File No. 190128 Committee Item No. 2
Board Item No. _____

COMMITTEE/BOARD OF SUPERVISORS

AGENDA PACKET CONTENTS LIST

Committee: Rules Committee **Date** Feb. 4, 2019

Board of Supervisors Meeting **Date** _____

Cmte	Board	
☐	☐	Motion
☐	☐	Resolution
☐	☐	Ordinance
☐	☐	Legislative Digest
☐	☐	Budget and Legislative Analyst Report
☐	☐	Youth Commission Report
☐	☐	Introduction Form
☒	☐	Department/Agency Cover Letter and/or Report
☐	☐	Memorandum of Understanding (MOU)
☐	☐	Grant Information Form
☐	☐	Grant Budget
☐	☐	Subcontract Budget
☐	☐	Contract/Agreement
☐	☐	Form 126 - Ethics Commission
☒	☐	Award Letter
☐	☐	Application
☐	☐	Form 700
☒	☐	Vacancy Notice
☒	☐	Information Sheet
☐	☐	Public Correspondence

OTHER (Use back side if additional space is needed)

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Completed by: Victor Young **Date** Jan. 31, 2019
Completed by: _____ **Date** _____

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: SF IHSS Public Authority Governing Body

Seat # or Category (If applicable): Seat 7 District: _____

Name: Michael G. Pappas

Home Address: [redacted] Zip: 94129

Home Phone: [redacted] Occupation: Executive Director

Work Phone: 415-474-1321 Employer: San Francisco Interfaith Council

Business Address: 130 Fisher Loop, P.O. Box 29055, SF Zip: 94129

Business E-Mail: mgpappas.sfic@gmail.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 ☒ 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:

As the Executive Director of the San Francisco Interfaith Council for the past 12 years, I have been privileged to work with a broad constituency that is directly engaged with those being served by In Home Supportive Services. This constituency includes the 800 congregations in the City and County of San Francisco, their respective judicatories, sectarian educational and healthcare institutions, and the faith-based social service agencies that provide the social safety net for our most vulnerable residents. As aging adults are a critical sector in communities of faith, where they feel safe, valued, and are able to avoid social isolationism, I believe that I will bring a unique perspective to the IHSS Governing Body Board. Additionally, having served for over a year on the Aging & Adult Services Commission, I believe that I possess a good working knowledge and experience of the needs of aging adults and persons with disabilities.

Business and/or professional experience:

Michael G. Pappas was born in Glen Ridge, New Jersey. He graduated from Dickinson College (Carlisle, PA) in 1983, after which he successively worked as a lobbyist, regional field director for a presidential campaign and investment banker for the oldest municipal bond firm in New Jersey.

In 1987, he left the world of politics & finance and enrolled at Holy Cross Greek Orthodox School of Theology (Brookline, MA) attaining an M.Div., with honors, in the class of 1992. An ordained priest of the Greek Orthodox Church, Michael served parishes in Palos Hills, IL, Stockton, CA, and San Francisco, CA.

During his sixteen-year ministry, he was a prolific writer, contributing articles to numerous religious and secular periodicals. As well, he devoted energy to work with the homeless and furthering ecumenical/interfaith relationships. After transitioning from parish ministry in 2007, he was selected by the San Francisco Interfaith Council to the newly created administrative post of Executive Director.

In his tenure as Executive Director Michael has helped increase the Council ' s budget and programs substantially; strengthened existing and cultivated new relationships with civic leaders, NGOs, judicatories and congregations;and significantly projected the SFIC through expanded use of technology.

Civic Activities:

Michael's previous/current board memberships include: Mayoral appointments to the San Francisco Aging & Adult Services Commission, San Francisco Human Rights Commission, San Francisco Disaster Council, San Francisco Office of Civic Engagement's 2010 Census Complete Count Committee, and San Francisco Assisi Sister City Committee.

He has also served as a Board Member of the National Shrine of Saint Francis; Board of Directors & Program Committee Chair of the Interfaith Center at the Presidio; The San Francisco Foundation FAITHS Advisory Board; Episcopal Charities Board of Trustees; San Francisco Night Ministry Advisory Board Member. He has also served on the United Religions Initiative (URI) North America Region Leadership Council and was elected by that Region to serve as a Trustee on URI's Global Council. He has also served on the Board of Directors of the American Red Cross Bay Area Chapter.

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

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

Date: 1/14/2019 **Applicant's Signature: (required)** Michael G. Pappas

(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: _____

City and County of San Francisco
LONDON BREED, *Mayor*

Department of Aging and Adult Services
SHIREEN MCSPADDEN, *Executive Director*

January 30, 2019

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

Dear Board of Supervisors Rules Committee:

I am pleased to recommend Commissioner Michael Pappas to the San Francisco IHSS Public Authority Governing Body Board.

I have had the privilege of working with Commissioner Pappas and bearing witness to the significant work that he does. As the Executive Director of the San Francisco Interfaith Council for the past 12 years, he has experience engaging directly with the populations served by the Public Authority. His contributions demonstrate his dedication to ensuring that aging adults and people with disabilities feel safe, valued and engaged in their communities. This mission aligns directly with that of the Public Authority and its Governing Body. He has also served on the Aging and Adult Services Commission for over a year. This experience gives him a unique vantage point and understanding of the needs of aging adults and persons with disabilities.

I am confident that Commissioner Michael Pappas will make a great addition to the San Francisco IHSS Public Authority Governing Body.

Sincerely,

Shireen McSpadden
Shireeen McSpadden
Executive Director
Department of Aging and Adult Services

[redacted]

Subject: Fwd: DAAS Commission Representative on IHSS
Date: Wednesday, January 30, 2019 2:54:53 PM

Sent from my iPhone

Begin forwarded message:

From: Rita Semel [redacted]
Date: October 10, 2018 at 2:40:49 PM PDT
To: "Michael G. Pappas, M.Div." [redacted]
Subject: Re: DAAS Commission Representative on IHSS

Great!

On Wed, Oct 10, 2018 at 1:47 PM Michael Pappas <[redacted] wrote:

> Sent from my iPhone
>
> Begin forwarded message:
>
> **From:** Michael Pappas <[redacted]
> **Date:** October 10, 2018 at 1:44:44 PM PDT
> **To:** Gustavo [redacted]>
> **Cc:** [redacted] "McSpadden, Shireen (HSA) (DSS)" [redacted] shireen.mcspadden@sfgov.org>, bridget.badasow@sfgov.org, kdearman@sfihsspa.org
> **Subject: Re: DAAS Commission Representative on IHSS**
>
> Thank you, President Serina, for your confidence and this appointment. I look forward to this service.
>
> Respectfully,
>
> Commissioner Michael Pappas
>
> Sent from my iPhone

On Oct 10, 2018, at 12:58 PM, Gustavo <g[redacted] wrote:

Dear Commissioner Pappas,

Thank you for your note. I apologize for the delay in responding, but I am traveling in Italy and checking email sporadically.

Your background and interest make you an ideal representative from DAAS on the IHSS Governing Body. I am happy to appoint you to it. I am confident that you will be a most effective member.

I have copied Bridget and Kelly on this message.

Kind regards,

Gustavo Serina

Sent from my iPhone

On Oct 9, 2018, at 7:42 PM, Michael Pappas [redacted] wrote:

Dear President Serina,

Greetings. In light of the recent resignation of Commissioner Wallenberg, I am writing today to volunteer my time and services, as you seek to fill the DAAS Commission representative seat to the IHSS Board.

As providence would have it, I've had the privilege to work with both Shireen and Kelly on a congregation mapping survey to discern what programs are being offered by SF communities of faith, as well as to discern from faith leaders their observations on their congregants' ability to access critical City services. This experience has given me a unique vantage point and

appreciation for IHSS' important work.

I am thankful for your consideration of this request and avail myself to speak/meet with you if have any further thoughts on my service as a prospective nominee.

Respectfully,

Commissioner Michael Pappas

--
Michael G. Pappas, M.Div
Executive Director

San Francisco Interfaith Council
Interfaith Center at the Presidio
P.O. Box 29055
San Francisco, CA 94129
[redacted]
415.474.1321 (Office)
mgpappas@sfinterfaithcouncil.org
website: sfinterfaithcouncil.org

San Francisco
BOARD OF SUPERVISORS

Date Printed: March 17, 2017 Date Established: June 9, 1995

Active

IN-HOME SUPPORTIVE SERVICES PUBLIC AUTHORITY

Contact and Address:

Patrick D Hoctel
In-Home Supportive Services Public Authority
832 Folsom Street, 9th Floor
San Francisco, CA 94107

Phone: (415) 593-8117
Fax:
Email: phoctel@sfihsspa.org

Authority:

Administrative Code, Chapter 70, and California Welfare and Institutions Code, Section 12301.6 (Ordinance Nos. 185-95; 67-00, 55-05, and 213-08).

Board Qualifications:

The governing body of the In-Home Supportive Services (IHSS) Public Authority shall be composed of thirteen (13) members appointed by the Board of Supervisors. The Board of Supervisors shall solicit recommendations for appointment of qualified members through a fair and open process, including reasonable written notice to, and affording reasonable response time from, the IHSS Authority, members of the general public, and other interested persons and organizations. No fewer than 50 percent (50%) of the membership shall be individuals who are current or past users of personal assistance services paid for through public or private funds or who are recipients of IHSS.

Membership categories on the governing body shall be as follows:

1. Two (2) consumers over the age of 55 years, each authorized to represent organizations that advocate for aging people with disabilities;
2. Two (2) consumers between the ages of 18 and 60 years, each authorized to represent organizations that advocate for younger people with disabilities;
3. One (1) consumer at-large over the age of 55 years;
4. One (1) consumer at-large between the ages of 18 and 60 years;
5. One (1) worker who provides personal assistance services to a consumer;
6. One (1) Commissioner from the Human Services Commission, recommended to the Board by the Commission;

7. One (1) Commissioner from the Commission on the Aging, recommended to the Board by the Commission;
8. One (1) Commissioner from the Public Health Commission, recommended to the Board by the Commission;
9. One (1) member of the Mayor's Disability Council, recommended to the Board by the Council;
10. One (1) member representing the bargaining unit of the union that represents IHSS independent providers; and
11. One (1) consumer at-large who is 18 years of age or older.

The IHSS Public Authority shall provide assistance in finding personnel for the IHSS Programs through the establishment of a central registry and related functions, and to perform any other functions, as may be necessary for the operation of the Authority, or related to the delivery of IHSS in San Francisco.

Initial appointments of both the consumer and worker members shall be made from a list of recommendations based on applications designed by, and submitted to, the IHSS Task Force of Planning for Elders in the Central City. The governing body of the Authority may make recommendations to the Board of Supervisors for establishing procedures for consumer and worker member appointments. Every attempt shall be made to assure that each appointee will be able to serve the full term to which he/she has been appointed, in order to ensure continuity in the work of the Authority.

After the terms of the initial period are complete, each appointment to the governing body shall thereafter be for a three-year term. A member may be reappointed, but may not serve more than a total of nine consecutive years on the governing body. The initial appointment periods shall be staggered as follows: Three (3) one-year terms; Four (4) two-year terms; and Four (4) three-year terms. Upon appointment, members shall draw lots to determine the length of each member's initial term.

Qualified applicants must reside in San Francisco and have: familiarity with, or knowledge of, personal assistance services; the capacity to understand their role to aid and assist the Authority in the administration of its duties; and the ability to attend regularly scheduled meetings, which shall occur only in facilities which meet disability access requirements.

Report: The Authority shall submit an annual report to the Board of Supervisors detailing its functions and evaluating its operation for that year. In addition, such report shall present the Authority's specific goals and objectives for the coming year and its plan for meeting those goals and objectives.

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

IN-HOME SUPPORTIVE SERVICES (IHSS) PUBLIC AUTHORITY

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, Mike Boyd, term expiring March 1, 2020, must be a consumer over the age of 55 years, authorized to represent organizations that advocate for aging people with disabilities, for a three-year term.

Seat 2, succeeding Patricia Webb, term expiring March 1, 2019, must be a consumer between the ages of 18 and 60, authorized to represent organizations that advocate for younger people with disabilities, for a three-year term ending March 1, 2022.

Seat 3, William Pitts, term expiring March 1, 2020, must be a consumer at-large over the age of 55, for a three-year term.

Seat 4, succeeding Patricia Wooley, term expiring March 1, 2019, must be a worker who provides personal assistance services to a consumer, for a three-year term ending March 1, 2022.

Seat 5, Kenzi Robi, term expiring March 1, 2021, must be a consumer at-large between the ages of 18 and 60, for a three-year term.

Seat 6, succeeding Rita Semel, term expiring March 1, 2019, must be a member of the Human Services Commission, recommended to the Board by the Commission, for a three-year term ending March 1, 2022.

Vacant Seat 7, succeeding Gustavo Serina, resigned, must be a member of the Commission on the Aging, recommended to the Board by the Commission, for the unexpired portion of a three-year term ending March 1, 2021.

Vacant Seat 8, succeeding Judith Karshmer, resigned, must be a member of the Health Commission, recommended to the Board by the Commission, for the unexpired portion of a three-year term ending March 1, 2022.

Seat 9, succeeding Tatiana Kostanian, term expiring March 1, 2019, must be a member of the Mayor's Disability Council, recommended to the Board by the Council, for a three-year term ending March 1, 2022.

Seat 10, succeeding Melvin Beetle, term expiring March 1, 2019, must be a consumer over the age of 55, authorized to represent organizations that advocate for aging people with disabilities, for a three-year term ending March 1, 2022.

Vacant Seat 11, succeeding Jessie Sandoval, resigned, must be a consumer between the ages of 18 and 60, authorized to represent organizations that advocate for younger people with disabilities, for the unexpired portion of a three-year term ending March 1, 2021.

Seat 12, Daisy McArthur, term expiring March 1, 2020, must be a member representing the bargaining unit of the union that represents In-Home Supportive Services independent providers, for a three-year term.

Vacant Seat 13, succeeding Luis Calderon, term expired, must be a consumer between the ages of 18 and 60, authorized to represent organizations that advocate for younger people with disabilities, for the unexpired portion of a three-year term ending March 1, 2020.

Additional Qualification: No fewer than 50% of the membership shall be individuals who are current or past users of personal assistance services paid for through public or private funds or who are recipients of IHSS ("Consumers").

Report: The Authority shall submit an annual report to the Board of Supervisors detailing its functions and evaluating its operation for that year. In addition, such report shall present the Authority's specific goals and objectives for the coming year and its plan for meeting those goals and objectives.

Sunset Date: None.

Additional information relating to the In-Home Supportive Services Public Authority may be obtained by reviewing the California Welfare and Institutions Code, Section 12301.6, available at http://leginfo.legislature.ca.gov, San Francisco Administrative Code, Chapter 70, available at http://www.sfbos.org/sfmunicodes, or by visiting the Authority's website at http://www.sfihsspa.org/.

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

Next Steps: Applicants who meet minimum qualifications will be contacted by the Rules Committee Clerk once the Rules Committee Chair determines the date of the hearing. Members of the Rules Committee will consider the appointment(s) at the meeting and applicant(s) may be asked to state their qualifications. The appointment(s) of the individual(s) who are 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 body is still available, or if you require additional information, please call the Rules Committee Clerk at (415) 554-5184.

Angela Calvillo
Clerk of the Board

DATED/POSTED: November 29, 2018

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

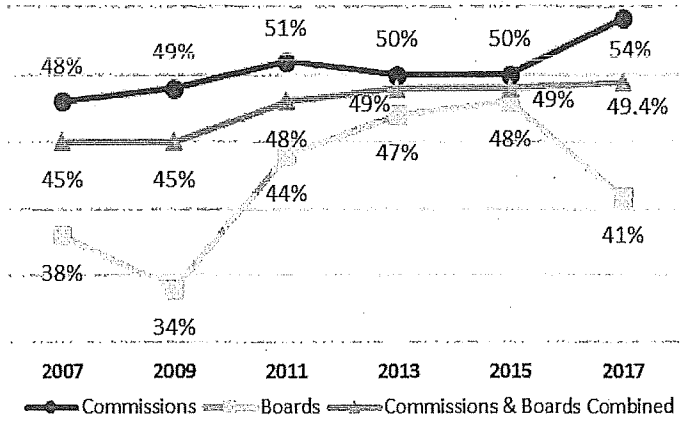
A 2008 City Charter Amendment passed by the voters of San Francisco enacted a city policy that membership of Commissions and Boards reflect the diversity of the population. As part of this measure, the Department on the Status of Women is required to conduct a biennial gender analysis of Commissions 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

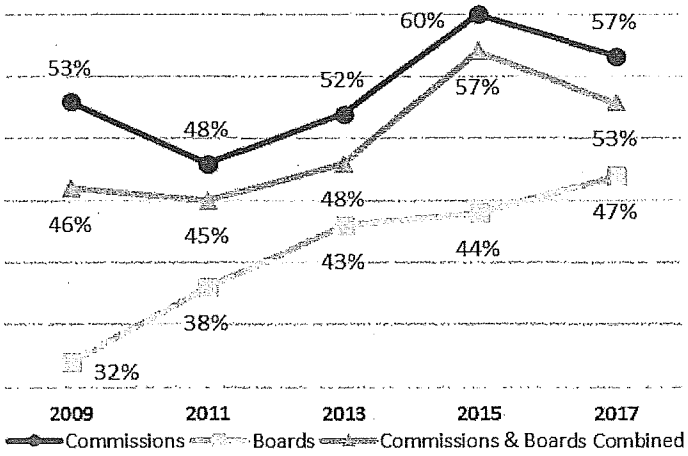


Sources: Department Survey, Mayor's Office, 311.

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/.

City and County of San Francisco
Department on the Status of Women

Emily M. Murase, PhD
Director

City and County of
San Francisco

Gender Analysis of San Francisco Commissions and Boards

December 2017

25 Van Ness Avenue, Suite 240 | San Francisco, CA 94102 | sfgov.org/dosw | dosw@sfgov.org | 415.252.2570

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.

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

This document was presented to and adopted by the San Francisco Commission on the Status of Women in December 2017.

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

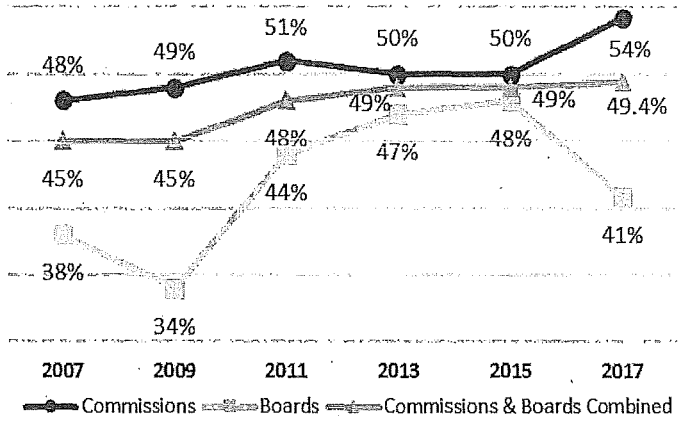
A 2008 City Charter Amendment passed by the voters of San Francisco enacted a city policy that membership of Commissions and Boards reflect the diversity of the population. As part of this measure, the Department on the Status of Women is required to conduct a biennial gender analysis of Commissions 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.

Figure 1: 10-Year Comparison of Women's Representation on Commissions and Boards

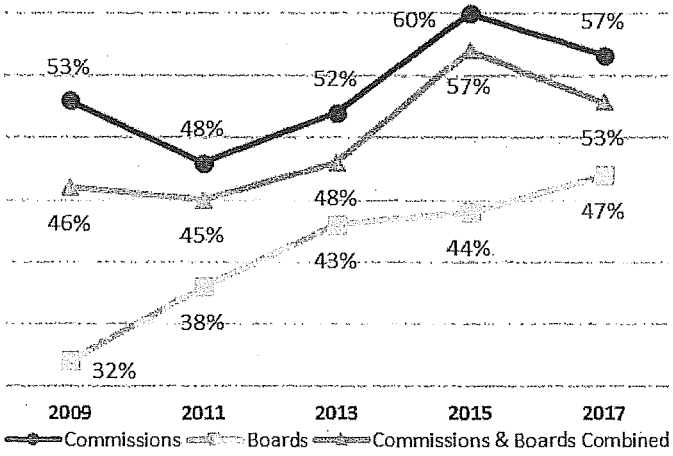


Sources: Department Survey, Mayor's Office, 311.

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 or African American members on policy bodies than in the San Francisco population.

Figure 2: 8-Year Comparison of Minority Representation on Commissions and Boards



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  - One-tenth of Commissioners and Board members are Asian men and 12% are Asian women compared to 16% and 18% of the population, respectively.
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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."[1] 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.[2] 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.[3] 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.[4]

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.[5]

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[1] 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.

[2] 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.

[3] *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.

[4] The full text of the charter amendment is available at https://sfpl.org/pdf/main/gic/elections/June3_2008.pdf.

[5] 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.[6] 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.

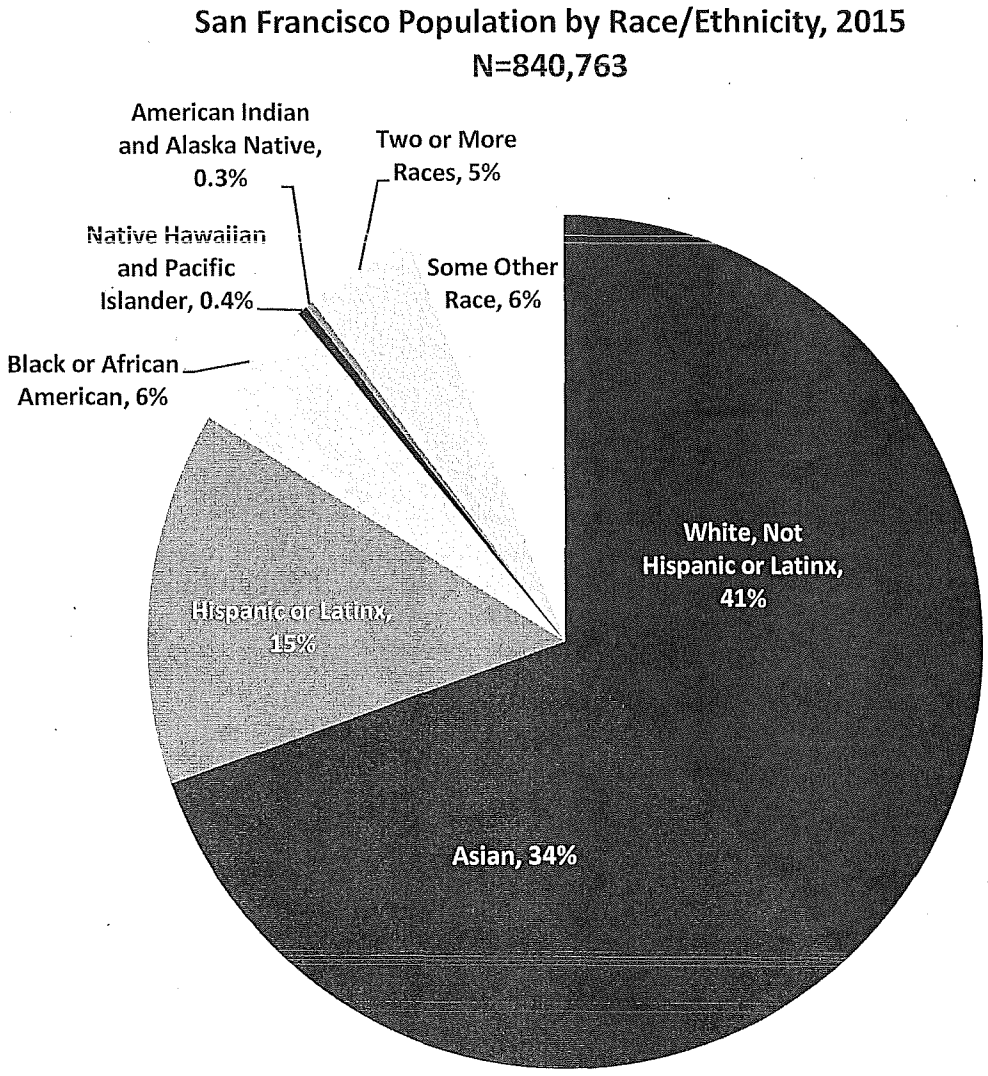
[6] It is important to note that San Francisco is the only jurisdiction in the State of California that is both a city and a county. Therefore, while in other jurisdictions, the Human Services Commission is typically a county commission that governs services across multiple cities and is composed of 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.

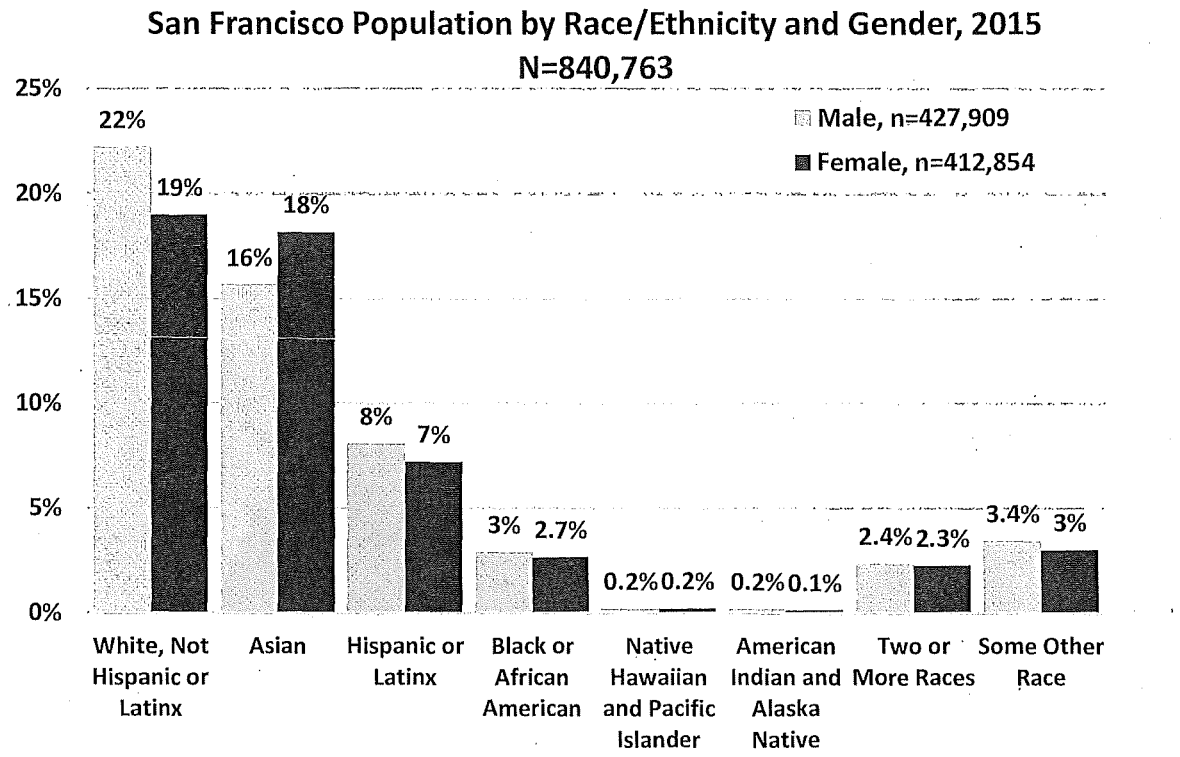
Figure 1: San Francisco Population by Race/Ethnicity



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

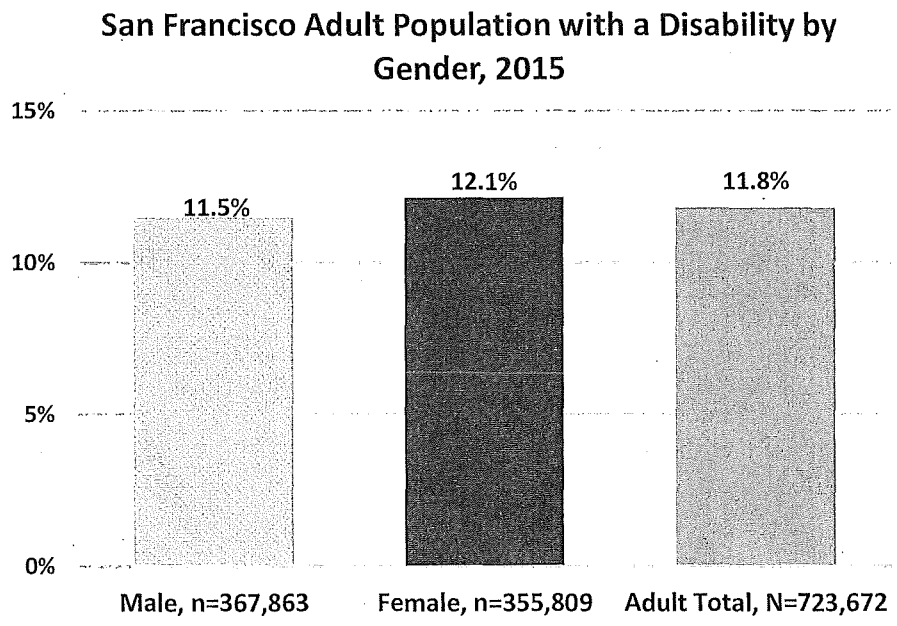


Source: 2011-2015 American Community Survey 5-Year Estimates.

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.

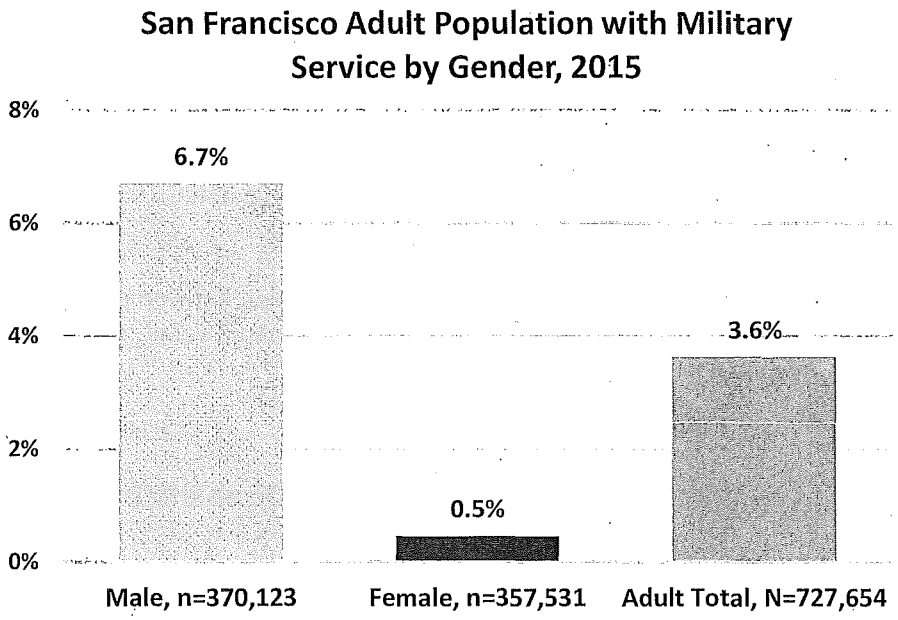
Figure 3: San Francisco Adults with a Disability by Gender



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

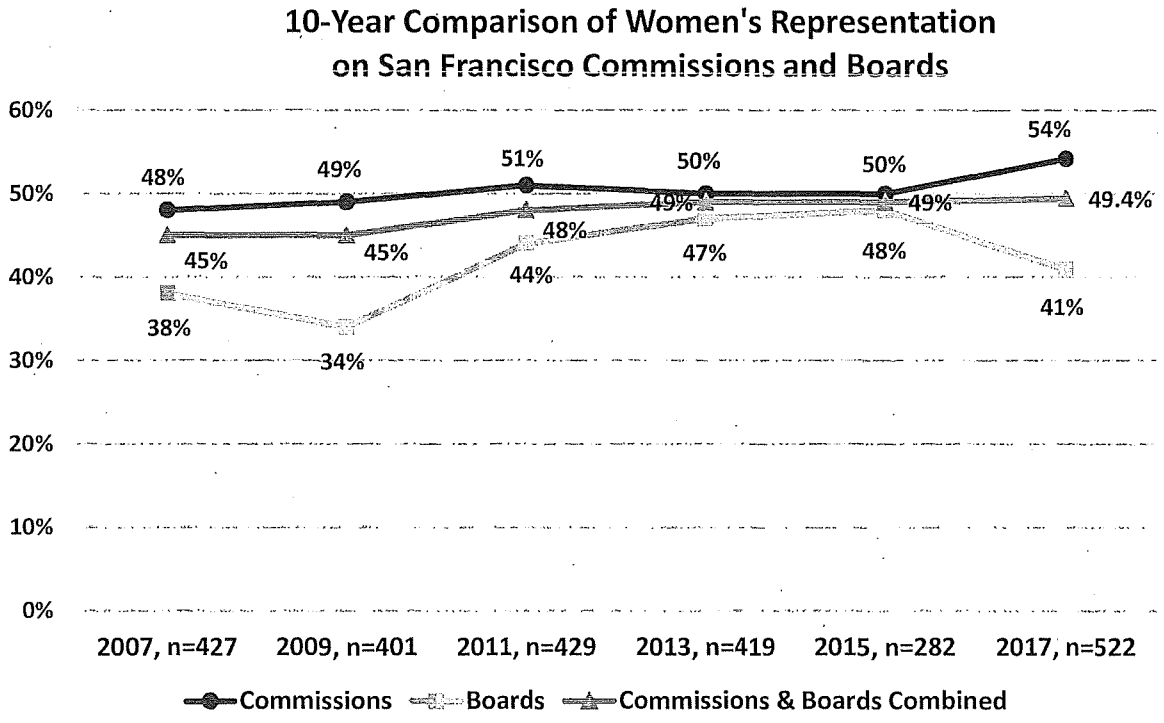
	Commissions	Boards
Number of Policy Bodies Included	40	17
Filled Seats	350/373 (6% vacant)	190/213 (11% vacant)
Female Appointees	54%	41%
Racial/Ethnic Minority	57%	47%
LGBT	17.5%	17%
With Disability	10%	14%
Veterans	15%	10%

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.

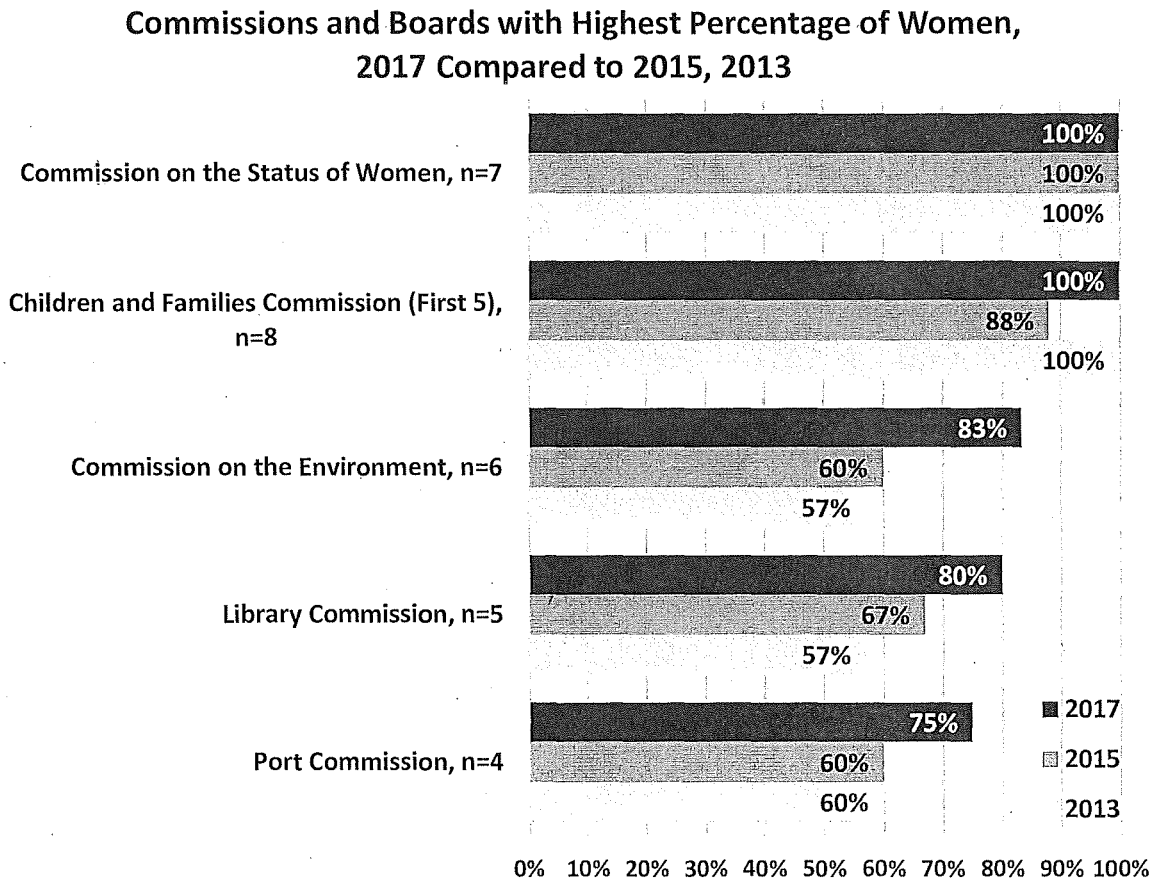
Figure 6: 10-Year Comparison of Women's Representation on Commissions and Boards



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.

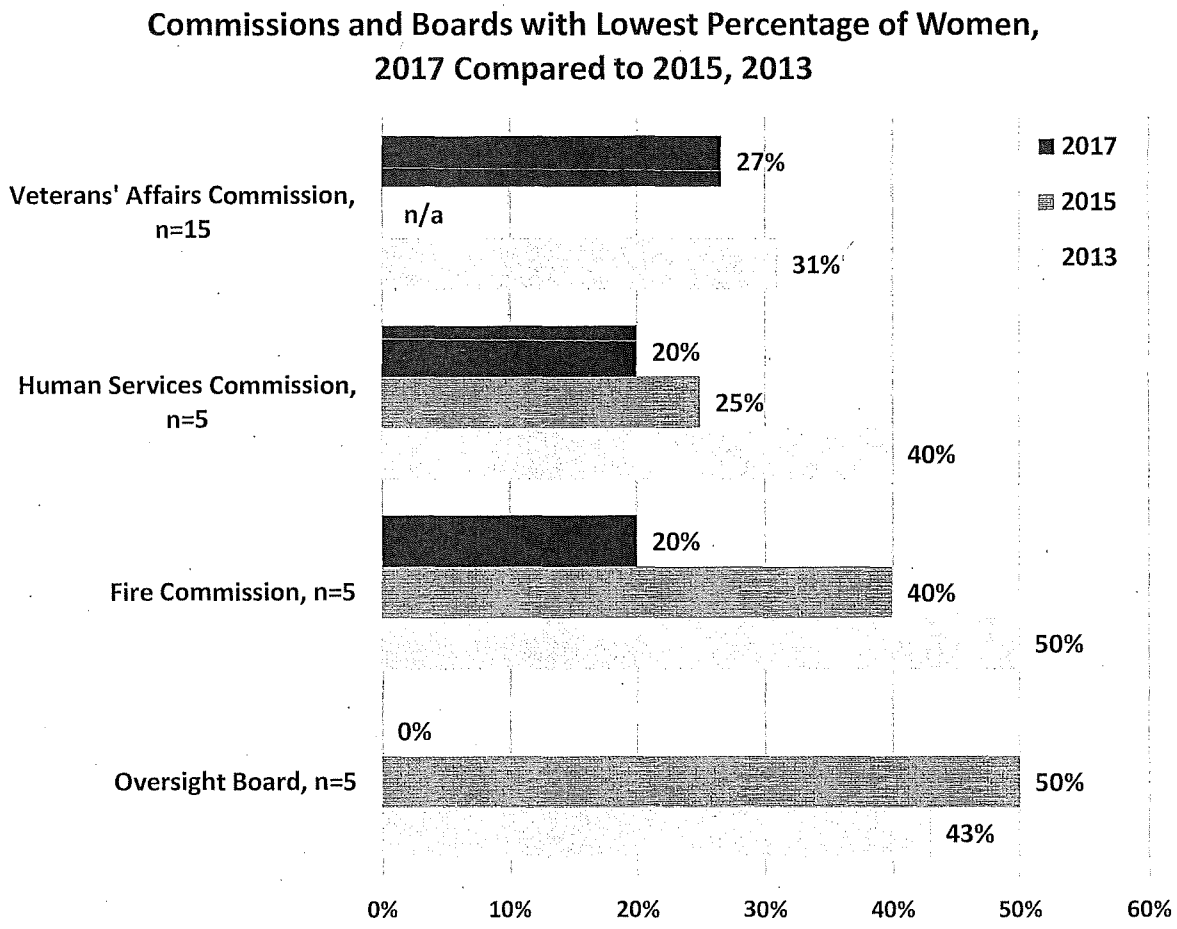
Figure 7: Commissions and Boards with Most Women



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

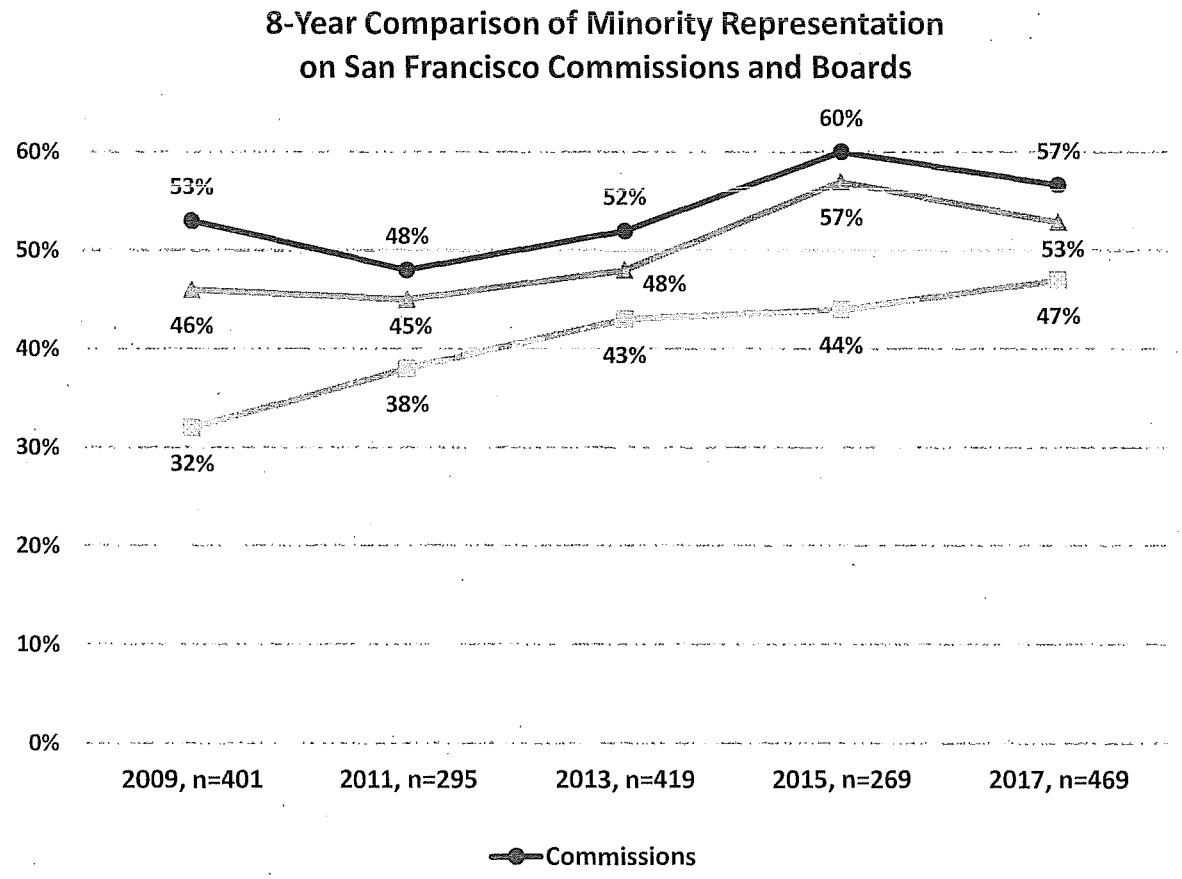


Sources: Department Survey, Mayor's Office, 311.

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.

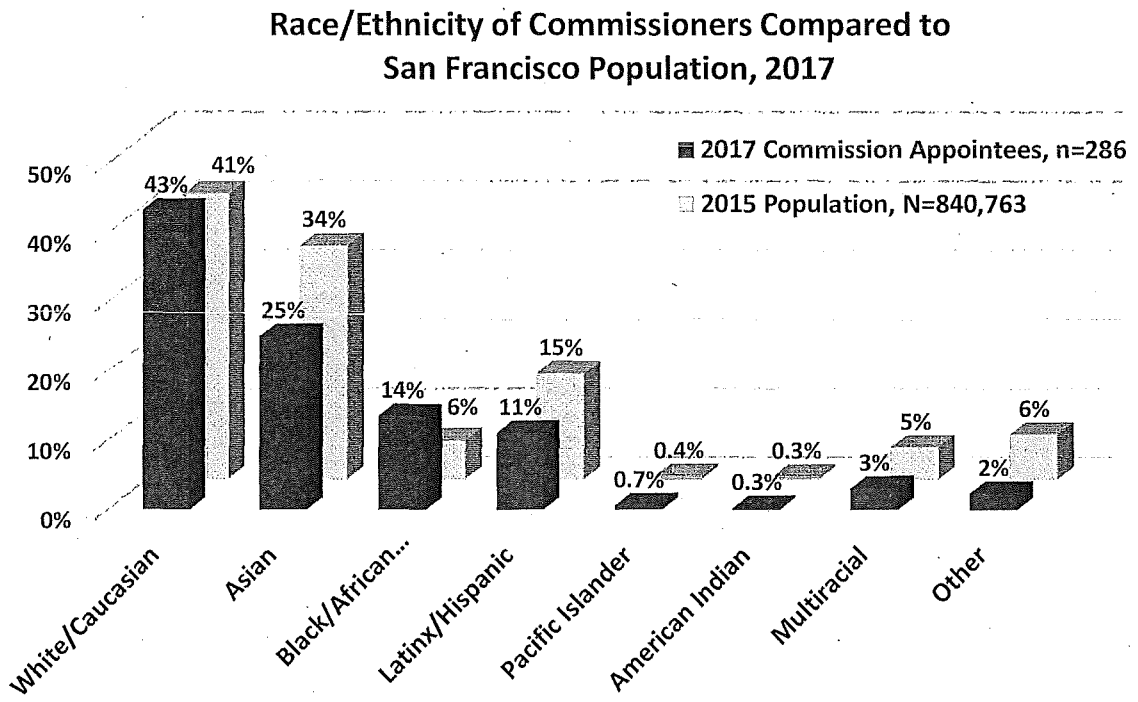
Figure 9: 8-Year Comparison of Minority Representation on Commissions and Boards



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.

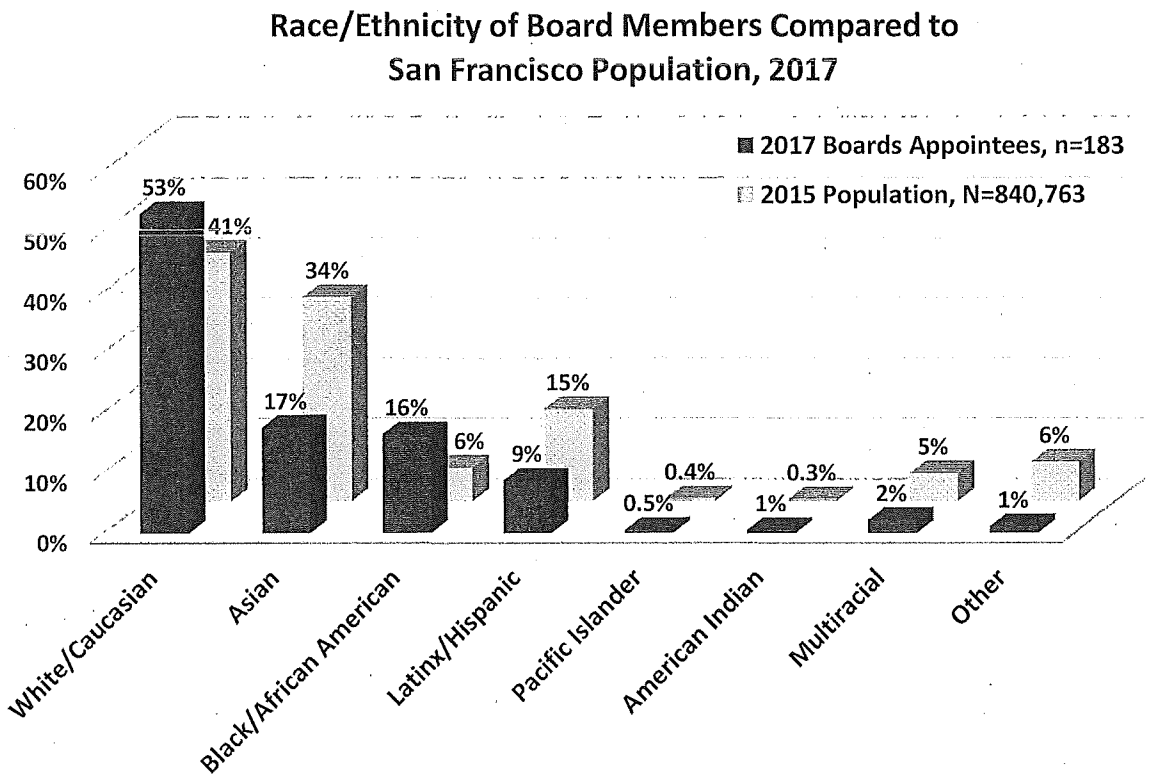
Figure 10: Race/Ethnicity of Commissioners Compared to San Francisco Population



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.

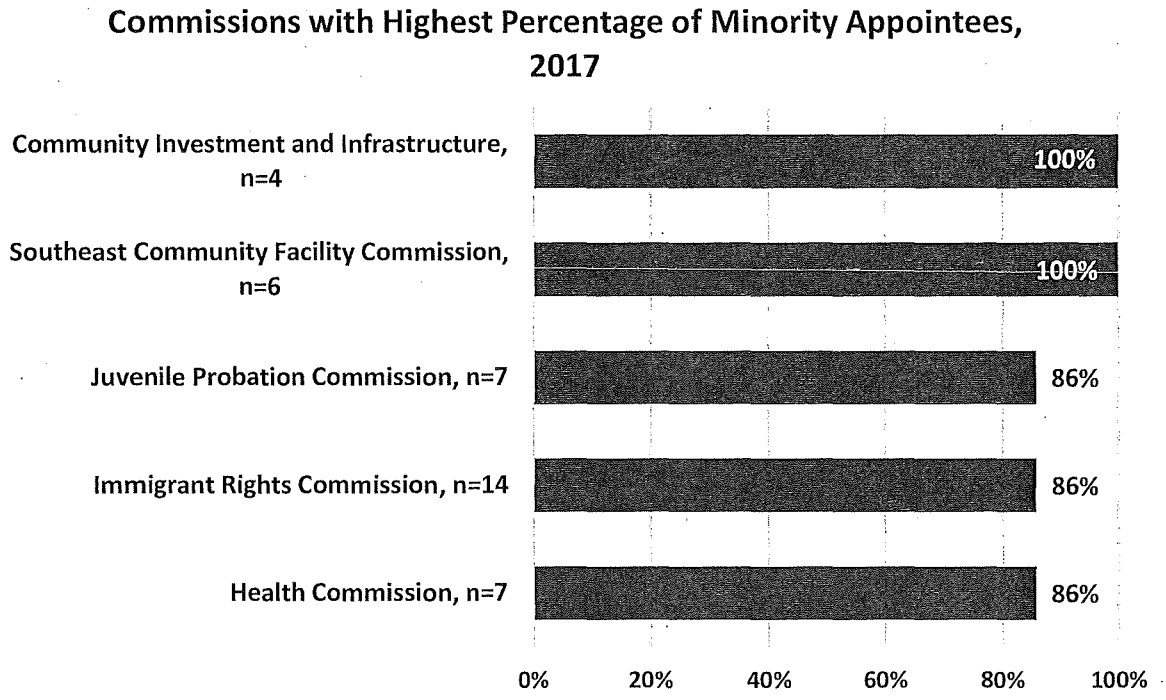
Figure 11: Race/Ethnicity of Board Members Compared to San Francisco Population



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.

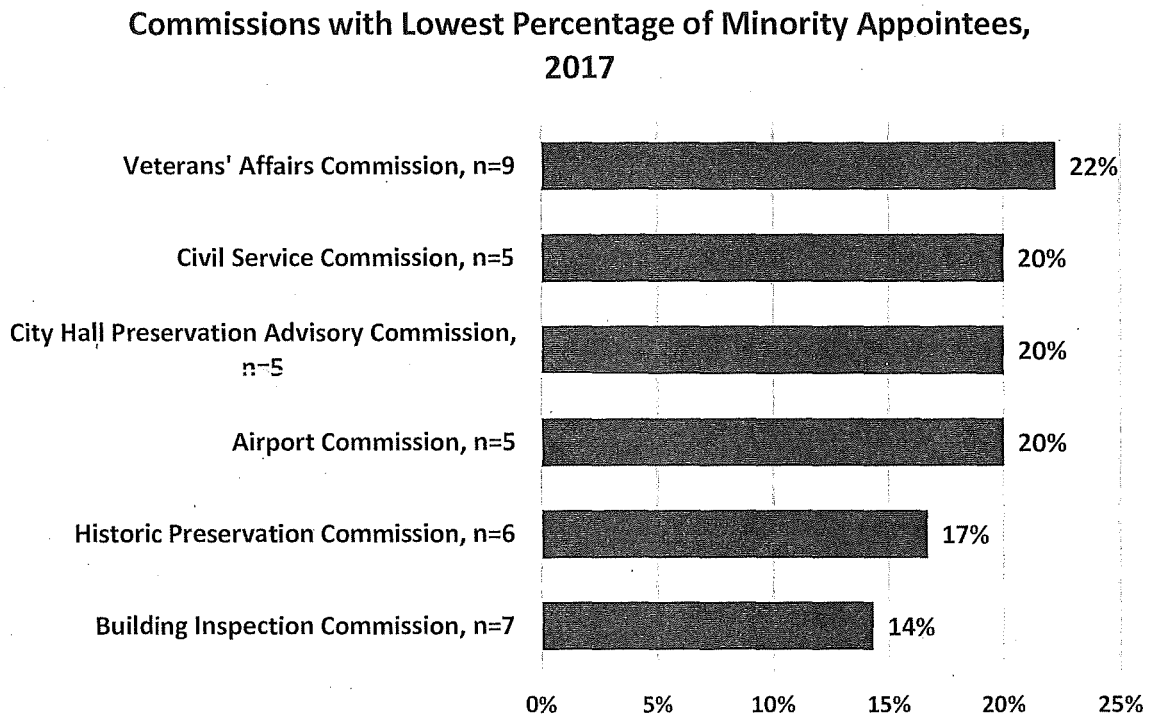
Figure 12: Commissions with Most Minority Appointees



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.

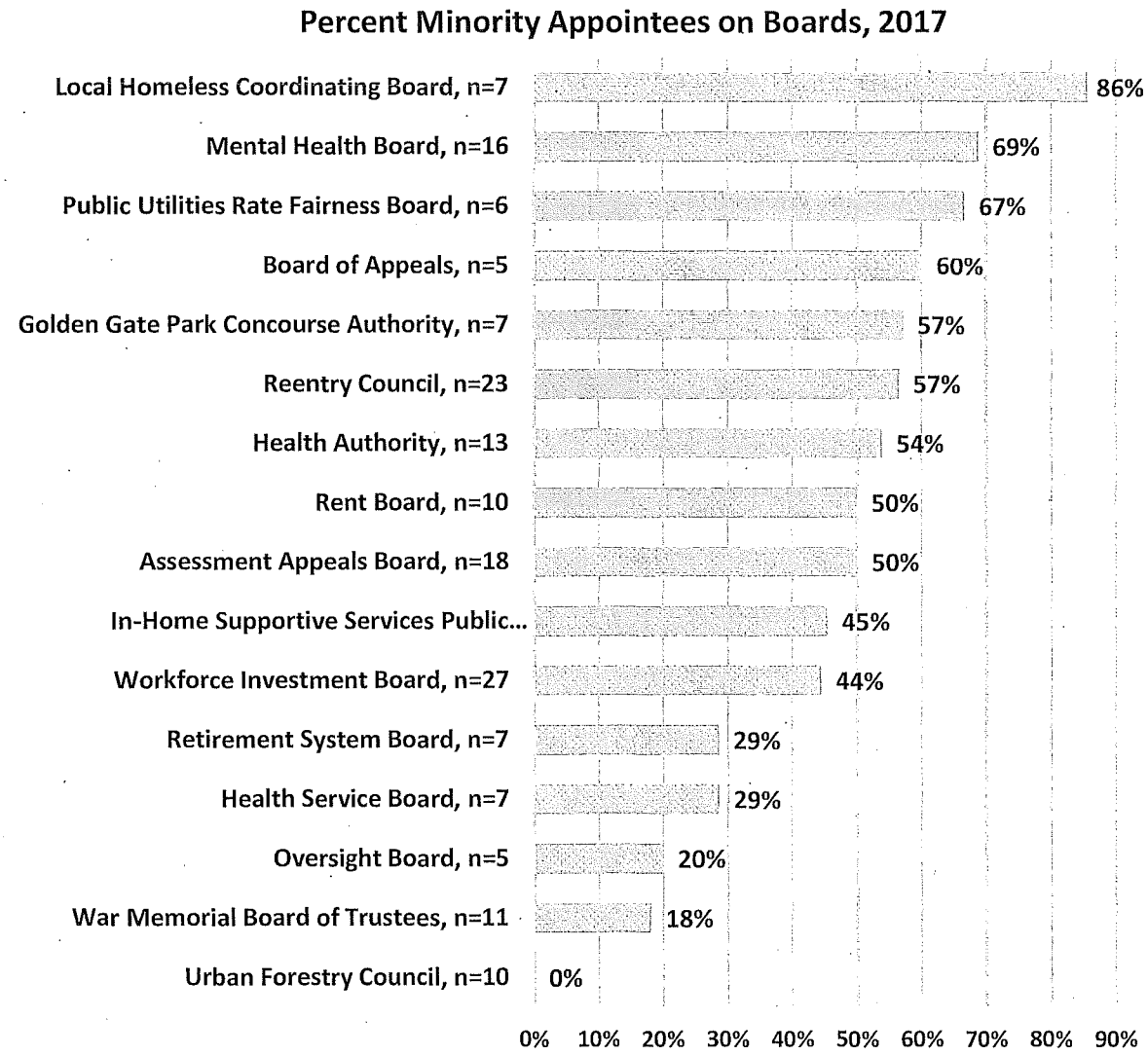
Figure 13: Commissions with Least Minority Appointees



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

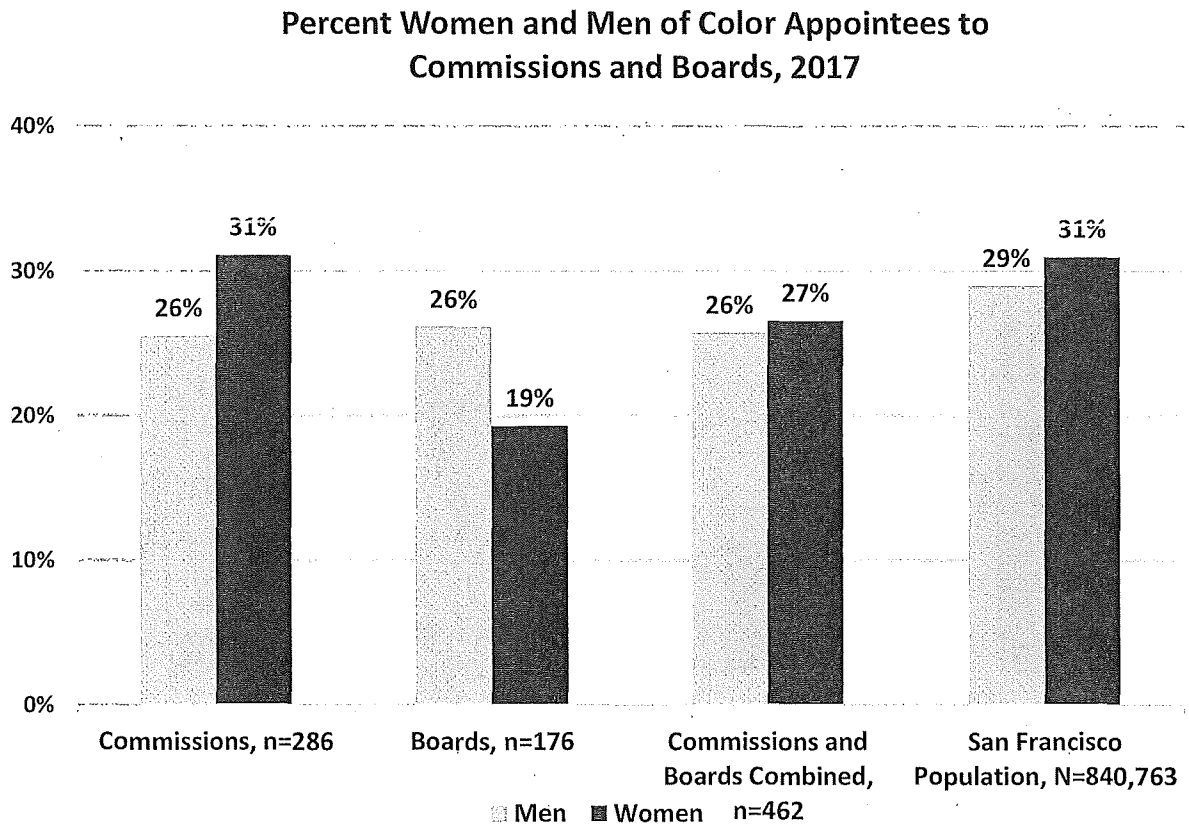


Sources: Department Survey, Mayor's Office, 311.

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.

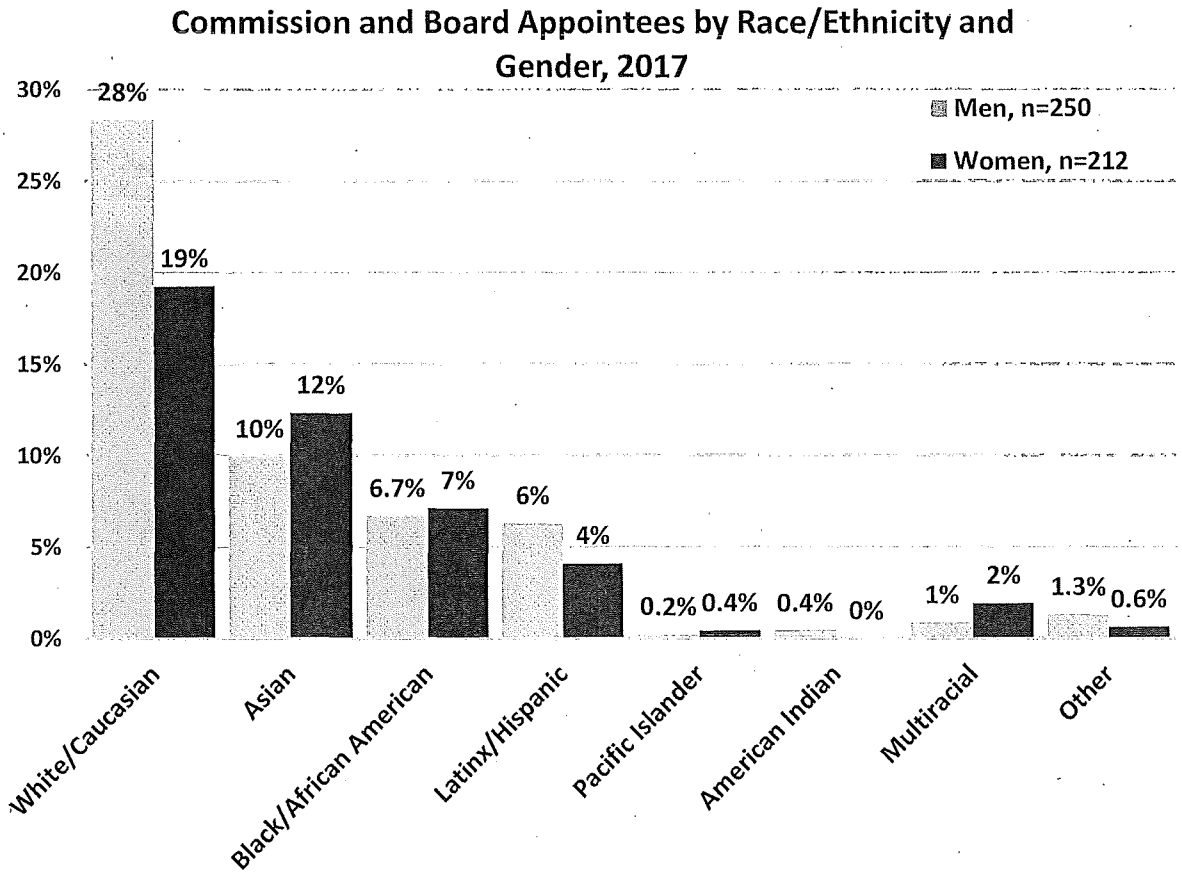
Figure 15: Women and Men of Color on Commissions and Boards



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

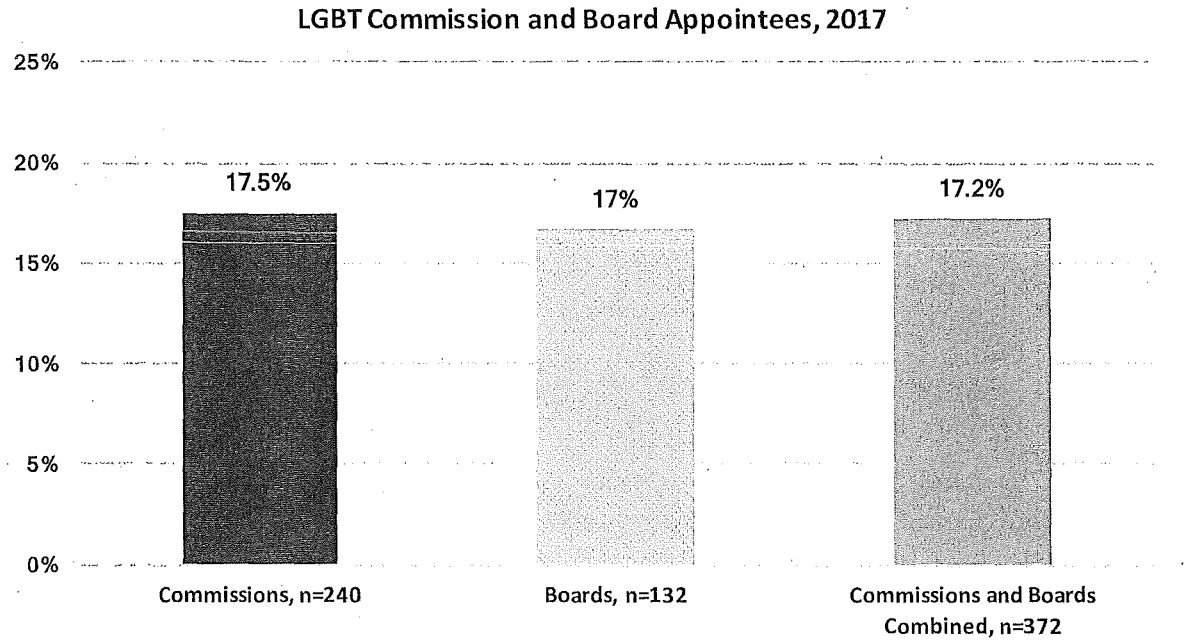


Sources: Department Survey, Mayor's Office, 311.

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

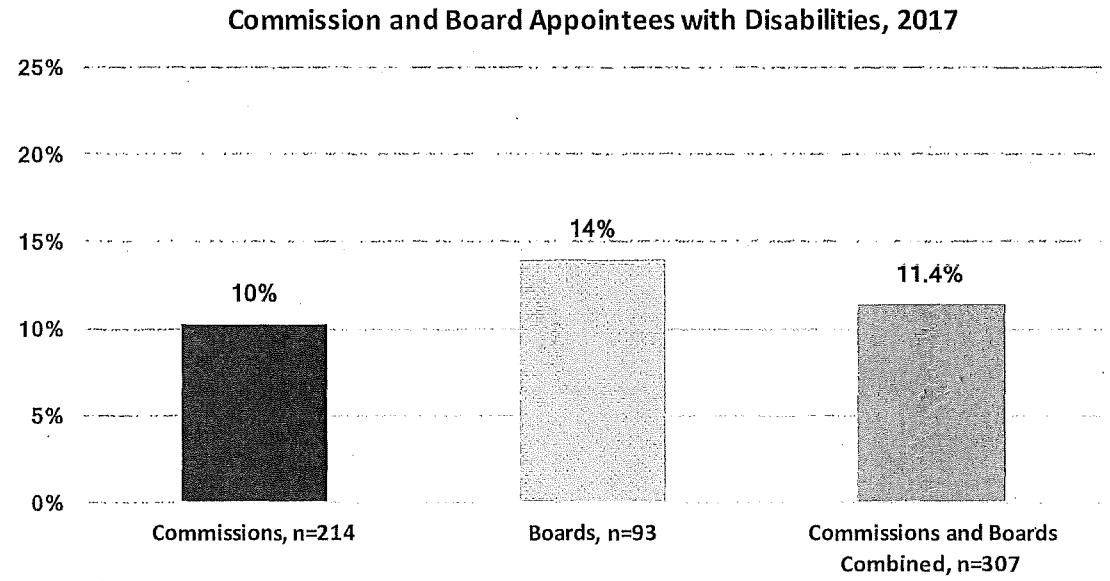


Sources: Department Survey, Mayor's Office, 311.

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

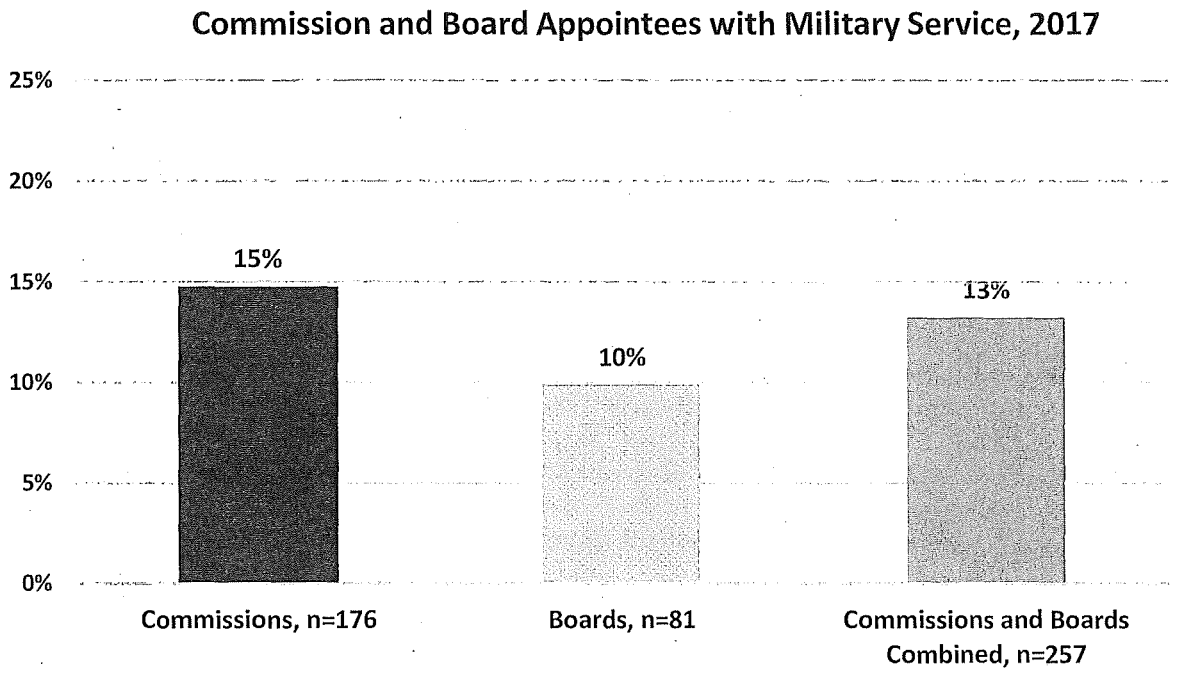


Sources: Department Survey, Mayor's Office, 311.

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

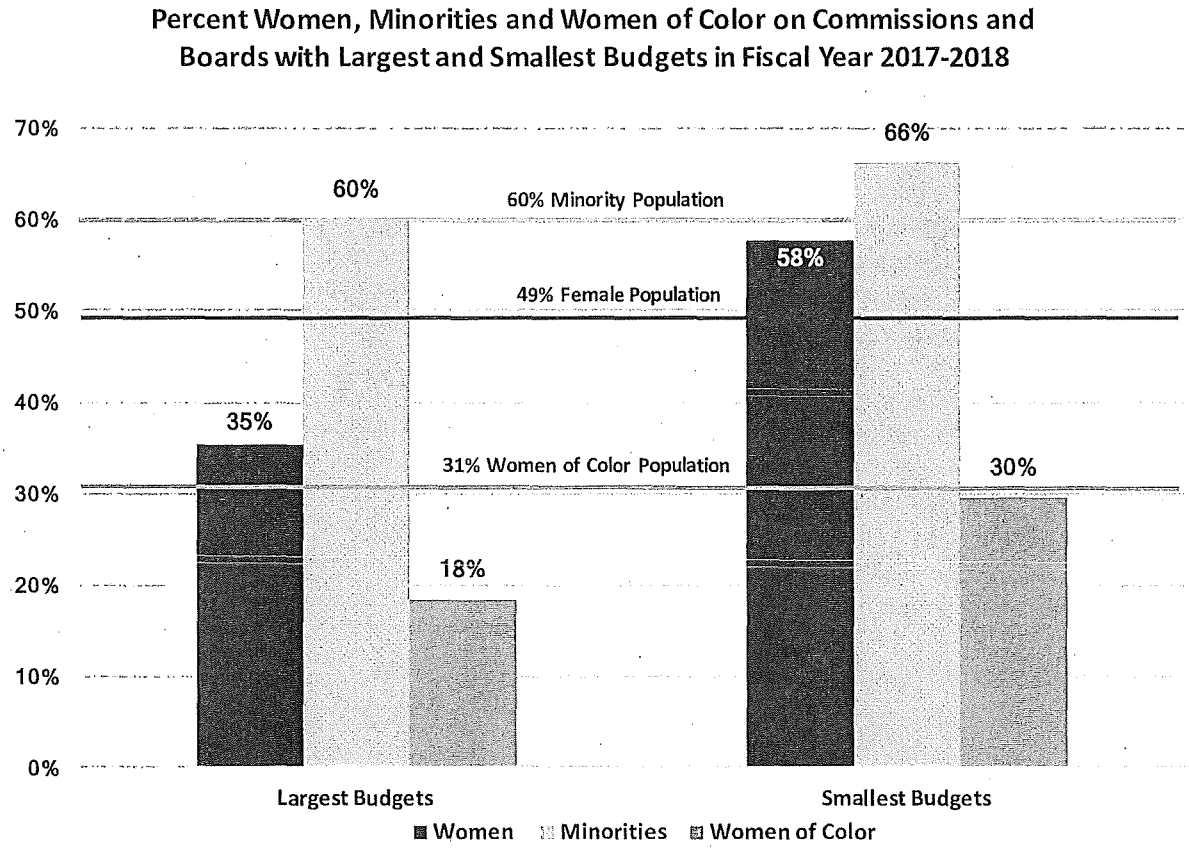
In addition to data on the appointment of women and minorities to Commissions and Boards, this report examines whether the demographic make-up of policy bodies with the largest budget (which is often proportional to the amount of influence in the City) are representative of the community. On the following 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



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%
Total	**$ 8,764,690,300**	**72**	**65**	**35%**	**60%**	**18%**

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%
Totals	**$ 45,000**	**135**	**127**	**58%**	**66%**	**30%**

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
San Francisco County California	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
San Francisco County California	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%
Total		**373**	**350**		**54%**	**57%**	**31%**

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%
Total		**213**	**190**		**41%**	**47%**	**19%**

	Total Seats	Filled Seats	FY17-18 Budget	% Women	% Minority	% Women of Color
Commissions and Boards Total	**586**	**540**		**49.4%**	**53%**	**27%**