

James Pappas

Expertise and Skills

- Housing and city planning professional with 14 years of experience in public and nonprofit sectors
- Experience managing people and projects
- Extensive knowledge of federal, state, and local affordable housing policy and leading organizations
- Knowledge of California state and local city planning policy, law, and processes
- Excellent verbal and written communication abilities, including writing of policy reports and memos
- Experience presenting to city and state agencies, community organizations, and elected officials
- Experience building and working in coalitions on housing and planning policy issues
- Quantitative, qualitative, and geo-spatial analysis and research experience
- Proficient in MS Office Suite experienced with ArcGIS, data analysis, and design programs
- Background in health and social services working with diverse populations and group facilitation
- Fluent in English and Spanish (lived in Mexico for two years) and intermediate Portuguese

Relevant Professional History

San Francisco Planning Department, 2016-Present

Principal Planner (Planner IV)

- Manage 3-4 staff focused on development and implementation of housing policy and community development and other key issues related to planning, land use, and equity
- Managed the final adoption of the 2022 Housing Element and the completion of key pieces of the plan including the Housing Needs Assessment and Sites Inventory
- Managed key Housing Element implementation actions including the Affordable Housing Leadership Council process with recommendations released in March of 2024, Affordable Housing Sites Analysis and Strategies released October 2025, and Community Investments Toolkit to be completed in 2026
- Manage staff and projects focused on addressing the needs of lower income communities of color including the Mission Action Plan (MAP) 2030 convenings, analysis, and land use policy, SOMA community liaison and work with SOMA Pilipinas, and previously managed work with the Bayview Community including collaboration on the recently adopted Bayview AAACD CHHESS
- Supported the Equity Council and its housing work, facilitating conversations with equity leaders and developing responsive informational graphics including the Affordable Housing Pipeline Overview
- Work with colleagues on budget planning, grant applications and grant management, and contracting with consultants and other service providers

Senior Housing Policy & Land Use Planner (Planner III)

- Managed the Housing Affordability Strategies (HAS) project to analyze funding, zoning, and process changes to meet the City's housing needs across the income spectrum, forming the basis of the 2022 Housing Element update. Managed staff, consultants, and interns and organized public events.
- Managed Housing Choices analysis by staff and consultants to support zoning changes to allow small multifamily housing in more of San Francisco's low density residential areas
- Served on RHNA Housing Methodology Committee with elected officials, planners, and advocates
- Managed district and neighborhood housing and land use reports including Supervisor District 5
- Contributed housing policy content and coordination to the Community Stabilization Initiative

Housing Policy Planner (Planner II)

- Co-managed the Housing Needs and Trends Report including in-depth data analysis and a survey to collect data on residents' housing costs and conditions. Presented report to Planning Commission.
- Analyzed and prepared memos on state housing bills and presented to the Planning Commission on state laws and regional initiatives including the 2017 state housing package and CASA initiative
- Managed an intern researching housing vacancy and performing other data analysis
- Analyzed demographics, land use, and housing policies for the Excelsior Neighborhood Strategy and facilitated and presented at sessions of the Land Use and Housing Working Group and focus groups

California Housing Partnership, 2012-2016

Housing Preservation & Policy Research Manager

- Developed annual state and county housing need reports (now Housing Needs Dashboard). Coordinated with allies to create policy recommendations and publicize the reports' release.
- Participated in state and federal policy coalitions on affordable housing preservation and policy including the Sustainable Communities for All coalition for investment of Cap-and-Trade funds.
- Helped develop housing plans and reports for the City of Oakland and Los Angeles County including analysis of housing needs, demographics, and housing programs and funding.
- Organized and presented at multiple regional, state, and national conference panels
- Managed staff, interns, contractors, consultants, and student researchers.

Housing Policy & Preservation Associate

- Managed research and writing of a report and working paper on VMT reduction associated with lower income households and location efficient homes with partners CNT and TransForm.
- Completed policy tool kit report on affordable housing preservation near transit in the Bay Area
- Served as Housing Working Group Co-Chair of the Regional Prosperity Planning Grant 6/13-6/14. With fellow Co-Chairs set priorities, chose grantees, and planned implementation.
- Wrote 15+ case studies of affordable housing refinancing and rehabilitation.
- Prepared policy briefs on state and federal housing policy changes.
- Managed California affordable housing database, providing data to nonprofits and public agencies.

Graduate Student Employment, 2011-2012

- **Student Trainee**, City of Oakland Community and Economic Development Agency (CEDA) 2011-2012
Guided participants in property improvement grant program and aided other agency projects.

UCSF 2002-2010

- **Family Resource Coordinator** at UCSF Children's Hospital- provided social services including logistical support to families of hospitalized children from all over California and beyond.
- **Program Assistant** at UCSF Alliance Health Project- provided administrative support at HIV and AIDS focused mental health clinic and conducted HIV test counseling and support group facilitation.

Education

- Master of City Planning 2012 U.C. Berkeley Department of City and Regional Planning
Focus on Housing and Community and Economic Development
- BA 2000 Eugene Lang College and Parsons School of Design of the New School University Degree in Liberal Arts focus on Cultural Studies and Art