

File No. 190864

Committee Item No. 5

Board Item No. 18

### COMMITTEE/BOARD OF SUPERVISORS

#### AGENDA PACKET CONTENTS LIST

Committee: Rules Committee

Date Sept. 9, 2019

Board of Supervisors Meeting

Date SEPTEMBER 17, 2019

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

OTHER (Use back side if additional space is needed)

<input type="checkbox"/>	<input type="checkbox"/>	_____
<input type="checkbox"/>	<input type="checkbox"/>	_____
<input type="checkbox"/>	<input type="checkbox"/>	_____
<input type="checkbox"/>	<input type="checkbox"/>	_____
<input type="checkbox"/>	<input type="checkbox"/>	_____
<input type="checkbox"/>	<input type="checkbox"/>	_____
<input type="checkbox"/>	<input type="checkbox"/>	_____
<input type="checkbox"/>	<input type="checkbox"/>	_____
<input type="checkbox"/>	<input type="checkbox"/>	_____
<input type="checkbox"/>	<input type="checkbox"/>	_____

Completed by: Victor Young

Date Sept 5, 2019

Completed by: Victor Young

Date 9/17/19

1 [Mayoral Appointment, Historic Preservation Commission - Lydia So]

2  
3 **Motion approving the Mayor's nomination for appointment of Lydia So to the Historic**  
4 **Preservation Commission, for a term ending December 31, 2022.**

5  
6 WHEREAS, Pursuant to Charter, Section 4.135, the Mayor submitted a communication  
7 notifying the Board of Supervisors of the nomination of Lydia So to the Historic Preservation  
8 Commission, received by the Clerk of the Board on August 16, 2019; and

9 WHEREAS, The Board of Supervisors has the authority to hold a public hearing and  
10 vote on the appointment within 60 days following transmittal of the Mayor's Notice of  
11 Appointment, and the failure of the Board to act on the nomination within the 60-day period  
12 shall result in the nominee being deemed approved; now, therefore, be it

13 MOVED, That the Board of Supervisors hereby approves the Mayor's nomination for  
14 appointment of Lydia So to the Historic Preservation Commission, Seat No. 2, for the  
15 unexpired portion of a four-year term ending December 31, 2022.

OFFICE OF THE MAYOR  
SAN FRANCISCO



LONDON N. BREED  
MAYOR

Notice of Appointment

Received  
8/16/19@4:30p.m.  
en

August 16, 2019

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

Honorable Board of Supervisors:

Pursuant to Charter Section 4.135, of the City and County of San Francisco, I make the following appointment:

**Lydia So** to seat 2 of the Historic Preservation Commission to fill the remaining term formerly held by Andrew Wolfram ending December 31, 2022.

I am confident that Ms. So will serve our community well. Attached are her qualifications to serve, which demonstrate how her reappointment represents the communities of interest, neighborhoods and diverse populations of the City and County of San Francisco.

Should you have any question about this appointment, please contact my Director of Commission Affairs, Kanishka Karunaratne Cheng, at 415.554.6696.

Sincerely,

A handwritten signature in black ink that reads "London Breed".

London N. Breed  
Mayor

# LYDIA SO, AIA, LEED AP

## BIOGRAPHY

Lydia moved to San Francisco after college 19 years ago and calls San Francisco her home. She was born in Hong Kong when it was a British colony. It was the freedom, diversity and equalities of this City that inspired her to stay. She enjoys riding bikes with her daughter to school from their home in the Mission.

Lydia is an astute architect highly skilled in solving problems through design thinking. Her brush strokes in architectural design & preservation and real estate developments span across North America, China and Japan. A dynamic collaborative communicator, she believes design is not just skin deep and focuses on building relationships among stakeholders. She is proven to excel in projects that leverage design quality, historic significance, regulatory constraints and construction realities to improve our living environments for generations to enjoy.

Lydia's work has made positive impacts on regional economic growth, transit oriented developments and sustainability. Her global experience includes the tallest building, China World Trade Center, for the Olympics in Beijing. Creatively designed adaptive re-use of historically significant building for Adobe HQ in San Francisco, Hutong (traditional dwellings) in Beijing Finance Street Daji mixed use development, Apple Store Stockton Street in SF, Apple Store Soho in New York and Apple Store Regent Street in London. The most advanced neuroscience building at UCSF Mission Bay and the world's first all glass spiral staircase in the Apple Store in Osaka, Japan. Lydia is very proud and honor to work alongside with the Chinese artisans from Suzhou to design the traditional Lan Su Chinese Garden in Portland, Oregon, based on a 2,000-year-old historical architecture design.

Prior to founding her own architecture and consulting firm in 2015, Lydia held a real estate design and management position at Apple which redefined the status quo of retail real estate development. Prior to that, Lydia was the first minority woman architect promoted to Technical Associate at, the eminence of architecture firms, Skidmore, Owings & Merrill. She honed her design and preservation skills and trailblazed the technical aspects of architecture, engineering and construction practice. It was her first job at Bohlin, Cywinski, Jackson where she met Steve Jobs whom she was involved with inventing the first nine Apple Stores.

## EDUCATION

Bachelor of Architecture, Business Administration Minor, Dean's List  
Portland Urban Architecture Center  
**UNIVERSITY OF OREGON, 2000**

Leadership & Management  
Certificate

**APPLE UNIVERSITY, 2014**

## CREDENTIALS

**Registered Architect, CA C-31721**

Member, **American Institute of Architects** since 2007

**LEED Accredited Professional, USGBC** since 2003

**Commissioner, Civic Design Committee, Community Investment Committee, Nominating Committee, Liaison to MOHCD**

**San Francisco Arts Commission**

**Vice President of the Board, Asian American Architects & Engineers Association**

Impact Award Jury Panel,  
Architectural Guest Critic,  
**California College of Arts**

Master Planning Advisory  
Committee, **Presidio Knolls School**

USA Representative, the **Italy Stone Conference, Carrara, Italy**

## LANGUAGES

Native Cantonese and professional Mandarin speaker. Lydia's Chinese writing skills allow her to effectively demystify ambiguous translation assumptions in project management and business deals.



# LYDIA SO, AIA, LEED AP

## EXPERIENCE

### **SOLYD Architecture, Management & Design, Principal, 2015 - current**

A woman, minority owned certified SBE & LBE company based in San Francisco. Offering turn-key architectural design and consulting services to private residences, condos and offices owners. Specialty consulting services for third-party quality control, accessibility compliance, elevators system design, and artwork management.

### **San Francisco Arts Commission, Commissioner, 2016 - current**

Civic Design Committee - Serve as the architect seats to review and approve design of public buildings and infrastructures, and advice on the public art appropriateness criteria. Focus on multi-agency complex projects balancing construction budgetary realities and design excellence. Serve on MOHCD panels to select development & architect team to design and build affordable housing.

Community Investment Committee - Evaluate and award grants funding to artists and community cultural groups. Manage operation of the commission's cultural centers. Regulatory authority on Street Artist Permits and disputes.

Nominating Committee - Nominate and elect commission leadership by building consensus and bridges among fellow Commissioners and the Mayor's Office.

### **SOLYD online marketplace, Founder, 2014-15**

Founded an online technology platform for homeowners to hire independent prequalified architects, engineers, designers and experts on renovation projects.

### **Apple, Retail Real Estate Development, Design Manager, North America, 2011 - 14**

Managed real estate development and design new prototype initiatives of Apple Stores in North America. Negotiated optimal real estate leases with landlords and streamlined contracts with consultants through unique design approach. Established design and construction standards in line with financial pro forma analysis and store operations. Instrumental in interpreting appropriateness of design within historically significance contexts.

### **Skidmore Owings & Merrill LLP, Associate, Senior Project Architect, 2003 - 11**

Directed extensive portfolio of work globally, including urban scale master planning, multi modal transportation centers, Class A commercial office mixed-use developments in United States and China.

### **Bohlin Cywinski Jackson Architects, Designer, 2001 - 03**

Key designer of R&D effort for the first nine Apple Flagship Stores including the engineering of all-glass stairs & Pixar Animation Studios HQ.

### **Merryman Barnes Architects, Designer, 1998**

Designer and translator of the Lan Su Chinese Historical Garden.



**CALIFORNIA FORM 700**  
 FAIR POLITICAL PRACTICES COMMISSION  
 A PUBLIC DOCUMENT

## STATEMENT OF ECONOMIC INTERESTS

## COVER PAGE

1251939

Please type or print in ink.

NAME OF FILER	(LAST)	(FIRST)	(MIDDLE)
So, Lydia			

## 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

Arts 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)

- |  |   |
|--|---|
| <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 checked="" type="checkbox"/> City of <u>San Francisco, CA</u> | <input type="checkbox"/> Other _____  |

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

- |   |   |
|---|---|
| <input checked="" type="checkbox"/> Annual: The period covered is January 1, 2018, through December 31, 2018  | <input type="checkbox"/> Leaving Office: Date Left ____/____/____<br>(Check one circle)             |
| -or-  | <input type="checkbox"/> The period covered is January 1, 2018, through the date of leaving office. |
| The period covered is ____/____/____, through December 31, 2018   | <input type="checkbox"/> The period covered is ____/____/____, through the date of leaving office.  |
| <input type="checkbox"/> Assuming Office: Date assumed ____/____/____   |   |
| <input type="checkbox"/> 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: 5

## Schedules attached

- |  |  |
|--|--|
| <input checked="" 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	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 03/31/2019  
(month, day, year)Signature Lydia So  
(File the originally signed paper statement with your filing official.)

## SCHEDULE A-1 Investments

### Stocks, Bonds, and Other Interests (Ownership Interest is Less Than 10%)

*Investments must be itemized.*

*Do not attach brokerage or financial statements.*



Name  
So, Lydia

▶ 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:  
 \_\_\_\_\_/\_\_\_\_\_/18      \_\_\_\_\_/\_\_\_\_\_/18  
 ACQUIRED                      DISPOSED

▶ NAME OF BUSINESS ENTITY  
SmithGroup Companies Inc.

GENERAL DESCRIPTION OF THIS BUSINESS  
Architecture and Engineering professional service firm

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:  
 \_\_\_\_\_/\_\_\_\_\_/18      \_\_\_\_\_/\_\_\_\_\_/18  
 ACQUIRED                      DISPOSED

▶ NAME OF BUSINESS ENTITY  
Stantec

GENERAL DESCRIPTION OF THIS BUSINESS  
Professional (engineering and architecture) services.

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:  
 \_\_\_\_\_/\_\_\_\_\_/18      \_\_\_\_\_/\_\_\_\_\_/18  
 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:  
 \_\_\_\_\_/\_\_\_\_\_/18      \_\_\_\_\_/\_\_\_\_\_/18  
 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:  
 \_\_\_\_\_/\_\_\_\_\_/18      \_\_\_\_\_/\_\_\_\_\_/18  
 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:  
 \_\_\_\_\_/\_\_\_\_\_/18      \_\_\_\_\_/\_\_\_\_\_/18  
 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 \_\_\_\_\_

So, Lydia \_\_\_\_\_

**1. BUSINESS ENTITY OR TRUST**

SOLYD Architecture, Management and Design  
 Name  
 1390 Market St. Suite 200  
 San Francisco, CA 94102  
 Address (Business Address Acceptable)  
 Check one  
 Trust, go to 2  Business Entity, complete the box, then go to 2

GENERAL DESCRIPTION OF THIS BUSINESS  
 Professional (architecture) services

FAIR MARKET VALUE IF APPLICABLE, LIST DATE:  
 \$0 - \$1,999 \_\_\_\_\_/\_\_\_\_\_/18 \_\_\_\_\_/\_\_\_\_\_/18  
 \$2,000 - \$10,000 \_\_\_\_\_/\_\_\_\_\_/18 \_\_\_\_\_/\_\_\_\_\_/18  
 \$10,001 - \$100,000 \_\_\_\_\_/\_\_\_\_\_/18 \_\_\_\_\_/\_\_\_\_\_/18  
 \$100,001 - \$1,000,000 \_\_\_\_\_/\_\_\_\_\_/18 \_\_\_\_\_/\_\_\_\_\_/18  
 Over \$1,000,000 \_\_\_\_\_/\_\_\_\_\_/18 \_\_\_\_\_/\_\_\_\_\_/18  
 ACQUIRED DISPOSED

NATURE OF INVESTMENT  
 Partnership  Sole Proprietorship  \_\_\_\_\_ Other \_\_\_\_\_

YOUR BUSINESS POSITION Principal

**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  
 Diana Damazo  
 \_\_\_\_\_  
 Jan Chong  
 \_\_\_\_\_

**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 \_\_\_\_\_/\_\_\_\_\_/18 \_\_\_\_\_/\_\_\_\_\_/18  
 \$10,001 - \$100,000 \_\_\_\_\_/\_\_\_\_\_/18 \_\_\_\_\_/\_\_\_\_\_/18  
 \$100,001 - \$1,000,000 \_\_\_\_\_/\_\_\_\_\_/18 \_\_\_\_\_/\_\_\_\_\_/18  
 Over \$1,000,000 \_\_\_\_\_/\_\_\_\_\_/18 \_\_\_\_\_/\_\_\_\_\_/18  
 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: \_\_\_\_\_

**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 \_\_\_\_\_/\_\_\_\_\_/18 \_\_\_\_\_/\_\_\_\_\_/18  
 \$2,000 - \$10,000 \_\_\_\_\_/\_\_\_\_\_/18 \_\_\_\_\_/\_\_\_\_\_/18  
 \$10,001 - \$100,000 \_\_\_\_\_/\_\_\_\_\_/18 \_\_\_\_\_/\_\_\_\_\_/18  
 \$100,001 - \$1,000,000 \_\_\_\_\_/\_\_\_\_\_/18 \_\_\_\_\_/\_\_\_\_\_/18  
 Over \$1,000,000 \_\_\_\_\_/\_\_\_\_\_/18 \_\_\_\_\_/\_\_\_\_\_/18  
 ACQUIRED DISPOSED

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

**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

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 \_\_\_\_\_/\_\_\_\_\_/18 \_\_\_\_\_/\_\_\_\_\_/18  
 \$10,001 - \$100,000 \_\_\_\_\_/\_\_\_\_\_/18 \_\_\_\_\_/\_\_\_\_\_/18  
 \$100,001 - \$1,000,000 \_\_\_\_\_/\_\_\_\_\_/18 \_\_\_\_\_/\_\_\_\_\_/18  
 Over \$1,000,000 \_\_\_\_\_/\_\_\_\_\_/18 \_\_\_\_\_/\_\_\_\_\_/18  
 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



## SCHEDULE C

### Income, Loans, & Business Positions

(Other than Gifts and Travel Payments)

**CALIFORNIA FORM 700**  
 FAIR POLITICAL PRACTICES COMMISSION

Name  
 So, Lydia

**1. INCOME RECEIVED**

NAME OF SOURCE OF INCOME  
 California College of the Arts

ADDRESS (Business Address Acceptable)  
 1111 Eighth Street  
 SAN FRANCISCO, CA 94107

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 Honorarium \_\_\_\_\_ (Describe)

**1. INCOME RECEIVED**

NAME OF SOURCE OF INCOME  
 Smith Group JJR

ADDRESS (Business Address Acceptable)  
 301 Battery Street 7th Floor  
 San Francisco, CA 94111

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 a commercial lending institution, 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 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

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MEMORANDUM

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Date: August 16, 2019  
To: Members, Board of Supervisors  
From: Angela Calvillo, Clerk of the Board  
Subject: Mayoral Nominations

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On August 16, 2019, the Mayor submitted the following complete nomination packages to the Historic Preservation Commission, pursuant to Charter, Section 4.135:

- **Lydia So** - term ending December 31, 2022
- **Chris Foley** - term ending December 31, 2020

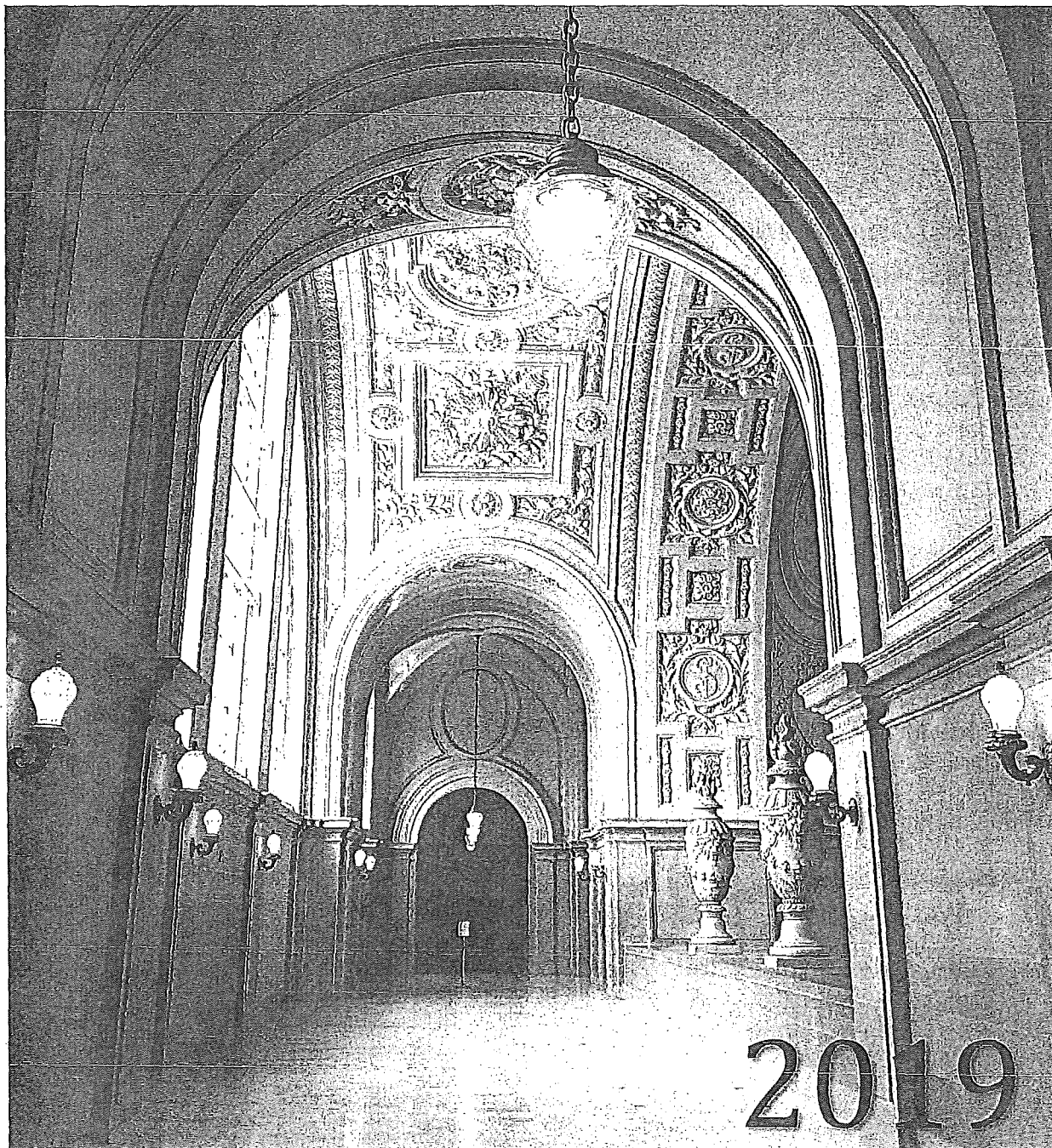
Historic Preservation Commission nominations are subject to approval by the Board of Supervisors (Board) and shall be the subject of a public hearing and vote within 60 days. If the Board fails to act on a nomination within 60 days from the date the nomination is transmitted to the Clerk of the Board, the nomination shall be deemed confirmed as provided by Charter, Section 4.135.

The Office of the Clerk of the Board will open a file for this nomination and a hearing will be scheduled before the Rules Committee.

(Attachments)

c: Alisa Somera - Legislative Deputy  
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# *GENDER ANALYSIS OF COMMISSIONS AND BOARDS*



City and County of San Francisco  
London N. Breed  
Mayor

Department on the Status of Women  
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Director



## Acknowledgements

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

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

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

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## Executive Summary

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

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

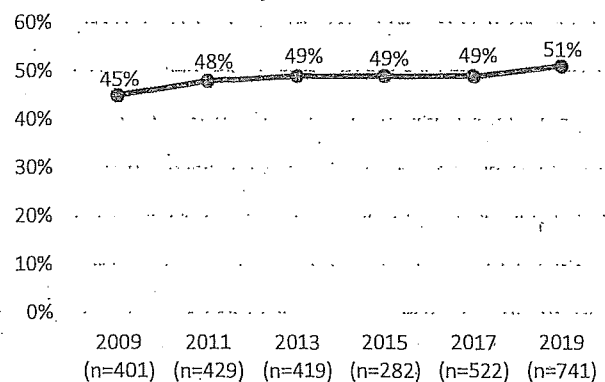
The *2019 Gender Analysis* evaluates the representation of women; people of color; lesbian, gay, bisexual, transgender, queer, and questioning (LGBTQ) individuals; people with disabilities; and veterans on San Francisco policy bodies.

### Key Findings

#### Gender

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

10-Year Comparison of Representation of Women on Policy Bodies



Source: SF DOSW Data Collection & Analysis.

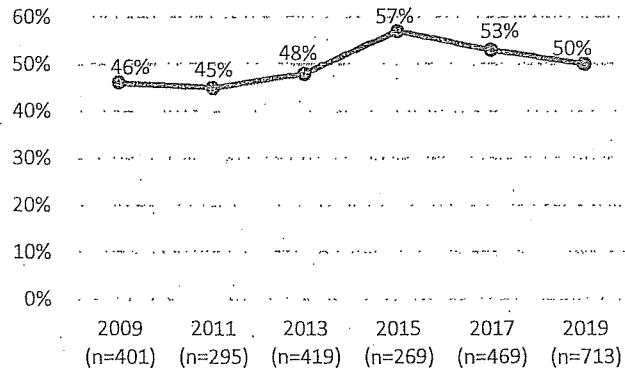
<sup>1</sup> "List of City Boards, Commissions, and Advisory Bodies Created by Charter, Ordinance, or Statute," Office of the City Attorney, <https://www.sfcityattorney.org/wp-content/uploads/2016/01/Commission-List-08252017.pdf>, (August 25, 2017).



### Race and Ethnicity

- People of color are underrepresented on policy bodies compared to the population. Although people of color comprise 62% of San Francisco's population, just 50% of appointees identify as a race other than white.
- While the overall representation of people of color has increased between 2009 and 2019, as the Department collected data on more appointees, the representation of people of color has decreased over the last few years. The percentage of appointees of color decreased from 53% in 2017 to 49% in 2019.

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



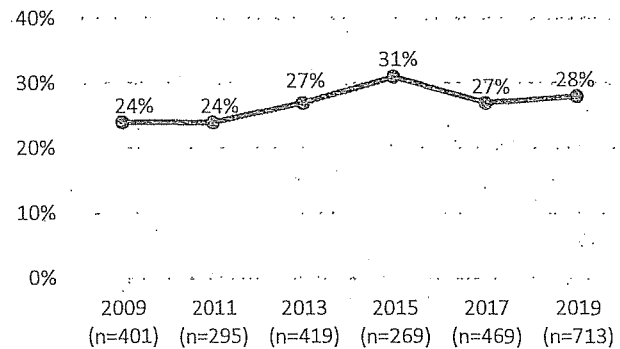
Source: SF DOSW Data Collection & Analysis.

- As found in previous reports, Latinx and Asian groups are underrepresented on San Francisco policy bodies compared to the population. Latinx individuals are 14% of the population but make up only 8% of appointees. Asian individuals are 31% of the population but make up only 18% of appointees.

### Race and Ethnicity by Gender

- On the whole, women of color are 32% of the San Francisco population, and 28% of appointees. Although still below parity, 28% is a slight increase compared to 2017, which showed 27% women of color appointees.
- Meanwhile, men of color are underrepresented at 21% of appointees compared to 31% of the San Francisco population.

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



Source: SF DOSW Data Collection & Analysis.

- Both White women and men are overrepresented on San Francisco policy bodies. White women are 23% of appointees compared to 17% of the San Francisco population. White men are 26% of appointees compared to 20% of the population.
- Black and African American women and men are well-represented on San Francisco policy bodies. Black women are 9% of appointees compared to 2.4% of the population, and Black men are 5% of appointees compared to 2.5% of the population.
- Latinx women are 7% of the San Francisco population but 3% of appointees, and Latinx men are 7% of the population but 5% of appointees.
- Asian women are 17% of the San Francisco population but 11% of appointees, and Asian men are 15% of the population but just 7% of appointees.

**Additional Demographics**

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

**Proxies for Influence: Budget & Authority**

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

**Appointing Authorities**

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

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

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

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

## I. Introduction

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

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

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

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

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<sup>2</sup> San Francisco Administrative Code Chapter 33.A.

[http://library.amlegal.com/nxt/gateway.dll/California/administrative/chapter33alocalimplementationoftheunited?f=templates\\$fn=default.htm\\$3.0\\$vid=amlegal:sanfrancisco\\_ca\\$anc=JD\\_Chapter33A](http://library.amlegal.com/nxt/gateway.dll/California/administrative/chapter33alocalimplementationoftheunited?f=templates$fn=default.htm$3.0$vid=amlegal:sanfrancisco_ca$anc=JD_Chapter33A).

## II. Gender Analysis Findings

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

Figure 1: Summary Data of Policy Body Demographics, 2019

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

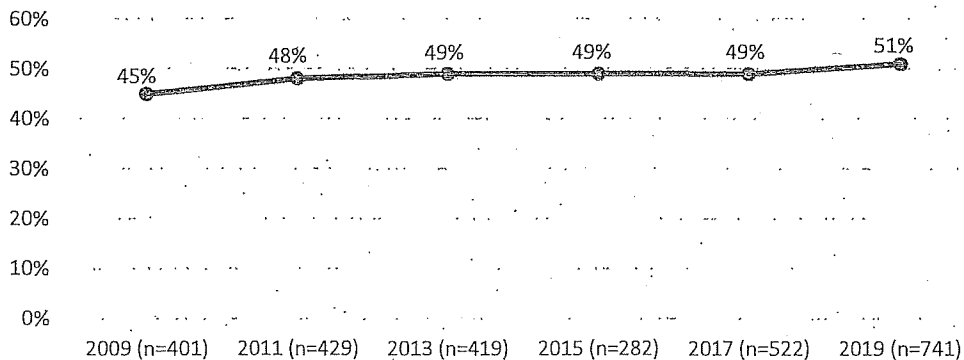
Source: SF DOSW Data Collection & Analysis.

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

### A. Gender

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

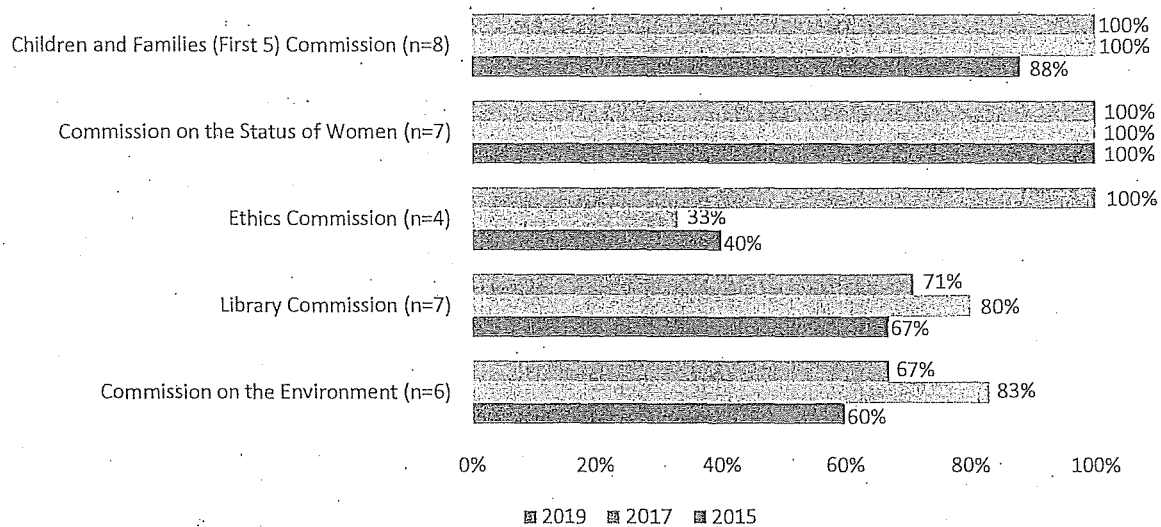
Figure 2: 10-Year Comparison of Representation of Women on Policy Bodies



Source: SF DOSW Data Collection & Analysis.

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

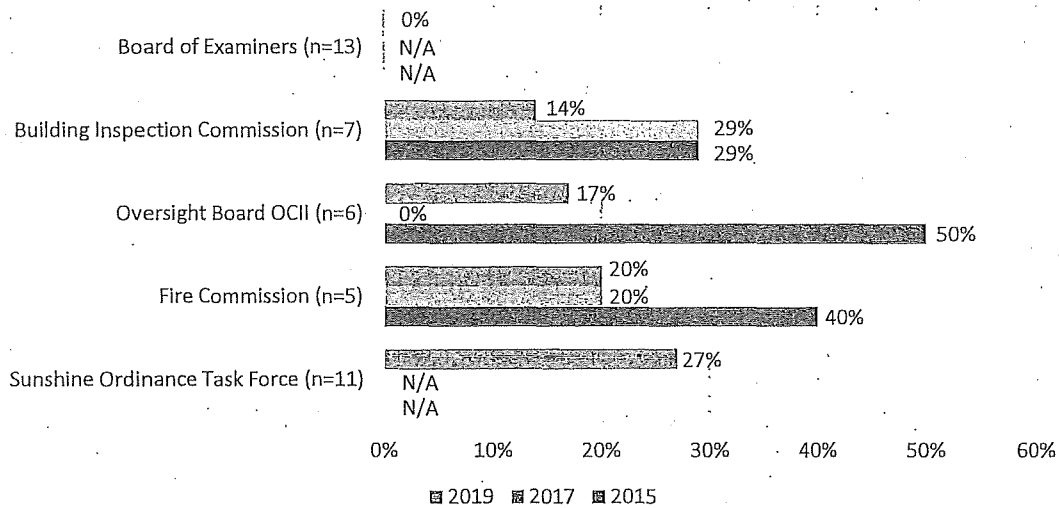
Figure 3: Commissions and Boards with Highest Percentages of Women, 2019 Compared to 2017, 2015



Source: SF DOSW Data Collection & Analysis.

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

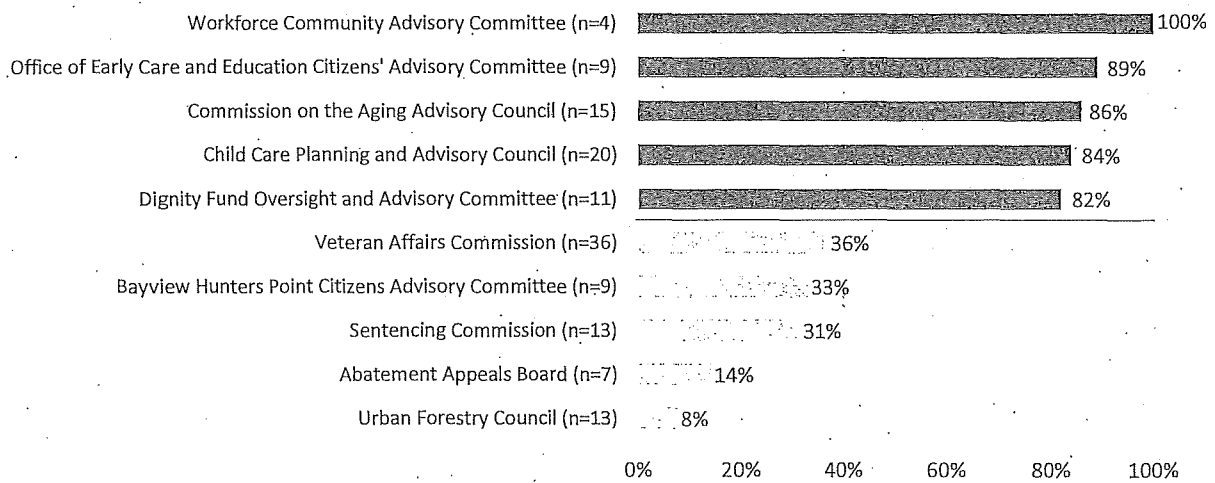
**Figure 4: Commissions and Boards with Lowest Percentage of Women, 2019 Compared to 2017, 2015**



Source: SF DOSW Data Collection & Analysis.

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

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

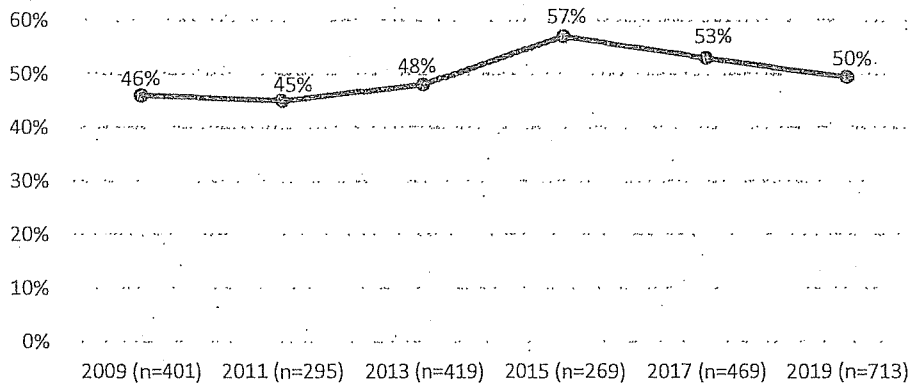


Source: SF DOSW Data Collection & Analysis.

## B. Race and Ethnicity

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

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



Source: SF DOSW Data Collection & Analysis.

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

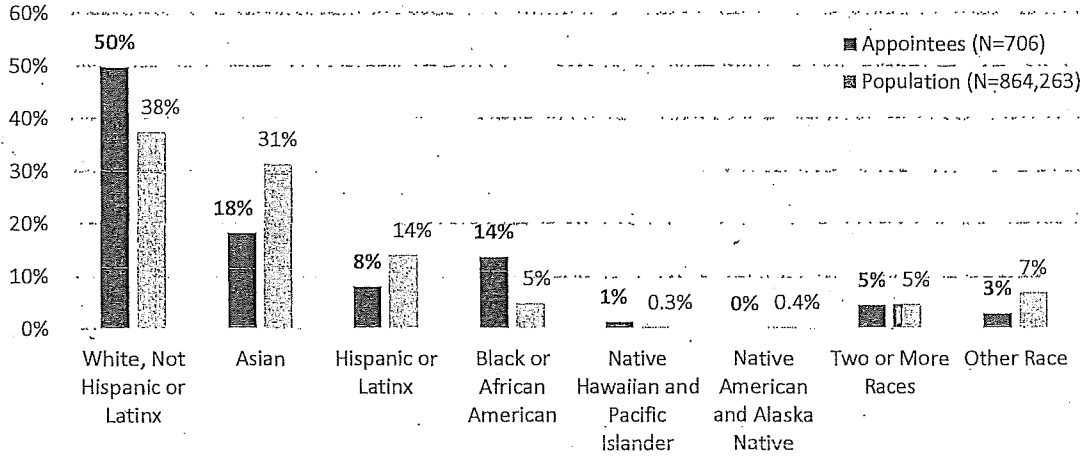
Considerably underrepresented racial and ethnic groups on San Francisco policy bodies compared to the San Francisco population are individuals who identify as Asian or Latinx. While Asians are 31% of the San Francisco population, they only make up 18% of appointees. While the Latinx population of San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

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

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

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

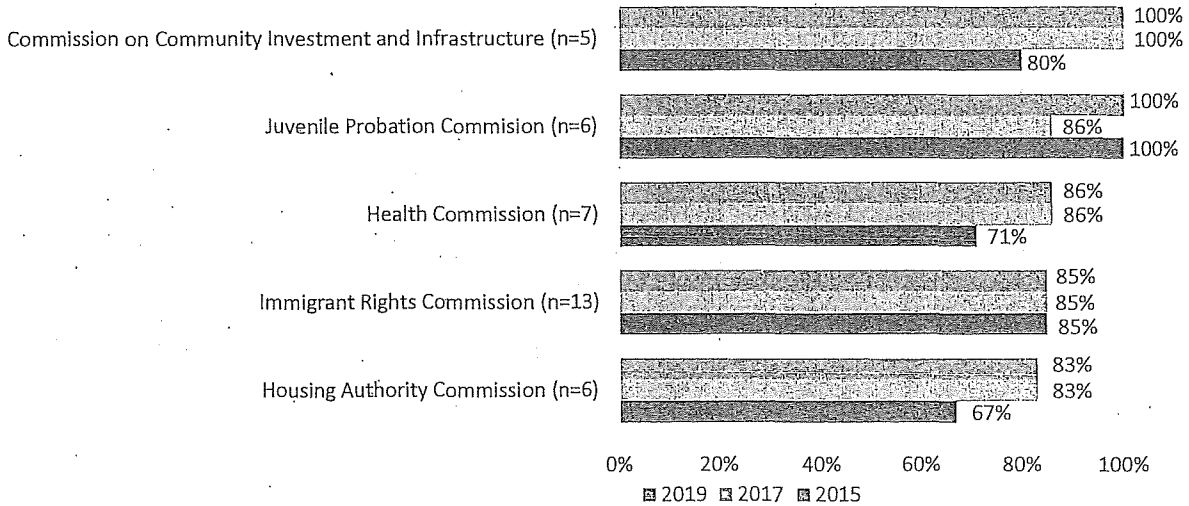
**Figure 7: Race and Ethnicity of Appointees Compared to San Francisco Population, 2019**



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

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

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

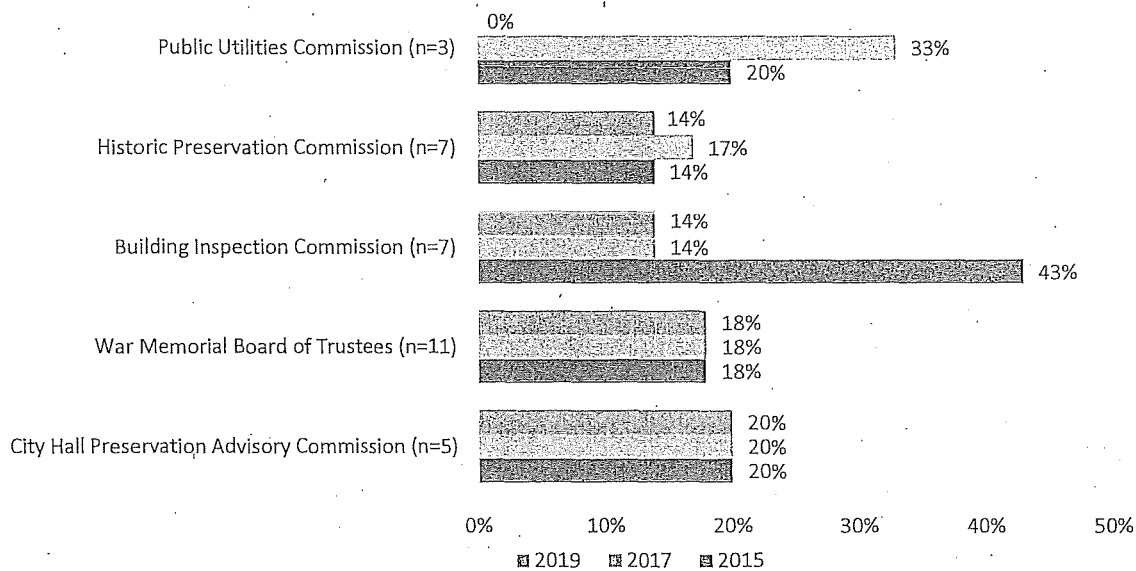


Source: SF DOSW Data Collection & Analysis.



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

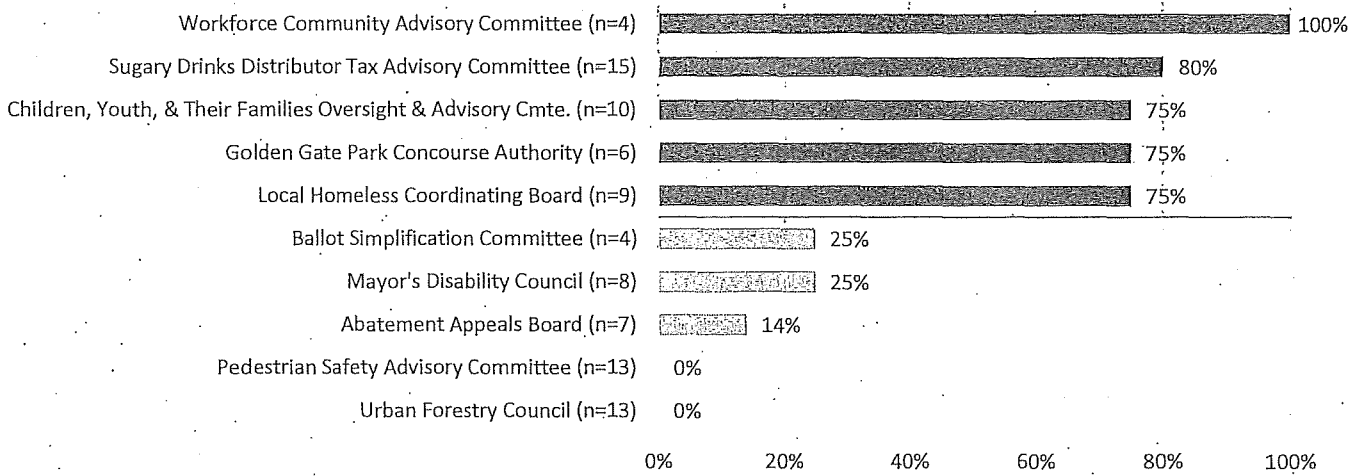
**Figure 9: Commissions and Boards with Lowest Percentage of People of Color, 2019 Compared to 2017, 2015**



Source: SF DOSW Data Collection & Analysis.

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

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

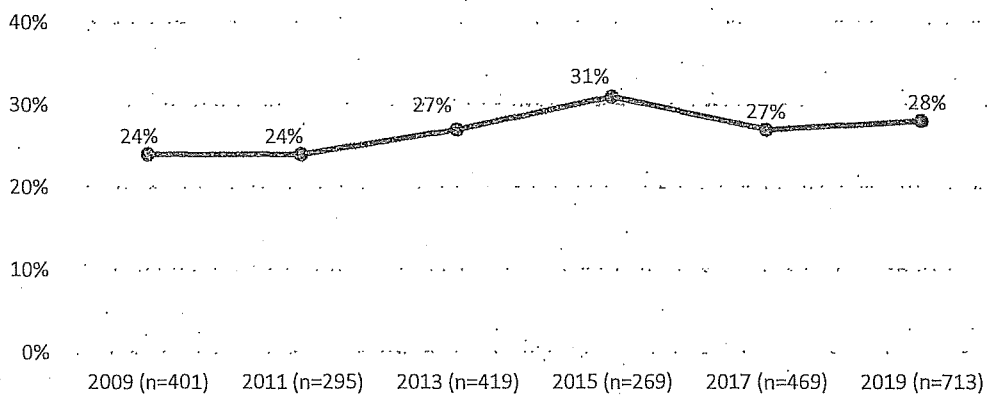


Source: SF DOSW Data Collection & Analysis.

**C. Race and Ethnicity by Gender**

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

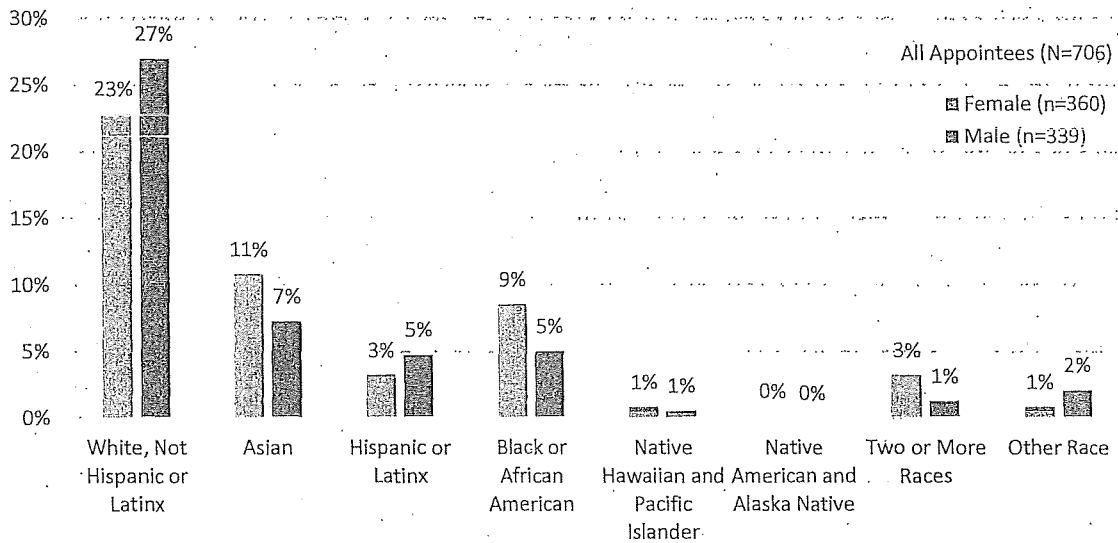
**Figure 11: 10-Year Comparison of Representation of Women of Color on Policy Bodies**



Source: SF DOSW Data Collection & Analysis.

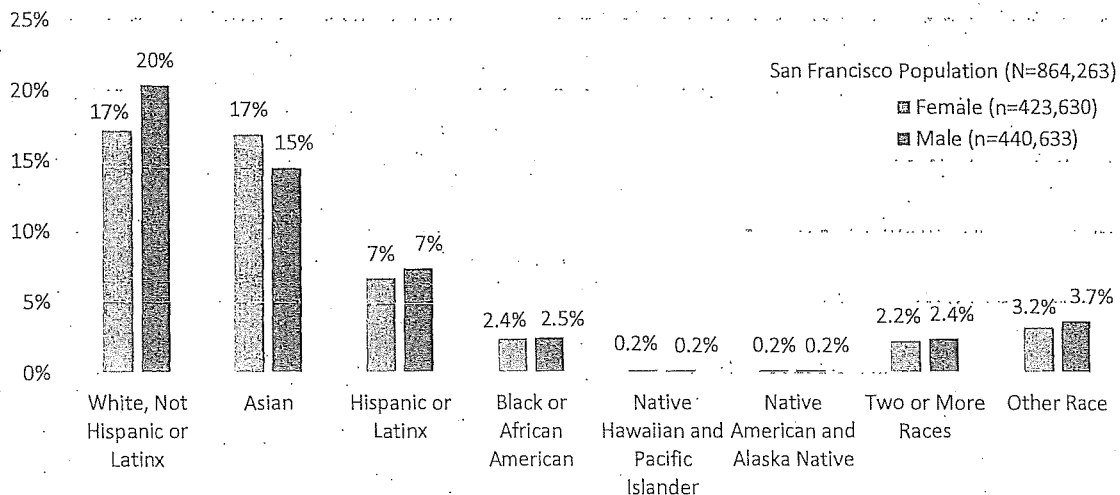
The following figures present the breakdown for appointees and the San Francisco population by race and ethnicity and gender. White men and women are overrepresented, holding 27% and 23% of appointments, respectively, compared to 20% and 17% of the population, respectively. Asian men and women are both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

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



Source: SF DOSW Data Collection & Analysis.

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



Source: 2017 American Community Survey 5-Year Estimates.

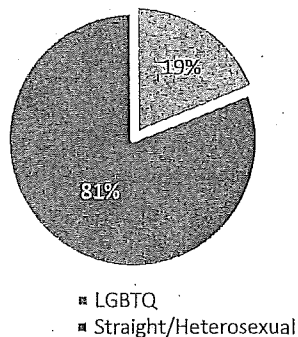
## D. LGBTQ Identity

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

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

Figure 14: LGBTQ Identity of Appointees, 2019

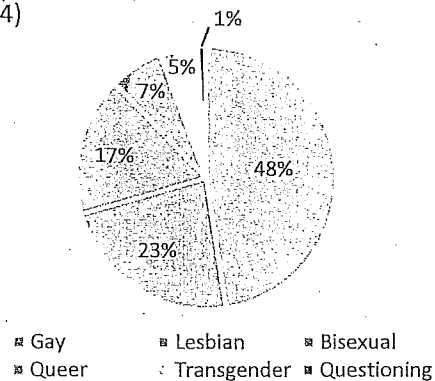
(N=548)



Source: SF DOSW Data Collection & Analysis.

Figure 15: LGBTQ Population of Appointees, 2019

(N=104)



Source: SF DOSW Data Collection & Analysis.

## E. Disability Status

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

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

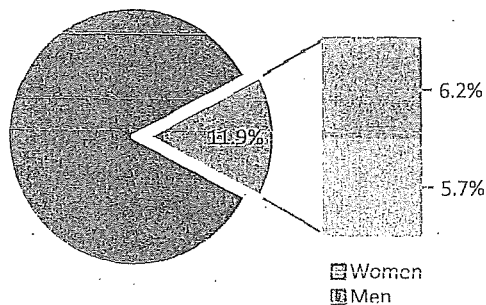
<sup>6</sup> Gary J. Gates and Frank Newport, "San Francisco Metro Area Ranks Highest in LGBT Percentage," *GALLUP* (March 20, 2015) [https://news.gallup.com/poll/182051/san-francisco-metro-area-ranks-highest-lgbt-percentage.aspx?utm\\_source=Social%20Issues&utm\\_medium=newsfeed&utm\\_campaign=tiles](https://news.gallup.com/poll/182051/san-francisco-metro-area-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

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

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

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

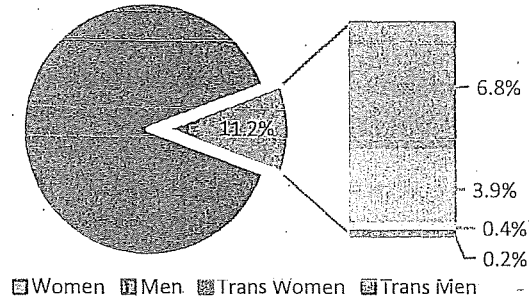
(N=744,243)



Source: 2017 American Community Survey 5-Year Estimates.

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

(N=516)



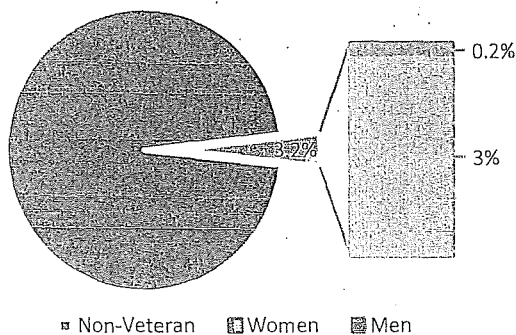
Source: SF DOSW Data Collection & Analysis.

## F. Veteran Status

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

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

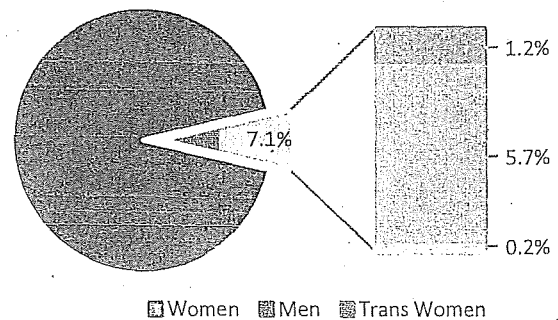
(N=747,896)



Source: 2017 American Community Survey 5-Year Estimates.

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

(N=494)



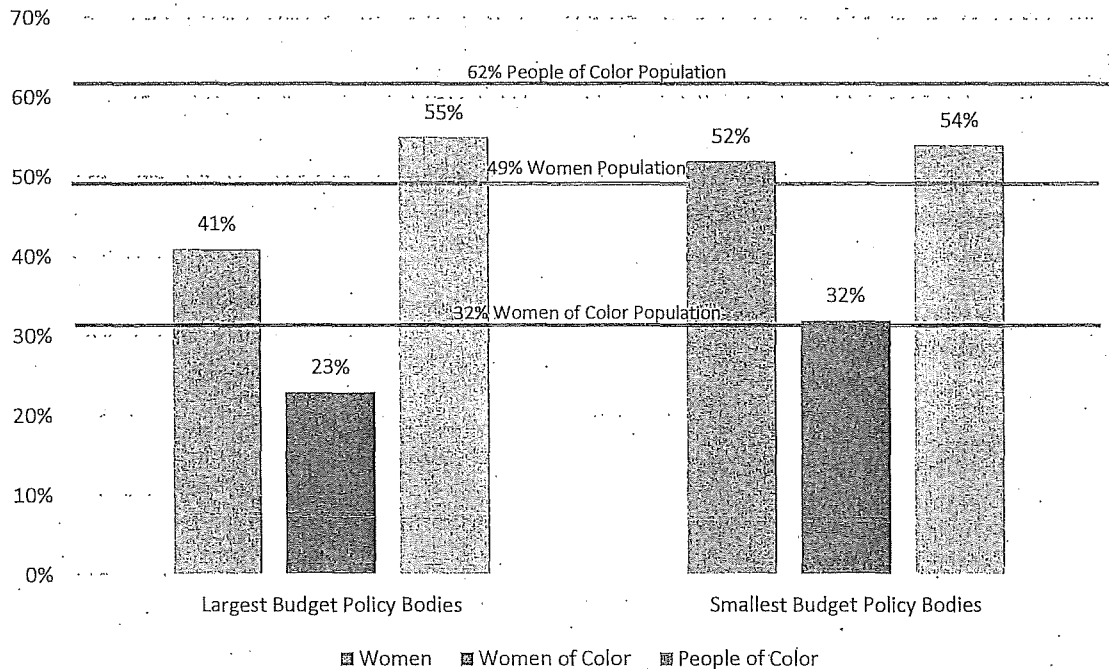
Source: SF DOSW Data Collection & Analysis.

## G. Policy Bodies by Budget

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

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

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



Source: SF DOSW Data Collection & Analysis.

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

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

Source: SF DOSW Data Collection & Analysis.

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

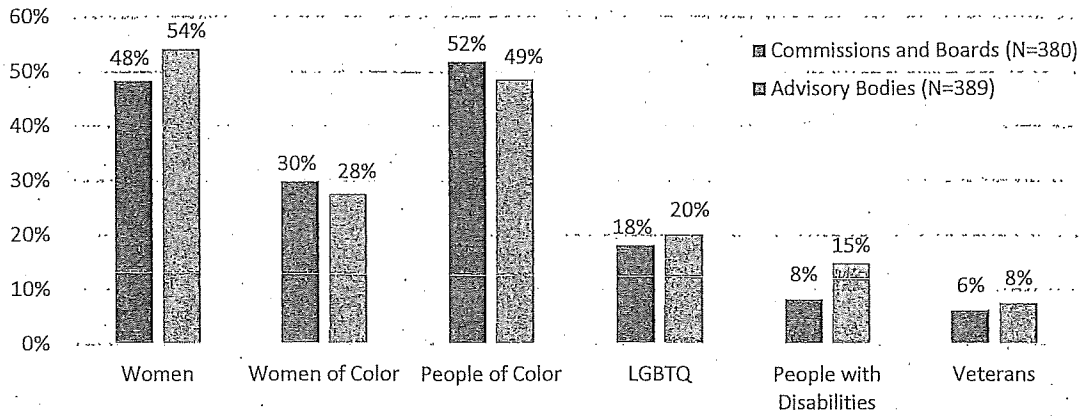
Body	FY18-19 Budget	Total Seats	Filled Seats	Women	Women of color	People of Color
Rent Board Commission	\$8,543,912	10	9	44%	11%	33%
Commission on the Status of Women	\$8,048,712	7	7	100%	71%	71%
Ethics Commission	\$6,458,045	5	4	100%	50%	50%
Human Rights Commission	\$4,299,600	12	10	50%	50%	70%
Small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

Source: SF DOSW Data Collection & Analysis.

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

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

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

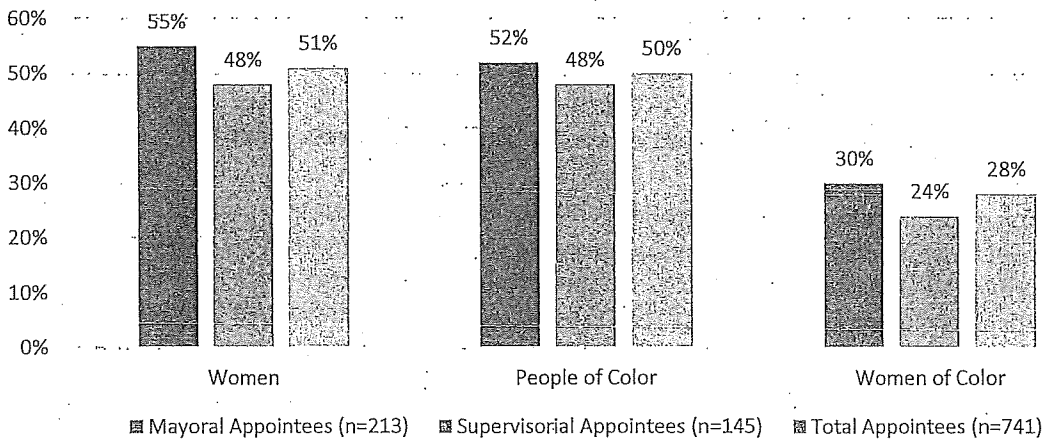


Source: SF DOSW Data Collection & Analysis.

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

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

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



Source: SF DOSW Data Collection & Analysis.



### III. Conclusion

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

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

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

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

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

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

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

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

## IV. Methodology and Limitations

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

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

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

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

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

## Appendix

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

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

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

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

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

Source: SF DOSW Data Collection & Analysis, 2019.

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

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

Source: 2017 American Community Survey 5-Year Estimates.

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

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

Source: 2017 American Community Survey 5-Year Estimates.

City and County of San Francisco  
Department on the Status of Women  
25 Van Ness Avenue, Suite 240  
San Francisco, California 94102  
[sfgov.org/dosw](http://sfgov.org/dosw)  
[dosw@sfgov.org](mailto:dosw@sfgov.org)  
415.252.2570

## Young, Victor (BOS)

---

**From:** Lydia <lydia@meetsolyd.com>  
**Sent:** Monday, September 9, 2019 9:49 AM  
**To:** Beinart, Amy (BOS)  
**Cc:** Karunaratne, Kanishka (MYR); Mar, Gordon (BOS); Quán, Daisy (BOS); Ronen, Hillary; Walton, Shamann (BOS); Wright, Edward (BOS); Young, Victor (BOS); angela.cavillo@sfgov.org; natalie.gee@sfbos.org  
**Subject:** Re: Letter of Recommendation for Lydia So, Historic Preservation Commission Appointment

Sorry about that. Please see attached letter of recommendation from Abby Schnair.

Best,  
Lydia



Recommendation from Abby.pdf

---

On Mon, Sep 9, 2019 at 9:26 AM Beinart, Amy (BOS) <amy.beinart@sfgov.org> wrote:

Thank you, Lydia. Did you mean to send this letter from Roberto, or another one from Abby?

>>>

Amy Beinart  
Legislative Aide to Supervisor Hillary Ronen  
415.554.7739

**From:** Lydia  
**Sent:** Monday, September 9, 12:45 AM  
**Subject:** Letter of Recommendation for Lydia So, Historic Preservation Commission Appointment  
**To:** Ronen, Hillary, Mar, Gordon (BOS), Walton, Shamann (BOS)  
**Cc:** Karunaratne, Kanishka (MYR), [angela.cavillo@sfgov.org](mailto:angela.cavillo@sfgov.org), Beinart, Amy (BOS), Wright, Edward (BOS), [natalie.gee@sfbos.org](mailto:natalie.gee@sfbos.org), Quán, Daisy (BOS)

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

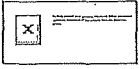
Dear Supervisor Ronen, Supervisor Mar and Supervisor Walton,

Enclosed please find a letter of recommendation from fellow Commissioner, Abby Schnair endorsing Lydia So's appointment to the Historic Preservation Commission.

Thank you,



Lydia So, AIA, LEED AP, on behalf of Abby Schnair



**Lydia So** AIA, LEED AP  
Architecture . Management . Design  
PRINCIPAL, FOUNDER

415.813.3633

[meetsolyd.com](http://meetsolyd.com)

Good morning, Chair Ronen and Members of the Committee.

My name is Lydia So and I am honored to be nominated to serve on the Historic Preservation Commission.

I moved to San Francisco from Portland, Oregon in 2000. My daughter and I have been living in the Mission for over 11 years. We enjoy one of the most vibrant, diverse and oldest neighborhoods in San Francisco, everyday we experience the rich history of this city and experience first-hand the dilemma between preservation and transformation.

As an immigrant from Hong Kong, I know what hard work means, Often it requires me as **an immigrant woman to work 500% harder just to demonstrate that I can do the job.** But this is a challenge that I accept and relish because I know that the future will be bright for my daughter and for my community.

I am nominated for Seat 2 of the HPC, which requires a licensed architect who meets the Secretary of the Interior's Professional Qualification Standards. These Standards require either 1 year of graduate study in architectural preservation, American architectural history, preservation planning, or a closely related field; **OR**, at least 1 year of full-time professional experience on historic preservation projects. I meet and exceed these standards. I have much more experience working on historic preservation projects, preparing plans and specifications on historic buildings.

I have worked as a licensed architect for 15 years in San Francisco and nearly 20 years total in architecture. In San Francisco, nearly every building you work on will require interaction with some aspect of the City's historic preservation standards and guidelines if not the Secretary of the Interior's standards. It is a requirement that, as an Architect, I think is invaluable because architecture is fundamentally about creating **spaces that enhance the cultural and social environment.** A city thrives when the built environment blends the old and the new.

I chose a career in architecture because it is one of the few professions that require a combination of creativity and analytics. It is a profession that demands broad knowledge of both social and hard sciences. My course work at the University of Oregon architectural school required that I master not only the technical aspects of design and engineering but also understand history, sociology and psychology. Architecture in my opinion, provides opportunity to create living breathing spaces which lifts the human spirit and enhances a **sense of community.**

I would like to share with the Committee some examples of the work I've done as an architect that demonstrates my experience and knowledge of the Secretary of the Interior's Standards.

In San Francisco, I was the staff architect on preserving and revitalizing the Historical Baker & Hamilton Building at 601 Townsend Street for over a year. It is on the National Register of Historic Places. I worked meticulously to study and restore this building in accordance to and interpreting the Secretary of the Interior's Standards for Macromedia, which is now Adobe Headquarters.

In the category of BUILDING FEATURES AND SYSTEMS standards: I studied the site context, building facades, canopies and roof signage from historical footages to identify and interpret the best approach to preserve the character defining features of the building. I worked out the details to re-build in-kind of the roof signage and its support system. Windows and canopies were restored and replaced with custom materials that imitate its original look. The loading dock canopies were restored as canopies for new outdoor seating area.

For BUILDING EXTERIOR & INTERIOR standards: Exterior bricks were restored and repainted to its original color and shape. The original timber frame structures and load-bearing masonry brick walls were seismically upgraded and their features are exposed in the interiors.

For REVERSIBILITY: I designed the new canopy and ramp at entrance with independent support system to minimize impacts to the historic building facade. And should these new addition need to be removed, the facade can be easily reversed back to its original look.

Designing all of these components required me to understand and interpret the Secretary of the Interior's Standards. Since I was not the principal of the firm or an attorney, I personally did not present in front of the HPC. It is the staff who prepares the research and materials and that work should not be discounted.

I also held a retail design management position at Apple. Before that, I was Senior Technical Architect Associate at Skidmore, Owings & Merrill, where I designed skyscrapers and landmarks. Through my job as an architect at Bohlin, Cywinski, Jackson where I was honored to be involved in the adaptive reuse of the first nine Apple Stores in urban sites. For almost every one of these stores, we had to consider the

impact of a new structure on the surrounding "historical" environment. I was the architect on the first Apple Store on Stockton Street, a project that involved a historic building as well as the Downtown Preservation District, I worked on the Apple Store in SoHo New York, located in a historic Post Office, and the Apple Store on Regent Street in London, the World's oldest retail shopping street. These projects all required me to apply the Secretary of Interior's Standards with regards to materiality and storefront window and facade patterns. In 2016 the New York Landmarks Conservancy presented its Chairman's Award to Apple for their work in adaptive reuse of these historic buildings. I am extremely proud of the work I did in making these historic buildings engaging to the public.

Most recently, as a parent of Presidio Knolls School, I serve on the Master Planning Committee and led the efforts to rehabilitate the rectory building. This building is a contributing structure to the historic landmark building next door, the St. Joseph's Church building. This work involved applying the Secretary of Interior's Standards to making decisions about retaining and replacing historic windows, rebuilding the historic cornice and creating a new entrance by interpreting the Standards.

I have worked on other projects with historical buildings throughout this country and in China. I understand that work outside the US might not include applying the Secretary of Interior Standards but I think this experience is important and provides context for the architectural historical work that happens in San Francisco.

As a Chinese American woman, I am so proud that the Chinese community has contributed so much to this city. Chinese helped build San Francisco and my community will continue to play an important role in its future. Fundamental to my culture is a respect for history and tradition while embracing change.

Three years ago I founded, SOLYD, an architectural design company. My work touches on historical site context and exterior treatments. Since I am familiar with the issues at hand, I offer design solutions that meet the requirements and with my client's approval, creatively adopt plans and designs that are appropriate. Thus far, my projects have not needed to apply for a certificate of appropriateness or any other exceptions from the HPC.

In 2017 I was appointed by our late Mayor Lee to serve on the Arts Commission. My duties are to review and approve the design of all public buildings, to allocate fiscal funding and serve as liaison to MOHCD. I appreciate and have in-depth understanding of the complexities involved to get a building built purposefully. I frequently review civic

projects and urban master planning with historical landmarks as it relates to the history of the artwork work and the architectural elements, including how to appropriately restore them so that they are resilient to natural hazards.

Through my work with the Arts Commission I have been working with local communities to create cultural heritage districts. I worked with TNDC and other projects to ensure that their work complies with the Transgender Cultural District. I worked with project sponsors to ensure that the designs of Eagle Plaza met multiple city departments requirements and was consistent with the LGBTQ Leather District. I led the multiple design review process for Harvey Milk Plaza's redesign with multiple stakeholders, including the City, the CBD and the residents as well ensuring compatibility with the significant and landmark buildings at the Plaza.

This work may not be about architecture and buildings but it is critical to ensuring that the cultural heritage of San Francisco's communities are recognized going forward. The Cultural Heritage District work is incredibly important to me and another way in which I have found to make historic buildings and neighborhoods reflect the communities that live in and around them.

Through my work in San Francisco, as an architect and a Commissioner, I have found my calling to serve our beloved city and represent the women and minority voices that are often excluded in arts, architecture and preservation. When you are trained as a technical architect, as I am, you are trained to work in applying your skills to any and all technical guidelines, including historic preservation and the Secretary of Interior's Standards. I hope that I have demonstrated not only my technical qualifications but that I will bring compassion, advocacy and community representation to the Historic Preservation Commission.

Thank you for your time. I would be honored to serve on the HPC and give back to this city I love, I humbly ask for your support of my nomination.



Architecture/Planning/Interiors

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Tel: 415/863-8881 Fax: 415/863-8879 www.garygee.com

September 9, 2019

Supervisor Hilary Roden, Chair  
Rules Committee  
Board of Supervisors  
City & County of San Francisco  
1 Dr. Carlton B. Goodlet Place  
San Francisco, CA 94102

**RE: Endorsement of Lydia So for her appointment to the SF Historic Commission**

Dear Supervisor Roden:

**This letter is to express my support of the nomination by Mayor Breed for Lydia So to the San Francisco Historic Commission.** Ms. So has served on the board and as the Vice President for the Asian American Architects and Engineers (AAAE). This non-profit organization serves the architectural and engineering (A/E) community creating public procurement opportunities and professional development. She has been a leader at AAAE in developing procurement policies which are presented to various public agencies for future procurement goals and policies. Her valuable contribution has been priceless to our AAAE organization and the A/E community.

As a fellow AAAE board member and practicing architect, I have observed the volunteer commitment and passion Lydia brings to any architectural or community based project. She has the ability to think analytically and critically when researching and listening to various ideas and positions. This skill allows her to identify abstract concepts and community concerns to develop a solution or decision which considers all the valuable and urgent parameters. Recently, she was key in assembling and organizing key note speakers at our annual AAAE dinner for 300 plus attendees.

Lydia also serves on the City of San Francisco Arts Commission and the Presidio Knoll School Master Planning Advisory Committee. These volunteer positions continue to reveal her commitment and passion for volunteer service towards non-profit community based organizations.

I recommend the Rules Committee for the Board of Supervisors approve her nomination to the City of San Francisco Historic Commission.

Very truly yours,

Gary Gee, AIA

September 8, 2019

To: Members of the San Francisco Board of Supervisors Rules Committee  
Re: Endorsement of Commissioner Lydia So to Historic Preservation Commission

Dear Chair Ronen, Supervisor Mar and Supervisor Walton,

As President of the San Francisco Arts Commission (SFAC), it is an honor to submit a letter of recommendation for Commissioner Lydia So's consideration to serve on the Historic Preservation Commission (HPC). Since first appointed to the SFAC in 2016, Commissioner So has been an invaluable member of our commission working diligently to champion the arts as essential to daily life, especially in our work to enliven the urban environment.

I have no doubt that Commissioner So would have a tremendous impact in advancing the work of the HPC given her values, commitment and drive. During her tenure on the SFAC, Commissioner So has:

- Served as a member of our Civic Design Review Committee that ensures that civic architecture is at the forefront of design and sustainability. While on the committee, Commissioner So has worked tirelessly alongside her colleagues to conduct a three-phase review process of all new and renovated public construction projects. Leveraging her professional expertise as a licensed architect, Commissioner So has offered creative solutions to complex problems striving to balance and support multiple needs including sustainable design, community input and respect for the cultural context of each project. Commissioner So has also served as the SFAC's liaison to the Mayor's Office of Housing and Community Development working alongside our staff and community leaders to streamline the process of bringing more affordable housing to underserved and formerly homeless community members.
- Served on our Community Investments Committee that supports San Francisco artists, arts organizations and historically underserved communities through grantmaking. While on this committee, Commissioner So has advocated for the needs of artists and arts organizations representing San Francisco's most marginalized communities. She has made herself accessible to various city-owned cultural centers touring them to better understand how to improve investments and make recommendations based on the unique needs of each neighborhood and community. Commissioner So has also worked to support the art vendor program which certifies artists to sell their work in designated spaces in the city's most visited areas and that adjudicates disputes and violations of policies when they arise.
- Served on our Nominating Committee to elect our commission's leadership. Commissioner So has worked hard to understand and plan for the governance needs of our policy making body, and has worked collaboratively to obtain input from her colleagues prior to making her recommendations to the Commission as a whole.

I have been so impressed by Commissioner So's ability to build strong relationships across our commission. It is through her effective partnership-building that she is able to be such a strong leader. She is fair, respectful, diplomatic and an effective communicator with multiple stakeholders.



September 8, 2019

Rules Committee:

Supervisor Hilary Ronen, Chair

Supervisor Shamann Walton, Vice Chair

Supervisor Gordon Mar, Member

**Re: Recommendation in Support of Nomination of Lydia So as Commissioner for the Historic Preservation Commission (HPC)**

Dear Supervisors Ronen, Supervisor Walton, and Supervisor Mar,

I am writing to share my recommendation and support for the nomination of Lydia So for the Commissioner (architect seat) on the San Francisco Historic Preservation Commission (HPC).

Lydia So is a California licensed architect with over 18 years of architecture practice. Lydia understands the critical and often sensitive role that an architect on design projects, especially for historic structures. This was well demonstrated in her projects that involved historic buildings on Regent Street in London, in the Soho in New York City, and the Baker Hamilton Building in San Francisco.

I am the President of the Board of Asian American Architects and Engineers (AAAE), and practicing California licensed Structural Engineer. I have worked alongside Lydia So for the past two years while she served as the Vice President and fellow Board member of the Asian American Architects and Engineers (AAAE). Lydia has shown a strong commitment to the local community through her work with AAAE, which involves outreach and business networking events that target LBE and SBE participation.

Lydia also had a significant contribution in coordinating the participation of the speakers at last year's AAAE annual gala event featuring our keynote speakers from local agencies SFO, SFPUC, SF Office of Resiliency, and Port of San Francisco, to discuss the topic of Resilience for San Francisco.

I feel strongly that Lydia So has the appropriate level of qualifications, the demonstrated care for historic structures, and commitment to our local community to serve as a Commissioner on the Historic Preservation Commission.

Best regards,

Ben Au, S.E.  
President of AAAE



Sept 4, 2019

Supervisors of the Rules Committee  
Historic Preservation Commission  
City of San Francisco

Re: Lydia So Recommendation for Historic Preservation Commission

Dear Supervisors,

I have known Lydia So for the last 3.5 years as she has served on the Arts Commission where I have served as a commissioner for the last 6 years. Lydia and I both sit on the Civic Design Review so I have been working closely with her since she started on the Arts Commission. She is a very experienced and qualified Architect who is dedicated to the quality of life and environment in our City. I have found her to be very thorough and diplomatic at all times. She listens very carefully and asks strong meaningful questions during our meetings. She has a very respectful approach which allows her to make sure that her questions are fully answered and not deterred. She has been the Arts Commission representative to MOHCD, working diplomatically with that Dept. Lydia works hard to ensure that all voices have been heard before decisions are made. I know well the technical training and experience that she had at Skidmore, Owings & Merrill (SOM). When she was first appointed to the Arts Commission, I asked the Partners at SOM about her, and they all had glowing recommendations.

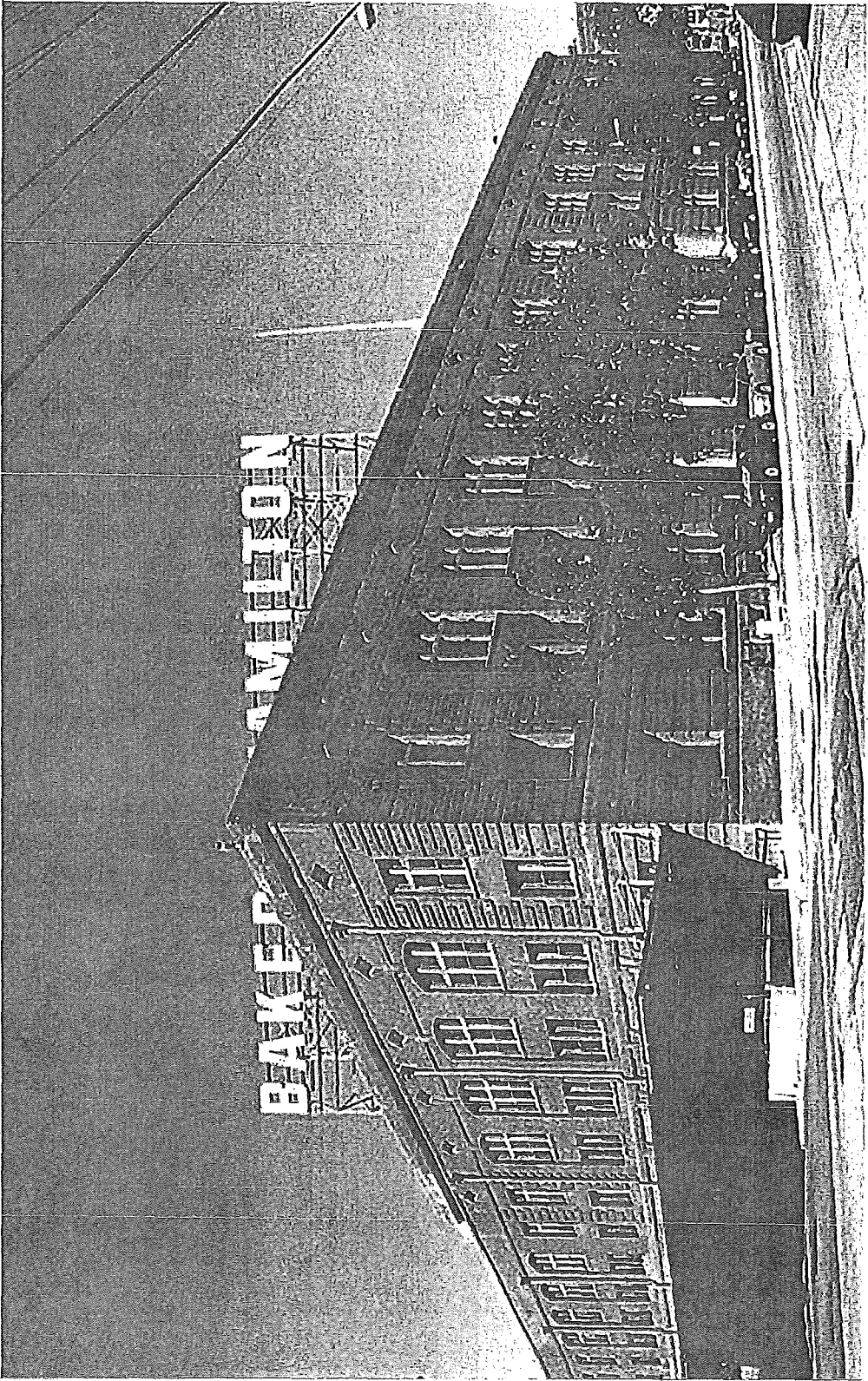
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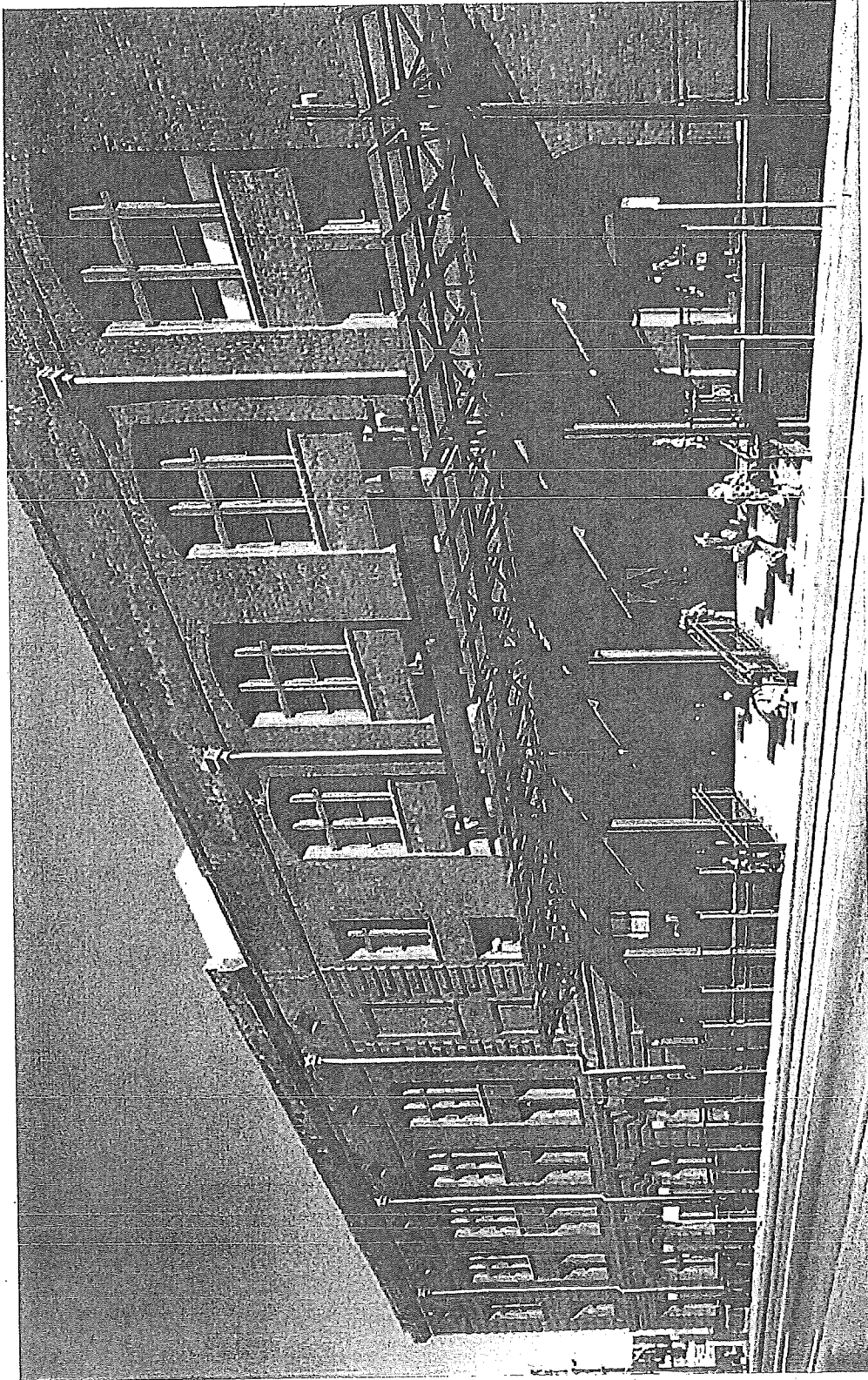
Yours truly,



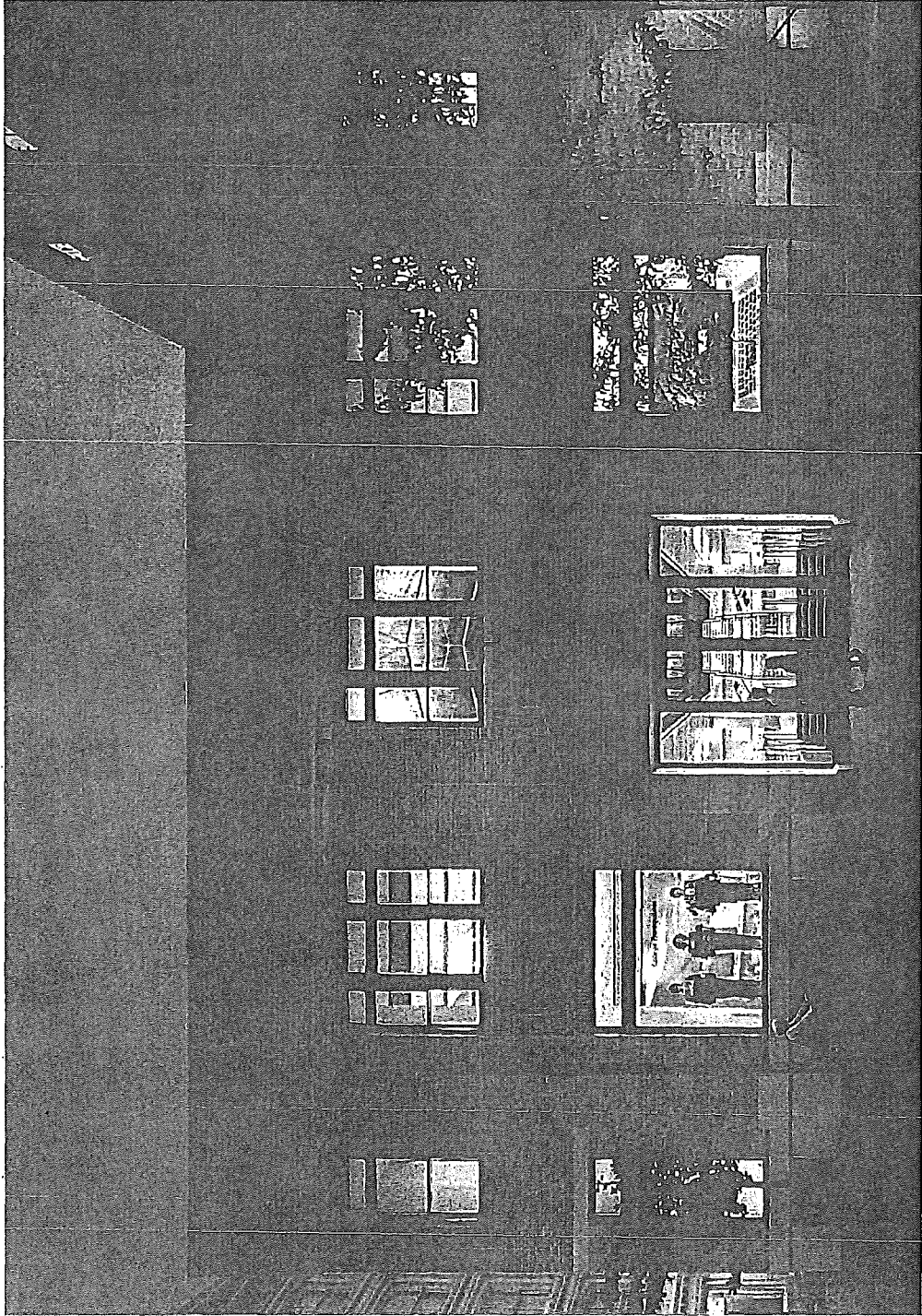
Abby Sadin Schnair

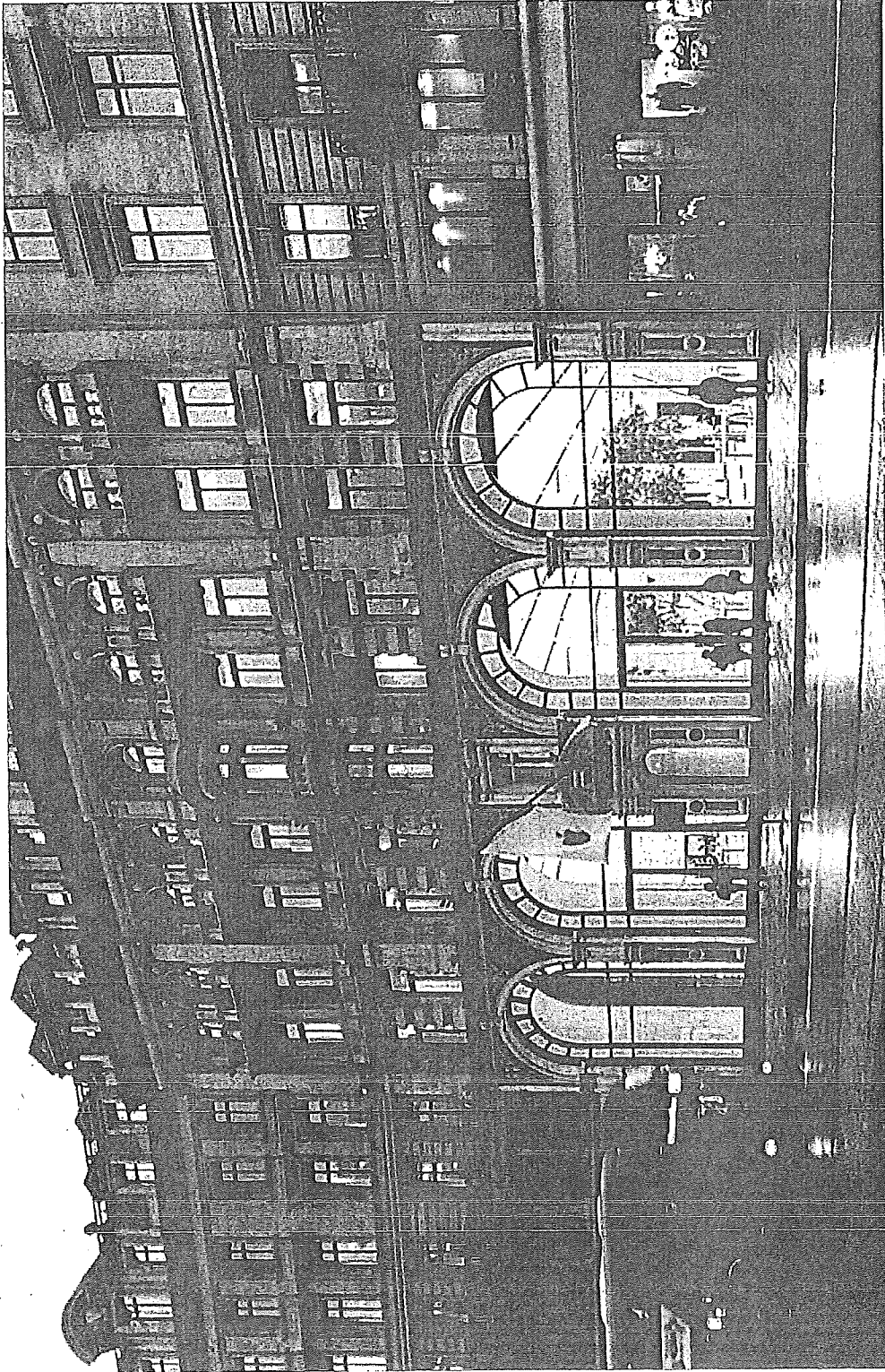
Cc: Supervisor Hillary Ronen, Rules Committee Chair  
Supervisor Gordon Mar  
Supervisor Shamann Walton  
Angela Calvillo, Clerk of the Board  
Kanishka Cheng, Mayors Director of Commission Affairs  
Amy Beinart, Legislative Aid to Supervisor Ronen



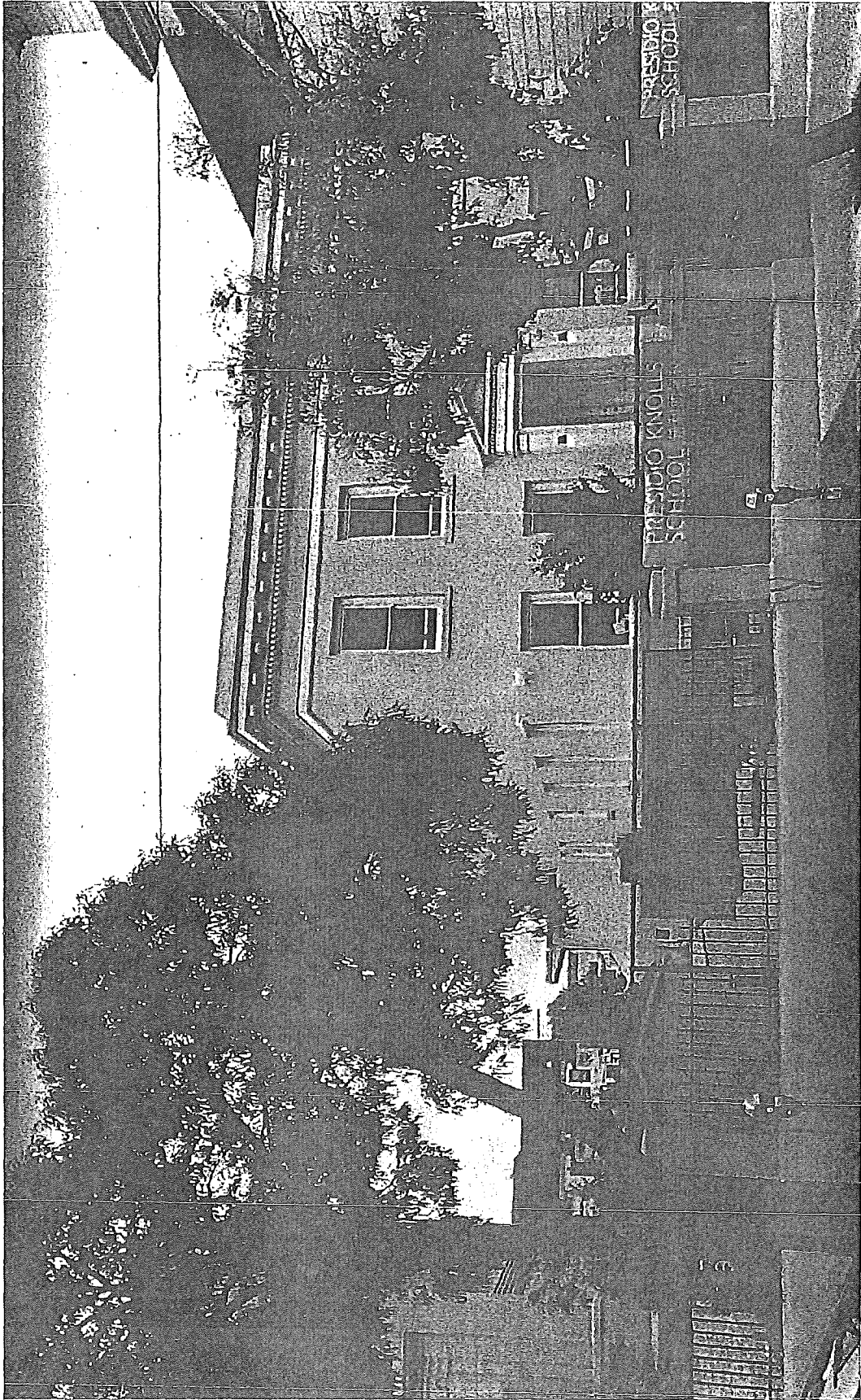


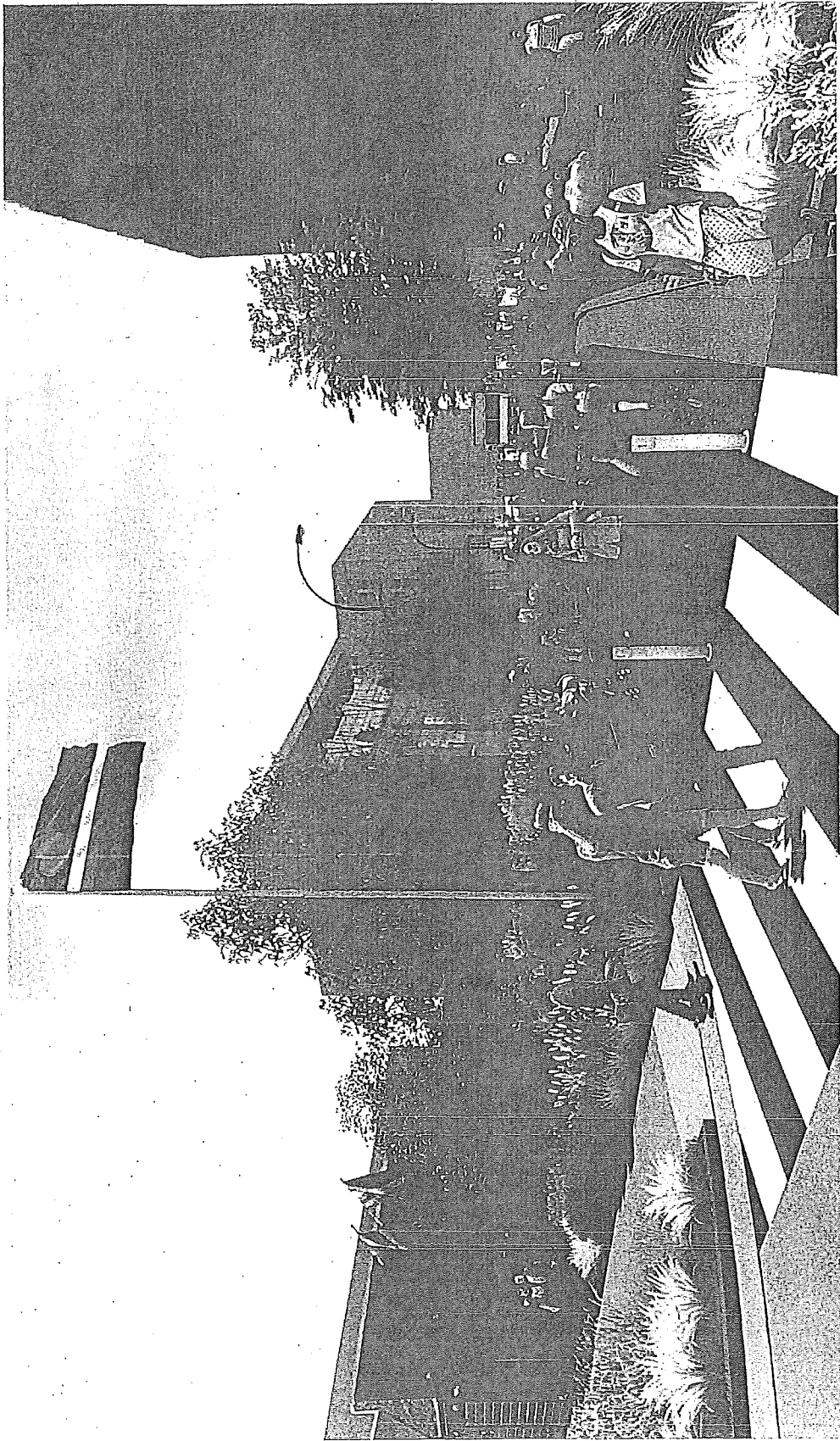


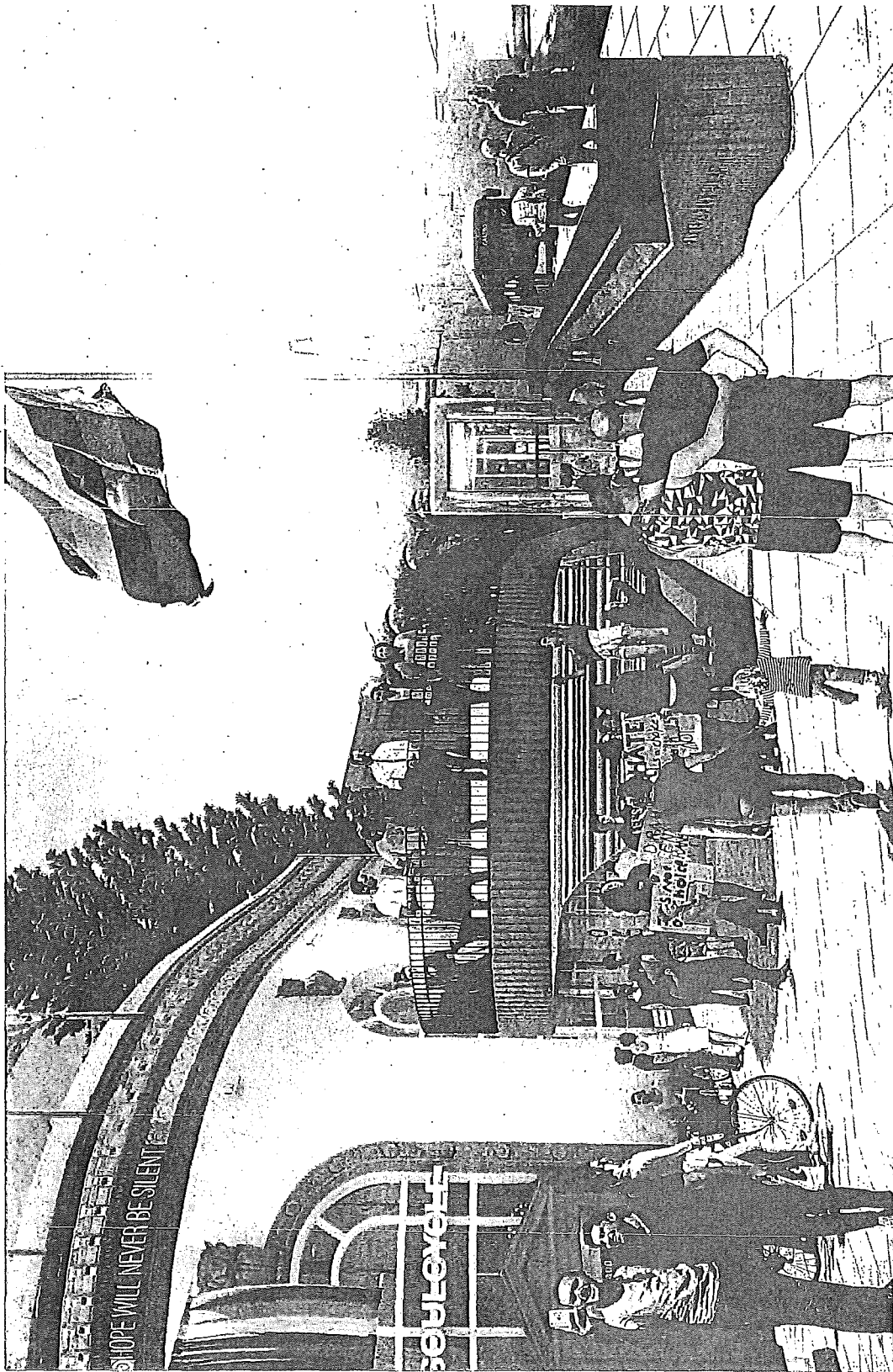












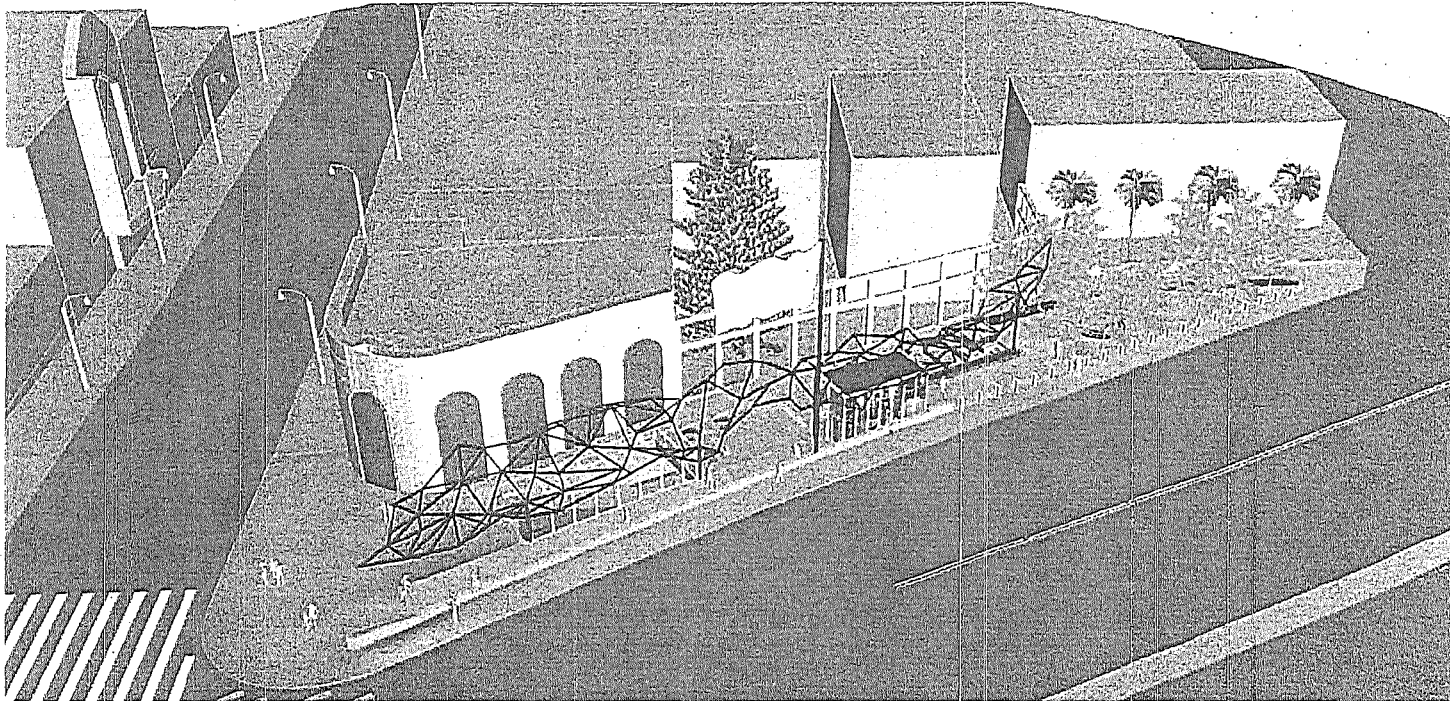
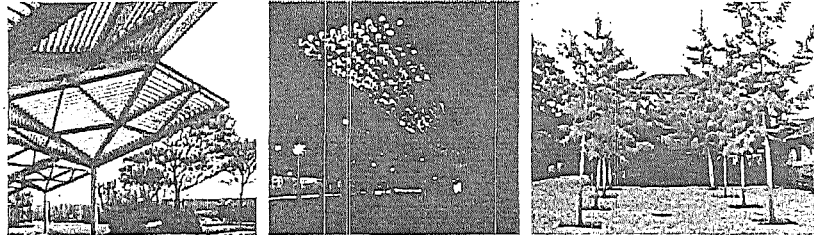


# Concept Redesign

## Freeform Canopy Framework

*Aerial View*

- Light, steel canopy framework
- Canopy framework supports commissioned art
- Minimal vertical structure
- Independent glass protection for escalator
- Security gate at stair entry to Castro Station (top & bottom)
- Simplified ground plane



September 8, 2019

To: Members of the San Francisco Board of Supervisors Rules Committee  
Re: Endorsement of Commissioner Lydia So to Historic Preservation Commission

Dear Chair Ronen, Supervisor Mar and Supervisor Walton,

As President of the San Francisco Arts Commission (SFAC), it is an honor to submit a letter of recommendation for Commissioner Lydia So's consideration to serve on the Historic Preservation Commission (HPC). Since first appointed to the SFAC in 2016, Commissioner So has been an invaluable member of our commission working diligently to champion the arts as essential to daily life, especially in our work to enliven the urban environment.

I have no doubt that Commissioner So would have a tremendous impact in advancing the work of the HPC given her values, commitment and drive. During her tenure on the SFAC, Commissioner So has:

- Served as a member of our Civic Design Review Committee that ensures that civic architecture is at the forefront of design and sustainability. While on the committee, Commissioner So has worked tirelessly alongside her colleagues to conduct a three-phase review process of all new and renovated public construction projects. Leveraging her professional expertise as a licensed architect, Commissioner So has offered creative solutions to complex problems striving to balance and support multiple needs including sustainable design, community input and respect for the cultural context of each project. Commissioner So has also served as the SFAC's liaison to the Mayor's Office of Housing and Community Development working alongside our staff and community leaders to streamline the process of bringing more affordable housing to underserved and formerly homeless community members.
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I have been so impressed by Commissioner So's ability to build strong relationships across our commission. It is through her effective partnership-building that she is able to be such a strong leader. She is fair, respectful, diplomatic and an effective communicator with multiple stakeholders.

She is able to bridge ideas and solutions among a wide array of individuals including engineers, lawyers, planners, community leaders and contractors.

Commissioner So also demonstrates a deep commitment to racial equity, working alongside her colleagues, our staff, Director and myself to ensure that we were the first city department to adopt a racial equity statement and plan. Commissioner So also has also worked to make sure that women architects and engineers of various projects have a "seat at the table" to ensure that their voices and perspectives are taken into account in planning and problem solving.

Finally, Commissioner So's vast experience in reviewing infrastructure in Cultural Districts and Cultural Heritage Districts will be of great value as she works with her colleagues on the HPC to address complex design issues and to carry out historic preservation goals, policies and programs.

Although we would be incredibly sad to lose Commissioner So's service to the SFAC, I know that it will be a significant gain both to the City and County of San Francisco and the HPC to have Commissioner So serve in this new capacity. We look forward to working with her in this new role alongside her colleagues should her appointment be approved.

With much respect, I urge you to approve Mayor London Breed's nomination for appointment of Commissioner Lydia So to the Historic Preservation Commission.

With much appreciation for your consideration,

Roberto Ordeñana  
President  
San Francisco Arts Commission



September 8, 2019

Rules Committee:

Supervisor Hilary Ronen, Chair

Supervisor Shamann Walton, Vice Chair

Supervisor Gordon Mar, Member

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Best regards,

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President of AAAE

Sept 4, 2019

Supervisors of the Rules Committee  
Historic Preservation Commission  
City of San Francisco

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Yours truly,

Abby Sadin Schnair

Cc: Supervisor Hillary Ronen, Rules Committee Chair  
Supervisor Gordon Mar  
Supervisor Shamann Walton  
Angela Calvillo, Clerk of the Board  
Kanishka Cheng, Mayors Director of Commission Affairs  
Amy Beinart, Legislative Aid to Supervisor Ronen

## Young, Victor (BOS)


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**From:** Somera, Alisa (BOS)  
**Sent:** Monday, September 9, 2019 10:39 AM  
**To:** Young, Victor (BOS)  
**Cc:** Calvillo, Angela (BOS)  
**Subject:** FW: Support for Lydia So

Victor... For 190864

*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)

 Click [HERE](#) to complete a Board of Supervisors Customer Service Satisfaction form.

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**From:** Sarah White <[swhite@tndc.org](mailto:swhite@tndc.org)>  
**Sent:** Monday, September 9, 2019 10:11 AM  
**To:** Calvillo, Angela (BOS) <[angela.calvillo@sfgov.org](mailto:angela.calvillo@sfgov.org)>  
**Cc:** [lydia@meetsolyd.com](mailto:lydia@meetsolyd.com)  
**Subject:** Support for Lydia So

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

Dear Clerk Calvillio:

Hello, my name is Sarah White, I am Associate Director of Hosing Development with TNDC, and I am writing to support Lydia So's nomination to the Historic Preservation Commission. I've come to know Lydia through her work with the Arts Commission, and I most recently worked with her on an architect

selection process for a property we are developing in the Compton's Transgender Cultural District. In my interactions with Lydia, I've always been impressed with her technical skill in reviewing the proposals before her, but what has really stood out to me is her leadership skills- she is diplomatic, thoughtful, and I know she will listen to perspectives of all parties involved, balance competing interests, and build consensus around policies that will best serve San Francisco.

Lydia is committed to the city's goals to protect our heritage while ensuring that preservation is used as a tool to promote growth, revitalization, and the appreciation of our diverse neighborhoods. I think her knowledge and experience will meaningfully enhance this commission and I encourage you to approve her appointment.

Thank you,  
Sarah White

Sent from my iPhone

September 8, 2019

To: Members of the San Francisco Board of Supervisors Rules Committee

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With much respect, I urge you to approve Mayor London Breed's nomination for appointment of Commissioner Lydia So to the Historic Preservation Commission.

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September 8, 2019

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I am writing to share my recommendation and support for the nomination of Lydia So for the Commissioner (architect seat) on the San Francisco Historic Preservation Commission (HPC).

Lydia So is a California licensed architect with over 18 years of architecture practice. Lydia understands the critical and often sensitive role that an architect on design projects, especially for historic structures. This was well demonstrated in her projects that involved historic buildings on Regent Street in London, in the Soho in New York City, and the Baker Hamilton Building in San Francisco.

I am the President of the Board of Asian American Architects and Engineers (AAAE), and practicing California licensed Structural Engineer. I have worked alongside Lydia So for the past two years while she served as the Vice President and fellow Board member of the Asian American Architects and Engineers (AAAE). Lydia has shown a strong commitment to the local community through her work with AAAE, which involves outreach and business networking events that target LBE and SBE participation.

Lydia also had a significant contribution in coordinating the participation of the speakers at last year's AAAE annual gala event featuring our keynote speakers from local agencies SFO, SFPUC, SF Office of Resiliency, and Port of San Francisco, to discuss the topic of Resilience for San Francisco.

I feel strongly that Lydia So has the appropriate level of qualifications, the demonstrated care for historic structures, and commitment to our local community to serve as a Commissioner on the Historic Preservation Commission.

Best regards,

Ben Au, S.E.  
President of AAAE