

File No. 180538 Committee Item No. 1  
 Board Item No. 21

**COMMITTEE/BOARD OF SUPERVISORS**  
 AGENDA PACKET CONTENTS LIST

Committee: Rules Committee Date May 23, 2018

Board of Supervisors Meeting Date June 5, 2018  
 Cmte Board

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

OTHER (Use back side if additional space is needed)

- |                                     |                                     |                       |
|-------------------------------------|-------------------------------------|-----------------------|
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | Information Sheet     |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | Vacancy Notice 041818 |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | DOSW Gender Report    |
| <input type="checkbox"/>            | <input type="checkbox"/>            | _____                 |
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Completed by: Erica Major Date May 18, 2018  
 Completed by: Alisa Somera Date May 30, 2018

1 [Appointments, Police Commission - Cindy Elias and John Hamasaki]

2  
3 **Motion confirming the appointments of Cindy Elias, term ending April 30, 2019, and**  
4 **John Hamasaki, term ending April 30, 2022, to the Police Commission.**

5  
6 MOVED, That the Board of Supervisors of the City and County of San Francisco does  
7 hereby confirm the appointments of the hereinafter designated persons to serve as members  
8 of the San Francisco Police Commission, pursuant to the provisions of Charter, Section 4.109,  
9 for the terms specified:

10 Cindy Elias, seat 1, succeeding L. Julius Turman, resigned, must be nominated by the  
11 Board of Supervisors' Rules Committee and subject to confirmation by the Board of  
12 Supervisors, for the unexpired portion of a four-year term ending April 30, 2019.

13 John Hamasaki, seat 2, succeeding Bill Ong Hing, resigned, must be nominated by the  
14 Board of Supervisors' Rules Committee and subject to confirmation by the Board of  
15 Supervisors, for the unexpired portion of a four-year term ending April 30, 2022.



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

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

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

Seat # or Category (If applicable): \_\_\_\_\_ District: \_\_\_\_\_

Name: Cindy Elias

Home Address: [Redacted] Jennings Court, San Francisco, CA Zip: 94124

Home Phone: [Redacted] Occupation: Attorney

Work Phone: \_\_\_\_\_ Employer: State of California - DLSE

Business Address: 455 Golden Gate Ave, 9th Floor Zip: 94102

Business E-Mail: \_\_\_\_\_ Home E-Mail: [Redacted]

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

Check All That Apply:

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

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

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

Please see attached document.

**Business and/or professional experience:**

Please see attached document.

**Civic Activities:**

Please see attached document.

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

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

Date: 5/16/18    Applicant's Signature: (required) Cindy Elias

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

# CINDY N. ELIAS

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

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

As a resident of Bayview-Hunters Point, I am familiar with the issues currently facing our community, particularly affordable housing, community safety and police accountability. I have dedicated my life to public service and helping people that have been marginalized and ostracized by society. I was born and raised in Guadalupe, California, a small, migrant, farm-working town in the Central Valley. Both my father and grandfathers were restaurant and farm-workers, who worked countless hours in kitchens and produce fields. My maternal grandfather migrated from the Philippines and my paternal grandfather migrated from Mexico, both in search of a better life. Growing up in a small town did not expose me to much diversity. Our town was not accepting of people with diverse backgrounds. Additionally, I witnessed how farm workers, including my grandfathers, father and uncles, were mistreated. I distinctly remember driving around trying to track down my father's paycheck, because back then, there were little to no regulations for nonpayment of wages. Being raised in this environment helped mold me into the person I am today and ignited my desire to help others by dedicating my career to public service.

I am the first person in my family to attend and graduate from college and worked full time while attending law school at night. Ever since I was young, I wanted to be a lawyer so that I could fight for those whose voices weren't being heard. Initially, I attended law school with the goal of becoming a labor law attorney, with a focus on advocating for workers' rights. However, during law school, I became consumed with the Constitution and trial advocacy. My focus shifted towards defending individual's constitutional rights, which is why I became a Public Defender. I served as a San Francisco Public Defender for nearly twelve years. During that time, I served the poorest and most marginalized members of our community, including those who suffer from mental illness and addiction. I recently returned my focus to workers' rights, by joining the Labor Commissioner's Office as a Bureau of Field Enforcement attorney, where I currently enforce California's labor laws and prosecute employers' who have disregarded the rights of their employees.

**Business and/or professional experience:**

## CINDY N. ELIAS

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While in law school, I participated in the Women's Employment Rights Clinic, as a certified law fellow and helped represent low-income Bay Area workers in employment-related claims. After law school, I joined the State Public Defender's Office as a legal analyst and assisted on habeas corpus petitions and death penalty cases. I then joined the San Francisco Public Defender's Office, initially as a misdemeanor trial attorney. During my twelve-years at the San Francisco Public Defender's Office, I held several different positions – most notably being a felony trial attorney. I have represented thousands of clients and have tried over forty jury trials. As such, I have seen what both good and bad policing looks like and the effects each has on the community at large. I am familiar with the San Francisco Police Department's training, prerequisites, and educational requirements. Additionally, I have experience litigating the lawfulness of police officers' conduct as I have personally represented numerous clients charged with resisting arrest and other crimes related to assaults on police officers. I am knowledgeable and have experience with the San Francisco Police Department's General Orders. I also understand the various difficulties and challenges police officers face in their daily jobs, as well as the importance of community support and understanding.

### Civic Activities:

I have dedicated my life and career to public service. As a public defender, I played many different roles – parent, friend, counselor, therapist, social worker and most importantly advocate. I helped numerous clients reconnect with both their families, as well as their communities. As the attorney for the Law Enforcement Assisted Diversion (L.E.A.D.) program, I worked closely with the San Francisco Police Department, the San Francisco District Attorney's Office, and community organizations, such as Glide and the Felton Institute, to help develop and institute a program aimed at reducing recidivism for low-level drug and alcohol offenders. Being involved with the L.E.A.D. program further enlightened me as to the issues that confront the police daily and gave me a further understanding of how the police's relationship with the community can be improved.

Additionally, as a Bureau of Field Enforcement attorney for the Labor Commissioner's Office, I am responsible for working with law enforcement and District Attorney's offices in combating wage theft and workers compensation fraud.

**COVER PAGE**

Please type or print in ink.

NAME OF FILER (LAST) (FIRST) (MIDDLE)  
 Elias Cindy

**1. Office, Agency, or Court**

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

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

Agency: \_\_\_\_\_ Position: \_\_\_\_\_

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

State  Judge or Court Commissioner (Statewide Jurisdiction)  
 Multi-County \_\_\_\_\_  County of San Francisco  
 City of San Francisco  Other \_\_\_\_\_

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

**Annual:** The period covered is January 1, 2017, through December 31, 2017.  
 -or- The period covered is \_\_\_\_\_ through December 31, 2017.  
 **Assuming Office:** Date assumed \_\_\_\_\_  
 **Candidate:** Date of Election \_\_\_\_\_ and office sought, if different than Part 1: \_\_\_\_\_  
 **Leaving Office:** Date Left \_\_\_\_\_ (Check one)  
 The period covered is January 1, 2017, through the date of leaving office.  
 -or-  
 The period covered is \_\_\_\_\_ through the date of leaving office.

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

**Schedules attached**

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

-or-

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

**5. Verification**

MAILING ADDRESS STREET CITY STATE ZIP CODE  
 (Business or Agency Address Recommended - Public Document)  
 PO BOX 15805 San Francisco CA 94115  
 DAYTIME TELEPHONE NUMBER E-MAIL ADDRESS  
 ( ) \_\_\_\_\_ \_\_\_\_\_

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

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

Date Signed 5/16/18  
 (month, day, year)

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





# CINDY N. ELIAS

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**SUMMARY OF QUALIFICATIONS:** Dynamic advocate who utilizes creative litigation and teamwork to achieve what is in the best interest of clients. Skilled public speaker and negotiator, accomplished researcher and effective written communicator. Self-motivated, driven leader with a strong work ethic, excellent analytical skills and an ability to work in team based models.

## EXPERIENCE

**State of California – Department of Industrial Relations, San Francisco, CA** February 2018–Present  
**Division of Labor Standards Enforcement (DLSE) - Bureau of Field Enforcement (BOFE) Attorney**  
Investigate complaints and take enforcement actions against parties violating the California Labor Code and Industrial Welfare Commission Orders. Litigate claims involving workers' compensation insurance coverage, child labor, cash pay, unlicensed contractors, minimum wage violations, overtime claims, and civil penalties. Review investigators' citations, documents and audits. Inspect employers' work sites, records and payroll violations. Represent and defend DLSE in administrative hearings, superior and appellate court proceedings, including appeals from the Labor Commissioner's order and findings.

**San Francisco Public Defender's Office, San Francisco, CA** November 2006–February 2018  
**Law Enforcement Assisted Diversion (LEAD) Attorney**  
Assisted in the development of a multi-agency collaborative pre-arrest diversion program aimed at reducing recidivism by diverting repeat low-level drug and alcohol offenders. Participated in meetings where potential participants were discussed. Explained the legal and social benefits of program participation to participants and other collaborative agencies. Resolved participants' outstanding legal matters based on their participation in the program.

**University of San Francisco School of Law (USF Law) Clinic Supervisor**  
Supervised and mentored the USF Racial Justice Law Clinic's students during their legal representation of indigent clients in the criminal courts. Trained students on reviewing complaints and discovery, meeting and interviewing clients, contacting witnesses, drafting motions and preparing witness declarations. Prepared and supervised students during various evidentiary hearings before numerous Superior Court judges.

### **Felony Trial Attorney**

Provided legal representation to indigent people charged with felonies and misdemeanors, from arraignment through case resolution. Led a trial team consisting of other attorneys, investigators, paralegals, social workers, law student interns and experts. Conducted over 40 jury trials to verdict and hundreds of preliminary hearings before various Superior Court judges. Developed case theories and strategies, while advising clients of their legal rights and potential case outcomes. Prepared percipient, character and expert witnesses for sworn testimony at trials and evidentiary hearings. Researched, drafted, and litigated motions addressing violations of clients' constitutional and statutory rights. Negotiated the resolution of cases prior to trial with judges and district attorneys. Created training materials and conducted office wide trainings for newly hired attorneys and interns.

**Office of the State Public Defender, San Francisco, CA**  
**Senior Legal Analyst**

April 2005–November 2006

Compiled, interpreted and summarized public records, legislative history and trial records to create comprehensive mitigation reports for clients' post-conviction appeals. Located and interviewed percipient witnesses and former jurors for sworn declarations to be included in post-conviction appellate briefs. Developed problem solving strategies for issues such as locating reluctant witnesses, lost or misplaced data, and recreating purged records. Researched and analyzed relevant statutory, regulatory and legislative authority. Prepared memoranda, motions and reports related to constitutional violations, including omitted mitigating or exculpatory evidence and ineffective assistance of counsel claims.

*Women's Employment Rights Clinic, San Francisco, CA*  
**State Bar Certified Law Fellow**

June 2004–December 2004

Represented low-income Bay Area workers in employment-related claims. Met with prospective clients independently and assessed the legal merits of potential claims. Researched and drafted memoranda, demand letters and pleadings regarding employees' rights, FMLA, FEHA and Title VII discrimination claims. Negotiated settlements and participated in mediation. Coordinated and facilitated monthly meetings, trainings and informational sessions with clients, employees and employers.

## EDUCATION

**Golden Gate University School of Law**  
Doctor of Jurisprudence (2002 - 2005)

**University of California, Berkeley**  
Bachelor of Arts in Political Science and Sociology (1995 - 1999)

# SAN FRANCISCO PUBLIC DEFENDER

JEFF ADACHI – PUBLIC DEFENDER  
MATT GONZALEZ – CHIEF ATTORNEY



May 22, 2018

VIA EMAIL: Board.of.Supervisors@sfgov.org

San Francisco Board of Supervisors  
1 Dr. Carlton B. Goodlett Pl #244  
San Francisco, CA 94102

**Re: Letter of support for Cindy Elias's appointment to the San Francisco Police Commission**

Dear San Francisco Board of Supervisors:

I am writing this letter in support of Cindy Elias's application to serve on the San Francisco Police Commission. I have known Cindy for over twelve years, as Cindy was an attorney at the San Francisco Public Defender's Office. During her time at our office, Cindy held many positions. Cindy began as an attorney in our misdemeanor unit in 2006 and was promoted to the felony unit in 2009. As a misdemeanor and felony trial attorney, Cindy tried forty-four jury trials. She is a talented, fierce advocate and has always demonstrated a strong commitment to serving her community, as she has represented individuals from all walks of life. Moreover, she has always shown compassion and decency towards her clients, particularly those suffering from addiction, poverty, homelessness, trauma and mental illness.

Cindy's heart and dedication to serving the most marginalized is why I chose her as our LEAD (Law Enforcement Assisted Diversion) attorney. LEAD is an innovative, pre-arrest diversion program, modeled after the Seattle program, which refers repeat, low-level drug offenders to community-based health and social services as an alternative to jail and prosecution. As part of this program, Cindy worked with various community based partners, including the San Francisco Police Department, the San Francisco District Attorney's Office, the San Francisco Department of Public Health, the San Francisco Adult Probation Department, Glide Memorial Church and Felton Institute. As the LEAD attorney, Cindy was required to meet with the community-based partners on a bi-weekly basis to help develop the program and advocate for candidates participation into the LEAD program. Cindy did a great job both advocating for our clients and interacting with the numerous other representatives of the community based partners.

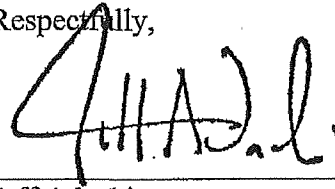
Cindy was also part of our bail unit and supervised our University of San Francisco School of Law (USF) Racial Justice Law Clinic students as the clinic supervisor. Cindy conducted trainings with the students on implicit bias, as well as on advocacy and client representation. It is clear that Cindy has a passion for making advancements towards equality and nondiscriminatory practices in the criminal justice system.

Cindy also served as a member of the San Francisco Public Defender's Racial Justice Committee, which focuses on eliminating bias through race and class-conscious police reform. As a public defender, I have seen Cindy fight for thousands of clients. She has developed a positive and professional working relationship with the courts, prosecutors and law enforcement. I believe her time as a public defender has prepared her to tackle the various issues facing the Police Commission and the fractured relationship between the San Francisco Police Department and San Francisco's minority communities.

The San Francisco Police Department has been facing numerous challenges over the past several years. It is currently trying to adhere to the Department of Justice's recommendations. However, there has been some resistance with this effort and the Police Commission needs a strong and dedicated person, who is not afraid to take on the challenges and challengers of police reform. Cindy's ability to relate to the community and garner their trust is essential in bridging the gap between police officers and the community. She has the ability to restore the community's faith and trust in our criminal justice system.

Cindy has dedicated herself to public service. Her commitment and dedication to representing marginalized communities in San Francisco is evident. Cindy's personal and professional background makes her exceptionally qualified to serve as a Commissioner and tackle the difficult tasks currently facing the San Francisco Police Commission.

Respectfully,

A handwritten signature in black ink, appearing to read "Jeff Adachi", written over a horizontal line.

Jeff Adachi  
San Francisco Public Defender



1388 Sutter Street, Suite 805, San Francisco, CA 94109

May 20, 2018

VIA EMAIL: Board.of.Supervisors@sfgov.org

San Francisco Board of Supervisors  
1 Dr. Carlton B. Goodlett Pl #244  
San Francisco, CA 94102

**Re: Letter of support for Cindy Elias's appointment to the San Francisco Police Commission**

Dear San Francisco Board of Supervisors:

My name is Abigail Rivamonte and I am writing this letter in support of Cindy Elias's appointment to the San Francisco Police Commission. I am the founding President of the Asian American Criminal Trial Lawyers Association (AACTLA) and former President of the Filipino American Bar Association of Northern California (FBANC). I am also a Deputy Public Defender in San Francisco, and have been practicing with the office for the past eight years. I've had the privilege of knowing Cindy for the past 12 years in her role as a Deputy Public Defender, as well as an advocate for the Asian American immigrant and indigent community.

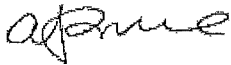
To give you some background, AACTLA is an organization of attorneys, law students, and community leaders dedicated to serving people of color in the criminal and juvenile justice systems. One of our goals is to educate our community about the many issues that arise in indigent criminal defense, particularly the hardship that our clients and their families face in dealing with law enforcement and implicit bias. Cindy has been a founding member of AACTLA since the organization started 5 years ago.

As an AACTLA member, Cindy has demonstrated a strong commitment to helping low income communities. Her work experience and community involvement makes her an ideal candidate for making advancements towards equality and nondiscriminatory practices in the criminal justice system. Cindy has participated in numerous outreach efforts and legal clinics that our organization has sponsored in an attempt to educate the public on their constitutional rights. She has also acted as a mentor to high school and college students in AACTLA's pipeline to law school programs.

As a San Francisco resident for the past 15 years and a homeowner in Ocean View (District 11), I am well aware of the numerous challenges that the San Francisco Police Department has faced in gaining the public's trust, especially amongst diverse neighborhoods of color. I firmly believe that Cindy can assist in regaining this trust, given her natural ability to relate to all members of the community, especially people of color and the most marginalized. She will play an essential role in bridging the gap between police officers and the community.

Cindy's personal and professional background makes her exceptionally qualified to serve as a Commissioner and to tackle the difficult tasks currently facing the Police Commission. She has the tenacity and dedication needed to lead the San Francisco Police Department into an era of reform by holding the department accountable to the community and rebuilding trust through transparency.

Sincerely,



Abigail Rivamonte Mesa  
Founding President, AACTLA  
[abigail.rivamontemesa@sfgov.org](mailto:abigail.rivamontemesa@sfgov.org)  
415-964-6120



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

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

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

Seat # or Category (If applicable): Seat 1 or 2 District: \_\_\_\_\_

Name: John Hamasaki

Home Address: [Redacted] Greenwich Street Zip: 94133

Home Phone: [Redacted] Occupation: Attorney

Work Phone: 415-525-4245 Employer: Hamasaki Law

Business Address: 1388 Sutter Street, Suite 805 Zip: 94109

Business E-Mail: john@hamasakilaw.com Home E-Mail: [Redacted]

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

Check All That Apply:

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

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

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

I have lived in San Francisco and called North Beach my home for 23.5 years. I was born and raised in Miami, Florida, the son of a Caucasian mother and Japanese-American father. My wife was raised Muslim in Malaysia and is ethnically Malay. We are raising our 3.5 year-old native San Franciscan child in North Beach.

I have been a leader in the Asian Pacific Islander legal community since becoming an attorney. I am currently the treasurer of the Asian American Bar Association of the Greater Bay Area, the largest API local bar association in the country. I am also on the Executive Committee of the California Asian Pacific American Bar Association, al-APABA, a statewide organization representing the interests of California's 14,000 API attorneys through public advocacy and professional development.

The majority of the clients I represent are from diverse backgrounds as defined by Section 4.101(a)(1).

**Business and/or professional experience:**

I am a civil rights and criminal defense attorney based in San Francisco representing individuals throughout Northern California. I have been the lead attorney for hundreds of clients from diverse backgrounds through all stages of representation from arraignment through contested hearings, litigated motions, resolutions and jury trials.

I deal with policing every day and have witnessed both the benefits to the community of modern high-quality policing and the dangers when departments fail to enact 21st century policing reforms. It is my duty as a criminal justice attorney to ensure that the constitutional rights and liberties of my clients and all Californians are protected during their interactions with law enforcement.

As a member of the Legislative Committee of California Attorneys for Criminal Justice I review nearly every criminal justice and policing bill that is introduced in the California Legislature to determine whether it protects the rights and liberties of all Californians. We work with individual legislatures to support, oppose, or modify bills in order to ensure they are consistent with CACJ's mission of advocacy on behalf of our membership and Californians generally.

**Civic Activities:**

Asian American Bar Association of the Greater Bay Area  
2014 - 2016: Board of Directors  
2017 - 2018: Secretary  
2018 - present: Treasurer

Bar Association of San Francisco, Barrister's Club,  
2016 - 2018: Board of Directors (2016 - Present)  
2018 - present: President-elect

California Attorneys for Criminal Justice  
2016 - present: Board of Governors  
2016 - present: Legislative Committee

California Asian Pacific Bar Association  
2017 - present: Executive Committee

National Lawyers Guild  
2009 - present: Pro bono representation of individuals arrested at political protests and demonstrations throughout the Bay Area

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

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

Date: 5/14/18 Applicant's Signature: (required) John Hamasaki

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



**STATEMENT OF ECONOMIC INTERESTS**  
**COVER PAGE**

Date Initial Filing Received  
 Official Use Only

Please type or print in ink.

NAME OF FILER (LAST)	(FIRST)	(MIDDLE)
Hamasaki	John	Midori

**1. Office, Agency, or Court**

Agency Name (Do not use acronyms)  
 San Francisco Police Commission

Division, Board, Department, District, if applicable  
 Your Position  
 Commissioner

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

Agency: \_\_\_\_\_ Position: \_\_\_\_\_

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

- |   |   |
|---|---|
| <input type="checkbox"/> State              | <input type="checkbox"/> Judge or Court Commissioner (Statewide Jurisdiction) |
| <input type="checkbox"/> Multi-County _____ | <input checked="" type="checkbox"/> County of <u>San Francisco</u>            |
| <input type="checkbox"/> City of _____      | <input type="checkbox"/> Other _____  |

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

- |  |   |
|--|---|
| <input type="checkbox"/> <b>Annual:</b> The period covered is January 1, 2017, through December 31, 2017.            | <input type="checkbox"/> <b>Leaving Office:</b> Date Left ____/____/____<br>(Check one)             |
| -or-   | <input type="checkbox"/> The period covered is January 1, 2017, through the date of leaving office. |
| The period covered is ____/____/____, through December 31, 2017.   | -or-  |
| <input checked="" type="checkbox"/> <b>Assuming Office:</b> Date assumed <u>05</u> / <u>29</u> / <u>2018</u>         | <input type="checkbox"/> The period covered is ____/____/____, through the date of leaving office.  |
| <input type="checkbox"/> <b>Candidate:</b> Date of Election _____ and office sought, if different than Part 1: _____ |   |

**4. Schedule Summary (must complete) ▶ Total number of pages including this cover page: \_\_\_\_\_**

**Schedules attached**

- |  |  |
|--|--|
| <input type="checkbox"/> Schedule A-1 - Investments – schedule attached            | <input checked="" type="checkbox"/> Schedule C - Income, Loans, & Business Positions – schedule attached |
| <input checked="" type="checkbox"/> Schedule A-2 - Investments – schedule attached | <input type="checkbox"/> Schedule D - Income – Gifts – schedule attached                                 |
| <input type="checkbox"/> Schedule B - Real Property – schedule attached            | <input type="checkbox"/> Schedule E - Income – Gifts – Travel Payments – schedule attached               |

-or-

- None** - No reportable interests on any schedule

**5. Verification**

MAILING ADDRESS <i>(Business or Agency Address Recommended - Public Document)</i>	STREET	CITY	STATE	ZIP CODE
1388 Sutter Street, Suite 805	San Francisco	CA	94109	
DAYTIME TELEPHONE NUMBER	E-MAIL ADDRESS			
( 415 ) 525-4245	john@hamasakilaw.com			

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

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

Date Signed May 14, 2018  
 (month, day, year)

Signature   
 (with your filing official.)



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

<b>GALIFORNIA FORM 700</b> FAIR POLITICAL PRACTICES COMMISSION Name John Hamasaki
--

**▶ 1. INCOME RECEIVED**

NAME OF SOURCE OF INCOME  
 Hamasaki Law

ADDRESS (Business Address Acceptable)  
 1388 Sutter Street, Suite 805, SF, CA 94109

BUSINESS ACTIVITY, IF ANY, OF SOURCE  
 Law Practice

YOUR BUSINESS POSITION  
 Owner/Principal

GROSS INCOME RECEIVED  No Income - Business Position Only  
 \$500 - \$1,000  \$1,001 - \$10,000  
 \$10,001 - \$100,000  OVER \$100,000

CONSIDERATION FOR WHICH INCOME WAS RECEIVED  
 Salary  Spouse's or registered domestic partner's income  
 (For self-employed use Schedule A-2.)

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

Sale of \_\_\_\_\_  
 (Real property, car, boat, etc.)

Loan repayment

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

Other \_\_\_\_\_  
 (Describe)

**▶ 1. INCOME RECEIVED**

NAME OF SOURCE OF INCOME  
 University of California, San Francisco

ADDRESS (Business Address Acceptable)  
 550 16th Street, 3rd Floor, SF, CA 94158

BUSINESS ACTIVITY, IF ANY, OF SOURCE

YOUR BUSINESS POSITION  
 Analyst

GROSS INCOME RECEIVED  No Income - Business Position Only  
 \$500 - \$1,000  \$1,001 - \$10,000  
 \$10,001 - \$100,000  OVER \$100,000

CONSIDERATION FOR WHICH INCOME WAS RECEIVED  
 Salary  Spouse's or registered domestic partner's income  
 (For self-employed use Schedule A-2.)

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

Sale of \_\_\_\_\_  
 (Real property, car, boat, etc.)

Loan repayment

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

Other \_\_\_\_\_  
 (Describe)

**▶ 2. LOANS RECEIVED OR OUTSTANDING DURING THE REPORTING PERIOD**

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

NAME OF LENDER\* \_\_\_\_\_

ADDRESS (Business Address Acceptable) \_\_\_\_\_

BUSINESS ACTIVITY, IF ANY, OF LENDER \_\_\_\_\_

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

INTEREST RATE \_\_\_\_\_%  None

TERM (Months/Years) \_\_\_\_\_

SECURITY FOR LOAN  
 None  Personal residence  
 Real Property \_\_\_\_\_  
 Street address \_\_\_\_\_  
 City \_\_\_\_\_

Guarantor \_\_\_\_\_

Other \_\_\_\_\_  
 (Describe)

Comments: \_\_\_\_\_

May 15, 2018

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

**Re: San Francisco Police Commission Vacancies**

Dear Board of Supervisors,

I am writing today to submit my application for one of the seats on the San Francisco Police Commission left by the resignations of Commissioners Bill Ong Hing and Julius Turman.

I am a civil rights and criminal defense attorney based in San Francisco representing individuals throughout the Bay Area. I work every day in our courts and criminal justice system and understand firsthand the challenges the City is facing in enacting 21<sup>st</sup> Century policing reforms. I believe based on my background and experience, I am prepared to begin working with the Commission to enact meaningful reform our police department on day one. My goals on the commission are as follows:

- Implement the recommendations from the Department of Justice Community Oriented Policing Services report.
- Restore trust between our diverse communities and SFPD.
- Make SFPD a model for the nation in professionalism, transparency, fairness and integrity.

In addition to my daily work within the criminal justice system, I also serve on the Board of Governors for the California Attorneys for Criminal Justice, the largest organization of criminal defense attorneys in California. I am also on the Legislative Committee, where we actively seek to ensure that the laws enacted by the Legislature protect the civil rights and civil liberties of all Californians. This is a hands-on role in which each member reviews all bills relating to criminal justice and policing to determine whether they comport with the values and goals of our organization. We then meet weekly during the legislative session to discuss which bills to support, oppose, or work together with the author to modify to the law.

I have been endorsed by numerous individuals and leaders in the community, along with the Asian American Bar Association, for appointment to the Police Commission. AABA is the largest API bar organization in the nation with over 1,300 members. I was endorsed by AABA as well as the South Asian Bar Association when I applied in December of 2016, although I haven't had the opportunity to seek SABAs support for this application.

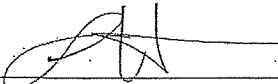
Throughout my career I am also involved in cases that I believe have a broader constitutional importance in the legal community, taking on many of these cases pro bono. I was involved in the first large-scale federal prosecution of individuals associated with Anonymous, the hacktivist group. I have also been heavily involved in opposing the use of rap lyrics in criminal prosecutions, an issue with First Amendment and free speech implications.

The case I fought, along with co-counsel Nick Casper, on behalf of the family of Cecilia Lam, a domestic violence victim who was killed by her abuser, is one that I am most proud of in my career. Ms. Lam. Although the case was ultimately dismissed in federal court, we felt it was an important case to bring and fight to have to ensure that domestic violence victims are supported and protected by law enforcement against their abusers. I have included an in-depth article about this case that was published in the Chronicle last year.

Finally, I am a 23-year resident of San Francisco and have lived in the same apartment the entire time. I now live with my wife, Hana, and we are raising our 3 ½ year-old son, Omar, a native San Franciscan. The issues that the Police Commission faces are important to me by professionally and as a long-term resident of San Francisco raising a family here.

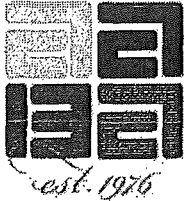
Please contact my office if you have any questions or if I can provide any supplemental information.

Sincerely,



---

John Hamasaki



ASIAN AMERICAN BAR ASSOCIATION  
OF THE GREATER BAY AREA

P.O. Box 387  
San Francisco, CA 94104  
www.aaba-bay.com

DAVID TSAI  
*President*

CHARLES H. JUNG  
*Vice President/President-Elect*

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ROBERT UY  
JASON YEE  
*Directors*

May 14, 2018

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

To Members of the San Francisco Board of Supervisors:

The Asian American Bar Association of the Greater Bay Area (AABA) has more than 1,300 members who are attorneys, judges, and others in the legal community. We write in support of the appointment of John Hamasaki to the San Francisco Police Commission, filling one of the vacant seats left by the resignations of Commissioners Bill Ong-Hing and Julius Turman.

Mr. Hamasaki is a well-respected civil rights and criminal defense attorney in San Francisco, who has worked tirelessly to defend the rights of those accused of crime, ensuring their rights are not violated and are treated fairly under the law. His understanding of the criminal justice and law enforcement systems will provide deep insight into what improvements and reforms are needed to ensure its fairness.

Mr. Hamasaki has been an active member of the Bay Area legal community, offering the experience of an Asian American, solo-practice, criminal defense attorney for others to learn from. He has been a Director-at-Large of AABA for three years, currently serving as Treasurer, and has been a valuable voice in discussions on the intersections of race, social justice, civil rights, and the legal system.

We support the appointment of Mr. Hamasaki to the Police Commission. He has proven his dedication to representing those accused of crime, underserved communities, and advocating for civil rights. He demonstrates strong and fair analytical thought when considering issues. Mr. Hamasaki has a deep respect for the law enforcement and criminal justice systems, and will serve to improve it so it continues to protect the people of San Francisco.

If any more information is needed, please do not hesitate to reach out to me at [President@aaba-bay.com](mailto:President@aaba-bay.com).

With much gratitude,

David Tsai  
President

April 30, 2018

Dear Rules Committee of the Board of Supervisors:

I'm writing in support of John Hamasaki's application to serve on the San Francisco Police Commission.

I'm an attorney in the San Francisco office of Munger, Tolles & Olson LLP, where I have worked since 2011. I lived in San Francisco for four years before moving to Oakland in 2015, my parents moved to San Francisco (from New York) in 2015, and my brother has lived in San Francisco for 20 years. I am also the immediate past president of the Barristers Club of the Bar Association of San Francisco. I have a strong connection to the city, and the Commission's work is deeply important to me and my family.

I first got to know John well during our overlapping two years of service on the Barristers Club Board of Directors. He demonstrated dedication, commitment and enthusiasm first while serving as Diversity Director for the Board and now as he serves as the President-Elect of the Barristers Club. He also was an integral part of the Practical Skills Initiative Task Force, a subcommittee of the Board that met with judges and members of the bar to create more opportunities in the courtroom for newer lawyers. John is well-respected in the legal community, the API community, and the community at large. I believe he is uniquely qualified to serve on the Commission.

Respectfully,

Adam Kaplan



## OPEN DOOR LEGAL

May 2<sup>nd</sup>, 2018

Dear Members of the Board of Supervisors,

John Hamasaki let me know that his name is being considered for appointment to the police commission. I wanted to let you know that we believe he would do an excellent job.

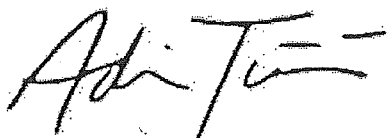
At Open Door Legal we've handled a variety of police cases that no one else touches, including illegal property seizures, no probable cause arrests, failure to enforce court orders, and others. This has given us a unique perspective on the issues the police present to the local community. We've given testimony to both the DA's blue ribbon commission and DOJ's COPS investigation regarding the issue's we've seen. Generally, we feel that the police fail to protect our city's most vulnerable residents and displays a strong bias against African-Americans.

John has been involved in our organization for at least two years. He's worked as a criminal defense attorney for his entire legal career and is knowledgeable about the issues facing our community. He brings a deep understanding of the obstacles that his clients face. The foundation of this understanding was built by his experience growing up as a person of color in the South. Seeing how the police interacted with his diverse group of friends helped raise his consciousness about race relations in the U.S.

Through his work as a criminal defense attorney, he has developed a well-rounded and nuanced understanding of the police. It was striking to me, and to members of our staff, how he can deal with tough situations while maintaining composure and a positive attitude. His strength is sitting with clients that are feeling great despair and taking the time and care to show compassion to those individuals. This is a rare and important quality for an attorney to possess. He's not anti-police but does believe in the need for reform. Most importantly, we believe that he genuinely wants to see the police become an institution we can all be proud of.



Let me know if you have any questions,  
Sincerely,

A handwritten signature in black ink, appearing to read "Adrian Tirtanadi". The signature is fluid and cursive, with a long horizontal stroke at the end.

Adrian Tirtanadi  
Executive Director

Amanda Schapel  
760 Treat Avenue #1  
San Francisco, CA 94110  
aschapel@gmail.com

April 30, 2018

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

Dear Members of the Board of Supervisors:

I am writing to support John Hamasaki's candidacy for member of the San Francisco Police Commission. I live in the Mission District and have been a San Francisco resident for six years. I currently work as an attorney for the Social Security Administration. I am a former Member of the Lawyers' Committee for Civil Rights and I served on the board of directors for the AIDS Legal Referral Panel for four years. I see San Francisco police working hard and being engaged in the community. But I am also gravely concerned by recent incidents of officer-involved killings that have left many mourning and hurting in my neighborhood. I support John because he will work hard to help restore trust in SFPD.

I know John because we volunteered together with the College Track mock trial program. The Bar Association of San Francisco's Justice & Diversity Center runs a mock trial program for San Francisco high school students. John helped to establish a team associated with the nonprofit College Track, which is based in the Bayview and helps students from underserved communities. The students John coached were facing all kinds of challenges. Undocumented status, the foster care system, discrimination, underfunded schools, lack of support. John spent many hours with the students—teaching them about the criminal justice system, challenging them to think critically, and inspiring them with his own passion for lawyering.

John's volunteer coaching demonstrates his commitment to work for positive change in the community. Many of the students John coached are now the first in their families to go to college. They had the chance to put on a suit and argue in a real courtroom, and John was there to cheer them on. That kind of work takes time but it makes a big difference. John cares and he will do the work, and that is why I urge you to appoint John to the Police Commission.

Sincerely,

Amanda Schapel

April 30, 2018

Dear Members of the Board of Supervisors:

My name is Amy Hansen and I am writing in support of the appointment of John Hamasaki to the San Francisco Police Commission. I am Vice President, Special Projects at AppDynamics LLC, an enterprise software company located in San Francisco (previously I was Deputy General Counsel there). I have lived in San Francisco since 2005 and am raising two children in Potrero Hill. My family is originally from New Jersey, but we have gradually emigrated here - my mother and father are separated but both live in San Francisco, as do two of my cousins, and my only sister lives in Oakland. I am a member of my neighborhood organization, the Potrero Boosters. As a resident of Potrero Hill, I live in a community that is sharply divided - on the North side of Potrero Hill, there is incredible wealth and privilege, and on the South side are the public housing projects. Therefore I have an interest in the Police Commission's policies as they relate to the treatment of race and class in policing.

John and I met while studying to become lawyers at the University of San Francisco School of Law, and we have remained friends since then. One of John's strongest qualities is his passion and commitment to representing those most in need of an advocate. He hung his shingle as a solo practitioner to dedicate himself to representing defendants in criminal cases, and took on cases with unique civil rights issues. Another quality about John I admire is his preparation. This is a quality that I saw in law school as we studied together. In his practice, I have seen him reach out to his network (myself and other law classmates) for information about cases, for example. Finally, in the social setting, I have seen that John is a great father to his young son - he is gentle yet firm in his parenting, and often cares for his child for long periods of time while his wife travels for her own work. He takes on his parenting duties from the perspective of equality, which (as a mother myself) I admire. The ability to balance his career with his parenting obligations takes considerable management skill.

I believe that John's qualities above will be extremely valuable to the Police Commission. John's work representing defendants in criminal cases gives him the perspective to understand underserved communities, such as the poor and minorities, which comprise a disproportionate amount of those involved in criminal matters with the police. John's experience in the Public Defender's Office, and his skill for preparation, means that he can hit the ground running with the Police Commission - he knows how the system works, and he understands the consequences of decisions to discipline police, for example. Finally, his ability to organize his time and priorities as a parent is a valuable skill in a role that may require him to juggle many responsibilities at one time.

Given the current tense atmosphere around policing in San Francisco (and nationally), John's background as a criminal defense lawyer would give the Police Commission credibility in its rules and decision making.

For these reasons, I strongly support John's application to the Police Commission.

Regards,

Amy Hansen

April 30, 2018

Members of the Board of Supervisors:

I am writing in support of John Hamasaki's candidacy for appointment to the San Francisco Police Commission.

My name is Azhar Meyer; I am employed as the Director of Mechanical Engineering at Thimble Bioelectronics, a medical device company here in San Francisco. I currently live in San Francisco, and have lived here for the last 2.5 years. As a resident in the Outer Sunset, the following issues are of great importance to me:

- Increasing trust between the residents of San Francisco and SFPD
- Establishing SFPD as the model police department for which other police departments around the nation look when it comes to transparency, professionalism, and integrity

I have known John for 9 years and I consider him an outstanding member of the San Francisco community. I met John through my brother when they were classmates in law school at the University of San Francisco. He has committed himself to the causes of criminal justice advocacy and reform while maintaining a strong understanding the effects that policies can have upon law enforcement, our communities, and our families. He has a strong respect for our police officers and the highly challenging work they do. I believe that John Hamasaki is the right choice for the San Francisco Police Commission. He is dedicated to progress and reform and will always ask himself what is right for the people of our City.

Sincerely,

Azhar Meyer

# PIER 5 LAW OFFICES

A COMMUNITY OF SOLE PRACTITIONERS

MARIA BELYI  
CURTIS L. BRIGGS  
RANDOLPH E. DAAR  
BRIAN A. FORD  
CAROLYN M. HAGIN  
LAURENCE JEFFREY LICHTER  
KYNDRA MILLER  
TIM A. PORI  
NEDRA RUIZ  
DIANA SAMUELSON  
J. TONY SERRA  
TYLER SMITH  
ANNE MARIE TOMASSINI  
ERICA E. TREEBY  
SARA ZALKIN

506 BROADWAY  
SAN FRANCISCO 04133  
AREA CODE 415  
TELEPHONE: 986-5591  
FAX: 421-1331

SECRETARIAL STAFF:  
PENELOPE ROSE  
STEPHANIE BROWN  
ERIKA LARSON

April 30, 2018

San Francisco Board of Supervisors  
Rules Committee  
San Francisco City Hall  
1 Dr Carlton B. Goodlett Pl. #244  
San Francisco, CA 94102

Dear Members of the Board of Supervisors and Rules Committee:

My name is Brian A. Ford, and I am writing to you in support of the appointment of John Hamasaki to the San Francisco Police Commission. I am a solo practicing criminal defense attorney, my office is located near North Beach. I was born and raised in the Bay Area, and have lived in the San Francisco area since 2010. As a member of the San Francisco legal community, I have a strong interest in the commission's leadership as it relates to police practices and relations with the community—two areas in which the San Francisco Police Department is in dire need. John Hamasaki is a strong candidate to help the Commission restore the much needed trust between San Francisco's citizens and proud police officers.

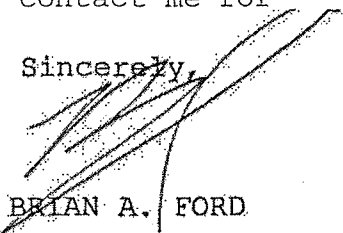
I met John shortly in 2012, while I was still in law school, through my first legal job. John was a professional friend of my supervising attorney, and I have had the pleasure of working on motions with him and becoming socially acquainted. John was always supportive and instructive to me, and I found his insights into the legal system to be invaluable through the young years of my career. I know him to be a devoted family man with a sharp intellect, an excellent sense of humor, and a firm

commitment to justice. His character is impeccable, and his wisdom and experience will be invaluable to the Police Commission.

John has always been committed to social justice, even in his private practice. He has fiercely advocated for his clients and for the civil liberties protected by the United States Constitution his entire career. I trust that as a nearly life-long resident of San Francisco, who has worked tirelessly in our courts, he will keep the best interests of San Franciscans and the integrity of our police department close to his heart. I fully support his goals to implement the recommendations from the Department of Justice COPS report, and I believe that with his leadership, trust between San Franciscans and their police department will be fostered because John will advocate for greater transparency and accountability of our police officers to our citizens. In my opinion, he is a leader that the Police Commission cannot afford to pass on.

I am proud to provide my support to John Hamasaki for appointment to the San Francisco Police Commission. Please contact me for additional information at (415)986-5591.

Sincerely,



BRIAN A. FORD

Denise A. Grab  
183 Beaver Street  
San Francisco, CA 94114  
denise.grab@gmail.com

April 30, 2018

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

Dear Members of the Board of Supervisors:

My name is Denise Grab. I am writing to support of the appointment of John Hamasaki to the San Francisco Police Commission. I have been a resident of San Francisco for over five years, and I am in the fourth generation of my family to live in San Francisco. I am an attorney, working in a think tank and advocacy organization on environmental and energy law and policy.

I first met John Hamasaki in 2011, when we began volunteering together through the Bar Association of San Francisco's mock trial program. We worked together for years coaching students from the Bayview's College Track program, who would be the first in their family to attend college. Mock trial is a competition similar to speech and debate, where high school students are given a hypothetical criminal case file and present a trial of the case before real attorneys and judges.

John has worked tirelessly over the years to help these high school students develop their public speaking skills, critical reasoning, self-confidence, and understanding of and appreciation for the justice system. A number of the students have gone on to major in policy- and law-related subjects in college, and some have even indicated that they plan to attend law school. I am sure that this is in no small part due to John's tremendous enthusiasm for the legal system and ability to inspire those around him to understand the importance of that system to protect both society at large and the rights of individuals.

John is a defense attorney by trade. In contrast, I grew up in a family of prosecutors. Both of my parents were Deputy Attorneys General representing the State of California in criminal appeals, and I interned with the environmental crimes section of the U.S. Department of Justice while in law school. Though I often view our mock trial cases through more of a prosecutorial lens than John, I have always found him to be fair and impartial when describing the legal issues involved to the students. He understands and objectively presents both the prosecution's and the defense's perspective to the students. I am confident that he would be similarly objective in his role on the Police Commission.

As a San Franciscan, I am glad that the Police Commission now exists to help rebuild trust between our communities and our police officers. John Hamasaki would be a wonderful addition to the Commission.

Sincerely,

A handwritten signature in black ink, appearing to read 'Denise A. Grab', with a long, sweeping horizontal line extending to the right.

Denise A. Grab





April 30, 2018

Dear Members of the Board of Supervisors,

My name is Erik Nielson, and I am writing to express my enthusiastic support for John Hamasaki's appointment to the San Francisco Police Commission.

I am a college professor at the University of Richmond in Virginia, where my research focuses on the intersections of African American art, culture, and the law. For the last several years, I have been studying—and drawing attention to—the use of rap music in the criminal justice process across the country. (I am most interested in the ways that prosecutors introduce rap lyrics as evidence of confessions—something that doesn't happen with other musical or fictional forms.) It is through this work that I first met John, who was defending a Bay Area rap artist whose lyrics were used against him in a criminal prosecution.

If you are interested, here's a link to an *LA Times* op-ed I coauthored related to John's case:<http://articles.latimes.com/2014/apr/07/opinion/la-oe-kubrin-and-nielson-rap-prosecution-20140408>

I have worked with a number of attorneys across the U.S., but I have been particularly impressed with John. He is talented, thoughtful, and has a clear passion for social justice. I think he is uniquely suited to the Police Commission because he understands, better than many, the challenges that young people, particularly those of color, face in America's cities. I admit that as an outsider, I am not familiar with the current members of the Commission. But I do know that San Francisco is a highly diverse city with a police department that is facing unique challenges, and I believe that John would work hard to represent the interests of everyone, including those who are often silenced, to support the city's efforts to maintain an effective police force that serves the entire community.

If I can provide any additional information (or praise), please do not hesitate to contact me via email at [enielson@richmond.edu](mailto:enielson@richmond.edu) or via telephone at (202) 321-3547.

Sincerely,

A handwritten signature in black ink, appearing to be "Erik Nielson".

Erik Nielson, Ph.D.

Associate Professor of Liberal Arts  
University of Richmond

April 30, 2018

Dear Members of the Board of Supervisors:

My name is Erin Elskes. I am writing in support of the appointment of Mr. John Hamasaki to the San Francisco Police Commission. I have resided in the Inner Richmond District of San Francisco for the last 11 years, and have worked in San Francisco as an immigration attorney for the last 7 years. As a representative for immigrants' rights, I have a strong interest in the Commission's leadership as it relates to ensuring just and compassionate enforcement of our laws for all residents of our city.

I have known John Hamasaki for 9 years, having studied law with him at the University of San Francisco School of Law. John is a passionate and determined advocate, and has dedicated his career to defending the civil rights and liberties of individuals facing criminal proceedings. He has tirelessly served under-represented and marginalized communities through *pro bono* work with the National Lawyers Guild, Project Legal Link, and the Bar Association of San Francisco. He is also an active leader in a number of organizations including the Asian American Bar Association, the Bar Association of San Francisco Barrister's Club, and the California Attorneys for Criminal Justice. His experience and commitment to criminal justice advocacy give him a comprehensive and unique understanding of the effects that existing policies have on law enforcement and its relationship with our communities and our families.

John is an excellent choice for the San Francisco Police Commission. He possesses a deep respect for law enforcement and for the challenging work our police officers perform every day. His extensive experience representing the rights of criminal defendants and diverse populations of our community will also allow him to work towards meaningful policy changes, to benefit both citizens and law enforcement alike. John's commitment to the people of San Francisco and his dedication to progress and reform are unquestionable. For these reasons, I highly recommend him for a position on the San Francisco Police Commission.

Please do not hesitate to contact me with questions, or if you require additional information. Thank you.

Sincerely,

Erin Elskes

415-867-5953  
670 8<sup>th</sup> Avenue  
San Francisco, CA 94118

# GEOFFREY W. KING

4083 24th STREET, #460883 • SAN FRANCISCO, CA 94114 • EMAIL: GEOFF@GEOFFREYKING.ORG

April 30, 2018

Board of Supervisors  
San Francisco City Hall  
1 Dr Carlton B Goodlett Pl #244  
San Francisco, CA 94102  
Board.of.Supervisors@sfgov.org

**By Email**

Dear Supervisors:

I write to offer my enthusiastic endorsement of John Hamasaki for the San Francisco Police Commission.

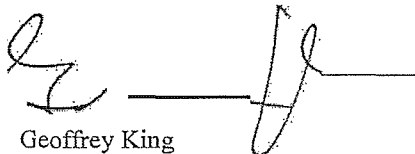
I have come to know John well since we first became acquainted through various public service projects in 2012. In the time that I have known John I have only become more impressed with his sophisticated perspective on modern policing. And of course, I am not alone in this: John also has the well-earned support of the community.

John is a leader who will serve the Police Commission diligently, thoughtfully, faithfully and compassionately. He is the ideal candidate to honor the example set by Judge Hwang.

It is rare for me to publicly endorse a candidate for office. John inspires that trust from me. I am confident he will inspire it from you, as well.

There is no doubt in my mind that John is the right person for this vital position.

Sincerely,

  
Geoffrey King

# GEOFFREY W. KING

4083 24th STREET, #460883 • SAN FRANCISCO, CA 94114 • EMAIL: GEOFF@GEOFFREYKING.ORG

April 30, 2018

Board of Supervisors  
San Francisco City Hall  
1 Dr Carlton B Goodlett Pl #244  
San Francisco, CA 94102  
Board.of.Supervisors@sfgov.org

## By Email

Dear Supervisors:

I write to offer my enthusiastic endorsement of John Hamasaki for the San Francisco Police Commission.

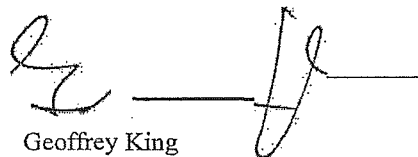
I have come to know John well since we first became acquainted through various public service projects in 2012. In the time that I have known John I have only become more impressed with his sophisticated perspective on modern policing. And of course, I am not alone in this: John also has the well-earned support of the community.

John is a leader who will serve the Police Commission diligently, thoughtfully, faithfully and compassionately. He is the ideal candidate to honor the example set by Judge Hwang.

It is rare for me to publicly endorse a candidate for office. John inspires that trust from me. I am confident he will inspire it from you, as well.

There is no doubt in my mind that John is the right person for this vital position.

Sincerely,



Geoffrey King

**LAW OFFICES OF HEATHER KELLY**

7206 2<sup>nd</sup> Ave. NW  
Seattle, WA 98117  
hkellylaw@gmail.com  
Tel. (415) 516-1201

April 30, 2018

Dear Members of the Board of Supervisors:

My name is Heather Kelly. I am writing in support of the appointment of John Hamasaki to the San Francisco Police Commission. I am 2011 graduate of UC Hastings College of the Law and now practice criminal defense. I lived in San Francisco from 2005 to 2012, the first three years of which I worked as a paralegal at the San Francisco Public Defender's Office. After moving to Mountain View, I continued to practice criminal defense as associate counsel for a number of attorneys in San Francisco. My experience included providing full trial support for Teresa Caffese on behalf of former SFPD Officer Ed Robles and assisting Christopher Shea in several POA-contract disciplinary cases.

I have known John for nine years. We met when he was working as a law clerk and then as a newly-minted attorney at the San Francisco Public Defender's Office. After I graduated from law school, John was one of the people who welcomed me into the defense community and made himself available to field questions and brainstorm cases. Rather than approaching his law practice from a single entrenched ideology, John has developed a nuanced understanding of how the justice system affects -- and is shaped by -- those who work within it. Through our many discussions over the years, I have come to share John's deep appreciation for our justice system and his belief that we can overcome its imperfections through collaboration.

John's roots in the legal community and diplomatic approach to problem-solving allow him to bring parties together towards a common cause. In spite of his busy law practice, he somehow finds time to sit on the Board of the Asian American Bar Association, attend countless legal galas and fundraisers, and serve as a role model for young attorneys.

I cannot think of a better candidate to sit on the Police Commission. It is an honor to recommend him.

Please do not hesitate to call or email with questions.

Regards,

Heather Kelly

April 30, 2018

Rules Committee of the San Francisco Board of Supervisors

[Ahsha.Safai@sfgov.org](mailto:Ahsha.Safai@sfgov.org)

[Norman.Yee@sfgov.org](mailto:Norman.Yee@sfgov.org)

[Catherine.Stefani@sfgov.org](mailto:Catherine.Stefani@sfgov.org)

*Via Email*

**Re: In support of the appointment of John Hamasaki to the Police Commission**

Dear Rules Committee of the Board of Supervisors:

I write in support of John Hamasaki's application to serve on the San Francisco Police Commission. I have known John for 12 years and has seen him dedicated his legal career on ensuring that the voiceless has a voice in the criminal justice system, and that each person is treated fairly, regardless of her race or socio-economic background. Based on his experience and his background, I believe that he is exceptionally well qualified to serve on the Commission.

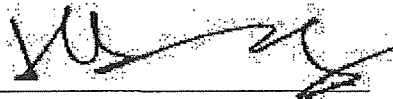
I have been involved with the Asian American Bar Association of San Francisco Bay Area (AABA) for 10 years, and even though I no longer reside in San Francisco, I still hold dear the values that define San Francisco – equality, diversity, and justice. As the 2016-2017 President of AABA, I've worked on numerous issues with our diverse communities, such as a forum on race and police where we've invited law enforcement, public defenders, and district attorneys to engage in a discussion on race and police with the community. We've also hosted discussions on topical issues such as gender discrimination in the technology sector and most recently how the Asian Pacific American community can work together and with other diverse communities to defend these values in light of the Trump Presidency. As we developed and implemented these initiatives, John has been instrumental in providing the necessary leadership and skills to ensure that these programs are successful in every sense of the word. In addition, John is well respected within the APA community and the legal community at large for his work promoting civil rights and social justice causes.

John has remained engaged civically and in his community as long as I have known him. He is committed to criminal justice advocacy and has an understanding of the effects that policies have on law enforcement, our communities, and our families. He respects our police officers and the difficulty of the work they do. Given today's climate, I think it is important to note that John wants to help heal the very real divide between law enforcement and the communities they serve through meaningful policy changes. I believe that real change is possible if we have honest and

open dialogue in a respectful and productive manner, and I believe John's background and experience would help us achieve the goal of bridging the divide.

I believe that John Hamasaki is the right choice for the San Francisco Police Commission. He is dedicated to progress and reform and will always ask himself what is right for the people of our City.

Respectfully,

A handwritten signature in black ink, appearing to read 'Hung Chang', written over a horizontal line.

Hung Chang

April 30, 2018

Dear Members of the Board of Supervisors,

My name is Janice Argueta and I am currently attending Holy Names University in Oakland, CA. I am writing in support of the appointment of John Hamasaki to the San Francisco Police Commission. For the past 20 years, I have lived in the Outer Mission District of San Francisco, CA - attending public schools and noticing the various changes in my community. I have seen the discontent of my community regarding concerns with the San Francisco Police Department. I believe John Hamasaki can restore the trust that has been damaged in our diverse communities.

Six years ago, I met John Hamasaki as I attended mock trial in high school. He was my coach and prepared me for our annual mock trial competitions. He trained many students, including myself, to think on our feet, taught us legal definitions, how to phrase proper questions, and when to object in court. Despite having to work, he took the time out of his day to support our mock trial team. He arrived with enthusiasm, ready to assist us with any questions we may have about our court case.

As I have been born and raised in the Outer Mission of San Francisco, I have witnessed and overheard the discrimination directed towards minorities. John Hamasaki has a lot of experience in the law field and has provided our community with the public defense so many targeted low-income residents need. His passion to strengthen and unite our neighborhoods makes him a well-rounded individual with good intentions to change our criminal justice system; his experience qualifies him for the appointment to the San Francisco Police Commission.

Sincerely,  
Janice Argueta



Jason Yee  
Law Office of Jason K. Yee  
1123 Grant Ave  
San Francisco CA 94133

Dear Members of the Board of Supervisors:

My name is Jason Yee. I am writing in support of the appointment of John Hamasaki to the San Francisco Police Commission. I am the owner of the Law Office of Jason K. Yee, where I practice immigration and business law in the San Francisco Bay Area. My family owns Dee Dee Boutique, a four store cosmetic retail chain located in San Francisco Chinatown and Millbrae CA that has been in business for over 27 years. I have lived in San Francisco all my life for 27 years and am a 1st generation San Franciscan. My parents, my sister, and many of my relatives are also San Francisco residents, who operate businesses and work in the city. As a member of the business community, I have a strong interest in the commission's leadership as it relates to safety and police relations with local residents. My family's business is involved with the San Francisco Chamber of Commerce and our business serves mainly the Chinese community in the San Francisco Bay Area. My particular concerns as they relate to the Police Commission and San Francisco Police Department are safety and communication between the police and the communities throughout San Francisco.

I am acquainted with John Hamasaki through the Bar Association of San Francisco (BASF) and Asian American Bar Association (AABA), where John serves as a Board Director for both organizations respectively. In AABA, I serve as a Membership Committee Co-chair to recruit Asian attorneys and other attorneys to our organization, and to represent our bar association to other bar associations and nonprofits. During this year, John moderated two panels for the Asian American Bar Association discussing the issues of racial bias in trials and police interactions with our justice system. John is a well-respected attorney in the field of criminal defense and civil rights, and I have called upon him in the past to refer clients and for legal advice. John works closely with the courts and justice system on a daily basis, and understands the challenges San Francisco faces and the areas that can be improved. John is very involved in the legal community, particularly with the California Attorneys for Criminal Justice and I am confident that he has the qualifications to help make our city a safer place and to improve the public's view of our police force.

John Hamasaki is a strong choice for the Police Commission. With his experience and expertise in the criminal field, John understands the issues that the local community is facing because he works day to day with local courts and speaks with community leaders to seek justice for the city. John brings his own perspective regarding criminal justice to restore trust between our diverse communities and the SFPD. John seeks to make the SFPD a model for the nation in professionalism, transparency, fairness and integrity, and will be a great addition to the Police Commission.

Jason Yee  
San Francisco Resident and Business Owner

# SAN FRANCISCO PUBLIC DEFENDER

JEFF ADACHI – PUBLIC DEFENDER  
MATT GONZALEZ – CHIEF ATTORNEY



May 1, 2018

Dear San Francisco Board of Supervisors:

I am writing in support of John Hamasaki's application to serve on the San Francisco Police Commission. I know John as an attorney and an individual who is dedicated to serving the diverse communities of San Francisco in the criminal justice system. John has dedicated his career to defending civil rights and civil liberties, giving voice to those who need it most. Through this work, John has maintained close working relationships with the courts, prosecutors, public defenders and law enforcement, and has seen first-hand the challenges facing the Commission. I believe that this background, training, and experience makes him uniquely qualified to serve on the Commission.

I have served as elected Public Defender of the City and County of San Francisco since March 2002 and worked as a deputy public defender in San Francisco for 15 years. From 1998-2001, I served as the Chief Attorney of the office. I have been a critic of police misconduct and lack of accountability, and an enthusiastic supporter of police reform measures such as crisis intervention training and body cameras.

Our office represents more than 23,000 people each year who are charged with misdemeanor and felony offenses. Fair and honest policing is crucial to their right to impartial justice.

Like many people, I believe that the San Francisco Police Department can be a national model in policing and police reform. But I am also realistic that it is going to take hard work and difficult choices to get us there. I trust John to sit down with community members, law enforcement and service organizations to help heal the divide and restore trust and faith in our justice system.

John has an excellent reputation as a leader in the legal community, sitting on the boards of the Asian American Bar Association, the Barristers Club of the Bar Association of San Francisco, and the California Attorneys for Criminal Justice. He is also a member of the Legislative Committee of CACJ helping fight against mass incarceration and for a fairer criminal justice system. He has put on programs on race, policing and implicit bias in the legal system, topics that will inform and guide his work as a commissioner. John has focused much of his work in the legal associations advocating for diversity and inclusivity within the law.

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**Adult Division - HOJ**  
555 Seventh Street  
San Francisco, CA 94103  
P: 415.553.1671  
F: 415.553.9810  
[www.sfpUBLICDEFENDER.org](http://www.sfpUBLICDEFENDER.org)

**Juvenile Division - YGC**  
375 Woodside Avenue, Rm. 118  
San Francisco, CA 94127  
P: 415.753.7601  
F: 415.566.3030

**Juvenile Division - JJC**  
258A Laguna Honda Blvd.  
San Francisco, CA 94116  
P: 415.753.8174  
F: 415.753.8175

**Clean Slate**  
P: 415.553.9337  
[www.sfpUBLICDEFENDER.org/services](http://www.sfpUBLICDEFENDER.org/services)

**Community Justice Center**  
P: 415.202.2832  
F: 415.563.8506

**Bayview Magic**  
P: 415.558.2428  
[www.bayviewmagic.org](http://www.bayviewmagic.org)

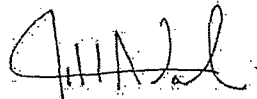
**MoMagic**  
P: 415.567.0400  
[www.momagic.org](http://www.momagic.org)

For five years, John helped lead the College Track Mock Trial Program, a program based in the Bayview neighborhood helping coach underserved primarily minority students learn rules of evidence, courtroom presentation and lawyering. He also continues to mentor law students to help prepare them to become attorneys and work within the justice system to make positive change.

John has dedicated his life to serving underrepresented communities in the San Francisco and the throughout the Bay Area. He has built an excellent reputation for his hard work, dedication, and compassion for everyone involved in the justice system from his clients, to victims, to law enforcement, prosecutors, court staff and the judiciary.

I believe that the choice of a new commissioner can have real life and death consequences. If we don't begin to follow the lead of the Department of Justice and implement real reform within the SFPD, we are putting our City and our officers at risk. I have faith in John to make the right decisions to provide the police with the right tools and training in order to save lives and stay safe.

Respectfully,

A handwritten signature in black ink, appearing to read "Jeff Adachi". The signature is stylized with a large initial "J" and a long, sweeping underline.

Jeff Adachi  
San Francisco Public Defender

April 30, 2018

Dear Members of the Board of Supervisors,

My name is Jennifer Gaspar, I am the director for special projects at the CEELI Institute in Prague, Czech Republic, a continuing education institute for lawyers and judges from around the world. I am writing in enthusiastic support of the appointment of John Hamasaki to the San Francisco Police Commission. I was a resident and active San Francisco community member from 1995-2003. I am a graduate of the Graduate School of Education at the University of San Francisco, and I remain a member (in absentia) of Glide Methodist Church. While my time living in San Francisco was brief, it remains a dream to return to the City and become an active citizen there once more. From 1995-1998, I worked for the California Judicial Council's Child Advocacy Training Program. In 1999, I was hired as the program director for Rebuilding Together \* San Francisco, a nonprofit organization dedicated to renovating and improving homes of the city's low income, elderly and disabled residents. This work introduced me to the richness and diversity of the city's communities and community volunteers who demonstrated a deep love for their hometown and fellow residents of all backgrounds. I came to love San Francisco deeply for its diversity and the spirit of its residents. Part of this spirit comes from the continuous care and trust between the San Francisco's government and its citizens. The San Francisco Police Commission plays an integral part in ensuring a trusting and resilient relationship between the City's citizens and the police.

My own personal experience with the importance of trust in systems and faith in police protection comes from the other side of the world. I lived in St. Petersburg, Russia from 2003-2014, where I worked as an adviser to international foundations supporting human rights NGOs in the country. I was married to a Russian human rights lawyer and in 2010 we adopted a daughter who is now a citizen of both Russia and the United States. In 2014, I received deportation notice revoking my residency permit on the grounds that the FSB (formerly known as KGB) deemed me a threat to Russian national security and constitutional order ([http://www.nytimes.com/2014/08/06/world/europe/russia-moves-to-deport-wife-of-an-activist.html?\\_r=0](http://www.nytimes.com/2014/08/06/world/europe/russia-moves-to-deport-wife-of-an-activist.html?_r=0)). I spent the next few days packing my suitcases after 11 years of peaceful, law-abiding life in Russia, and knowing with certainty that there were no systems in the country that would protect my rights and keep my family together. I bought a plane ticket took our then 5-year old daughter with me to Prague. During my last few days in Russia, I lodged an appeal of my deportation that, in my absence, was appealed all the way to the Supreme Court of the Russian Federation. In each instance, the courts refused to compel the FSB to provide any evidence supporting their claim of my threat to national security. My case is now in final judgment stage in the European Court for Human Rights in Strasbourg (*Gaspar v. Russia* case # 23038/15). My personal experience in Russia and in advocating for human rights, gives me a particular perspective on what happens when there is no trust between a police and justice system and its people. While my story is a dystopian example of state impunity, secrecy and political intrigue, it can also be understood as a cautionary tale about the fundamental need for constant care and dialogue between police and their community.

I have known John Hamasaki for seventeen years as a friend and as a professional colleague committed to human rights and rule of law. Despite my departure from San Francisco, we have remained in close contact, and I have, with great happiness, witnessed John's advancement through law school, to practicing civil rights defense attorney, active and respected member of the community in San Francisco, and a committed champion of justice for those who are often overlooked and neglected by society. In addition to his community involvement, John is also deeply committed to his profession: he is President Elect of the Barristers Club of the Bar Association of San Francisco and Treasurer of the Asian American Bar Association. His passion for his community and for justice for the most under-served are clear themes of his work and private life.

John would be an outstanding choice for membership in the San Francisco Police Commission. He is welcomed in the City's communities of color, and is known to many as an honest and caring champion for their needs. John's professional qualifications, his hard work and dedication to continuing San Francisco's tradition of being a model city of diversity, integrity and transparency make him an ideal candidate for the Commission.

Please do not hesitate to contact me should you have further questions about my enthusiastic support for John's candidacy and his outstanding credentials for the San Francisco Police Commission.

Sincerely,



Jennifer Gaspar  
Director for Special Projects  
CEELI Institute  
+420 608 001 640  
[jgaspar@ceeli-inst.org](mailto:jgaspar@ceeli-inst.org)  
[www.ceeliinstitute.org](http://www.ceeliinstitute.org)

THE LAW OFFICES OF  

---

**JESSE A ARANA**

8350 Florence Avenue  
Second Floor, Suite 700  
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[www.JesseAranaLaw.com](http://www.JesseAranaLaw.com)

April 30, 2018

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

To Whom It May Concern:

My name is Jesse A. Arana. I am writing in support of the appointment of John Hamasaki to the San Francisco Police Commission. I am the owner of the Law Offices of Jesse A. Arana, located in Downey, C.A. Prior to doing criminal defense I was a prosecutor with the Ventura County District Attorney's Office. I was a San Francisco resident for 3 years while attending the University of San Francisco Law School. In addition to owning my own practice/business I am also heavily involved with Kiwanis, the Mexican American Bar Association, Criminal Courts Bar Association of Los Angeles, and am a board member of the Southeast District Bar Association.

As a member of the criminal justice system and first-generation Salvadorian-American, I have a strong interest in the commission's leadership as it relates to unjustified detention/arrests and excessive use of police force against minorities. As such, I strongly urge the board to appoint John Hamasaki to the San Francisco Police Commission. His wealth of knowledge and life experience will add invaluable insight on how the San Francisco Police Department may improve.

Respectfully,

---

Jesse A. Arana, Esq.  
Attorney at Law

1

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RAPPAPORT & SHERIDAN

260 CALIFORNIA STREET, SUITE 1002

SAN FRANCISCO, CA 94111

PH: (415) 989-7900

FAX (415) 989-7950

April 30, 2018

To Whom it May Concern,

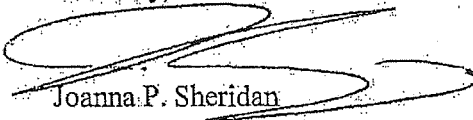
I am a criminal defense attorney in San Francisco and am writing in support of John Hamasaki's appointment to the Police Commission. I have practiced law in San Francisco for the past ten years and have been a resident since I arrived as an east coast transplant fifteen years ago. I love being a part of such a progressive community, and now more than ever, value our city's openness and acceptance of different viewpoints.

I met John Hamasaki as a law student at USF. We graduated in the same class and had many opportunities to bond while exploring legal issues and ideas as bright-eyed students. John had a real passion for the law from the beginning, and I recall feeling that he was a formidable opponent when we faced off in a mock trial. Over the years we've been in practice, I've watched his devotion to civil rights and advocacy for the criminally accused deepen as he has grown as a person, a father and a proud San Franciscan.

John would, in my opinion, make an excellent addition to the Police Commission. He is bright, savvy and cares deeply for our city. Through his decade as a trial attorney, I have seen that his passion for justice comes from his deep commitment to values of fairness and equality. He will bring to the table his keen judgment, practical sense of reason, and his sincere desire to work with all sides to make progress.

Thank you, and please do not hesitate to contact me for clarification or further information.

Sincerely,



Joanna P. Sheridan

**LAW OFFICE OF JONATHAN D. ROBERTS**

1388 Sutter Street, Suite 805

San Francisco, CA 94109

Phone: 415-255-9554

[jondrobertslaw@gmail.com](mailto:jondrobertslaw@gmail.com)

May 2, 2018

Dear Members of the Board of Supervisors,

My name is Jonathan Roberts. I am writing in support of the appointment of John Hamasaki to the San Francisco Police Commission. I am a criminal defense attorney who lives and works in San Francisco. I represent indigent clients in their court-appointed appeals throughout California, including in San Francisco and the Bay Area.

As an attorney whose clients are on the receiving end of police action, it is of great importance to me that the commission overseeing the actions of those officers includes members who understand where my clients are coming from. As I am sure you are aware, the issues of public safety and ensuring that the public is protected by *and from* the police is a pivotal issue being discussed throughout the country. I believe that San Francisco should play a leading role in that conversation.

I have worked in an office suite with Mr. Hamasaki for the past four years and have been able to witness his dedication to representing his clients in cases involving various issues including police abuse, misconduct, and other violations of constitutional rights. Based on my experiences with Mr. Hamasaki, I believe he would be an important asset to the police commission in implementing proper policies to address these issues.

Mr. Hamasaki has a strong passion to not only to vigorously represent his clients in court, but also to represent their interests in the media and public forums. For example, I have listened to Mr. Hamasaki discussing issues such as the freedom of individuals to record police interactions on the radio station KPFA. He also wrote an important article regarding the Sandra Bland incident, which was widely circulated online.

I feel that his ability and willingness to communicate complex ideas to a larger audience will be an asset to the police commission. The public should know not only their rights, but also what policies have been enacted in order to help protect those rights. If the public is able to understand the policies and procedures in place regarding interactions with the police, public trust in the justice system can grow.

Based on Mr. Hamasaki's in-depth experience with the criminal justice system, I strongly urge the board to appoint Mr. Hamasaki to the police commission.

Sincerely,

Jonathan Roberts



## Evans, Derek

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**From:** Lauren Marie Schweizer <laurenmarieschweizer@gmail.com>  
**Sent:** Thursday, December 01, 2016 9:57 PM  
**To:** Tang, Katy (BOS); Mar, Eric (BOS); Cohen, Malia (BOS)  
**Cc:** Quizon, Dyanna (BOS); Pagoulatos, Nickolas (BOS); Chan, Yoyo (BOS); Chicuata, Brittni (BOS); Evans, Derek; Somera, Alisa (BOS)  
**Subject:** Letter in Support of John Hamasaki for Police Commission Position

Dear Members of the Board of Supervisors:

My name is Lauren Schweizer, and I am writing in support of the appointment of John Hamasaki to the San Francisco Police Commission. I am a criminal defense attorney, and I have lived in our city since 2009. As a member of the criminal defense community, I have a strong interest in the Commission's leadership.

I have known John Hamasaki since 2014, which is the year I graduated from law school. I was a new face in the criminal defense community, and John provided me with many professional opportunities to network and engage with our profession. He regularly checked in with me to see how I was doing in my career, and his mentorship has been invaluable. My experience with John is indicative of his involvement in the legal community overall; I have always known John to be informed, connected, and proactive in coordinating events, discussions, and networking opportunities. Specifically, I have worked with John through the Bar Association of San Francisco, where we planned an event discussing federal criminal sentencing.

As a San Francisco community member, it is important to me that there be accountability in the San Francisco Police Department. Our community is in flux. The divide between the haves and the have nots is widening, and the police department is in the middle. How officers conduct themselves in these times - and how officer misconduct is addressed - will have long lasting repercussions. In order for the increasingly marginalized community to feel heard, understood, and valued, there absolutely must be accountability within the police force. I believe that John Hamasaki understands that perspective, and his input will be invaluable to the commission going forward.

I believe John Hamasaki is qualified, motivated, and particularly situated such that he is necessary for our police commission's positive progress in the future. If you have any questions or concerns about his suitability for the position, do not hesitate to contact me at (415) 553-9304.

Sincerely,

--

Lauren Marie Schweizer

### CONFIDENTIALITY NOTICE:

This message contains information that may be both confidential and privileged. Unless you are the addressee or authorized agent of the addressee, you may not use, copy or disclose to anyone this message or any information contained herein. If you have received this message in error, please advise the sender by telephone or reply email, and delete this message.

April 30, 2018

Rules Committee of the San Francisco Board of  
Supervisors [Ahsha.Safai@sfgov.org](mailto:Ahsha.Safai@sfgov.org)  
[Norman.Yee@sfgov.org](mailto:Norman.Yee@sfgov.org)  
[Catherine.Stefani@sfgov.org](mailto:Catherine.Stefani@sfgov.org)

*Via Email*

**Re: In support of the appointment of John Hamasaki to the Police Commission**

Dear Rules Committee of the Board of Supervisors:

I am writing in support of John Hamasaki's application to serve on the San Francisco Police Commission. I know John as an attorney dedicated serving the community and believe that he is uniquely qualified to serve on the Commission based on his background, training and experience.

I am currently the Director of the Asian Pacific Islander Legal Outreach Anti-Human Trafficking Project working to protect survivors of human trafficking through immigration proceedings, emergency and long-term housing, access to civil litigation and restitution in criminal proceedings. In my work, I have direct contact with law enforcement in San Francisco and it is important to have a productive working relationship between the survivors and the police.

The Police Commission is a crucial position for both the API community and especially our clients who are survivors of human trafficking. Without a productive working relationship with the police, survivors are frightened of coming forward or working together to prosecute perpetrators of human trafficking.

I know John through the Asian American Bar Association where he is active in supporting the API community through civil rights and social justice work. I also know of John's work representing individuals in the criminal justice system and his dedication to the fair treatment of all people, regardless of their circumstances. I believe he will be able to work with all of the stakeholders in the community to help rebuild some of the frayed relationships between police and the community.

I know that we have a lot of work to do as a City to build a truly healthy relationship between all communities and law enforcement. I think appointing John to the Police Commission will be a good first step.

Respectfully,

  
Leah Chen Pride



**Lee Burgess**  
2187 California Street  
San Francisco, CA 94115  
415.963.2820  
[lee.f.burgess@gmail.com](mailto:lee.f.burgess@gmail.com)

April 30, 2018

Dear Board of Supervisors:

My name is Lee Burgess and I am writing in support of the appointment of John Hamasaki to the San Francisco Police Commission. I am an attorney and small business owner in San Francisco. I own a virtual law school and bar exam tutoring company called the Law School Toolbox. I have taught at two bay area law schools. As a member of the San Francisco community, I have a strong interest in the commission's leadership as it relates to keeping our community safe while restoring respect between the community and the police. Both as a member of the legal community and a mother, I want my son to grow up in a city where the relationship between police and the community members is a positive one.

I have lived in San Francisco for 12 years, attended law school here (at the University of San Francisco) and am raising my family in Pacific Heights. My husband has also lived in the city for the last 10 years. We feel privileged to be part of the San Francisco community and look forward to raising our son to be a San Francisco native. Outside of working, I have served on the board of GirlVentures, a Mission District based nonprofit providing experiential education programs for adolescent girls and support local organizations such as Bayview Hunters Point Community Legal.

I met John during our first year of law school and we have remained friends as we both stayed in San Francisco to pursue our legal careers. We also both have young children, so now many of our meetings involve discussing raising toddlers in San Francisco while on a local playground. John has an impeccable reputation in the legal community. I have watched him advocate for his clients and had his clients share with me how he helped them through some of their darkest times. He is my first phone call if someone I know in the community needs a criminal defense lawyer. John is also very active in the legal community, participating in bar association events as well as supporting the USF Law community. Just recently, John and I attended a fundraiser for Bayview Hunters Point Community Legal.

I think John would be an asset for the Police Commission for a number of reasons. First, he is smart and understands the complex issues facing our community

including, civil rights and race relations. Second, he is deeply connected to San Francisco and loves this city. He will put everything he can into representing the people of the San Francisco he loves so much. I think because of his work as a criminal defense and civil rights lawyer, he is uniquely qualified to support smart policies that will heal the divide between law enforcement and members of our City. John respects all sides and will be a wise and thoughtful member of the Police Commission. I would feel safer knowing he was serving in this role.

I cannot recommend John Hamasaki enough for this position. When he told me he was seeking this appointment, I knew that his experience and qualifications would make him a huge asset. I respect John as a friend and legal colleague and, I hope soon, as a member of the Police Commission.

Sincerely,

Lee Burgess

Dear Members of the Board of Supervisors:

My name is Lindsay Andrews. I am writing in support of the appointment of John Hamasaki to the San Francisco Police Commission. I moved to San Francisco in 2010 and currently live in Noe Valley with my husband and our two young daughters. I am also a board member at Leadership High School, a college prep charter school in the Excelsior district. I have a strong interest in the commission's leadership as it relates to improving community relations, and in particular among young adults in San Francisco. I should also note that I am the daughter of a former police officer and have a deep respect for law enforcement and the unique – almost impossible- challenges officers currently face.

I met John while volunteer coaching the College Track Mock Trial team. College Track is an afterschool program aimed at preparing first-generation college students to get into and complete a four-year college. Like John, I am also an attorney. John saw the Mock Trial program as much more than just an extracurricular activity. He used the time with our students as an opportunity to teach them about the criminal justice system and empower them to become positive participants. Through his lesson plans it was obvious to me that John has a deep respect for our justice system and an unwavering commitment to continually improve it. John has an uncanny ability to connect with teenagers and meet them on their level. He treated all our students with incredible respect and they, in turn, adored him. Many approached him for advice, both professional and personal. I am confident he has inspired more than one student to pursue a career in law or law enforcement. He helped all our students understand how law enforcement and the criminal justice system are designed to support and protect them. For many students John provided them their first positive experience with the criminal justice system.

As we have seen over the last couple of years, police and community relationships are strained all across the country. San Francisco's Police Commission plays a vital role in fulfilling our city's duty to ensure legal and respectful policing of all communities. John would make an outstanding commissioner. In addition to his extensive criminal justice experience as a trial attorney, John brings a passion for community engagement and a demonstrated ability to connect with young adults – two skills that will prove essential to the Police Commission. Now, more than ever, we need criminal justice leaders like John to ensure respect and accountability within our police department.

Please do not hesitate to contact me if I can provide any additional information in support of John's candidacy.

Lindsay Andrews  
562-225-7696

**M. Kamran Meyer**

Attorney at Law

(951) 965-5839 • MIR.MEYER@GMAIL.COM

May 1, 2018

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

Members of the San Francisco Board of Supervisors:

I am writing in support of John Hamasaki's candidacy for appointment to the San Francisco Police Commission. I am a civil rights attorney and the former Associate Director of the USF School of Law's Criminal and Juvenile Justice Law Clinic and Racial Justice Clinic. I have known John since we met 12 years ago as incoming law students at USF. Together as students we focused on criminal law courses and participated in the same clinical course that I would later teach. As long as I have known him, John has been both deeply interested in, and committed to, criminal justice advocacy and reform.

After law school John became a close confidant as I built my practice. He developed a strong working knowledge of a criminal defense attorney's ethical obligations, and so any time I had an ethical quandary, I would call John for advice on how to proceed. We frequently consulted one another on case strategies and research questions, and, on occasion, represented co-defendants. Thus, I had ample opportunity to observe John's dealings with attorneys, law enforcement, and the general public. John is well-liked on both sides of the aisle. He is well-respected amongst his fellow civil rights attorneys and maintains cordial professional relationships with his opposing counsel. He understands the pressures faced by the SFPD in our increasingly polarized society, and is as committed to improving accountability measures as he is to ensuring that our officers receive the resources necessary for them to fulfill their duties to the best of their abilities.

As an attorney, a teacher, and a student of clinical psychology I am deeply troubled by trends in escalation and use of force in matters involving persons suffering from mental illnesses. San Francisco stands in a unique position to be a national leader on reforming this issue. The city has a large proportion of impoverished residents who suffer from mental illness, a cultural history of inclusivity and sensitivity, and some of the finest mental health research facilities in the world. I have spoken at length to John in regards to this issue, and believe him to be the only current candidate for the Police Commission with the academic, professional, and community-based experience sufficient to devise a workable solution to this growing problem.

My recommendation of John Hamasaki for appointment to the San Francisco Police Commission is unequivocal. If any of my remarks require clarification or elaboration, I am more than happy to provide it upon request.

Sincerely,

//MKM//

M. Kamran Meyer  
Attorney at Law  
Former Associate Director  
University of San Francisco School of Law  
Criminal and Juvenile Justice Law Clinic  
Racial Justice Law Clinic

Maria M. Lampasona  
1633 Florida Street  
San Francisco, CA 94110  
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marialampasona@gmail.com

April 30, 2018

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

Dear Rules Committee of the Board of Supervisors,

I write this letter in support of the appointment of John Hamasaki to the San Francisco Police Commission. I am a civil defense attorney, and earned my law degree from the University of San Francisco School of Law. While my office is based in Oakland, I represent clients throughout the Bay Area, and generally have multiple active matters at San Francisco Superior Court at any given time.

I have lived in San Francisco since 2000, and I consider the City my lifelong home. I have lived in Russian Hill, the Upper Haight, the Western Addition (although I suppose folks now call this area "NOPA"), and SoMa. I currently live in northeast Bernal Heights, where my husband and I moved in 2012.

The experience of living in many different neighborhoods has shaped my multi-faceted (and perhaps seemingly inconsistent) concerns related to the Police Commission and the San Francisco Police Department. On one hand, I feel as though police response in many areas of the city is lacking, and there is a disparity regarding the general attention given to certain neighborhoods, especially those with a high percentage of rental units or SROs. For example, my husband and I lived on 11th Street near Howard for over six years, and were confronted daily with quality-of-life issues (including almost weekly car break-ins), which often went unaddressed. Once we moved to Bernal Heights, our focus as it relates to police issues shifted from a feeling of no police presence to a feeling of targeted police activity, especially following our neighborhood's response to the shooting of Alex Nieto. My husband, who is Mexican-American, and I have concerns about police accountability (or at least the perception thereof) and the related concern of repairing the SFPD's relationship with people of color.

It is from this perspective that I confidently recommend John Hamasaki to the San Francisco Police Commission. John and I first met in 2005 as first year law students at USF. He seemed deeply committed to his adopted home of San Francisco, and I recall visiting him in North



Beach, where he seemingly knew everyone. Throughout law school, John was a hard worker who often respectfully challenged my and other's world views. From early on, John was interested in assisting the underrepresented, and his transition to a criminal defense attorney seemed natural. We continue to associate socially and professionally, and I have attended multiple events he has hosted as Director of the Asian American Bar Association. I was particularly impressed at his ability to moderate one particular panel, which included both federal prosecutors and public defense attorneys (including Jeff Adachi). John was able to ask questions and balance the conversation in such a way that the panel's conflicting viewpoints were presented in a productive and non-acrimonious way.

John, like my husband and I, is deeply concerned about safety and the quality of life in San Francisco, and he shares our hope that a good relationship between the SFPD and the community – especially underrepresented members of this community– will strengthen our City. John's pro bono work and his community service emphasize his commitment to this goal, and his practical approach to working together to solve the City's problems would be a fitting addition to the San Francisco Police Commission.

Sincerely,

Maria M. Lampasona



JULES FREDERICK BONJOUR, JR.  
MICHAEL P. THORMAN  
MEGAN T. BURNS  
EMILY L. DAHM  
STEPHANIE WARGO-WILSON  
MICHAEL D. LIPZEN

**BONJOUR, THORMAN, BURNS,  
DAHM & WARGO  
LAW FIRM**

6601 OWENS DRIVE, SUITE 238  
PLEASANTON, CALIFORNIA 94588

Telephone  
(925) 460-8484

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(925) 425-7734

May 1, 2018

Rules Committee of the San Francisco Board of Supervisors

[Ahsha.Safai@sfgov.org](mailto:Ahsha.Safai@sfgov.org)

[Norman.Yee@sfgov.org](mailto:Norman.Yee@sfgov.org)

[Catherine.Stefani@sfgov.org](mailto:Catherine.Stefani@sfgov.org)

Via Email

**Re: In support of the appointment of John Hamasaki to the Police Commission**

Dear Rules Committee of the Board of Supervisors:

I am writing in support of John Hamasaki's application to serve on the San Francisco Police Commission. I know John as an attorney dedicated to serving the community and believe that he is uniquely qualified to serve on the Commission based on his background, training and experience.

I have known John Hamasaki for nearly a decade and for most of his legal career in San Francisco. When I first met him I was a Deputy Public Defender for the City and County of San Francisco. I am now a partner at the Law firm of Bonjour, Thorman, Burns, Dahm & Wargo based in Pleasanton, California. Our firm specializes in Criminal Defense and Plaintiff's Personal Injury with a strong commitment to protect the rights of all of our clients. As a former San Francisco resident, former San Francisco employee and a member of the LGBT Community, I feel that I understand policing in San Francisco. In my many years practicing criminal defense I have seen the best and the worst from police agencies and individual officers. In fact, I maintain close friendships with members of law enforcement. I believe that John can be fair to both the police department and all members of the San Francisco Community. John is an excellent attorney and an honorable person who is very connected to diverse communities in San Francisco. He would be an asset to the San Francisco Police Commission.

Like many people, I would like to see San Francisco work together with the Commission and the police to ensure that we have a model police department. I think that is only possible with asking difficult questions and open dialogue. I believe that John's background and experience dealing with law enforcement and policing issues makes him the ideal candidate.

John has remained engaged civically and in his community as long as I have known him. He is committed to criminal justice advocacy and reform and has an understanding of the effects that policies have on law enforcement, our communities, and our families. He respects our police officers and the difficulty of the work they do. Given today's climate, I think it is important to note that John wants to help heal the very real divide between law enforcement and the communities they serve through meaningful policy changes. I know that if appointed to the San Francisco Police Commission he will bring to it his value set and commitment to the people of San Francisco.

I believe that John Hamasaki is the right choice for the San Francisco Police Commission. He is dedicated to progress and reform and will always ask himself what is right for the residents of San Francisco.

Respectfully,

*Megan Burns*

Megan Burns

April 30, 2018

Dear Members of the Board of Supervisors:

My name is Priscilla K. Lee. I'm writing in support of the appointment of John Hamasaki to the San Francisco Police Commission. I have lived in San Francisco since 1992, in the same apartment in the Inner Richmond district. I'm an owner of boutique Registration & Housing company.

I love San Francisco and I can't image living in any other city. I'm always proud to represent the diversity of people and culture of this city. As an Asian American, I have a strong interest in the commission's leadership to support people of color, especially the Asian community. It's my strong belief that the leaders of city/state/country should try harder to represent ALL people of color.

I had the pleasure of meeting John Hamasaki earlier this year. Prior to meeting John in person, I had spoken to several lawyers for legal advice. Of all the lawyers that I dealt with, John was the only lawyer that showed genuine compassion. He was really concerned for us and took interest in us as people and not just as clients.

My hard of hearing brother, Ben was involved in an online dating scam. Ben listened to the instructions of the scammers and quit his job to withdraw all of his 401K money. In total, my brother lost over \$90,000 to the scam and on top of this mess, his two colleagues that were involved in the same scam were trying to sue my brother for \$37,000 of their money that they lost to the same scammers.

As you could imagine, we were frustrated, scared and overwhelmed and needed legal assistance with Ben's problems. Once John took our case, we felt relieved and knew we were in good hands. John took our case, without any deposit or asked for any money. What lawyer would do that?

We need people with compassion, dedication and empathy in leadership roles to serve all people. John Hamasaki is a leader with strong conviction to our community and city.

Thank you for your attention. If you need additional information from me, please feel free to contact me.

Regards,

Priscilla K. Lee  
[Pkkl09@gmail.com](mailto:Pkkl09@gmail.com)  
415.572.1730 Cell

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# UY LAW

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GROUP

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Lien L. Uy  
Robert Uy

436 14<sup>th</sup> Street, Suite 1106  
Oakland, CA 94612  
(510) 893 - 3294

May 1, 2018

Dear Rules Committee,

My name is Robert Uy and I am a partner at Uy Law Group. I am a director of the Asian American Bar Association of the Greater Bay Area (San Francisco organization), an advisory board member and former President of the Filipino Bar Association of the Greater Bay Area (San Francisco organization) and former regional governor of the National Filipino American Lawyers Association. I was also formerly a director of YFPA (a San Francisco Organization) and on the executive committee of the San Francisco Immigration and Legal Education Network. I previously worked in San Francisco for about 4.5 years as a non-profit Civil Rights attorney (immigration, trafficking, and domestic violence) at API Legal Outreach and 2.5 years in private practice. I have a strong interest in the commission's leadership as it deals with the rights of criminal defendants and also the rights of victims.

John and I have served on the AABA board for the past three years. I had met him about six years ago, when he was a general member and committee chair for the organization. During this time has shown himself to be a dedicated member of the civil rights community focused on programs in our own bar association that have addressed issues regarding police brutality and race in the criminal justice system. He has worked closely with the civil rights committee to deal with Amicus briefs on criminal justice issues.

In addition, John has maintained a strong connection to the greater legal community by serving on the: Board of Directors for the Barristers Club of the Bar Association of San Francisco, Board of Governors for the California Attorneys for Criminal Justice, Co-Chair of the Criminal Law & Government Investigations of the Barristers Club for the Bar Association of San Francisco and as Coach for the College Track Mock Trial Program

John's has practiced as a civil rights and criminal defense attorney. Every day he has worked with our courts and understands the challenges that the city faces in its police department. His goals include the implementation of recommendations from the DOJ COPS report, restoring trust and building bridges between our diverse communities and the police department, and the ultimate goal of making the SFPD a model for professionalism, transparency and integrity.

He is a 22-year resident of San Francisco and is currently raising a family here. He is strongly dedicated to making the SFPD a better department. I believe that he has the knowledge, ability, and passion to help identify and help to fix the issues in the department.

My best,



**UY LAW**  
GROUP

Robert Uy

# Robyn Reynolds

459 Greenwich St, San Francisco, CA 94133

May 2, 2018

To whom it may concern:

My name is Robyn Reynolds. I'm writing you today in support of the appointment of John Hamasaki to the San Francisco Police Commission. I'm a 23-year resident of North Beach and have worked for a small consulting firm called Age Wave for the last 15 years. We were based downtown for the first 10 or so years and recently moved our offices out to Emeryville.

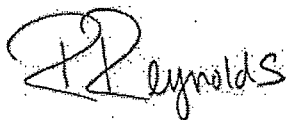
John and I have been close personal friends for 20 years. Twenty years is a long time to be friends someone, at least it is for me. He and I have grown and evolved from pesky kids right out of college into a couple of pretty respectable "grown-ups." Throughout it all, John has been honest, trustworthy, dependable and kind. He's the kind of person that you know you want to have in your corner in a jam. He's courageous, hard-working and always there to hold a hand out to lift up the underdog. He's been an active member of our community for as long as I've known him – an unofficial "mayor of North Beach."

It took him a while to find his calling in criminal justice. It was never a role I would have imagined for him when we were playing touch football in our 2006 Turkey Bowl on Thanksgiving in Washington Square Park, but one that, in hindsight, is an absolute perfect fit. He's a natural born leader with a keen mind and an incredible work ethic.

As a long time North Beach resident, I've generally had outstanding interactions with the wonderful, cool-headed beat officers in my neighborhood. I do, however, have some concerns about the citywide force in general, particularly given the recent Mario Woods tragedy, which shook my faith in the larger city-wide force. I'm also quite concerned about the direction our country has taken since the election. I feel that the SFPD will have an incredible challenge in the months and years ahead to try and non-violently deescalate the inevitable culture clashes to come. Our country and our city are in pain. I worry that the violence taking place in the rest of the country is bound to spread to our beautiful neighborhoods.

That's where John comes in. John's dedication to truth and transparency will serve the city well. I, for one, will feel a little more at ease knowing that John is out there watching the backs of our good cops and helping to root out the truth when the picture isn't quite as rosy. I respectfully request that you join me in supporting John in his bid for to join the Police Commission. Our beautiful city needs him.

All the best,



Robyn Reynolds

Roey Z. Rahmil  
1736 11th Avenue  
San Francisco, CA 94123  
roey.rahmil@gmail.com  
(408) 656-4953

May 2, 2018

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

Dear Members of the Board of Supervisors:

I write to support of the appointment of John Hamasaki to the San Francisco Police Commission. I am an associate attorney at Shartsis Friese LLP, where I practice business litigation. I am Vice-Chair of the Board of Directors of the California Young Lawyers Association and a member of the Bar Association of San Francisco. I have lived in San Francisco for the past six years. As a member of the legal community, and as a citizen, I have a vested interest in ensuring that the San Francisco Police Department is well-equipped to fulfill its mission: protecting life and property and reducing crime while upholding the Constitution.

I have known John since 2011, when we began serving as volunteer high school mock trial coaches. Along with other local attorneys, we helped students enrolled in the College Track after-school program, a comprehensive program that recruits students from underserved communities and works continuously with them from the summer before ninth grade through college graduation. We worked with students throughout the academic year to help them understand the legal system (including such complex subjects as jury instructions and the rules of evidence), use their analytical skills to craft factual and legal arguments, and ultimately present a mock criminal trial before a Superior Court judge and a panel of practicing attorneys. At the end of each season, they successfully competed with elite teams from high schools around San Francisco.

Throughout our time coaching, John stood apart in his dedication to the team and ability to connect with a wide variety of students of different ages and backgrounds, with varying degrees of aptitude, English-speaking ability, and confidence. John became a trusted mentor to many students and a consistent leader of our coaching staff. He had a unique ability to motivate students and coaches alike with humor, intelligence, and conviction. He is reliable and accountable.

In discussing John's practice with him, it became obvious to me that he has an abiding commitment to his clients and to defending the Constitution. He also has the intelligence, street smarts, and common sense to select strategies that have a high chance of success—while not



turning down cases that have problems or might be difficult. He is not afraid—and in fact relishes the opportunity—to break new ground by making innovative, yet well-founded, legal arguments. All the while, he never loses sight of his primary responsibility: protecting his clients' interests.

If John is appointed to the Police Commission, I am confident that he will bring the same intelligence, commitment to the Constitution, compassion, and drive to the important mission of setting policy for the Police Department and adjudicating misconduct cases. I believe, and I know John does as well, that trust between a police department and the people it serves can only exist in an environment of transparency and accountability. I know John will make our city stronger.

Thank you for the opportunity to support John's appointment, and thank you for your consideration of this letter. Please do not hesitate to contact me if you have any questions.

Sincerely,

/s/ Roey Z. Rahmil

Roey Z. Rahmil

April 30, 2018

Dear Members of the Board of Supervisors,

I am writing in support of my friend and neighbor, John Hamasaki, to be appointed to the San Francisco Police Commission.

I have lived and worked in San Francisco for 30 years after moving here from the Philippines, and I love this City. I have family here and have forged many wonderful friendships over the years. I firmly believe that people who live in San Francisco should contribute toward making the city a better place.

My main concern is San Francisco is the issue of homelessness. It is so important that we have someone like John who understands the unique challenges of policing and homelessness in San Francisco. Someone who will work together with the police and the community to help find practical solutions to the problems that face the City.

I know John because he is my neighbor in North Beach and I have become very good friends with him and his lovely family over the course of 10 years (maybe more---time flies!). John is always willing to help out, he has a very strong sense of fairness, he volunteers in the community, he has a great passion for helping people and a passion for San Francisco as well. He is also tough and dogged, but certainly has the ability to listen and be balanced in his opinions. He is able to make judgements after he has listened to all sides of an argument and he can do this in a calm and clear manner.

The City needs people like John Hamasaki. He is a hard worker who can be relied upon. He shows up.

As a criminal defense attorney, I would also think that John would be an asset to the Police Commission because of his experience with all sides of criminal issues in his work.

I hope that my letter to you will show my very strong support for John.

Thank you so much for your time,

Sandra Klar

LAW  
OFFICES OF HANLON & RIEF

1663 Mission Street  
Suite 200  
San Francisco, CA 94103  
Telephone: (415) 864-5600  
Facsimile: (415) 865-0376  
Web: www.stuarthanlonlaw.com

May 2, 2018

Board of Supervisors

1 Dr. Carlton B. Goodlett Place, City Hall, Room 244

San Francisco, CA 94102 Phone: (415) 554-7702

Dear Members of the Board of Supervisors:

My name is Sara Rief. I am writing in support of the appointment of John Hamasaki to the San Francisco Police Commission. I have been a criminal defense attorney in San Francisco for fifteen (15) years. My law partner, Stuart Hanlon, has been a part of the defense community for almost forty (40) years. Our law office focuses solely on criminal defense, primarily in San Francisco County.

I have known John for many years. We have had co-defendants on high-profile cases in San Francisco. As soon as I met John, I knew he was someone who deeply cared about this community and our justice system. His energy, knowledge and commitment were evident. In the years to follow, John and I have continued to collaborate on issues we face in our cases or discussions of what is going on in our system.

I am not surprised that John is endeavoring to become a part of the San Francisco Police Commission. He has an incredible passion to make sure that our community and justice system are appropriately managed. I would surmise that his recent endeavor at fatherhood has also cemented his desire to make this City a safe and harmonious place for his son.

We are in an incredibly precarious time now with current politics and race issues. John can, and will, do what he can to implement policies to address these issues and the community concerns.

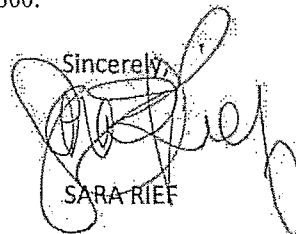
Thank you for taking the time to read my letter and please do not hesitate to contact me if you need any further information. I can be reached at 415/846-5600.

STUART HANLON  
Attorney At Law

SARA RIEF  
Attorney At Law

NATHAN PETERSON  
Attorney At Law

DOLORES MICHELSEN  
Office: Administrator

Sincerely,  
  
SARA RIEF

# Sean McGuckian

114 Cole Street No. 2 • San Francisco, CA 94117 • Phone: (510) 817-4904  
E-Mail: sean.mcGuckian@gmail.com

Date: April 30, 2018

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

Dear Members of the Board of Supervisors:

My name is Sean McGuckian. I am writing in support of the appointment of John Hamasaki to the San Francisco Police Commission. I am a local attorney and counselor at law, providing legal services to clients and firms in the City & County of San Francisco. I have lived in San Francisco for the past 12 years and I have a strong interest in the commission's leadership creating administrative transparencies, maintaining trust between citizens and police officers, and the fair application of criminal justice and civil rights.

I first met John Hamasaki in 2005, when we both attended the University of San Francisco School of Law. Even as a law student, John had a well-deserved reputation for his civic commitment and sense of responsibility to the community, exhibiting a serious minded interest in local policy matters, and more broadly, criminal justice and civil rights issues. After graduating from USF Law and passing the bar, we both became members of the National Lawyers Guild, and the San Francisco Bar Association, where John has been an active and leading voice in the community.

John has impressively founded and managed his own legal business, the success of which has brought him much-deserved respect and accolades from our local and regional legal community. He has run his practice with the professionalism, ethical standards, and integrity to which we as attorneys all aspire. In his practice, John has provided excellent legal representation to his clients, and ably assisted and supported his fellow members of the bar in our collective pursuit of justice.

Everything I know about John could only lead me to the conclusion that he stands as an outstanding and exemplary candidate for the Police Commission. He will not only represent my personal concerns about the needs for our community, but he will personify experienced and committed stewardship for all citizens of our fine city.

Sincerely,

*Sean McGuckian*

Sean Patrick McGuckian  
Attorney at Law

May 1, 2018

Dear Board of Supervisors:

It is with great pleasure and without reservation that I welcome this opportunity to recommend to you that you appoint John Hamasaki to the San Francisco Police Commission.

I have known John for several years through our mutual volunteer work with California Attorneys for Criminal Justice (CACJ). CACJ is California's leading voice on criminal justice issues from the perspective of the criminal defense bar. Our organization has over 1,000 members statewide and I am proud to say that John is one of them.

John is a thoughtful, dedicated, bright and hard-working attorney. In my dealings with him through CACJ I have seen his skills concerning legal issues that would undoubtedly come before the Police Commission. John would bring a clear, compassionate and concerned voice to the Commission and the public for which it serves.

John's many years as a criminal defense attorney will also bring to the Commission an important perspective on the issues that will be of great value to the work before the Commission and allow it to perhaps have a better understanding of those issues.

I have been a criminal defense attorney since 1980. Currently I am President of CACJ. I was formerly the Co-Chairperson of CACJ's Legislation Committee which plays an active role in the Legislative branch of California government.

I thank you for the opportunity to speak to you on behalf of John Hamaski's appointment to the Police Commission. Please feel free to contact me if you have any questions.

Steven J. Rease  
Attorney at Law  
150 W. Gabilan Street, Suite 4  
Salinas, CA 93901  
Phone: (831) 204-0888  
Fax: (831) 422-9913

Theodore Ting  
6 Tracy Court  
Moraga, CA 94556  
tting16@gmail.com

May 7, 2018

Dear Supervisors:

I am writing in support of John Hamasaki's application to serve on the San Francisco Police Commission.

I was born in San Francisco and have practiced law in San Francisco and the Bay Area for over eighteen years as a partner at Reed Smith LLP and now as an Assistant General Counsel for Bank of America. During that time, I have served as a Board Member, various officer positions, and the President of the Asian American Bar Association of the Greater Bay Area (AABA).

Like many others in the community, I believe it is important to have effective oversight of law enforcement. As such, to ensure that San Francisco has a model police department, it is important that the Police Commission have members who are passionate about and familiar with law enforcement issues and the criminal justice system. John is such a person.

I have known John through his work in the community and with AABA, where he served as a committee co-chair and was a Board Member during my presidency. John is well-known in the criminal justice practice and has an excellent reputation as a dedicated, compassionate, and zealous advocate for his clients, such that he has been sought out for commentary on criminal justice issues by the media.

John has also worked hard promoting civil rights and social justice causes for many years. He has been active in discussions on the intersection of race and policing and the API experience in

the courtroom. Indeed, during my Presidency, he moderated AABA's Race in the Criminal Justice System panel and led an informative discussion with panel members, including San Francisco Public Defender Jeff Adachi and then-City of Richmond Police Chief Chris Magnus.

Knowing John's character and observing his work with AABA at our activities and during our Board meetings, I'm certain John would be a terrific addition to the Commission for many reasons. He is approachable and engaging. When it comes to issues, he is thoughtful and perceptive. He asks tough questions, but in a way that is collaborative. John takes the time to understand opposing views and is willing to consider alternative ideas. He has made it obvious that even though he represents defendants, he respects the difficult work performed by police officers. He understands the gulf between law enforcement and the communities they serve and the need for meaningful policy changes.

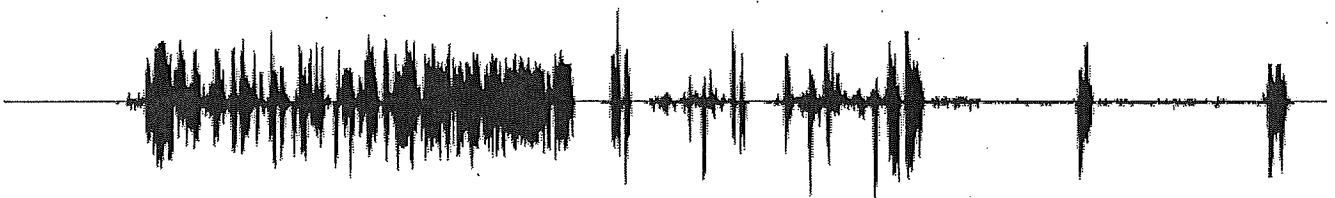
In short, I believe that John is an ideal choice for the San Francisco Police Commission.

Very truly yours,

Ted Ting



Unmute to listen. Warning, audio may be disturbing.



[READ THE STORY](#)



Cecilia Lam made the last call of her life at 5:05 a.m.

“San Francisco 911 —,” the dispatcher began, but Cecilia, breathless and trembling in her apartment bedroom, cut in mid-greeting.

“Oh my God, my ex-boyfriend, the police have already been called, he just broke down my front door ...”

A loud slam was heard on the line, the sound of her bedroom door crashing open. Cecilia screamed. Once, twice, three, four times.

“Oh my God!” she cried.

A slap. Then a beep from the phone. Two pops. Silence.

“Ma’am, what’s going on?” the dispatcher asked. “Hello? Hello?”

On the other end of the line, Cecilia lay crumpled, shot in the head by her drunken boyfriend, who immediately turned the gun on himself. The last call of her life was the eighth she’d made to 911 in a span of nine hours.

From the evening of Oct. 9, 2014, to the early morning of Oct. 10, the 35-year-old woman called repeatedly from the South of Market apartment she shared with four roommates, asking for police to protect her from her drunken, violent boyfriend, 29-year-old Cedric Young Jr.

After many of her calls, officers responded and sought to help. But each time, they failed to take actions that might have saved her life.

A Chronicle examination of the case — based on interviews with Cecilia’s roommates and family, police reports, 911 recordings and court depositions from police officers and other witnesses — reveals a series of questionable decisions by law enforcement officers that night. Their actions contributed to a fatal breakdown in a system designed to prevent domestic violence killings, a system that San Francisco has worked to reform for years.



Sunny Lam holds a photo of his sister, Cecilia Lam, who was killed by her boyfriend in San Francisco in October 2014 despite numerous calls to 911 and three visits from police. *Lea Suzuki, The Chronicle*

The events the night of Cecilia’s slaying underscore the complexity of what’s known as intimate partner violence, and the challenges police face in intervening. In many domestic violence cases, one of the biggest hurdles to

overcome is the state of mind of the victim, who is often intimidated, ashamed of being abused and reluctant to reach out to law enforcement.

But Cecilia called for help. Help came. Three years later, the question that remains is why it wasn't enough to save her. It's a question her family has pursued, so far unsuccessfully, in court, hoping to force the Police Department to re-evaluate how its officers respond to domestic violence.

The Police Department declined to comment on the case, but officials said the city has made significant progress in establishing policies for responding to domestic violence calls, and in training officers to recognize when a situation may be more dangerous than it seems.

John Coté, a spokesman for the city attorney's office, said that while Cecilia's death was a tragedy, the city was not legally liable. "Ultimately," he said, "the responsibility for Cecilia Lam's death lies with the person who committed this senseless crime."

But like the stubborn, spirited "Ceci" they miss every day, the Lam family isn't giving up.

"I would like, and my family would like, for this not to happen to anyone else," said Eddie Lam, the victim's younger brother. "We know bad things happen to good people every day. But I don't want her to be just another number. I want people to understand that this didn't have to happen this way."

The night Cecilia died began as many others had in the second-floor apartment on the 500 block of Natoma Street in the South of Market neighborhood. At about 7 p.m., said Michael Ramirez, one of Cecilia's roommates, he returned home to find her and Young in the kitchen arguing.

The couple's turbulent four-year relationship had become consumed by Young's alcohol abuse.

"They were constantly fighting," another roommate, Nikki McKay, recalled. "You get home, and they're fighting. She'd come into my room and we'd talk about it, and it was always just about nonsense. She wanted to hang out with her friends, and he didn't want that. She wanted to go to her parents' house, and he would say, 'Why do you have to go to your parents' house all the time?'"

The couple had met in 2010, in a chance encounter at a Walgreens. People were drawn to the vivacious young woman, and Young was no exception. He approached her and struck up a conversation. He was tall, handsome and, at the time, gentle.



**READ: A family's struggle with grief and guilt**

Cecilia called her childhood best friend, Mario Lieras, to announce: “I met a boy!” Lieras figured Young was going to be just another fling, but Cecilia had told her mother of a desire to settle down. She wanted a family, too.

Her parents, Joseph and Shut-Fan Lam, emigrated from Hong Kong more than three decades ago, when Cecilia was 5 and Eddie was 1. Their daughter took on a burden often assigned to the eldest children in first-generation American families. She was not only a cultural bridge for her parents, but a mother figure to her younger siblings, making sure they experienced the American norms so unfamiliar to their mother and father.

Cecilia was 10 when her brother Sunny was born. She called him her “baby” and her “boy.” He still jokingly refers to her as his “moms.”

Cecilia had ambitions, but delayed them to put her family first. In 2013, though, she returned to school after a long absence, pursuing a degree in Asian American studies at San Francisco State University. She hoped to do civil rights work, advocating for women and Asian Americans.

“In her spare time,” Lieras chuckled, “she also wanted to cure cancer. She wanted to be a little power Asian woman and do all the things.”



Cecilia Lam (left) in an undated photo with her father, Joseph, and brother, Eddie. *Lea Suzuki, The Chronicle*

Young, who went by the nickname Jay, was a San Francisco native who had moved to Chicago as a child after his parents divorced. He grew up with potential, said his aunt, Victoria Wallace. He was a sweet boy, a nerd at heart. Though he tried to fit in and pretended to be “street,” he couldn’t hide his intelligence, she said. An honor student through high school, he earned a scholarship to Alabama A&M University in Huntsville.

But after getting into a fight, he dropped out of college and began running afoul of the law. His father, hoping to straighten him out, brought him back to California to live with him when he was in his early 20s.

At some point, Young turned to drugs and alcohol. He was arrested three times, twice on suspicion of assault and battery, but was never charged

when the victims refused to cooperate. He was in an addiction treatment program when he and Cecilia met, but when the two began dating, none of that mattered, Wallace said.

“They were always holding hands, very affectionate,” Wallace said. “If they were standing, she was right under his arm. You know how you can look at a couple and say, ‘Wow, they are in love!’ That’s how it was.”

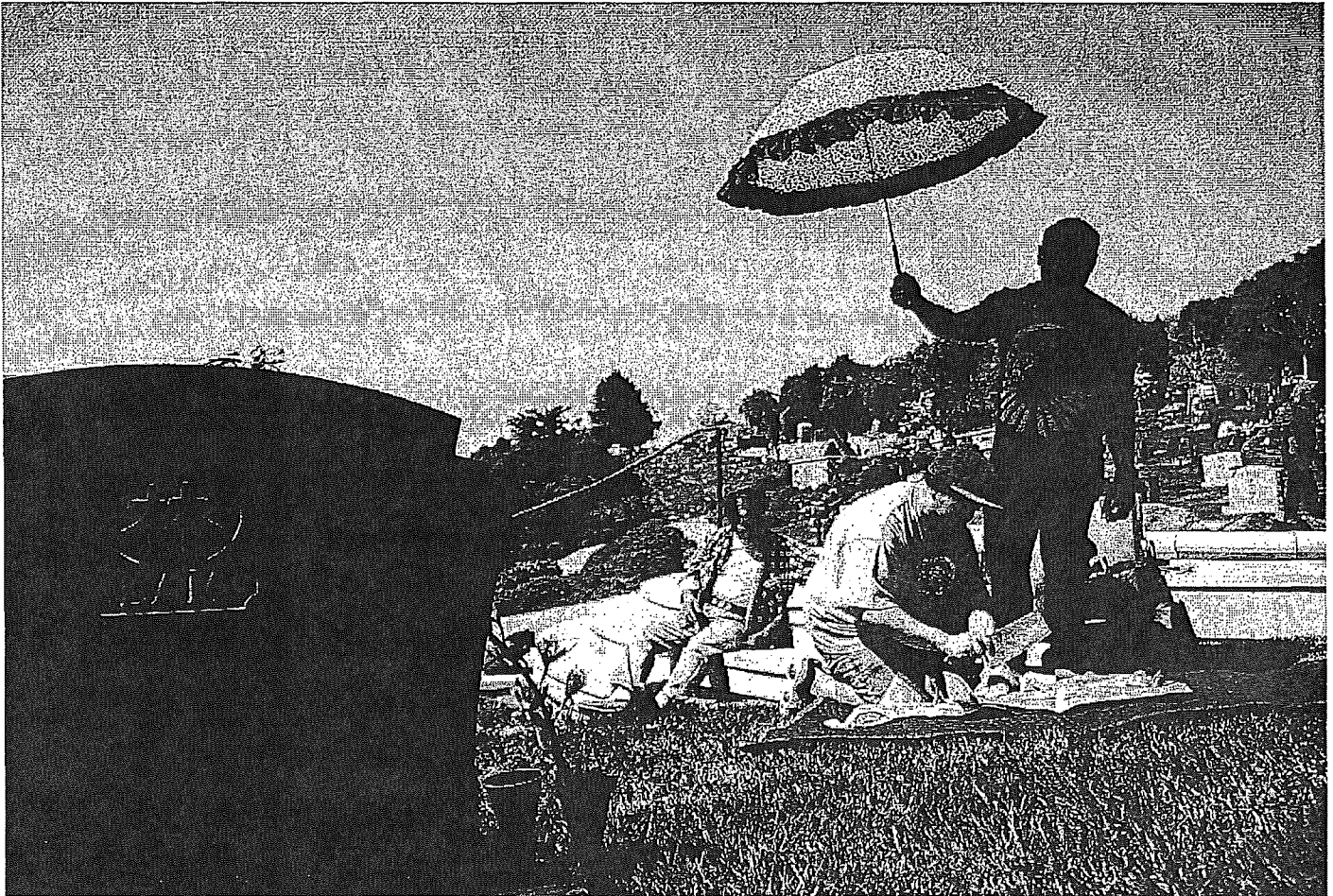
But not long after Young moved into Cecilia’s Natoma Street apartment, his violent tendencies resurfaced. He got into fights. He punched holes in the walls and broke a door.

On Valentine’s Day 2012, Young got drunk and accused Cecilia of cheating on him. Two neighbors from the unit below came upstairs when they heard Young tearing up the kitchen. He shoved her twice, pushed one of the neighbors and choked the other, according to police reports.

One neighbor took out a restraining order against Young. But when Cecilia filed her own report of the incident the next day, she told officers she didn’t believe Young had intended to hurt anyone, that she just wanted “documentation.” None of the victims was willing to pursue the case, and although Young was arrested on suspicion of felony assault and domestic violence, city prosecutors did not charge him.

A few weeks before Cecilia’s killing, Nikki McKay, whose room shared a wall with Cecilia’s, heard the couple arguing and what sounded like someone choking. Cecilia didn’t report any abuse, but soon after the incident, Young was gone from the apartment. Cecilia told her relieved roommates they had broken up for good.

In early October, though, Cecilia informed her roommates Young was moving back in. She'd say later that he told her he had been homeless after their breakup, that she'd felt bad for him. Her roommates objected, but by Oct. 9, 2014, he was back.



With his father Joseph seated nearby, Eddie Lam, shaded by his brother Sunny, prepares some of his sister Cecilia's favorite foods to place at her headstone during a ceremony to celebrate her life. *Lea Suzuki, The Chronicle*

A year before Cecilia's death, at the behest of District Attorney George Gascón, the Riverside County district attorney's office carried out a review of San Francisco's domestic violence prosecutions.

It found that prosecutors couldn't bring charges against some purported abusers because of the way police patrol officers responded to domestic violence calls.



“As a generalization, the patrol level investigations tend to be extremely brief and the burden is transferred to the (police) Inspector to conduct a more detailed investigation,” the Riverside report stated.

The city had been working to improve its handling of domestic violence cases since the October 2000 killing of Claire Tempongko. In the 18 months before her death, the 28-year-old had called police, filed reports and sought protective orders against her abusive boyfriend, Tari Ramirez, only to be fatally stabbed by him in front of her two children in her Richmond District apartment.

A commission formed after her death found that almost every aspect of the criminal justice system failed her, and the city sought to ensure that such a tragedy would not happen again. In some ways, the effort was successful, as city and state agencies began collaborating with victim advocates and nonprofit prevention groups. Cecilia’s killing was the fourth domestic violence homicide in the city in four years.

Today, patrol officers get several days of domestic violence response training at the police academy and take a refresher course every two years. The department’s Special Victims Unit recently began a new type of training that allows officers to shadow inspectors to better understand what evidence is needed to support criminal charges.

“I’m a believer in if people understand more why they’re doing things, they get better at doing it,” said police Capt. Una Bailey, who heads the SFPD’s Special Victims Unit.



Capt. Una Bailey, who heads the San Francisco Police Department's Special Victims Unit, says the city has made significant progress in handling domestic violence calls. *Lea Suzuki, The Chronicle*

In June, the department launched a pilot program out of Bayview Station. Patrol officers responding to domestic violence calls ask victims a series of specific questions to determine the seriousness of each case and immediately put the victims in contact with advocates.

Such a program may seem commonsense. But for some victims of domestic violence, experts say, the psychological effects of the abuse they have suffered prevents them from realizing the danger they are in until it's too late.

In homicides of women in California, domestic violence is the leading cause by far. A recently released state report found that at least 80 women were killed by domestic abusers in 2016, accounting for 37.6 percent of the killings in which the motive was known. For male victims, the figure was 1.6 percent.

Across the country, stories like Cecilia's emerge every day: terrified victims reaching out to law enforcement for help but still ending up dead at the hands of their abusers.

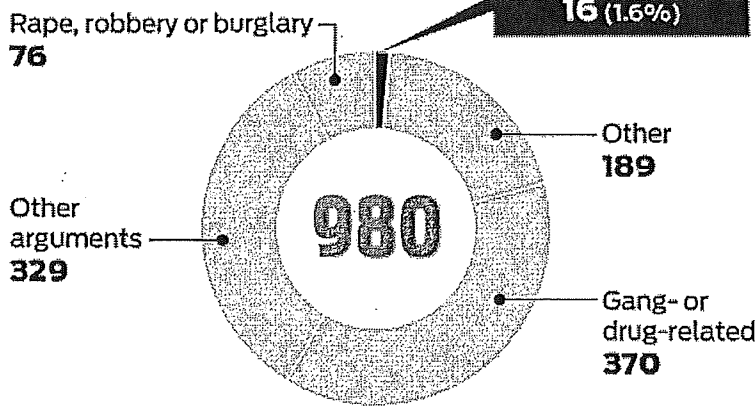
In Pennsylvania this year, 47-year-old Lisa Menzo Santoro was fatally shot by her ex-boyfriend, even after police responded to her home four times in the two months leading up to her death. In Utah, 39-year-old Memorez Rackley and her 6-year-old son were fatally shot by her ex-boyfriend just three days after she called the police on at least two separate occasions to report that he had been stalking and threatening her and her children.

For a crime in which love is a weapon, leaving an abuser can be the most dangerous time for a victim, said Beverly Upton, head of the city's Domestic Violence Consortium, a network of service agencies coordinating to help domestic violence victims — and for police to respond proactively instead of reactively could mean the difference between life and death.

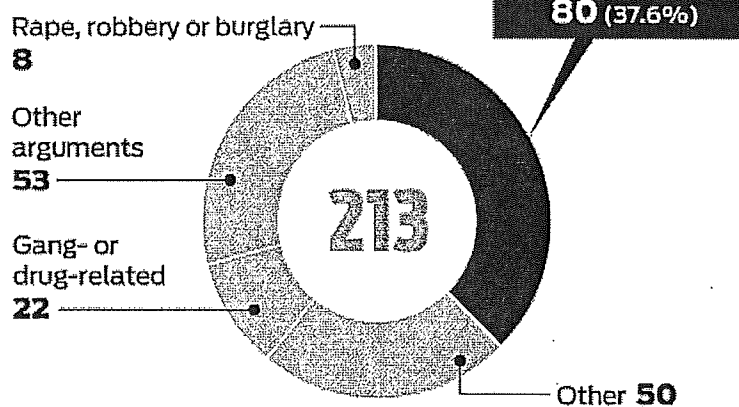
## Motive in California homicides

By gender of victim, 2016

### MALE VICTIMS



### FEMALE VICTIMS



\* Includes only cases in which the motive was known. For all California homicides in 2016, there were 1,604 male victims and 326 female victims.

Source: California Department of Justice, *Homicide in California, 2016*

Todd Trumbull / The Chronicle

Cecilia, Young and her roommates lived on the second floor of a three-flat building, in an alley that was being transformed with stylish condos heralding the tech boom. But their 110-year-old building was gray and fading, with a broken iron entry gate that led to a short stairwell and the front doors of the three units.

The middle door opened to a flight of stairs leading up to Cecilia's apartment. On the evening of Oct. 9, she stood at the top of those stairs, yelling down at Young to leave her alone. After they'd argued, she'd kicked him out again. He was banging on the door to the apartment and ringing the bell.

Cecilia was frantic and frightened. "I need you to look at this," she told her roommate Michael Ramirez, showing him a pot of spaghetti sauce, according to Ramirez's court deposition. "I think Jay may have tried to poison me."

At 8:37 p.m., Cecilia made her first call to 911.

"My boyfriend and I, we're pretty much fighting right now and I'm asking him to leave my home," she told the dispatcher. "And he will not leave. ... It's starting to escalate."

Young had been drinking all day, she said, then quickly added, "He's actually leaving now."

"Do you want me to send the police?" the dispatcher asked.

"No," Cecilia responded. "I think we're OK."

But by 9:14, she was on the phone to 911 again, and then again at 9:33 p.m., describing an "escalating domestic violence issue." Young was back and ringing the doorbell, over and over again.

"I'm getting more scared," Cecilia said in the third call. "I don't know if he's going to break in."

Ramirez dialed 911 around the same time. “I’m calling to straight up say this guy is insane and he’s trying to get inside,” he reported.

Dispatchers flagged the incident as a “418 DV,” a domestic violence dispute. As Lam made her third call to 911, Officers Adam Lobsinger and Chhungmeng Tov from Southern Station pulled up to the building. They began talking with Young, who had halted his frenzied attempts to get into the apartment.

Lobsinger would write in his report that Young seemed calm and “in good spirits.” Young told him “it was nothing more than couples arguing.”

“He had a positive tone to him,” Lobsinger recalled in a court deposition. “We spoke about our barbecue recipes at a certain point.”

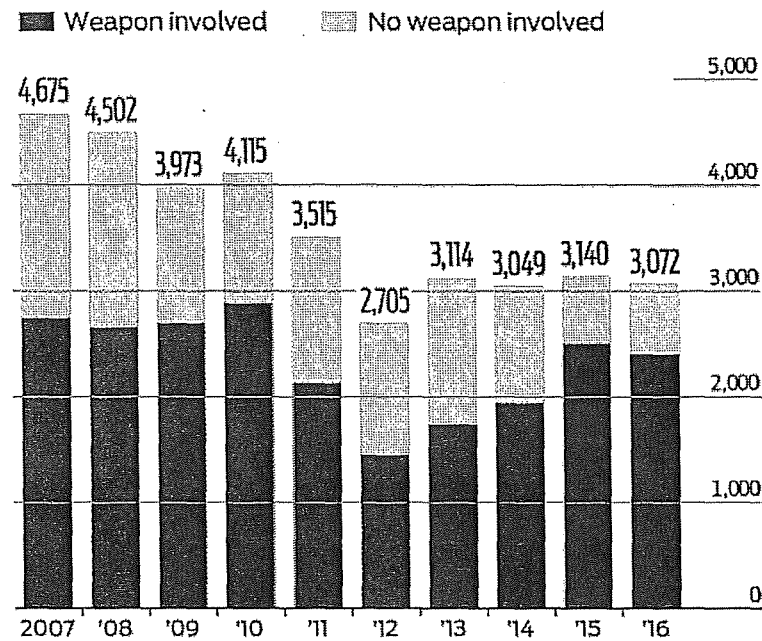
As they spoke, Tov later said Cecilia came out of the apartment and defended Young, saying, “He’s a good guy. He doesn’t cause any trouble. He just gets this way sometimes.”

But Ramirez believed that Cecilia was deeply frightened. He tried to intervene, presenting the pasta sauce to Tov and forcing Cecilia to acknowledge she thought it was poisoned. The officer, Ramirez said, “sort of did this half shrug. He laughed kind of, kind of did this thing like, ‘What am I going to do with that?’ sort of gesture.”

Tov’s report said Cecilia denied that Young had tried to poison her. He said she didn’t appear ill, so he didn’t mention the allegation to his partner. Neither officer sought to interview Ramirez at length.

## Calls for assistance in domestic violence-related cases

San Francisco, 2007-16



Source: California state attorney general data

Todd Trumbull / The Chronicle

Victims often refuse to speak out against abusers once authorities intervene, domestic violence experts say. The Police Department's general order on domestic violence states that officers should not be influenced by a victim's "initial reluctance regarding an officer-initiated arrest."

Tov would later testify that he asked Lam if Young had abused her in the past. She mentioned the Valentine's Day incident in which he'd been arrested, but said the couple had moved on from it.

The officers did not run a background check on Young, which would have shown them not only that arrest but previous assault arrests, which experts said would have raised red flags about his potential for violence.

Citing the lack of any injury and that Cecilia did not appear frightened, neither officer considered the visit a domestic violence call, according to

their depositions. By doing so, they did not initiate several steps laid out in department policy. They did not offer Cecilia a victim referral card listing resources should she need them, nor did they inform her of her right to make a citizen's arrest.

After about 15 minutes on the scene, the officers watched Young walk away from the building, then left themselves.

Young would not be gone for long.



Shut-Fan Lam, in her Oakland home, sometimes talks to her late daughter. "Where are you? I'm still waiting for you. I wait for you every day." *Lea Suzuki, The Chronicle*

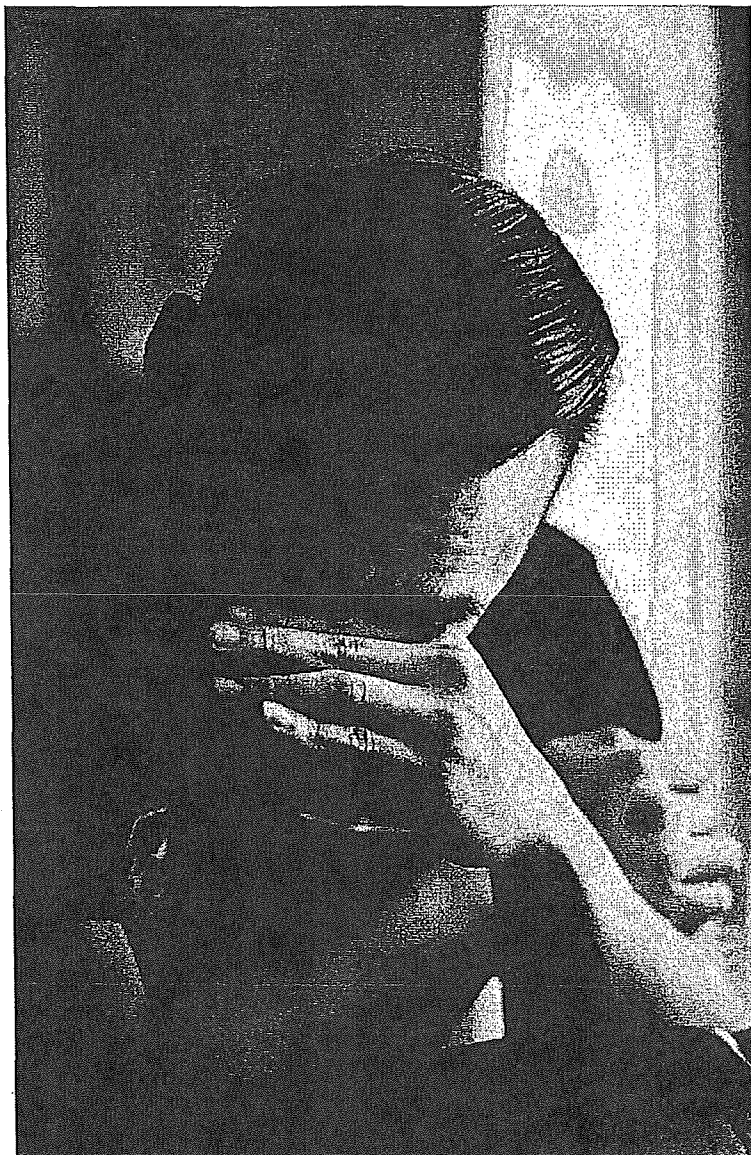
**T**he Cecilia family members and friends knew and loved was unafraid to speak up and unwilling to be disrespected or bullied. That's why



the relationship she'd continued with Young baffled so many of them.

She hid the bad parts from her parents, reluctant to make them worry. But after the 2012 incident in which Young was arrested, she called her brother Eddie. As she'd done for them so many times before, her brothers came together to support her.

"You've always made the right decisions," Eddie told her. "I trust that you will make the right decision now."



Cecilia's brother Sunny Lam says since his sister's murder, "I feel like everyone is always asking themselves, 'What could we have done?'" *Lea Suzuki, The Chronicle*

“She always taught me, you never lay your hands on a woman,” he said. “I was just hoping that Ceci would see for herself. All the things she preached about what I should never do to a woman was something she experienced. But for some reason, her heart just didn’t want to let that go.”

Young’s drug and alcohol use, meanwhile, may have been masking untreated mental illness, said his aunt. About a month before the murder-suicide, he told her: “Aunty, when I am in the house by myself, I hear voices.”

Another time, Young told his uncle he saw a figure in a window, making faces at him. A few months before his death, he called his father to say he had put a pistol in his mouth and was going to shoot himself.

His family didn’t take him seriously at the time, but Wallace now believes he was seeking their help. If police had responded more diligently to Cecilia’s calls that night, she said, maybe he would have gone to jail instead of to the coroner. Maybe he would have gotten help. Maybe they’d both still be alive.

“This could have been stopped,” she said.



Cecilia Lam (right) in a family photo with her brothers Eddie (left) and Sunny. *Lea Suzuki, The Chronicle*

Just 15 minutes after Officers Tov and Lobsinger left Natoma Street, Young returned, and Cecilia was back on the phone to 911. It was 10:01 p.m.

“I’m having a domestic violence issue that is escalating,” Cecilia said.

The dispatcher recognized her voice. “Your boyfriend’s back?” he asked.

“Yep.”

McKay, her roommate, had arrived home about 20 minutes earlier. Feeling bad for Young, she took him some of his clothes in a garbage bag. But as she talked to him through the partially open front door, he tried to force his way in.

McKay managed to dead-bolt the door. Panicked, Ramirez grabbed a fire extinguisher as a possible weapon, and Cecilia ran to the flat's back patio to call 911 again.

“Is this Cecilia?” asked the dispatcher who picked up at 10:09 p.m.

“He’s actually in the cage now,” she said in a frightened voice, referring to the area inside the iron security gate. “He’s trying to open the front door.”

Dispatchers coded the call as both a domestic violence incident and an attempted break-in, and upgraded the urgency call from priority B to A — a serious crime in progress. Officers Lobsinger and Tov returned a few minutes later. Sgt. Steven Haskell, who had been nearby on his regular patrol, also responded.

Tov interviewed Cecilia again. Afterward, Haskell said in his court deposition, Tov told him that the most they could do was arrest Young, who was drunk, for public intoxication, a misdemeanor that results in a citation and a stay of at least four hours in the city’s “drunk tank,” a jail holding cell. Tov didn’t mention the poisoning allegations from earlier.

“The victim wanted nothing done,” Haskell said Tov told him.

Before arresting Young on drunkenness charges, none of the officers interviewed Ramirez or McKay. If they had, McKay might have told them what she said later in her deposition — that she thought she’d seen a gun in Young’s waistband that evening.

It's unclear where the weapon Young used to kill himself and Cecilia was at this point, but such an allegation could have changed the direction of the case, according to law enforcement and domestic violence experts. The officers might have pursued charges against Young for the attempted break-in. They might have offered Cecilia domestic violence victim services, or advised her to spend the night elsewhere, or helped her obtain an emergency protective order, which would have given them cause to arrest Young if he returned yet again.

Instead, as Young left in the back of a patrol car, Cecilia and her roommates went back inside. For the first time since they had all shared the apartment, the five roommates sat down together.

Ceci had been master tenant since about 2006, filling the large flat with an ever-changing roster of friends, acquaintances and Craigslist strangers. This latest set of roommates got along, but were rarely home at the same time. Now, they rallied around Cecilia, making each other drinks in the kitchen.

They took pictures of the pasta sauce for evidence. Cecilia, ever the ham, posed next to a container of it, making a silly face.

“We had a real conversation with Ceci, telling her she had to respect herself better than this,” McKay said. “I was going to call out of work (the next day) and go with her to file a restraining order.”

As her relationship with Young had devolved, so had their apartment. Cecilia was in charge of cleaning the shared spaces, but rarely did. The walls were yellow from her chain-smoking. After her death, the roommates would learn she had stopped paying the utility bills — an uncharacteristic act for someone who'd spent much of her life taking care of everyone else.

That night, after a few drinks, the roommates talked about redecorating. They talked about the future. They went to bed hopeful.



Cecilia Lam (right) is seen in a photograph with her family during a dinner celebrating her parents 40th wedding year anniversary. *Photo Courtesy Of The Lam Family*

Protocol for public intoxication in San Francisco, as in most cities, is to hold suspects and give them time to sober up. Police drove Young from Natoma Street to nearby County Jail No. 1 at 425 Seventh St., run by San Francisco sheriff's deputies.

“They are medically evaluated when they come in and are medically checked throughout their detention,” said Eileen Hirst, chief of staff for the Sheriff's Department. “When they are deemed able to take care of

themselves and can follow simple instructions, they are released. It's a minimum of four hours."

Cecilia's roommates said Young had texted them that he had consumed a bottle of vodka that night. While he was deemed sober enough to leave jail about four hours after he arrived, his autopsy report showed he died with a blood-alcohol content of 0.16 — double the legal limit for driving.

TOXICOLOGY REPORT				
NAME:	YOUNG JR., CEDRIC	SUBMISSION DATE:	10/15/2014	M. E.: EM
CASE NO:	2014-0942T	REPORT DATE:	03/12/2015	
<u>ANALYTICAL RESULTS:</u>				
SPECIMEN TYPE	COMPOUND	RESULT	UNITS	ANALYSIS BY
Blood (Peripheral)	Ethanol	0.16	% (w/v)	HS-GC-FID
Vitreous Humor	Ethanol	0.17	% (w/v)	HS-GC-FID

Cedric Young Jr's toxicology report showed that he died with a blood-alcohol content that was double the legal limit for driving. From court documents.

As a matter of policy, deputies would have known only that Young had been arrested on suspicion of being drunk in public. They would not have known he had been harassing an ex-girlfriend and trying to force his way into her home.

Upton, of the city's Domestic Violence Consortium, said such a gap in communication about an arrestee is potentially dangerous. If deputies knew such details, Upton said, they could do more to keep the person in custody, or provide counseling.

Instead, Young was released sometime after the mandatory four-hour hold. As he stepped out of the jail, he was just three blocks from Cecilia's

apartment. By 4 a.m., he stood outside it again, flooding her phone with text messages.



Cedric Young Jr.

**A**t 4:03 a.m., Cecilia dialed 911 for a sixth time, reporting an “escalating domestic violence issue.”

“I’m getting a restraining order tomorrow,” she said. “The police told me to call if he came back.”

When she called again at 4:08 a.m., her voice was a whisper, her fear stark.

“Our front lock gate is not very good,” she said. “I can hear him actually trying to open it.”



Moments later, she sounded like she was hyperventilating: “Oh God, I saw the gate open. I saw the gate open! He’s ringing the doorbell now, oh my God, oh my God. I told him not to come back.”

Go into your bedroom and shut the door, the dispatcher advised.

With no Southern Station patrol officers available, two officers from nearby Tenderloin Station, David Lee and Viet Ha, arrived a few minutes later.

Recognizing the address on the radio as the one he’d visited earlier, Sgt. Haskell from Southern Station steered to the scene as well. Officer Lobsinger, who’d also heard the radio call, texted Lee and Ha to alert them he’d been at the address earlier for a similar call.

The police found Young outside, sitting on the front stoop. He told them he needed clothes for work the next day.

Young remained calm as they talked, Lee later testified. Cecilia, he said, came down the stairs yelling and swearing.

“See what I’m dealing with?” Young told the officers.

Though the officers had responded to a priority “break-in” call, they determined Young wasn’t attempting to break in, as he had previously lived in the apartment. Ha said later that Cecilia never used the words “breaking in,” saying only that Young had banged on the door.

The officers told Cecilia that Young needed to retrieve some belongings from the apartment. She consented, they said, so they assisted him in what is known as a civil standby.

“You don’t want to send an angry girlfriend into a house, go collect things for a guy, because they’re probably not going to come back in one piece,” Lee later explained.

Nobody knows for sure where Young got the old, beat-up .32-caliber Colt pistol he used that night, or if he might have retrieved it when he entered the apartment. He didn’t have the gun when he was jailed a few hours earlier, and he didn’t own a car where it might have been stashed.

Investigators were unable to trace its origins after they collected it from the crime scene.

Young was inside the apartment for about 10 minutes. Lee said Young shook out a shirt and pants he collected from Cecilia’s room and stuffed them in a bag along with a pair of shoes.

Haskell arrived after Young was let inside. The sergeant said he told Cecilia that “if anything were to happen,” she or the officers could obtain a restraining order.

She declined, Haskell said, and “reassured me there was no domestic violence,” despite her statements on the 911 call just minutes before.

The three officers and Young exited the apartment, and Cecilia locked the door behind them. Officer Lee had a pack of cigarettes hanging out of his pocket, and Young asked for one. The men chatted as they smoked together.

“Young appeared as a pleasant person,” Haskell said. “He was, you know, cooperative. And I was talking to him, and we had a one-on-one conversation, not even related to work.”

“Listen, this is the second time you’re coming back here,” Haskell told Young, according to his deposition. “If, you know, you might come back a third time, if you hit her or anything happens, you’re going to jail.”

“No, no. I understand,” Young replied. “I just wanted my stuff. I’m done with her.”

This sort of casual interaction is neither unusual nor inappropriate in such a situation, law enforcement officers say. By defusing tensions, a suspect is less likely to be combative if they need to make an arrest.

But Upton, of the Domestic Violence Consortium, said abusers are notorious for explaining away their own behavior, connecting man-to-man with police officers and convincing them of the “crazy ex-girlfriend trope.”

“They may have thought they were de-escalating things,” Upton said. “But I don’t think it makes the victim feel very safe when she looks outside and sees her abuser having a cigarette with the police officers that are supposed to protect her.”

Ha and Lee said they didn’t run Young’s criminal history before they responded. They knew only that he had been arrested earlier for public intoxication, they said. They knew nothing about the 2012 domestic violence arrest and the alleged poisoning, and little of Cecilia’s repeated 911 calls.

But electronic communications available to every officer in a patrol vehicle were clear that night. Transmitted from the dispatch center, they noted that Young had a prior criminal history. But none of the officers who responded that night took the next step of looking up what that prior history was.

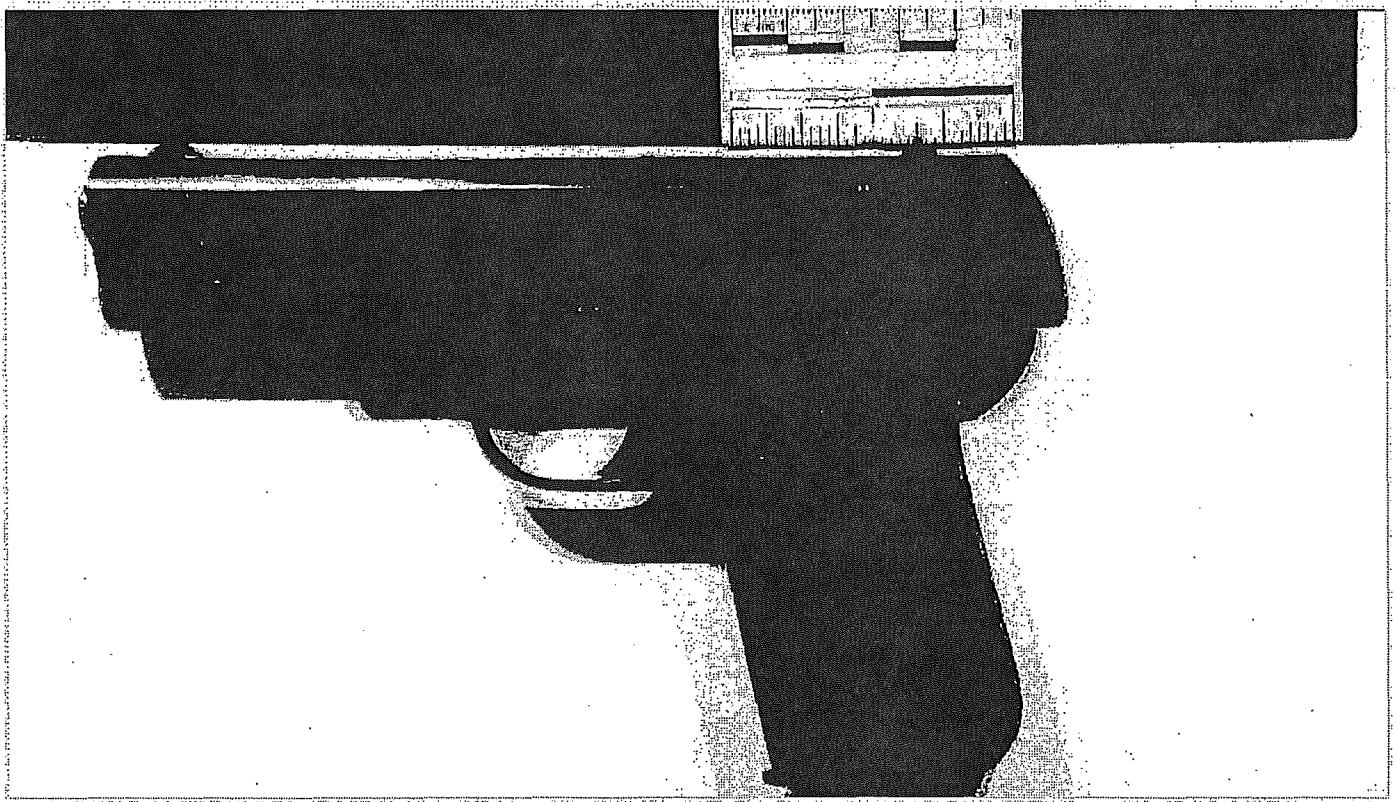
When Lee and Ha responded instead of Tov and Lobsinger, 911 dispatchers made sure to add that it was a return call, and that Young had just been released from a drunkenness hold.

In his deposition, Lee put the onus on Cecilia, saying she didn't tell officers about Young's actions toward her that night or previously.

"If she would have told me that, he'd have been in buckles," Lee said. "I'm not afraid of putting the handcuffs on anybody."

Shortly after 4:30 a.m., Young left. The officers said they told him not to come back; he told them he wasn't planning to.

Within half an hour, gun in hand, he was kicking in the front door.



Investigators were unable to determine when and where Cedric Young Jr. got access to the gun he used to shoot Cecilia Lam, and then himself. Investigators were also unable to track the origins of the gun through its serial number. From court documents.

The commotion shook the other roommates awake. As Young rushed up the stairs to Cecilia's bedroom door, kicking it open as if it were made of cardboard, roommate Timothy Cochran locked his bedroom door, shut himself in his closet and called the police.

"My roommate's boyfriend," he said in a terrified whisper. "He's killing her."

Misael Fuentes, the fourth roommate, also dialed 911.

"We need the cops right now," he said. "My roommate Ceci has been calling about her boyfriend. He tried to poison her today."

"Cecilia's been calling all night," the dispatcher responded. "What's going on now?"

By then, Cecilia's own emergency call had gone silent.

"Hello? Hello?" said the dispatcher.

The only sound on the line was Cecilia's labored breathing. She gurgled as if she were trying to say something.

"Help is already on the way," the dispatcher said. "Stay on the line."

Six minutes later, officers entered the dark apartment and found Cecilia still alive, moaning.

"Holy s—!" said one, his reaction caught on the 911 tape.

A hysterical McKay tried to leave her bedroom, but the officers told her to stay inside. Soon, Officer Tov appeared at her door.

"Why didn't you tell us he was dangerous?" Tov asked her.

Three years later, her voice still shakes with anger when she recalls the conversation.

“You were called,” McKay said in an interview. “You were called. You should have done something.”



Nick Casper, attorney for the Lam family, says police should have taken more action the night of Cecilia’s murder. “Their response seemed to be, ‘How do I get out of here and take the next call?’” *Lea Suzuki, The Chronicle*

**N**o internal police investigation took place after Cecilia’s death, despite a complaint her family filed with the civilian Department for Police Accountability that remains pending.

All the officers who responded to her 911 calls that night — Tov, Lobsinger, Haskell, Lee and Ha — are still with the Police Department. None has been

disciplined in the case.

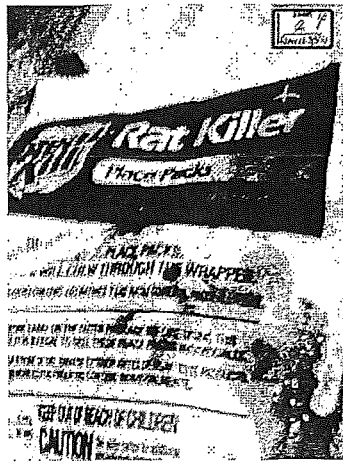
Capt. Bailey of the Special Victims Unit said that even before Cecilia's death, the city had made significant progress in its handling of domestic violence calls. City agencies, nonprofits and victim advocates collaborate in developing policy, finding funding and providing resources for victims, she said.

Included in San Francisco's reforms was a revised department general order on domestic violence.

A comprehensive policy, it addresses the many complexities of domestic violence cases, said Nick Casper, an attorney with Casper, Meadows, Schwartz and Cook, which represented Cecilia's family. It requires responding officers to look beyond a victim's reluctance to cooperate and instructs them to consider the victim's history of complaints. It defines domestic violence as a crime beyond a visible injury.

The policy went into effect two days before Cecilia was killed.

The officers involved in her case would have been aware of it, Casper said. But having such a policy means nothing, he said, if officers refuse to view a call as domestic violence.



A photo of the rat poison found at Cecilia Lam's home. From court documents.

Casper said it appeared that dispatchers had acted appropriately that night, taking down everything Cecilia told them and accurately coding the calls. And Cecilia had “even used the ‘magic language,’” he said, “calling it an ‘escalating domestic violence situation.’”

But when police were presented with a situation that did not have “the most overt signs of domestic violence,” he said, “their response seemed to be, ‘How do I get out of here and take the next call?’ rather than, ‘How can I help this citizen who felt she was in enough danger to call 911?’”

In 2015, a police crime lab analyzed the pasta sauce that Cecilia believed Young had poisoned. The sauce, which was taken into evidence after the murder-suicide, tested positive for rat poison.

#### Case Summary

Note that both tested samples were positive for the toxic metabolite or breakdown/degradation product of bromethalin, desmethylbromethalin. It is not unusual to find this compound in bait samples (note that this is the compound that we test for due to methodological issues with bromethalin analysis). We also find desmethylbromethalin in our analytical standards.

This confirms the presence of this rodenticide in the bait and food samples. A trace amount indicates that the analyte was present in the tested sample but at a concentration below the stated reporting limit. We cannot accurately quantitate trace amounts.



A police crime lab determined that there was rat poison in the pasta sauce that Cecilia Lam believed that Cedric Young Jr. had tainted. From court documents.

The Lam family sued the city in U.S. District Court in Oakland in 2015, seeking damages and hoping to force the Police Department to re-evaluate how its officers respond to domestic violence. This past June, Magistrate Judge Kandis Westmore dismissed the case.

Public entities are protected from liability when they are accused of failing to protect a victim from a third party, the judge said. She also said the allegation that the officers created more danger by allowing Young into the apartment was not supported by evidence. The family decided not to appeal the ruling.

But the court's dismissal does not completely absolve the city, Casper said. "Whether something is legally actionable and whether it is morally wrong are unfortunately two different questions."

Upton, the victim advocate said San Francisco police, and law enforcement agencies nationwide, have come a long in way in how they handle domestic violence calls. But it's not enough, she said. Officers can't treat domestic violence like any other crime, with a clear aggressor and victim, a clear wrong and a right.

Law enforcement must do better, Upton said. "Because the fact is, all domestic violence homicides are preventable."



Family photos and mementos of Cecilia Lam sit on a bedside table in the Lam family home. *Lea Suzuki, The Chronicle*

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Reporting by Vivian Ho

Photography by Lea Suzuki

Video by Lea Suzuki and Manjula Varghese

Designed and developed by Lucio Villa

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TECHNOLOGY

# For Suspected Hackers, a Sense of Social Protest

By SOMINI SENGUPTA JULY 26, 2011

SAN FRANCISCO — The F.B.I.'s arrests of 14 people last week were the most ambitious crackdown yet on a loose-knit group of hackers called Anonymous that has attacked a string of government agencies and private companies over the last eight months.

But at least some of the suspects are not your typical hard-core hackers, judging from interviews with two of them and the online traces of others. Some did not bother to cover their digital tracks as they participated in what they saw as an online protest. And some say they were unaware that their feverish clicks on a home computer may have been against the law.

The suspects, mostly in their 20s and living unremarkable lives in small towns and suburbs across the country, now face up to 15 years in prison. Among them are a college student, an ex-Marine, a couple of self-taught computer programmers, even a young man whose only celebrity before last week's arrest was that he dressed up as Harry Potter for a movie premiere.

While federal law enforcement officials are clearly keen to quash the notion that online attacks are a form of social protest, the arrests highlight a far bigger challenge

facing the authorities as they try to stop digital raids carried out by a large and ideologically motivated group of people scattered across the globe.

The Justice Department has accused the suspects of being part of a criminal conspiracy to damage the Web site of PayPal, the online payment company owned by eBay, which announced last December that it would stop processing donations for WikiLeaks after it exposed classified government information.

Anonymous encouraged retaliation against PayPal, rallying supporters on Twitter. Untold numbers of people — probably hundreds — jumped into the Anonymous-affiliated chat rooms. Some of them began lobbing large packets of data aimed at overwhelming PayPal's system, using a program called Low Orbit Ion Cannon. The site was hampered for several hours.

Drew Phillips, a wry, serious 26-year-old programmer with a paunch that testifies to hours spent hunched over a computer, admits to joining one of those chat rooms when the attack was being discussed, and to tinkering with the program used in the attack. He said he could have obscured his Internet Protocol address, which can be used to identify a computer, had he thought that anyone was interested in what he was doing.

"I didn't have anything to hide. I didn't feel I had to mask my I.P. address," he said over a caffe mocha at a coffee shop not far from Santa Rosa, his placid middle-class hometown north of San Francisco. "What would anyone want with me?"

Mr. Phillips admits he was sympathetic to the strike against PayPal, but he maintains he did not actually participate.

It took federal officials only a few weeks to catch up with Mr. Phillips. Police and federal agents with a search warrant, arrived at his home early one morning in January.

"What, did I download one too many movies?" he remembers asking facetiously. Federal agents were interested in what he was doing with the Low Orbit Ion Cannon software. Mr. Phillips, who works for a solar energy company, said he used it to test the endurance of his employer's computer systems. They left with all his equipment:

a server he had built himself, a desktop, two laptops and several flash drives. Federal agents returned last week to arrest him, charging him with causing damage to a protected computer and a related conspiracy charge. He says wryly that he suspects the government needed to make an example out of him.

Eugene H. Spafford, a computer security professor at Purdue University, was not convinced that the arrests last week would serve as a deterrent. Rather, he said, it could prompt others to be more careful in the future and even prompt retaliatory strikes.

“A whole bunch of people were angry, they didn’t really think about whether it was legal or not. It never entered their minds,” Professor Spafford said. “This was kind of the equivalent of a spontaneous street protest, where they may have been throwing rocks through windows but never thought that was against the law or hurting anybody.”

A federal law enforcement official, who would not be named because he was not authorized to speak about an active case, argued that denial-of-service attacks like the one against PayPal were costly and illegal: “These things are costing companies millions of dollars.”

The official acknowledged that some of those arrested “used unsophisticated techniques.” But when asked if the authorities were overreacting, he said, “No, it’s never heavy-handed to address violations of law, particularly in this arena of cybersecurity, where the threat is so pervasive.”

Anonymous does make some effort to warn its supporters of the potential hazards of joining the movement; its handbook for new recruits has several pages of instructions on how to mask one’s online identity.

Two days after the arrests in the United States last week, in an open letter to the F.B.I. and international law enforcement authorities, Anonymous and its offshoot, Lulz Security, pledged to continue to attack government and private Web sites. “Your threats to arrest us are meaningless to us as you cannot arrest an idea,” the statement read.

While there are clearly some core members of both Anonymous and Lulz Security, it is not clear whether the authorities have arrested any of them, though media reports have said that a 16-year-old arrested in London last week was an important member of the latter group.

In Jacksonville, Fla., another self-taught programmer named Keith Downey was also angered last December by PayPal's stance toward WikiLeaks. And in general, he was dismayed at what he saw as increasing government control over the Internet. He logged on from home, also without bothering to use tools that would help shield his identity.

In an Anonymous chat room he was inspired to join the bombardment of PayPal. He likened it to "the college sit-ins of the '70s" and even to Gandhi's civil disobedience movement against British rule. No one in the chat rooms apparently bothered to explain that Gandhi spent a lot of time in jail, as did antiwar protesters in the 1970s. Mr. Downey wasn't prepared to be arrested last week. Nor is he financially prepared to travel across the country for his court appearance in San Jose, Calif., in September.

Mr. Downey, who had a small business installing and maintaining computer hardware for local music studios, lost his computer equipment during an F.B.I. raid in January. He lives with his widowed mother, who was laid off from her job earlier this year. Mr. Downey says he is patching together construction work to make ends meet. He has been represented so far by court-appointed counsel. "I need to set up a donation Web site for my legal expenses," said Mr. Downey. "I definitely will not use PayPal."

Correction: July 27, 2011

An article on Tuesday about a group of people arrested last week in connection with a hacking attack on PayPal's Web site misstated the surname of one suspect. He is Keith Downey, not Downing. The error was repeated in a picture caption.

Lisa Bruno contributed reporting from Jacksonville, Fla.

A version of this article appears in print on July 26, 2011, on Page B1 of the New York edition with the headline: For Suspected Hackers, a Sense of Social Protest.

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## Defending 'Anonymous': Lawyers For Alleged 'Hacktivists' Speak Out

The cases are still in their early stages. But bit by bit, the lives and personalities of the suspects arrested and charged in July as members of the 'hackivist' collective 'Anonymous' are coming to light.

The prosecutions, stemming from cyber attacks on PayPal, AT&T, and a law enforcement website, represent the government's first major salvo against a group whose operations it considers an increasing criminal threat, at the same time as its basic construction has remained largely opaque.

But while the charges are clear cut, the potential motives of the accused are less so. Indeed that's the key question. Who are Anonymous, and what do they want, if anything? Is Anonymous even a real organization, or is it an ethos? And does that distinction really matter, when there are real crimes being committed under the Anonymous banner?

One suspect's attorney told TPM that his client believes that he was participating in a legitimate political protest, another relayed the message that he was "concerned about the availability of information in today's society." According to the federal indictment filed in San Jose, 14 defendants participated in a coordinated DDoS attack against PayPal's computer servers in retribution for their termination of WikiLeaks' donation account. The attacks, which Anonymous referred to as "Operation Avenge Assange," took place from Dec. 6 to Dec. 10, 2010.

All of the suspects have entered not-guilty pleas, and the next hearing is set for Nov. 1.

The defendants are of both genders and range in age from 20 to 42 and in filings are identified by their names and alleged Anonymous nicknames like "Anthrophobic," "Toxic," "MMMM" and "Reaper." They consider themselves "hacktivists" or "hacker activists."

Six of the defendants have been assigned attorneys by a federal court due to their financial situation.

Their arrests in July — paired with 75 raids across the country — demonstrate federal law enforcement's focus on the leaderless hacker group. The Department of Homeland Security has issued three "bulletins" since June which warned

cybersecurity pros of hacking successes and the threats made by Anonymous and related groups.

Earlier this summer, TPM filed a Freedom of Information Act (FOIA) request to federal authorities for access to the mugshots of the accused. We posted those mugshots last week. Later in the day TPM came under a distributed denial of service attack (DDoS). While DDoS attacks have become the signature mark of Anonymous, there was no direct evidence as to who launched the attack on TPM.

It was Anonymous support for Wikileaks and Assange and its high-profile DDoS attacks on not just PayPal – but also a host of immediately subsequent targets, perceived Wikileaks adversaries Amazon, MasterCard, Visa and Swiss bank Post Finance – that propelled the group into international notoriety in December of 2010.

But career hackers, they apparently aren't. The group – or at least those accused of being in the group – includes retail workers, college students, a bicycle repairman, a landscaper and construction workers.

“He’s just a normal guy: works construction; lives in Jacksonville, Florida,” attorney John Hamasaki said of his client Keith Wilson Downey. “This case – all of the defendants for the most part are not our usual clients in criminal defense. It is a stressful traumatic difficult position for all of these people to go through, for Keith to go through.”

“These people believe they were involved in a protest in a demonstration,” Hamasaki said. “There’s a social justice aspect to this whole thing that’s missing.”

Hamasaki said that federal authorities executed a search warrant on Downey’s house, where he lives his mother and brother, in early 2011, collecting a “vast amount of information” that the government is still setting up the means for them to access.

Graham E. Archer, an attorney for Ethan Miles, said lawyers have been given “very, very little information” to this point. “I’ve received under 100 pages right now.”

Archer said Miles works as a bicycle mechanic at his father’s 30-year-old shop and also works in construction. His client said he doesn’t know anybody else that was charged at all and does not have a lengthy or in-depth background in computers.

“I don’t think he would describe himself as computer-savvy. He certainly would not describe himself as a hacker,” Archer said.

Archer, for his part, said he has a background in cybersecurity law that he said was sparked by a youthful brush with hackers.

“It dates all the way back to my high school days,” Archer, who attended a D.C.-area school in the late 80s and early 90s, told TPM. “I can’t imagine they paid any attention to me, I’ve never requested by FBI file, but as a youth I had some experience with the kind of folks that they’re now running around with.”

## How It All Began

For as nebulous and liquid as Anonymous’s current membership purports to be, the group has a fairly defined beginning: The website 4chan.org.

Launched in 2003 by then 15-year-old Long Islander Christopher Poole, 4chan.org derives its name and central concept from a popular Japanese anime image forum called 2chan. Like 2chan, 4chan began as a forum for users to share, remix and comment upon anime images anonymously. On 4chan, instead of a username, every user is assigned a random number, and distinct one for every separate post they make.

But a subsection of the English-language website quickly took on a more bizarre, outlandish and often disturbing turn.

On 4chan’s “b” board (/b/), users would and still post everything from hardcore pornography to racist screeds. Freed by the promise of total anonymity (posters often refer to themselves and one another as “Anons,” or “/b/rothers”) the b board’s culture mutated into one where users essentially competed to post the most the outrageous non-sequiturs and controversial topic threads.

Often featured were crude, stick-figure comics featuring the Guy Fawkes mask from the graphic novel-turned movie “V for Vendetta,” which is about an anonymous crusader who fights against a future totalitarian British government.

Yet out of 4chan’s chaos came a certain rough sense of order — with users coalescing around certain memes and pranks such as the now-ubiquitous “LOL Cats,” photos and “Rickrolling” link bait-and-switch (wherein unsuspecting Web users are tricked into clicking through to a music video Rick Astley’s “Never Gonna Give You Up.”) Remarkably, the power of 4chan to popularize these memes was instant and unstoppable. As the *Wall Street Journal* reported in 2008, “Over the past year, Rick Rolling has become an online sensation, pushing Mr. Astley’s video past 16 million views on YouTube.”

It wasn't until mid-January 2008, though, that 4chan's b board became the spawning ground of something far more ambitious than amusing juvenile pranks. That year, a user posted a call to arms against the Church of Scientology for pulling down a promotional video featuring celebrity devotee Tom Cruise.

"It's time to use our resources to do something we believe is right," one user posted on the /b/ board, as preserved in a screenshot [at Oh Internet](#).

That led to a [YouTube video](#), wherein "Anonymous" made itself known and established its core, populist, somewhat leftist anarchical tenets.

*Knowledge is free.*

*We are Anonymous.*

*We are Legion.*

*We do not forgive.*

*WE DO NOT FORGET.*

*Expect us.*

The message also declared that it had "decided that your organization [Scientology] should be destroyed...We shall proceed to expel you from the Internet and dismantle the Church of Scientology in its current form."

The resulting offensive [took down the Church of Scientology's websites](#) and involved public protests in front of the Church of Scientology's locations in large cities across the world.

The web component of that effort became the Anonymous trademark: the DDoS attack. Anonymous members were [enabled](#) by a freeware program known as the Low Orbit Ion Cannon that can plug anyone's computer into a "botnet," or network of other computers dedicated to overwhelming a specific website with traffic.

Barrett Brown, a journalist and former [Anonymous spokesman](#), who is still in constant contact with members of the loosely-knit group, told TPM that "4chan was just the cradle of civilization for Anonymous. It just happened to be the best place for this kind of online activism to gestate. It's grown far beyond that platform since then."

Brown estimates that since the beginning of 2011, when Anonymous [called](#) for users to DDoS attack the government of Tunisia's website in the midst of the uprising there, it gained thousands of members and is now up to a total 'membership' of hundreds of thousands.

But there's a big problem for the collective's lofty political ambitions. It's the same reason Brown publicly gave up being the group's spokesman in May: The emphasis has seemingly shifted from such nearly universally (at least within Anonymous) decried targets as Scientology and oppressive regimes to less political targets, including corporations such as Sony, which 'Anonymous' targeted in April in retaliation for the company's litigation against a PS3 hacker, taking down Sony's website and the Playstation online network (PSN).

"There's thousands of people now involved in Anonymous who don't share the same values or emphasis. But I'm glad they are there, I just encourage them to split off into separate groups," Brown said.

One such splinter group, LulzSec, committed many DDoS attacks against targets this year, including PBS and FBI partner website InfraGuard.

Brown himself has switched his primary focus to a nonprofit activism outfit he started in May 2010, Project PM. But he's still working with Anonymous to uncover information the group picked up from its February hack of HB Gary.

<https://talkingpointsmemo.com/idealab/defending-anonymous-lawyers-for-alleged-hacktivists-speak-out>

# A new California trend -- prosecuting rap

## Judges and juries are in danger of mixing fictional lyrics and music videos with criminal facts.

April 07, 2014 | By Charis E. Kubrin and Erik Nielson



In training materials, prosecutors in gang cases nationwide are encouraged... (Los Angeles Times)

For 16 months, Bay Area rapper Deandre Mitchell — better known as Laz Tha Boy — has been sitting in a jail cell faced with a decision no artist should have to make: whether to defend his innocence at trial, knowing his music likely will be used as evidence against him, or take a plea bargain and admit to crimes he maintains he did not commit.

Mitchell's case dates to October 2012, when he was indicted for his alleged role in two gang-related shootings that occurred that year. Prosecutors didn't present a single arrest or conviction to establish Mitchell's association with a criminal gang, and with conflicting eyewitness testimony — and no physical evidence connecting him to the shootings, according to defense attorney John Hamasaki — prosecutors elected to introduce something else: Mitchell's violent gangsta rap videos and lyrics, which were presented to the grand jury as evidence of his criminal behavior.

Although some of the videos were made years earlier — and none included specific details about the shootings he was charged with — they did contain graphic depictions of violence, including lyrics such as "If I see him I'm gonna murk him / three round burst leave a ... face burgundy." Ignoring the basic distinction between author and narrator, prosecutors invited the grand jurors to conflate Deandre Mitchell with his musical persona, Laz Tha Boy. Mitchell was indicted on all counts.

Unfortunately, similar cases are playing out across the country. Other forms of fictional expression — rock music lyrics, novels, films — typically remain off-limits in the courts, but rap music has become a target for prosecutors who realize how effectively it can be wielded to gain leverage in a plea bargain, guarantee an indictment or secure a conviction.

University of Georgia law professor Andrea Dennis puts it in stark terms: "When courts permit the prosecutor to admit rap music lyrics as criminal evidence, they allow the government to obtain a stranglehold on the case."

Prosecutors gain this stranglehold by redefining rap music as something other than art or entertainment. Instead, prosecutors have successfully convinced judges and juries that rap lyrics are autobiographical, that they provide clear insight into a defendant's thoughts or actions.

The problem, of course, is that rap relies heavily on figurative language (it's rhymed verse after all), and the first-person characters portrayed in rap songs, almost always signaled with a stage name, are often a far cry from the artists behind them. This is especially true in gangsta rap, where rappers take on larger-than-life criminal personas and offer exaggerated, graphic accounts of violence. If judges and jurors don't appreciate that these are genre conventions, they can easily conflate fiction with fact. In effect, they end up putting rap on trial.

Research tells us why this is bad news for defendants. Experimental studies, for example, have shown that not only can rap lyrics exert a prejudicial impact on potential jurors but also that violent lyrics are considered significantly more dangerous and offensive when associated with rap compared with other (traditionally white) genres, such as folk or country music.

It is certainly true that gangsta rappers, to establish credibility, often make claims that they live the lives they rap about — that they are "keepin' it real." But this is largely a pretense, one that aspiring amateurs feel compelled to embrace in their efforts to succeed in a hip-hop industry that requires its artists to manipulate identity in complex ways.

Our research suggests that California, a crucial hub in that industry, is ground zero for prosecuting rap. The seminal case allowing rap lyrics as evidence was decided by California's 4th District Court of Appeal (*People v. Olguin* 1994) and its dockets now produce an alarming number of cases, including most of the ones we're currently consulting on.

It may seem ironic that the home of gangsta rap, and the state that brought us such rappers as 2Pac, Dr. Dre and Ice Cube — is also leading the charge in prosecuting it. And yet California is also the state whose aggressive and sometimes discriminatory law enforcement strategies helped fuel gangsta rap in the first place. Its gang injunctions and sweeping databases, for example, have drawn sharp criticism on constitutional grounds and for their inconsistent application.

Now, in training materials, prosecutors in gang cases nationwide are encouraged to follow California's lead in using evidence such as rap lyrics so they can, in the words of former Los Angeles Deputy Dist. Atty. Alan Jackson, "invade and exploit the defendant's true personality."

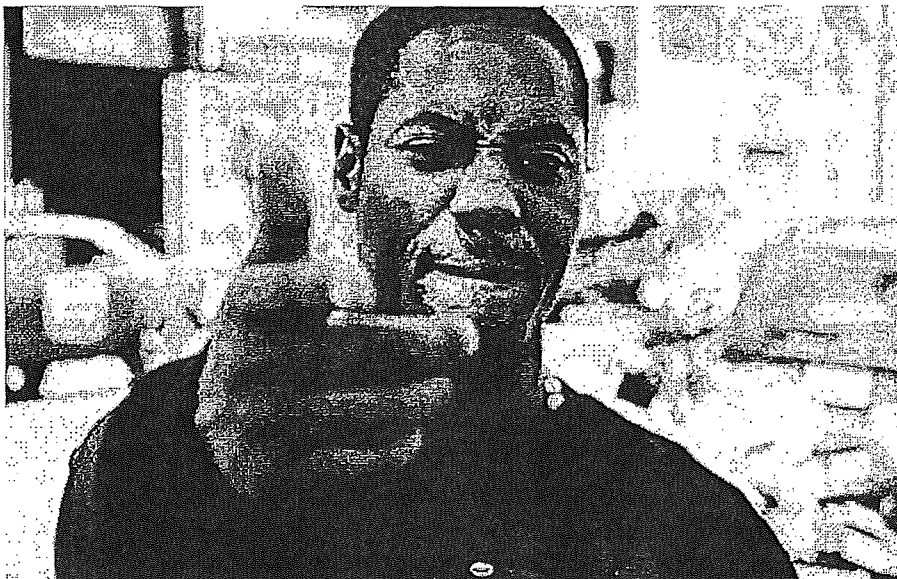
Jackson's prescription offers a disturbingly candid glimpse at the use of rap lyrics in criminal proceedings, a practice that is indeed invasive and exploitative. By playing to judges' and jurors' ignorance of the artistic conventions behind rap music — not to mention long-held stereotypes about the young men of color who primarily produce it — prosecutors across the country, and especially in California, are creating a climate in which a fair trial seems out of reach for men such as Deandre Mitchell. That's a steep price to pay for your art.

*Charis E. Kubrin is an associate professor of criminology, law and society at UC Irvine. Erik Nielson is an assistant professor of liberal arts at the University of Richmond. They serve as expert witnesses in cases that use rap lyrics as evidence.*

# Rap's Poetic License: Revoked

East Bay prosecutors regularly use rap lyrics and music videos as evidence in criminal proceedings, a tactic that undermines a defendant's right to a fair trial and continues the legacy of stifling Black expression.

By Sam Lefebvre @Lefebvre\_Sam  
April 29, 2015



In 2004, the late Andre Hicks, better known as the revered Vallejo rapper Mac Dre, issued *Ronald Dregan: Dreganomics*. The album cover bore a faux-campaign poster, replete with a few clichés of political boosterism: Dregan's wide grin, a thumbs-up, and a billowing American flag. On the title track, Dre, in character, caricatured Ronald Reagan's hollow rhetoric and added a cheeky hook: *Follow me now, let me lead the way/If you gonna believe in something, believe in Dre ... /Royal, spoiled, it's the American way.*

Deandre Mitchell, an emcee who grew up in Richmond, admired Mac Dre's satirical bent, how the rapper adjusted voice and persona to suit lyrical goals, whether that was ridiculing neoliberals, stylizing himself as a chic mafioso, or just whimsically celebrating drugs. When Mitchell started rapping in the early 2000s, he similarly adopted different lyrical voices. He had his own presidential spinoff — Lazadore Roosevelt. His repertoire also included Pimp Snuffy Nose, and a generously auto-tuned lothario, Bobby Lazentino. His go-to rap moniker, however, is Laz Tha Boy.

In a recent interview, Mitchell described his initial forays into the rap game with fervor and pride for a burgeoning creative community. "There was me, the A Team, The Block Boys, Nio Tha Gift," he remembered. "That was the new generation — and everyone around us got a job. We needed a cameraman, someone to record, make beats, do promotion, and hand out CDs.



"The Bay Area in general is known for independent hustle," Mitchell continued. "That's what we did."

People responded more to Laz Tha Boy — the grinning gangsta rapper sporting gear from his own clothing line, AOB University — than to Mitchell's other personas. Spanning a career that continues to this day — he recently collaborated with standout HBK Gang emcees Iamsu! and Kool John — Laz Tha Boy's music videos garnered hundreds of thousands of views.

Trouble is, a lot of those clicks came from Richmond cops and Contra Costa County prosecutors, who've cited his music videos in multiple criminal trials. In fact, law enforcement officials made Mitchell's recorded in-character utterances their evidentiary cornerstones in a grand jury proceeding for attempted murder, punitively enhanced for alleged gang membership, brought against Mitchell and two co-defendants in 2012.

In the grand jury proceeding, the prosecutor painstakingly avoided any depiction of Mitchell and his community in terms of creativity, art, or entertainment. Instead, prosecutor Satish Jallepalli elicited testimony from Richmond Police Department gang detectives that depicted Mitchell and his collaborators not as a creative community, but as a criminal enterprise; Mitchell's lyrics not as figurative language, but as evidence of motive and a lack of moral character; and his music videos not as promotional tools mimicking mainstream genre convention, but as unambiguous proof of membership in a gang called Deep C.

According to a transcript of the grand jury proceedings, Jallepalli, a deputy district attorney for Contra Costa County, introduced five music videos as evidence in the case. He called them "gang videos." Jallepalli's expert witnesses — those who took the stand to expound on hip-hop — were Richmond police gang detectives.

Jallepalli questioned Richmond Police Detective John Lopez about the meaning of dozens of phrases, regardless of their connection to the alleged crimes. Lopez claimed that "to 'ride' is to shoot. ... If you're a rider, you're a shooter." At another point, Jallepalli asked, "What does ['do it for the block'] mean?" Lopez responded, "Doing it for your — in essence, Deep C, whether it be crimes and/or shootings."

At the end of one music video, the phrase, "Lean in peace Robby Ross" appears on the screen. The police detective testified that the deceased Ross was a gang member, claiming that the common practice in rap of memorializing a dead friend amounted to a confession of gang activity.

The grand jury indicted Mitchell on all counts.

John Hamasaki, Mitchell's attorney, filed to dismiss the indictment, arguing that a litany of procedural gaffes infringed on his client's right to a fair trial. The victim and key witness identified Mitchell only after changing his account of the shootings several times, Hamasaki noted, and witnesses with contrary accounts of the alleged crimes were not sought for testimony. Crucially, Hamasaki argued that the use of Mitchell's music as evidence was unfairly prejudicial.

Hip-hop vernacular is complicated. It evolves swiftly, resists indexation, and its proponents prize lexical innovation, all of which makes it susceptible to misinterpretation, accidental or otherwise. Rap, an expressive form rooted partly in competitions tellingly called "battles," often intimates violence, intimidation, and boisterous narratives of unlawful activity, but in Mitchell's case and others brought throughout the Bay Area in recent years, cops and prosecutors' use of lyrics and music videos has appeared carefully calibrated to vilify defendants and preclude any consideration of rap as art.

As Hamasaki put it, "Prosecutors go, 'Oh, he's rapping about guns and drugs so he must be selling drugs and shooting people.'

"In Deandre Mitchell's music," Hamasaki continued, "there's a lot of talk about where you're from. Representing your neighborhood is one of the fundamentals of hip-hop, but the prosecutors call it gang turf. Well, that's where he was raised. That's where he came up, and with the sort of poverty in areas where hip-hop is produced, your neighborhood is all you have."

Erik Nielson, a professor at the University of Richmond in Richmond, Virginia who has extensively researched the use of rap evidence in criminal proceedings and has appeared in dozens of cases, including capital trials, as an expert witness to counter the damning interpretations of rap lyrics offered principally by cops, said prosecutors are increasingly turning to rap lyrics and videos to put young Black men behind bars. "Now that rap is mainstream, you'd think that this would be the point when these misunderstandings would stop," he said. "And yet we're seeing it more and more often."

And, counterintuitively, Nielson observed that the increased use of rap as evidence in criminal trials is occurring at a time when rap permeates pop culture. "People sometimes feel surrounded in a way that's threatening, which they didn't when [rap] was on the margins," he said. "The attack on rap is part of a larger cultural response to race relations in the United States. Rap becomes a scapegoat, a proxy for people's deeper anxieties about young men of color."

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Wary of dealing with the more irrelevant and prejudicial evidence in a trial setting with a potentially conservative Contra Costa County jury, Deandre Mitchell pleaded to a lesser charge: assault with a firearm. Mitchell, who maintains his innocence to this day, said "that was the hardest decision of my life." The father of two served more than two years in prison.

"The expert in that case," Hamasaki recalled, "was qualified to give expert testimony on gangs, gang members, crimes, what kind of crimes benefit gangs — but he's not an expert on music."

Indeed, the testimony Jallepalli elicited from Detective Lopez about Mitchell's music was fraught with ahistorical statements masquerading as objective truth. "What Deep C and other rap groups or other maybe gangs would do is they'll rap about their experiences and what they have actually done," Lopez testified. "To not get caught, they keep certain parts vague."

But in the more than 150 pages of "expert testimony" in Mitchell's grand jury proceedings, there is no acknowledgment of the figurative language or poetic devices that Laz Tha Boy employs — which include neologism, hyperbole, parody, portmanteau, and allusion — presumably because the prosecution wished to avoid signaling to jurors that Mitchell deals in creative invention. Likewise, the inadequacy of semantically analyzing a lyrical form in which content and meaning hinges upon delivery and vocal style wasn't brought up, nor were Mitchell's array of past personas. Put simply, Jallepalli and Lopez ignored the distinction between author and narrator that's extended to other genres and forms of expression.

Lopez's conflation of rappers with gangs and verses with confession is indicative of the criminal justice system's lowly regard for rap, which is predominantly produced by young men of color. A number of high-profile cases have brought awareness to the trend, notably the recent case of the rapper Bobby Shmurda in New York, but broadly, prosecutors nationwide regularly use rap as evidence against amateur artists who lack the name recognition and financial wherewithal needed to muster effective defenses.

"We need more studies, more scholarship in that area," Hamasaki said of rap music and videos. "In court, there's an analysis of whether evidence is more prejudicial than probative. Considering what studies there are about the effect of hip-hop on middle-class, predominantly white suburban jurors — it's highly prejudicial."

Some courts have begun to tighten admissibility standards for rap lyrics. The move validates the view of many academics and legal professionals who consider prosecutors' use of rap evidence as a cynical ploy to exploit latent bias against the urban young men of color who take to the form. The worry is that rap will endure a chilling effect, wherein lyricists are compelled to self-censor given the genre's particular burden.

In the East Bay, the recent experiences of Mitchell and other rappers are part of law enforcement tradition: The lyrics of Mac Dre also have been taken as fact by law enforcement. Dre's 1992 arrest for conspiracy to commit robbery was widely viewed as retaliation for the song "Punk Police," in which he raps about the Vallejo Police Department: *You labeled us a ruthless g-a-n-g/But the biggest gangsters are the V-P-D.*

"Mac Dre was talking about police brutality and harassment in that song and 25 years later it's still a concern," said Eric Arnold, a journalist and former *Express* staffer who covered Dre and his Romper Room peers at the time. "There's definitely an element of sensationalism, on the prosecutorial side, when you have a rapper and you're using the fact that they're entertainers with followings." Mitchell is confident that Laz Tha Boy was similarly targeted for his standing in the community. "I'm one of the only people in Richmond that brings people together," he said. "That's why they wanted me down, because of my voice."

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Satish Jallepalli, a fifteen-year prosecutor with the Contra Costa County District Attorney's Office who has been working in the DA's gang unit for the last three years, said that social media, including YouTube videos, figures into the investigation or evidence in most of his

cases. He said he typically cites rap lyrics and music videos to link defendants with gangs in order to add extra prison time to felony convictions, a practice referred to as "gang enhancement."

The standard for securing gang enhancements in California is very low; the penal code defines "criminal street gang" vaguely as any group of three or more individuals with a common name or sign who engage in felony activities. A defendant need not be a "known gang member" (an often misleading phrase in its own right, since many described by the authorities as such only accept the lifelong tag as part of a plea bargain) for prosecutors to pursue gang enhancements. Committing a felony for the benefit of, at the direction of, or in cooperation with gang members suffices.

The recent case of San Diegan Brandon Duncan, who raps as Tiny Doo, underscored how eager prosecutors are to muzzle speech with gang enhancements. Duncan stood accused of nine counts of "criminal street gang conspiracy," which carried a potential life sentence, after he was arrested in a gang sweep. Duncan wasn't accused of the varied felonies brought against his associates. Rather, prosecutors argued that he benefitted from the exploits of gang members because he sold CDs that chronicled their crimes. As First Amendment attorney Geoffrey King noted in his piece on Duncan for *The Guardian* newspaper late last year, the rationale could theoretically subject documentarians to gang charges since, in the prosecutors' view, they benefit from the organized crimes of their outlaw subjects. In March, an appellate court dismissed Duncan's charges.

One private attorney I spoke to, Joseph Tully, called gang enhancements "draconian," noting that many police scandals — for example, when six San Francisco Police Department officers stole from low-income residents and sold seized drugs in 2011 — could fall under the state's definition of gang activity. Of course, gang enhancements aren't applied so generously.

Regardless of the underlying problems associated with gang charges, Jallepalli's assertion that he limits the use of music evidence to pursuing gang enhancements isn't supported by the way he exhibits such evidence in court. Moreover, seeking gang enhancements and ignoring the gap between lyrics and reality are part of the same project. "We're explaining that this gang benefits from committing acts of violence," Jallepalli said. "So, the fact that the defendant, in that case, Mr. Mitchell, was referencing that type of conduct was relevant to his intent and his motives."

In at least one of Jallepalli's cases, the authorities' zeal to project criminal reality upon creative speech moved them to invent it.

Jallepalli tried the case of Desean Haywood, who was found by Richmond police suffering from a gunshot wound near the site of a home-invasion robbery that occurred in 2011. Jallepalli pursued gang enhancements for the underlying felony charges. Among others, Jallepalli used Laz Tha Boy's "What U Do It Fo" music video, which includes Haywood not as a performer but as one of many bystanders nodding their heads to the beat, as evidence supporting the gang charges. Late last year, the *ABA Journal* reported that the music video was also shown to jurors in Mitchell's case.

In an exchange much like the one between Jallepalli and Detective Lopez, the grand jury transcript revealed that Richmond gang Detective Matt Anderson offered several bogus insights. "'We're all with the shit' would mean they're all down to ... promote the Deep C criminal street gang," Anderson claimed. Anderson's views on music video fashion were similarly shallow: "Hooded sweatshirts are fairly common to wear if you're gonna commit a shooting."

For "Southside Richmond," another Laz Tha Boy video featuring the rappers Tay-Way and Young-Bo, Jallepalli handed out transcripts of the lyrics to the grand jurors. He stated that the transcripts were guides, not to be admitted into evidence. Jallepalli paused the video and asked Anderson to explain the reference "Erv" in a line transcribed on the guides — a copy of which was obtained by the *Express* — given to jurors. The guide read: *Erv, like you in the game, and you niggas running backs*. Anderson stated unequivocally that the line referenced Ervin Coley, who he said was a rival gang member murdered in 2011 (media coverage from the time indicated that Coley, who maintained a neighborhood garden, was merely a pedestrian in a targeted neighborhood.)

Only, the transcription was incorrect. In the song, Young-Bo raps, *Urlacher in the game/man you niggas running back*. In the music video, Young-Bo runs backward. Under cross-examination, Haywood's deputy public defender, Sung Ae Choi, posited that the line referenced the famous Chicago Bears football player Brian Urlacher, not a murdered rival gang member. Anderson eventually conceded, "I don't know if that was actually said in the song."

Such use of "evidence" could be problematic under the California Rules of Professional Conduct, which state that an attorney, "[s]hall not seek to mislead the judge, judicial officer, or jury by an artifice or false statement or fact or law," Rule 5-200(B).

Jallepalli told me that he regularly transcribes lyrics, either personally or through an assistant, whose work he then checks for accuracy. He said that he did not transcribe "Southside Richmond," but he wasn't sure who did. The music video was also used as evidence in Mitchell's case.

"There are basically a generic set of videos that are being discovered in gang enhancement cases," Choi said in an interview, noting that some of the video evidence in Haywood's case predated the alleged offenses by three to four years.

Choi, who has defended multiple cases that involved gang enhancements, said, "I find this use of gang evidence is incredibly problematic. The very definition of overly prejudicial evidence is that it's emotionally inflaming with very little rational, specific information."

Hamasaki echoed her sentiments. "What happened is that prosecutors found that it's effective to introduce videos of predominantly young Black males talking about violence and street life in a way that can be viewed as intimidating," he said. "It tends to have a prejudicial effect on jurors that is not relevant to the case at hand."

Jallepalli countered that critics underestimate the judgment of jurors. "The myth of this issue is that jurors are provincial and unsophisticated," he said.

His argument, however, was undermined by an example that he cited to support it, because the example involved a juror who refuted the supposed expertise of Jallepalli's witness. Jallepalli said that in one recent case, another gang detective "referenced certain passages that were commenting on violence, commenting on the use of firearms — this was a murder with gang enhancements—and one of the jurors wrote a note to the effect of, 'Some of these things are quotes from rap artists, not things he originally wrote.'" Neither Jallepalli nor his expert witness was aware that the passage included quotations.

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Erik Nielson, the University of Richmond professor who is an expert on the use of rap evidence in criminal proceedings, recently co-published, with Charis Kubrin, a professor at UC Irvine, *Rap on Trial*, a scholarly paper that's served as the basis for their opinion pieces in *The New York Times*, *the Los Angeles Times*, *the Washington Post*, and *USA Today*, among other outlets.

"Our work has become all-consuming," Nielson said in an interview. "The deeper we dig, the more horrified we are by the extent of it.

"We see horrible experts," he added, referring to police detectives who claim to understand rap, "people who show fundamental misunderstandings of the genre."

Examples of rap being used as evidence are abundant in Bay Area criminal trials dating back to the 1990s. There are no records kept of how frequently rap is admitted into evidence, and it's difficult to track due to the various stages and types of trial proceedings, records of which often remain sealed. But Nielson and Kubrin have amassed documentation of hundreds of examples as part of a broader campaign aimed at bringing attention to — and curbing — the practice.

In *Rap on Trial*, the academics map rap, which they distinguish as one component of hip-hop culture, from its origins through today, illustrating its empowering role for historically underserved communities, along with the attendant establishment efforts to stamp it out, namely through penalizing expression in criminal proceedings.

Early in his research, Nielson observed that a disproportionate number of the criminal trials involving rap evidence came from California, which he attributed to the state's aggressive gang statutes. "In the 1990s," he said, "you had law enforcement disrupting concerts, so much that you saw labels self-censoring from within, holding artists back or requiring artists to change their lyrics."

Indeed, live rap shows have been particularly embattled in Oakland, where the genre was formally banned from clubs for a year in 1989. Today, the Oakland Police Department regularly inspects fliers for hip-hop shows, stepping in to compel cancellations if they deem a performer problem-prone. And earlier this month, following a fatal late-night shooting in downtown, Damon Gallagher, the then-co-owner of a nearby pizzeria, appeared to speak for those who harbor prejudice against the genre when he publicly blamed the hip-hop-oriented club Vinyl for inviting violence, despite his ignorance of the tragedy's details.

As Nielson and Kubrin write in *Rap on Trial* and elsewhere, hip-hop culture was always highly political, a means for the dispossessed to reclaim urban space, which still colors the neighborhood-centric lyrics of artists such as Laz Tha Boy. Rap lyricism became especially characterized by politics in the late 1980s and early 1990s. Afro-futurism themes appeared, with groups often stylizing themselves as didactic disciples of a radical Black tradition. In Oakland, Boots Riley and The Coup espoused a Marxist critique of class and race.

*Rap on Trial* emphasizes that, despite the public's assumptions about violence and rap cohabitating, hip-hop culture has more often served as an alternative to destructive avenues, a means of transmuting aggression into ritualized, combative expression. Nevertheless, it was in the early-Nineties, when explicitly political rap began giving way to gangsta themes, that prosecutors' efforts to criminalize hip-hop tropes began in earnest.

In 1994, Anerae Brown, who raps as X-Raided, went on trial for participating in a Sacramento home-invasion robbery that left a woman dead. The prosecutor, Pete Harned, played jurors selections of X-Raided's music, arguing in court that they amounted to premeditation. Brown was sentenced to 31-years-to-life. In prison, he met Shawn Thomas, better known as the storied Sacramento rapper C-Bo, architect behind The Jacka's Pittsburg outfit Mob Figaz. When Thomas was released on parole, he agreed not to record music that promoted gang lifestyles or criticized cops. But then he issued "Deadly Game" in 1998, which discussed killing cops to avoid a third-felony, referencing the controversial three-strikes law. The song, which was actually written by Brown in prison, earned Thomas an arrest for parole violation and charges that were only dropped after protest and ACLU intervention.

In 1999, Raymond Lamont Scott went on trial for shooting an Oakland police officer. The judge in the case allowed the prosecutor to admit lyrics written by the defendant more than a year before the alleged crime. The *San Francisco Chronicle* quoted Alameda County prosecutor William Tingle saying, "The poem will show Mr. Scott's attitude about killing — the glorification of it, the joy it."

That sort of spin influenced the trial of Joseph Blacknell III, who was accused in 2012 of the 2009 killing of a rival gang member in Richmond. The UC Berkeley School of Journalism news website *Richmond Confidential* reported that Contra Costa County Deputy District Attorney Derek Butts cited lyrics that Blacknell jotted down while in custody, which "he said indicated that Blacknell was a violent enforcer within his gang."

Nielson and Kubrin's studies show that rap is nowadays penalized in court more aggressively than ever, which initially appears to be at odds with its contemporary pop culture hegemony. Intuitively, rap's high profile — not to mention the new superstar paradigm exemplified by Kanye West and Jay Z — would suggest wider acceptance and understanding, but in court, the opposite holds starkly true.

As Nielson put it, "Prosecutors started to realize it's effective, so it became almost a formal strategy." In *Rap on Trial*, Nielson and Kubrin cite a 2004 training manual produced by the National District Attorneys Association that codified the use of lyrics for going after defendants:

"Through photographs, letters, notes, *and even music lyrics*, prosecutors can invade and exploit the defendant's true personality."

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As much as the judiciary entertains prosecutors' aggressive use of rap evidence, activists and legal professionals are also looking to higher courts for rulings that limit and condemn the tactic. Nielson hopes that prominent decisions will reinforce what's actually an old legal standard: Distinguishing between probative, relevant evidence and evidence that's prejudicial, or liable to undermine a defendant's right to fair trial by appealing to jurors' emotions with tangential details. That's supposed to occur in every criminal proceeding, but judges regularly capitulate to prosecutors who wish to mislead jurors with prejudicial rap evidence. Nielson hopes for prominent rulings to compel lower courts to abide by extant standards of due process.

That's what eventually happened in the case of Jamie Thomas, an Oakland resident who fatally shot his neighbor, Sam Navarro, in 2007. The shooting immediately followed an altercation in which Navarro's friend, Ignacio Ortiz, assaulted Thomas. Initially, Ortiz lied to the police about what precipitated the shooting, only to correct himself on the stand. After the shooting, Oakland police recovered handwritten lyrics — a mostly unintelligible verse that included references to gunplay — from Thomas' apartment.

One charge filed against Thomas was felony gun possession. Prosecutors argued for the lyrics' admission as a written confession to the crime, even though the defendant didn't dispute possessing or firing the gun, only the circumstances of his doing so. The prosecutor argued that not only were the vague lyrics an admission of gun ownership, but that they supported a charge of murder over manslaughter. In closing arguments, the prosecutor stated, "You have a man here who carries around a loaded SKS assault rifle in his station wagon, who glorifies, sort of this mentality or bravado — you can look at some of what he writes about."

Thomas' murder conviction was appealed on the grounds that the jury wasn't properly instructed about manslaughter committed in the heat of passion and that jurors were subjected to prejudicial lyrical evidence, among other procedural issues. The initial appeal to the Alameda County Superior Court faltered; in a dissenting opinion, however, Judge Stuart Pollak took issue with the use of rap lyrics, which he noted bore no resemblance to the alleged events.

"The lyrics would tend to evoke an emotional bias against the defendant with little or no relevance on material issues," he wrote. "The trial court abused its discretion in admitting the lyrics, and... it is reasonably probable that defendant would have obtained a more favorable result absent the errors. I would reverse defendant murder conviction."

A higher court eventually sided with Pollak, and Thomas' conviction was reduced to manslaughter.

To Nielson, the most heartening legal precedent yet was set last year by the New Jersey Supreme Court in the case of Vonte Skinner. Prosecutors alleged that Skinner was guilty of an attempted murder in 2005. The victim initially identified Skinner as the shooter, but recanted on the stand.



The prosecutor read thirteen pages of Skinner's rap lyrics to jurors, despite the fact that they were mostly written more than a year before the alleged crime and bore no similarity to it. The ACLU got involved, Nielson and Kubrin wrote about the case, and last year, the state Supreme Court ruled unanimously to overturn Skinner's murder conviction, stating that such evidence shouldn't be allowed in trial without a "direct connection" to the alleged crimes.

In December, the US Supreme Court heard oral arguments in the case of *Elonis v. United States*. Central to the case is the issue of what constitutes a "true threat," an amorphous legal standard that excludes certain statements from First Amendment protections. But, as Nielson is keenly aware, the case will also force the justices to grapple with speech in the context of rap, because the writing in question was posted to social media as verse. The defendant, Anthony Elonis, is an aspiring white emcee who goes by Tone Dougie.

Nielson, who wrote about the case in a *USA Today* article co-bylined by Michael Render, better known as the rapper Killer Mike, told me, "What I'm hoping will happen is that [the Supreme Court] will at least nod to the significance of the rap lyric form in that case." It seems likely: During oral arguments, conservative Chief Justice John Roberts took the unusual step of quoting Eminem lyrics, prodding the government lawyer, Michael R. Dreeben, about whether they could be prosecuted.

"Roberts nailed it," said Nielson. "The state basically said, 'Well, no, he's famous,' and Roberts said, 'Well, how do you become famous?' What I suspect Roberts didn't know is that rappers are prosecuted all of the time for their lyrics."

Still, Nielson knows that, for rap and hip-hop culture, much of the damage is already done. In *Rap on Trial*, he cites a few emcees who dropped the mic for the last time after prosecutors used their recorded or written utterances to support criminal allegations. The chilling effect, Nielson said, is visible in many new rap music videos that feature disclaimers stating what should already be obvious: they're works of fiction, often setting hyperbole, wordplay, and story-telling into the service of what's often valuable cultural commentary. It's a burden that doesn't fall on other genres.

Deandre Mitchell has considered retiring Laz Tha Boy. "But then I figured," he said, "they're already trying to charge me with it, so I might as well make the music I want to make, because there's still freedom of speech. I wasn't charged with nothing. Everything was based on music."

His upcoming EP is tentatively titled *Rap on Trial*.

May 17, 2018

Dear Members of the Board of Supervisors:

I am writing in support of the appointment of Mr. John Hamasaki to the San Francisco Police Commission. I am privileged to know and work with Mr. Hamasaki and believe he is the best candidate to work with the San Francisco Police Department to strengthen our commission, our neighborhoods and our City.

My name is Natascha Ryan Fastabend and I am a native Northern Californian. I was born and raised in the East Bay but have called San Francisco my "home" for over twelve years. I received my JD degree from Golden Gate University School of Law (GGU) and my LL.M. in Tax degree from the University of San Francisco School of Law (USF). I am a California licensed attorney and currently serve as the Associate Director of USF's Graduate Tax Program and teach as an adjunct professor. Additionally, I am active throughout the San Francisco community. I serve as a Board Member (and Treasurer) of the Bar Association of San Francisco's Barristers Club (BASF), Vice-Chair of the Barrister's Tax Section, member of the San Francisco Tax Club and Bay Area Young Tax Lawyers group.

As a longtime resident of San Francisco, I understand the unique challenges our police officers face on a daily basis. I have seen first-hand the positive impact our Police Department's commitment to community policing and community involvement has had on our city. I believe Mr. Hamasaki's strong ties and commitment to the community will make him an ideal community ambassador and advocate for advancing the Commission's goals of increasing the bond between the people and police of San Francisco.

Although writing in my individual capacity, over the last year I have had the pleasure of working alongside Mr. Hamasaki as a Board Member of BASF's Barristers Club. From day one, I was impressed with his passion for serving the underrepresented communities of San Francisco. Through his work with both the Barristers Club and the Justice and Diversity Center, Mr. Hamasaki has demonstrated his devotion to protecting those communities most in need. Not only does Mr. Hamasaki run his own practice, practicing civil rights and criminal defense, he is also an active member of the Asian American Bar Association (AABA) and the USF law school alumni community, his alma mater.

I am honored to call Mr. Hamasaki a colleague and a friend and truly believe his perseverance in creating a more diverse and inclusive community makes him an excellent candidate to the Commission. If you have any questions, please feel free to contact me.

Sincerely,



Natascha Ryan Fastabend  
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Sophia Lai  
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Sophia.lai@gmail.com

May 21, 2018

Rules Committee of the San Francisco Board of Supervisors

Ahsha.Safai@sfgov.org

Norman.Yee@sfgov.org

Catherine.Stefani@sfgov.org

*Via Email*

**Re: In support of the appointment of John Hamasaki to the Police Commission**

Dear Rules Committee of the Board of Supervisors:

I am writing to support John Hamasaki's application to serve on the San Francisco Police Commission. I know John as an attorney dedicated to serving the community and believe that he is uniquely qualified to serve on the Commission because of his background, training, and experience.

I am a former resident of the City and County of San Francisco and worked in San Francisco for the last ten years. For community and cultural activities, I still travel to San Francisco multiple times a week. On a personal and community level, policing is critical to me to ensure that all community members feel safe conducting business, residing, and engaging in activities around San Francisco. Further, as a long-time civil rights advocate and a reentry services program manager for Alameda County Health Care Services Agency, I am deeply concerned about the state of our local law enforcement system.

I believe it is important for the City and County of San Francisco's police commission to ensure that we have a model police department, which is only possible through the Commission's willingness to address difficult questions and create open dialogue. John's background and experience working with law enforcement and policing issues makes him the ideal candidate for this task. As a well-respected member of the legal community, John would be able to carry out the duties of a Commissioner with thoughtfulness, tact, and impartiality.

I have known John for 8 years, primarily through his service to the Asian and Pacific Islander (API) communities and his leadership through the Asian American Bar Association. John has an excellent reputation within the API communities for his work promoting civil rights and social

justice causes. He has recently addressed issues such as the intersection of race and policing and the API experience in the courtroom.

John is also well-known for his dedication to the API communities through his work representing individuals facing prosecution in criminal courts throughout the Bay Area. John is well-known within the criminal justice world and has an excellent reputation for hard work, dedication, and compassion for his clients and all of the people within the justice system.

John has been engaged civically and in his community as long as I have known him. He is committed to criminal justice advocacy and reform and has an understanding of the effects that policies have on law enforcement, our communities, and our families. He respects our police officers and the difficulty of the work they do.

In today's climate, it is important to note that John hopes to help heal the significant divide between law enforcement and the communities they serve through meaningful policy changes. I know that if appointed to the San Francisco Police Commission, he will contribute these values and commitment to the people of San Francisco.

I believe that John Hamasaki is the right choice for the San Francisco Police Commission. He is dedicated to progress and reform and will always ask himself what is right for the people of San Francisco.

Respectfully,

Sophia Lai

May 21, 2018

**VIA EMAIL**

San Francisco Board of Supervisors  
Rule Committee Members

**Re: Letter of support for John Hamasaki**

Dear Members of the Board of Supervisors:

My name is Marie Ma. I am writing in support of the appointment of John Hamasaki to the San Francisco Police Commission. I am a second-generation San Franciscan. My grandparents and parents, who are originally from China, emigrated from Taiwan to San Francisco's Inner Richmond District in the 1960s. My first apartment in San Francisco was in that same neighborhood 18 years ago. My husband and I, and our three-year old twin boys, currently reside in the Duboce Triangle neighborhood. In addition to being in-house counsel at Gap Inc., I currently serve on the board of the Asian American Bar Association of the Greater Bay Area (AABA), as chair of the Mock Trial Committee of the Bar Association of San Francisco (BASF), and on BASF's Justice and Diversity Center Board of Directors. I also serve on the University of San Francisco School of Law's Board of Governors.

I've known John since our days at the University of San Francisco School of Law. Since then, I've had the pleasure and privilege of getting to know him better through his work for both AABA and BASF. Apart from being a great lawyer, John is a warm, compassionate and humble person who, despite a demanding practice and personal life, serves on various boards, including BASF's Barrister's Club and AABA. Despite his busy schedule, he made time to serve for many years as a coach and mentor for the students of College Track as part of BASF's Mock Trial program. It's through his work volunteering as the coach captain of this Mock Trial team that I witnessed some of the best attributes that John possesses.

As background, BASF's Mock Trial program is an inter-scholastic competition where high school students try a hypothetical criminal case. The program includes 9 public high schools in San Francisco, as well as one after-school program (College Track). Students in the programs come from a diverse set of backgrounds with most coming from under-served schools and communities. While the program was originally created to help students learn about our judicial system and develop analytical and persuasive communication skills, for many of these students, their Mock Trial coaches are the first attorneys they've come into contact with. These coaches play a significant role in the development of these students and in introducing them to a potential career in law (we hope!). To me, the Mock Trial program is one of the true diversity pipeline programs we have in our community, and John has been a significant presence in the program as a longtime coach and mentor. To have seen him with his students during the competition, and watched him advocate on their behalf, is to glimpse who John truly is. He cared about these students as if they were his own family. He guided them not only through competition but through significant milestones in their lives during these critical high school years.

When you marry this side of John with the civil rights and criminal defense attorney who has a deep understanding of the challenges this city, its communities, and the SFPD face, you have someone who fundamental understands the issues on both sides of the fence, and has true potential to become a consensus builder during a critical time in our community. It is for these reasons that I write to you in support of John Hamasaki's appointment to the San Francisco Police Commission.

Thank you for taking the time to read my letter.

Sincerely,

A handwritten signature in black ink, appearing to read 'Marie J. Ma', written in a cursive style.

Marie J. Ma

KELLY M. MATAYOSHI  
kmatayoshi@fbm.com  
D 415.954.4946

May 21, 2018

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

Re: Letter of Support for John Hamasaki

Dear Members of the Board of Supervisors:

My name is Kelly Matayoshi, and I am writing to voice my strong support for John Hamaski to be appointed to the San Francisco Police Commission. I am an attorney at Farella Braun + Martel LLP in San Francisco and have been a San Francisco resident since I moved here to attend UC Hastings College of the Law in 2009. I am actively involved in the legal community in San Francisco, serving on the UC Hastings Board of Governors, coaching UC Hastings moot court teams, serving as a Director-at-Large for the Asian American Bar Association (“AABA”), and on the San Francisco Bar Association’s Barrister’s Club Board. I am Asian American, LGBT, and female, and believe strongly in the value of diversity. I think it is important for San Francisco’s Police Department to reflect the diversity of the community it serves, and that it must focus on training its officers to address the city’s unique challenges with compassion, empathy, and a strong sense of justice.

I have known John for several years through AABA, and particularly in the last year we served as Directors together. From the start, John impressed me with his obvious passion for AABA and the principles it stands on. At meetings, he is always the most prepared, and comes up with practical, balanced, and reasoned solutions when we reach an impasse. John is incredibly supportive and was the one who encouraged me to apply for the Barrister’s Club Board. He did so because he believed in the importance of diversity and the new perspectives it brings to the table.

I am excited about the prospect of John serving on the San Francisco Police Commission, and encourage all of you to appoint him. John has worked in criminal law as a public defender and then in private practice for almost a decade. First-hand experience with the criminal justice system is of critical importance when it comes to knowing not only what the San Francisco Police Department needs, but how to do it. John brings not just his wealth of experience defending individuals arrested by the police, but his strong guiding principles and ability to collaborate. I think that these are of critical importance to tackle the tough issues that the Police Commission faces to both ensure order while balancing the racial tensions that are all too

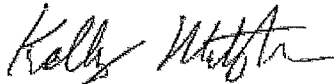
San Francisco Board of Supervisors  
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Page 2

prevalent now days. As a member of a minority community himself, John brings credibility and empathy that the Police Commission needs.

Finally, I've spoken to John at length about his desire to serve on the Police Commission. I can say without hesitation that he is passionate about it. John cares deeply about bringing positive change and accountability to the Police Department, and I do not doubt he will put in the time and effort needed to do so. Never one to stay idle, John will bring energy, innovation, and collaboration to his work on the Police Commission. I wholeheartedly support his application, and hope you will do the same.

If you have any questions or if I can be of any further assistance, please feel free to contact me.

Sincerely,

A handwritten signature in black ink, appearing to read "Kelly Matayoshi". The signature is fluid and cursive, with the first name "Kelly" and last name "Matayoshi" clearly distinguishable.

Kelly M. Matayoshi



ANDREW C. SCHWARTZ  
Certified Civil Trial Specialist/  
National Board of Trial Advocacy

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ADAM M. CARLSON

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MICHAEL D. MEADOWS

May 21, 2018

***By E-Mail Only***

Alisa Somera  
Office of the Clerk of the Board  
City and County of San Francisco  
[alisa.somera@sfgov.org](mailto:alisa.somera@sfgov.org)

Re: San Francisco Police Commission  
John Hamasaki Candidacy

Dear Ms. Somera,

My name is Nick Casper, managing partner of the plaintiffs' civil litigation firm Casper, Meadows, Schwartz & Cook in Walnut Creek. A core part of our practice is representing victims of alleged police misconduct in civil rights cases.

I had the opportunity to work with John Hamasaki from 2014-2017, as Mr. Hamasaki was co-counsel in the U.S. District Court case Cecilia Lam v. CCSF, et al., Northern District Case No. 16-cv-02594-KAW. Cecilia's story was particularly tragic and one that generated public interest.

Cecilia was murdered by her ex-boyfriend, Cedric Young, Jr., in her SoMa apartment on the night of October 10, 2014. In the preceding hours, Cecilia had called SFPD seven times, claiming that she was involved in an escalating domestic violence situation and that her ex-boyfriend was drunk. SFPD officers responded three different times that night to the apartment, but declined to arrest Mr. Young, Jr. for domestic violence. Soon after SFPD's last response, Mr. Young, Jr. broke through the front door and shot Cecilia and himself. The case was ultimately dismissed by U.S. Magistrate Kandis Westmore on legal grounds, finding that the officers did not increase the risk of harm to Cecilia and that the case hinged on discretionary decisions that immunize public actors.

Mr. Hamasaki and I worked together for over two years on the very difficult case, assisting at all stages of pre-litigation investigation, discovery, and 'big picture' strategy. Most

Re: John Hamasaki

Page 2

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importantly, Mr. Hamasaki was a main point of contact with the Lam family, a Chinese American family that resides in Oakland. The Lams are incredibly close-knit and still are reeling from the unspeakable loss of Cecilia. Mr. Hamasaki was instrumental in tending to the family's needs and communicating case information with the utmost sensitivity.

My work with Mr. Hamasaki showed him to be hard-working, intelligent, and committed. While Mr. Hamasaki was passionate about the case, he was not blinded by passion and understood the particular difficulties with the legal case, as well as the difficult decisions that police face in their day-to-day jobs. I believe he would bring this even temperament, commitment, diligence, and impartiality to the San Francisco Police Commission.

If I can provide any additional information or answer any questions regarding Mr. Hamasaki's qualifications, I would be happy to oblige.

Sincerely,



NICK CASPER

cc:

ahsha.safai@sfgov.org  
norman.yee@sfgov.org  
catherine.stefani@sfgov.org  
board.of.supervisors@sfgov.org

Lin Yee Chan  
2200 Market Street, #303  
San Francisco, CA 94114

May 21, 2018

Board of Supervisors  
Board.of.Supervisors@sfgov.org

To the Board of Supervisors:

My name is Lin Chan. I am writing in support of the appointment of John Hamasaki to the San Francisco Police Commission. I live in the Duboce Triangle/Castro neighborhood of San Francisco and have been a resident of San Francisco for four years. I am a Bay Area native, and my husband has lived in San Francisco since the 1980s. I am Chinese American, and my husband is Mexican American.

I am also a Partner at the law firm Lieff Cabraser Heimann & Bernstein LLP, on the Board of Asian Americans Advancing Justice-Asian Law Caucus, and a Co-Chair of the Asian American Bar Association's Women's Committee. As a San Francisco resident and civil rights lawyer, I have a strong interest in the Commission's leadership and the relationship between the San Francisco Police Department and the communities it serves.

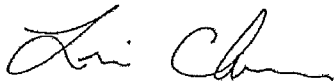
I have had the opportunity to get to know Mr. Hamasaki over the past six years through his work with the Asian American Bar Association ("AABA"). We have served on the Board together, and he has always been thoughtful as well as proactive about community issues. He also served as Board liaison to AABA's Civil Rights Committee while I co-chaired that committee, and I have observed his commitment to civil rights and his ability to work through the nuances that accompany difficult issues, such as undocumented immigration and the criminal justice system, sex discrimination in the workplace, and representation of transgender clients. He has always been open and available to AABA's constituency despite his busy schedule, and he has actively participated in problem solving when issues have surfaced. Throughout my experiences with him, he has always been able to sustain an even temperament and open mind.

I also think that Mr. Hamasaki will bring valuable professional experience to the Commission. He has ample experience as a public defender and criminal defense attorney. Consequently, he has been intimately involved in many of the issues that the Commission will handle.

Board of Supervisors  
November 30, 2016  
Page 2

As a mother of a young son, I am deeply concerned about maintaining a safe environment for San Francisco's residents and minimizing crime. I am also concerned about the interactions that my multi-racial son will have with the police as he grows older. Mr. Hamasaki is a minority with experience in the criminal justice system. He has been active in the Black Lives Matter movement and understands the complicated relationships between the police and the communities they serve. He also maintains a level head when difficult issues arise. Mr. Hamasaki is the right choice to balance both concerns and negotiate solutions to these difficult problems.

Sincerely,

A handwritten signature in cursive script, appearing to read "Lin Chan".

Lin Yee Chan

Cc: Alisa.Somera@sfgov.org; ahsha.safai@sfgov.org; norman.yee@sfgov.org;  
Catherine.stefani@sfgov.org

April 30, 2018

Meredith E. Marzuoli  
876 Douglass St.  
San Francisco, CA 94114  
[marzuolilaw@gmail.com](mailto:marzuolilaw@gmail.com)  
(415) 793-3720

Dear Members of the Board of Supervisors,

I am writing in support of John Hamasaki's candidacy for the Police Commission. I worked as a criminal defense attorney for many years in the Bay Area, and I currently work as a law clerk at the First District Court of Appeal. In my spare time, I am on the Board of Directors of the ACLU of Northern California as well as a board member of the San Francisco chapter. I have been a resident of San Francisco for 13 years, and I attended USF School of Law with John. John and I both spent many years working as criminal defense attorneys throughout the courts of the Bay Area.

After getting to know John over the past few years, I can say a few things for certain: he is smart, dedicated to his clients, and has a strong ability to work well within a system to get things accomplished. His temperament is measured, and he takes into consideration all sides of a situation before deciding which course of action to take. He is personable, easy to work with, and will be the kind of person who will work hard to come to the just and appropriate resolution of any issue before him.

John would bring a diverse perspective to the Commission, and his leadership roles in the Asian American Bar Association and the Barrister Club of the San Francisco Bar Association demonstrate a commitment to leadership that would be invaluable to the Commission. He also is passionate about making the criminal justice system the best it can be, and that includes making sure police are held accountable for their actions, while still being fair-minded and able to set aside his personal bias to reach an equitable outcome.

I highly recommend John Hamasaki for appointment to the Police Commission.

Sincerely,

/s/

Meredith E. Marzuoli

## Somera, Alisa (BOS)

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**From:** Katherine Chu <katherinec@advancingjustice-alc.org>  
**Sent:** Wednesday, May 23, 2018 12:50 AM  
**To:** Board of Supervisors, (BOS); Somera, Alisa (BOS)  
**Subject:** In support of the appointment of John Hamasaki to the Police Commission

Board of Supervisors

City Hall

1 Dr. Carlton B. Goodlett Place, Room 244

San Francisco, CA 94102

Via Email: [Board.of.Supervisors@sfgov.org](mailto:Board.of.Supervisors@sfgov.org), [alisa.somera@sfgov.org](mailto:alisa.somera@sfgov.org)

**Re: In support of the appointment of John Hamasaki to the Police Commission**

Dear San Francisco Board of Supervisors:

I am writing in support of John Hamasaki's application to serve on the San Francisco Police Commission. I know John as an attorney and an individual who is dedicated to serving the diverse communities of San Francisco in the criminal justice system. John has dedicated his career to defending civil rights and civil liberties, giving voice to those who need it most. Through this work, John has maintained close working relationships with the courts, prosecutors and law enforcement, and has seen first-hand the challenges facing the Commission. I believe that this background, training, and experience makes him uniquely qualified to serve on the Commission.

I have worked in the Public Defender offices of San Francisco, Contra Costa, and Marin Counties. I have worked collaboratively with investigators, social workers, district attorneys, and mental health service providers to help my clients on an interdisciplinary level. I have worked with clients and families facing substance abuse, domestic violence, and mental health problems, and they have all had conflicts with law enforcement. I am a native of San Francisco, residing in the Richmond district with my parents and extended family still living in the Sunset. I am currently a bi-lingual (Mandarin and English) staff attorney and housing rights program manager at the Asian Law Caucus, and my work includes direct services, policy, and community engagement work across San Francisco, and especially in Chinatown. The Asian Law Caucus has deep roots and community ties to the San Francisco community and SF law enforcement. Policing has the power to shape so much of how our society and community functions, from every day on-the-street policies to general communal/societal trust of law enforcement. I know John from serving together in the Asian American Bar Association of the Greater Bay Area, and I believe his appointment to the Police Commission would serve our City well.

Like many people, I believe that the San Francisco Police Department can be a national model in policing and police reform. But I am also realistic that it is going to take hard work and difficult choices to get us there. I trust John to sit down with community members, law enforcement and service organizations to help heal the divide and restore trust and faith in our justice system.

John has an excellent reputation as a leader in the legal community, currently serving as President-elect of the Barristers Club of the Bar Association of San Francisco, Treasurer of the Asian American Bar Association, and on the Board of Governors for the California Attorneys for Criminal Justice. He is also a member of the Legislative Committee of CACJ helping shape the laws relating to criminal justice and policing under consideration by the legislature of California. He has put on programs on race, policing and implicit bias in the legal system, topics that will inform and guide his work as a commissioner. John has focused much of his work in the legal associations advocating for diversity and inclusivity within the law.

For five years, John helped lead the College Track Mock Trial Program, a program based in the Bayview neighborhood helping coach underserved primarily minority students learn rules of evidence, courtroom presentation and lawyering. He also continues to mentor law students to help prepare them to become attorneys and work within the justice system to make positive change.

John has dedicated his life to serving underrepresented communities in the San Francisco and the throughout the Bay Area. He has built an excellent reputation for his hard work, dedication, and compassion for everyone involved in the justice system from his clients, to victims, to law enforcement, prosecutors, court staff and the judiciary.

I believe that the choice of a new commissioner can have real life and death consequences. We don't begin to follow the lead of the Department of Justice and implement real reform within the SFPD, we are putting our City and our officers at risk. I have faith in John to make the right decisions to provide the police with the right tools and training in order to save lives and stay safe.

Respectfully,

\_\_\_\_\_/s/\_\_\_\_\_

Katherine Chu

**Katherine Chu**

*Staff Attorney and Program Manager - Housing Rights Program*

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**Asian Americans Advancing Justice – Asian Law Caucus**

55 Columbus Avenue  
San Francisco, CA 94111  
T: (415) 848-7737 | F: (415) 896-1702  
[katherinec@advancingjustice-alc.org](mailto:katherinec@advancingjustice-alc.org)  
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**JOHN B. LOUGH, JR.**

Attorney at Law

38520 Burdette Common  
Fremont, CA 94536

(415) 787-5258

[lough.law@gmail.com](mailto:lough.law@gmail.com)

May 22, 2018

**VIA E-MAIL ONLY**

[alisa.somera@sfgov.org](mailto:alisa.somera@sfgov.org)

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

**Re: Letter of Support for John Hamasaki for Police Commission**

Dear Members of the Board of Supervisors:

My name is John B. Lough, Jr., and I am writing in support of the appointment of John Hamasaki to the San Francisco Police Commission. I am an associate attorney in a San Francisco law firm and currently serve as a Director-at-Large on the Board of Directors for the Asian American Bar Association of the Greater Bay Area (AABA).<sup>\*</sup> While I live outside San Francisco, the San Francisco community is an active and integral part of my legal career and professional life. As a member of the Asian Pacific Islander community, I have a strong interest in the Commission's leadership as it relates to making the San Francisco Police Department a model for community policing, partnering with our communities.

Mr. Hamasaki and I serve together on the AABA Board of Directors. As brief background on AABA, AABA is one of the largest Asian American bar associations in the nation and one of the largest minority bar associations in the State of California. Since AABA's founding in 1976, AABA has been a leader in civil rights issues and community service. Those elected to serve on the AABA Board reflect that commitment.

When I was elected to the AABA Board in 2015, Mr. Hamasaki was already a seasoned board member. The qualities that struck me about Mr. Hamasaki were his collegiality, leadership, and thoughtfulness. As we have grown as friends and colleagues, my respect for him has only increased. In any discussion with Mr. Hamasaki, he actively listens and challenges one to think more critically. I have always left any discussion with Mr. Hamasaki better informed. He is a principled thinker, and there is no denying that he cares about the community and civil rights issues.

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<sup>\*</sup>For identification purposes only.



When you read Mr. Hamasaki's resume/curriculum vitae, you will see his commitment to diversity, civil rights, criminal justice, and the plethora of issues that impact our communities. Mr. Hamasaki is no stranger to the issues that face our law enforcement officers, as he has built his legal practice with a focus on defending constitutional protections in complex criminal cases implicating civil rights and civil liberties. With that said, Mr. Hamasaki is a thought leader when it comes to the challenges that impact communities and the police department. He has moderated AABA panels on *Race in Trials* and *Police, Race, and the Criminal Justice System*, and serves or has served as a board liaison to AABA's Judiciary, Public Law, Civil Rights, and Solo & Small Firm committees. Suffice to say, public service and community involvement flow through Mr. Hamasaki. He brings a principled and well-reasoned approach to any issue, and, just as importantly, he sees the long view in solving and analyzing problems.

It's easy to cry out that problems plague the police department, but it's a wholly different thing to be on the line pushing for that change. Mr. Hamasaki is on the front-line. He wants to restore the partnership and trust between the police and the diverse communities that officers serve. He wants the San Francisco Police Department to be the model for community policing, in particular a model for professionalism, transparency, fairness, and integrity. Given the division plaguing recent rhetoric, we need an experienced professional like Mr. Hamasaki to unify the interests that face the Commission.

Mr. Hamasaki is an almost 24-year San Francisco resident, criminal defense attorney, active member in the San Francisco legal community, and thought leader on civil rights and criminal justice issues, and he would make a welcome addition to the Commission. I support without reservation John Hamasaki's appointment to the San Francisco Police Commission.

Should you have any questions, please feel free to contact me. Thank you.

Sincerely,

*John B. Lough, Jr.*

cc: Ahsha.Safai@sfgov.org  
Norman.Yee@sfgov.org  
Catherine.Stefani@sfgov.org  
Board.of.Supervisors@sfgov.org

May 21, 2018

Via E-mail

Alisa Somera, Clerk of the Rules Committee  
San Francisco Board of Supervisors  
alisa.somera@sfgov.org

Dear San Francisco Board of Supervisors:

I am writing in support of John Hamasaki's application to serve on the San Francisco Police Commission. I am a Partner at the law firm of Minami Tamaki LLP in San Francisco, where my practice focuses on employment law, civil rights, and consumer protection. I live in the Inner Richmond and have resided in San Francisco for over 13 years. As a San Francisco resident and civil rights lawyer, I have a strong interest in the Commission's leadership.

I first met John when we were both attending law school in San Francisco, and have gotten to know him well in recent years through our work with the Asian American Bar Association of the Greater Bay Area ("AABA"). John currently serves as the Treasurer of AABA. Since joining AABA's Board of Directors in 2017, I have been impressed by John's leadership, thoughtfulness, and dedication to social justice. John has demonstrated an excellent ability to understand opposing views, ask difficult questions, and resolve conflicts. I trust John to sit down with community members, law enforcement, and service organizations as a member of the Commission to restore trust and faith in our justice system.

John's experience makes him uniquely qualified to serve on the commission. As a criminal defense attorney, John sees first-hand the challenges that the Department faces, and understands the complicated issues that the city must address. John is well-aware of the real world effects of Department policies and the need for meaningful change. John will bring a perspective that is vital to the Commission, and his voice will help to shape policy and implement directives that will benefit our community.

John has dedicated his life to serving underrepresented communities, and he defends the civil rights of individuals in court every day. He is a zealous advocate for his clients, providing a voice for those who need it most. He has built an excellent reputation for his hard work, dedication, and compassion. I know that John will bring these values to the Commission, and implement real reform.

John possesses the experience, ability, and commitment to be an outstanding addition to the Police Commission. Because of his commitment to justice and bringing about positive change, I support John Hamasaki's appointment to the Police Commission wholeheartedly and without reservation.

Sincerely,



Sean Tamura-Sato

CC: Board.of.Supervisors@sfgov.org, Ahsha.Safai@sfgov.org, Norman.Yee@sfgov.org,  
Catherine.Stefani@sfgov.org

## Law Office of Dan Roth

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(510) 295-2680 (fax)  
dan@drothlaw.com  
www.drothlaw.com

May 21, 2018

*Via Email:* alisa.somera@sfgov.org

Rules Committee of the San Francisco Board of Supervisors

**Re: In support of the appointment of John Hamasaki  
to the San Francisco Police Commission**

Dear Committee Members:

I am writing in support of John Hamasaki's application to serve on the San Francisco Police Commission. As a fellow criminal defense attorney, I know John as a hard-working practitioner dedicated to serving his clients and the community like few in our profession. I believe that John is uniquely qualified to serve on the Commission based on his background, training, and experience.

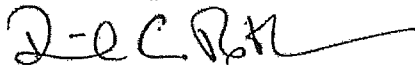
I have lived in the Bay Area since 2009; I lived in San Francisco for two years, and have spent the last seven in Oakland. I have been practicing criminal defense since 2011, and have been in frequent contact with John ever since. In the community, I served as Chair of the Bay Area Lawyer Chapter of the American Constitution Society for three years (and have been on its board for seven), and am deeply involved in the racial and criminal justice reform work of the Ella Baker Center for Human Rights and Ryan Coogler's Blackout for Human Rights.

Like many people, I would like to see San Francisco work together with the Commission and the police to ensure that the city has a police department that is a model to the country. I believe we can get there by asking difficult questions and having open dialogue, and that John's background and experience dealing with law enforcement and policing issues – and his respect in the community, in which he has deep ties – makes him the ideal candidate for this position.

John has been involved in his community as long as I have known him. He is committed to criminal justice advocacy and reform, and has a deep understanding of the effects policing policies have on communities, families, and on law enforcement personnel. John respects our police officers and the difficulty of the work they do. Given today's climate, I think it is significant that John wants to help heal the divide between law enforcement and the communities they serve. I am confident that, if appointed to the San Francisco Police Commission, John will bring to it his values and commitment to the people of San Francisco.

John Hamasaki is a dedicated, hard-working, pragmatic, and civically-engaged San Franciscan who is dedicated to progress and reform. He would be an enormous asset to the people of the City and County of San Francisco, and I endorse his candidacy for a position on the Police Commission.

Respectfully,

A handwritten signature in black ink, appearing to read "D-C Roth", with a long horizontal flourish extending to the right.

Dan Roth

cc: [Ahsha.Safai@sfgov.org](mailto:Ahsha.Safai@sfgov.org), [Norman.Yee@sfgov.org](mailto:Norman.Yee@sfgov.org), [Catherine.Stefani@sfgov.org](mailto:Catherine.Stefani@sfgov.org),  
[Board.of.Supervisors@sfgov.org](mailto:Board.of.Supervisors@sfgov.org)



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UNIVERSITY OF COLORADO LAW SCHOOL

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May 21, 2018

Rules Committee of the San Francisco Board of Supervisors

[Ahsha.Safai@sfgov.org](mailto:Ahsha.Safai@sfgov.org)

[Norman.Yee@sfgov.org](mailto:Norman.Yee@sfgov.org)

[Catherine.Stefani@sfgov.org](mailto:Catherine.Stefani@sfgov.org)

*Via Email*

**Re: In Support of the Appointment of John Hamasaki to the Police Commission**

Dear Rules Committee of the Board of Supervisors:

I am writing in support of John Hamasaki's application to serve on the San Francisco Police Commission. I know John as an excellent attorney, who is deeply committed to serving the community, especially those lacking the resources to otherwise have a meaningful voice. I believe John's background, training, and experience makes him uniquely qualified to serve on the Commission.

**My Personal background.**

I am a Professor of Law at the University of Colorado Law School. I have been a law professor for 15 years, during I have taught Criminal Law, and relevantly, Investigative Criminal Procedure. My scholarship focuses on criminal law and procedure as it relates to race and gender, and thus I regularly engage deeply with questions of race and policing, community police relationships, and mass incarceration. As the child of a Japanese mother who was incarcerated in an internment camp during World War II, I have long been preoccupied with matters of police power and racial discrimination. Prior to teaching, I was a public defender in Washington, D.C., and a federal public defender in Miami, FL. While in Florida, I was a founding member of the Asian Pacific American Bar Association of South Florida. I am a member elect of the American Law Institute, and in that capacity, I am currently a consultant to the ALI "Principles of Policing" project.

Not only am I deeply involved in and concerned with policing practices, and particularly how they affect certain marginalized communities, I feel a particular connection to the Bay Area. I completed my undergraduate studies

at U.C. Berkeley and worked at law firms in San Francisco (O'Melveny & Myers; Heller, Ehrman) during law school. I have resided in Berkeley, Richmond, and the Upper Haight. My mother was born in Fresno, but her family relocated to Southern California after the camps. My Aunt is the former head of pediatrics at S.F. Children's hospital, and I spent a significant amount of time as a child in San Francisco visiting her. Consequently, like many people, I would like to see San Francisco become a national leader in terms of police community relations and recognize the importance of having a dedicated, diverse, and passionate Commission to ensure that the SFPD is a model police department. It is also essential that commissioners have a depth of knowledge, truly care about communities, are willing to ask the hard questions, and approach thorny issues with an open mind. John has all of these qualities and more, which is why he has, in six short years, gained respect throughout the S.F. legal community as a skilled and dedicated lawyer.

### **My Relationship to and Opinion of the Applicant.**

I have known John for 45 years, since I was born. John and I are from Miami—a place with a miniscule Japanese American population—and our parents are friends. John and I went to different primary and secondary schools and different colleges, but we reconnected when John became interested in becoming a lawyer. Since then, I have followed his career, and I am extremely impressed. It takes determination, strength, and self-confidence to start one's own firm right out of law school and take on criminal cases, some of the most emotionally charged, and difficult cases to try. Today, John is well-known within the criminal justice world and has an excellent reputation for hard work, dedication and compassion for his clients and all people within the justice system.

I believe that most public defenders and appointed defense attorneys are deeply committed to the rights of defendants, the constitution, justice, and equality. However, as with any profession, some are more committed than others. I have taught quite literally thousands of students and have placed hundreds in public defender jobs, so I know very well that levels of enthusiasm and dedication vary. I have been so struck by the sheer depth of John's commitment to indigent defendants—their rights, their liberty, and, indeed, the quality of their lives. Years prior to John's decision to enter law school, we talked about my work as a public defender, and I knew then that he would be one of the most dedicated advocates for the least among us. That thought proved prophetic as John's law career has unfolded.

Even with his deep commitment to his criminal clients, John has a profound respect for the police and the difficult and important work they do. In fact, one of the things most interesting and impressive about John is that he worked for a long time in the non-professional world before law school, including working in security positions. He therefore knows the challenges faced by those charged with maintaining order in volatile situations. John will bring this awareness to his work as a commissioner, and approach the task of improving police-citizen relationships with a sense of openness. John wants to help heal the very real divide between law enforcement and the communities they serve through meaningful policy changes.

Finally, John is extensively involved with the Asian-Pacific Islander (API) community of San Francisco, in part through his association with the Asian Pacific American Bar Association. John has an excellent reputation within the API community for his work promoting civil rights and social justice causes. Some his recent activities include participating in a sponsored discussion on race and policing and lecturing on the API experience in court. John is also well-known in the API community for his exemplary representation of API clients in criminal courts throughout the Bay Area.

In short John possesses all the qualities—expertise, dedication, open-mindedness, thoughtfulness, and passion—that one would want in a member of the Police Commission. Given today's climate, it is of utmost importance that cities involve the very best people in theorizing, designing, and implementing policies that so profoundly affect individuals and families in the community. John Hamasaki is the right choice for the San Francisco Police Commission. He is dedicated to progress and reform and will endeavor to do right by the people of our City.

Respectfully,

A handwritten signature in black ink, appearing to read 'Aya Gruber', written over a horizontal line.

Aya Gruber  
Professor of Law

Aya Gruber  
Professor of Law  
University of Colorado Law School  
[Aya.gruber@colorado.edu](mailto:Aya.gruber@colorado.edu)  
(303) 492-8441  
<http://lawweb.colorado.edu/profiles/profile.jsp?id=325>

**MICHELLE TONG**

**171 – 20<sup>th</sup> AVENUE – SAN FRANCISCO, CA – 94121**

May 21, 2018

San Francisco City Hall  
1 Dr Carlton B Goodlett Place  
San Francisco, CA 94102

Dear Board of Supervisors:

I hope this letter finds you well. My name is Michelle Tong and I am writing in support of the appointment of John Hamasaki to the San Francisco Police Commission.

I have been employed with the San Francisco Public Defender's office for over 14 years. During my tenure, I was a paralegal for two years, a misdemeanor attorney for two years, and have been handling serious felonies for the past nine years. Additionally, I have lived in the Richmond District in San Francisco for the past four years. As a Deputy Public Defender assigned to represent indigent and oftentimes, clients of color, the police commission leadership strikes a personal chord with my personal and professional life.

I often feel San Franciscans believe they are a racially tolerant city. As such, the San Francisco Police department along with their policies and procedures would treat all individuals, regardless of race, class, gender, sexuality, financial or neighborhood status, equally. Unfortunately, what I have always known, heard and seen from my work and personal experiences have suggested otherwise. San Francisco is one of the quintessential American cities. In light of that, it is troubling and disturbing to witness a police department that racially profiles people, openly makes homophobic, racist comments in text messages to each other and blatantly lies in police reports. It was only a matter of time that the truth would reveal itself and the world learned the San Francisco police department: 1) disproportionately arrests people of color 2) sent racist texts and 3) wrote police reports that were contracted by surveillance cameras.

The above leads me to share how long I have known John Hamasaki. I have known John since 2007 when he was a law clerk in my office. After John was admitted to the California Bar, he returned to my office and dedicated four months where he received no financial compensation and tried four jury trials to verdict. Since then, I have stayed in touch with John as he developed his own private criminal defense practice. More recently, I consulted with John for his expertise about gunshot detection location technology because he was the only criminal defense attorney that had the specific knowledge and expertise in this area. Over the past nine years, I have also seen John work with numerous community associations such as the Asian American Bar Association and the Asian Law Caucus. I have always been impressed with John's commitment to representing people accused of crimes, his eagerness to foster relationships with colleagues



and the community, and his genuine desire and interest to improve the San Francisco Police Department policies and restore trust between San Francisco residents and the police.

Based on my professional and personal friendship with John, not only is he an excellent choice for the Police Commission, but his personal experiences on the frontlines of those accused of crimes and his perspectives would be a necessary and vital voice to the Commission. I am confident that my current fears with the problems in the San Francisco Police Department will be assuaged with John on the Commission. As a Deputy Public Defender and a San Francisco resident who truly desires equal enforcement of the laws upon everyone, regardless of race, class and sexuality, John Hamasaki is the best choice for the San Francisco Police Commission.

Please feel free to contact me if you have any questions.

Sincerely,

/s/  
Michelle Tong  
Deputy Public Defender  
[Michelle.tong@sfgov.org](mailto:Michelle.tong@sfgov.org)  
(510) 334-2021



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

2018 MAR 11, PM 4:33

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

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

Seat # or Category (If applicable): 2 District: 8

Name: Linda Franklin

Home Address: [Redacted] Roosevelt Way Zip: 94114

Home Phone: [Redacted] Occupation: Retired - Captain

Work Phone: \_\_\_\_\_ Employer: California Highway Patrol

Business Address: \_\_\_\_\_ Zip: \_\_\_\_\_

Business E-Mail: \_\_\_\_\_ Home E-Mail: [Redacted]

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

Check All That Apply:

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

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

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

I have lived in San Francisco since 1999. My wife and I were first married during the 2004 gay marriage movement. We enjoy living here, in part, due to the diversity and the inclusiveness of the City. During my career with the California Highway Patrol (CHP), I took on additional responsibilities which demonstrate my commitment to equal treatment for all:  
Diversity Training Facilitator - conducted Statewide Diversity Training 2000-2005  
Equal Employment Opportunity Counselor - counseled individuals with workplace harassment and discrimination issues. 2000-2016  
Equal Employment Opportunity Investigator - investigated workplace harassment and discrimination complaints for both the CHP and the Equal Employment Opportunity Commission. 2003-2016  
Attended Tools for Tolerance for Law Enforcement - Museum of Tolerance Los Angeles.

**Business and/or professional experience:**

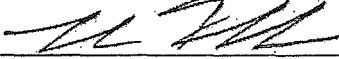
Worked for CHP from March 1990 to December 2016. Retired at rank of Captain. I was the commanding officer for four separate CHP Area offices. I belonged to the following:  
Alameda County Chiefs of Police and Sheriff's Association. 2009-2016  
Alameda County Narcotics Task Force Executive Policy Committee. 2014-2016  
CHP/CalTrans Copper Wire Theft Task Force Commander. 2015-2016  
Southern Alameda County Major Crimes Task Force Policy Board. 2012-2014  
Bay Area Litter Enforcement Committee Chairperson. 2008-2009  
San Mateo County Emergency Medical Care Committee. 2005-2007

**Civic Activities:**

March of Dimes - fundraiser and Team leader. 2000-2003  
Blood Drive - organized for Redwood City community. 2007  
Castro Valley/Eden Area Chamber of Commerce. 2009-2012  
Alameda County Night of Honor - first responder community event. 2009-2016  
Alameda County First Responders Traffic Safety Day - organized one day event to allow residents opportunity to meet first responders in Castro Valley community. 2012  
Bone Marrow Donor Match Drive - organized for Dublin community. 2016

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: 3/8/2018 Applicant's Signature: (required) 

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

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

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

STATEMENT OF ECONOMIC INTERESTS  
COVER PAGE

Date Initial Filing Received  
*Official Use Only*

Please type or print in ink.

NAME OF FILER (LAST) (FIRST) (MIDDLE)  
FRANKLIN LINDA MARGARET

1. Office, Agency, or Court

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

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

Agency: \_\_\_\_\_ Position: \_\_\_\_\_

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

- State
- Multi-County \_\_\_\_\_
- City of SAN FRANCISCO
- Judge or Court Commissioner (Statewide Jurisdiction)
- County of \_\_\_\_\_
- Other \_\_\_\_\_

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

- Annual: The period covered is January 1, 2017, through December 31, 2017.
- or-
- The period covered is \_\_\_\_\_ through December 31, 2017.
- Assuming Office: Date assumed \_\_\_\_\_
- Leaving Office: Date Left \_\_\_\_\_ (Check one)
- The period covered is January 1, 2017, through the date of leaving office.
- or-
- The period covered is \_\_\_\_\_ through the date of leaving office.
- Candidate: Date of Election \_\_\_\_\_ and office sought, if different than Part 1: \_\_\_\_\_

4. Schedule Summary (must complete) ► Total number of pages including this cover page: 1

Schedules attached

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

-or-

None - No reportable interests on any schedule

5. Verification

MAILING ADDRESS STREET CITY STATE ZIP CODE  
(Business or Agency Address Recommended - Public Document)  
8<sup>TH</sup> STREET SAN FRANCISCO CA 94103  
DAYTIME TELEPHONE NUMBER E-MAIL ADDRESS

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

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

Date Signed 3/13/18 Signature   
(month, day, year) (File the originally signed statement with your filing official.)

Save Form

Print Form



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: San Francisco Police Commission

Seat # or Category (If applicable): #2 or #1 District: 8

Name: Sneh Rao

Home Address: [Redacted] Guerrero Street, Apartment [Redacted] Zip: 94103

Home Phone: [Redacted] Occupation: Policy Director

Work Phone: (415) 252-2525 Employer: San Francisco Human Rights Commission

Business Address: 25 Van Ness Avenue, Suite #800 Zip: 94102

Business E-Mail: Sneh.Rao@sfgov.org Home E-Mail: [Redacted]

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

Check All That Apply:

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

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

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

Please see attachment.

**Business and/or professional experience:**

Please see attachment.

**Civic Activities:**

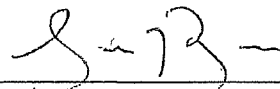
Please see attachment.

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: 4/18/2018

Applicant's Signature: (required)



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

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

FOR OFFICE USE ONLY:

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

01/20/12

**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 currently serve as Policy Director with the San Francisco Human Rights Commission and work closely with a range of minority groups on civil rights and public safety issues. My policy and community relations experience represents the communities of interest, neighborhoods and diversity of the City and County of San Francisco. My qualifications include contributions in the following areas:

LGBTQ Violence Prevention

- Developed, implemented and evaluated ~\$1.5 million violence prevention funding to LGBTQ organizations in the Castro, Mission and Tenderloin, including SF LGBT Center, LYRIC, El/La Para TransLatinas, TGI Justice Project, TAJA's Coalition
- Launched first-of-its-kind citywide LGBTQ needs assessment, resulting in 50 community recommendations on reducing violence and increasing safety for LGBTQI communities in SF
- Partnered with transgender community leaders and law enforcement to secure key policy reforms on transgender civil rights and public safety issues, including SF Sheriff's Department policies on the treatment and detention of transgender and gender non-conforming inmates, SFPD policy on prioritizing safety for sex workers, and SFPD transgender cultural competency/search policy (Pending)
- Collaborated with Latinx communities on civil rights issues, including conducting bilingual "Know Your Rights" workshops on Sanctuary City Ordinance, fielding discrimination complaints, and facilitating relationships with government agencies and law enforcement

Criminal Justice Reform

- Collaborated with government and community organizations on legislation aimed at eliminating court fees for criminal defendants and increasing formerly incarcerated persons' ability to escape poverty and homelessness
- Advised the San Francisco Police Commission, as part of a working group including the Bar Association of San Francisco, San Francisco Police Officer's Association and ACLU, on a policy for the safe and responsible use of electronic controlled weapons
- Conducted research and analysis for San Francisco's Cannabis Equity Program, designed to lower barriers to licensing for residents impacted by the War on Drugs

African American Community Empowerment

- Supported the Black to the Future Collaborative, a community-driven and city-supported collaborative that links African American young people and their families to a continuum of services including education, health/wellness, violence prevention, workforce development and family support
- Participated in regular community meetings consisting of representatives from Bayview-Hunters Point YMCA, Young Community Developers, Alive and Free, Collective Impact and Coleman Advocates, among other African American-serving health and social service providers in San Francisco
- Assisted the Collaborative with its service delivery model and organizational capacity-building

#### Islamophobia and Post-9/11 Discrimination

- Coordinated the City's response to anti-Arab/anti-Muslim hate speech on SF MTA vehicles
- Developed community partnerships with Asian Law Caucus, Council on American Islamic Relations, Arab Cultural and Community Center, Islamic Networks Group, and Sikh Coalition
- Organized a public awareness project at San Francisco City Hall on Arab, Muslim and Sikh community members experiences with Islamophobia and post-9/11 ethnic and racial discrimination
- Collaborated with SF MTA leadership to change ad policy and ban hate speech on transit platforms

#### Anti-Semitism

- Led strategic partnerships with Jewish Community Relations Council, Jewish Community Center of San Francisco, University of California Berkeley Hillel, and Jewish Learning Works to probe issues of anti-Semitism, discrimination and safety
- Facilitated community meetings for a diverse range of Jewish community members to share their experiences with discrimination and resilience in the Bay Area
- Commissioned a photovoice project on the diversity and lived experience of Jewish community members, which debuted at San Francisco City Hall and Jewish Community Center of San Francisco



**Business and/or professional experience:**

My professional experience has focused on public service and includes work in the non-profit and government sectors, as follows:

San Francisco Human Rights Commission, San Francisco, CA 8/2013-Present  
Director of Policy

- Lead strategic policy initiatives and community partnerships on civil rights and public safety issues
- Develop and implement citywide LGBTQ violence prevention and transgender rights initiatives
- Collaborate with law enforcement and community organizations on criminal justice issues, and mediate inter-group conflicts
- Staffed the SF LGBT Aging Policy Task Force; SF Coalition Against Hate Violence; Arab, Middle Eastern, Muslim, South Asian Coalition for a Safe San Francisco

Office of Senate Majority Whip Dick Durbin, United States Senate, Washington DC 5/2012-7/2012  
Graduate Intern

- Provided support to Appropriations Committee's Financial Services and General Government Subcommittee
- Reviewed federal legislation, attended hearings, and prepared briefing materials

Global Exchange, International Human Rights Organization, San Francisco, CA 10/2007-12/2010  
Director, Latin America Program

- Directed education and advocacy initiatives on human rights issues in Central and South America
- Organized 70+ human rights fact-finding delegations to over 10 Latin American countries
- Oversaw 10 Latin America-based program officers and program budget

Thomas J. Watson Foundation, Charitable Trust of IBM 8/2006-7/2007  
Fellow

- Researched human rights issues affecting sex workers, and analyzed legislation toward sex work industry
- Conducted culturally competent outreach to sex workers on health issues

**Civic Activities:**

I currently serve as Chair of the Community Advisory Board at STRUT. STRUT is the San Francisco AIDS Foundation's health and wellness center on 470 Castro Street in the Castro District. It supports San Francisco's LGBTQ community members in four key areas, including Sex & Health; Community & Connection; Mind & Body, and Drugs & Drinking. In my capacity as Chair, I provide leadership on the strategic direction of the Community Advisory Board. The Community Advisory Board is currently focusing on three issue areas, including:

- 1) Increasing safety and inclusion for LGBTQ people of color, particularly African Americans, within the broader Castro community
- 2) Improving the client experience for LGBTQ people seeking health and social services at STRUT
- 3) Strengthening the branding of the organization in order to make it more accessible to the public

## SNEH RAO

Guerrero Street San Francisco, CA 94103

### EDUCATION

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**Harvard University, Cambridge, MA** 5/2013  
Master in Public Policy | John F. Kennedy School of Government | LGBTQ Caucus Member

**Macalester College, Saint Paul, MN** 5/2006  
BA | Triple Major: International Studies, Latin American Studies, Hispanic Studies | *magna cum laude*  
Academic Honors: Rhodes Scholarship Finalist, Andrew W. Mellon Foundation Fellowship

#### Languages

Gujarati (Fluent), Spanish (Fluent), Portuguese (Fluent), French (Proficient)

### WORK EXPERIENCE

---

**San Francisco Human Rights Commission, San Francisco, CA** 8/2013-Present  
Director of Policy

- Lead strategic policy initiatives and community partnerships on civil rights and public safety issues
- Develop and implement citywide LGBTQ violence prevention and transgender rights initiatives
- Collaborate with law enforcement and community organizations on criminal justice issues
- Mediate inter-group conflicts, and develop international partnerships on human rights issues
- Brief Executive Director on legislation and political developments on human rights issues
- Advise on high-level management and strategy decisions, including hiring and supervision of personnel
- Conduct policy analysis and draft memos, press releases and reports
- Oversaw \$4 million agency budget and law clerkship/internship program
- Staffed the SF LGBT Aging Policy Task Force; SF Coalition Against Hate Violence; Arab, Middle Eastern, Muslim, South Asian Coalition for a Safe San Francisco

**Office of Senate Majority Whip Dick Durbin (D-IL), United States Senate, Washington DC** 5/2012-7/2012  
Graduate Intern

- Provided support to Appropriations Committee - Financial Services and General Government Subcommittee
- Reviewed federal legislation, attended hearings and prepared briefing materials

**Global Exchange, International Human Rights Organization, San Francisco, CA** 10/2007-12/2010  
Director, Latin America Program

- Directed education and advocacy initiatives on human rights issues in Central and South America
- Organized 70+ human rights fact-finding delegations to over 10 Latin American countries
- Oversaw 10 Latin America-based program officers and program budget
- Probed issues including Afro-Latino and indigenous rights, democracy/elections, and environmental justice

### LEADERSHIP

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**Chair, STRUT Community Advisory Board, San Francisco AIDS Foundation Health Center** 3/2017-Present

- Provide leadership on strategic direction of Board and work with staff to identify priorities
- Advise on issues of diversity and equity in health and social services for LGBTQ clients
- Develop a public safety plan to ensure that LGBTQ people of color feel safe in the Castro District

**Fellow, Thomas J. Watson Foundation, Charitable Trust of IBM** 8/2006-7/2007

- Researched human rights issues affecting sex workers and analyzed legislation toward sex work industry
- Conducted culturally competent outreach to sex workers on health issues

## **POLICY & COMMUNITY RELATIONS**

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### **LGBTQ Violence Prevention**

- Developed, implemented and evaluated ~\$1.5 million in violence prevention funding to LGBTQ organizations in the Castro, Mission and Tenderloin, including SF LGBT Center, LYRIC, El/La Para Translatinas, TGI Justice Project, TAJA's Coalition
- Launched first-of-its-kind citywide LGBTQ needs assessment, resulting in 50 community recommendations on reducing violence and increasing safety for LGBTQ community members in San Francisco
- Partnered with transgender community leaders and law enforcement to secure key policy reforms on transgender civil rights and public safety issues, including SF Sheriff's Department policies on the treatment and detention of transgender and gender non-conforming inmates, SFPD policy on prioritizing safety for sex workers, and SFPD transgender cultural competency/search policy (Pending)
- Collaborated with Latinx communities on civil rights issues, including conducting bilingual "Know Your Rights" workshops on non-discrimination laws, Sanctuary City Ordinance and Fair Chance Ordinance

### **Criminal Justice Reform**

- Collaborated with law enforcement and community organizations on legislation aimed at eliminating court fees for criminal defendants and increasing formerly incarcerated persons' ability to escape poverty/homelessness
- Advised the San Francisco Police Commission, as part of a working group including the Bar Association of San Francisco, San Francisco Police Officer's Association and ACLU, on a policy for the safe and responsible use of electronic controlled weapons
- Conducted research and analysis for San Francisco's Cannabis Equity Program, designed to lower barriers to licensing for residents impacted by the War on Drugs

### **African American Community Empowerment**

- Supported the Black to the Future Collaborative, a community-driven and City-supported collaborative that links African American young people and their families to a continuum of services including education, health/wellness, violence prevention, workforce development and family support
- Participated in regular community meetings consisting of representatives from Bayview-Hunter's Point YMCA, Young Community Developers, Alive and Free, Collective Impact and Coleman Advocates, among other African American-serving health and social service providers in San Francisco
- Assisted the Collaborative with its service delivery model and organizational capacity-building

### **Islamophobia and Post-9/11 Discrimination**

- Coordinated the City's response to anti-Arab/anti-Muslim hate speech on SF MTA vehicles
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### **Anti-Semitism**

- Led strategic partnerships with Jewish Community Relations Council, Jewish Community Center of San Francisco, University of California Berkeley Hillel, and Jewish Learning Works to probe issues of anti-Semitism, discrimination and safety
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- Commissioned a photovoice project on the diversity and lived experience of Jewish community members, which debuted at San Francisco City Hall and Jewish Community Center of San Francisco

**COVER PAGE**

Please type or print in ink.

NAME OF FILER (LAST)	(FIRST)	(MIDDLE)
Rao	Sneh	Mayur

**1. Office, Agency, or Court**

Agency Name (Do not use acronyms)  
 City & County of San Francisco  
 Division, Board, Department, District, if applicable  
 San Francisco Human Rights Commission  
 Your Position  
 2991

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

Agency: \_\_\_\_\_ Position: \_\_\_\_\_

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

State  Judge or Court Commissioner (Statewide Jurisdiction)  
 Multi-County \_\_\_\_\_  County of San Francisco  
 City of San Francisco  Other \_\_\_\_\_

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

**Annual:** The period covered is January 1, 2017, through December 31, 2017.  
 -or-  
 The period covered is \_\_\_\_/\_\_\_\_/\_\_\_\_, through December 31, 2017.  
 **Assuming Office:** Date assumed \_\_\_\_/\_\_\_\_/\_\_\_\_  
 **Candidate:** Date of Election \_\_\_\_\_ and office sought, if different than Part 1: \_\_\_\_\_  
 **Leaving Office:** Date Left \_\_\_\_/\_\_\_\_/\_\_\_\_ (Check one)  
 The period covered is January 1, 2017, through the date of leaving office.  
 -or-  
 The period covered is \_\_\_\_/\_\_\_\_/\_\_\_\_, through the date of leaving office.

**4. Schedule Summary (must complete)**

► Total number of pages including this cover page: 1

**Schedules attached**

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

-or-

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

**5. Verification**

MAILING ADDRESS	STREET	CITY	STATE	ZIP CODE
<i>(Business or Agency Address Recommended - Public Document)</i>				
25 Van Ness Avenue Suite 800		San Francisco	CA	94103
DAYTIME TELEPHONE NUMBER			E-MAIL ADDRESS	
( 415 ) 252-2525			Sneh.Rao@sfgov.org	

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

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

Date Signed 3/29/2018  
(month, day, year)

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

May 1, 2018

San Francisco Board of Supervisors Rules Committee

1 Dr. Carlton B. Goodlett Place  
City Hall, Room 244  
San Francisco, Ca. 94102-4689

Honorable Supervisors Safai, Yee, and Stefani,

I am submitting this letter of recommendation on behalf of Sneh Rao's application for one of the current vacancies on the San Francisco Police Commission. I do so without any reservations or doubts about his abilities, as they are outstanding.

I have had the pleasure of knowing, and working with Sneh for several years, as he co-staffed the San Francisco Human Rights Commission's initiative titled, *The San Francisco LGBTQ Aging Policy Task Force*.

In both positions, Sneh has displayed outstanding leadership abilities and a keen sense of cultural competence and sensitivity in conducting outreach and interfacing with a multiplicity of ethnic, racial, and gender-related diverse constituents. He personifies the new upcoming leadership of color that are emerging in both San Francisco and indeed, the nation at large. Moreover, his proficiency in multiple languages offers a classic expanded berth of knowledge in accessing a diverse range of community constituents.

It impresses me to note that in spite of the obvious available choice of simply "going along," Sneh has instead homed in on many human rights improvements which, we as a city need to embrace. And, in this vein, he has chosen to dive into one of the most volatile areas of need.

Larry L. Saxxon  
(415) 861-7716

460 Fillmore Street, #1  
cyberaltdads@comcast.net

San Francisco, CA 94117

Additionally, he has had the advantage of receiving a first-class education with a major emphasis on Public Policy that is sorely needed and welcomed by the citizenry of the City. His is the classic type of community leadership that we ideally seek relative to top quality civil servant personnel.

Below are but a few of the many civic involvement projects and initiatives that Sneh has and continues to participate in aggressively aimed at ameliorating some of the essential social justice challenges that have and continue to vex many of our public policy aims:

- City and County of San Francisco representative on UN panel on Violence Towards the international LGBTQ communities
- Community Advisor with the San Francisco Department of Adult and Aging Services
- Professional advisor for the Human Rights' Transgender Services Initiative
- Community Advisor on Aging LGBTQ Community Needs. And a host of other vital community and citizenry involvement projects.

Most impressive is his ability to cut through the emotional/political noise associated with any given issue and allow himself to be primarily driven by the facts of the given situation. He has had and benefited from many years of high-level professional exposure to complex public policy challenges and has done so without any residual ideological biases. This young man personifies some of the greatest attributes that speak to being a San Franciscan. He is an appreciative, respectful person that honors our history and past accomplishments but one that also keeps a keen eye on those social justice issues that will determine our future as an internationally important destination.

I have endeavored to represent the general community over many years through both working and volunteering for a number of community initiatives:

- I was an original board member of the first San Francisco Needle Exchange Project which was then sponsored by the San Francisco AIDS Foundation,
- Served for almost two years on the African American Out-Migration Task Force
- Served as an HIV Awareness community advocate targeting the African American at-risk community
- Worked over a period of several years in the field of philanthropy targeting senior and HIV-related social challenges,
- Am a founding Board member of the only African/Afro-Caribbean immigrant and refugee legal services agency in the Bay Area, The African Advocacy Network.
- Have had extensive experience working in the human services field both as a professional staff member and as a community volunteer,

- Served as a community volunteer on the San Francisco Senior and Disability Task Force, and
- I have functioned as a Legislative Aid for former Supervisors Amos Brown, Tom Ammiano, and as a Special Assistant to Mayor Willie Brown.

*However, this letter is decidedly not about me.* I simply offer this background information to supply historical and community context. My strong belief is that, in the final analysis, if Sneh is appointed to the Police Commission, he, will represent the City and County of San Francisco and all of its residents in an ethical and honorable manner as a member of that important Commission. The City and County of San Francisco will in turn benefit from passing the torch of leadership on to one of the new upcoming millennials whose destiny is to transmit and vastly improve our culture as a nation.

Sincerely,

*Larry Saxxon*

Larry L. Saxxon



City and County of San Francisco  
**HUMAN RIGHTS COMMISSION**

---

Sheryl Evans Davis  
Executive Director



Mark Farrell  
Mayor

May 4, 2018

To the Members of the Board:

I submit this letter in enthusiastic support of Sneh Rao's application to join the San Francisco Police Commission.

For the past five years, Mr. Rao has lead the Policy Division of the San Francisco Human Rights Commission (HRC). In that capacity, I have worked with him closely on a number of public policies and can offer a well-informed opinion on his qualifications for the Police Commission. **Mr. Rao represents the best of our department because of his unmatched diplomacy and charisma, and because of his abilities to bring divergent stakeholders to the table, strengthen half-baked implementation plans, encourage transparency and accountability from our government partners, and uphold the credibility of our agency at all times.** For the purpose of this letter, I will focus on three key assets of Mr. Rao: his public safety experience, stakeholder management skills and his decorum.

As the Policy Director of the HRC, Mr. Rao oversees all of the HRC's policy positions, and prepares the department's reports, press releases, letters of support, and other public documents. In addition, Mr. Rao provides strategic advice to the Executive Director and Commissioners as well as a range of our city's law enforcement executives on time sensitive and significant matters, including LGBT Violence Prevention, African American Community Empowerment, Immigrant Rights and Criminal Justice reform.

Launching the HRC's LGBT Violence Prevention program has been one Mr. Rao's most impactful projects at the HRC and it has engaged him in multiple access points on the criminal justice pipeline. In 2014, in response to a series of vicious attacks towards monolingual transgender women in the Mission District, Mr. Rao worked with the San Francisco Police Department (SFPD), District Attorney's Office, LGBT Center and other LGBT groups to develop a community needs assessment on violence prevention. This report shaped multi-year grant funding for transgender community organizations. Furthermore, this report continues to be cited to bring more attention to the violence affecting LGBT communities in San Francisco.

Recognizing the need to build trust between law enforcement and the transgender community, Mr. Rao worked with representatives from the SFPD and Sheriff's Department to develop policies on Transgender and Gender Identity Cultural Competency. These policies have been instrumental in improving the experience of transgender people who come in contact with the criminal justice system.

Mr. Rao also conducted multiple visits to the County jail to meet with incarcerated transgender women and to learn from sheriff's deputies about internal procedures. Through this fact finding process as well as his interviews with formerly incarcerated transgender women, Mr. Rao showed leadership with the Sheriff's Office to institute practices and policies to protect gender fluid prisoners from being mis-identified and vulnerable to violence.

Most recently, Mr. Rao has been working with the government and community leaders to evaluate the impact of criminal fines and fees, and related debt, on low income and people of color. Mr. Rao has developed and represented our agency's policy position on the human rights impact of these fees, as well as worked on legislation to eliminate these fees.

All of the examples I have enumerated above are indicative of the breadth of Mr. Rao's public safety work and demonstrate that he has in depth knowledge of San Francisco's criminal justice system. This expertise, which expands from arrests to incarceration to reentry would make him effective at listening, arbitrating, and speaking in service to the Police Commission.

In addition to Mr. Rao's fluency in a wide range of public safety issues, he has rigorous attention to detail and commitment to publishing only his best work product. As the Policy Director at HRC, he is the department's first responder on breaking human rights news and exigent communications. I've observed firsthand how he can read about an issue in the morning news, contact key stakeholders who've been impacted, review published research and prepare concise nuanced briefing materials relied on by city executives. For example, when discriminatory hate speech appeared on Muni buses, Mr. Rao worked quickly with colleagues in the San Francisco Municipal Transit Authority, the City Attorney, advocates and community members to understand the departmental policies, legal parameters, and the rippling human rights impacts. Mr. Rao was the lead on our agency's internal as well as public strategies. He held numerous consultations with impacted parties and developed a program that acknowledged the hate but, more importantly, lifted up the community understanding and resilience that came from the experience. I have no doubt that Mr. Rao will bring this kind of diligence to issues before the Police Commission.

The skills indicated above are enhanced by the care that Mr. Rao gives to relationship building. At the Human Rights Commission, we interface with issues that arouse intense passion, value judgements and historic trauma. Our department's successful navigation of these challenges has been grounded by Mr. Rao's diplomacy and decorum. He treats every community member, city official, advisory committee member, public commenter, and colleague with a level of respect that conveys priority. In most instances, our agency's position is to maintain neutrality in complex matters, in order to facilitate compromise between conflicting parties. Within this confine, Mr. Rao has developed a fitting reputation as professional who people enjoy working with and, most importantly, makes people feel heard and understood. This skillset is evident by the long term relationships Mr. Rao has maintained with various stakeholders and how delighted they are when their work intersects with his again.

It is based on this collection of experiences that I offer to you my conclusion that Mr. Rao would be an asset to the San Francisco Police Commission and bring exceptional enthusiasm and insights to you're

the San Francisco Police Department. I welcome any questions that you may have regarding her qualifications and urge you to give him the strongest consideration. I have no doubt that you will find Mr. Rao to be impressive, nuanced and enthusiastic public servant of San Francisco.

Sincerely,

Zoë Polk  
Deputy Director,  
San Francisco Human Rights Commission



Kween  
Culture  
Initiative

May 3, 2018

**RE: Sneh Rao for San Francisco Police Commission**

Dear Board of Supervisors Rule Committee:

It is with great pleasure and honor to recommend Mr. Sneh Rao for Board of Supervisors appointment to the San Francisco Police Commission. Mr. Rao has a true commitment to the city and community of San Francisco, and representing the intersectional voices and experiences of San Franciscans through his work in policy, equity building, and advocacy. He has represented the voices of our city's most marginalized communities with an expansive understanding of our issues, and has advocated with exemplary intuition and diplomacy, and a collaborative thought leader in the creation of life improving communities for traditionally disenfranchised communities in San Francisco and around the world.

As a Police Commissioner, Mr. Rao will bring an informed perspective on civil rights and public safety for the San Francisco community, and a wealth of experience in public policy, advocacy, and government relations with community.

I've had the pleasure of working with Mr. Rao on several transformational issues, and I believe our most successful shared effort was our advocacy for "*Prioritizing Safety For Sex Workers*" Policy with the San Francisco Police Department and the San Francisco District Attorney's Office. The policy- the first sex worker specific policy in the country, was written by community stakeholders of the sex worker rights community, and was consistently met with controversy in our advocacy. When I approached Mr. Rao in passing for his support in working with the San Francisco Police Chief and the San Francisco District Attorney's office- he met with us immediately, and listened to our experiences and fear in working with Police. Mr. Rao mitigated our fear by being a bridge between community members and law enforcement, educating both sides on the issues, and helping us find middle ground to advance safety for our communities- a mutual interest! I can most certainly say that without Mr. Rao- this policy would not have been possible. Mr. Rao has an innate gift and commitment towards increasing trust between government and law enforcement and marginalized communities to reach shared goals of creating safer and stronger communities.

In summary, it is my belief that Mr. Rao is well equipped to bring a refreshed perspective to the San Francisco Police Commission, and as a Police Commissioner- would best represent the intersectional experiences of marginalized and disenfranchised communities by actively listening to our issues, and bridging us to a safer and stronger community in partnership with our Police. With his demonstrated commitment to the lived experiences and voices of Black and Brown communities, transgender communities, sex worker communities, and incarcerated communities- Mr. Rao's contribution the San Francisco Police Commission will build trust between communities and government for a safer San Francisco.

Sincerely,

**Aria Sa'id | Founder-Director of Kween Culture Initiative**  
**2018 San Francisco Pride Grand Marshall**  
**LGBT Policy Advisor for the San Francisco Human Rights Commission**

[www.ariasaid.com](http://www.ariasaid.com)

[www.sfpd.org/humanrights](http://www.sfpd.org/humanrights)



Dear Members of the Board of Supervisors,

My name is Jared Hemming and I am a director at San Francisco AIDS Foundation. It is my sincere pleasure to offer my support to Sneh Rao in his endeavors to work for the police commission. Sneh is the chairperson of our community advisory board for our health and wellness center located in the heart of the Castro. It has been an honor working with Sneh for the past year and a half.

Sneh provides great insight into issues facing the LGBTQ population in San Francisco. He is currently working on an initiative involving safety for queer/trans people of color in the Castro District. The Castro has a history of discriminatory practices to people of color and unfortunately that history makes it hard for communities of color to feel safe in the Castro. Our health and wellness center has programming for communities of color and so we want to try and provide better support for our clients when they walk out our doors and into the Castro. Sneh and a few other members of our Community Advisory Board are working on some initiatives to help foster better support for communities of color in the Castro.

Sneh has been such a delight to work with. He always has a supportive attitude and truly wants to foster equality and justice. He is very good at hearing different sides of an issue and providing feedback and insight into how you would go about resolving any issues. He is always coming up with creative ideas on how to get things done and this approach will help him very well in the position with the police commission.

Sneh is currently employed with the Human Rights Commission and has already established a working relationship with law enforcement. He has worked on projects that lead to increased safety for vulnerable populations. He also has been able to mediate inter-group conflicts in a way that lead to better communication and collaboration. He has also worked on issues regarding public safety and civil rights. This knowledge will serve him well. He definitely has the experience and insight to make a great addition to the police commission.

I wholeheartedly give my support to Sneh in this endeavor.

Sincerely,

A handwritten signature in black ink that reads "Jared Hemming".

Jared Hemming

Strut Site Director

San Francisco AIDS Foundation

[jhemming@sfaf.org](mailto:jhemming@sfaf.org)

415-241-6706

Dear Esteemed Members of the Board of Supervisors:

May 8, 2018

I am writing this letter to highly recommend the appointment of Sneh Rao to the Police Commission. He is an immensely qualified applicant who has shown expertise in working with marginalized communities (especially Trans-identified individuals) who often have a historical mistrust of the San Francisco Police Department, to find common ground and work together to tackle some of the biggest issues that the city faces.

Mr. Rao would bring a very distinct set of qualities that would complement and add value to the expertise and characteristics of current Police Commissioners.

Over the last 5 years, Mr. Rao has worked closely with San Francisco's LGBTQ communities on violence prevention, administering the bulk of the City's LGBTQ violence prevention funding via his role as Policy Director at the SF Human Rights Commission. In fact, he oversaw the first-of-its-kind LGBTQ needs assessment on violence prevention, resulting in 50 community recommendations on increasing safety for LGBTQ people of color.

I have lived in San Francisco for almost 20 years and have worked in various non-profit agencies that depended heavily on strong relationships with Law Enforcement and the Criminal Justice System. These include Pre-Trial Diversion, Transitional Housing for women leaving prostitution and in-jail substance abuse programming. I am currently the Interim Executive Director of El/La Para Trans Latinas and our agency has partnered extensively with Mr. Rao on violence prevention and intervention services for translatinas, focused on education, advocacy and community building. Mr. Rao oversaw the first-ever HRC grant to any organization, and it was to El/La—because he understood how under-resourced the women we serve are—and how necessary it is for the city and anchor-agencies such as ours to work together for maximum impact in reducing the level of violence towards transgender and other LGBTQ individuals.

Mr. Rao is incredibly diplomatic, and he exemplified this trait during a 2013 co-facilitated town hall meeting between law enforcement and the translatina community on "know your rights" and improving relations. This was groundbreaking for our community members, as Mr. Rao helped facilitate by speaking Spanish fluently, allowing our community members to feel much more listened to in a time of high tension.

I believe that Mr. Rao can serve on the Police Commission in order to craft policies that improve the relationship between the law enforcement and our historically underrepresented communities. I think his work experience, expertise in the needs of LGBTQ individuals, and his diplomatic and authentic personality make him the ideal candidate. Thank you for your consideration of his application and my recommendation.

Best,

Maritza Penagos, MSW, MSPH

May 16, 2018

Honorable Member of the Board of Supervisors:

I would be honored to recommend Sneh Rao for San Francisco Police Commissioner. He is a policy expert with extensive experience in stakeholder engagement and violence prevention. Throughout his career, he has worked tirelessly to bring law enforcement and diverse communities together. He would be a valuable contribution to the San Francisco Police Commission.

For nearly six years, I have had the privilege of working for the City and County of San Francisco as the Community Benefits and Social Responsibility Manager at the San Francisco Public Utilities Commission. Before that, I worked in philanthropy at the San Francisco Foundation. In these positions, I've had the privilege of convening people from diverse backgrounds in San Francisco on land use, environmental justice, and economic development. In my experience convening people, it is rare to find individuals who have distinct viewpoints, but are also open to new perspectives – Sneh is one of these individuals.

Sneh serves as the Director of Policy at the Human Rights Commission which focuses on issues of civil rights, criminal justice, and equity issues amongst other things. In this capacity, I've seen Sneh work to implement transgender rights initiatives and LGBTQ violence prevention programs in partnership with government and law enforcement. He served as an excellent facilitator for people with divergent viewpoints and consistently mediated inter-group conflicts. His efforts have led to concrete policy reforms that have resulted in an increase in safety for vulnerable populations. I believe Sneh will be able to bring the same skills to the issues that the Policy Department is currently working on including how officers use force, what training they offer for bias, what steps are needed for policy accountability, and how to build community relations.

On a personal level, I've known Sneh for 16 years and can tell you that he will bring a sharp mind, a big heart, and an incredible amount of integrity to this position. If you need to reach me with any follow up information, please contact me at [Jessie.buendia@gmail.com](mailto:Jessie.buendia@gmail.com) / (319)594-4195.

Sincerely,

Jessica Buendia

May 16, 2018

Honorable Member of the Board of Supervisors:

It is my pleasure to recommend Sneh Rao to the San Francisco Police Commission. I have known Sneh in a personal capacity for nearly 10 years. In that time I have been impressed by Sneh's intellectual curiosity, his depth of knowledge, his attention to detail, and his passion and commitment for public service.

In his tenure at the San Francisco Human Rights Commission, he has had the opportunity to build off of his extensive experience working with marginalized communities. Sneh has used his academic background and on-the-ground experience to partner with and find solutions to challenges facing these diverse communities including sex workers in Brazil, the transgender community in San Francisco, and the AMEMSA community impacted by Islamophobia. Sneh has placed incredible commitment and thoughtfulness into finding practical solutions. His extensive research and ability to master the issue, engage proactively, find strategic pathways to gain consensus, and recommend reasonable action items, is impressive.

I have no doubt that if Sneh is appointed as a member of the San Francisco Police Commission he will bring that same commitment and unique skillset to develop meaningful solutions to the challenges that will stand before him. I highly recommend Sneh to this post and am available to answer any questions you may have.

Best,

Hazel Miranda



## Somera, Alisa (BOS)

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**From:** Corina Nolet <corina@globalexchange.org>  
**Content:** Thursday, May 17, 2018 4:59 PM  
**To:** Somera, Alisa (BOS)  
**Cc:** Sneh Rao  
**Subject:** Reference Letter for Sneh Rao

To Whom It May Concern:

It is with great pleasure that I compose this reference letter for my friend and former colleague Sneh Rao. I met Mr. Rao 12 years ago when we began working together at Global Exchange, a non-profit international human rights organization based out of San Francisco's Mission District, where I currently serve as the Director.

Mr Rao and I worked together on Global Exchange's public education programs; directing education and advocacy initiatives on a wide range of human rights issues and organizing fact-finding delegations in Central and South America. Foregrounding self-motivation, insight and a commitment to improving the world we live in, Mr. Rao served as the backbone of our organizational success during those years. Faced with difficult human rights issues daily, Mr. Rao not only upheld a the strongest work ethic I have witnessed in my professional career but also displayed high emotional and social intelligence.

The key behind Mr Rao's success at Global Exchange was not solely his meticulously seeing tasks through from conception to completion, nor was it his natural talent in areas of research, writing and organization. Rather, it is was his ability to perform solidly while cultivating a sense of camaraderie amongst a diverse set of partners around the world. From leading church groups to the U.S./Mexico border, to meeting with government representatives in Mexico and Colombia, and leading delegations directing meetings between opposition groups and government supporters in Venezuela, Mr Rao managed it all with ease and grace. He brings an unmatched sense of personable professionalism and intelligence and exhibits a high level of quality and efficiency in tasks but also a genuine sincerity, warmth and sensitivity in his interactions with others, making him well suited for a position on the San Francisco Police Commission.

In closing, I want to affirm that Mr. Rao left his mark at Global Exchange for quite some time to come, and it has been nothing short of wonderful to have worked alongside him and to have developed a strong friendship. I can't imagine a better qualified candidate for the position. With this said, please feel most welcome to contact me for additional testimony on Mr. Rao's behalf.

Sincerely,  
Corina Nolet  
Email: [corina@globalexchange.org](mailto:corina@globalexchange.org)  
Tel: (415) 575-5524

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

May 17, 2018

Esteemed Supervisors,

As you weigh the qualifications and perspectives of potential Police Commissioners, I write you in support of Sneh Rao.

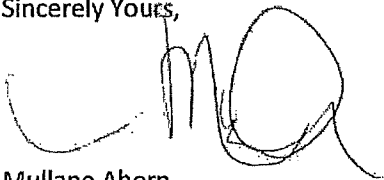
Sneh is among the most astute and discerning people I have ever had the pleasure of knowing. In my capacity as Director of Discrimination Investigations and Mediations at the San Francisco Human Rights Commission, he has been a most trusted colleague for the past five years.

Sneh's brilliance goes far beyond intellect. Fluent in five languages (and thus able to speak with 1/3<sup>rd</sup> of the world's population without interpretation!), Sneh is a prolific communicator and a skillful mediator. More impressive, though, is his ability to distill complex, nuanced matters to the essential facts. He listens carefully and speaks thoughtfully, delivering insight with disarming candor.

Through his leadership on violence prevention, hate crimes, and other public safety issues, Sneh works to create a seat at the table for minority populations that might be otherwise left out, alongside law enforcement and community leaders. For example, Sneh brought together international diplomats, members of the transgender Latinx community, and the SFPD to share and learn from one another. People are at ease in Sneh's presence, while his vital work promotes safety and equity in San Francisco and our sister cities.

His commitment to understanding the challenges, interests, and global contexts that shape our local communities gives Sneh impeccable judgment in the making, implementation, and analysis of policy. With an indefatigable work ethic, Sneh is the last one to leave the Human Rights Commission on most nights. San Francisco would be well served by appointing this extraordinary candidate to the Police Commission.

Sincerely Yours,

A handwritten signature in black ink, appearing to read 'Mullane Ahern', written over a light blue horizontal line.

Mullane Ahern

415.582.3200 / [Mullane.Ahern@gmail.com](mailto:Mullane.Ahern@gmail.com)

# LYRIC

CENTER FOR LGBTQQ YOUTH

May 18, 2018

Board of Supervisors, Rules Committee  
ATTN: Committee Clerk, [Alisa.Somera@sfgov.org](mailto:Alisa.Somera@sfgov.org)

RE: Police Commission Application, Sneh Rao

Dear Supervisor,

I enthusiastically recommend Sneh Rao to be appointed to San Francisco's Police Commission.

I have had the pleasure of working with Sneh Rao since fall of 2013 as part of city initiatives to address the issues of violence in the LGBTQ community in San Francisco, especially as relates to violence experienced by transgender women of color and transgender/gender non-conforming (trans/GNC) youth and young adults.

Currently, I am the Executive Director of LYRIC, San Francisco's 30-year old LGBTQQ youth organization building community and inspiring social change with LGBTQQ youth 24 years of age and younger, most of who are extremely low-income, youth of color, and almost one-third of whom are trans/GNC.

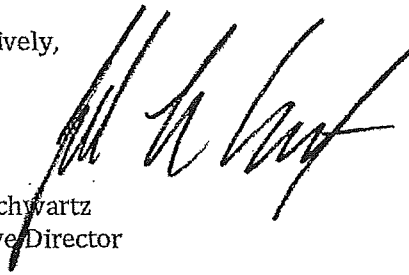
As LYRIC's Executive Director since 2005 and as a social justice advocate in San Francisco since 1988, I have come to greatly appreciate those who work within the public sector that can artfully hold in the balance the needs of our City while also prioritizing the needs of our most marginalized communities and supporting members of those communities to thrive.

Sneh Rao has been extremely thoughtful in engaging community in assessing need and has worked successfully with diverse leadership to set forth policy recommendations that address those needs. In overseeing policy and program implementation, he has been excellent in his role of setting high standards for community agencies partnering with the Human Rights Commission to provide violence prevention and intervention services within the LGBTQ community while also providing high levels of support to ensure that the community grows our capacity to deliver services to members of our community with whom we have deep connection.

Sneh respects and takes into consideration the perspectives of those closest to an issue as important experts to inform city policy, and uses his multiple connections within government and community to bring diverse perspectives to bear, such as his work with law enforcement around policies related to trans civil rights and public safety issues.

It is with great pleasure that I recommend Sneh Rao for the important role of Police Commissioner.

Respectively,



Jodi L. Schwartz  
Executive Director



**Barbara Attard Consultancy  
Accountability Associates**

May 18, 2018

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

Dear Supervisors,

I am writing in support of Sneh Rao, a candidate for appointment to the Police Commission. I have worked with Mr. Rao on working groups supporting the Police Commission in developing use of force and taser policies for the San Francisco Police Department. Mr. Rao has provided a unique and informed perspective, derived from his varied experience as a long time Director of Policy for the San Francisco Human Rights Commission and other positions he has held. Mr. Rao has attended and addressed the Commission on many occasions, presenting informed and nuanced statements.

I am a police accountability consultant with over 35 years in the oversight field. I worked at the Office of Citizen Complaints (now Department of Police Accountability) for fifteen years when it first opened, and went on to direct the Berkeley Police Review Commission and then served as the San Jose Independent Police Auditor.

Through my experience I know firsthand how important the position of police commissioner is in ensuring that police policies are well thought out and represent best practices; as well as ensuring fairness and accountability when evaluating issues in policing and misconduct cases.

I urge you to appoint Mr. Rao to the Police Commission. He has proven himself to be tireless and dedicated in working on public safety issues. As a commissioner, I believe he would be fair and impartial, and an informed and powerful voice in evaluating issues that come forward. I know the Board of Supervisors takes the appointment of members of boards and commissions, particularly the Police Commission, very seriously. Thank you for your consideration of appointing Mr. Rao to this important position.

Sincerely,

A handwritten signature in black ink, appearing to read 'B. Attard', written in a cursive style.

Barbara Attard

60-29th Street, #616, San Francisco, CA 94110  
415-944-5944

[barbara.attard@comcast.net](mailto:barbara.attard@comcast.net) [www.accountabilityassociates.org](http://www.accountabilityassociates.org)

## Somera, Alisa (BOS)

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**From:** Fernando Marquez <femarquez1@gmail.com>  
**ent:** Wednesday, May 23, 2018 11:06 AM  
**To:** Somera, Alisa (BOS)  
**Subject:** Supporting Sneh Rao for Police Commission

Dear Alisa,

I am writing to express my enthusiastic support for Sneh Rao for today's hearing on the filling of vacant Police Commissioner seats. I have had the privilege to know Sneh over the last two years through my role on the Human Rights Commission Equity Advisory Committee, and have been impressed by his consistent, genuine commitment and leadership on issues impacting marginalized communities in SF and beyond. He has a strong track record of dedicating his career in advocacy of vulnerable populations, and his coalition-building skills, deep relationships in SF, and knowledge of policing and community issues make him an exceptional candidate for this role.

His dedicated engagement, policy research and advocacy, and direct support for communities including- but not limited to- immigrants, LGBT, African-American, sex worker, low/no-income residents, and other vulnerable populations will allow him to be effective in this role, as he intimately knows the needs and challenges faced by our communities on the complex issues of law enforcement.

As a San Francisco native and social justice educator, I find his candidacy especially needed at this time, in order to restore community trust in our law enforcement and to advocate on policies from a community-responsive and equity-based perspective. Please let me know if you have any questions and thanks for considering this endorsement for Sneh without any reservations.

In community,

Fernando Enciso-Marquez

Assistant Director of Community-Engaged Learning, University of San Francisco SFUSD Public Education Enrichment Fund  
Community Advisory Committee San Francisco Human Rights Commission- Equity Advisory Committee

## Somera, Alisa (BOS)

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**From:** Zarah Patriana <mlezzarah@gmail.com>  
**Sent:** Wednesday, May 23, 2018 12:22 PM  
**To:** Somera, Alisa (BOS)  
**Cc:** Breed, London (BOS); Cohen, Malia (BOS); Stefani, Catherine (BOS); Fewer, Sandra (BOS); Kim, Jane (BOS); Peskin, Aaron (BOS); Ronen, Hillary; Safai, Ahsha (BOS); Sheehy, Jeff (BOS); Yee, Norman (BOS); Tang, Katy (BOS); Sneh Rao  
**Subject:** Sneh Rao - Letter of Support for Police Commission

I would like to offer my support for Sneh Rao to serve on the San Francisco Police Commission.

As a San Francisco resident who has lived here for nearly 12 years, I care deeply about this community and I know that Sneh Rao does too. As the Policy Director at the SF Human Rights Commission, he has shown his ability to work across various community groups in the city.

From working with MUNI to change the policy to ban hate speech on bus ads to working with the LGBTQ community in San Francisco to ensure their safety, Sneh has shown his commitment to positive change for the residents of this city. He has shown his commitment for justice when he partnered with the Latinx community on bilingual workshops to let residents know their rights as well as when he worked with the SF Police Commission on criminal justice reform to give advice on policy on the safe use of tasers.

I have also seen Sneh's ability to successfully work with a wide array of groups and earn the trust of people when I worked with him directly at the human rights organization, Global Exchange. I saw Sneh work with people across different cultures in different countries in Central and South America making sure to listen to the folks on the ground to make sure that he was collaborating thoughtfully and serving the interests of the community.

I want to know that those who serve on the SF Police Commission are dedicated public servants who are able to work across all groups living in the city and have its residents interests at the forefront when making decisions and I know that Sneh Rao will be able to do that.

So, that is why I urge you all to choose Sneh Rao to have seat on the SF Police Commission.

Thank you for your time.

Zarah Patriana

Noe Valley/Glen Park San Francisco resident





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

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

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

Seat # or Category (If applicable): Seat 2 / BoS appointment District: \_\_\_\_\_

Name: Julie D. Soo

Home Address: ████████ Clayton Street ██████ San Francisco, CA Zip: 94114

Home Phone: ████████████████████ Occupation: attorney

Work Phone: (415) 538-4429 Employer: CA Department of Insurance

Business Address: 45 Fremont Street, 21st Floor, San Francisco, CA Zip: 94105

Business E-Mail: sooj@insurance.ca.gov Home E-Mail: ████████████████████

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

Check All That Apply:

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

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

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

I am a fourth-generation San Franciscan on my mother's side and second generation on my father's side. My late father was an immigrant from China via Taiwan and became a public sector civil engineer, first for the Bayview Hunters Point Naval Shipyard and subsequently for the majority of his career at the City's Department of Public Works, retiring as head of the Structural Section. My maternal grandmother spoke Cantonese and little English so I grew up with conversational ability in Cantonese. Whether with my maternal grandparents or parents, dinner discussions and activities revolved around community service and civic participation. I attended San Francisco public schools in Twin Peaks, Diamond Heights, Noe Valley, and the Sunset. I am a life-long San Francisco resident (Twin Peaks area from age 3 - District 8), save a few years during college and graduate school. As a child born at the end of the Baby Boom generation, I grew up in the 1960s and 1970s before San Francisco was thought of as political districts and had the benefit of considering all neighborhoods as part of my community. Since adulthood, I have continuously served on boards of academic institutions or community-based organizations.

**Business and/or professional experience:**

I joined the California Department of Insurance in 2001 and am currently a senior staff counsel charged with prosecuting enforcement cases among my regulatory duties. I have served on the Insurance Commissioner's Health Care Task Force and have advised the Deputy Insurance Commissioner of Community Relations on appropriate cultural and linguistic outreach. In 2017, I brought in one of the largest enforcement action settlements in the Department's history concerning licensing and business conduct violations that resulted in \$12 million in fines and penalties paid to the State of California. I am a Lowell High School alumna and hold an A.B. with a double major in Pure Mathematics and Statistics from U.C. Berkeley, an M.A. in Applied Mathematics from U.C. San Diego, and a J.D. from Golden Gate University School of Law.

Prior to my law career, I worked in the actuarial sciences related to defined benefit pension plans and group life and disability insurance underwriting for the private sector. Immediately after law school, I became a public arbitrator for the Financial Regulatory Authority (FINRA formerly NASD Dispute Resolution, Inc.). I also volunteered with the Asian Law Caucus to conduct one of the first national hate crime audits concerning Asian Americans and Pacific Islanders via a then-nascent e-mail system.

I am well-known for my past work as a journalist with "AsianWeek," a pan-Asian national weekly based in San Francisco, where I covered breaking stories, provided legal and political commentary, and wrote about Asian American history and notable figures. I was selected as a 2008 California Endowment Health Journalism fellow based on my story about a 1998 Chinatown shooting where six youths were wounded and my discovery that San Francisco's leading trauma center lacked interpreters past late evening hours to help non-English proficient patients and families. The story caught the attention of the Mayor, Police Chief, and hospital administrators and led to policy changes. I appeared on New California Media (now New America Media), a public television news roundtable for California's ethnic news community, and served as a guest host for "Voice of the Neighborhood," a political radio talk show targeted to the Bay Area Cantonese-speaking community. I have also served as a legislative aide and advisor to members of the San Francisco Board of Supervisors. My key contributions included Census 2000 and the Equal Access to Services Ordinance.

ALSO SEE ATTACHED FOR A MORE DETAILED STATEMENT.

**Civic Activities:**

I volunteer in a variety of community causes, including hate crimes projects, civil rights education, campaign work, and community health advocacy. Since 2009, I have served on the San Francisco Commission on the Status of Women (SFCOSW) and am a past president. During my tenure, SFCOSW made landmark strides in promoting gender equity principles in the workplace and addressing violence against women. In 2010, I completed a 16-week course on domestic violence response given in Cantonese. In 2012, as SFCOSW president, I requested a joint meeting with the Police Commission in coordination with Police Commission President Thomas Mazzucco to discuss the Family Violence Council Report and to review San Francisco's response to domestic and family violence, including the new JUSTIS computer case management system, data collection, and language assistance for victims. As a co-chair of the San Francisco Collaborative Against Human Trafficking, I spearheaded the December 2014 conference on "Exploring the Hidden Epidemic of Human Trafficking" (with a focus on Labor Trafficking).

For the past nine years, I have served on the Board of Trustees for Saint Francis Memorial Hospital where focus has included community health and better serving immigrant populations, chronic disease management, and medical needs of the City's homeless.

I am active with the California Democratic Party Executive Board as a co-chair of the Platform Committee where I focus on immigration, education, civil and criminal justice, and health care issues. Along with other Asian American attorneys who sit on the National Asian Pacific American Bar Association's Civil Rights Committee, I tackle civil rights issues affecting Asian Americans and their communities. I continue my support of the local Asian American Bar Association of the Greater Bay Area where I served as a board member and Asian Law Caucus (now known as Advancing Justice - Asian Law Caucus), and in particular, efforts to further collaborate with other communities of color.

I have conversational abilities in Cantonese and am currently studying Mandarin to further my community work.

ALSO SEE ATTACHED FOR A MORE DETAILED STATEMENT.

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

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

Date: 05/01/18 Applicant's Signature: (required) Julie D. Soo  
(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: \_\_\_\_\_



**JULIE D. SOO**

Clayton Street San Francisco, CA 94114 •  
or sooj@insurance.ca.gov

**Julie D. Soo, Esq.**  
April 2018

**SUPPLEMENT to Police Commission Application**

**COMMUNITY BACKGROUND**

I am a fourth-generation San Franciscan on my mother's side and second generation on my father's side. My late father was an immigrant from China via Taiwan and became a public sector civil engineer, first for the Bayview Hunters Point Naval Shipyard and subsequently for the majority of his career at the City's Department of Public Works, retiring as head of the Structural Section. My maternal grandmother spoke Cantonese and little English so I grew up with conversational ability in Cantonese. Whether with my maternal grandparents or parents, dinner discussions and activities revolved around community service and civic participation. I attended San Francisco public schools in Twin Peaks, Diamond Heights, Noe Valley, and the Sunset. I am a life-long San Francisco resident (Twin Peaks area from age 3 - District 8), save a few years during college and graduate school. As a child born at the end of the Baby Boom generation, I grew up in the 1960s and 1970s before San Francisco was thought of as political districts and had the benefit of considering all neighborhoods as part of my community. Since adulthood, I have continuously served on boards of academic institutions or community-based organizations.

**BUSINESS AND/OR PROFESSIONAL EXPERIENCE**

I joined the California Department of Insurance in 2001 and am currently a senior staff counsel charged with prosecuting enforcement cases among my regulatory duties. I have served on the Insurance Commissioner's Health Care Task Force and have advised the Deputy Insurance Commissioner of Community Relations on appropriate cultural and linguistic outreach. In 2017, I brought in one of the largest enforcement action settlements in the Department's history concerning licensing and business conduct violations that resulted in \$12 million in fines and penalties paid to the State of California. I am a Lowell High School alumna and hold an A.B. with a double major in Pure Mathematics and Statistics from U.C. Berkeley, an M.A. in Applied Mathematics from U.C. San Diego, and a J.D. from Golden Gate University School of Law.

Prior to my law career, I worked in the actuarial sciences related to defined benefit pension plans and group life and disability insurance underwriting for the private sector. I am well-known for my past work as a journalist with "AsianWeek," a pan-Asian national weekly based in San Francisco, where I covered breaking stories, provided legal and political commentary, and wrote about Asian American history and notable figures. I was selected as a 2006 California Endowment Health Journalism fellow based on my story about a 1998 Chinatown shooting where six youths were wounded and my discovery that San Francisco's leading trauma center lacked interpreters past late evening hours to help non-English proficient patients and families. The story caught the attention of the Mayor, Police Chief, and hospital administrators and led to policy changes. I appeared on New California Media (now New America Media), a public television news roundtable for California's ethnic news community, and served as a guest host for "Voice of the Neighborhood," a political radio talk show targeted to the Bay Area Cantonese-speaking community. I have also served as a legislative aide and advisor to members of the San Francisco Board of Supervisors. My key contributions included Census 2000 and the Equal Access to Services Ordinance.

During law school, I completed legal externships with the following entities: the United States Securities and Exchange Commission, Department of Enforcement; the San Francisco City Attorney's Office, San Francisco Unified School District; the Chevron Corporation, Corporation Law Department, Trial Unit; and the California Court of Appeal, First Appellate District, Division Four. I received an American Jurisprudence Award in Legal Writing and Research and was awarded "Best Brief" and Runner-up "Best Oral Advocacy" in the Moot Court Competition for second-year law students. I served on the 1993-94 Philip C. Jessup (International Law) Moot Court Team and the Golden Gate University Moot Court Board. I was founder and past director of the Golden Gate University Writing Clinic. Immediately after law school, I became a public arbitrator for the Financial Regulatory Authority (FINRA formerly NASD Dispute Resolution, Inc.). I also volunteered with the Asian Law Caucus to conduct one of the first national hate crime audits concerning Asian Americans and Pacific Islanders via a then-nascent e-mail system.

*Continued*

**JULIE D. SOO**

**SUPPLEMENT to Police Commission Application** *Continued*

Page 2 of 2

**CIVIC ACTIVITIES**

I volunteer in a variety of community causes, including hate crimes projects, civil rights education, campaign work, and community health advocacy. Since 2009, I have served on the San Francisco Commission on the Status of Women (SFCOSW) and am a past president. During my tenure, SFCOSW made landmark strides in promoting gender equity principles in the workplace and addressing violence against women. In 2010, I completed a 16-week course on domestic violence response given in Cantonese. In 2012, as SFCOSW president, I requested a joint meeting with the Police Commission in coordination with Police Commission President Thomas Mazzucco to discuss the Family Violence Council Report and to review San Francisco's response to domestic and family violence, including the new JUSTIS computer case management system, data collection, and language assistance for victims. As a co-chair of the San Francisco Collaborative Against Human Trafficking, I spearheaded the December 2014 conference on "Exploring the Hidden Epidemic of Human Trafficking" (with a focus on Labor Trafficking) by bringing in State Senator Mark Leno as a co-sponsor and featuring Elmy Bermejo, Regional Representative for the U.S. Labor Secretary, to look at labor trafficking. The conference included a presentation of the anatomy of a case from intake to prosecution with presentations from the U.S. Attorney's Office and the Equal Employment Opportunity Commission.

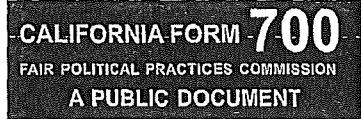
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I have conversational abilities in Cantonese and am currently studying Mandarin to further my community work.



# STATEMENT OF ECONOMIC INTERESTS COVER PAGE

1181575

Please type or print in ink.

NAME OF FILER	(LAST)	(FIRST)	(MIDDLE)
Soo, Julie Diane			

### 1. Office, Agency, or Court

Agency Name (Do not use acronyms) \_\_\_\_\_  
 City and County of San Francisco  
 Division, Board, Department, District, if applicable \_\_\_\_\_ Your Position \_\_\_\_\_  
 Status of Women Commission on the \_\_\_\_\_ Commissioner \_\_\_\_\_  
 ▶ If filing for multiple positions, list below or on an attachment. (Do not use acronyms)  
 Agency: \_\_\_\_\_ Position: \_\_\_\_\_

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

State  Judge or Court Commissioner (Statewide Jurisdiction)  
 Multi-County \_\_\_\_\_  County of San Francisco  
 City of San Francisco  Other \_\_\_\_\_

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

Annual: The period covered is January 1, 2017, through December 31, 2017  
 -or-  
 The period covered is \_\_\_\_\_, through December 31, 2017  
 Assuming Office: Date assumed \_\_\_\_\_  
 Candidate: Date of Election \_\_\_\_\_ and office sought, if different than Part 1: \_\_\_\_\_  
 Leaving Office: Date Left \_\_\_\_\_ (Check one)  
 The period covered is January 1, 2017, through the date of leaving office.  
 The period covered is \_\_\_\_\_, through the date of leaving office.

### 4. Schedule Summary (must complete)

▶ Total number of pages including this cover page: 2

#### Schedules attached

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

-or-

None - No reportable interests on any schedule

### 5. Verification

MAILING ADDRESS	STREET	CITY	STATE	ZIP CODE
<i>(Business or Agency Address Recommended - Public Document)</i>				
[REDACTED]		San Francisco	CA	94102
DAYTIME TELEPHONE NUMBER	E-MAIL ADDRESS			
[REDACTED]	[REDACTED]			

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

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

Date Signed 03/30/2018  
*(month, day, year)*

Signature Julie Diane Soo  
*(File the originally signed statement with your filing official.)*

## SCHEDULE A-1 Investments

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

*Do not attach brokerage or financial statements.*

<b>CALIFORNIA FORM 700</b>
FAIR POLITICAL PRACTICES COMMISSION
Name _____
<u>Soo, Julie Diane</u>

▶ NAME OF BUSINESS ENTITY  
Pacific Gas & Electric

GENERAL DESCRIPTION OF THIS BUSINESS  
utilities

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

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

IF APPLICABLE, LIST DATE:  
 \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_      \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_  
 ACQUIRED                                      DISPOSED

▶ NAME OF BUSINESS ENTITY

GENERAL DESCRIPTION OF THIS BUSINESS

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

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 \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_      \_\_\_\_\_ / \_\_\_\_\_ / \_\_\_\_\_  
 ACQUIRED                                      DISPOSED

Comments: \_\_\_\_\_

**Somera, Alisa (BOS)**

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**From:** Caryl Ito <carylito@aol.com>  
**nt:** Thursday, May 17, 2018 12:26 PM  
**Subject:** Fwd: MAY 23 RULES COMM MTNG: POLICE COMMISSION NOMINATIONS

From: Caryl Ito <carylito@aol.com>  
To: carylito <carylito@aol.com>  
Sent: Thu, May 17, 2018 12:23 pm  
Subject: MAY 23 RULES COMM MTNG: POLICE COMMISSION NOMINATIONS

Dear Supervisors,

I am sending my recommendation for Julie Soo to be appointed to the Police Commission which is currently without quorum and unable to function properly.

With all the transitions and training occurring with the new use of force and taser policies, it is critical that this appointment be representative of our community and sensitive to needs of our diverse groups and language needs of its constituents.

Julie not only has served on the Women's Commission who has addressed priority issues like domestic violence, and sex trafficking but has been directly involved with the need for the Dept to communicate appropriately to community members for which English is a second language. I strongly believe a level of trust and assessibility to community members is a critical quality that any commissioner needs to have. And I believe Julie can provide both of these important qualities.

With Julie's vast years of experience in the community as well as an insurance commission attorney, she has the important skills to assess situations and make critical decisions over personnel matters and Dept policies.

Thank you for your consideration,

Caryl Ito  
Bozeman & Associates  
415:987-2172; fax 415:334-3048

**Somera, Alisa (BOS)**

---

**From:** Calvillo, Angela (BOS)  
**Sent:** Thursday, May 17, 2018 12:54 PM  
**To:** Somera, Alisa (BOS)  
**Subject:** FW: Recommendation for Commissioner Julie Soo

**From:** Julie Tang [mailto:julieintang@gmail.com]  
**Sent:** Thursday, May 17, 2018 12:01 PM  
**To:** Safai, Ahsha (BOS) <ahsha.safai@sfgov.org>  
**Cc:** alisa.comera@sfgov.org; Calvillo, Angela (BOS) <angela.calvillo@sfgov.org>; Yee, Norman (BOS) <norman.yee@sfgov.org>; Stefani, Catherine (BOS) <catherine.stefani@sfgov.org>  
**Subject:** Recommendation for Commissioner Julie Soo

Dear Supervisor Safai:

We are writing this email to urge you to appoint Commissioner Julie Soo to the SF Police Commission. We are so fortunate to have someone of Julie's caliber and social conscience willing to serve in the capacity of SF Police Commissioner.

We do not need to reiterate Julie's professional experience, community involvement and numerous awards and accolades that she has received throughout her professional life. We will make several pertinent points that make her the most qualified candidate and the best choice for the job of police commissioner.

Julie is one of the most honest, straightforward and compassionate public servants we have met. She is an outspoken advocate for all people, especially the underprivileged. She is clear-headed, judicious when it comes to controversies and makes the right call in rendering justice and fairness. The police commission requires just the kind of person Julie represents.

San Francisco has a very diverse population and the dynamics that go on between the community, the police officers, and the police commission can be challenging. We believe Julie has the courage, strength and stamina to handle the difficult job of a police commissioner very well. We urge you to recommend Julie Soo to fill the next police commissioner's opening.

Yours truly,

Julie Tang and Lillian Sing

May 17, 2018

Supervisor Ahsha Safai  
Rules Committee Chair  
City Hall  
San Francisco, CA

Re: Julie Soo for Police Commission

Dear Ahsha:

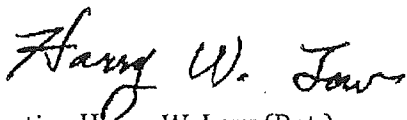
I strongly support Julie Soo for appointment to the SF Police Commission.

I have known Julie for more than 25 years and have followed her distinguished career as a journalist, Insurance Commission attorney, civil rights advocate and community activist in law, health and politics. Julie has excelled in all the variety of activities she has undertaken.

Julie worked for me when I was California Insurance Commissioner (2000 to 2003) where she is an excellent attorney. As a former President of the SF Police Commission (1992 to 1996), I know that Julie's background will contribute much to the Police Commission. I have worked with her on many community projects including the outstanding work she has done with the Chinese Historical Society of America.

Kindly give Julie your favorable consideration. I would be happy to respond to any questions you may have about Julie's candidacy.

Very sincerely,

A handwritten signature in cursive script that reads "Harry W. Low".

Justice Harry W. Low (Ret.)

Cc: Alisa Somera  
Angela Calvillo

## Somera, Alisa (BOS)

---

**From:** Eva Jan <evajan80@yahoo.com>  
**Sent:** Monday, May 21, 2018 3:44 PM  
**To:** Safai, Ahsha (BOS); Somera, Alisa (BOS); Calvillo, Angela (BOS); Stefani, Catherine (BOS); Yee, Norman (BOS)  
**Subject:** - Rules Committee Meeting - WED 5/23, 12N Fw: REQUEST FOR SUPPORT: Police Commission Application - Julie D. Soo  
**Attachments:** POLICE COMMISSION APPLICATION SUPPLEMENT 050118.doc; SF Board of Supervisors Roster Effective 040918.pdf; RULES COMMITTEE NOTICE - TIME CHANGE rls052318\_agenda.pdf

Dear Rules Committee:

We are natives and seniors of San Francisco. We need people like Julie Soo to keep us safe.

We highly recommended Julie Soo as one of the Police Commissioner for San Francisco. Please read below her qualifications by Julie Soo.

Thank you,  
Eva and Barry Jan

I feel that I have the relationships as a fourth-generation San Franciscan to go beyond simply working as an intermediary between communities and the Police Department but I can help build community trust and fulfill the DOJ's community policing goals; I have the skills and the relationships with different communities and districts to foster better inter-cultural communities. In particular, I would like to work with immigrants who come from very homogeneous backgrounds to understand that San Francisco is one of the most diverse cities in the country and solid communities come from everyone working together and understanding each other. Public safety and civility transcend partisanship.

SUPPLEMENT to Police Commission Application for Julie D. Soo, Esq.

### COMMUNITY BACKGROUND

I am a fourth-generation San Franciscan on my mother's side and second generation on my father's side. My late father was an immigrant from China via Taiwan and became a public sector civil engineer, first for the Bayview Hunters Point Naval Shipyard and subsequently for the majority of his career at the City's Department of Public Works, retiring as head of the Structural Section. My maternal grandmother spoke Cantonese and little English so I grew up with conversational ability in Cantonese. Whether with my maternal grandparents or parents, dinner discussions and activities revolved around community service and civic participation. I attended San Francisco public schools in Twin Peaks, Diamond Heights, Noe Valley, and the Sunset. I am a life-long San Francisco resident (Twin Peaks area from age 3 - District 8), save a few years during college and graduate school. As a child born at the end of the Baby Boom generation, I grew up in the 1960s and 1970s before San Francisco was thought of as political districts and had the benefit of considering all neighborhoods as part of my community. Since adulthood, I have continuously served on boards of academic institutions or community-based organizations.

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I have conversational abilities in Cantonese and am currently studying Mandarin to further my community work.

Julie D. Soo  
Senior Staff Counsel  
Legal Division, Enforcement Bureau  
California Department of Insurance  
(415) 538-4429  
(415) 904-5490 FAX



FIONA MA, CPA  
STATE BOARD OF EQUALIZATION  
VICE CHAIR

May 22, 2018

Supervisor Ahsha Safai,  
Chair, Rules Committee  
City Hall  
1 Dr. Carlton B. Goodlett Place, Room 244  
San Francisco, CA 94102

RE: Letter in Support of Julie D. Soo for Police Commission

Dear Supervisor Safai,

I am writing in strong support of Julie Soo for appointment to the San Francisco Police Commission.

I have known Julie for over 20 years while doing our respective community work in San Francisco. I got to know her more personally while we were both writers for AsianWeek. She has consistently been a trusted resource to help anyone with a need. In particular, during my tenure with John Burton as a constituent services liaison and subsequently as an elected official, I have been able to call upon her to help constituents with consumer issues in her role as a staff counsel at the California Department of Insurance. She has always made herself available well-beyond her professional capacity.

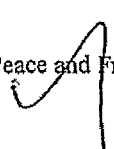
Julie supported the groundwork for SF Hep B Free with me before it became an established organization that is now the model for public health awareness, education, and screening. From our first dinner in 2008 where she secured Jan Yanehiro and Yul Kwon as emcees, we have continued to grow each year. Her role with the Board of Trustees at Saint Francis Memorial Hospital has ensured that Dignity Health continues to sponsor SF Hep B Free as a community partner.

Additionally, I have been proud to work with Julie in her role as a commissioner for the City's Commission on the Status of Women on issues involving domestic violence and human trafficking and making sure that survivors receive necessary attention and services. I know that Julie is particularly concerned about individuals who are monolingual immigrants or limited-English proficient.

Since 2001, Julie has served the California Democratic Party in her role as chair of the API Caucus and now in her role as a Platform Committee co-chair. She has been part of the Platform Committee since 2005 and has been instrumental in building consensus on issues that affect our everyday lives and coordinate publication of the platform document every two years for adoption by delegates. Her work is based on fairness and sound policy; she is not distracted by particular ideologies or factions.

Julie's deep roots in San Francisco and her problem-solving skills make her well-suited to serve the San Francisco Police Commission. Please feel free to contact Genevieve Jopanda my Chief of Staff at [genevieve.jopanda@boe.ca.gov](mailto:genevieve.jopanda@boe.ca.gov) and 415.557.3000, should you require any further information.

In Peace and Friendship,

  
Fiona Ma, CPA  
Vice Chair, CA State Board of Equalization

# Chinese American Democratic Club



華裔民主黨協會

May 22, 2018

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

Attention: Alisa Somera and Angela Calvillo

Dear Members of the Board of Supervisors Rules Committee,

It is a pleasure to write in support of Commissioner Julie Soo's application for the San Francisco Police Commission.

Coming from a family of civil servants and active community volunteers, Commissioner Soo was instilled at a young age with a commitment to serve the community. Indeed, her maternal grandfather was a co-founder of the San Francisco Lodge of the Chinese American Citizens Alliance. And as a lifelong resident of San Francisco, she has dedicated her service to the residents of San Francisco.

Her long list of accomplishments makes her uniquely qualified for the position. As an attorney she is well versed in civil rights, as a journalist she understands the issues in the neighborhoods, and as a commissioner with the Status of Women she has worked with the police commission and various local, state, and national government departments. The relationships that she brings to the police commission will be a vital asset to serve the community at large.

Commissioner Soo's language abilities in Chinese will be another asset she brings to table. Historically the Chinese American community has been afraid to report crimes due to limited English proficiency, and with the growing Chinese American community in the southeast corridor we feel it is imperative to have a police commissioner that can speak with community leaders in language.

It is with the utmost enthusiasm that we recommend Commissioner Soo to the police commission.

If you have any questions, please do not hesitate to ask. Thank you for your time and consideration.

Sincerely,

Wilson Chu  
President  
Chinese American Democratic Club

## OFFICERS 2018

Wilson Chu, President  
Eddie Chin, Vice President  
Bayard Fong, Vice President  
Ning Ho, Secretary  
Calvin Louie, Treasurer  
Michael Chan, Parliamentarian

950 Grant Ave, 2<sup>nd</sup> Floor  
San Francisco CA 94108  
[www.sfcadc.org](http://www.sfcadc.org)

May 23, 2018

Supervisor Ahsha Safai, Chair  
Supervisor Catherine Stefani  
Supervisor Norman Yee  
Rules Committee  
San Francisco Board of Supervisors  
1 Dr. Carlton B. Goodlett Place  
San Francisco, CA 94102

Re: Nomination of Julie Soo, Esq. to SF Police Commission

Dear Honorable Rules Committee Members:

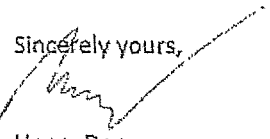
I write to encourage the San Francisco Board of Supervisors' Rules Committee give positive consideration to the application of Julie Soo, Esq. for appointment to the San Francisco Police Commission.

I have known and worked with Julie for more than three decades on various community projects and activities. I have always found her to be even-handed and thoughtful. Her professional accomplishments, and civic engagement over the years, speak for themselves as a review of her resume would indicate. With her background and understanding of community needs, especially those who are limited English speaking and unfamiliar, if not apprehensive at times, about law enforcement, Julie would bring heightened awareness to the deliberations of the San Francisco Police Commission that the San Francisco Police Department is ultimately a service agency with the primary responsibility to protect the citizens of our city through trust and community cooperation. Julie would also work to ensure that the San Francisco police force and leadership of the Department mirror the diversity of city residents.

More than forty years ago, as executive director of Chinese for Affirmative Action, I had the opportunity to work closely with Officers for Justice, League of Latin American Citizens and SF National Organization of Women to challenge the discriminatory hiring and promotional practices of the San Francisco Police Department. Much progress has been achieved since then but there remain many challenges to ensure that the San Francisco Police Department is accountable to city residents and their public safety needs. If appointed to the Police Commission, Julie would make positive contributions toward achieving the highest level of accountability.

I hope you give her application for appointment to the San Francisco Police Commission the highest consideration. Thank you.

Sincerely yours,



Henry Der  
726 32<sup>nd</sup> Avenue  
San Francisco, CA 94121

## Somera, Alisa (BOS)

---

**From:** Steven Lee <steven.lee.ventures@gmail.com>  
**Sent:** Wednesday, May 23, 2018 11:32 AM  
**To:** Safai, Ahsha (BOS); Yee, Norman (BOS); Stefani, Catherine (BOS)  
**Cc:** Somera, Alisa (BOS)  
**Subject:** My support for Julie Soo Esq, to be on the San Francisco Police Commission.

BOARD OF SUPERVISORS  
City and County of San Francisco  
City Hall 1 Dr. Carlton B. Goodlett Place, Room 244 San Francisco, CA 94102-4689

To the Chair Supervisor Ahsha Safai  
Vice Chair Supervisor Norman Yee  
Supervisor Catherine Stefani

Dear Supervisors,

I am in support of Julie Soo Esq, to become the next Commissioner on the San Francisco Police Commission. I have known Julie for over 15 years from the world of non-profit community service and knowledge of her work experiences on cases for the California Department of Insurance.

Her work as a volunteered in a variety of community causes, including hate crimes projects, and civil rights education are good assets to have on the Police Commission. Her work serving on the San Francisco Commission on the Status of Women was also well recognized. Julie is all about Public Service.

I feel to be a Commissioner on the San Francisco Police Commission during these times of transparency and reforms is not going to be easy. To balance what one's thinks is the proper decision to be made but is politically challenged can be very stressful.

It takes entire communities to work together. A Commissioner should be someone who is out in the community so as to receive information.

Not everyone has the means to communicate with City Hall or is afraid to visit City Hall to voice concerns.

Small businesses and the entertainment industry requires that people feel safe out and about on our streets and that public transportation is a safe alternative.

She is a fourth generation Asian American who is well educated past racial animosity and discrimination, but also experienced trial lawyer in State policy enforcement in her everyday job. Julie Soo can handle this stress and stick to what she believes is the right thing to do without prejudice.

Julie Soo is a good fit to handle these types of decisions and will stick to what she believes is fair for the general public and the SFPD. Please considered Julie Soo to be our next Commissioner of the Police Commission. I feel she is a good choice.

Thank you for your time.

Steven Lee  
Entertainment Commissioner  
Industry Seat Two  
City County of San Francisco

STEVEN LEE VENTURES

DL: 415.720.4208 11am - 11pm

[www.stevenleeventures.com](http://www.stevenleeventures.com)

[steven.lee.ventures@gmail.com](mailto:steven.lee.ventures@gmail.com)

<http://facebook.com/glaskatbossman>

[StevenLeeTopPicks@groups.facebook.com](https://www.facebook.com/groups/StevenLeeTopPicks/)

Entertainment Commission of San Francisco Commissioner / [www.sfgov.org/entertainment](http://www.sfgov.org/entertainment) Sam Wo Ventures, LLC Co-Founder / Shareholder / [www.samworestaurant.com](http://www.samworestaurant.com) Nu Concepts Management Group, Inc Founder / Shareholder Chinese Railroad Workers Memorial Project Founder / Director / [www.crrwmemorialproject.com](http://www.crrwmemorialproject.com) California Music and Culture Association Board Member / [www.cmacsf.com](http://www.cmacsf.com)

This electronic mail message contains opinioned, privileged and confidential information intended solely for the use of the individual or entity to which it is addressed. If the reader is not the intended addressee, any dissemination, distribution, or copying of this communication is strictly prohibited.

Honorable members of the Committee:

A RESIDENT of SF

5/23/2018  
Received in Committee  
(Julie Soo)

Good afternoon, my name is Nelson Lum ~~and~~ I am here to endorse the appointment of Ms. Julie Soo as one of commissioners on the Police Commission.

Please allow me to briefly introduce myself. I grew up in the Richmond district, went to Washington High, I also raised all three of my children in San Francisco. Right after high school, I served with the 101<sup>st</sup> Airborne Division of the Army and was in Vietnam from November of 1967 to November of 1968.

Upon separation from the Army, I attended City College and San Francisco State, I joined the San Francisco Police Department where I retired after 30 years of service. I was then appointed by Governor Schwarzenegger to be one of fourteen commissioners of the Commission on Peace Officer Standards and Training. The duties of that commission were to set training standards for all peace officers in the State of California. I am currently the Area 2 Vice Commander of The American Legion Department of California, along with being the Commander of American Legion Cathay Post 384 located between Chinatown and North Beach.

That was more than enough about me. I am here to speak ~~on behalf of~~ and to encourage you to select the best candidate to fulfill the vacant position on the Police Commission. Ms. Soo is a descendant of generations of San Franciscans, therefore, she has a very unique kinship to this city. Throughout her adulthood, she has demonstrated her commitment for the betterment of the community. Her educational achievements, her law practice with both governmental and private entities, her linguistic skills along with having served on the Commission on the Status of Women are more than sufficient to qualify her for the position on the Police Commission, but what is even more important than all the attributes I have referenced about her, is her innate ability to be open minded and never prejudice a situation or an idea no matter how one-sided it may seem to be at the outset.

Police officers are often accused of "profiling", meaning they prejudge the book by its cover, as a member of the Police Commission, it is just as important that he/she does not "profile" the police officers until all the facts have been examined. Ms. Soo is among the few of those people who can put aside their personal prejudices and render their decision based on the evidence only. In order to be successful as a police commissioner, you must listen to all sides of an issue before making a determination that may greatly impact the people involved.

San Francisco is a city of diversity. Ms. Soo has proven that she champions the spirit of diversification of our communities. She is well aware of the difficulties confronted by immigrants who lack language fluency. Public safety requires everyone's awareness and participation. This requires trust in the San Francisco Police Department and a collaboration of the community at large. With her background, knowledge, experience, and language skills, if she is appointed, she is readied to carry forth the needs of the community while being mindful that the officers must also be treated with fairness.

In conclusion, Ms. Soo is the best qualified person for the position of Police Commission. She is a consensus builder, a problem solver, and most importantly, she is a person who cares deeply for the quality of life of the residents of this city of ours. I urge you to vote for her appointment. Thank you



Good afternoon Supervisors. I'm Marlene Tran, Ingleside Station's Community Police Advisory Board Member and also with the API Police Forum. I'm here today to give my strong support for Miss Julie SOO's police Commission application.

As a long-time resident in what was formerly called "The Forgotten Valley" in District 10, I started my volunteer community work when crime was very rampant in the late 1980's. Back then, police reports were English-only therefore many targeted non-English speaking victims felt like they were <sup>very helpless</sup> ~~in a war zone~~. As their multilingual teacher and neighbor, I was asked to convene monthly police community meetings, initiated surveys and assisted victims in police and court matters therefore I understand the desired qualities of a police commissioner.

While public safety in our communities has improved a lot, it is still difficult for residents to be "eyes and ears" of law enforcement when few community police meetings provide language-appropriate translators on a regular basis.

For this reason, our residents are urging this Committee to consider Ms.Soo's application because she has all the best qualifications to bridge communications between the Police Commission and our diverse residents.

Her law background, many years on different Boards and academic institutions, civic activities and her extensive business and professional work at the Department of Insurance all give her the well-rounded experiences for this position. In addition, we are very impressed that, despite the fact that she is a fourth generation Chinese, her conversational Cantonese and Mandarin enable her to communicate with many San Franciscans.

Ms. Soo possesses other desired qualities that will make her an outstanding Police Commissioner. She is always accessible, visible, balanced in her positions and very hard working. In our discussions about the many important work of the police Commission, she has convinced me her contributions will be a great credit to the Police Commission.

On behalf of the many thousands of our residents, please give great consideration for Ms. Julie Soo to be our next Police Commissioner. Thank you!

From: Marlene Tran

5/23  
Received in Committee  
(Julie Soo)



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

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

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

Seat # or Category (If applicable): Vacant Seat 1 or Vacant Seat 2 District: \_\_\_\_\_

Name: Nanafrema Ananeh-Firempong

Home Address: [Redacted] Moultrie Street Zip: 94110

Home Phone: [Redacted] Occupation: Legal Operations Manager/Non-Practicing Attorney

Work Phone: \_\_\_\_\_ Employer: Google

Business Address: 1600 Amphitheatre Parkway Zip: 94043

Business E-Mail: nanafrema@google.com Home E-Mail: [Redacted]

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

Check All That Apply:

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

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

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

I believe that I represent many of the relevant demographic qualities the Board is looking for in a Police Commissioner. I am a 34 year old, African American woman, have lived abroad, and am the child of an immigrant. I am a Manager with Google, a member of the state bar of California and have my masters in Finance.

**Business and/or professional experience:**

I graduated in 2011 with my JD and MBA in Finance Indiana University--Bloomington, and I am a member of the State Bar in California and Illinois. After earning my JD and MBA, I worked for Ernst & Young as a consultant. My primary experience was based in post-merger integration, where I focused on integrating policies for newly acquired companies and designing operationally efficient processes. I did this work for 3 years and worked throughout the US, and Japan. I continued working on M&A activities and financial compliance when working for DirecTV and eventually Google, which is what brought me to the Bay Area. For the first 2.5 years at Google I managed Payroll Compliance and Controls for North America (55k+ employees across 30+ states, and throughout Canada). This involved the development and implementations of policies that incorporated regulations for many jurisdictions. I then transitioned into my current role, a Legal Operations Manager. I decided to transition out of financial compliance and into this role in order to make a difference. I manage a team that responds to legal process from Law Enforcement for criminal matters throughout the United States. My team and I regularly interact with Law Enforcement in response to data disclosure requests.

**Civic Activities:**

Having lived in San Francisco for less than a year my civic activities are limited. However, my primary non-work activities are related to helping youth, especially those in the foster care system. I have worked with Together We Rise, running fundraisers to provide suitcases to children in the foster system and with South Pasadena Women's Club, where I mentor students who were recipients of the club's scholarship. I have a passion for helping young people navigate resources available to them in order to get a higher education and fulfill their potential. I find that this is especially necessary for children in the foster system as I see them as one of our most vulnerable populations.

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

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

Date: 4/29/18 Applicant's Signature: (required) Nanafrema Ananeh-Firempong

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

**STATEMENT OF ECONOMIC INTERESTS  
COVER PAGE**

NAME OF OFFICER (Last, First, Middle)  
 Ananah-Frampong Nanafrema

**1. Office, Agency, or Court**

Agency Name: (Do not use acronyms)  
 San Francisco Police Department Commission  
 Division, Board, Department, District, if applicable: \_\_\_\_\_ Your Position:  
 Police Commissioner

► If filing for multiple positions, list below or on an attachment: (Do not use acronyms)  
 Agency: \_\_\_\_\_ Position: \_\_\_\_\_

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

State  Judge or Court Commissioner (Statewide Jurisdiction)  
 Multi-County  County of San Francisco  
 City of San Francisco  Other \_\_\_\_\_

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

Annual: The period covered is January 1, 2017, through December 31, 2017  
 -or- The period covered is \_\_\_\_/\_\_\_\_/\_\_\_\_ through \_\_\_\_/\_\_\_\_/\_\_\_\_  
 Assuming Office: Date assumed \_\_\_\_/\_\_\_\_/\_\_\_\_  
 Leaving Office: Date Left \_\_\_\_/\_\_\_\_/\_\_\_\_ (Check one)  
 The period covered is January 1, 2017, through the date of leaving office.  
 -or-  
 The period covered is \_\_\_\_/\_\_\_\_/\_\_\_\_ through the date of leaving office.  
 Candidate: Date of Election \_\_\_\_\_ and office sought, if different than Part 1: \_\_\_\_\_

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

**Schedules attached**

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

-or-  
 None - No reportable interests on any schedule

**5. Verification**

MAILING ADDRESS STREET CITY STATE ZIP CODE  
 (Business or Agency Address Recommended - Public Document)  
 1600 Amphitheatre Parkway Mountain View CA 94043

DAYTIME TELEPHONE NUMBER E-MAIL ADDRESS  
 \_\_\_\_\_

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

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

Date: 9/20/18  
 (Month, Day, Year)

Signature: \_\_\_\_\_  
 (Print name and title)





Form 700x Comments

Schedules A-1 through E Comments

CALIFORNIA FORM  
FAIR POLITICAL PRACTICES COMMISSION

700

Name:

Nanafrema Ananeh-Firemponi

Schedule A-1 Comments

Equity as a part of my compensation from Google.

Schedule A-2 Comments

Ownership in an LLC. The primary business has gone out of business but the entity remains.

Schedule B Comments

Schedule C Comments

Schedule D Comments

Schedule E Comments

May 18, 2018

Alisa Somera  
Legislative Deputy Director  
San Francisco Board of Supervisors  
1 Dr. Carlton B. Goodlett Place, Room 244  
San Francisco, CA 94102  
415.554.7711 direct | 415.554.5163 fax  
[alisa.somera@sfgov.org](mailto:alisa.somera@sfgov.org)

Dear Ms. Somera,

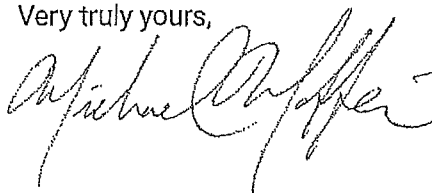
I am writing to express my enthusiastic support of Nanafrema Ananeh-Firempong's application for a seat on the San Francisco Police Commission. It has been my pleasure to work with Nana at Google, LLC for the past eight months. In addition to possessing outstanding judgment and people skills, Nana has a commitment to public service.

For background, I served on the San Francisco Veterans Affairs Commission from 2012-2017. During that time, I was most recently the Commission's President for two years, and before that, I served for two years as Vice President. Based on my experience on that Commission, I can wholeheartedly state to you that Nana absolutely possesses the inter-personal skills required to serve on a deliberative body such as the Police Commission. Serving on such a high-profile Commission requires the ability to work well with others, and work towards a compromise in what is often times a difficult situation. In Nana's work at Google, she has to manage a team of strong personalities, and work to bring differing views in alignment towards a common goal. That same skill set will serve her well should she earn an appointment to the Police Commission.

Further, Nana has expressed a strong desire to get involved in her community here in San Francisco. She has expressed an interest in policing techniques and law enforcement reform measures, and we have had several discussions on these topics. It is clear from my time speaking with Nana that she takes topics such as police reform, police accountability, and community policing quite seriously.

Should you have any further questions about Nana, please do not hesitate to contact me at the number or email address listed below. I could go on, but in the interest of keeping this letter to one page, I believe that I have provided you with a sufficient overview of Nana's judgment and more importantly, with Nana's outstanding character. And I am sure that after reading this, and talking with her other references, you too will agree that Nana is one of those rare individuals who, if selected, will serve the citizens of San Francisco extraordinarily well on the Police Commission.

Very truly yours,





## Somera, Alisa (BOS)

---

**From:** Bernadette Kim ☼ <bernadettekim@gmail.com>  
**sent:** Monday, May 21, 2018 11:11 PM  
**to:** Somera, Alisa (BOS)  
**Subject:** Reference for Nanafrema Ananeh-Firempong - SF Police Commission

Dear Ms. Somera,

As a resident of San Francisco and former work colleague, I am honored to endorse Nanafrema Ananeh-Firempong as a member of the San Francisco Police Commission.

I met Nana in 2015 when she joined our finance operations team at Google, LLC. She was assigned to build and lead our Risk and Compliance efforts, a role that did not previously exist within our team. With her background in governance, experience, and graduate degrees in both law and business, she was a top choice to develop our processes and lead our group develop our compliance protocols. Her incredibly strong work ethic, thorough preparation, and ability to receive little information to mold processes into large scale operations was inspiring and a privilege to witness. Nana's leadership and intelligence commanded the respect from those in entry level positions to executives of the company.

During my 13 years at Google, it was a rare sight to watch a project manager build a regular rapport with the most senior levels of the company within such a short time. It is something I witnessed only Nana achieve. She continues to lead and define policies at Google where she manages a team in the Legal department.

I cannot think of a better candidate to represent the city of San Francisco and the needs of our community. In her work and community projects, Nana exemplifies enthusiasm, integrity, and commitment. I look to her leadership and guidance regularly as I have complete trust in her judgement and know she will always choose to do what is right. Without hesitation, I believe she is an outstanding candidate for the San Francisco Police Commission. She is a natural role model and I am proud that she will represent the city.

Sincerely,

Bernadette Kim  
San Francisco Resident  
Employee at an Alphabet, Inc subsidiary



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

RECEIVED
BOARD OF SUPERVISORS
SAN FRANCISCO

2010 APR 30 PM 1:23

Application for Boards, Commissions, Committees, & Task Forces

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

Seat # or Category (If applicable): Seats 1, 2, or 3 District:

Name: Marc Massarweh

Home Address: [redacted] Francisco St, [redacted] Zip: 94123

Home Phone: [redacted] Occupation: Attorney

Work Phone: Employer: Bloomberg Law

Business Address: 2390 Francisco Street, Apt 301 Zip: 94123

Business E-Mail: Mmassarweh@bloomberglaw.com Home E-Mail: [redacted]

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

Check All That Apply:

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:

My qualifications to represent the various and diverse communities of San Francisco come from the deep passion for the betterment of San Francisco that was instilled in me by my parents, my upbringing, and my career.
My career related qualifications were gained over years of public service. All of the decisions I have made, from going to USF School of Law, to interning for civic leaders, to joining the ranks of those civil servants looking to represent San Francisco as an Assistant District Attorney, have prepared me to understand the City and County's communities, the perspectives of its eclectic body of citizens, and its social justice needs.
My qualifications to represent my home town are not, however, only resume related. My father, George, having emigrated from Jordan to the United States and eventually San Francisco, went to Mission High School, City College of San Francisco, and became a permanent business and property owner.
My family's historical perspective, knowledge and pride in being San Franciscan was passed on to me. I have worked and lived in our community, seen San Francisco evolve and change, not only as a social justice advocate and attorney, but also as an intern, a volunteer, an hourly restaurant worker, and a patron of our city's businesses, museums and culture.

**Business and/or professional experience:**

As discussed above, my entire body of professional experience has given me the knowledge necessary to represent our City and County on the San Francisco Police Commission. I have worked tirelessly in the service industry, while also engaging in civic activities by interning in City Hall for then-Mayor Gavin Newsom. I spent time helping one of our City and County's greatest fighters advocate for San Francisco, both at home and in Washington D.C., while interning for Congresswoman Nancy Pelosi. I have fought on winning and losing campaigns for candidates whom I believed would work to better San Francisco. I have volunteered in our soup kitchens, planted in our Presidio, and learned in our halls of education. All of this experience has prepared me for a position on the San Francisco Police Commission.

I mention these aspects of my professional life first, prior to the largest segment of my career, because I believe that this prior experience illustrates my devotion to the interests of San Francisco. Even had I not become an Assistant District Attorney, a Neighborhood Prosecutor, and a truancy reduction advocate, I would have had deep ties to the social justice interests of the City and County through my life leading up to my time at the SFDA.

That being said, however, my time as a prosecutor for City and County of San Francisco at the San Francisco District Attorney's Office gave me the in-depth professional experience necessary to recognize the social justice issues our home faces, and the dedication and knowledge to help our police force and community fix those issues. My time at the SFDA took me from policy and communications work interacting with community leaders, police, City Hall and City institutions, to Misdemeanor and Felony trial advocacy, and back to the community work which I so cherished. This experience enabled me to cultivate relationships between myself and our community, our San Francisco Police Department, our business leaders, our city leaders, and our social justice leaders who advocate for those accused and for those preyed upon by injustice.

**Civic Activities:**

The civic activities to which I have devoted myself have been many and include everything from volunteering on campaigns, to attending Board of Supervisor hearings, to engaging with City and County leaders on issues of importance to the City and County.

As an Assistant District Attorney for the SFDA, I represented the people of San Francisco both in Court and in the community. Specifically as a Neighborhood Prosecutor, one of my last positions in the office, I attended numerous Police Commission Hearings and ensured that the safety and criminal justice interests of those neighborhoods which I represented were advocated. In this position I also attended community meetings, both large and small, in living rooms, libraries, community centers, and police stations, to engage with and hear from citizens of San Francisco on issues of safety, police accountability, social justice and quality of life.

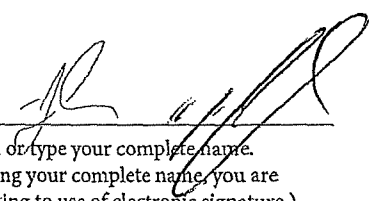
Outside of my duties as an Assistant District Attorney, I engaged in civic activities through volunteering on campaigns for those whom I deemed worthy of leading our City and County. Having helped on the campaigns of Rebecca Prozan, on a number of occasions, I engaged with the community on behalf of Ms. Prozan to hear how they thought she could make San Francisco a better and safer place to live. Having also volunteered on the campaigns of several other office seekers in San Francisco, and attended fundraisers for causes I support such as CASA, I have a wealth of experience in engaging with my fellow citizens for the benefit of San Francisco.

Other notable civic activities include interning under then-Mayor Gavin Newsom, Congresswoman Nancy Pelosi, and then-District Attorney Kamala Harris.

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: 04/29/18 Applicant's Signature: (required)

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

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

FOR OFFICE USE ONLY:  
Appointed to Seat #: \_\_\_\_\_ Term Expires: \_\_\_\_\_ Date Seat was Vacated: \_\_\_\_\_  
01/20/12

**COVER PAGE**

Please type or print in ink.

NAME OF FILER (LAST) (FIRST) (MIDDLE)  
 Massarweh Marc Joseph

**1. Office, Agency, or Court**

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

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

Agency: \_\_\_\_\_ Position: \_\_\_\_\_

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

- State
- Multi-County \_\_\_\_\_
- City of San Francisco
- Judge or Court Commissioner (Statewide Jurisdiction)
- County of San Francisco
- Other \_\_\_\_\_

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

- Annual: The period covered is January 1, 2017, through December 31, 2017.  
 -or-  
 The period covered is \_\_\_\_\_ through December 31, 2017.
- Assuming Office: Date assumed \_\_\_\_\_
- Leaving Office: Date Left \_\_\_\_\_ (Check one)  
 ○ The period covered is January 1, 2017, through the date of leaving office.  
 -or-  
 ○ The period covered is \_\_\_\_\_ through the date of leaving office.
- Candidate: Date of Election TBD and office sought, if different than Part 1: \_\_\_\_\_

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

**Schedules attached**

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

-or-

None - No reportable interests on any schedule

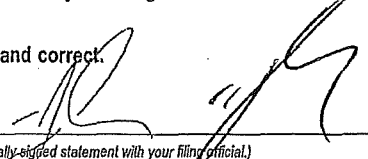
**5. Verification**

MAILING ADDRESS STREET CITY STATE ZIP CODE  
 (Business or Agency Address Recommended - Public Document)  
 Francisco Street San Francisco CA 94123  
 DAYTIME TELEPHONE NUMBER E-MAIL ADDRESS

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

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

Date Signed 04/27/19  
 (month, day, year)

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

**SCHEDULE A-1  
Investments**

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

*Do not attach brokerage or financial statements.*

**CALIFORNIA FORM 700**  
FAIR POLITICAL PRACTICES COMMISSION

Name  
Marc Massarweh

▶ NAME OF BUSINESS ENTITY  
Apple Inc.

GENERAL DESCRIPTION OF THIS BUSINESS  
Technology

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

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

IF APPLICABLE, LIST DATE:  
 \_\_\_\_\_ / \_\_\_\_\_ / 17      \_\_\_\_\_ / \_\_\_\_\_ / 17  
 ACQUIRED                                  DISPOSED

▶ NAME OF BUSINESS ENTITY  
Facebook

GENERAL DESCRIPTION OF THIS BUSINESS  
Tech

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

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

IF APPLICABLE, LIST DATE:  
 \_\_\_\_\_ / \_\_\_\_\_ / 17      \_\_\_\_\_ / \_\_\_\_\_ / 17  
 ACQUIRED                                  DISPOSED

▶ NAME OF BUSINESS ENTITY  
General Motors

GENERAL DESCRIPTION OF THIS BUSINESS  
Automotive

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

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

IF APPLICABLE, LIST DATE:  
 \_\_\_\_\_ / \_\_\_\_\_ / 17      \_\_\_\_\_ / \_\_\_\_\_ / 17  
 ACQUIRED                                  DISPOSED

▶ NAME OF BUSINESS ENTITY

GENERAL DESCRIPTION OF THIS BUSINESS

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

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

IF APPLICABLE, LIST DATE:  
 \_\_\_\_\_ / \_\_\_\_\_ / 17      \_\_\_\_\_ / \_\_\_\_\_ / 17  
 ACQUIRED                                  DISPOSED

▶ NAME OF BUSINESS ENTITY

GENERAL DESCRIPTION OF THIS BUSINESS

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

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

IF APPLICABLE, LIST DATE:  
 \_\_\_\_\_ / \_\_\_\_\_ / 17      \_\_\_\_\_ / \_\_\_\_\_ / 17  
 ACQUIRED                                  DISPOSED

▶ NAME OF BUSINESS ENTITY

GENERAL DESCRIPTION OF THIS BUSINESS

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

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

IF APPLICABLE, LIST DATE:  
 \_\_\_\_\_ / \_\_\_\_\_ / 17      \_\_\_\_\_ / \_\_\_\_\_ / 17  
 ACQUIRED                                  DISPOSED

Comments: \_\_\_\_\_

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

<b>CALIFORNIA FORM 700</b> FAIR POLITICAL PRACTICES COMMISSION Name Marc Massarweh
---

**▶ 1. INCOME RECEIVED**

NAME OF SOURCE OF INCOME  
 Bloomberg Law

ADDRESS (Business Address Acceptable)  
 1801 South Bell Street, Arlington, VA 22202

BUSINESS ACTIVITY, IF ANY, OF SOURCE  
 Tech/News/Legal Research

YOUR BUSINESS POSITION  
 Attorney - Client Success Manager

GROSS INCOME RECEIVED  No Income - Business Position Only  
 \$500 - \$1,000  \$1,001 - \$10,000  
 \$10,001 - \$100,000  OVER \$100,000

CONSIDERATION FOR WHICH INCOME WAS RECEIVED  
 Salary  Spouse's or registered domestic partner's income  
 (For self-employed use Schedule A-2.)

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

Sale of \_\_\_\_\_  
 (Real property, car, boat, etc.)

Loan repayment

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

Other \_\_\_\_\_  
 (Describe)

**▶ 1. INCOME RECEIVED**

NAME OF SOURCE OF INCOME

ADDRESS (Business Address Acceptable)

BUSINESS ACTIVITY, IF ANY, OF SOURCE

YOUR BUSINESS POSITION

GROSS INCOME RECEIVED  No Income - Business Position Only  
 \$500 - \$1,000  \$1,001 - \$10,000  
 \$10,001 - \$100,000  OVER \$100,000

CONSIDERATION FOR WHICH INCOME WAS RECEIVED  
 Salary  Spouse's or registered domestic partner's income  
 (For self-employed use Schedule A-2.)

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

Sale of \_\_\_\_\_  
 (Real property, car, boat, etc.)

Loan repayment

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

Other \_\_\_\_\_  
 (Describe)

**▶ 2. LOANS RECEIVED OR OUTSTANDING DURING THE REPORTING PERIOD**

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

NAME OF LENDER\*  
 U.S. Department of Education

ADDRESS (Business Address Acceptable)  
 120 N. Seven Oaks Drive Knoxville, TN 37922

BUSINESS ACTIVITY, IF ANY, OF LENDER  
 Education/Loan

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

INTEREST RATE  None  
 6.550 %

TERM (Months/Years)  
 NA

SECURITY FOR LOAN  
 None  Personal residence

Real Property \_\_\_\_\_  
 Street address \_\_\_\_\_  
 City \_\_\_\_\_

Guarantor \_\_\_\_\_

Other \_\_\_\_\_  
 (Describe)

Comments: Law School Loan

Marc Massarweh  
2390 Francisco St, Apt 301  
San Francisco, CA 94123  
530-219-1093  
Mjmassarweh@gmail.com

5/23/2018  
Received in Committee  
(Marc Massarweh)

May 22, 2018

Rules Committee  
San Francisco Board of Supervisors  
City and County of San Francisco

Supervisors Safai, Stefani and Yee,

Within this packet, you will find my application for the San Francisco Police Commission. This application contains my resume, the formal Board Committee application, as well as a list of commitments of support and those letters that I have received.

Commitments:

Arab American Democratic Club  
Arab Cultural Center  
Arab Resource and Organizing Center  
Miriam Zouzounis, Commissioner, Small Business Commission  
Joseph Sweiss, Arab American Democratic Club  
Issa Sweidan, Business and Community Leader  
Fuad Sweiss, Business and Community Leader  
Perry Butler, Business and Community Leader  
Commander David Lazar  
Lt. Dangerfield, Officers for Justice  
Richmond Community Police Advisory Board  
Hon. Braden Woods, Judge, San Francisco County  
Laura Claster Bisesto, Senior Public Policy Manager, Lyft  
Tacing Parking, Associate Executive Director, Bayview YMCA  
Rani Singh, Former Neighborhood Prosecutor, Taraval Station, San Francisco District  
Attorney's Office  
Charles Bisesto, Neighborhood Prosecutor, Northern and Central Stations, San Francisco District  
Attorney's Office  
Michael Maffei, Commissioner, Veterans Affairs Commission  
Thomas Mazzucco, Commissioner, Police Commission

Thank you for considering my application and I look forward to speaking with you tomorrow at the Rules Committee hearing.

Marc Massarweh  
Mjmassarewh@gmail.com  
530-219-1093



BRADEN G. WOODS  
JUDGE

Superior Court of California  
County of San Francisco

May 21, 2018

Re: In support of Marc Massarveh's appointment to the S.F. Police Commission

Dear Board of Supervisors:

I am writing to you to recommend a "yes" vote to appoint Mr. Marc Massarveh to the San Francisco Police Commission.

I met Marc in 2008 when he joined the San Francisco District Attorney's Office as an intern. At the time I was an Assistant District Attorney, and in 2011 I became Chief of the Criminal Division, which placed me in a supervisory role.

Marc has dedicated his professional career to public service in the City and County of San Francisco, and his integrity and work ethic have been integral to his success. From the start, Marc impressed me as a fair and just Assistant District Attorney. During his time in the Charging Unit, he proved his impartiality in examining the work of the San Francisco Police Department with a critical eye and assessing whether there was sufficient evidence to charge cases.

Marc graduated from a policy role to trial work then moved into a more public-facing role as a Neighborhood Prosecutor. He earnestly represented the District Attorney's Office as he supported the social justice needs in seven of the ten district stations: Bayview, Central, Northern, Park, Richmond, Southern, and Taraval. It was in this role that he demonstrated his proficiency as a public speaker and solidified his reputation by earning the respect of community members, prosecutors, public defenders, the defense bar, the judiciary, law enforcement officers, and SFPD leadership.

Marc and I became acquainted as colleagues, and today I am privileged to also call him a friend. I believe Marc's integrity, interpersonal skills, and professional experience will serve him well on the Commission, therefore it is with complete confidence that I support his appointment.

Respectfully,



Hon. Braden G. Woods



Board of Supervisors

1 Dr Carlton B Goodlett Pl #244

San Francisco, CA 94102

May 17, 2018

Re: Police Commission Appointment Seat 1, 2, or 3

Honorable Supervisors,

I am writing to express support for Marc Massarweh as an appointee to the Police Commission. He has extensive experience in the areas of policy, criminal justice, and community engagement. He is a member of the Arab community in San Francisco, a community that is severely underrepresented yet has a stake in the policies and accountability structures around our Police force. I served with him as a Board Member with the District Attorney's AAMEMSA (Arab Muslim Middle Eastern South Asian) Advisory Board and he brought very tangible skills to the table from his work as Assistant District Attorney. He has also held positions as a Neighborhood Prosecutor and developed and led trainings for SFPD on "Community Prosecution". We need an experienced, young person, who is also familiar with the intersections of urban youth and the criminal justice system, as well as someone who has a deep familiarity and relationship to impacted immigrant communities in our City. Although I also sit as a Commissioner on the Small Business Commission, I write this letter in a personal capacity and encourage you to consider Mr. Massarweh in his seeking appointment.

Best,

Miriam Zouzounis

*Miriam Zouzounis*

May 18, 2018

Dear Board of Supervisors,

I write in strong support of appointing Marc Massarweh to the San Francisco Police Commission. Marc has dedicated his career to pursuing justice for all San Franciscans and would be a fair and just Police Commissioner.

I have known Marc for seven years, since we worked together as Assistant District Attorneys in San Francisco. Marc is truly passionate about serving the City and County of San Francisco and made this clear as a trial attorney, and as he served in numerous community-facing roles at the District Attorney's Office. As a Neighborhood Prosecutor, Marc represented the District Attorney's Office in the community and alongside law enforcement officers. In this role, Marc worked in seven of the ten district stations to support the social justice needs of the communities which those stations served: Bayview, Central, Northern, Park, Richmond, Southern, and Taraval Stations. This experience gave Marc the necessary perspective on the Police Department's operations, as well as the needs of each of San Francisco's distinct neighborhoods.

Marc is also a respected colleague at the Hall of Justice. He is well-liked by prosecutors, public defenders, the defense bar and the judiciary alike. And he has built strong relationships with San Francisco leaders as well as SFPD command staff. This will certainly serve Marc well on the Commission. Marc is an individual that others trust, and someone who is known to follow through on his word.

It is without any reservations that I respectfully ask for your vote to appoint Marc Massarweh to the Police Commission.

Sincerely,

Laura Claster Bisesto

May 23, 2018

To the attention of the S.F. Rules Committee:

It has come to my attention that the S.F. Police Commission has several empty seats. It is imperative to keep the Police Commission's members robust and capable so that the SFPD has a body of well-respected and committed leaders to help oversee and hold accountable the efforts of the SFPD.

I recommend San Francisco resident Marc Massarweh for a seat on the Police Commission.

I had the honor of working with Marc during the time I chaired the Richmond District Community Police Advisory Committee (CPAB). I served as a volunteer for five years chairing the CPAB along with a board of 12 other community members. During that time we worked with 3 police captains at Richmond Station. Marc Massarweh was working as an Assistant D.A. and regularly attended our meetings to check in about our concerns and top issues affecting crime and quality of life. We worked on issues such as chronic car break-ins and pedestrian safety.

Mr. Massarweh was actively engaged in our meetings, attentive and informed on our concerns regarding crime and safety of SF residents. He consistently helped our CPAB understand and determine where our concerns could hold weight and what actions we could have an impact on change. The SFPD's constant staffing changes in past years made it even more invaluable to have members and contributors who could add a larger context of knowledge in regard to civilian complaints and how the SFPD and the DA's office were handling cases.

I firmly believe Marc's experience as a former Assist. D.A. as well as his concern for civic justice and accountability will add great value to the S.F. Police Commission. Please consider his application and strengthen our Police Commission with members who will add great value and commitment.

---

Respectfully,

Traci Teraoka  
Member of the Richmond CPAB 2012-2018  
President of the Sacramento St Merchants Association  
Owner, Poetica Art & Antiques

Patrice R. M. Miller  
3009 California Street  
San Francisco, CA 94115

May 21, 2018

Dear Police Commission Selection Committee,

I am writing you to recommend Marc Massarwah to the San Francisco Police Commission. I am currently a member of the Richmond Station Community Police Advisory Board, where I have served since it's inception. First as the founding Co-Chair and again in this capacity a few years later. Those of us who serve on CPAB's care greatly about what is being done to keep the citizens of our city safe. It was through my involvement with the Richmond Station CPAB as I have come to know Marc.

When Marc was assigned through the DA's office to the Richmond Station I was impressed with his level of interest and commitment to the efforts of the CPAB. As someone who has seen station Captains come and go with varying amounts of commitment to the CPAB process, I was impressed to see this Assistant District Attorney truly take an interest in what we were doing. More importantly, helping us to further our efforts. Marc would always ask "How can I help?" and offer up ideas to move our efforts forward. He isn't the kind of person who is happy with "business as usual", which worked well with us volunteers who weren't either. But he is thoughtful in his approach and is able to see all sides of an issue. Traits that I think make for a great Police Commissioner.

I have the utmost respect for Marc and believe he will be a great addition to the Commission, especially as the Police Department moves forward in implementing the changes recommended in the DOJ report. I hope you will appoint him to this very important Commission as he will be a great addition.

Sincerely,  
Patrice R. M. Miller



May 14, 2018

Dear Board of Supervisors,

I am writing on behalf of Marc Massarweh and his candidacy to become a member of the San Francisco Police Commission.

I have known Marc for over twenty years. During his high school and college years he worked at Perry's on Union Street as a host and as a server. He did a terrific job in both of those roles, using his high intelligence and his sparkling personality along the way. Our standards for personal and professional behavior at Perry's are very high and Marc consistently met and exceeded them.

He left the job at Perry's to attend law school, but we have continued to see Marc and stay in touch all along the way, including during his time at the San Francisco District Attorney's office, where he also distinguished himself.

Marc's desire to become a member of the San Francisco Police Commission is born out of his commitment to public service and his love of this city. From my point of view he is the ideal candidate: a vibrant young man of high intelligence, complete integrity and a very strong work ethic. As a business owner in the city for almost fifty years, I care deeply about this city, its well being in the present day and its limitless future, and I write on behalf of Marc Massarweh in that spirit.

Sincerely,



Perry Butler

May 17, 2018

Board of Supervisors,

This email is sent on behalf of Marc Massarweh recommending that you vote yes to appoint Mr. Massarweh to the San Francisco Police Commission.

I have known Marc for five years when, as a Neighborhood Prosecutor, he began working with the officers and community of Northern Station. Marc's work ethic and integrity in handling the cases presented to him by our officers, as well as the needs of the community, were what drove him to succeed as a fair and just Assistant District Attorney. His ability to be examine with a critical and impartial eye the cases that were presented to him gained him the respect of the community he served and those officers with whom he worked.

This same respect will serve him well on the Commission and will continue if Marc is appointed. He will bring a rare combination of youth and experience to the Commission, having served as an Assistant District Attorney for almost eight years. Through his time as a Neighborhood Prosecutor embedded in the community, Marc will also bring a knowledge of the various neighborhoods in which he served and a knowledge of SFPD.

It is without any reservations that I support Marc Massarweh and ask that you cast a yes vote to appoint him to the San Francisco Police Commission.

Lt. Troy Dangerfield  
Officers For Justice

Board of Supervisors,

This email is sent on behalf of Marc Massarweh recommending that you vote yes to appoint Mr. Massarweh to the San Francisco Police Commission.

I have known Marc for eight years, since we started together as Assistant District Attorneys in San Francisco. From day one, Marc made it clear that he was passionate about serving the City and County of San Francisco. It was this passion that drew him to the District Attorney's Office. More importantly, it is Marc's love for San Francisco, its neighborhoods and its residents that will allow him to thrive on the Police Commission.

Marc served in many roles at the District Attorney's Office, working both as a trial attorney and in policy positions. As a trial attorney, Marc spent much of his time reviewing cases brought by the Police Department for charging decisions. This role gave Marc a unique perspective on the work of the Police Department and their day to day operations. It also allowed him to fully understand police investigations and the necessary support patrol officers and investigators need to complete thorough and proper investigations.

Eventually, Marc moved into a more public facing role as a Neighborhood Prosecutor, where he represented the District Attorney's Office in the community and alongside law enforcement officers. During his time as a Neighborhood Prosecutor, Marc worked in seven of the ten district stations to support the social justice needs of the communities which those stations served: Bayview, Central, Northern, Park, Richmond, Southern, and Taraval Stations. Again, this experience gave Marc the necessary perspective on the Police Department's operations, as well as the needs of each of San Francisco's distinct neighborhoods. Marc has clearly committed his career to pursuing justice for all San Francisco residents.

Finally, Marc has a strong reputation at the Hall of Justice. He is well respected by prosecutors, public defenders, the defense bar and the judiciary. And he has built strong relationships with San Francisco leaders as well as SFPD command staff. This will certainly serve Marc well on the Commission. Most notably, Marc is an individual that others trust, and someone who is known to follow through on his word.

It is without any reservations that I support Marc Massarweh and attest to his integrity.

Charles Bisesto

**EXPERIENCE****BLOOMBERG LAW**, San Francisco, CA

05/17-Present

*Client Success Manager*

- Develop and retain legal business through account planning and relationship building with Large Law, Corporate Legal Divisions and Academic Institutions.
- Cultivate, build and maintain high-level relationships with key decision makers to drive usage and adoption

**SAN FRANCISCO DISTRICT ATTORNEY'S OFFICE**, San Francisco, CA

12/10-04/17

*Assistant District Attorney*

Held attorney positions throughout the office requiring communication to juries, as well as law enforcement, government leaders and the community. Focus of work for the past 4 years has been in a unit tailored to identifying problems in the City, strategizing with law enforcement and City leaders fix these problems, enacting those strategies, and communicating strategies, goals, and successes to relevant partners and the community. Work in this unit done alongside work in the Communications/Policy team and while project managing Truancy Intervention Program countywide for the SFDA.

**Crime Strategies Unit:**

- Spearhead forum to bring retailers and law enforcement partners together to more effectively and efficiently communicate incidents of retail theft across California; includes project managing law enforcement collaboration
- Leader in developing procedures to allow law enforcement to share information of retail theft in real-time
- Strategize and communicate law enforcement response to crime developments with police and the community
- Draft Community Safety Plan of Action to coordinate strategies as to prolific crime trends for afflicting districts

**Communications and Policy:**

- Coordinate with city leaders, including law enforcement, Board of Supervisors, Mayor's office, City Attorney's office and other organizations to develop and implement public safety policies and address districts concerns
- Research and track legislation and court decisions pertaining to criminal law and how it will impact prosecutorial work
- Research, track and compile daily press news regarding the office and law enforcement city, state and nationwide

**Truancy Intervention Program:**

- Lead attorney assigned to San Francisco District Attorney's Office (SFDA) Truancy Intervention Program
- Pioneered office-wide Truancy case management system to track and monitor cases
- Developed innovative protocols and procedures to be used by both Superior Court and SFDA to more effectively handle Truancy cases in court

**Trial Team:**

- Independently conducted 20 jury trials to verdict
- Misdemeanor Unit team leader tasked with reviewing and assigning, supervising and training attorneys

**Lecturer:**

- Developed PowerPoint used to train SFPD "Community Prosecution and SFPD" course at San Francisco Police Department Academy, 2014-2016

**REBECCA PROZAN FOR SUPERVISOR**, San Francisco, CA

04/09-07/09

*Intern Campaign Scheduler*

- Conducted research and wrote fact sheets in preparation for debates and public statements

**OFFICE OF MAYOR GAVIN NEWSOM**, San Francisco, CA

10/06-12/06

*Intern*

- Aided Mayor's Director of Intergovernmental Affairs in communicating with other jurisdictions.

**EDUCATION****UNIVERSITY OF SAN FRANCISCO SCHOOL OF LAW***J.D., May 2010 (Criminal Law Concentration)*

- Activities: Senior Staff, Law Review  
USF School of Law Appellate Advocacy Team, Traynor Competition
- Honors: CALI *Excellence for the Future Award* – Election Law 2009  
USF School of Law Honors – 2007-2008

**UNIVERSITY OF CALIFORNIA AT DAVIS***Bachelor of Arts, Political Science, History Minor, June 2006*

- Activities: Associate Justice, Supreme Court of the Associated Students of UC Davis, 2005-2006  
Member, UC Davis Club Lacrosse Team 2002-2003  
Member, Delta Sigma Phi Fraternity 2003-2006
- Internships: Office of Congresswoman Nancy Pelosi, Washington D.C. Summer 2005



Save Form

Print Form



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

RECEIVED  
BOARD OF SUPERVISORS  
SAN FRANCISCO  
2019 MAY -1 PM 2:16

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

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

Seat # or Category (If applicable): Seat 1 District: N/A

Name: De'Anthony Daymone Jones

Home Address: [Redacted] Eddy St. [Redacted] Zip: 94109

Home Phone: \_\_\_\_\_ Occupation: Teen Support Lead

Work Phone: 415-567-0400 Employer: MagicZone/Collective Impact

Business Address: 1050 McAllister St. Zip: 94115

Business E-Mail: deanthony@sfmagiczone.org Home E-Mail: [Redacted]

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

Check All That Apply:

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

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

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

**Business and/or professional experience:**

**Civic Activities:**

2008-2010: Member of the San Francisco Youth Commission (2008-09: Served as Chair, 2009-2010: Youth Justice Cmte. Vice-Chair)  
2012-2016: Member of California Young Democrats Black Caucus (2012-2015: North State Regional Dir., 2015-Present: Secretary, 2016-2017: Vice-Chair, 2017-2018: Central Bay Regional Director)  
2016-Present: Member of Alice B. Toklas LGBT Democratic Caucus (2017-2018: Policy Cmte. Co-Chair, 2018 - Present: PAC Co-Chair)  
2017 - Present: Human Rights Commission Equity Advisory Cmte. Member  
2017- Present: Member of My Brothers/Sisters Keeper Initiative, Co-Advisor to Initiative's Youth Council

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: 04/28/2018    Applicant's Signature: (required) De'Anthony Daymone Jones

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

01/20/12

## **2018 Police Commission Question Responses**

### **For De'Anthony D. Jones**

**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's Western Addition neighborhood, specifically Westside Courts Public Housing Complex. In my life I have experienced most of the realities that many young people of color have been faced with including being raised for the better part of my life by a single mom, being economically disadvantaged, and being raised around those who had often times turned to crime and violence to survive. With that said, the community I grew up in has had, and, in some cases, still has a difficult relationship with law enforcement as some in my community, including myself at times, has had intense interactions with police officers. If given the opportunity to serve as a police commissioner, I would love to see relationships with the community and police department improve and I would like to make it my personal mission to achieve that through intentional programs, partnerships, and initiatives between community members, community groups, and the San Francisco Police Department.

Aside from my experience growing up in an historically marginalized community, I also was educated by the San Francisco Unified School District throughout my childhood. With that said, I feel I have a unique perspective on the city and my community not only as a native, but as a young African-American man. I also empathize with the LGBT community as I am an openly gay man, which has led to me also being involved with LGBT advocacy groups, such as the Alice B. Toklas LGBT Democratic Club and the Bayard Rustin Coalition.

As I grew up, all I could think about is how to make my community better for those I lived around and grew up with. My life experience, which mainly empathizes with the youth I work with, was my motivation to explore career paths in public service and, thus my desire to want to apply to become a San Francisco Police Commissioner. I hope to make a substantial impact and bring our Police Department and our fellow San Franciscans from around the city together, especially those in historically marginalized communities and more specifically, communities of color.

#### **Business and/or professional experience:**

I currently work for Collective Impact as a Teen Program Lead where I mentor and support young adults in the Western Addition and throughout the city. The youth that we serve are mainly youth of color from historically marginalized communities and often come from low-income households. Aside from supporting these youth through our after-school program, I, alongside my colleagues, go to different schools throughout the week supporting students in reaching their academic, personal, and career goals. Aside from our day-to-day programming

after and during school hours, we have an in-depth summer program that offers full day programming from K-8th graders. The program I directly work with is the Community Safety Initiative, which employs over 100 high schoolers as well as up to 20 transitional aged youth. This program splits the youth into different cohorts that are managed each by transitional-aged youth.

The San Francisco Police Department and San Francisco Police Commission has been directly involved in not only supporting this program, but also housing cohorts whose projects have historically been to improve relations between youth in communities of color and the Police Department. This has led to an evolution in police and community relations, especially between some historically marginalized populations of youth when it comes down to police and community relations. The youth and the officers they have worked with both have historically built more positive relationships between each other over 3 different summers starting in the summer of 2015. These cohorts of youth are comprised of mainly youth of color, some of which have been personally affected by the complexities of police and communities of color. Almost all of the youth's perception of the officers changed and vice versa with the officers they had worked with. Programs like these do and have built empathy between officers and the youth in the communities they served. Youth in the program often report seeing the officers they have worked with and say that almost every time, these officers and youth often acknowledge each other in a genuine way.

I hope to not only work with the youth in these programs, but expand them as well so that relations between youth from marginalized communities and police officers can improve and become rooted in empathy as opposed to apathy.

#### **Civic Activities:**

2008 Coro Exploring Leadership Program C/O 2009

2009 Bank of America Student Leader (San Francisco Delegation)

2008-2010: Member of the San Francisco Youth Commission (2008-09: Served as Chair, 2009-2010: Youth Justice Cmte. Vice-Chair)

2012-2016: Member of California Young Democrats Black Caucus (2012-2015: North State Regional Dir., 2015-Present: Secretary, 2016-2017: Vice-Chair, 2017-2018: Central Bay Regional Director)

2016-Present: Member of Alice B. Toklas LGBT Democratic Caucus (2017-2018: Policy Cmte. Co-Chair, 2018 - Present: PAC Co-Chair)

2017 - Present: Human Rights Commission Equity Advisory Cmte. Member

2017- Present: Member of My Brothers/Sisters Keeper Initiative, Co-Advisor to Initiative's Youth Council

**STATEMENT OF ECONOMIC INTERESTS**

Date Initial Filing Received  
 Official Use Only

**COVER PAGE**

Please type or print in ink.

NAME OF FILER (LAST) (FIRST) (MIDDLE)  
 Jones De'Anthony Daymone

**1. Office, Agency, or Court**

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

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

Agency: \_\_\_\_\_ Position: \_\_\_\_\_

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

State  Judge or Court Commissioner (Statewide Jurisdiction)  
 Multi-County \_\_\_\_\_  County of San Francisco  
 City of San Francisco  Other \_\_\_\_\_

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

Annual: The period covered is January 1, 2017, through December 31, 2017.  
 -or- The period covered is \_\_\_\_\_, through December 31, 2017.  
 Assuming Office: Date assumed \_\_\_\_\_  
 Candidate: Date of Election TBD and office sought, if different than Part 1: \_\_\_\_\_  
 Leaving Office: Date Left \_\_\_\_/\_\_\_\_/\_\_\_\_ (Check one)  
 The period covered is January 1, 2017, through the date of leaving office.  
 -or-  
 The period covered is \_\_\_\_\_, through the date of leaving office.

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

**Schedules attached**

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

-or-  
 None - No reportable interests on any schedule

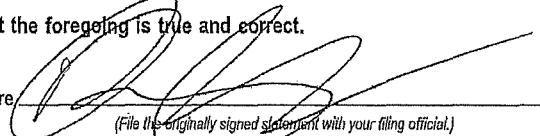
**5. Verification**

MAILING ADDRESS	STREET	CITY	STATE	ZIP CODE
(Business or Agency Address Recommended - Public Document)				
1 Dr. Carlton B. Goodlett Place Rm. 244		San Francisco	CA	94102
DAYTIME TELEPHONE NUMBER		E-MAIL ADDRESS		
[REDACTED]		[REDACTED]		

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

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

Date Signed 05/02/2018  
 (month, day, year)

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

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

**CALIFORNIA FORM 700**  
 FAIR POLITICAL PRACTICES COMMISSION

Name  
 De'Anthony Jones

**▶ 1. INCOME RECEIVED**

NAME OF SOURCE OF INCOME  
 Collective Impact

ADDRESS (Business Address Acceptable)  
 1050 McAllister St., San Francisco, CA 94115

BUSINESS ACTIVITY, IF ANY, OF SOURCE  
 Non-Profit After School Program

YOUR BUSINESS POSITION  
 Teen Support Lead

GROSS INCOME RECEIVED  No Income - Business Position Only  
 \$500 - \$1,000  \$1,001 - \$10,000  
 \$10,001 - \$100,000  OVER \$100,000

CONSIDERATION FOR WHICH INCOME WAS RECEIVED  
 Salary  Spouse's or registered domestic partner's income  
 (For self-employed use Schedule A-2.)

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

Sale of \_\_\_\_\_  
 (Real property, car, boat, etc.)

Loan repayment

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

Other \_\_\_\_\_  
 (Describe)

**▶ 1. INCOME RECEIVED**

NAME OF SOURCE OF INCOME  
 In Home Supportive Services

ADDRESS (Business Address Acceptable)  
 77 Otis St. San Francisco 94103

BUSINESS ACTIVITY, IF ANY, OF SOURCE  
 IHSS SF County Office

YOUR BUSINESS POSITION  
 Live-In Caretaker

GROSS INCOME RECEIVED  No Income - Business Position Only  
 \$500 - \$1,000  \$1,001 - \$10,000  
 \$10,001 - \$100,000  OVER \$100,000

CONSIDERATION FOR WHICH INCOME WAS RECEIVED  
 Salary  Spouse's or registered domestic partner's income  
 (For self-employed use Schedule A-2.)

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

Sale of \_\_\_\_\_  
 (Real property, car, boat, etc.)

Loan repayment

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

Other \_\_\_\_\_  
 (Describe)

**▶ 2. LOANS RECEIVED OR OUTSTANDING DURING THE REPORTING PERIOD**

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

NAME OF LENDER\*  
 LendUp

ADDRESS (Business Address Acceptable)  
 237 Kearny St #372 San Francisco, CA 94108

BUSINESS ACTIVITY, IF ANY, OF LENDER  
 Personal Loan

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

INTEREST RATE  
 24.98%  None

TERM (Months/Years)  
 1 year

SECURITY FOR LOAN  
 None  Personal residence

Real Property \_\_\_\_\_  
 Street address \_\_\_\_\_  
 City \_\_\_\_\_

Guarantor \_\_\_\_\_

Other \_\_\_\_\_  
 (Describe)

Comments: \_\_\_\_\_

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

**CALIFORNIA FORM 700**  
 FAIR POLITICAL PRACTICES COMMISSION

Name  
 De'Anthony Jones

**1. INCOME RECEIVED**

NAME OF SOURCE OF INCOME  
 LimeBike

ADDRESS (Business Address Acceptable)  
 2121 S. Camino Real B100, San Mateo, CA 94403

BUSINESS ACTIVITY, IF ANY, OF SOURCE  
 Bike and Scooter Company

YOUR BUSINESS POSITION  
 Brand Ambassador

GROSS INCOME RECEIVED  No Income - Business Position Only  
 \$500 - \$1,000  \$1,001 - \$10,000  
 \$10,001 - \$100,000  OVER \$100,000

CONSIDERATION FOR WHICH INCOME WAS RECEIVED  
 Salary  Spouse's or registered domestic partner's income  
 (For self-employed use Schedule A-2.)  
 Partnership (Less than 10% ownership. For 10% or greater use  
 Schedule A-2.)  
 Sale of \_\_\_\_\_  
 (Real property, car, boat, etc.)  
 Loan repayment  
 Commission or  Rental Income, list each source of \$10,000 or more  
 \_\_\_\_\_  
 (Describe)  
 Other \_\_\_\_\_  
 (Describe)

**1. INCOME RECEIVED**

NAME OF SOURCE OF INCOME

ADDRESS (Business Address Acceptable)

BUSINESS ACTIVITY, IF ANY, OF SOURCE

YOUR BUSINESS POSITION

GROSS INCOME RECEIVED  No Income - Business Position Only  
 \$500 - \$1,000  \$1,001 - \$10,000  
 \$10,001 - \$100,000  OVER \$100,000

CONSIDERATION FOR WHICH INCOME WAS RECEIVED  
 Salary  Spouse's or registered domestic partner's income  
 (For self-employed use Schedule A-2.)  
 Partnership (Less than 10% ownership. For 10% or greater use  
 Schedule A-2.)  
 Sale of \_\_\_\_\_  
 (Real property, car, boat, etc.)  
 Loan repayment  
 Commission or  Rental Income, list each source of \$10,000 or more  
 \_\_\_\_\_  
 (Describe)  
 Other \_\_\_\_\_  
 (Describe)

**2. LOANS RECEIVED OR OUTSTANDING DURING THE REPORTING PERIOD**

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

NAME OF LENDER\* \_\_\_\_\_

ADDRESS (Business Address Acceptable) \_\_\_\_\_

BUSINESS ACTIVITY, IF ANY, OF LENDER \_\_\_\_\_

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

INTEREST RATE \_\_\_\_\_%  None

TERM (Months/Years) \_\_\_\_\_

SECURITY FOR LOAN  
 None  Personal residence  
 Real Property \_\_\_\_\_  
 Street address \_\_\_\_\_  
 City \_\_\_\_\_  
 Guarantor \_\_\_\_\_  
 Other \_\_\_\_\_  
 (Describe)

Comments: \_\_\_\_\_





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

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

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

Seat # or Category (if applicable): 1 or 2 District: 3

Name: Marilyn Murrillo

Home Address: [Redacted] Broadway St [Redacted] Zip: 94111

Home Phone: [Redacted] Occupation: N/A

Work Phone: N/A Employer: N/A

Business Address: N/A Zip: \_\_\_\_\_

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

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

Check All That Apply:

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

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

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

I believe I should be appointed because there is an unmet need for representation on the Police Commission for a low-income, college-educated, disabled, formerly homeless SF Resident, 49-year-old Latina Transgender Woman to help reflect and advance the concerns and needs of People of Color, Homeless individuals, Latino Community, and low-income neighborhoods and/or communities in the City. Also, as an active LGBTQ Community Volunteer, I am qualified to represent the concerns of the LGBTQ Community with Public Safety concerns. Furthermore, I am not employed or serving on the governing body of any entity that has a CDBG or ESG grant application pending with the City. My education includes: Bachelor of Science degree in Organizational Behavior and Master of Communication from University of the Pacific. I have been a resident of North Beach Neighborhood for the past three years; prior to that, I lived in the Tenderloin Neighborhood for three years. Given my qualifications to represent marginalized and underserved San Francisco Communities, I believe I would be an asset on the Police Commission and contribute to San Francisco's commitment to Diversity and Inclusion in giving a Voice to the diverse voices and views in our Community.

**Business and/or professional experience:**

My professional experience includes: University lecturer, Substitute High School and Elementary School Teacher, Grant Writer, Intern for Assemblymember David Chiu, and Sales Associate. Also, I currently serve as Grants Administrator and Board Member of Tenderloin Tessie Holiday Dinners, an all-volunteer non-profit organization serving the homeless and low-income residents of San Francisco. Tenderloin Tessie Holiday Dinners has received a one-time Congregate Community Meals Grant from San Francisco for the July 1, 2017 thru June 30, 2018 FY. I am also in the formative stages of establishing Transgender Endowment, a non-profit organization to serve the Transgender Community in San Francisco.

**Civic Activities:**

I am also an active member of the United Democratic Club of San Francisco. I also volunteer for various local Community Organizations, including Tenderloin Tessie Holiday Dinners and the Budget Justice Coalition of San Francisco.

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

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

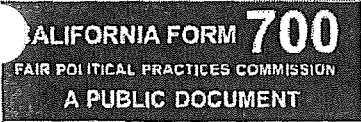
Date: 5-2-2018 Applicant's Signature: (required) Marilyn Murrillo

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



STATEMENT OF ECONOMIC INTERESTS COVER PAGE

Date Initial Filing Received (Official Use Only)

Please type or print in ink.

NAME OF FILER (LAST) (FIRST) (MIDDLE)
Murrillo Marilyn

1. Office, Agency, or Court

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

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

Agency: Position:

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

- State
Multi-County
City of San Francisco
Judge or Court Commissioner (Statewide Jurisdiction)
County of San Francisco
Other

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

- Annual: The period covered is January 1, 2017, through December 31, 2017.
Assuming Office: Date assumed
Candidate: Date of Election
Leaving Office: Date Left
The period covered is January 1, 2017, through the date of leaving office.

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

Schedules attached

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

None - No reportable interests on any schedule

5. Verification

MAILING ADDRESS STREET CITY STATE ZIP CODE
Broadway St San Francisco CA 94111
DAYTIME TELEPHONE NUMBER E-MAIL ADDRESS

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

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

Date Signed 5-2-2018 (month, day, year)

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

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

<b>CALIFORNIA FORM 700</b> FAIR POLITICAL PRACTICES COMMISSION Name Marilyn Murrillo
---

**▶ 1. INCOME RECEIVED**

NAME OF SOURCE OF INCOME  
 Tenderloin Tessie Holiday Dinners

ADDRESS (Business Address Acceptable)  
 2261 Market St - #494 San Francisco, CA 94114

BUSINESS ACTIVITY, IF ANY, OF SOURCE  
 Provide free holiday dinners to the needy.

YOUR BUSINESS POSITION  
 Grants Administrator and Board Member

GROSS INCOME RECEIVED  No Income - Business Position Only

\$500 - \$1,000       \$1,001 - \$10,000  
 \$10,001 - \$100,000       OVER \$100,000

CONSIDERATION FOR WHICH INCOME WAS RECEIVED

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

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

Sale of \_\_\_\_\_  
 (Real property, car, boat, etc.)

Loan repayment

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

\_\_\_\_\_  
 (Describe)

Other \_\_\_\_\_  
 (Describe)

**▶ 1. INCOME RECEIVED**

NAME OF SOURCE OF INCOME  
 N/A

ADDRESS (Business Address Acceptable)

BUSINESS ACTIVITY, IF ANY, OF SOURCE

YOUR BUSINESS POSITION

GROSS INCOME RECEIVED  No Income - Business Position Only

\$500 - \$1,000       \$1,001 - \$10,000  
 \$10,001 - \$100,000       OVER \$100,000

CONSIDERATION FOR WHICH INCOME WAS RECEIVED

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

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

Sale of \_\_\_\_\_  
 (Real property, car, boat, etc.)

Loan repayment

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

\_\_\_\_\_  
 (Describe)

Other \_\_\_\_\_  
 (Describe)

**▶ 2. LOANS RECEIVED OR OUTSTANDING DURING THE REPORTING PERIOD**

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

NAME OF LENDER\*  
 N/A

ADDRESS (Business Address Acceptable)

BUSINESS ACTIVITY, IF ANY, OF LENDER

HIGHEST BALANCE DURING REPORTING PERIOD

\$500 - \$1,000  
 \$1,001 - \$10,000  
 \$10,001 - \$100,000  
 OVER \$100,000

INTEREST RATE \_\_\_\_\_ %     None

TERM (Months/Years) \_\_\_\_\_

SECURITY FOR LOAN

None       Personal residence

Real Property \_\_\_\_\_  
 Street address \_\_\_\_\_  
 City \_\_\_\_\_

Guarantor \_\_\_\_\_

Other \_\_\_\_\_  
 (Describe)

Comments: No income received; Grants Administrator and Board Member are both Volunteer Positions.

## Somera, Alisa (BOS)

---

**From:** Justin Jones <justin.samuel.jones@gmail.com>  
**nt:** Friday, May 04, 2018 12:04 PM  
**ro:** Somera, Alisa (BOS)  
**Cc:** Marilyn Murrillo  
**Subject:** Marilyn Murrillo

Hi Alisa,

I am emailing to voice my support for Marilyn Murrillo being appointed to the Police Commission. Marilyn is a great community advocate and would serve the commission well.

Best,

JJ

# Tenderloin Tessie Holiday Dinners



2261 Market Street - #494 San Francisco, CA 94114

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*Feeding The Hungry in San Francisco for Over 40 Years!*

May 4, 2018

Alisa Somera  
Legislative Deputy Director  
San Francisco Board of Supervisors  
1 Dr. Carlton B. Goodlett Place, Room 244  
San Francisco, CA 94102

Dear Alisa,

I am writing this letter in Support of Marilyn Murrillo to serve as a Commissioner on the San Francisco Police Commission. Marilyn has been a Board Member of Tenderloin Tessie Holiday Dinners for 3 years and volunteering her time with us throughout the past 5 years.

Tenderloin Tessie Holiday Dinners is a Non-Profit 501(c)3 and has no paid employees. We feed on average 1,000 people 3 times a year at Easter, Thanksgiving and Christmas. We provide a warm friendly environment.

As the President of an Organization, I see firsthand how badly that food and a friendly smile are needed.

Please make a difference and give this appointment to Marilyn Murrillo.

Sincerely,

A handwritten signature in cursive script that reads "Michael Gagne".

Michael Gagne  
President  
Tenderloin Tessie Board

## Somera, Alisa (BOS)

---

**From:** Joni Eisen <jonieisen@sbcglobal.net>  
**Sent:** Monday, May 07, 2018 5:47 PM  
**To:** Somera, Alisa (BOS)  
**Subject:** Support of Marilyn Murrillo for Police Commissioner

To Whom It May Concern:

I have known Marilyn Murrillo for about seven years. During that time, through her appearances at my neighborhood Democratic club and other political venues as a volunteer promoting various worthy causes, I have been impressed by her intelligence, sincerity, and serious love for our City and the people who live here. Because of this, and because of her particular life experience as a low-income, transgender woman of color, I believe she will be a valuable addition to the Police Commission. I urge the Board of Supervisors to appoint her.

Thank you for your consideration.

Sincerely,

Joni Eisen  
Founding & immediate past president, Potrero Hill Democratic Club



**Skyline**  
COLLEGE  
ACHIEVE

**Date:** May 6, 2018  
**To:** Alisa Somera, Legislative Deputy Director, San Francisco Police Commission  
**From:** Paul Rueckhaus  
**RE:** Letter of Support for Marilyn Murrillo

Dear Deputy Director Somera,

I am writing to enthusiastically offer my support for the appointment of Marilyn Murrillo to the San Francisco Police Commission. Ms. Murrillo has served so many of San Francisco communities through volunteerism, advocacy, activism and other sorts of meaningful engagement. Her advocacy work crosses multiple intersections of race, culture, class, physical ability, gender and sexuality. She is dedicated to supporting communities of color, LGBT, marginally housed, and other groups who are simultaneously targeted for discrimination and in need of public safety *yet* weary of law enforcement and a police presence due to the political climate as well as collective histories. In other words, both these communities and the commission could benefit from her representation. I became acquainted with Ms. Murrillo through volunteering at Tenderloin Tessie's Holiday Dinners. Marilyn is a natural leader and powerful voice for the community. Her appointment has the potential to be a tremendously productive addition to the San Francisco Police Commission. Thank you for your consideration of this letter of support.

Sincerely,

Paul Rueckhaus, MA, MPH  
Assistant Professor Health Science  
85 Josiah Ave.  
San Francisco, CA 94112  
(415) 786-0538  
rueckhausp@msced.edu





Our Community. Your Health.

May 9, 2018

Tiffany Woods  
39500 Liberty Street  
Fremont, CA 94538  
Phone: (510) 252-5821  
Fax: (510) 226-5619  
Email: [TWoods@tri-cityhealth.org](mailto:TWoods@tri-cityhealth.org)

Alisa Somera,  
Legislative Deputy Director  
San Francisco Board of Supervisors  
1 Dr. Carlton B. Goodlett Place, Room 244  
San Francisco, CA 94102  
415.554.7711 direct | 415.554.5163 fax  
[alisa.somera@sfgov.org](mailto:alisa.somera@sfgov.org)

Alisa,

It is my pleasure to recommend Marilyn Murrillo for an appointment to serve as a San Francisco Police Commissioner. I am the Transgender Programs Manager at Tri-City Health Center, a federally-qualified health center (FQHC), serving Alameda County and Northern California. I am also the LGBT Liaison to Oakland Police Department.

Marilyn Murrillo has been a colleague and friend of mine for over three years.

We have worked closely together during numerous trans community events, projects, and collaborations over the years, all with a goal and commitment to service to the transgender and LGBTQ communities, both in San Francisco and Alameda County as our communities migrate back and forth across the Bay, especially the most marginalized and impacted by community policing and over policing. Marilyn has a long history of volunteering and serving, not only the transgender and LGBTQ communities, but also homeless, low-income families and residents, Latino/a, people of color, and disability challenged San Francisco residents. All of these communities intersect on every quality of life issue affecting them in San Francisco and this makes Marilyn uniquely qualified to serve as a Police Commissioner.

Having an active, engaged, informed member of the transgender and LGBTQ community is critical in addressing issues of policing and community relations, especially as it affects San Francisco's transgender communities, who have historically been on the front lines of police misconduct and discrimination. Marilyn knows these communities and the issues they face, as well as the structural and institutional factors including transphobia, homophobia, discrimination,




May 9, 2018

unemployment, street economy, and homelessness, which creates frequent and unequal interactions with San Francisco Police and the criminal justice systems.

Marilyn truly embodies a passionate, community involvement framework of using and overcoming your own personal experiences and challenges, and frustrations with existing systems that fail vulnerable populations, to work for change at the systemic level that has the capacity to affect greater change that will have a positive impact down to the community and, ultimately, the individual community members impacted. Marilyn has experienced many of the same injustices and disparities the very communities she seeks to affect change have experienced: a low income, disabled, formerly homeless, Latina transgender woman who has endured, survived, and succeeded to become college educated. It is this overcoming of her personal history that motivates her to help her communities to overcome the same, proven by her perseverance and initiative, her passionate and informed advocacy, and why she is great candidate for San Francisco Police Commissioner.

If I can be of any further assistance, or provide you with any further information, please do not hesitate to contact me.

Best regards,



Tiffany Woods  
Transgender Programs Manager

## Somera, Alisa (BOS)

---

**From:** Steven Ice <sjice79@gmail.com>  
**ant:** Sunday, May 13, 2018 9:50 AM  
**To:** Marilyn Murrillo; Somera, Alisa (BOS)  
**Subject:** Marilyn Murillo,candidate for police commission

Good morning,

My name is Steven Ice, and for the last 8 years I have served on the building and construction trades council of San Francisco . In the course of my duties , I have become acquainted with miss Murillo and I feel she is an optimum choice as a member of the police commission. She is well versed in communication and community service , she serves on several boards and committees dedicated to public service . She is also very intelligent and calm in crisis. And is genuinely altruistic in her personal as well as professional life. I hope this letter is both informative and influential in this matter ,and I hope that all of her qualifications are considered in this decision, sincerely,

Steven J Ice , seargent at arms , sfbctc. Delegate sf labor council ,Iupat local 913 ,DC16 .



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

RECEIVED  
 BOARD OF SUPERVISORS  
 SAN FRANCISCO

MAY -3 PM 3:16  
 BY JB

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

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

Seat # or Category (If applicable): \_\_\_\_\_ District: \_\_\_\_\_

Name: Maisha Everhart

Home Address: [REDACTED] 21st Ave., SAN FRANCISCO CA. Zip: 94116

Home Phone: [REDACTED] Occupation: Manager, Local Gov. & Community Relations

Work Phone: 5104647589 Employer: BART

Business Address: 300 Lakeside Drive, Suite 1810 Zip: 94612

Business E-Mail: Meverha@bart.gov Home E-Mail: [REDACTED]

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

Check All That Apply:

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

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

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

I am a San Francisco resident and third generation Bay Area Native. I am an African American woman committed to social justice and fair and transparent governance. I believe that diversity and inclusion are San Francisco's strengths. I have longstanding personal and professional relationships in San Francisco. I have a Bachelor of Arts in Political Science and am a Juris Doctor. I have spent most of my career in public service in the Bay Area. I have worked at the local, state and federal levels of government. I am well versed in public safety, transit and environmental policy. I want to help SFPD achieve the goals of 21st Century Policing, build community police relationships with enhanced transparency and accountability and elevate best policing practices throughout the police organization.

**Business and/or professional experience:**

I am the Manager of Local Government and Community Relations for BART serving as the lead contact for San Francisco elected officials and community stakeholders. Prior to working for BART, I served as Senior Advisor of Intergovernmental Affairs to the Mayor of Oakland. In Oakland, I worked closely with the state and federal government on public safety issues and secured millions of dollars of safety grant funding for OPD. I worked as a Senior Consultant to Assembly member Sandre Swanson tracking state legislation and conducting policy analysis. I served as Partnerships and Grant's Director for the Alliance for Climate Protection, founded by Vice President Al Gore, to build alliances and pass federal climate legislation. In 2007, I worked in San Francisco as the Northern California Director for Hillary Clinton's Presidential campaign. As a law student, I interned in the San Francisco District Attorney's Office and for the Drug Policy Alliance.

**Civic Activities:**

Floor Whip, Democratic National Convention 2016  
Member of Bay Area Chapter of Women in Transportation  
Member of Conference of Minority Transportation Officials (COMPTO)  
Member of SPUR, The San Francisco Bay Area Urban Planning and Research Association  
At-Large Delegate and Floor Whip, Democratic National Convention 2008

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

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

Date: 4/26/2018 Applicant's Signature: (required) Maisha R. Everhart

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

# Maisha R. Everhart

██████████ 21<sup>st</sup> Ave., San Francisco, CA. 94116  
██████████ ██████████

## EXPERIENCE

### **SAN FRANCISCO BAY AREA RAPID TRANSIT DISTRICT (BART), Oakland, CA**

**Manager, Local Government and Community Relations, October 2014-Present**

- Serve as lead political contact for San Francisco, San Mateo, Alameda and Contra Costa counties.
- Manage, train and direct a staff of six county representatives and contract consultants.
- Represent BART to legislative bodies, elected officials and community stakeholders to advocate for transportation policy, resolve sensitive community issues, seek funding and develop partnerships.
- Work with cross-functional teams including communications, marketing, planning, and legal.
- Provide strategic advice to the General Manager and Board of Directors.
- Directed a public education campaign “Better BART” that informed Bay Area residents about BART’s aging infrastructure needs. This laid the foundation for the passage of a \$3.5 billion GO Bond, Measure RR, with over 70% of the vote. Established a Bond Oversight Committee.

### **OFFICE OF THE MAYOR, Oakland, CA**

**Senior Policy Advisor, Intergovernmental Affairs, November 2010-October 2014**

- Advanced Oakland’s legislative and policy agenda. Developed multi-million-dollar grant opportunities from government, philanthropic and private partners.
- Served as the liaison to the County, State, Congress and White House. Coordinated with Council to prepare an annual legislative platform. Prepared staff reports and made presentations to Council.
- Managed contract lobbyists, Mayor’s administrative staff and operations.
- Drafted speeches, briefing materials, press releases, and communication plans. Managed crisis communications and rapid response. Leveraged social media to engage citizenry, city employees and facilitate a community building experience. Established positive relationships with press.
- Organized trade missions to China and Brazil. Supervised sister city organizations.
- Engaged community stakeholders including business, labor, non-profit, faith and cultural organizations. Served as the Mayor’s liaison to the City’s Fortune 500 companies.

### **STATE OF CALIFORNIA, Assembly member Sandre Swanson (District 16), Oakland, CA**

**Senior Consultant, August 2010-November 2010**

- Tracked legislation, conducted policy analysis, identified opportunities for legislative initiatives.
- Briefed the Assembly member on environmental and sustainability policy.
- Enhanced civic engagement and addressed constituent issues.

### **THE ALLIANCE FOR CLIMATE PROTECTION, Menlo Park, CA and Washington, DC**

**Partnerships and Grants Director, July 2008-March 2010**

- Managed multi-million dollar budget of grants, including building relationships, crafting and negotiating agreements, detailed execution and reporting.
- Developed a national mass marketing campaign to increase public awareness about climate.
- Provided strategic advice to the CEO and served as surrogate for Chairman of the Board, former Vice President Al Gore.
- Coordinated with online, communications, field, policy and other internal teams to ensure robust campaign integration. Served as a liaison to Congress, the White House and federal agencies.

**HILLARY CLINTON FOR PRESIDENT, San Francisco, CA**

**Northern California Director and Delegate Selection Specialist, June 2007-June 2008**

- Supervised the political, field, and press operations for Northern California.
- Served as candidate spokesperson and media liaison. Assisted in developing campaign strategy and messaging. Generated earned media opportunities.
- Monitored the selection and outreach of California delegates. Obtained endorsements of elected officials, faith leaders, and news publications.
- Planned political events ranging from intimate forums to large rallies for Senator Clinton, President Clinton, and Chelsea Clinton.

**THE EVERHART COMPANY, INC., Oakland, CA**

**Public Relations and Government Affairs Consultant, December 2004-June 2007**

- Supervised public relations and government affairs projects for private-sector clients.
- Crafted messaging, mail and commercials for candidates. Managed independent expenditure campaigns in Louisiana, Kentucky and Pennsylvania during 2004 and 2006 Congressional cycles.
- Organized congressional candidate boot camp and prepared training materials. Advanced public policy initiatives. Conducted opposition research and analyzed polling data.

**RON DELLUMS FOR MAYOR CAMPAIGN COMMITTEE, Oakland, CA**

**Campaign Coordinator, November 2005-February 2006**

- Developed campaign infrastructure and managed operations. Created structure for filing requirements.
- Selected campaign staff and obtained endorsements.
- Organized a series of listening tours for candidate to visit neighborhoods throughout the City of Oakland. Recruited over 1,000 volunteers.
- Planned inaugural events and served as the Inaugural Coordinator for Mayor-Elect Dellums.

**SKADDEN, ARPS, SLATE, MEAGHER, & FLOM, LLP, New York, NY**

**Legal Assistant, December 1999-May 2001**

- Managed case settlements. Reviewed plaintiff documentation and processed settlement payments.
- Assisted attorneys with depositions, expert interviews and client meetings.

**SENATOR HORACENA TATE (D-District 38), Atlanta, GA**

**Legislative Assistant, December 1998-June 1999**

- Monitored legislation. Attended committee hearings and briefed Senator on findings.
- Coordinated and hosted events at the Capitol. Responded to constituency concerns and requests.

**EDUCATION**

**RUTGERS UNIVERSITY SCHOOL OF LAW-NEWARK, Newark, NJ**

**Juris Doctor, May 2004**

*Honors:* Finalist, Nathan Baker Moot Court Competition; Rutgers Representative, Eastern Regional Mock Trial Competition; Saltzman Fellow.

*Activities:* Moot Court Board; Managing Symposium Editor, Rutgers Computer & Technology Law Journal; Research Assistant to Professor C. Jones, studied impact of hate crimes.

**SPELMAN COLLEGE, Atlanta, GA**

**Bachelor of Arts, May 1999. Distinction in Political Science and Business Management**

*Honors:* Dean's List; Dupont Scholar Award, nominated by the Georgia Legislative Black Caucus, 1999; Minority Business Scholarship, 1995.

## **POLITICAL AND COMMUNITY SERVICE**

Floor Whip, Democratic National Convention 2016

Member of Bay Area Chapter of Women in Transportation

Member of Conference of Minority Transportation Officials (COMPTO)

Member of SPUR, The San Francisco Bay Area Urban Planning and Research Association

Floor Whip and At-Large Delegate, Democratic National Convention 2008

## **HONORABLE JOSEPH A. GREENAWAY, JR., U.S. DISTRICT COURT, Newark, NJ**

**Judicial Extern**, January 2004-May 2004

Drafted opinions for social security appeals. Prepared judicial orders for petitions of habeas corpus. Assisted with pretrial conferences, settlement negotiations and trials.

## **URBAN LEGAL CLINIC-RUTGERS UNIVERSITY SCHOOL OF LAW, Newark, NJ**

**Student Attorney**, January 2004-May 2004

Represented criminal defendants in Essex County Remand Court. Negotiated plea offers and settlements. Drafted briefs, correspondence, and petitions for expungement. Trial preparation.

## **OFFICE OF THE DISTRICT ATTORNEY, San Francisco, CA**

**Legal Intern**, May 2003-August 2003

Conducted preliminary hearing and arraigned defendants. Wrote and researched court motions. Assisted attorneys in court and maintained calendar. Reviewed police reports and investigations.

## **DRUG POLICY ALLIANCE, Oakland, CA**

**Legal Intern**, June 2002-August 2002

Edited brief of amici curiae submitted to the U.S. Supreme Court. Prepared motions and legal memoranda. Reviewed county plans for the Substance Abuse and Crime Prevention Act.



**COVER PAGE**

Please type or print in ink.

NAME OF FILER (LAST) (FIRST) (MIDDLE)  
 Everhart Maisha Renee

**1. Office, Agency, or Court**

Agency Name (Do not use acronyms)  
 City of San Francisco  
 Division, Board, Department, District, if applicable: SF Police Commission  
 Your Position: Applicant

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

Agency: \_\_\_\_\_ Position: \_\_\_\_\_

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

- State
- Multi-County \_\_\_\_\_
- City of San Francisco
- Judge or Court Commissioner (Statewide Jurisdiction)
- County of \_\_\_\_\_
- Other \_\_\_\_\_

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

- Annual: The period covered is January 1, 2017, through December 31, 2017.  
 -or-  
 The period covered is \_\_\_\_\_, through December 31, 2017.
- Assuming Office: Date assumed \_\_\_\_\_
- Candidate: Date of Election \_\_\_\_\_ and office sought, if different than Part 1: \_\_\_\_\_
- Leaving Office: Date Left \_\_\_\_\_ (Check one)  
 ○ The period covered is January 1, 2017, through the date of leaving office.  
 -or-  
 ○ The period covered is \_\_\_\_\_, through the date of leaving office.

**4. Schedule Summary (must complete) ► Total number of pages including this cover page: 1**

**Schedules attached**

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

-or-

None - No reportable interests on any schedule

**5. Verification**

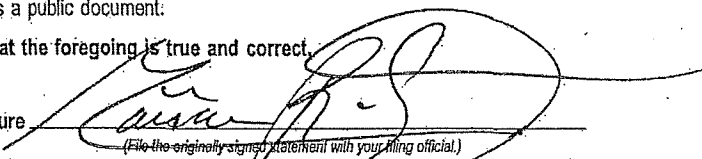
MAILING ADDRESS STREET CITY STATE ZIP CODE  
 (Business or Agency Address Recommended - Public Document)  
 300 Lakeside Drive, Suite 1810 Oakland CA 94619

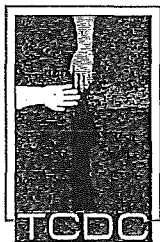
DAYTIME TELEPHONE NUMBER: \_\_\_\_\_ E-MAIL ADDRESS: \_\_\_\_\_

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

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

Date Signed 05/04/2018  
 (month, day, year)

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



May 21, 2018

Supervisor Ahsha Safai,  
District 11  
Board of Supervisors City and County  
San Francisco, CA 94102

RE: Support for Maisha Everhart

Dear Supervisor Safai:

With great joy and pride, I write to support the appointment of Ms. Maisha Everhart to the Police Commission. Like so many members on the Board of Supervisors, you know why! One of our own-- sent off to gain wisdom, skill and virtue-- now come home equipped to serve the community.

Mr. Julius Turman, while among us, served with the Everhart family in the ministry of Jones Memorial United Methodist Church. Mr. Turman encouraged Ms. Everhart to seek the appointment; and I second the nomination.

Please give her "offering" your every consideration, followed by strong endorsement during the Board process. Thank you.

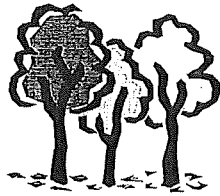
Peace and joy.

Sincerely,

A handwritten signature in black ink, appearing to read "James McCray, Jr.", is written over the typed name.

Dr. James McCray, Jr.,  
Executive Director

JM:lh



## BAYVIEW HILL NEIGHBORHOOD ASSOCIATION

Mailing Address: 803 Meade Avenue, San Francisco, CA 94124 Phone: 415-468-9168

May 12, 2018

Honorable Ahsha Safaí  
Supervisor, City and County of San Francisco  
Chair, Rules Committee  
City Hall  
1 Dr. Carlton B. Goodlett Place  
San Francisco, CA 94102

Dear Supervisor Safaí:

On behalf of the Bayview Hill Neighborhood Association (the Association) I am writing to recommend that you appoint Ms. Maisha Everhart to the San Francisco Police Commission.

As a community group, active since 1984 and incorporated as a California 501(c)3 non-profit organization in 1990, we are residents of the Southeast sector of San Francisco and represent residents/homeowners who live and work in the area from Williams/Van Dyke Avenues to the San Francisco County line and from the Bayshore Freeway to Candlestick Point. We are a growing community with relatively new development over the past ten years at the southernmost section of the City along northern slope of Candlestick Hill. We are all committed to making our neighborhood a safe, clean, and well-maintained place to live and raise our children. Our all-volunteer Association meets monthly to discuss neighborhood concerns and we provide an opportunity for city and other government agents, developers and other interested parties to meet directly with residents. Our mission is to combat neighborhood deterioration by being a concerned, informed and watchful group of residents that protect the wellbeing of our community through our united voice and actions.

We have watched Ms. Everhart's achievements for many years as the daughter of a very active community supporter, Claude Everhart. She has become a committed public servant with broad and varied work experience. She graduated from Spelman College with a degree in Political Science and from Rutgers School of Law with a Juris Doctorate. She is a resident of San Francisco with long standing professional and personal relationships in the City.

She currently works as the Manager of Local Government and Community Relations for BART where she is the lead contact for the City of San Francisco's elected officials and community stakeholders. She regularly works with the BART Police Department on public safety and quality of life issues in San Francisco. Prior to working for BART she worked as Senior Advisor of Intergovernmental Affairs to the Mayor of Oakland. In Oakland, she advised the Mayor on public safety issues, worked with the Chief of Police and secured a \$5 million COPs grant from the Department of Justice. Ms. Everhart also advised the Mayor on community policing strategies and OPD personnel matters including efforts to recruit a more diverse police force.



**Bayview Hunters Point Foundation  
for Community Improvement, Inc.**

150 Executive Park Blvd., Suite 2800, San Francisco, CA 94134  
Telephone (415) 468-5100 Fax (415) 468-5104

[www.bayviewci.org](http://www.bayviewci.org)

May 23, 2018

Honorable Ahsha Safai  
Supervisor, City and County of San Francisco  
Chair, Rules Committee  
City Hall,  
1 Dr. Carlton B. Goodlett Place,  
San Francisco, CA 94102

Dear Supervisor Safai:

I am writing in support of Maisha Everhart's application to be appointed to the San Francisco Police Commission.

Goodness knows that we need someone of Maisha's background, skills and experience in San Francisco leadership, especially in the Police Department.

Maisha is young and full of new ideas and new questions. She won't settle for the status quo but will push for the Department to be the best that it can be. Maisha also has wisdom that comes from a family and community legacy of public service. She has attended community meetings from the time she was born. I know because I held her in my arms at some of those meetings. Maisha knows how to listen to people and how to respect all points of view. And she has the education to take what she hears to fashion realistic public policy.

The Bayview Hunters Point Foundation began as a Community Defender program – often charged with undoing some of the mistakes and excesses of the police department. Over the years we have expanded into drug treatment, mental health, youth programs and a variety of other services. At our core, we remain an agency dedicated to keeping people out of incarceration.

Maisha Everhart's work on the Police Commission will help maintain a strong and productive relationship with law enforcement in San Francisco. Please consider her appointment.

Sincerely,

A handwritten signature in black ink that reads 'Shirley Jones'.

Shirley Jones  
President

cc:Supervisor Norman Yee  
Supervisor Catherin Stefani

1971-2018

Celebrating Over 40 Years  
Of Community Service

**EXECUTIVE DIRECTOR**  
Lillian K. Shine

**DEPUTY DIRECTOR**  
Lillian Kim Shine

**BOARD OF DIRECTORS**

Shirley Jones  
President

James Kendrix  
Vice-President

DEANNA ABMA  
Secretary

SUSAN WATSON  
Treasurer

Erma Cobb  
Claude Everhart  
Wayzel Fuller  
Kim Mitchell  
Ronald Person

*An Equal Opportunity Employer*



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: Police Commission

Seat # or Category (If applicable): Seat #1 or Seat #2 District:

Name: Anne Irwin

Home Address: Fortuna Avenue Zip: 94115

Home Phone: Occupation: Non-Profit Director

Work Phone: 415-515-4965 Employer: Self

Business Address: Zip:

Business E-Mail: anne@smartjusticeca.org Home E-Mail:

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

Check All That Apply:

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:

As a third generation San Franciscan and a proud graduate of San Francisco public schools, I have a deep, nuanced understanding of the fabric of this city. My great-grandfather immigrated to San Francisco in the late nineteenth century. After the 1906 earthquake, he settled in the Western Addition, where my grandfather was born and raised. I was born and raised just blocks from the very same street where my family first took root in San Francisco more than a century ago. I am now raising my two daughters -- one and three years old -- in the very same neighborhood. I have been connected to San Francisco's diverse communities for my entire life. I attended Alamo Elementary School, Roosevelt Middle School, and Lowell High School. Before starting a non-profit organization, I was a public defender for several years with the San Francisco Public Defender's Office.

**Business and/or professional experience:**

I was a trial attorney with the San Francisco Public Defender's Office from 2007 through 2013. As a public defender, I had daily insight into how hard police officers work to keep communities safe. I was also privy to the lack of trust between the Police Department and many of San Francisco's communities. It became clear to me that, to be effective, the Police Department needs the community's confidence. Good training, ample support, and robust accountability will help police officers build strong relationships with the community while doing their jobs more effectively and equitably. I currently direct Smart Justice California, a non-profit that works to elect and educate local and state policymakers who support effective, data-backed criminal justice reforms.

**Civic Activities:**

Municipal Attorneys Association, Board of Directors, 2010-2013  
Coalition on Homelessness, Board of Directors, 2013-2015  
American Constitution Society, Bay Area Chapter, Board of Directors, 2012-2016  
Prison University Project, Board of Directors, 2016-current  
JK Irwin Foundation, Vice President, 2014-current

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: May 9, 2018 Applicant's Signature: (required)

Anne Rosenbaum Irwin

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

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

FOR OFFICE USE ONLY:

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

**COVER PAGE**

Please type or print in ink.

NAME OF FILER (LAST) (FIRST) (MIDDLE)  
 Irwin Anne R.

**1. Office, Agency, or Court**

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

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

Agency: \_\_\_\_\_ Position: \_\_\_\_\_

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

State  Judge or Court Commissioner (Statewide Jurisdiction)  
 Multi-County \_\_\_\_\_  County of San Francisco  
 City of San Francisco  Other \_\_\_\_\_

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

Annual: The period covered is January 1, 2017, through December 31, 2017.  
 -or- The period covered is \_\_\_\_\_ through December 31, 2017.  
 Assuming Office: Date assumed \_\_\_\_\_  
 Candidate: Date of Election n/a and office sought, if different than Part 1: \_\_\_\_\_  
 Leaving Office: Date Left \_\_\_\_\_ (Check one)  
 The period covered is January 1, 2017, through the date of leaving office.  
 -or-  
 The period covered is \_\_\_\_\_ through the date of leaving office.

**4. Schedule Summary (must complete) ► Total number of pages including this cover page: 16**

**Schedules attached**

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

-or-

None - No reportable interests on any schedule

**5. Verification**

MAILING ADDRESS STREET CITY STATE ZIP CODE  
 (Business or Agency Address Recommended - Public Document)  
 2443 Fillmore Street #134 San Francisco CA 94115  
 DAYTIME TELEPHONE NUMBER E-MAIL ADDRESS  
 ( 415 ) 515-4965 \_\_\_\_\_

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

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

Date Signed 5/14/18  
 \_\_\_\_\_  
 (month, day, year)

Signature Anne R Irwin  
 \_\_\_\_\_  
 (File the originally signed statement with your filing official.)

**SCHEDULE A-1  
Investments**

**Stocks, Bonds, and Other Interests**  
(Ownership Interest is Less Than 10%)  
*Do not attach brokerage or financial statements.*

<b>CALIFORNIA FORM 700</b>	
FAIR POLITICAL PRACTICES COMMISSION	
Name _____	

▶ NAME OF BUSINESS ENTITY  
**DEMETER CAPITAL GROUP, L.P.**

GENERAL DESCRIPTION OF THIS BUSINESS  
**Cannabis Hedge Fund**

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

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

IF APPLICABLE, LIST DATE:  
 \_\_\_\_\_ / \_\_\_\_\_ / **17**      \_\_\_\_\_ / \_\_\_\_\_ / **17**  
 ACQUIRED                                  DISPOSED

▶ NAME OF BUSINESS ENTITY  
**Mission Bowling Club LLC**

GENERAL DESCRIPTION OF THIS BUSINESS  
**Restaurant & Bowling Alley**

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

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

IF APPLICABLE, LIST DATE:  
 \_\_\_\_\_ / \_\_\_\_\_ / **17**      \_\_\_\_\_ / \_\_\_\_\_ / **17**  
 ACQUIRED                                  DISPOSED

▶ NAME OF BUSINESS ENTITY  
**Apple Inc.**

GENERAL DESCRIPTION OF THIS BUSINESS  
**Consumer Electronics**

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

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

IF APPLICABLE, LIST DATE:  
 \_\_\_\_\_ / \_\_\_\_\_ / **17**      \_\_\_\_\_ / \_\_\_\_\_ / **17**  
 ACQUIRED                                  DISPOSED

▶ NAME OF BUSINESS ENTITY  
**Chevron Corporation**

GENERAL DESCRIPTION OF THIS BUSINESS  
**Oil & Gas**

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

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

IF APPLICABLE, LIST DATE:  
 \_\_\_\_\_ / \_\_\_\_\_ / **17**      \_\_\_\_\_ / \_\_\_\_\_ / **17**  
 ACQUIRED                                  DISPOSED

▶ NAME OF BUSINESS ENTITY  
**Alphabet Inc, D.B.A. Google**

GENERAL DESCRIPTION OF THIS BUSINESS  
**Internet Search Engine**

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

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

IF APPLICABLE, LIST DATE:  
 \_\_\_\_\_ / \_\_\_\_\_ / **17**      \_\_\_\_\_ / \_\_\_\_\_ / **17**  
 ACQUIRED                                  DISPOSED

▶ NAME OF BUSINESS ENTITY  
**Amazon Com Inc.**

GENERAL DESCRIPTION OF THIS BUSINESS  
**Internet Retailer**

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

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

IF APPLICABLE, LIST DATE:  
 \_\_\_\_\_ / \_\_\_\_\_ / **17**      \_\_\_\_\_ / \_\_\_\_\_ / **17**  
 ACQUIRED                                  DISPOSED

Comments: These are all investments held as separate property by my spouse, James Greenwood Conger III



**SCHEDULE A-1  
Investments**

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

*Do not attach brokerage or financial statements.*

**CALIFORNIA FORM 700**  
FAIR POLITICAL PRACTICES COMMISSION

Name \_\_\_\_\_

▶ NAME OF BUSINESS ENTITY  
Abvie Inc.

GENERAL DESCRIPTION OF THIS BUSINESS  
Pharmaceuticals

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

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

IF APPLICABLE, LIST DATE:  
       /        / 17             /        / 17  
 ACQUIRED                      DISPOSED

▶ NAME OF BUSINESS ENTITY  
Exxon Mobile Corp.

GENERAL DESCRIPTION OF THIS BUSINESS  
Oil & Gas

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

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

IF APPLICABLE, LIST DATE:  
       /        / 17             /        / 17  
 ACQUIRED                      DISPOSED

▶ NAME OF BUSINESS ENTITY  
Intel Corp.

GENERAL DESCRIPTION OF THIS BUSINESS  
Computer Software

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

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

IF APPLICABLE, LIST DATE:  
       /        / 17             /        / 17  
 ACQUIRED                      DISPOSED

▶ NAME OF BUSINESS ENTITY  
Costco Wholesale Co.

GENERAL DESCRIPTION OF THIS BUSINESS  
Retailer

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

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

IF APPLICABLE, LIST DATE:  
       /        / 17             /        / 17  
 ACQUIRED                      DISPOSED

▶ NAME OF BUSINESS ENTITY  
Nextera Energy Inc.

GENERAL DESCRIPTION OF THIS BUSINESS  
Clean Energy

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

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

IF APPLICABLE, LIST DATE:  
       /        / 17             /        / 17  
 ACQUIRED                      DISPOSED

▶ NAME OF BUSINESS ENTITY  
IBM Corp.

GENERAL DESCRIPTION OF THIS BUSINESS  
Computer Hardware

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

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

IF APPLICABLE, LIST DATE:  
       /        / 17             /        / 17  
 ACQUIRED                      DISPOSED

Comments: These are all investments held as separate property by my spouse, James Greenwood Conger III

SCHEDULE A-1

Investments

Stocks, Bonds, and Other Interests

(Ownership Interest is Less Than 10%)

Do not attach brokerage or financial statements.

CALIFORNIA FORM 700
FAIR POLITICAL PRACTICES COMMISSION
Name

Abbott Laboratories Inc.
Pharmaceuticals
FAIR MARKET VALUE: \$10,001 - \$100,000
NATURE OF INVESTMENT: Stock
ACQUIRED: / / 17
DISPOSED: / / 17

Paypal Holdings Inc.
Internet Technology/Software
FAIR MARKET VALUE: \$2,000 - \$10,000
NATURE OF INVESTMENT: Stock
ACQUIRED: / / 17
DISPOSED: / / 17

Mondelez International Inc.
Food & Beverage
FAIR MARKET VALUE: \$2,000 - \$10,000
NATURE OF INVESTMENT: Stock
ACQUIRED: / / 17
DISPOSED: / / 17

Starbucks Corporation
Food & Beverage Retailer
FAIR MARKET VALUE: \$10,001 - \$100,000
NATURE OF INVESTMENT: Stock
ACQUIRED: / / 17
DISPOSED: / / 17

Colgate-Palmolive Corp.
Consumer Goods
FAIR MARKET VALUE: \$2,000 - \$10,000
NATURE OF INVESTMENT: Stock
ACQUIRED: / / 17
DISPOSED: / / 17

Verizon Communication Inc.
Consumer Communications
FAIR MARKET VALUE: \$2,000 - \$10,000
NATURE OF INVESTMENT: Stock
ACQUIRED: / / 17
DISPOSED: / / 17

Comments: These are all investments held as separate property by my spouse, James Greenwood Conger III

**SCHEDULE A-1  
Investments**

**Stocks, Bonds, and Other Interests**  
(Ownership Interest is Less Than 10%)  
*Do not attach brokerage or financial statements.*

<b>CALIFORNIA FORM 700</b> FAIR POLITICAL PRACTICES COMMISSION Name _____ _____
--

▶ NAME OF BUSINESS ENTITY  
Procter & Gamble Inc.

---

GENERAL DESCRIPTION OF THIS BUSINESS  
Consumer Goods

---

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

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

IF APPLICABLE, LIST DATE:  
 \_\_\_\_\_ / \_\_\_\_\_ / 17      \_\_\_\_\_ / \_\_\_\_\_ / 17  
 ACQUIRED                                  DISPOSED

▶ NAME OF BUSINESS ENTITY  
Twitter Inc.

---

GENERAL DESCRIPTION OF THIS BUSINESS  
Internet Technology/Software

---

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

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

IF APPLICABLE, LIST DATE:  
 \_\_\_\_\_ / \_\_\_\_\_ / 17      \_\_\_\_\_ / \_\_\_\_\_ / 17  
 ACQUIRED                                  DISPOSED

▶ NAME OF BUSINESS ENTITY  
Walt Disney Co.

---

GENERAL DESCRIPTION OF THIS BUSINESS  
Media & Consumer Goods

---

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

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

IF APPLICABLE, LIST DATE:  
 \_\_\_\_\_ / \_\_\_\_\_ / 17      \_\_\_\_\_ / \_\_\_\_\_ / 17  
 ACQUIRED                                  DISPOSED

▶ NAME OF BUSINESS ENTITY  
General Electric Co.

---

GENERAL DESCRIPTION OF THIS BUSINESS  
Consumer Goods

---

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

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

IF APPLICABLE, LIST DATE:  
 \_\_\_\_\_ / \_\_\_\_\_ / 17      \_\_\_\_\_ / \_\_\_\_\_ / 17  
 ACQUIRED                                  DISPOSED

▶ NAME OF BUSINESS ENTITY  
Chipotle Mexican Grill Inc.

---

GENERAL DESCRIPTION OF THIS BUSINESS  
Food & Beverage

---

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

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

IF APPLICABLE, LIST DATE:  
 \_\_\_\_\_ / \_\_\_\_\_ / 17      \_\_\_\_\_ / \_\_\_\_\_ / 17  
 ACQUIRED                                  DISPOSED

▶ NAME OF BUSINESS ENTITY

---

GENERAL DESCRIPTION OF THIS BUSINESS

---

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

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

IF APPLICABLE, LIST DATE:  
 \_\_\_\_\_ / \_\_\_\_\_ / 17      \_\_\_\_\_ / \_\_\_\_\_ / 17  
 ACQUIRED                                  DISPOSED

Comments: These are all investments held as separate property by my spouse, James Greenwood Conger III

**SCHEDULE A-1  
Investments**

**Stocks, Bonds, and Other Interests**  
(Ownership Interest is Less Than 10%)  
*Do not attach brokerage or financial statements.*

<b>CALIFORNIA FORM 700</b>
FAIR POLITICAL PRACTICES COMMISSION
Name _____

▶ **NAME OF BUSINESS ENTITY**  
**DEMETER CAPITAL GROUP, L.P.**

**GENERAL DESCRIPTION OF THIS BUSINESS**  
Cannabis Hedge Fund

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

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

**IF APPLICABLE, LIST DATE:**  
 \_\_\_\_\_ / \_\_\_\_\_ / 17      \_\_\_\_\_ / \_\_\_\_\_ / 17  
 ACQUIRED                                  DISPOSED

▶ **NAME OF BUSINESS ENTITY**  
**Portfolio Advisors Private Equity Fund VI, LP**

**GENERAL DESCRIPTION OF THIS BUSINESS**  
Private Equity Fund

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

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

**IF APPLICABLE, LIST DATE:**  
 \_\_\_\_\_ / \_\_\_\_\_ / 17      \_\_\_\_\_ / \_\_\_\_\_ / 17  
 ACQUIRED                                  DISPOSED

▶ **NAME OF BUSINESS ENTITY**  
**Garden Remedies Inc.**

**GENERAL DESCRIPTION OF THIS BUSINESS**  
Medical Cannabis

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

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

**IF APPLICABLE, LIST DATE:**  
 \_\_\_\_\_ / \_\_\_\_\_ / 17      \_\_\_\_\_ / \_\_\_\_\_ / 17  
 ACQUIRED                                  DISPOSED

▶ **NAME OF BUSINESS ENTITY**  
**Temescal Wellness, Inc.**

**GENERAL DESCRIPTION OF THIS BUSINESS**  
Medical Cannabis

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

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

**IF APPLICABLE, LIST DATE:**  
 \_\_\_\_\_ / \_\_\_\_\_ / 17      \_\_\_\_\_ / \_\_\_\_\_ / 17  
 ACQUIRED                                  DISPOSED

▶ **NAME OF BUSINESS ENTITY**  
**Encore Housing Opportunity Fund II, LP**

**GENERAL DESCRIPTION OF THIS BUSINESS**  
Real Estate Investments

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

**NATURE OF INVESTMENT Real Estate Investment Fund**  
 Stock       Other \_\_\_\_\_ (Describe)  
 Partnership       Income Received of \$0 - \$499  
     Income Received of \$500 or More (Report on Schedule C)

**IF APPLICABLE, LIST DATE:**  
 \_\_\_\_\_ / \_\_\_\_\_ / 17      \_\_\_\_\_ / \_\_\_\_\_ / 17  
 ACQUIRED                                  DISPOSED

▶ **NAME OF BUSINESS ENTITY**

**GENERAL DESCRIPTION OF THIS BUSINESS**

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

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

**IF APPLICABLE, LIST DATE:**  
 \_\_\_\_\_ / \_\_\_\_\_ / 17      \_\_\_\_\_ / \_\_\_\_\_ / 17  
 ACQUIRED                                  DISPOSED

Comments: \_\_\_\_\_

**SCHEDULE A-1  
Investments**

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

*Do not attach brokerage or financial statements.*

Name \_\_\_\_\_

▶ NAME OF BUSINESS ENTITY  
**Mission Bowling Club, LLC**

GENERAL DESCRIPTION OF THIS BUSINESS  
**Restaurant & Bowling**

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

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

IF APPLICABLE, LIST DATE:  
 \_\_\_\_\_/\_\_\_\_\_/17      \_\_\_\_\_/\_\_\_\_\_/17  
 ACQUIRED      DISPOSED

▶ NAME OF BUSINESS ENTITY  
**VapeXhale Corp.**

GENERAL DESCRIPTION OF THIS BUSINESS  
**Cannabis Hardware Technology**

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

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

IF APPLICABLE, LIST DATE:  
 \_\_\_\_\_/\_\_\_\_\_/17      \_\_\_\_\_/\_\_\_\_\_/17  
 ACQUIRED      DISPOSED

▶ NAME OF BUSINESS ENTITY  
**Ne Timeas Restaurant Group, LLC**

GENERAL DESCRIPTION OF THIS BUSINESS  
**Restaurant**

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

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

IF APPLICABLE, LIST DATE:  
 \_\_\_\_\_/\_\_\_\_\_/17      \_\_\_\_\_/\_\_\_\_\_/17  
 ACQUIRED      DISPOSED

▶ NAME OF BUSINESS ENTITY  
**FLRish, Inc.**

GENERAL DESCRIPTION OF THIS BUSINESS  
**Cannabis business management**

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

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

IF APPLICABLE, LIST DATE:  
 \_\_\_\_\_/\_\_\_\_\_/17      \_\_\_\_\_/\_\_\_\_\_/17  
 ACQUIRED      DISPOSED

▶ NAME OF BUSINESS ENTITY  
**Headset Inc.**

GENERAL DESCRIPTION OF THIS BUSINESS  
**Cannabis Analytics**

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

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

IF APPLICABLE, LIST DATE:  
 \_\_\_\_\_/\_\_\_\_\_/17      \_\_\_\_\_/\_\_\_\_\_/17  
 ACQUIRED      DISPOSED

▶ NAME OF BUSINESS ENTITY  
**Waller Union Inc, d.b.a. Meadow**

GENERAL DESCRIPTION OF THIS BUSINESS  
**Cannabis Software**

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

NATURE OF INVESTMENT **Simple Agreement for Future Equity**  
 Stock       Other \_\_\_\_\_  
(Describe)  
 Partnership       Income Received of \$0 - \$499  
 Income Received of \$500 or More (Report on Schedule C)

IF APPLICABLE, LIST DATE:  
 \_\_\_\_\_/\_\_\_\_\_/17      \_\_\_\_\_/\_\_\_\_\_/17  
 ACQUIRED      DISPOSED

Comments: \_\_\_\_\_

**SCHEDULE A-1  
Investments**

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

*Do not attach brokerage or financial statements.*

<b>CALIFORNIA FORM 700</b> FAIR POLITICAL PRACTICES COMMISSION Name _____
---

▶ NAME OF BUSINESS ENTITY  
**Bio2 Technologies, Inc.**

GENERAL DESCRIPTION OF THIS BUSINESS  
**Biotech**

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

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

IF APPLICABLE, LIST DATE:  
 \_\_\_\_\_/\_\_\_\_\_/17      \_\_\_\_\_/\_\_\_\_\_/17  
 ACQUIRED                      DISPOSED

▶ NAME OF BUSINESS ENTITY  
**Mill Valley Financial Corporetaiton**

GENERAL DESCRIPTION OF THIS BUSINESS  
**Real Estate Investments**

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

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

IF APPLICABLE, LIST DATE:  
 \_\_\_\_\_/\_\_\_\_\_/17      \_\_\_\_\_/\_\_\_\_\_/17  
 ACQUIRED                      DISPOSED

▶ NAME OF BUSINESS ENTITY

GENERAL DESCRIPTION OF THIS BUSINESS

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

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

IF APPLICABLE, LIST DATE:  
 \_\_\_\_\_/\_\_\_\_\_/17      \_\_\_\_\_/\_\_\_\_\_/17  
 ACQUIRED                      DISPOSED

▶ NAME OF BUSINESS ENTITY

GENERAL DESCRIPTION OF THIS BUSINESS

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

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

IF APPLICABLE, LIST DATE:  
 \_\_\_\_\_/\_\_\_\_\_/17      \_\_\_\_\_/\_\_\_\_\_/17  
 ACQUIRED                      DISPOSED

▶ NAME OF BUSINESS ENTITY

GENERAL DESCRIPTION OF THIS BUSINESS

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

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

IF APPLICABLE, LIST DATE:  
 \_\_\_\_\_/\_\_\_\_\_/17      \_\_\_\_\_/\_\_\_\_\_/17  
 ACQUIRED                      DISPOSED

▶ NAME OF BUSINESS ENTITY

GENERAL DESCRIPTION OF THIS BUSINESS

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

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

IF APPLICABLE, LIST DATE:  
 \_\_\_\_\_/\_\_\_\_\_/17      \_\_\_\_\_/\_\_\_\_\_/17  
 ACQUIRED                      DISPOSED

Comments: \_\_\_\_\_



SCHEDULE A-2  
Investments, Income, and Assets  
of Business Entities/Trusts  
(Ownership Interest is 10% or Greater)

CALIFORNIA FORM 700  
FAIR POLITICAL PRACTICES COMMISSION  
Name \_\_\_\_\_

**1. BUSINESS ENTITY OR TRUST**  
Capitol Vista Oaks, LP  
Name  
2500 Steiner Street #8, San Francisco, CA 94115  
Address (Business Address Acceptable)  
Check one  
 Trust, go to 2  Business Entity, complete the box, then go to 2

GENERAL DESCRIPTION OF THIS BUSINESS  
Family investment vehicle

FAIR MARKET VALUE IF APPLICABLE, LIST DATE:  
 \$0 - \$1,999  
 \$2,000 - \$10,000  
 \$10,001 - \$100,000  
 \$100,001 - \$1,000,000  
 Over \$1,000,000

IF APPLICABLE, LIST DATE:  
\_\_\_\_\_/\_\_\_\_\_/17      \_\_\_\_/\_\_\_\_\_/17  
ACQUIRED                  DISPOSED

NATURE OF INVESTMENT  
 Partnership  Sole Proprietorship  Other

YOUR BUSINESS POSITION Partner

**1. BUSINESS ENTITY OR TRUST**  
Ellmar Company, LP  
Name  
247 Calle La Mesa, Moraga, CA 94556  
Address (Business Address Acceptable)  
Check one  
 Trust, go to 2  Business Entity, complete the box, then go to 2

GENERAL DESCRIPTION OF THIS BUSINESS  
Family investment vehicle

FAIR MARKET VALUE IF APPLICABLE, LIST DATE:  
 \$0 - \$1,999  
 \$2,000 - \$10,000  
 \$10,001 - \$100,000  
 \$100,001 - \$1,000,000  
 Over \$1,000,000

IF APPLICABLE, LIST DATE:  
\_\_\_\_\_/\_\_\_\_\_/17      \_\_\_\_/\_\_\_\_\_/17  
ACQUIRED                  DISPOSED

NATURE OF INVESTMENT  
 Partnership  Sole Proprietorship  Other

YOUR BUSINESS POSITION Partner

**2. IDENTIFY THE GROSS INCOME RECEIVED (INCLUDE YOUR PRO RATA SHARE OF THE GROSS INCOME TO THE ENTITY/TRUST)**

\$0 - \$499  \$500 - \$1,000  \$1,001 - \$10,000  
 \$10,001 - \$100,000  OVER \$100,000

**3. LIST THE NAME OF EACH REPORTABLE SINGLE SOURCE OF INCOME OF \$10,000 OR MORE (Attach a separate sheet if necessary.)**  
 None or  Names listed below

**2. IDENTIFY THE GROSS INCOME RECEIVED (INCLUDE YOUR PRO RATA SHARE OF THE GROSS INCOME TO THE ENTITY/TRUST)**

\$0 - \$499  \$500 - \$1,000  \$1,001 - \$10,000  
 \$10,001 - \$100,000  OVER \$100,000

**3. LIST THE NAME OF EACH REPORTABLE SINGLE SOURCE OF INCOME OF \$10,000 OR MORE (Attach a separate sheet if necessary.)**  
 None or  Names listed below  
Encore Housing Opportunity Fund II, LP

**4. INVESTMENTS AND INTERESTS IN REAL PROPERTY HELD OR LEASED BY THE BUSINESS ENTITY OR TRUST**  
Check one box:  
 INVESTMENT  REAL PROPERTY

Name of Business Entity, if Investment, or Assessor's Parcel Number or Street Address of Real Property

Description of Business Activity or City or Other Precise Location of Real Property

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

IF APPLICABLE, LIST DATE:  
\_\_\_\_\_/\_\_\_\_\_/17      \_\_\_\_/\_\_\_\_\_/17  
ACQUIRED                  DISPOSED

NATURE OF INTEREST  
 Property Ownership/Deed of Trust  Stock  Partnership

Leasehold \_\_\_\_\_  Other \_\_\_\_\_  
Yrs. remaining

Check box if additional schedules reporting investments or real property are attached

**4. INVESTMENTS AND INTERESTS IN REAL PROPERTY HELD OR LEASED BY THE BUSINESS ENTITY OR TRUST**  
Check one box:  
 INVESTMENT  REAL PROPERTY

Name of Business Entity, if Investment, or Assessor's Parcel Number or Street Address of Real Property  
Real Estate Investment Fund

Description of Business Activity or City or Other Precise Location of Real Property

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

IF APPLICABLE, LIST DATE:  
\_\_\_\_\_/\_\_\_\_\_/17      \_\_\_\_/\_\_\_\_\_/17  
ACQUIRED                  DISPOSED

NATURE OF INTEREST  
 Property Ownership/Deed of Trust  Stock  Partnership

Leasehold \_\_\_\_\_  Other \_\_\_\_\_  
Yrs. remaining

Check box if additional schedules reporting investments or real property are attached

Comments: \_\_\_\_\_



**SCHEDULE A-2**  
**Investments, Income, and Assets**  
**of Business Entities/Trusts**  
 (Ownership Interest is 10% or Greater)

**CALIFORNIA FORM 700**  
 FAIR POLITICAL PRACTICES COMMISSION  
 Name \_\_\_\_\_

**1. BUSINESS ENTITY OR TRUST**  
 Fortuna Partners LLC  
 Name  
 2500 Steiner Street #8, San Francisco, CA 94115  
 Address (Business Address Acceptable)  
 Check one  
 Trust, go to 2  Business Entity, complete the box, then go to 2

**GENERAL DESCRIPTION OF THIS BUSINESS**  
 Family investment vehicle

FAIR MARKET VALUE IF APPLICABLE, LIST DATE:  
 \$0 - \$1,999  
 \$2,000 - \$10,000  
 \$10,001 - \$100,000  
 \$100,001 - \$1,000,000  
 Over \$1,000,000

ACQUIRED      /      / 17 DISPOSED      /      / 17

NATURE OF INVESTMENT  
 Partnership  Sole Proprietorship  Other \_\_\_\_\_

YOUR BUSINESS POSITION Partner

**1. BUSINESS ENTITY OR TRUST**  
 Name \_\_\_\_\_  
 Address (Business Address Acceptable) \_\_\_\_\_  
 Check one  
 Trust, go to 2  Business Entity, complete the box, then go to 2

**GENERAL DESCRIPTION OF THIS BUSINESS**  
 \_\_\_\_\_

FAIR MARKET VALUE IF APPLICABLE, LIST DATE:  
 \$0 - \$1,999  
 \$2,000 - \$10,000  
 \$10,001 - \$100,000  
 \$100,001 - \$1,000,000  
 Over \$1,000,000

ACQUIRED      /      / 17 DISPOSED      /      / 17

NATURE OF INVESTMENT  
 Partnership  Sole Proprietorship  Other \_\_\_\_\_

YOUR BUSINESS POSITION \_\_\_\_\_

**2. IDENTIFY THE GROSS INCOME RECEIVED (INCLUDE YOUR PRO RATA SHARE OF THE GROSS INCOME TO THE ENTITY/TRUST)**

\$0 - \$499  \$10,001 - \$100,000  
 \$500 - \$1,000  OVER \$100,000  
 \$1,001 - \$10,000

**2. IDENTIFY THE GROSS INCOME RECEIVED (INCLUDE YOUR PRO RATA SHARE OF THE GROSS INCOME TO THE ENTITY/TRUST)**

\$0 - \$499  \$10,001 - \$100,000  
 \$500 - \$1,000  OVER \$100,000  
 \$1,001 - \$10,000

**3. LIST THE NAME OF EACH REPORTABLE SINGLE SOURCE OF INCOME OF \$10,000 OR MORE (Attach a separate sheet if necessary.)**

None or  Names listed below

\_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

**3. LIST THE NAME OF EACH REPORTABLE SINGLE SOURCE OF INCOME OF \$10,000 OR MORE (Attach a separate sheet if necessary.)**

None or  Names listed below

\_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

**4. INVESTMENTS AND INTERESTS IN REAL PROPERTY HELD OR LEASED BY THE BUSINESS ENTITY OR TRUST**  
 Check one box:  
 INVESTMENT  REAL PROPERTY  
 Demeter Capital Group, LP

Name of Business Entity, if Investment, or Assessor's Parcel Number or Street Address of Real Property  
 Cannabis Hedge Fund

Description of Business Activity or City or Other Precise Location of Real Property  
 \_\_\_\_\_

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

ACQUIRED      /      / 17 DISPOSED      /      / 17

NATURE OF INTEREST  
 Property Ownership/Deed of Trust  Stock  Partnership

Leasehold \_\_\_\_\_ Yrs. remaining  Other \_\_\_\_\_

Check box if additional schedules reporting investments or real property are attached

**4. INVESTMENTS AND INTERESTS IN REAL PROPERTY HELD OR LEASED BY THE BUSINESS ENTITY OR TRUST**  
 Check one box:  
 INVESTMENT  REAL PROPERTY

Name of Business Entity, if Investment, or Assessor's Parcel Number or Street Address of Real Property  
 \_\_\_\_\_

Description of Business Activity or City or Other Precise Location of Real Property  
 \_\_\_\_\_

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

ACQUIRED      /      / 17 DISPOSED      /      / 17

NATURE OF INTEREST  
 Property Ownership/Deed of Trust  Stock  Partnership

Leasehold \_\_\_\_\_ Yrs. remaining  Other \_\_\_\_\_

Check box if additional schedules reporting investments or real property are attached

Comments: \_\_\_\_\_



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

**CALIFORNIA FORM 700**  
 FAIR POLITICAL PRACTICES COMMISSION

Name \_\_\_\_\_

**1. INCOME RECEIVED**

NAME OF SOURCE OF INCOME  
 Encore Housing Opportunity Fund II, LP

ADDRESS (Business Address Acceptable)  
 One Town Center Rd #600, Boca Raton, FL 33486

BUSINESS ACTIVITY, IF ANY, OF SOURCE  
 Real estate investment

YOUR BUSINESS POSITION  
 Partner

GROSS INCOME RECEIVED  No Income - Business Position Only  
 \$500 - \$1,000  \$1,001 - \$10,000  
 \$10,001 - \$100,000  OVER \$100,000

CONSIDERATION FOR WHICH INCOME WAS RECEIVED  
 Salary  Spouse's or registered domestic partner's income  
 (For self-employed use Schedule A-2.)  
 Partnership (Less than 10% ownership. For 10% or greater use  
 Schedule A-2.)  
 Sale of \_\_\_\_\_  
 (Real property, car, boat, etc.)  
 Loan repayment  
 Commission or  Rental Income, list each source of \$10,000 or more  
 \_\_\_\_\_  
 (Describe)  
 Other \_\_\_\_\_  
 (Describe)

**1. INCOME RECEIVED**

NAME OF SOURCE OF INCOME  
 Portfolio Advisors Private Equity Fund VI, LP

ADDRESS (Business Address Acceptable)  
 9 Old Kings Hwy South, Darien, CT 06820

BUSINESS ACTIVITY, IF ANY, OF SOURCE  
 Private Equity Investments

YOUR BUSINESS POSITION  
 Partner

GROSS INCOME RECEIVED  No Income - Business Position Only  
 \$500 - \$1,000  \$1,001 - \$10,000  
 \$10,001 - \$100,000  OVER \$100,000

CONSIDERATION FOR WHICH INCOME WAS RECEIVED  
 Salary  Spouse's or registered domestic partner's income  
 (For self-employed use Schedule A-2.)  
 Partnership (Less than 10% ownership. For 10% or greater use  
 Schedule A-2.)  
 Sale of \_\_\_\_\_  
 (Real property, car, boat, etc.)  
 Loan repayment  
 Commission or  Rental Income, list each source of \$10,000 or more  
 \_\_\_\_\_  
 (Describe)  
 Other \_\_\_\_\_  
 (Describe)

**2. LOANS RECEIVED OR OUTSTANDING DURING THE REPORTING PERIOD**

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

NAME OF LENDER\* \_\_\_\_\_

ADDRESS (Business Address Acceptable) \_\_\_\_\_

BUSINESS ACTIVITY, IF ANY, OF LENDER \_\_\_\_\_

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

INTEREST RATE \_\_\_\_\_%  None

TERM (Months/Years) \_\_\_\_\_

SECURITY FOR LOAN  
 None  Personal residence  
 Real Property \_\_\_\_\_  
 Street address \_\_\_\_\_  
 City \_\_\_\_\_  
 Guarantor \_\_\_\_\_  
 Other \_\_\_\_\_  
 (Describe)

Comments: \_\_\_\_\_

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

**CALIFORNIA FORM 700**  
 FAIR POLITICAL PRACTICES COMMISSION

Name \_\_\_\_\_

**1. INCOME RECEIVED**

NAME OF SOURCE OF INCOME  
 Temescal Wellness Inc.

ADDRESS (Business Address Acceptable)  
 PO Box 1661, Hampton, NH 03843

BUSINESS ACTIVITY, IF ANY, OF SOURCE  
 Medical Cannabis

YOUR BUSINESS POSITION  
 Loan

GROSS INCOME RECEIVED  No Income - Business Position Only  
 \$500 - \$1,000  \$1,001 - \$10,000  
 \$10,001 - \$100,000  OVER \$100,000

CONSIDERATION FOR WHICH INCOME WAS RECEIVED  
 Salary  Spouse's or registered domestic partner's income  
 (For self-employed use Schedule A-2.)  
 Partnership (Less than 10% ownership. For 10% or greater use  
 Schedule A-2.)  
 Sale of \_\_\_\_\_  
 (Real property, car, boat, etc.)  
 Loan repayment  
 Commission or  Rental Income, list each source of \$10,000 or more  
 \_\_\_\_\_  
 (Describe)  
 Other \_\_\_\_\_  
 (Describe)

**1. INCOME RECEIVED**

NAME OF SOURCE OF INCOME  
 Mission Bowling Club, LLC

ADDRESS (Business Address Acceptable)  
 3176 17TH STREET, SAN FRANCISCO, CA 94110

BUSINESS ACTIVITY, IF ANY, OF SOURCE  
 Restaurant & Bowling Alley

YOUR BUSINESS POSITION  
 Partner

GROSS INCOME RECEIVED  No Income - Business Position Only  
 \$500 - \$1,000  \$1,001 - \$10,000  
 \$10,001 - \$100,000  OVER \$100,000

CONSIDERATION FOR WHICH INCOME WAS RECEIVED  
 Salary  Spouse's or registered domestic partner's income  
 (For self-employed use Schedule A-2.)  
 Partnership (Less than 10% ownership. For 10% or greater use  
 Schedule A-2.)  
 Sale of \_\_\_\_\_  
 (Real property, car, boat, etc.)  
 Loan repayment  
 Commission or  Rental Income, list each source of \$10,000 or more  
 \_\_\_\_\_  
 (Describe)  
 Other \_\_\_\_\_  
 (Describe)

**2. LOANS RECEIVED OR OUTSTANDING DURING THE REPORTING PERIOD**

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

NAME OF LENDER\* \_\_\_\_\_

ADDRESS (Business Address Acceptable) \_\_\_\_\_

BUSINESS ACTIVITY, IF ANY, OF LENDER \_\_\_\_\_

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

INTEREST RATE \_\_\_\_\_%  None

TERM (Months/Years) \_\_\_\_\_

SECURITY FOR LOAN  
 None  Personal residence  
 Real Property \_\_\_\_\_  
 Street address \_\_\_\_\_  
 City \_\_\_\_\_  
 Guarantor \_\_\_\_\_  
 Other \_\_\_\_\_  
 (Describe)

Comments: \_\_\_\_\_

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

<b>CALIFORNIA FORM 700</b> <small>FAIR POLITICAL PRACTICES COMMISSION</small>
Name _____

**▶ 1. INCOME RECEIVED**

NAME OF SOURCE OF INCOME  
 Adams & Associates Inc.

---

ADDRESS (Business Address Acceptable)  
 10395 Double R Boulevard, Reno, NV 89521

---

BUSINESS ACTIVITY, IF ANY, OF SOURCE  
 US Department of Labor Contractor

---

YOUR BUSINESS POSITION  
 Employee (Spouse James Greenwood Conger III)

---

GROSS INCOME RECEIVED     No Income - Business Position Only  
 \$500 - \$1,000                       \$1,001 - \$10,000  
 \$10,001 - \$100,000             OVER \$100,000

CONSIDERATION FOR WHICH INCOME WAS RECEIVED  
 Salary     Spouse's or registered domestic partner's income  
 (For self-employed use Schedule A-2.)

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

Sale of \_\_\_\_\_  
 (Real property, car, boat, etc.)

Loan repayment

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

---

\_\_\_\_\_ (Describe)

Other \_\_\_\_\_  
 (Describe)

**▶ 1. INCOME RECEIVED**

NAME OF SOURCE OF INCOME  
 Ne Timeas Restaurant Investment, LLC

---

ADDRESS (Business Address Acceptable)  
 2403 HARRISON STREET, SAN FRANCISCO, CA 9

---

BUSINESS ACTIVITY, IF ANY, OF SOURCE  
 Restaurant

---

YOUR BUSINESS POSITION  
 Partner

---

GROSS INCOME RECEIVED     No Income - Business Position Only  
 \$500 - \$1,000                       \$1,001 - \$10,000  
 \$10,001 - \$100,000             OVER \$100,000

CONSIDERATION FOR WHICH INCOME WAS RECEIVED  
 Salary     Spouse's or registered domestic partner's income  
 (For self-employed use Schedule A-2.)

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

Sale of \_\_\_\_\_  
 (Real property, car, boat, etc.)

Loan repayment

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

---

\_\_\_\_\_ (Describe)

Other \_\_\_\_\_  
 (Describe)

**▶ 2. LOANS RECEIVED OR OUTSTANDING DURING THE REPORTING PERIOD**

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

NAME OF LENDER\* \_\_\_\_\_

---

ADDRESS (Business Address Acceptable) \_\_\_\_\_

---

BUSINESS ACTIVITY, IF ANY, OF LENDER \_\_\_\_\_

---

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

INTEREST RATE \_\_\_\_\_%     None

TERM (Months/Years) \_\_\_\_\_

SECURITY FOR LOAN  
 None                       Personal residence

Real Property \_\_\_\_\_  
 \_\_\_\_\_ Street address  
 \_\_\_\_\_ City

Guarantor \_\_\_\_\_

Other \_\_\_\_\_  
 (Describe)

Comments: \_\_\_\_\_

# SCHEDULE C

## Income, Loans, & Business Positions

(Other than Gifts and Travel Payments)

CALIFORNIA FORM 700

FAIR POLITICAL PRACTICES COMMISSION

Name \_\_\_\_\_

**▶ 1. INCOME RECEIVED**

NAME OF SOURCE OF INCOME  
Ron & Mikhal Bouganim

---

ADDRESS (Business Address Acceptable)  
912 Cole Street # 174, San Francisco 94117

---

BUSINESS ACTIVITY, IF ANY, OF SOURCE  
Residential Lease -- 477 Belvedere Street, SF

---

YOUR BUSINESS POSITION  
Owner -- 477 Belvedere Street, SF

---

GROSS INCOME RECEIVED  No Income - Business Position Only

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

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

CONSIDERATION FOR WHICH INCOME WAS RECEIVED

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

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

Sale of \_\_\_\_\_  
(Real property, car, boat, etc.)

Loan repayment

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

\_\_\_\_\_  
(Describe)

Other \_\_\_\_\_  
(Describe)

**▶ 1. INCOME RECEIVED**

NAME OF SOURCE OF INCOME  
Lorenzo & Guilia Bianchi

---

ADDRESS (Business Address Acceptable)  
1558 Grove Street, San Francisco, 94117

---

BUSINESS ACTIVITY, IF ANY, OF SOURCE  
Residential Lease -- 1558 Grove Street, SF

---

YOUR BUSINESS POSITION  
Owner -- 1558 Grove Street, SF

---

GROSS INCOME RECEIVED  No Income - Business Position Only

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

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

CONSIDERATION FOR WHICH INCOME WAS RECEIVED

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

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

Sale of \_\_\_\_\_  
(Real property, car, boat, etc.)

Loan repayment

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

\_\_\_\_\_  
(Describe)

Other \_\_\_\_\_  
(Describe)

**▶ 2. LOANS RECEIVED OR OUTSTANDING DURING THE REPORTING PERIOD**

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

NAME OF LENDER\* \_\_\_\_\_

---

ADDRESS (Business Address Acceptable) \_\_\_\_\_

---

BUSINESS ACTIVITY, IF ANY, OF LENDER \_\_\_\_\_

---

HIGHEST BALANCE DURING REPORTING PERIOD

\$500 - \$1,000

\$1,001 - \$10,000

\$10,001 - \$100,000

OVER \$100,000

INTEREST RATE \_\_\_\_\_ %  None

TERM (Months/Years) \_\_\_\_\_

SECURITY FOR LOAN

None  Personal residence

Real Property \_\_\_\_\_  
Street address \_\_\_\_\_  
City \_\_\_\_\_

Guarantor \_\_\_\_\_

Other \_\_\_\_\_  
(Describe)

Comments: \_\_\_\_\_



May 21<sup>st</sup>, 2018

Board of Supervisors  
City Hall  
1 Dr. Carlton B. Goodlett Place  
San Francisco, California 94102  
Attention: Rules Committee

Re: Police Commission Applicant Anne Irwin

Dear Members of the Board of Supervisors,

I enthusiastically and unequivocally support Anne Irwin's appointment to the San Francisco Police Commission. I have known Ms. Irwin for more than a decade. Her father, Professor John Irwin, was one of the earliest supporters of my efforts to organize and empower formerly incarcerated people and their families. Ms. Irwin has followed in her father's footsteps by working every day to make San Francisco a more just and equitable place, and to give a voice to the voiceless.

Ms. Irwin has a keen ability to bring all different sides to the table and find common ground. She has integrity and a strong backbone. She is insightful and open-minded. These qualities make her particularly equipped to be an effective, fair, and productive member of the Police Commission.

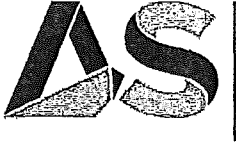
I hope you will do a service to all of San Francisco's communities and appoint Ms. Irwin to the Police Commission.

Sincerely,

Dorsey Nunn  
Executive Director  
Legal Services for Prisoners with Children  
Founder  
All of Us or None

1540 Market St., Suite 490,  
San Francisco, CA 94102.

Phone: (415) 255-7036  
Fax: (415) 552-3150



**Project Rebound: Expanded**  
Associated Students,  
San Francisco State University  
1650 Holloway Ave, Office #T-161  
San Francisco, CA 94132  
P: 415 846-7225  
<http://www.prexpanded.org>

Project Rebound: Expanded

May 15, 2018

**From:** C. Jason Bell, MS  
Director, (ASI) Project Rebound  
San Francisco State University

**To:** Board of Supervisors  
City Hall 1 Dr. Carlton B. Goodlett Place  
San Francisco, California 94102

**RE:** Police Commission Applicant Anne Irwin

---

Dear Members of the Board of Supervisors,

First and foremost, I want to say that I fully support Anne Irwin being appointed to the San Francisco Police Commission.

As the Regional Director of Project Rebound at San Francisco State University (SFSU) I represent a program that has been in existence for over 50 years that offers a surplus of support services that have helped thousands of men and women graduate from San Francisco State University (SFSU), and Anne Irwin has a direct connection to the success and existence of Project Rebound. I have known Anne Irwin for more than 10 years. I was introduced to Anne within the first few years of starting my position as Director of Project Rebound by her father (the late Dr. John Irwin) who founded the program in 1967.

From the first time I spoke to her about the ebb and flow of the city I could tell that she was extremely in tune with both current and historical events in San Francisco. As years passed and I was able to work with her at length on different projects in her role as a Public Defender it became a pleasure to labor with a person that not only knew the law but also respected judicial process and had a genuine willingness to honor her role as a civil servant. I respect Anne's work ethic and have gotten to know her character and I enthusiastically feel that she can and will be great as a member of the San Francisco Police Commission. Please consider my words of endorsement as final decision are made for the position.

Respectfully Submitted,

C. Jason Bell

A handwritten signature in black ink that reads "C. Jason Bell". The signature is written in a cursive, flowing style.

**PROJECT REBOUND**



May 21, 2018

Rules Committee  
San Francisco Board of Supervisors  
City Hall  
San Francisco, CA

Dear Rules Committee Members,

I am writing to ask for your support in appointing Anne Irwin to the San Francisco Police Commission.

I am certain you are already in possession of her impressive resume outlining her distinguished educational achievements and professional experience.

I know Ms. Irwin as an energetic and brilliant young woman who firmly believes in public service and active community engagement. She was impressive as a young San Francisco Public Defender, and she continues her community involvement as she raises her two daughters. She has a keen intellect and a dedication to fairness and social equity in considering all points of view.

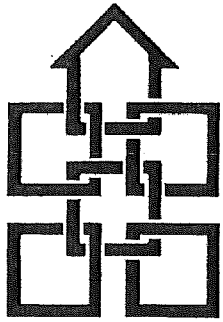
In the 50 years I have lived in San Francisco I have served on various City Commissions including COSW, Library, and most recently Ethics. I understand the need for commissioners who can and will listen to all points of view, who can weigh the arguments and deliver insight and keen analysis in making decisions that will affect the citizens of this great City.

We also need fresh ideas, fresh faces and innovative approaches to the very tough issues facing our city. Irwin has all of these qualities in abundance.

I thank you for your consideration. Ms. Irwin will be a Police Commissioner that will represent all of us.

Sincerely,

Beverly Hayon  
158 Stanyan boulevard  
San Francisco, CA 94118  
415-386-6892



COALITION·ON  
HOMELESSNESS  
san francisco

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

**Re: Police Commission Applicant Anne Irwin**

May 22, 2018

Dear Members of the Board of Supervisors,

I unequivocally and enthusiastically support Anne Irwin's appointment to the San Francisco Police Commission. As the longtime Executive Director of the Coalition on Homelessness, I am deeply familiar with the issues facing San Francisco's homeless residents.

I worked with Anne when she served on the Coalition's Board of Directors. I invited Anne to join the Coalition's Board because of her standout advocacy for her homeless clients as a Public Defender. As a Police Commissioner, Anne will bring a sensitivity to the ways that police training and practices affect the homeless and other particularly vulnerable San Franciscans.

Anne is thoughtful, compassionate, and unafraid of standing up against injustice. She listens carefully to all sides of an argument, and she is particularly adept at bringing differing parties to the table to find common ground.

I hope you will give Anne the opportunity to continue to serve the communities of San Francisco as a member of the Police Commission.

Sincerely,

Jennifer Friedenbach  
Executive Director  
Coalition on Homelessness



May 21<sup>st</sup>, 2018

Board of Supervisors  
City Hall  
1 Dr. Carlton B. Goodlett Place  
San Francisco, California 94102  
Attention: Rules Committee

Re: Police Commission Applicant Anne Irwin

Dear Members of the Board of Supervisors,

I enthusiastically and unequivocally support Anne Irwin's appointment to the San Francisco Police Commission. I have known Ms. Irwin for more than a decade. Her father, Professor John Irwin, was one of the earliest supporters of my efforts to organize and empower formerly incarcerated people and their families. Ms. Irwin has followed in her father's footsteps by working every day to make San Francisco a more just and equitable place, and to give a voice to the voiceless.

Ms. Irwin has a keen ability to bring all different sides to the table and find common ground. She has integrity and a strong backbone. She is insightful and open-minded. These qualities make her particularly equipped to be an effective, fair, and productive member of the Police Commission.

I hope you will do a service to all of San Francisco's communities and appoint Ms. Irwin to the Police Commission.

Sincerely,

Dorsey Nunn  
Executive Director  
Legal Services for Prisoners with Children  
Founder  
All of Us or None

1540 Market St., Suite 490,  
San Francisco, CA 94102.

Phone: (415) 255-7036  
Fax: (415) 552-3150

[www.prisonerswithchildren.org](http://www.prisonerswithchildren.org)

Tal Klement  
838 55<sup>th</sup> St.  
Oakland, CA 94608  
May 21, 2018

To the Board of Supervisors:

As an appointed member of the City of Oakland's selection committee for the newly reformed Oakland Police Commission, I spent several months developing criteria and vetting candidates. As such, I have recent, valuable experience regarding identification of qualified candidates for this important and crucial job. In my personal opinion, Anne Irwin has the background, temperament, and experience to be an excellent police commissioner.

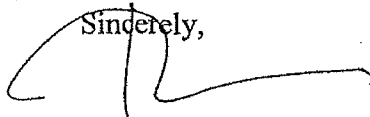
As the selection panel, we worked to ensure that the police commissioners we chose had enough knowledge of the ins-and-outs of the criminal justice system to be effective – Anne has that essential background. I worked closely with Anne at the public defender's office and saw, firsthand, the depth of her knowledge and skills. Together, we exposed the Henry Hotel scandal, in which a group of officers violated the constitutional rights of the residents of SRO hotels. Anne has the knowledge-base and experience in criminal justice and constitutional rights that is essential to be an effective police commissioner.

From our recent conversations, I know that Anne will be an effective advocate for necessary police reforms. Within the public defender's office and as a social justice advocate, Anne has tirelessly worked to reduce racial disparity and to work for civil rights remedies and protections. Anne has always advocated for greater knowledge and awareness of mental illness and drug addiction. I know that, as a commissioner, she will push for increased training in harm reduction and de-escalation strategies to effectively address these difficult issues law enforcement officers encounter every day.

Anne also has the temperament and personality to be an effective police commissioner. While she is a person of strongly held principles, she also has a unique ability to listen and work with others and reach consensus on difficult issues. She is also someone who will be sensitive to issues of fairness and due process.

I believe Anne Irwin would be a tremendous asset to the San Francisco Police Commission. I highly recommend her for this position. Please contact me at 415.596.4869 if you have any additional questions.

Sincerely,



Tal Klement  
-in personal capacity  
Member, City of Oakland, Police Commission Selection Panel\*  
\*for identification purposes only

**Donny Friend**  
**2955 Lake Street**  
**San Francisco, CA 94121**  
**(415) 299-9099**

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

Re: Recommendation of Anne Irwin for Police Commission Appointment

Dear Board,

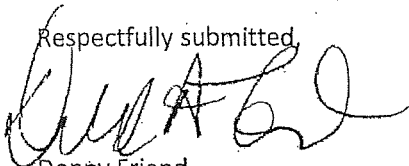
I am writing this letter to recommend my good friend, Anne Irwin to fill the existing vacancy on our Police Commission. As a third generation San Franciscan and the father of 6<sup>th</sup> generation children (through my wife) I have watched Anne grow from a young child into a responsible and productive adult and can attest to her sterling character.

I am sure you realize the importance of this position in light of the many challenges our Police Department has faced in recent times. I believe that with Annie's experience as a former Public Defender and as the daughter of John Irwin, a Criminal Justice Professor at SF State, that she has the qualities that would make her the perfect choice.

I presently serve as the President of the largest Synagogue in Northern California and can tell you that Anne would give our community much confidence that thoughtful consideration and good judgment would be employed with her presence on the commission.

Please feel free to contact me if you have any questions. Should you decide to appoint Annie, our City and County will be well served.

Respectfully submitted,



Donny Friend

May 21, 2018

Rules Committee  
San Francisco Board of Supervisors  
City Hall  
San Francisco, CA

Dear Rules Committee Members,

I am writing to ask for your support in appointing Anne Irwin to the San Francisco Police Commission.

I am certain you are already in possession of her impressive resume outlining her distinguished educational achievements and professional experience.

I know Ms. Irwin as an energetic and brilliant young woman who firmly believes in public service and active community engagement. She was impressive as a young San Francisco Public Defender, and she continues her community involvement as she raises her two daughters. She has a keen intellect and a dedication to fairness and social equity in considering all points of view.

In the 50 years I have lived in San Francisco I have served on various City Commissions including COSW, Library, and most recently Ethics. I understand the need for commissioners who can and will listen to all points of view, who can weigh the arguments and deliver insight and keen analysis in making decisions that will affect the citizens of this great City.

We also need fresh ideas, fresh faces and innovative approaches to the very tough issues facing our city. Irwin has all of these qualities in abundance.

I thank you for your consideration. Ms. Irwin will be a Police Commissioner that will represent all of us.

Sincerely,

Beverly Hayon  
158 Stanyan boulevard  
San Francisco, CA 94118  
415-386-6892



Project Rebound: Expanded

May 15, 2018

**Project Rebound: Expanded**  
Associated Students,  
San Francisco State University  
1650 Holloway Ave, Office #T-161  
San Francisco, CA 94132  
P: 415 846-7225  
<http://www.preexpanded.org>

**From:** C. Jason Bell, MS  
Director, (ASI) Project Rebound  
San Francisco State University

**To:** Board of Supervisors  
City Hall 1 Dr. Carlton B. Goodlett Place  
San Francisco, California 94102

**RE:** Police Commission Applicant Anne Irwin

---

Dear Members of the Board of Supervisors,

First and foremost, I want to say that I fully support Anne Irwin being appointed to the San Francisco Police Commission.

As the Regional Director of Project Rebound at San Francisco State University (SFSU) I represent a program that has been in existence for over 50 years that offers a surplus of support services that have helped thousands of men and women graduate from San Francisco State University (SFSU), and Anne Irwin has a direct connection to the success and existence of Project Rebound. I have known Anne Irwin for more than 10 years. I was introduced to Anne within the first few years of starting my position as Director of Project Rebound by her father (the late Dr. John Irwin) who founded the program in 1967.

From the first time I spoke to her about the ebb and flow of the city I could tell that she was extremely in tune with both current and historical events in San Francisco. As years passed and I was able to work with her at length on different projects in her role as a Public Defender it became a pleasure to labor with a person that not only knew the law but also respected judicial process and had a genuine willingness to honor her role as a civil servant. I respect Anne's work ethic and have gotten to know her character and I enthusiastically feel that she can and will be great as a member of the San Francisco Police Commission. Please consider my words of endorsement as final decision are made for the position.

Respectfully Submitted,

C. Jason Bell

A handwritten signature in black ink that reads "C. Jason Bell". The signature is written in a cursive, flowing style.

**PROJECT REBOUND**



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: Police Commission

Seat # or Category (If applicable): \_\_\_\_\_ District: NA

Name: Gloria Berry

Home Address: [Redacted] Hawes St [Redacted] San Francisco, CA Zip: 94124

Home Phone: [Redacted] Occupation: U.S. Veteran

Work Phone: NA Employer: NA

Business Address: NA Zip: NA

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

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

Check All That Apply:

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

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

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

I am Black, White, Mexican, Native and Asian. I was born and raised in the Fillmore, lived on the Presidio, Treasure Island when I was in the military and when I was homeless, and presently live in the Bayview. My Mother has lived in the Richmond for thirty years. I'm 48, my daughter is 26 and my Grandson is 11 months. It does not matter to me what someone's sexual orientation is. I identify as a Woman. I am a disabled Veteran.



**Business and/or professional experience:**

1987-SFPD PAL. Weapons training. Ride alongs.  
1987-Navy bootcamp. Firearms qualifications, Sharpshooter ribbon. Use of Force and self defense training.  
1988-Trained by Marines weapons, UOF, and self defense in response to a bombing.  
1998-Correctional Officer Academy-Weapons, UOF and self defense. PC 832 POSTcertified, Arrest and Firearms.  
2008-Army National Guard. Weapons, UOF and self defense.

**Civic Activities:**

2010-present, Bayview townhalls  
2012-volunteered tutoring in Math  
2014-Volunteered to develop and teach at an Oakland Saturday school  
2015-Started my own organization to take young Ladies on outings. Self funded.  
<https://www.facebook.com/BerryPowerfulladies/>  
2016-present, attend Police Commission meetings, San Francisco and Oakland  
2016-New Community Leadership Foundation member  
Pay taxes, vote, sign petitions, cleaned neighborhoods, several think tanks, PTA Galileo and Presidio.

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.*)

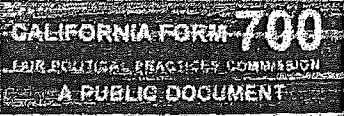
Date: 5-14-18      Applicant's Signature: (required) Gloria Berry

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



STATEMENT OF ECONOMIC INTERESTS

COVER PAGE

Please type or print in ink.

NAME OF FILER (LAST) BERRY (FIRST) GLORIA (MIDDLE)

1. Office, Agency, or Court

Agency Name: POLICE COMMISSION COMMISSIONER
Division, Board, Department, District, if applicable: SAN FRANCISCO BOARD OF SUPERVISORS, POLICE COMMISSION
Your Position: COMMISSIONER

Agency: BOARD OF SUPERVISORS Position: DISTRICT 10

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

State, Judge or Court Commissioner, County of SAN FRANCISCO, City of SAN FRANCISCO

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

Annual: The period covered is January 1, 2017, through December 31, 2017.
Assuming Office: Date assumed:
Leaving Office: Date Left:
Candidate: Date of Election: and office sought, if different than Part 1.

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

Schedules attached: Schedule A-1, A-2, B, C, D, E. None - No reportable interests on any schedule

5. Verification

MAILING ADDRESS: STREET: JAMES ST. CITY: SAN FRANCISCO STATE: CA ZIP CODE: 94104

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

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

Date Signed: 5-14-18 Signature: Gloria Berry

Clear Page

Print

FPPC Form 700 (2017/2018) FPPC Advice Email: advice@fppc.ca.gov FPPC Toll-Free Helpline: 866/275-3772 www.fppc.ca.gov

When I think of Gloria Berry, the word tenacious comes to mind. She truly believes in community reform and justice. In my time working with Gloria on the Glide Racial Justice Group, she has consistently shown concern, pushed for support, and advocated for police accountability. Gloria being a native of San Francisco, Ca, feels a deeper connection to the city and for it's citizens. She is very passionate about building relationships with local politicians and obtaining transparency for how law enforcement interacts with young Black men and women in San Francisco. Gloria knows what she wants and doesn't want when it comes to accountability and justice, but is also a team player, knows how to listen, and will compromise for the greater good of the city. I recommend Gloria Berry to be elected to the Police Commission because the decisions she makes are based on truth and because she truly wants justice.

LeRon L. Barton

Writer

San Francisco, Ca

May 21, 2018

## Somera, Alisa (BOS)

---

**From:** Rachel Sino <rachelgeorgesino@gmail.com>  
**Sent:** Sunday, May 20, 2018 3:37 PM  
**To:** Somera, Alisa (BOS)  
**Subject:** Letter for Gloria

To whom it may concern:

I stand in full support with Gloria Berry for a position with the San Francisco Police Commission.

It is important that the Commission as well the police force is properly representative of the community. Over the past few years, Ms. Berry has been a voice for the community, as well as given voice to the people of San Francisco and across the Bay Area.

I have no doubt that Ms. Gloria Berry will serve on the Commission with both the passion and the grace that she serves the community.

Thank you,

Rachel Sinadinos  
Sent from my iPhone

**Somera, Alisa (BOS)**

---

**From:** Victoria Yu <victoria.jin.yu@gmail.com>  
**ent:** Sunday, May 20, 2018 2:16 PM  
**fo:** Somera, Alisa (BOS)  
**Subject:** Letter of support for Gloria Berry for SF Police Commission

To whom it may concern:

I stand in full support with Gloria Berry for a position with the San Francisco Police Commission.

It is important that the Commission as well the police force is properly representative of the community. Over the past few years, Ms. Berry has been a voice for the community, as well as given voice to the people of San Francisco and across the Bay Area.

I have no doubt that Ms. Gloria Berry will serve on the Commission with both the passion and the grace that she serves the community.

Thank you,  
Victoria Yu

**Somera, Alisa (BOS)**

---

**From:** Andrew Snyder <asnyder@omiacademy.org>  
**Sent:** Sunday, May 20, 2018 8:02 AM  
**To:** Somera, Alisa (BOS)  
**Cc:** Gloria.berry2010@gmail.com  
**Subject:** Police Commission

I'm writing you to recommend Gloria Berry for the San Francisco Police Commission. I can't think of a better individual to represent all citizens of San Francisco. Her desire and passion for justice in her community has never wavered in the time I've known her. I have no doubt in her ability to bring fairness, accountability, transparency and professionalism to the Police Commission.

In Service,

Andrew Snyder

Board of Supervisors Rules Committee

To Whom it may concern:

I am writing on behalf of Gloria Berry and her application for the Police Commission.

As a native of San Francisco I have seen this city change and I am concerned we are not going in the right direction. Gloria is also a native and also a veteran. She is highly qualified for the position and cares deeply for this city and its people.

She embodies the qualities of leadership, committed and transparent. She is a hard worker who will get the job done and more.

Please consider her for this position and San Francisco needs her on our team.

Concerned citizen of San Francisco

*Kelli Smith*

**Somera, Alisa (BOS)**

---

**From:** Brian Bailey <brian\_bailey\_2005@yahoo.com>  
**Sent:** Saturday, May 19, 2018 1:59 PM  
**To:** Somera, Alisa (BOS)  
**Cc:** Gloria.berry2010@gmail.com  
**Subject:** San Francisco Police Commission

I stand in full support with Gloria Berry for a position with the San Francisco Police Commission.

It is important that the Commission as well the police force is properly representative of the community. Over the past few years, Ms Berry has been a voice as well as given voice to both the positive vibes as well as the concerns of not just the people of San Francisco, but across the Bay Area.

I have no doubt that Ms Gloria Berry will serve on the Commission with both the passion and the grace that she serves the community.

Brian Bailey

Sent from Yahoo Mail on Android



## Somera, Alisa (BOS)

---

**From:** LINDA c <danceworld3@yahoo.com>  
**sent:** Monday, May 21, 2018 4:22 PM  
**To:** Somera, Alisa (BOS)  
**Subject:** Gloria Berry

To whom it may concern ,  
I stand in full support with Gloria Berry for a position with the San Francisco Police Commission.

It is important that the commission as well as the police force is properly representative of the community. Over the past few years Ms. Berry has been a voice for the community as well as given voice to the people of San Francisco and across the Bay Area .

I have no doubt that Gloria Berry will serve on the commission with both the passion and the grace that she serves the community.

Thank you,  
Linda Cummins

Sent from my iPhone

## Somera, Alisa (BOS)

---

**From:** Tracie King <tracielynn99@hotmail.com>  
**Sent:** Tuesday, May 22, 2018 12:10 PM  
**To:** Somera, Alisa (BOS)  
**Cc:** gloria.berry2010@gmail.com  
**Subject:** San Francisco Police Commission Recommendation

To Whom it May Concern,

I am writing you to recommend Gloria Berry for the San Francisco Police Commission.

Ms. Berry a product of San Francisco and a proud Veteran that would be an excellent addition to your commission!

Ms. Berry has a strong passion for justice in her community and a desire to help others.

I have no doubt that Ms. Berry has the aptitude to bring fairness, accountability, transparency and professionalism to the San Francisco Police Commission.

Thank you for your time and consideration.

Tracie King

**Somera, Alisa (BOS)**

---

**From:** Wanjiru Waweru-Benson <wanjiru.wawerubenson@gmail.com>  
**ent:** Tuesday, May 22, 2018 12:21 PM  
**To:** Somera, Alisa (BOS)  
**Subject:** RE: Letter of Support for Berryto SF Police Commision

To whom it may concern:

I stand in full support with Gloria Berry for a position with the San Francisco Police Commission.

It is important that the Commission as well the police force is properly representative of the community. Over the past few years, Ms. Berry has been a voice for the community, as well as given voice to the people of San Francisco and across the Bay Area.

I have no doubt that Ms. Gloria Berry will serve on the Commission with both the passion and the grace that she serves the community.

Thank you,

Wanjiru Waweru-Benson, LCSW  
Diplomate, Academy of Cognitive Therapy

## Somera, Alisa (BOS)

---

**From:** Cynthia Hutchison <cynhutch@gmail.com>  
**Sent:** Wednesday, May 23, 2018 11:30 PM  
**To:** Somera, Alisa (BOS)  
**Cc:** Glide Racial Justice Group  
**Subject:** Letter of support for Gloria Berry for SF Police Commission

To whom it may concern:

I stand in full support of Gloria Berry for a position with the San Francisco Police Commission.

Ms. Berry is a long-time San Francisco Bay/Area resident who I believe will serve well on the police commission. It is a difficult job, but with Ms. Berry's intelligence, thoughtfulness, and commitment I am confident that she is the right person to serve in this capacity. Over the past few years, Ms. Berry has been a voice for the community, and has also given voice to the people of San Francisco and the Bay Area.

I have no doubt that Gloria Berry will serve on the Commission with both the passion and the grace that she serves the community.

Sincerely,  
Cynthia Hutchison, M.A.

(San Franciscan resident since 1990)

## Somera, Alisa (BOS)

---

**From:** John Jones <jonesiiijohna@gmail.com>  
**ant:** Wednesday, May 23, 2018 3:13 PM  
**To:** Somera, Alisa (BOS)  
**Cc:** Gloria.Berry2010@gmail.com  
**Subject:** Police Commission Candidate Gloria Berry

Good afternoon,

My name is John Jones III and I am writing this email asking that you appoint Gloria Berry to the Police Commission. I met Ms. Berry for a few years ago at a Community meeting at Glide Memorial, and she has consistently impressed me as someone who is both knowledgeable and passionate about Community issues, including police brutality and accountability.

By way of background, I serve as the Vice Chair of the Selection Panel for the Oakland Police Commission. Additionally I serve on the Board of State and Community Corrections Prop 47 Executive Steering Committee.

I hope you strongly consider appointing Ms. Berry as part of the process of restoring faith in our law enforcement agencies nationwide and locally. Have a great day.

Best,

John

--  
John Jones III  
Certified Life Coach  
Community Advocate  
510-830-6817

"Success is to be measured not so much by the position that one has in life as by the obstacles which he has overcome."

Booker T. Washington



City and County of San Francisco  
**Department on the Status of Women**



Emily M. Murase, PhD  
 Director

City and County of  
 San Francisco

## 2017 Gender Analysis of Commissions and Boards: Executive Summary

### Overview

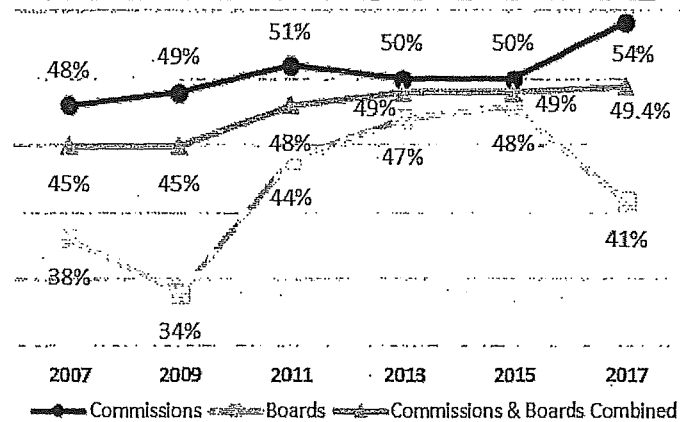
A 2008 City Charter Amendment passed by the voters of San Francisco enacted a city policy that membership of Commissions and Boards reflect the diversity of the population. As part of this measure, the Department on the Status of Women is required to conduct a biennial gender analysis of Commissions and Boards. Data was collected from 57 policy bodies with a total of 540 members primarily appointed by the Mayor and Board of Supervisors.

### Gender Analysis Findings

#### Gender

- Women’s representation on Commissions and Boards in 2017 is 49%, equal to the female population in San Francisco.
- Since 2007 there has been an overall increase of women on Commissions with women comprising 54% of Commissioners in 2017.
- Women’s representation on Boards has declined to 41% this year following a period of steady increases over the past 3 reports.

**Figure 1: 10-Year Comparison of Women’s Representation on Commissions and Boards**

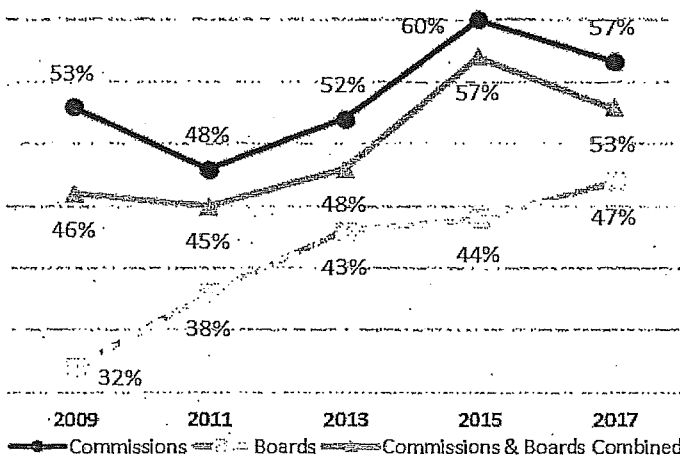


Sources: Department Survey, Mayor’s Office, 311.

#### Race and Ethnicity

- While 60% of San Franciscans are people of color, 53% of appointees are racial and ethnic minorities.
- Minority representation on Commissions decreased from 60% in 2015 to 57% in 2017.
- Despite a steady increase of people of color on Boards since 2009, minority representation on Boards, at 47%, remains below parity with the population.
- Asian, Latinx/Hispanic, and multiracial individuals are underrepresented on Commissions and Boards.
- There is a higher representation of White and Black/African American members on policy bodies than in the San Francisco population.

**Figure 2: 8-Year Comparison of Minority Representation on Commissions and Boards**



Sources: Department Survey, Mayor’s Office, 311.

**Race and Ethnicity by Gender**

- In San Francisco, 31% of the population are women of color. Although representation of women of color on Commissions reaches parity with the population, only 19% of Board members are women of color.
- Men of color comprise 26% of both Commissioners and Board members compared to 29% of the San Francisco population.
- The representation of White men on policy bodies is 28%, exceeding the 22% of the San Francisco population, while White women are at parity with the population at 19%.
- Underrepresentation of Asian and Latinx/Hispanic individuals is seen among both men and women.
  - One-tenth of Commissioners and Board members are Asian men and 12% are Asian women compared to 16% and 18% of the population, respectively.
  - Latinos are 6% of Commissioners and Board members and Latinas are 4% of Commissioners and Board members compared to 8% and 7% of San Franciscans, respectively.

**Additional Demographics**

- Among Commissioners and Board members, 17% identify as lesbian, gay, bisexual, or transgender (LGBT).
- Individuals with a disability comprise 11% of appointees on policy bodies, just below the 12% of the adult population with a disability in San Francisco.
- Representation of veterans on Commissions and Boards is 13%, exceeding the 4% of San Franciscans that have served in the military.

**Budget**

- Women and women of color, in particular, are underrepresented on the policy bodies with the largest budgets while exceeding or nearing parity on policy bodies with the smallest budgets.
- Minority representation on policy bodies with both the largest and smallest budgets is at least 60%, equal to the population.

**Table 1: Demographics of Appointees to San Francisco Commissions and Boards, 2017**

	Women	Minority	Women of Color	LGBT	Disabilities	Veterans
San Francisco Population	49%	60%	31%	5%-7%	12%	4%
Commissions and Boards Combined	49%	53%	27%	17%	11%	13%
Commissions	54%	57%	31%	18%	10%	15%
Boards	41%	47%	19%	17%	14%	10%
10 Largest Budgeted Bodies	35%	60%	18%			
10 Smallest Budgeted Bodies	58%	66%	30%			

Sources: 2015 American Community Survey 5-Year Estimates, Department Survey, Mayor's Office, 311, FY17-18 Annual Appropriation Ordinance, FY17-18 Mayor's Budget Book.

The full report is available at the San Francisco Department on the Status of Women website, <http://sfgov.org/dosw/>.



Emily M. Murase, PhD  
Director

City and County of San Francisco  
**Department on the Status of Women**



City and County of  
San Francisco

# Gender Analysis of San Francisco Commissions and Boards

## December 2017



### **Acknowledgements**

This report is dedicated in memory of the late Mayor Edwin M. Lee, who made an inclusive San Francisco a priority, including through the appointment of numerous women to public policy bodies throughout the City.

The San Francisco Department on the Status of Women would like to thank the various commission secretaries and department staff who graciously assisted in collecting and providing information about their respective commissions and boards. We also want to thank Francis Tsang, Deputy Chief of Staff for the Office of Mayor Edwin M. Lee, as well as the 311 Information Directory Department ("311") for providing much of the data necessary for the completion of this report.

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This document was presented to and adopted by the San Francisco Commission on the Status of Women in December 2017.

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

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The full report is available at the San Francisco Department on the Status of Women website, <http://sfgov.org/dosw/>.

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## Executive Summary

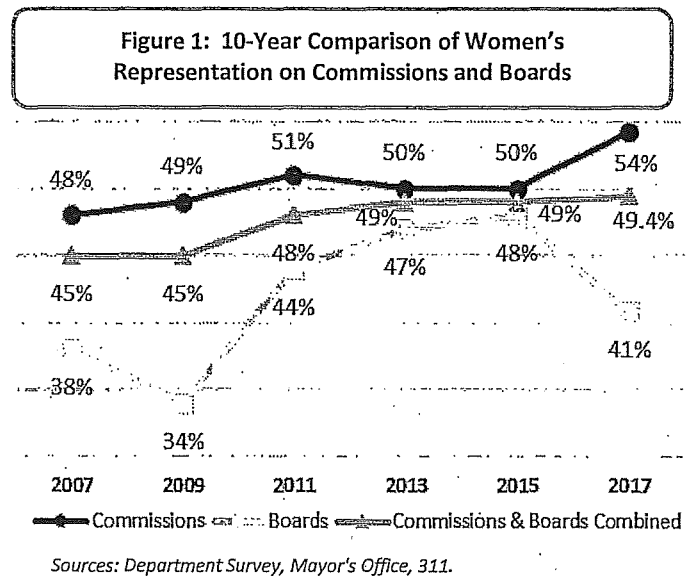
### Overview

A 2008 City Charter Amendment passed by the voters of San Francisco enacted a city policy that membership of Commissions and Boards reflect the diversity of the population. As part of this measure, the Department on the Status of Women is required to conduct a biennial gender analysis of Commissions and Boards. Data was collected from 57 policy bodies with a total of 540 members primarily appointed by the Mayor and Board of Supervisors.

### Key Findings

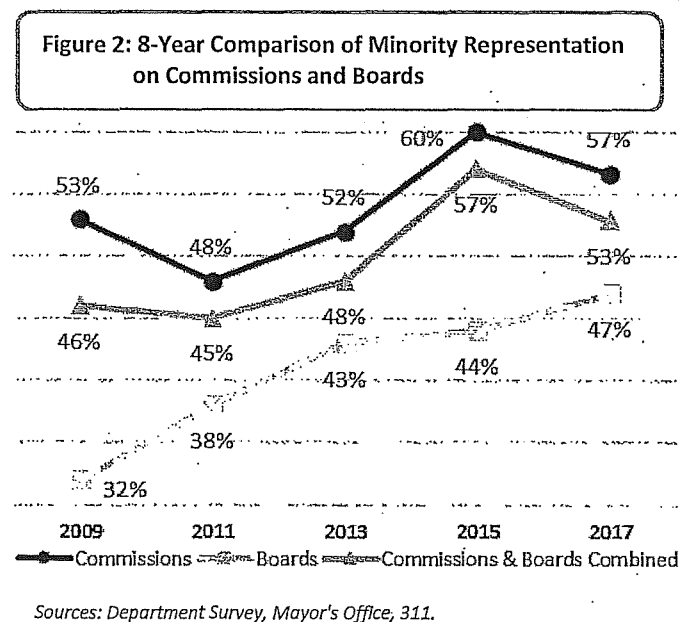
#### Gender

- Women’s representation on Commissions and Boards in 2017 is 49%, equal to the female population in San Francisco.
- Since 2007, there has been an overall increase of women on Commissions: women compose 54% of Commissioners in 2017.
- Women’s representation on Boards has declined to 41% this year following a period of steady increases over the past 3 reports.



#### Race and Ethnicity

- While 60% of San Franciscans are people of color, 53% of appointees are racial and ethnic minorities.
- Minority representation on Commissions decreased from 60% in 2015 to 57% in 2017.
- Despite a steady increase of people of color on Boards since 2009, minority representation on Boards, at 47%, remains below parity with the population.
- Asian, Latinx/Hispanic, and multiracial individuals are underrepresented on Commissions and Boards.
- There is a higher representation of White and Black or African American members on policy bodies than in the San Francisco population.



***Race and Ethnicity by Gender***

- In San Francisco, 31% of the population are women of color. Although representation of women of color on Commissions reaches parity with the population, only 19% of Board members are women of color.
- Men of color comprise 26% of both Commissioners and Board members compared to 29% of the San Francisco population.
- The representation of White men on policy bodies is 28%, exceeding the 22% of the San Francisco population, while White women are at parity with the population at 19%.
- Underrepresentation of Asian and Latinx/Hispanic individuals exists among both men and women.
  - One-tenth of Commissioners and Board members are Asian men and 12% are Asian women compared to 16% and 18% of the population, respectively.
  - Latinos are 6% of Commissioners and Board members and Latinas are 4% of Commissioners and Board members compared to 8% and 7% of San Franciscans, respectively.

***Additional Demographics***

- Among Commissioners and Board members, 17% identify as lesbian, gay, bisexual, or transgender (LGBT).
- Individuals with a disability comprise 11% of appointees on policy bodies, just below the 12% of the adult population with a disability in San Francisco.
- Representation of veterans on Commissions and Boards is 13%, exceeding the 4% of San Franciscans that have served in the military.

***Representation on Policy Bodies by Budget***

- Women and women of color, in particular, are underrepresented on the policy bodies with the largest budgets while exceeding or nearing parity on policy bodies with the smallest budgets.
- Minority representation on policy bodies with both the largest and smallest budgets is at least 60%, equal to the population.

**Table 1: Demographics of Appointees to San Francisco Commissions and Boards, 2017**

	Women	Minority	Women of Color	LGBT	Disabilities	Veterans
San Francisco Population	49%	60%	31%	5%-7%	12%	4%
Commissions and Boards Combined	49%	53%	27%	17%	11%	13%
Commissions	54%	57%	31%	18%	10%	15%
Boards	41%	47%	19%	17%	14%	10%
10 Largest Budgeted Bodies	35%	60%	18%			
10 Smallest Budgeted Bodies	58%	66%	30%			

Sources: 2015 American Community Survey 5-Year Estimates, Department Survey, Mayor's Office, 311, FY17-18 Annual Appropriation Ordinance, FY17-18 Mayor's Budget Book.

## I. Introduction

The central question of this report is whether appointments to public policy bodies of the City and County of San Francisco are reflective of the population at large.

In 1998, San Francisco became the first city in the world to pass a local ordinance reflecting the principles of the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), also known as the "Women's Human Rights Treaty."<sup>1</sup> The Ordinance requires City government to take proactive steps to ensure gender equality and specifies "gender analysis" as a preventive tool to identify and address discrimination.<sup>2</sup> Since 1998, the Department on the Status of Women (Department) has used this tool to analyze operations of 11 City departments.

In 2007, the Department used gender analysis to analyze the number of women appointed to City Commissions, Boards, and Task Forces.<sup>3</sup> Based on these findings, a City Charter Amendment was developed by the Board of Supervisors for the June 2008 election. The Amendment, which voters approved overwhelmingly, made it City policy that:

1. Membership of Commissions and Boards reflect the diversity of the San Francisco population;
2. Appointing officials be urged to support the nomination, appointment, and confirmation of these candidates; and
3. The San Francisco Department on the Status of Women is required to conduct a gender analysis of Commissions and Boards to be published every 2 years.<sup>4</sup>

This 2017 gender analysis assesses the representation of women; racial and ethnic minorities; lesbian, gay, bisexual, and transgender (LGBT) individuals; people with disabilities; and veterans on San Francisco Commissions and Boards appointed by the Mayor and the Board of Supervisors.<sup>5</sup>

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<sup>1</sup> While 188 of the 193 member states of the United Nations, including all other industrialized countries, have ratified the Women's Human Rights Treaty, the U.S. has not. President Jimmy Carter signed the treaty in 1980, but it has been languishing in the Senate ever since, due to jurisdictional concerns and other issues. For further information, see the United Nations website, available at [www.ohchr.org/english/bodies/cedaw/index.htm](http://www.ohchr.org/english/bodies/cedaw/index.htm).

<sup>2</sup> The gender analysis guidelines are available at the San Francisco Department on the Status of Women website, under Women's Human Rights, at [www.sfgov.org/dosw](http://www.sfgov.org/dosw).

<sup>3</sup> *The 2007 Gender Analysis of Commissions, Boards, and Task Forces* is available online at the Department website, under Women's Human Rights, at [www.sfgov.org/dosw](http://www.sfgov.org/dosw).

<sup>4</sup> The full text of the charter amendment is available at [https://sfpl.org/pdf/main/gic/elections/June3\\_2008.pdf](https://sfpl.org/pdf/main/gic/elections/June3_2008.pdf).

<sup>5</sup> Appointees in some policy bodies are elected or appointed by other entities.

## II. Methodology and Limitations

This report focuses on City and County of San Francisco Commissions and Boards whose jurisdiction is limited to the City, that have a majority of members appointed by the Mayor and Board of Supervisors, and that are permanent policy bodies.<sup>6</sup> Generally, *Commission* appointments are made by the Mayor and *Board* appointments are made by members of the Board of Supervisors. For some policy bodies, however, the appointments are divided between the Mayor, the Board of Supervisors, and other agencies. *Commissions* tend to be permanent policy bodies that are part of the City Charter and oversee a department or agency. *Boards* are typically policy bodies created legislatively to address specific issues.

The gender analysis in this report reflects data from the Commissions and Boards that provided information to the Department through survey, the Mayor's Office, and the Information Directory Department (311), which collects and disseminates information about City appointments to policy bodies. Based on the list of Commissions and Boards that are reported by 311, data was compiled from 57 policy bodies with a total of 540 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. In many cases, identities are vastly underreported due to concerns about social stigma and discrimination. Thus, data on lesbian, gay, bisexual, transgender (LGBT) identity, disability, and veteran status of appointees were limited, incomplete, and/or unavailable for many appointees, but 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.

For the purposes of comparison in this report, data from the *U.S. Census 2011-2015 American Community Survey 5-Year Estimates* is used to reflect the current San Francisco population. Charts 1 and 2 in the Appendix show these population estimates by race/ethnicity and gender.

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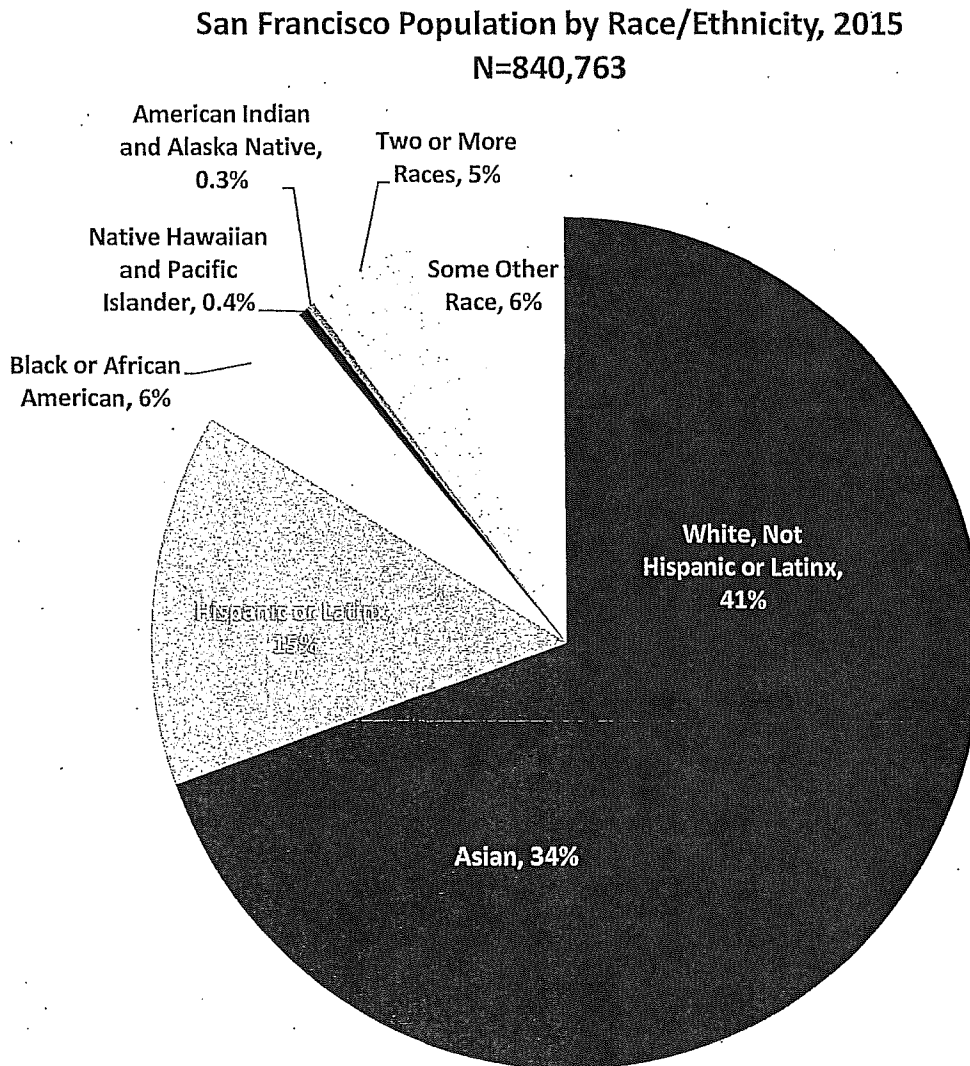
<sup>6</sup> It is important to note that San Francisco is the only jurisdiction in the State of California that is both a city and a county. Therefore, while in other jurisdictions, the Human Services Commission is typically a county commission that governs services across multiple cities and is composed of members appointed by those cities, the San Francisco case is much simpler. All members of Commissioner and Boards are appointed either by the San Francisco Mayor or the San Francisco County Board of Supervisors which functions as a city council.

### III. San Francisco Population Demographics

An estimated 49% of the population in San Francisco are women and approximately 60% of residents identify as a race or ethnicity other than White. Four in ten San Franciscans are White, one-third are Asian, 15% are Hispanic or Latinx, and 6% are Black or African American.

The racial and ethnic breakdown of San Francisco’s population is shown in the chart below. Note that the percentages do not add up to 100% since individuals may be counted more than once.

Figure 1: San Francisco Population by Race/Ethnicity

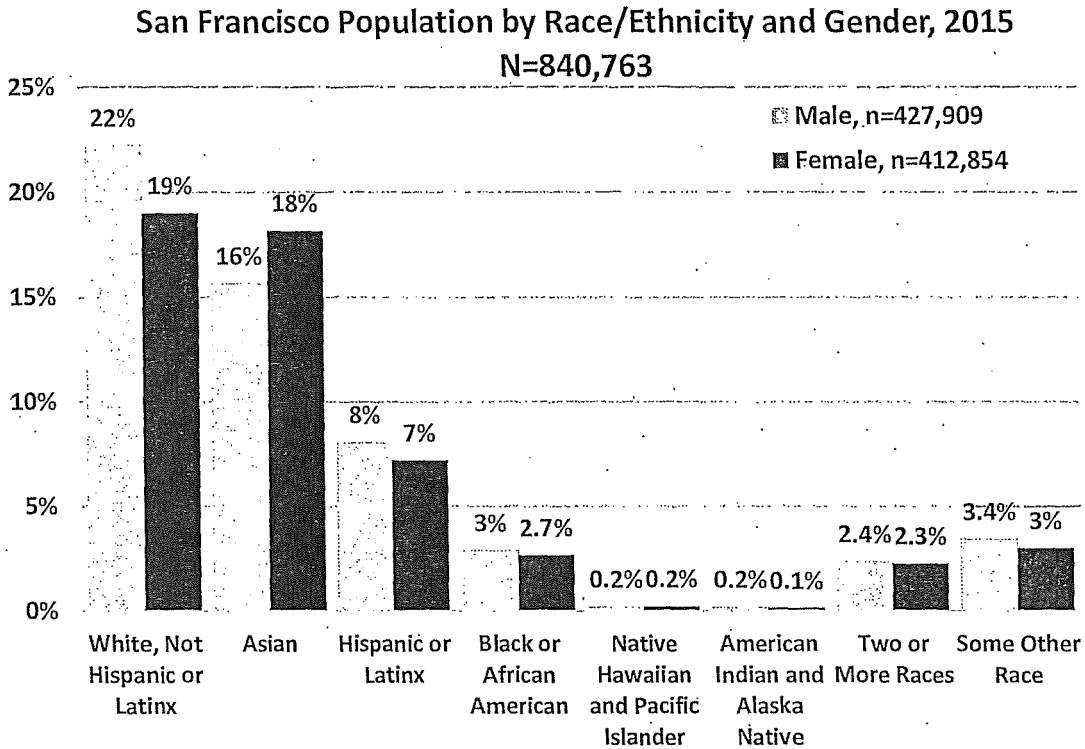


Source: 2011-2015 American Community Survey 5-Year Estimates.



A more nuanced view of San Francisco's population can be seen in the chart below, which shows race and ethnicity by gender. Most racial and ethnic groups have a similar representation of men and women in San Francisco, though there are about 15% more White men than women (22% vs. 19%) and 12% more Asian women than men (18% vs. 16%). Overall, 29% of San Franciscans are men of color and 31% are women of color.

Figure 2: San Francisco Population by Race/Ethnicity and Gender

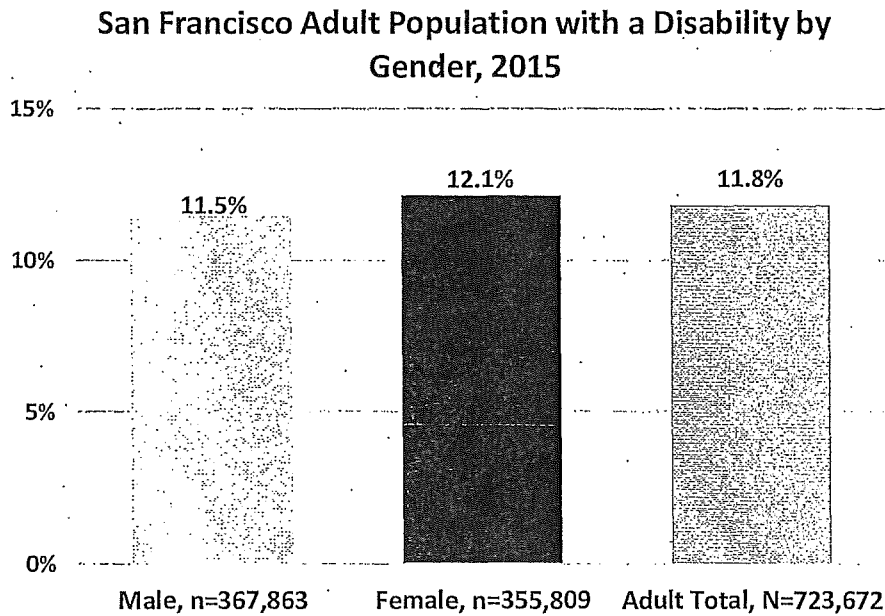


Source: 2011-2015 American Community Survey 5-Year Estimates.

The U.S. Census and *American Community Survey* do not count the number of individuals who identify as lesbian, gay, bisexual, or transgender (LGBT). However, there are several reputable data sources that estimate San Francisco has one of the highest concentrations of LGBT individuals in the nation. A 2015 Gallup poll found that among employed adults in the San Francisco Metropolitan Area, which includes San Francisco, Alameda, Contra Costa, Marin, and San Mateo counties, 6.2% identify as LGBT, the largest percentage of any populous area in the U.S. The 2010 U.S. Census reported 34,000 same-sex couples in the Bay Area, with an estimated 7,600 male same-sex couples and 2,700 female same-sex couples in the City of San Francisco, approximately 7% of all households. In addition, the Williams Institute at the University of California Los Angeles estimates that 4.6% of Californians identify as LGBT, which is similar across gender (4.6% of males vs. 4.5% of females). The Williams Institute also reported that roughly 92,000 adults ages 18-70 in California, or 0.35% of the population, are transgender. These sources suggest between 5-7% of the San Francisco adult population, or approximately 36,000-50,000 San Franciscans, identify as LGBT.

Women are slightly more likely than men to have one or more disabilities. For women 18 years and older, 12.1% have at least one disability, compared to 11.5% of adult men. Overall, about 12% of adults in San Francisco live with a disability.

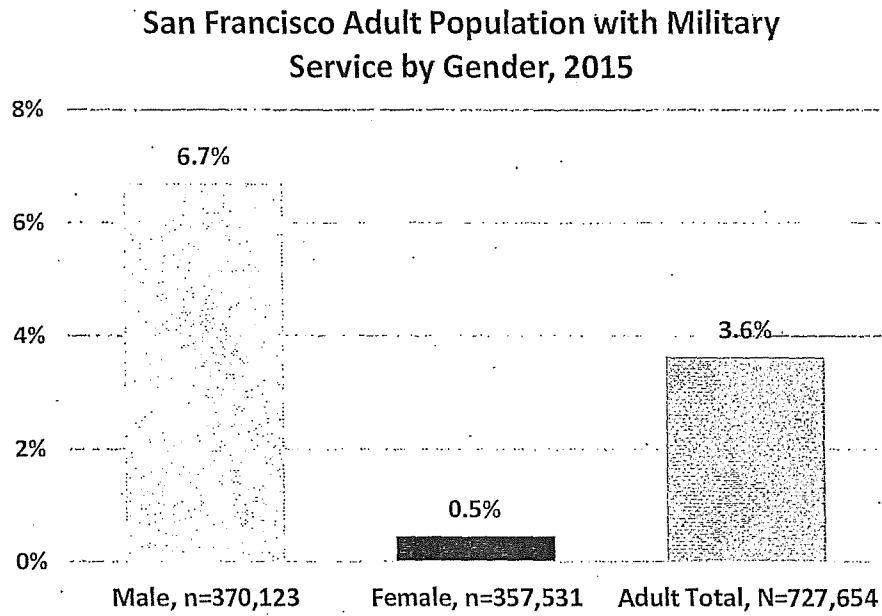
Figure 3: San Francisco Adults with a Disability by Gender



Source: 2011-2015 American Community Survey 5-Year Estimates.

In terms of veterans, according to the U.S. Census, 3.6% of the adult population in San Francisco has served in the military. There is a drastic difference by gender: More than 12 times as many men are veterans, at nearly 7% of adult males, than women, with less than 1%.

Figure 4: Veterans in San Francisco by Gender



Source: 2011-2015 American Community Survey 5-Year Estimates.

## IV. Gender Analysis Findings

On the whole, appointees to Commissions and Boards reflect many aspects of the diversity of San Francisco. Among Commissioners and Board members, nearly half are women, more than 50% are people of color, 17% are LGBT, 11% have a disability, and 13% are veterans. However, Board appointees are less diverse than Commission appointees. Below is a summary of key indicators, comparing them between Commissions and Boards. Refer to Appendix II for a complete table of demographics by Commissions and Boards.

Figure 5: Summary Data Comparing Representation on Commissions and Boards, 2017

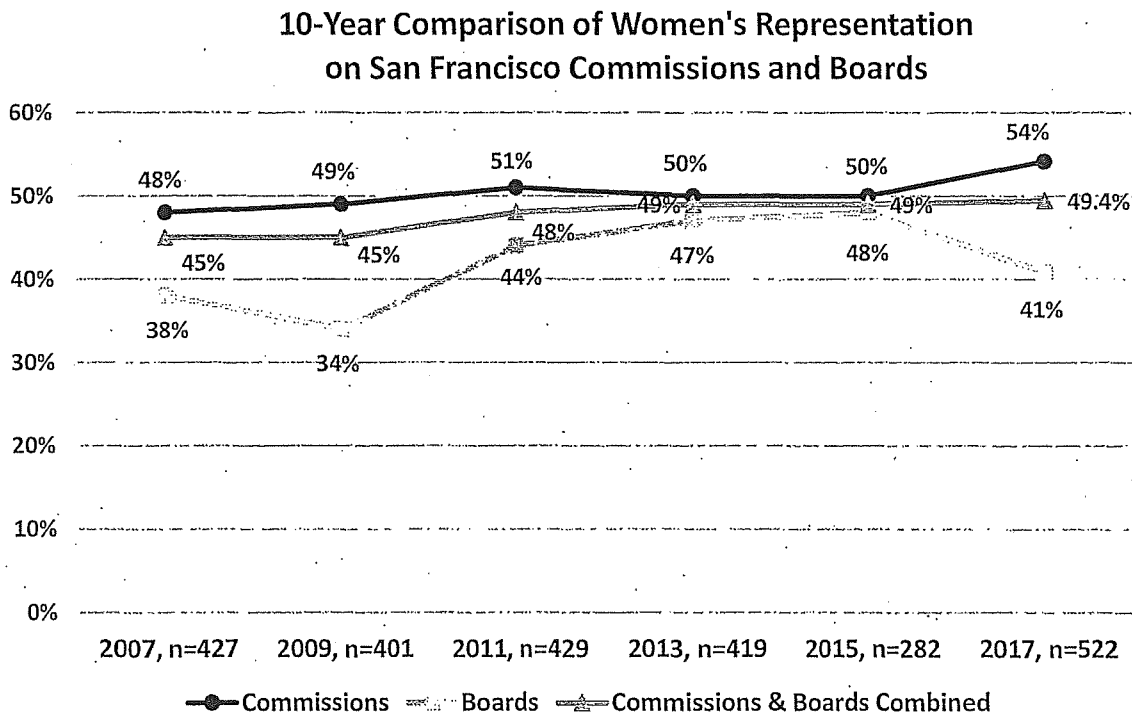
	Commissions	Boards
<b>Number of Policy Bodies Included</b>	40	17
<b>Filled Seats</b>	350/373 (6% vacant)	190/213 (11% vacant)
<b>Female Appointees</b>	54%	41%
<b>Racial/Ethnic Minority</b>	57%	47%
<b>LGBT</b>	17.5%	17%
<b>With Disability</b>	10%	14%
<b>Veterans</b>	15%	10%

The next sections will present detailed data, compared to previous years, along the key variables of gender, ethnicity, race/ethnicity by gender, sexual orientation, disability, veterans, and policy bodies by budget size.

**A. Gender**

Overall, the percentage of female appointees to City Commissions and Boards is 49%, equal to the female percentage of the San Francisco population. A 10-year comparison of the gender diversity on Commissions and Boards shows that the percentage of female Commissioners has increased over the 10 years since the first gender analysis of Commissions and Boards in 2007. At 54%, the representation of women on Commissions currently exceeds the percentage of women in San Francisco (49%). The percentage of female Board appointees declined 15% from the last gender analysis in 2015. Women make up 41% of Board appointees in 2017, whereas women were 48% of Board members in 2015. A greater number of Boards were included this year than in 2015, which may contribute to the stark difference from the previous report. This dip represents a departure from the previous trend of increasing women’s representation on Boards.

**Figure 6: 10-Year Comparison of Women’s Representation on Commissions and Boards**

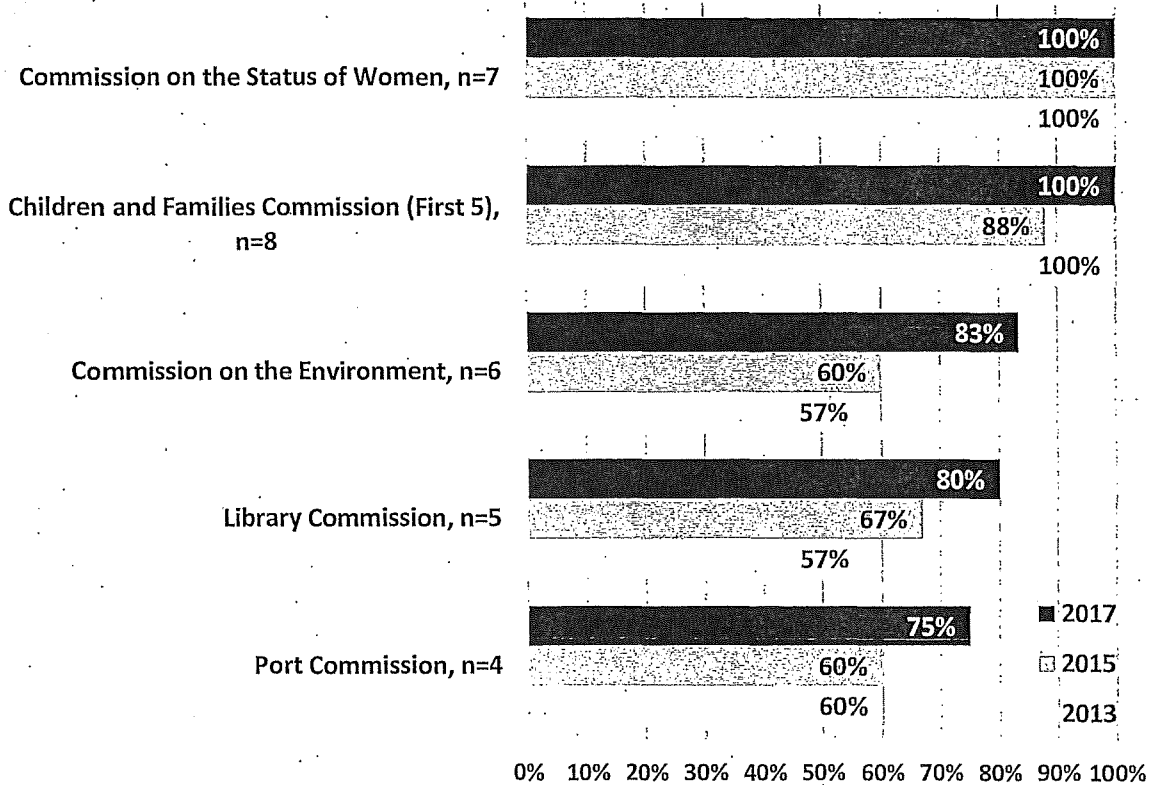


Sources: Department Survey, Mayor’s Office, 311.

The next two charts illustrate the Commissions and Boards with the highest and lowest percentage of female appointees in 2017. Data from the two previous gender analyses for these Commissions and Boards is also included for comparison purposes. Of 54 policy bodies with data on gender, roughly one-third (20 Commissions and Boards) have more than 50% representation of women. The greatest women's representation is found on the Commission on the Status of Women and the Children and Families Commission (First 5) at 100%. The Long Term Care Coordinating Council and the Mayor's Disability Council also have some of the highest percentages of women, at 78% and 75%, respectively. However, the latter two policy bodies are not included in the chart due to lack of prior data.

Figure 7: Commissions and Boards with Most Women

**Commissions and Boards with Highest Percentage of Women,  
2017 Compared to 2015, 2013**

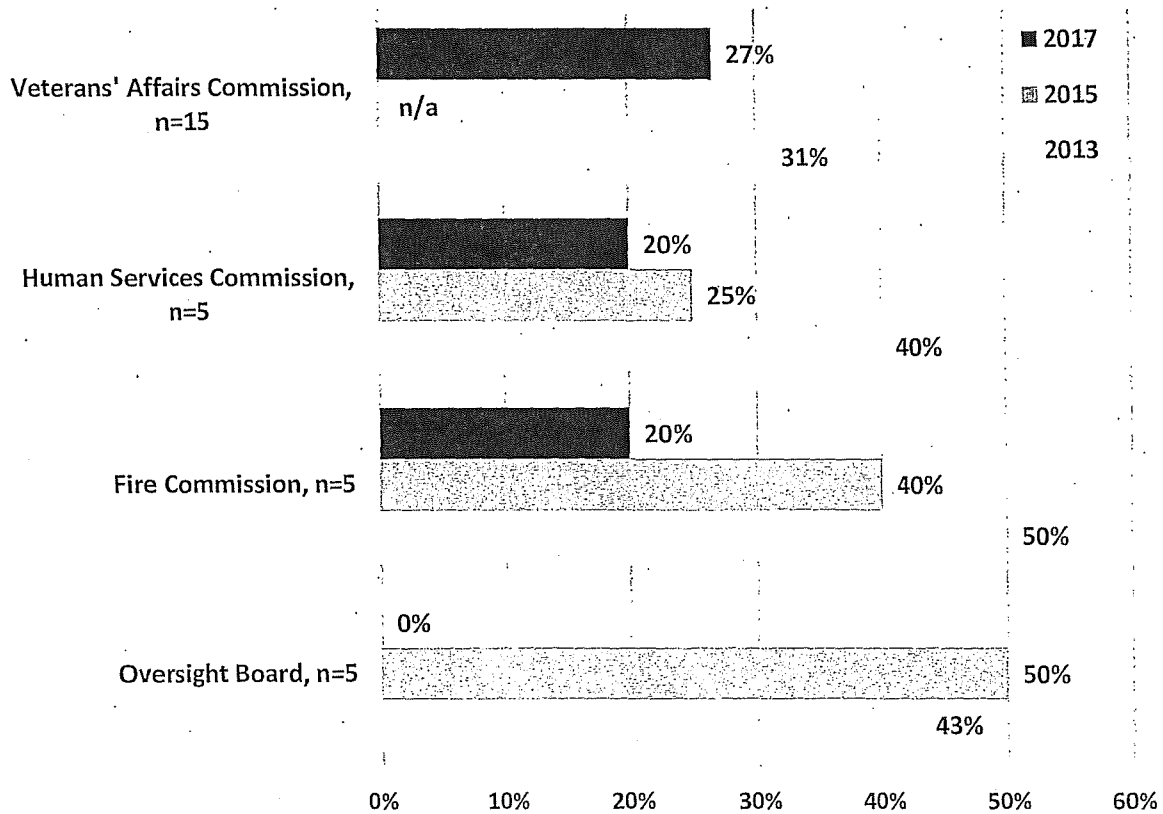


Sources: Department Survey, Mayor's Office, 311.

There are 14 Commissions and Boards that have 30% or less women. The lowest percentage is found on the Oversight Board of the Office of Community Investment & Infrastructure where currently none of the five appointees are women. The Urban Forestry Council and the Workforce Investment Board also have some of the lowest percentages of women members at 20% and 26%, respectively, but are not included in the chart below due to lack of prior data.

Figure 8: Commissions and Boards with Least Women

**Commissions and Boards with Lowest Percentage of Women, 2017 Compared to 2015, 2013**

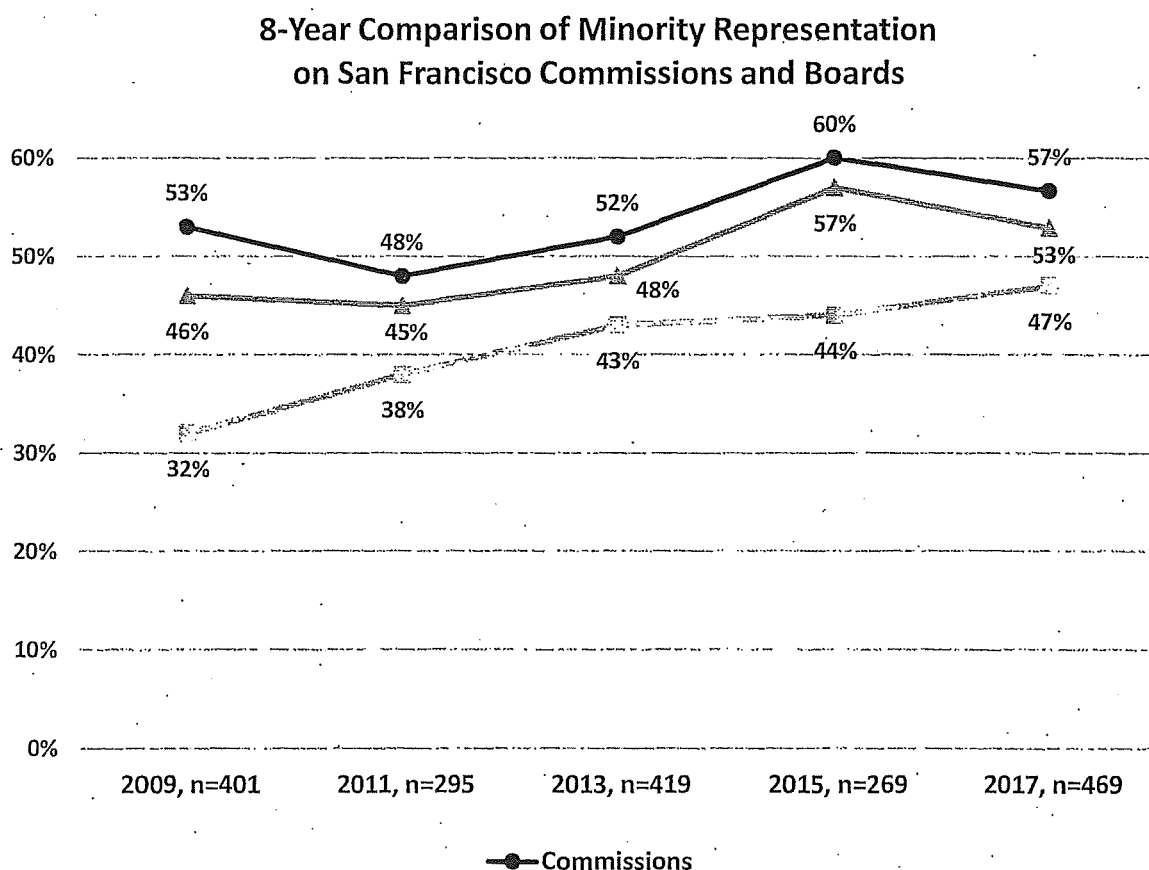


Sources: Department Survey, Mayor's Office, 311.

**B. Ethnicity**

Data on racial and ethnic background were available for 286 Commissioners and 183 Board members. More than half of these appointees identify as people of color. However, representation of people of color on Commissions and Boards falls short of parity with the approximately 60% minority population in San Francisco. In total, 53% of appointees identify as racial and ethnic minorities. The percentage of minority Commissioners decreased from 2015, while the percentage of minority Board members has been steadily increasing since 2009. Yet, communities of color are represented in greater numbers on Commissions, at 57%, than Boards, at 47%, of appointees. Below is the 8-year comparison of minority representation on Commissions and Boards. Data on race and ethnicity were not collected in 2007.

Figure 9: 8-Year Comparison of Minority Representation on Commissions and Boards

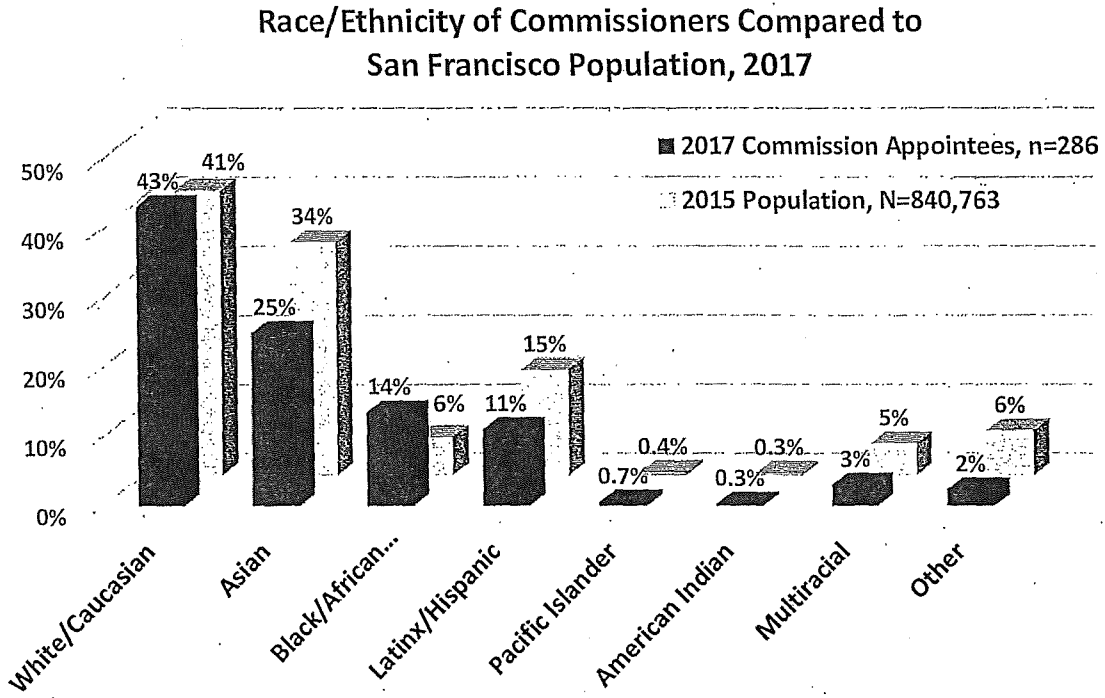


Sources: Department Survey, Mayor's Office, 311.



The racial and ethnic breakdown of Commissioners and Board members as compared to the San Francisco population is presented in the next two charts. There is a greater number of White and Black/African American Commissioners in comparison to the general population, in contrast to individuals identifying as Asian, Latinx/Hispanic, multiracial, and other races who are underrepresented on Commissions. One-quarter of Commissioners are Asian compared to more than one-third of the population. Similarly, 11% of Commissioners are Latinx compared to 15% of the population.

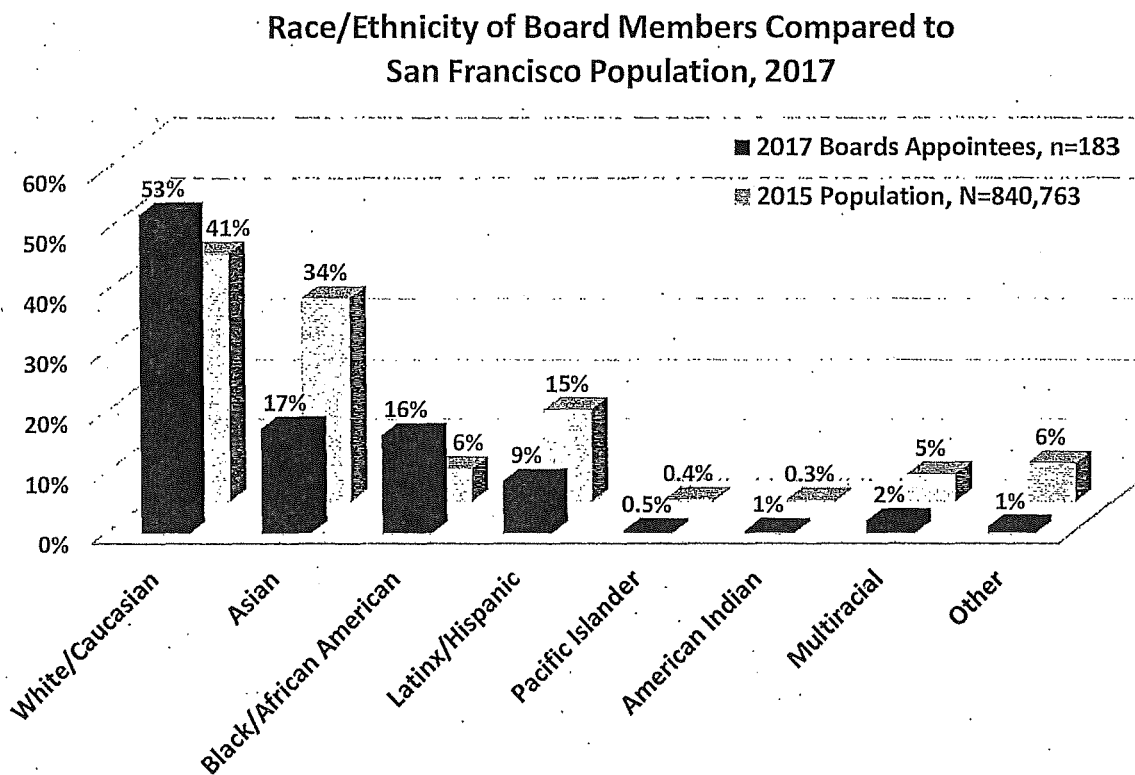
Figure 10: Race/Ethnicity of Commissioners Compared to San Francisco Population



Sources: Department Survey, Mayor's Office, 311.

A similar pattern emerges for Board appointees. In general, racial and ethnic minorities are underrepresented on Boards, except for the Black/African American population with 16% of Board appointees compared to 6% of the population. White appointees far exceed the White population with more than half of appointees identifying as White compared to about 40% of the population. Meanwhile, there are considerably fewer Board members who identify as Asian, Latinx/Hispanic, multiracial, and other races than in the population. Particularly striking is the underrepresentation of Asians, where 17% of Board members identified as Asian compared to 34% of the population. Additionally, 9% of Board appointees are Latinx compared to 15% of the population.

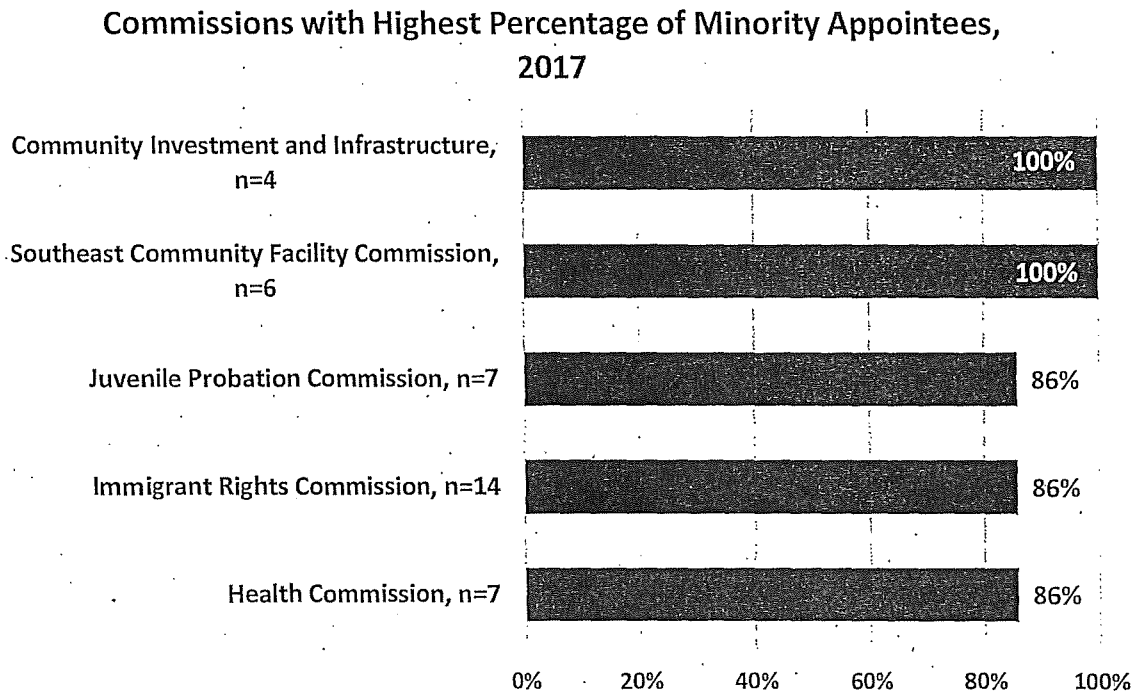
Figure 11: Race/Ethnicity of Board Members Compared to San Francisco Population



Sources: Department Survey, Mayor's Office, 311.

Of the 37 Commissions with information on ethnicity, more than two-thirds (26 Commissions) have at least 50% of appointees identifying as persons of color and more than half (19 Commissions) reach or exceed parity with the nearly 60% minority population. The Commissions with the highest percentage of minority appointees are shown in the chart below. The Commission on Community Investment and Infrastructure and the Southeast Community Facility Commission both are comprised entirely of people of color. Meanwhile, 86% of Commissioners are minorities on the Juvenile Probation Commission, Immigrant Rights Commission, and Health Commission.

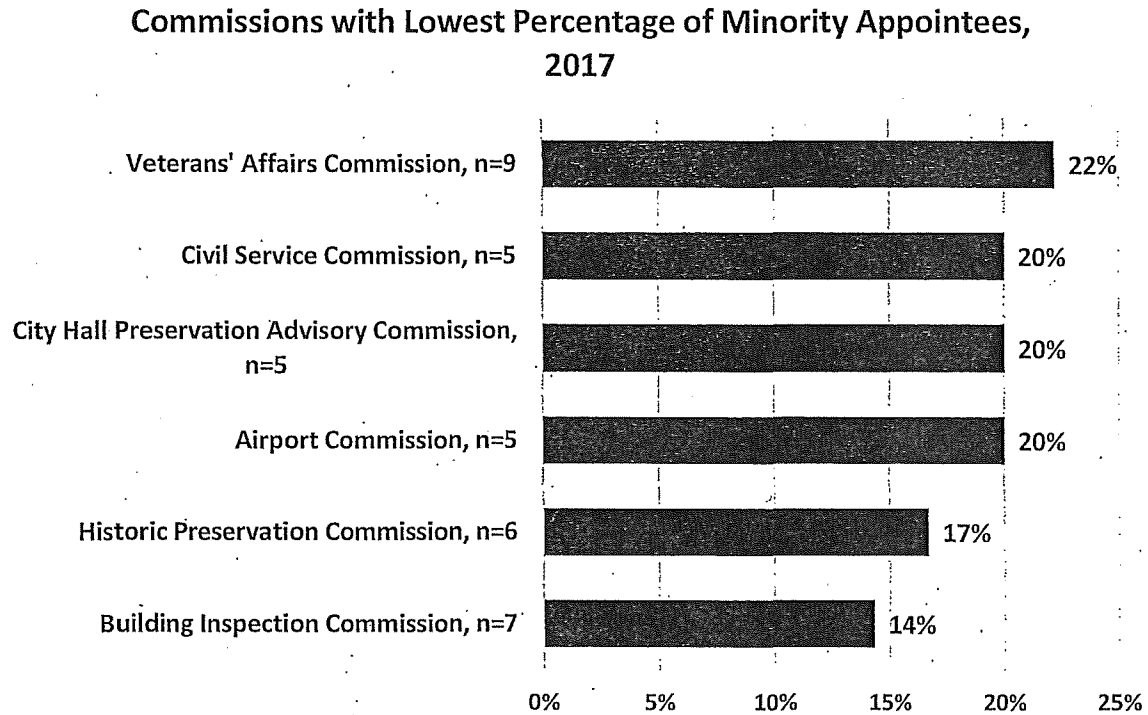
Figure 12: Commissions with Most Minority Appointees



Sources: Department Survey, Mayor's Office, 311.

Seven Commissions have fewer than 30% minority appointees, with the lowest percentage of minority appointees being found on the Building Inspection Commission at 14% and the Historic Preservation Commission at 17%. The Commissions with the lowest percentage of minority appointees are shown in the chart below.

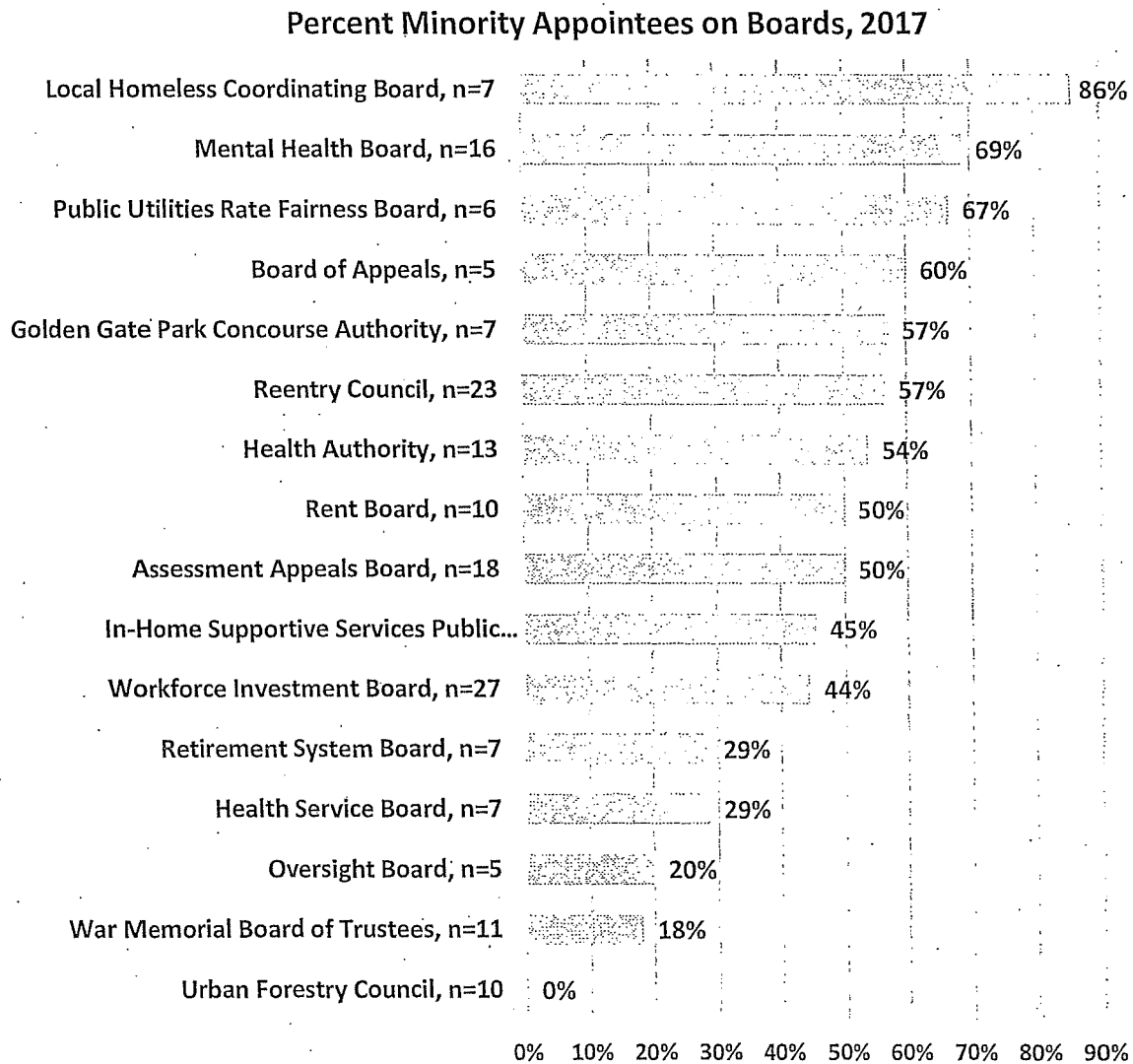
Figure 13: Commissions with Least Minority Appointees



Sources: Department Survey, Mayor's Office, 311.

For the 16 Boards with information on race and ethnicity, nine have at least 50% minority appointees. The Local Homeless Coordinating Board has the greatest percentage of members of color with 86%. The Mental Health Board and the Public Utilities Rate Fairness Board also have a large representation of people of color at 69% and 67%, respectively. Meanwhile, seven Boards have a majority of White members, with the lowest representation of people of color on the Oversight Board at 20% minority members, the War Memorial Board of Trustees at 18% minority members, and the Urban Forestry Council with no members of color.

Figure 14: Minority Representation on Boards

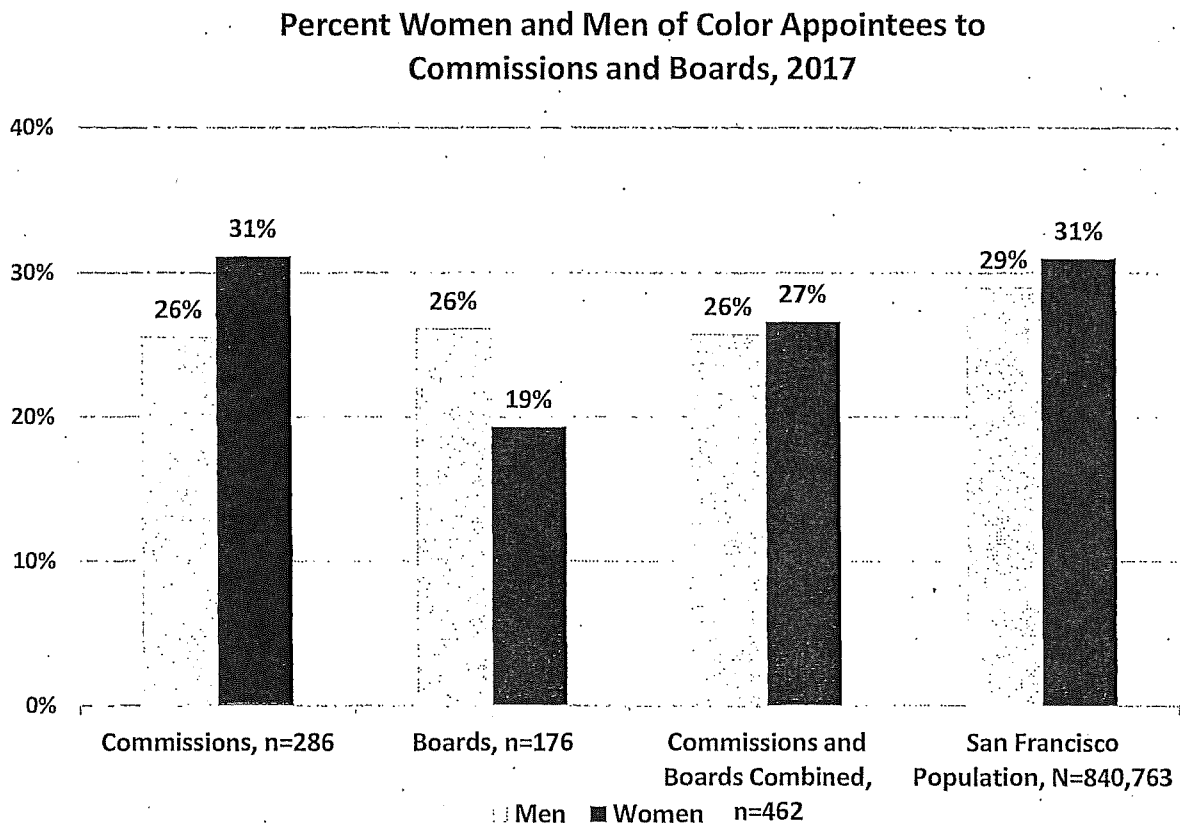


Sources: Department Survey, Mayor's Office, 311.

**C. Race/Ethnicity by Gender**

Minorities comprise 57% of Commission appointees and 47% of Board appointees. The total percentage of minority appointees on Commissions and Boards in 2017 is 53% compared to about 60% of the population. There are slightly more women of color on Commissions and Boards at 27% than men of color at 26%. Women of color appointees to Commissions reach parity with the population at 31%, while women of color are 19% of Board members, far from parity with the population. Men of color are 26% of appointees to both Commissions and Boards, below the 29% men of color in the San Francisco population.

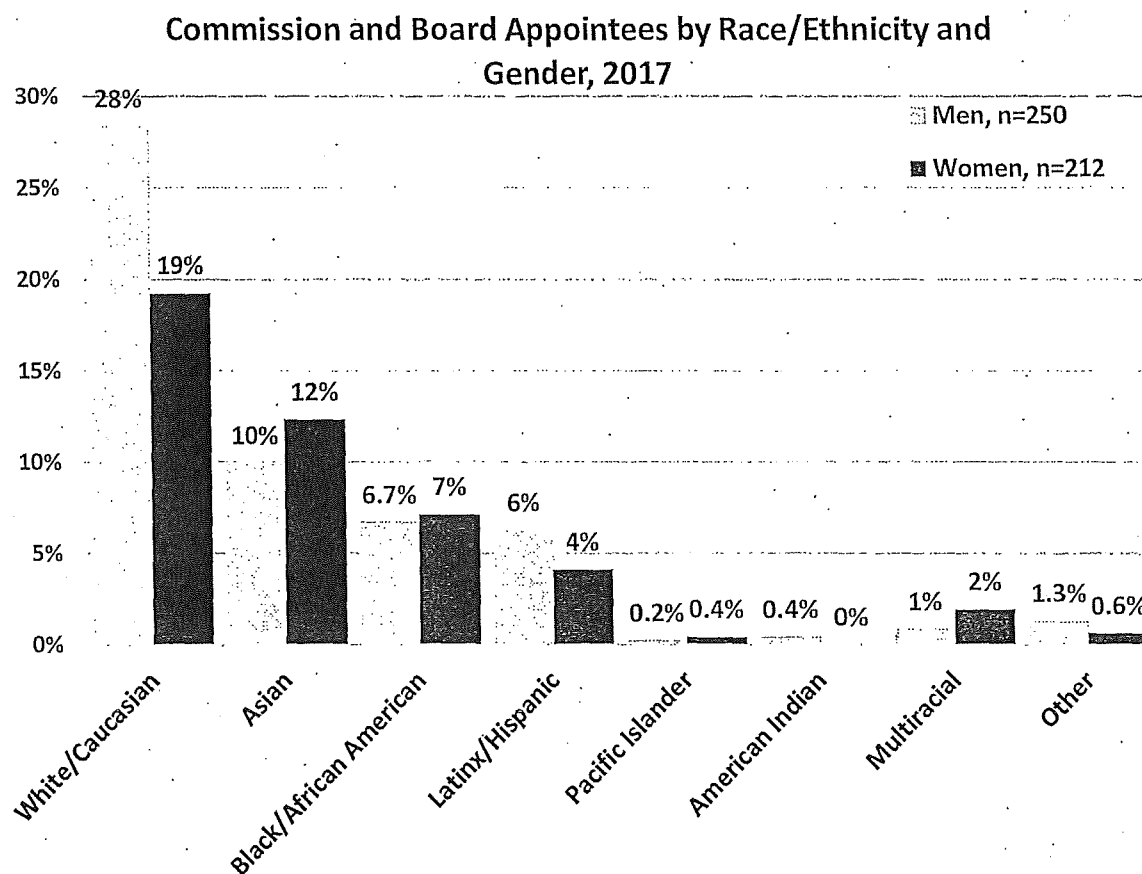
**Figure 15: Women and Men of Color on Commissions and Boards**



Sources: Department Survey, Mayor's Office, 311, 2011-2015 American Community Survey 5-Year Estimates.

The next chart illustrates appointees' race and ethnicity by gender. The gender distribution in most racial and ethnic groups on policy bodies is similar to the representation of men and women in minority groups in San Francisco except for the White population. White men represent 22% of San Francisco population, yet 28% of Commission and Board appointees are White men. Meanwhile, White women are at parity with the population at 19%. Women and men of color are underrepresented across all racial and ethnic groups, except for Black/African American appointees. Asian women are 12% of appointees, but 18% of the population. Asian men are 10% of appointees compared to 16% of the population. Latina women are 4% of Commissioners and Board members, yet 7% of the population, while 6% of appointees are Latino men compared to 8% of San Franciscans.

Figure 16: Commission and Board Appointees by Race/Ethnicity and Gender

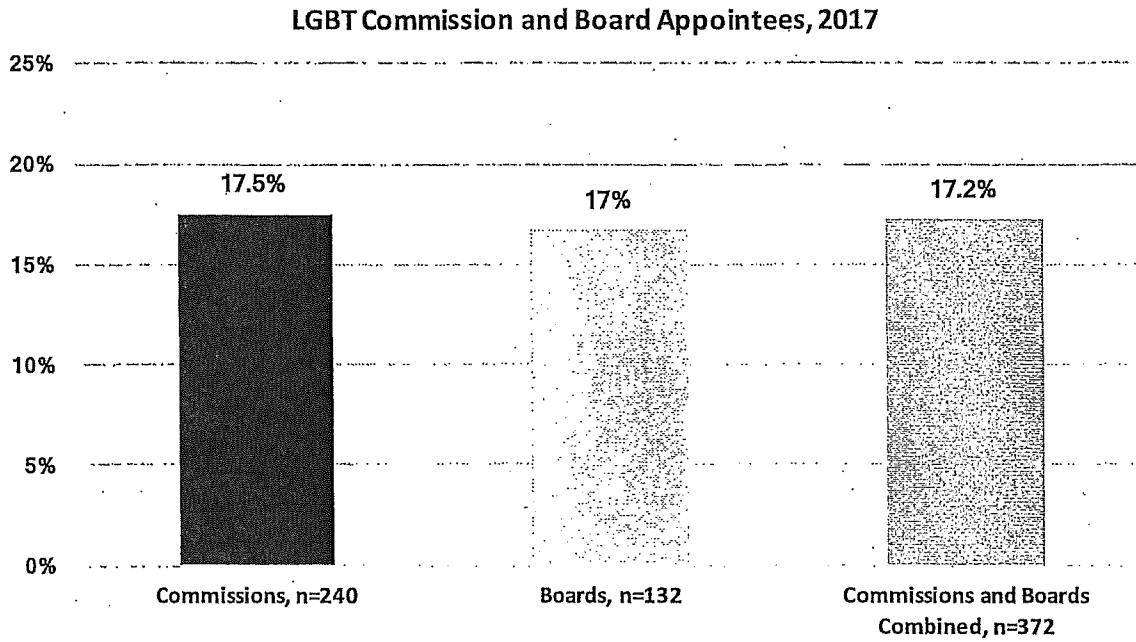


Sources: Department Survey, Mayor's Office, 311.

### D. Sexual Orientation

While it is challenging to find accurate counts of the number of lesbian, gay, bisexual, and transgender (LGBT) individuals, a combination of sources, noted in the demographics section, suggests between 4.6% and 7% of the San Francisco population is LGBT. Data on sexual orientation and gender identity was available for 240 Commission appointees and 132 Board appointees. Overall, about 17% of appointees to Commissions and Boards are LGBT. There is a large LGBT representation across both Commissioners and Board members. Three Commissioners identified as transgender.

Figure 17: LGBT Commission and Board Appointees



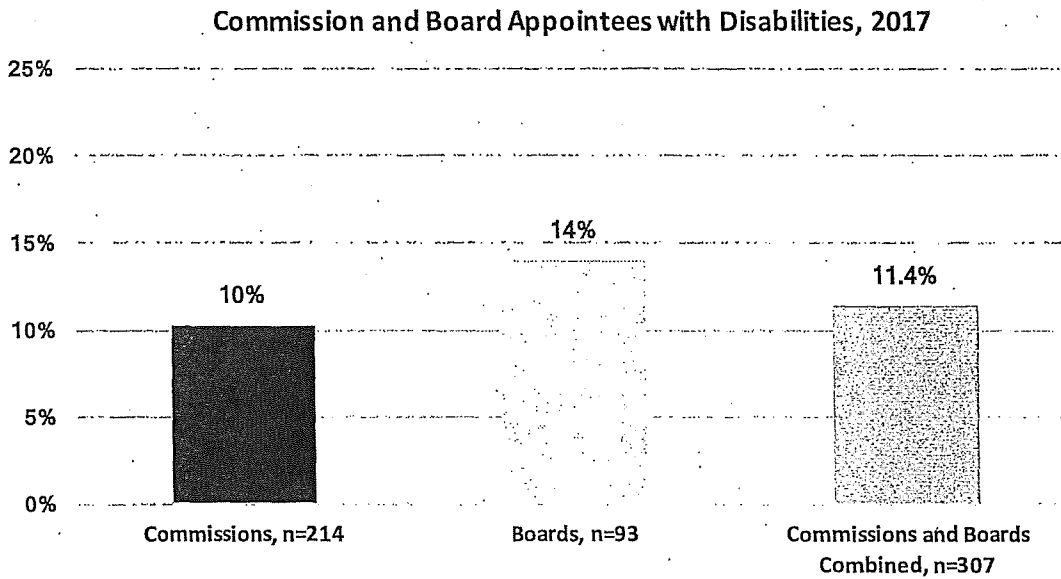
Sources: Department Survey, Mayor's Office, 311.



### E. Disability

An estimated 12% of San Franciscans have a disability. Data on disability was available for 214 Commission appointees and 93 Board appointees. The percentage of Commission and Board appointees with a disability is 11.4% and almost reaches parity with the 11.8% of the adult population in San Francisco that has a disability. There is a much greater representation of people with a disability on Boards at 14% than on Commissions at 10%.

Figure 18: Commission and Board Appointees with Disabilities

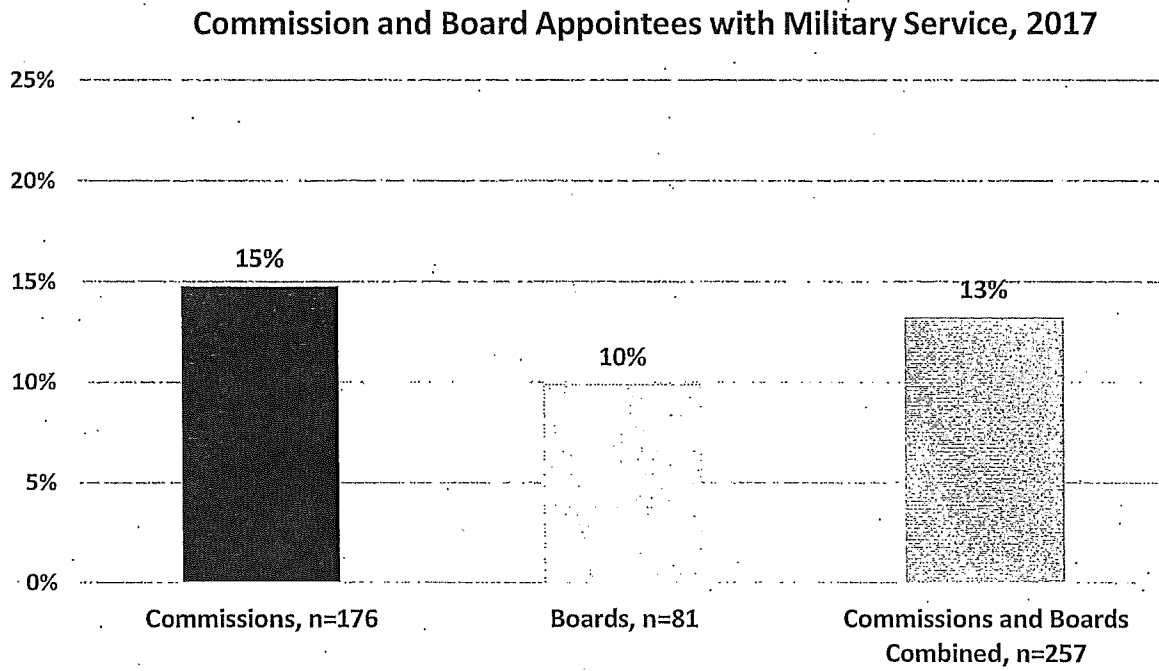


Sources: Department Survey, Mayor's Office, 311.

### F. Veterans

Veterans are 3.6% of the adult population in San Francisco. Data on military service was available for 176 Commission appointees and 81 Board appointees. Overall, veterans are well represented on Commissions and Boards with 13% of appointees having served in the military. However, there is a large difference in the representation of veterans on Commissions at 15% compared to Boards at 10%. This is likely due to the 17 members of Veterans Affairs Commission of which all members must be veterans.

Figure 19: Commission and Board Appointees with Military Service



Sources: Department Survey, Mayor's Office, 311.

### G. Policy Bodies by Budget Size

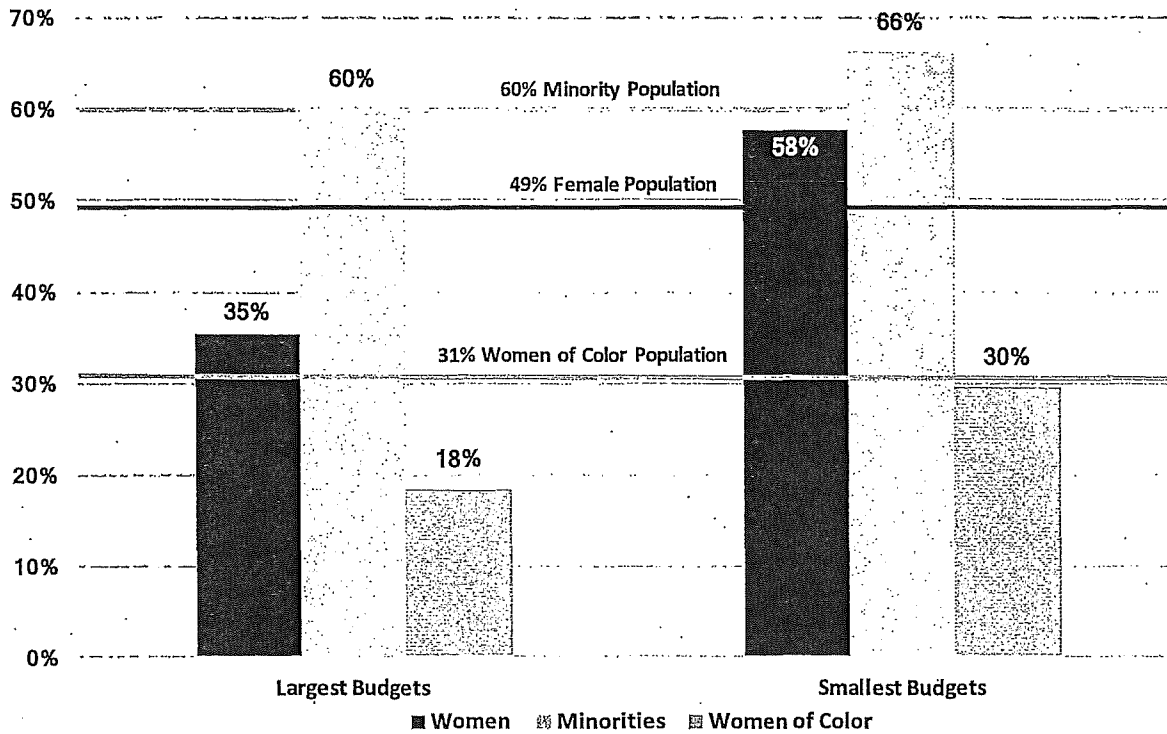
In addition to data on the appointment of women and minorities to Commissions and Boards, this report examines whether the demographic make-up of policy bodies with the largest budget (which is often proportional to the amount of influence in the City) are representative of the community. On the following page, Figure 19 shows the representation of women, people of color, and women of color on the policy bodies with the largest and smallest budgets.

Though the overall representation of female appointees (49%) is equal to the City's population, Commissions and Boards with the highest female representation have fairly low influence as measured by budget size. Although women's representation on the ten policy bodies with the largest budgets increased from 30% in 2015 to 35% this year, it is still far below parity with the population. The percentage of women on the ten bodies with the smallest budgets grew from 45% in 2015 to 58% in 2017.

With respect to minority representation, the bodies with both the largest and smallest budgets exceed parity with the population. On the ten Commissions and Boards with the largest budgets, 60% of appointees identify as a racial or ethnic minority; meanwhile 66% of appointees identify as a racial or ethnic minority on the ten Commissions and Boards with the smallest budgets. Minority representation on the ten largest budgeted policy bodies was slightly greater in 2015 at 62%, while there was a 21% increase of minority representation on the ten smallest budgeted policy bodies from 52% in 2015.

Percentage of women of color on the policy bodies with the smallest budgets is 30% and almost reaches parity with the population in San Francisco. However, women of color are considerably underrepresented on the ten policy bodies with the largest budgets at 18% compared to 31% of the population.

Figure 20: Women, Minorities, and Women of Color on Largest and Smallest Budget Bodies  
Percent Women, Minorities and Women of Color on Commissions and Boards with Largest and Smallest Budgets in Fiscal Year 2017-2018



Sources: Department Survey, Mayor's Office, 311, FY17-18 Annual Appropriation Ordinance, FY17-18 Mayor's Budget Book.

The following two tables present the demographics of the Commissions and Boards overseeing some of the City's largest and smallest budgets.

Of the ten Commissions and Boards that oversee the largest budgets, women make up 35% and women of color are 18% of the appointees. The Commission on Community Investment and Infrastructure is the most diverse with people of color in all appointed seats and women comprising half of the members. The Municipal Transportation Agency (MTA) Board of Directors and Parking Authority Commission has the next largest representation of women with 43%. Four of the ten bodies have less than 30% female appointees. Women of color are near parity on the Police Commission at 29% compared to 31% of the population. Meanwhile, the Public Utilities Commission and Human Services Commission have no women of color.

Overall, the representation of minorities on policy bodies with the largest budgets is equal to that of the minority population in San Francisco at 60% and four of the ten largest budgeted bodies have greater minority representation. Following the Commission on Community Investment and Infrastructure with 100% minority appointees, the Health Commission at 86% minority appointees, the Aging and Adult Services Commission at 80% minority appointees, and the Police Commission with 71% minority appointees have the next highest minority representation. In contrast, the Airport Commission has the lowest minority representation at 20%.

**Table 1: Demographics of Commissions and Boards with Largest Budgets**

Body	FY17-18 Budget	Total Seats	Filled Seats	% Women	% Minority	% Women of Color
Health Commission	\$ 2,198,181,178	7	7	29%	86%	14%
MTA Board of Directors and Parking Authority Commission	\$ 1,183,468,406	7	7	43%	57%	14%
Public Utilities Commission	\$ 1,052,841,388	5	5	40%	40%	0%
Airport Commission	\$ 987,785,877	5	5	40%	20%	20%
Human Services Commission	\$ 913,783,257	5	5	20%	60%	0%
Health Authority (SF Health Plan Governing Board)	\$ 637,000,000	19	15	40%	54%	23%
Police Commission	\$ 588,276,484	7	7	29%	71%	29%
Commission on Community Investment and Infrastructure	\$ 536,796,000	5	4	50%	100%	50%
Fire Commission	\$ 381,557,710	5	5	20%	60%	20%
Aging and Adult Services Commission	\$ 285,000,000	7	5	40%	80%	14%
<b>Total</b>	<b>\$ 8,764,690,300</b>	<b>72</b>	<b>65</b>	<b>35%</b>	<b>60%</b>	<b>18%</b>

Sources: Department Survey, Mayor's Office, 311, FY17-18 Annual Appropriation Ordinance, FY17-18 Mayor's Budget Book.

Commissions and Boards with the smallest budgets exceed parity with the population for women's and minority representation with 58% women and 66% minority appointees and are near parity with 30% women of color appointees compared to 31% of the population. The Long Term Care Coordinating Council has the greatest representation of women at 78%, followed by the Youth Commission at 64%, and the City Hall Preservation Advisory Commission at 60%. Five of the ten smallest budgeted bodies have less than 50% women appointees. The Southeast Community Facility Commission, the Youth Commission, the Housing Authority Commission, and the Public Utilities Rate Fairness Board have more than 30% women of color members.

Of the eight smallest budgeted policy bodies with data on race and ethnicity, more than half have greater representation of racial and ethnic minority and women of color than the population. The Southeast Community Facility Commission has 100% members of color, followed by the Housing Authority Commission at 83%, the Sentencing Commission at 73%, and the Public Utilities Rate Fairness Board at 67% minority appointees. Only the Historic Preservation Commission with 17% minority members, the City Hall Preservation Advisory Commission at 20% minority members, and the Reentry Council with 57% minority members fall below parity with the population.

**Table 2: Demographics of Commissions and Boards with Smallest Budgets**

Body	FY17-18 Budget	Total Seats	Filled Seats	% Women	% Minority	% Women of Color
Historic Preservation Commission	\$ 45,000	7	6	33%	17%	17%
City Hall Preservation Advisory Commission	\$ -	5	5	60%	20%	20%
Housing Authority Commission	\$ -	7	6	33%	83%	33%
Local Homeless Coordinating Board	\$ -	9	7	43%	n/a	n/a
Long Term Care Coordinating Council	\$ -	40	40	78%	n/a	n/a
Public Utilities Rate Fairness Board	\$ -	7	6	33%	67%	33%
Reentry Council	\$ -	24	23	52%	57%	22%
Sentencing Commission	\$ -	12	12	42%	73%	18%
Southeast Community Facility Commission	\$ -	7	6	50%	100%	50%
Youth Commission	\$ -	17	16	64%	64%	43%
<b>Totals</b>	<b>\$ 45,000</b>	<b>135</b>	<b>127</b>	<b>58%</b>	<b>66%</b>	<b>30%</b>

Sources: Department Survey, Mayor's Office, 311, FY17-18 Annual Appropriation Ordinance, FY17-18 Mayor's Budget Book.

## V. Conclusion

Per the 2008 Charter Amendment, the Mayor and Board of Supervisors are encouraged to make appointments to Commissions, Boards, and other policy bodies that reflect the diverse population of San Francisco. While state law prohibits public appointments based solely on gender, race and ethnicity, sexual orientation, or disability status, an awareness of these factors is important when appointing individuals to serve on policy bodies, particularly where they may have been historically underrepresented.

Since the first gender analysis of appointees to San Francisco policy bodies in 2007, there has been a steady increase of female appointees. There has also been a greater representation of women on Commissions as compared to Boards. This continued in 2017 with 54% female Commissioners. However, it is concerning that the percentage of female Board members has dropped from 48% in 2015 to 41% in 2017.

People of color represent 60% of the San Francisco population, yet only represent 53% of appointees to San Francisco Commissions and Boards. There is a greater representation of people of color on Commissions than Boards. However, Commissions have fewer appointees identified as ethnic minorities this year, 57%, than the 60% in 2015, while the representation of people of color on Boards increased from 44% in 2015 to 47% in 2017. There is still a disparity between race and ethnicity on public policy bodies and in the population. Especially Asians and Latinx/Hispanic individuals are underrepresented across Commissions and Boards while there is a higher representation of White and Black/African American appointees than in the general population. Women of color are 31% of the population and comprise 31% of Commissioners compared to 19% of Board members. Meanwhile, men of color are 29% of the population and 26% of Commissioners and Board members.

This year there is more data available on sexual orientation, veteran status, and disability than previous gender analyses. The 2017 gender analysis found that there is a relatively high representation of LGBT individuals on the policy bodies for which there was data at 17%. Veterans are also highly represented at 13%, and the representation of people with a disability in policy bodies almost reaches parity with the population with 11.4% compared to 11.8%.

Finally, the policy bodies with larger budgets have a smaller representation of women at 35% while Commissions and Boards with smallest budgets are 58% female appointees. While minority representation exceeds the population on the policy bodies with both the smallest and largest budgets, women of color are considerably underrepresented on the largest budgeted policy bodies at 18% compared to 31% of the population.

This report is intended to inform appointing authorities, including the Mayor and the Board of Supervisors, as they carefully select their designees on key policy bodies of the City & County of San Francisco. In the spirit of the charter amendment that mandated this report, diversity and inclusion should be the hallmark of these important appointments.

**Appendix I. 2015 Population Estimates for San Francisco County**

The following 2015 San Francisco population statistics were obtained from the U.S. Census Bureau's 2011-2015 American Community Survey 5-Year Estimates.

**Chart 1: 2015 Total Population by Race/Ethnicity**

Race/Ethnicity	Total	
	Estimate	Percent
<b>San Francisco County California</b>	840,763	
White, Not Hispanic or Latino	346,732	41%
Asian	284,426	34%
Hispanic or Latino	128,619	15%
Some Other Race	54,388	6%
Black or African American	46,825	6%
Two or More Races	38,940	5%
Native Hawaiian and Pacific Islander	3,649	0.4%
American Indian and Alaska Native	2,854	0.3%

**Chart 2: 2015 Total Population by Race/Ethnicity and Gender**

Race/Ethnicity	Total		Male		Female	
	Estimate	Percent	Estimate	Percent	Estimate	Percent
<b>San Francisco County California</b>	840,763	-	427,909	50.9%	412,854	49.1%
White, Not Hispanic or Latino	346,732	41%	186,949	22%	159,783	19%
Asian	284,426	34%	131,641	16%	152,785	18%
Hispanic or Latino	128,619	15%	67,978	8%	60,641	7%
Some Other Race	54,388	6%	28,980	3.4%	25,408	3%
Black or African American	46,825	6%	24,388	3%	22,437	2.7%
Two or More Races	38,940	5%	19,868	2%	19,072	2%
Native Hawaiian and Pacific Islander	3,649	0.4%	1,742	0.2%	1,907	0.2%
American Indian and Alaska Native	2,854	0.3%	1,666	0.2%	1,188	0.1%



## Appendix II. Commissions and Boards Demographics

Commission	Total Seats	Filled Seats	FY17-18 Budget	% Women	% Minority	% Women of Color
1 Aging and Adult Services Commission	7	5	\$285,000,000	40%	80%	40%
2 Airport Commission	5	5	\$987,785,877	40%	20%	20%
3 Animal Control and Welfare Commission	10	9	\$-			
4 Arts Commission	15	15	\$17,975,575	60%	53%	27%
5 Asian Art Commission	27	27	\$10,962,397	63%	59%	44%
6 Building Inspection Commission	7	7	\$76,533,699	29%	14%	0%
7 Children and Families Commission (First 5)	9	8	\$31,830,264	100%	63%	63%
8 City Hall Preservation Advisory Commission	5	5	\$-	60%	20%	20%
9 Civil Service Commission	5	5	\$1,250,582	40%	20%	0%
10 Commission on Community Investment and Infrastructure	5	4	\$536,796,000	50%	100%	50%
11 Commission on the Environment	7	6	\$23,081,438	83%	67%	50%
12 Commission on the Status of Women	7	7	\$8,048,712	100%	71%	71%
13 Elections Commission	7	7	\$14,847,232	33%	50%	33%
14 Entertainment Commission	7	7	\$987,102	29%	57%	14%
15 Ethics Commission	5	5	\$4,787,508	33%	67%	33%
16 Film Commission	11	11	\$1,475,000	55%	36%	36%
17 Fire Commission	5	5	\$381,557,710	20%	60%	20%
18 Health Commission	7	7	\$2,198,181,178	29%	86%	14%
19 Historic Preservation Commission	7	6	\$45,000	33%	17%	17%
20 Housing Authority Commission	7	6	\$-	33%	83%	33%
21 Human Rights Commission	11	10	\$4,299,600	60%	60%	50%
22 Human Services Commission	5	5	\$913,783,257	20%	60%	0%
23 Immigrant Rights Commission	15	14	\$5,686,611	64%	86%	50%
24 Juvenile Probation Commission	7	7	\$41,683,918	29%	86%	29%
25 Library Commission	7	5	\$137,850,825	80%	60%	40%
26 Local Agency Formation Commission	7	4	\$193,168			
27 Long Term Care Coordinating Council	40	40	\$-	78%		
28 Mayor's Disability Council	11	8	\$4,136,890	75%	25%	13%
29 MTA Board of Directors and Parking Authority Commission	7	7	\$1,183,468,406	43%	57%	14%
30 Planning Commission	7	7	\$54,501,361	43%	43%	29%
31 Police Commission	7	7	\$588,276,484	29%	71%	29%
32 Port Commission	5	4	\$133,202,027	75%	75%	50%
33 Public Utilities Commission	5	5	\$1,052,841,388	40%	40%	0%

Commission	Total Seats	Filled Seats	FY17-18 Budget	% Women	% Minority	% Women of Color
34 Recreation and Park Commission	7	7	\$221,545,353	29%	43%	14%
35 Sentencing Commission	12	12	\$-	42%	73%	18%
36 Small Business Commission	7	7	\$1,548,034	43%	50%	25%
37 Southeast Community Facility Commission	7	6	\$-	50%	100%	50%
38 Treasure Island Development Authority	7	7	\$2,079,405	43%	57%	43%
39 Veterans' Affairs Commission	17	15	\$865,518	27%	22%	0%
40 Youth Commission	17	16	\$-	64%	64%	43%
<b>Total</b>	<b>373</b>	<b>350</b>		<b>54%</b>	<b>57%</b>	<b>31%</b>

Board	Total Seats	Filled Seats	FY17-18 Budget	% Women	% Minority	% Women of Color
1 Assessment Appeals Board	24	18	\$653,780	39%	50%	22%
2 Board of Appeals	5	5	\$1,038,570	40%	60%	20%
3 Golden Gate Park Concourse Authority	7	7	\$11,662,000	43%	57%	29%
4 Health Authority (SF Health Plan Governing Board)	19	15	\$637,000,000	40%	54%	23%
5 Health Service Board	7	7	\$11,444,255	29%	29%	0%
6 In-Home Supportive Services Public Authority	12	12	\$207,835,715	58%	45%	18%
7 Local Homeless Coordinating Board	9	7	\$-	43%	86%	
8 Mental Health Board	17	16	\$218,000	69%	69%	50%
9 Oversight Board	7	5	\$152,902	0%	20%	0%
10 Public Utilities Rate Fairness Board	7	6	\$-	33%	67%	33%
11 Reentry Council	24	23	\$-	52%	57%	22%
13 Relocation Appeals Board	5	0	\$-			
12 Rent Board	10	10	\$8,074,900	30%	50%	10%
14 Retirement System Board	7	7	\$97,622,827	43%	29%	29%
15 Urban Forestry Council	15	14	\$92,713	20%	0%	0%
16 War Memorial Board of Trustees	11	11	\$26,910,642	55%	18%	18%
17 Workforce Investment Board	27	27	\$62,341,959	26%	44%	7%
<b>Total</b>	<b>213</b>	<b>190</b>		<b>41%</b>	<b>47%</b>	<b>19%</b>

	Total Seats	Filled Seats	FY17-18 Budget	% Women	% Minority	% Women of Color
<b>Commissions and Boards Total</b>	<b>586</b>	<b>540</b>		<b>49.4%</b>	<b>53%</b>	<b>27%</b>

San Francisco  
BOARD OF SUPERVISORS

Date Printed: March 13, 2017

Date Established: December 5, 2003

Active

**POLICE COMMISSION**

**Contact and Address:**

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

Phone: (415) 837-7070

Fax: (415) 575-6083

Email: [sfpd.commission@sfgov.org](mailto:sfpd.commission@sfgov.org)

**Authority:**

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

**Board Qualifications:**

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

> Three (3) members shall be nominated by the Rules Committee of the Board of Supervisors;  
and

> Four (4) members nominated by the Mayor, at least one (1) shall be a retired judge or an attorney with trial experience.

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

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

"R Board Description" (Screen Print)

San Francisco  
BOARD OF SUPERVISORS

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

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

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

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

Reports: None

Sunset Date: None

BOARD of SUPERVISORS



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

## VACANCY NOTICE

### POLICE COMMISSION

Replaces All Previous Notices

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

**Seat 1**, L. Julius Turman, resignation effective May 4, 2018, must be nominated by the Board of Supervisors' Rules Committee and subject to confirmation by the Board of Supervisors, for the unexpired portion of a four-year term ending April 30, 2019.

**Vacant Seat 2**, succeeding Bill Ong Hing, resigned, must be nominated by the Board of Supervisors' Rules Committee and subject to confirmation by the Board of Supervisors, for a four-year term ending April 30, 2022.

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

Reports: None.

Sunset Date: None.

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

Additional information relating to the Police Commission, or other seats on this body that are appointed by another authority, may be obtained by reviewing Charter, Section 4.109 at <http://www.sfbos.org/sfmunicodes> or by visiting their website <http://sanfranciscopolice.org/police-commission>.

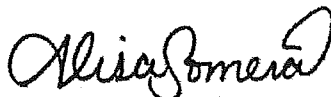
Interested persons may obtain an application from the Board of Supervisors website at [http://www.sfbos.org/vacancy\\_application](http://www.sfbos.org/vacancy_application) or from the Rules Committee Clerk, 1 Dr.

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

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

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

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

  
for Angela Calvillo  
Clerk of the Board

DATED/POSTED: April 18, 2018