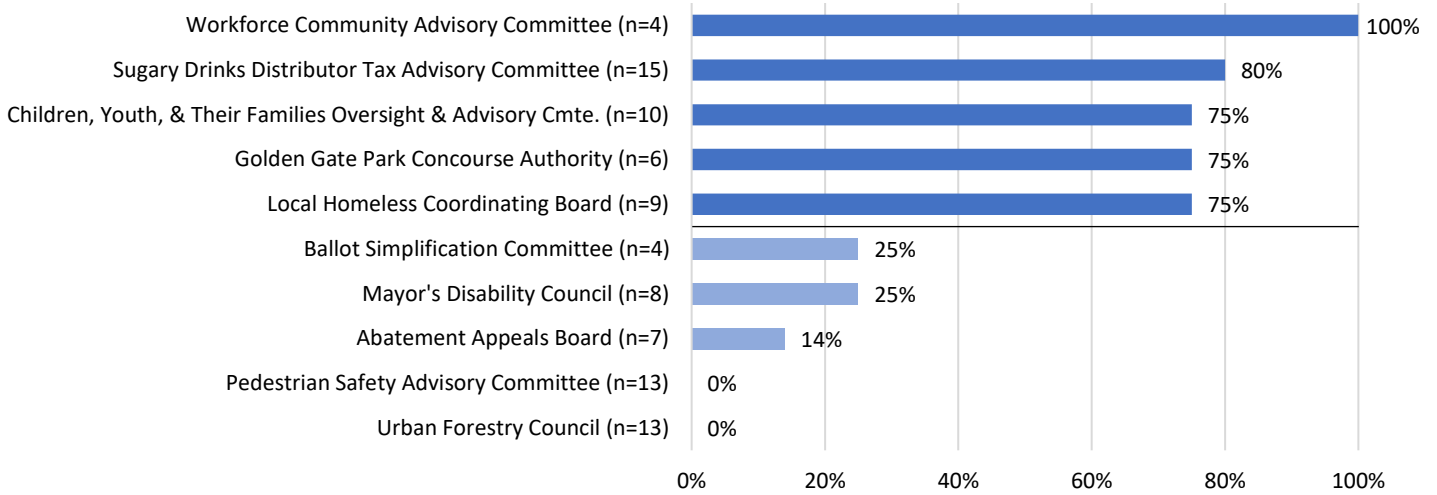


Source: SF DOSW Data Collection & Analysis.

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



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

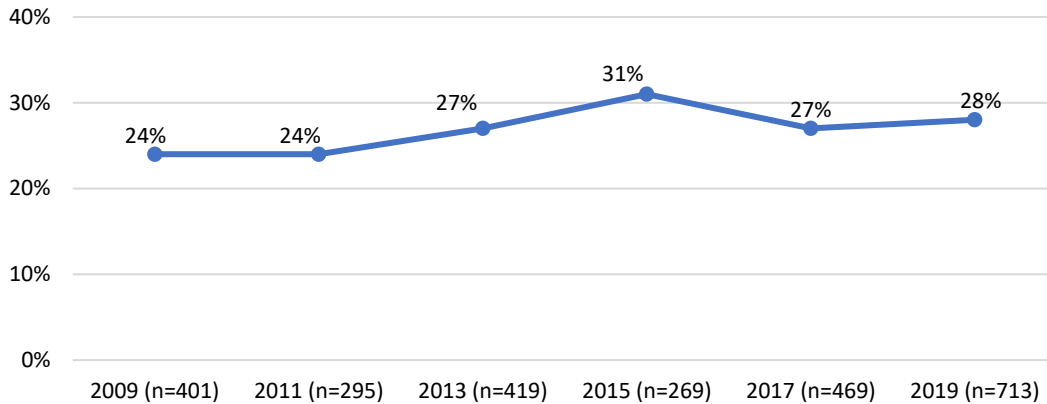


Source: SF DOSW Data Collection & Analysis.

**C. Race and Ethnicity by Gender**

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

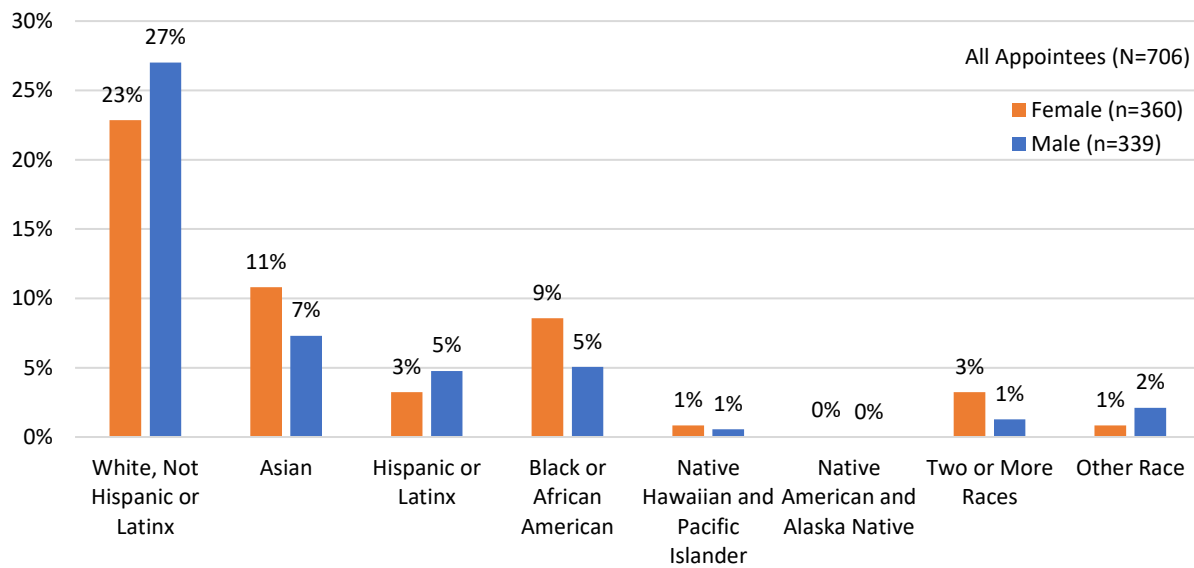
**Figure 11: 10-Year Comparison of Representation of Women of Color on Policy Bodies**



Source: SF DOSW Data Collection & Analysis.

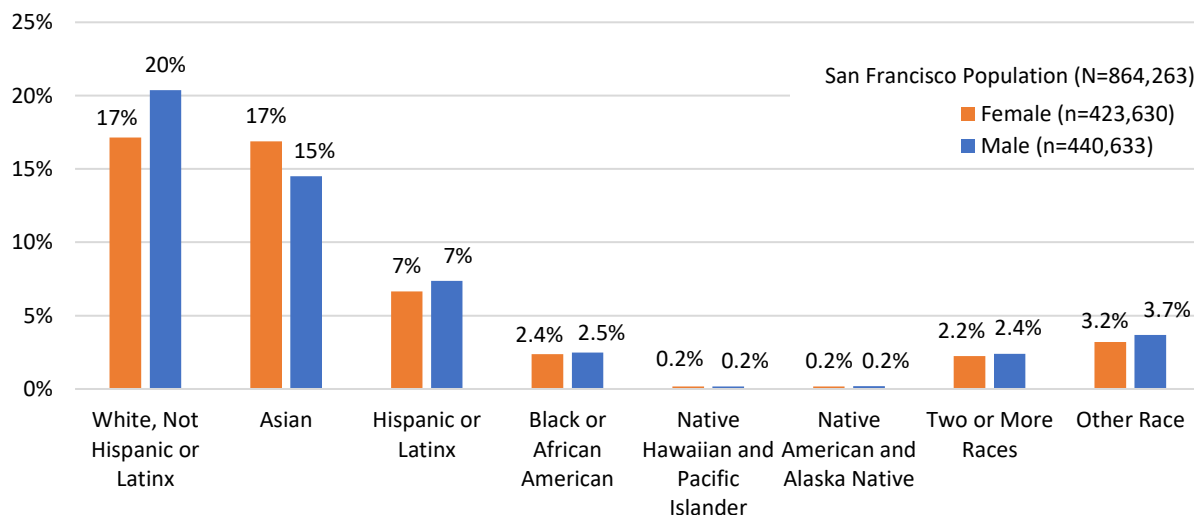
The following figures present the breakdown for appointees and the San Francisco population by race and ethnicity and gender. White men and women are overrepresented, holding 27% and 23% of appointments, respectively, compared to 20% and 17% of the population, respectively. Asian men and women are both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

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



Source: SF DOSW Data Collection & Analysis.

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



Source: 2017 American Community Survey 5-Year Estimates.

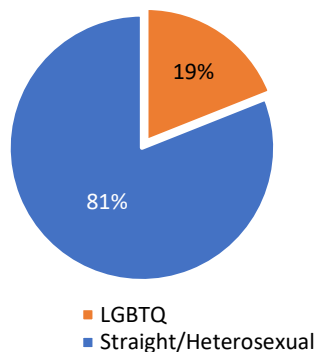
## D. LGBTQ Identity

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

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

**Figure 14: LGBTQ Identity of Appointees, 2019**

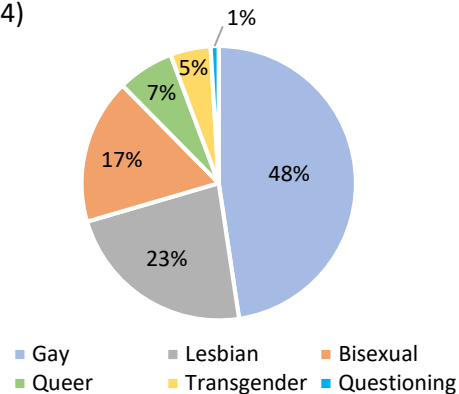
(N=548)



Source: SF DOSW Data Collection & Analysis.

**Figure 15: LGBTQ Population of Appointees, 2019**

(N=104)



Source: SF DOSW Data Collection & Analysis.

## E. Disability Status

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

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

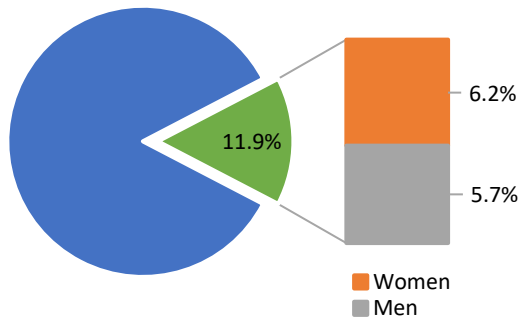
<sup>6</sup> Gary J. Gates and Frank Newport, "San Francisco Metro Area Ranks Highest in LBGT Percentage," *GALLUP* (March 20, 2015) [https://news.gallup.com/poll/182051/san-francisco-metro-area-ranks-highest-lgbt-percentage.aspx?utm\\_source=Social%20Issues&utm\\_medium=newsfeed&utm\\_campaign=tiles](https://news.gallup.com/poll/182051/san-francisco-metro-area-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

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

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

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

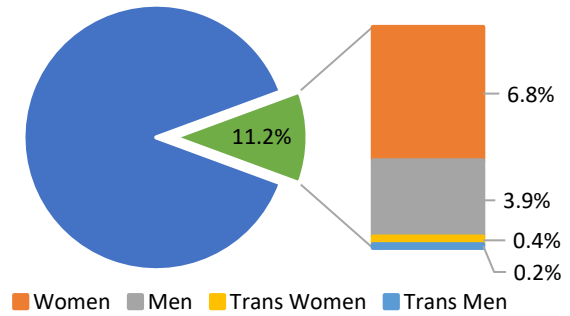
(N=744,243)



Source: 2017 American Community Survey 5-Year Estimates.

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

(N=516)



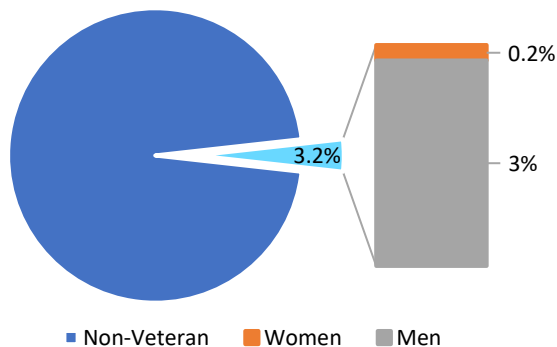
Source: SF DOSW Data Collection & Analysis.

## F. Veteran Status

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

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

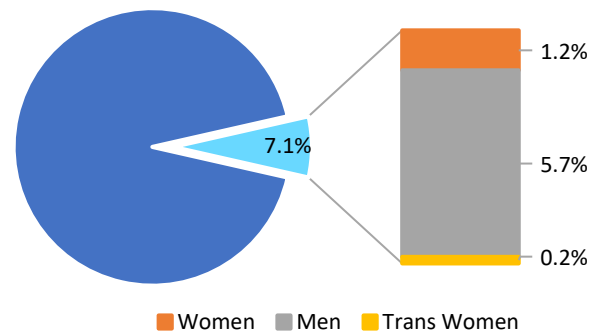
(N=747,896)



Source: 2017 American Community Survey 5-Year Estimates.

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

(N=494)



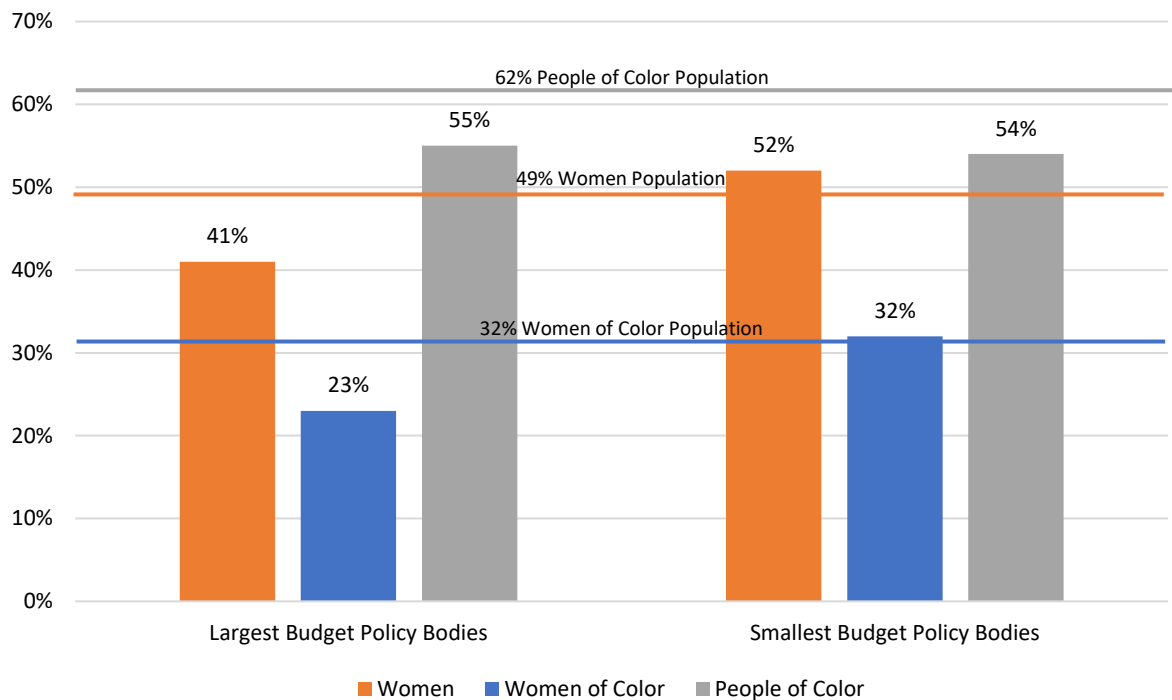
Source: SF DOSW Data Collection & Analysis.

## G. Policy Bodies by Budget

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

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

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



Source: SF DOSW Data Collection & Analysis.

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

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

Source: SF DOSW Data Collection & Analysis.

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

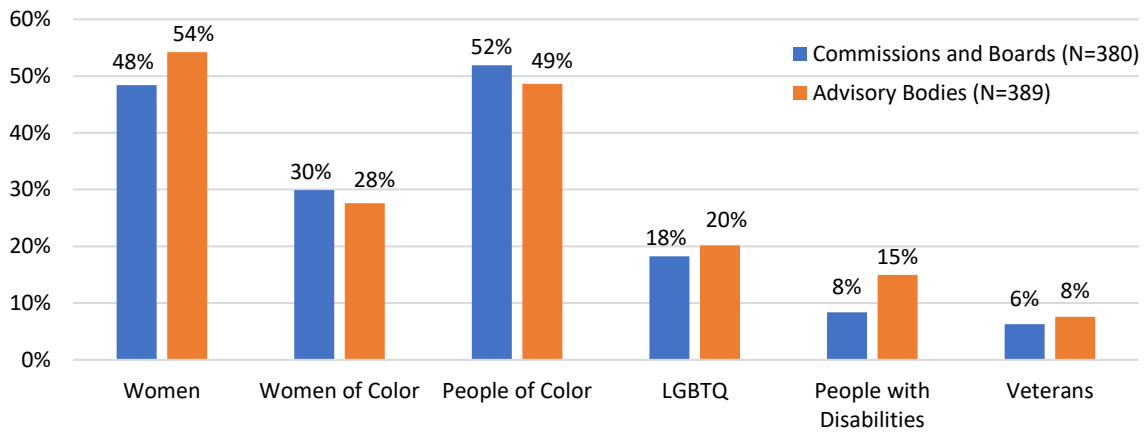
Body	FY18-19 Budget	Total Seats	Filled Seats	Women	Women of color	People of Color
Rent Board Commission	\$8,543,912	10	9	44%	11%	33%
Commission on the Status of Women	\$8,048,712	7	7	100%	71%	71%
Ethics Commission	\$6,458,045	5	4	100%	50%	50%
Human Rights Commission	\$4,299,600	12	10	50%	50%	70%
Small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

Source: SF DOSW Data Collection & Analysis.

#### H. Comparison of Advisory Body and Commission and Board Demographics

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

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

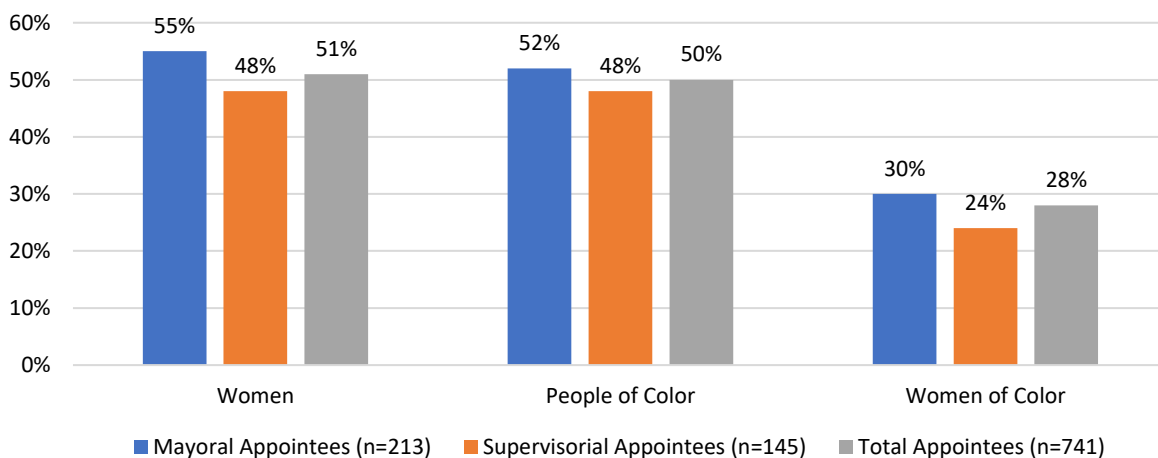


Source: SF DOSW Data Collection & Analysis.

### I. Demographics of Mayoral, Supervisorial, and Total Appointees

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

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



Source: SF DOSW Data Collection & Analysis.

### III. Conclusion

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

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

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

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

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

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



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

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

## IV. Methodology and Limitations

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

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

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

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

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

## Appendix

**Figure 25: Policy Body Demographics, 2019<sup>9</sup>**

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

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

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

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

Source: SF DOSW Data Collection & Analysis, 2019.

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

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

Source: 2017 American Community Survey 5-Year Estimates.

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

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

Source: 2017 American Community Survey 5-Year Estimates.

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