

File No. 200393

Committee Item No. 2

Board Item No. \_\_\_\_\_

# COMMITTEE/BOARD OF SUPERVISORS

## AGENDA PACKET CONTENTS LIST

Committee: Rules Committee

Date June 1, 2020

Board of Supervisors Meeting

Date \_\_\_\_\_

### Cmte Board

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

### OTHER (Use back side if additional space is needed)

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Completed by: Victor Young Date May 28, 2020

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

1 [Mayoral Appointment, Police Commission - Nancy Tung]

2

3 **Motion approving/rejecting the Mayor’s nomination for the appointment of Nancy Tung**  
4 **to the Police Commission, for a term ending April 30, 2024.**

5

6 WHEREAS, Pursuant to Charter, Section 4.109, Mayor Breed has submitted a  
7 communication notifying the Board of Supervisors of the nomination for appointment of Nancy  
8 Tung to the Police Commission, received by the Clerk of the Board on April 16, 2020; and

9

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

14

15 MOVED, That the Board of Supervisors hereby approves/rejects the Mayor’s  
16 nomination for the appointment of Nancy Tung to the Police Commission, Seat No. 5, for the  
17 unexpired portion of a four-year term ending April 30, 2024.

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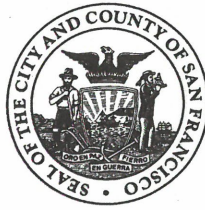
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## Notice of Nomination of Appointment

April 16, 2020

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 § 4.109, of the City and County of San Francisco, I make the following nomination:

**Nancy Tung**, for appointment to the San Francisco Police Commission replacing Robert Hirsch for a four year term ending April 30, 2024.

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

Thank you for your consideration of this appointment. Should you have any questions about this appointment nomination, please contact Rebecca Peacock in my office at (415) 554-6982.

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

London N. Breed  
Mayor, City and County of San Francisco

NANCY H. TUNG

❖ San Francisco, CA 94107 ❖

## EXPERIENCE

**ALAMEDA COUNTY DISTRICT ATTORNEY'S OFFICE**  
**Deputy District Attorney**

**Oakland, CA**  
**June 2017 to present**

*Consumer, Environmental, Worker Protection Division (CEWPD)*

Investigate and prosecute civil law enforcement actions against corporations based on California's Unfair Competition Law and False Advertising Law. Work with other agencies on *qui tam* actions filed under seal, multi-jurisdiction civil investigations, and other issues of statewide importance. Investigate businesses using administrative subpoenas. Conduct all phases of civil litigation and discovery. Negotiate pre-filing and post-filing settlements with target corporations. Investigate and prosecute criminal cases involving consumer fraud, white collar crime, and violations of licensing statutes. Work with state and federal agencies to investigate corporations and individuals. Review search warrants. Analyze cases with voluminous documents and significant amounts of electronically stored data.

**SAN FRANCISCO DISTRICT ATTORNEY'S OFFICE**  
**Assistant District Attorney**

**San Francisco, CA**  
**July 2006 to May 2017**

*Special Prosecutions Unit--Consumer Protection and Public Integrity (March 2012 to present)*

Investigate and prosecute civil law enforcement actions against corporations based on California's Unfair Competition Law and False Advertising Law as described above. Achieved multi-million dollar judgments against both new and old economy businesses. Investigate and prosecute criminal cases involving consumer fraud, white collar crime, and violations of licensing statutes. Prosecute criminal cases involving public integrity, including theft of public funds and crimes committed by public officials.

*Domestic Violence Trial Team—Stalking Prosecutor (April 2010 to March 2012); Narcotics Trial Team (March 2008 to April 2010); Preliminary Hearings Unit (July 2007 to March 2008); Misdemeanor Trial Unit (July 2006 to June 2007)*

Prosecuted vertical and horizontal caseloads. Worked collaboratively with investigators to develop cases for charging, including forensic cell phone analysis, social media analysis, and witness interviews. Counseled victims on safety plans and risk assessment. Handled all aspects of pre-trial case preparation and plea negotiations. Tried felony and misdemeanor jury trials to verdict. Wrote and argued motions involving statutory and constitutional issues including motions to dismiss, motions to suppress evidence, and motions relating to search warrants and confidential informants.

**CALIFORNIA ATTORNEY GENERAL'S OFFICE**  
**Deputy Attorney General (Criminal Division)**

**San Francisco, CA**  
**February 2001 to June 2006**

Argued in state appellate courts and wrote briefs in support of felony convictions on all aspects of criminal trials including state and federal constitutional claims, evidentiary rulings, jury selection, jury instructions, and sentencing. Argued in the Ninth Circuit Court of Appeal and handled evidentiary hearings in federal district court. Handled full caseload in misdemeanor trial unit for three months and completed one jury trial while participating in attorney exchange program with the Alameda County District Attorney's Office.

**HOY & CRAWFORD**  
**Associate**

**Pasadena, CA**  
**October 1999 to October 2000**

Represented clients in all aspects of general business litigation in state court. Drafted complaints, answers, motions, and discovery requests.

## PROFESSIONAL ORGANIZATIONS

**California District Attorneys Association (CDAA)**

Member, Ethics Committee  
Member, Diversity Committee

**National Asian Pacific Islander Prosecutors Association (NAPIPA)**

Former Board Secretary  
General Member

**Asian American Bar Association of the Bay Area (AABA)**

General Member

**POLITICAL ACTIVITIES**

**UNITED DEMOCRATIC CLUB**

Chair, Women's Committee

San Francisco, CA

**EASTERN NEIGHBORHOODS DEMOCRATIC CLUB**

Vice-President of External Communications  
Director of Public Safety, Quality of Life

San Francisco, CA

**MOMS DEMAND ACTION FOR GUN SENSE IN AMERICA**

Member

San Francisco, CA

Graduate of Emily's List Political Training (Oct 2017)

Graduate of Emerge America Western States Bootcamp (Aug 2018)

Proud member of the California Delegation in the Women's March in Washington, DC (Jan 2017)

**EDUCATION**

**GEORGETOWN UNIVERSITY LAW CENTER**

**Juris Doctor**

*Clinic: D.C. Law Students In Court (August 1998 to May 1999)*

**Washington, DC**

**May 1999**

**UNIVERSITY OF CALIFORNIA, BERKELEY**

**Bachelor of Arts in Political Science**

**Berkeley, CA**

**May 1996**

COVER PAGE

A PUBLIC DOCUMENT

Please type or print in ink.

NAME OF FILER (LAST) (FIRST) (MIDDLE)  
TUNG NANCY H

1. Office, Agency, or Court

Agency Name (Do not use acronyms)

SAN FRANCISCO POLICE COMMISSION

Division, Board, Department, District, if applicable

Your Position

COMMISSIONER

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

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

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

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

State

Judge, Retired Judge, Pro Tem Judge, or Court Commissioner  
(Statewide Jurisdiction)

Multi-County \_\_\_\_\_

County of SAN FRANCISCO

City of \_\_\_\_\_

Other \_\_\_\_\_

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

Annual: The period covered is January 1, 2019, through  
December 31, 2019.

Leaving Office: Date Left \_\_\_\_/\_\_\_\_/\_\_\_\_  
(Check one circle.)

-or-

The period covered is \_\_\_\_/\_\_\_\_/\_\_\_\_, through  
December 31, 2019.

The period covered is January 1, 2019, through the date of  
leaving office.

-or-

Assuming Office: Date assumed \_\_\_\_/\_\_\_\_/\_\_\_\_

The period covered is \_\_\_\_/\_\_\_\_/\_\_\_\_, through  
the date of leaving office.

Candidate: Date of Election \_\_\_\_\_ and office sought, if different than Part 1: \_\_\_\_\_

4. Schedule Summary (must complete) ► Total number of pages including this cover page: 2

Schedules attached

Schedule A-1 - Investments - schedule attached

Schedule C - Income, Loans, & Business Positions - schedule attached

Schedule A-2 - Investments - schedule attached

Schedule D - Income - Gifts - schedule attached

Schedule B - Real Property - schedule attached

Schedule E - Income - Gifts - Travel Payments - schedule attached

-or-  None - No reportable interests on any schedule

5. Verification

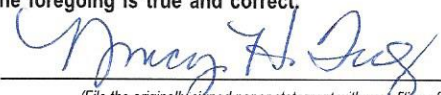
MAILING ADDRESS STREET CITY STATE ZIP CODE  
(Business or Agency Address Recommended - Public Document)

DAYTIME TELEPHONE NUMBER EMAIL ADDRESS  
( )

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

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

Date Signed \_\_\_\_\_  
(month, day, year)

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



# SCHEDULE C

## Income, Loans, & Business Positions

(Other than Gifts and Travel Payments)

**CALIFORNIA FORM 700**  
 FAIR POLITICAL PRACTICES COMMISSION

Name \_\_\_\_\_

**▶ 1. INCOME RECEIVED**

NAME OF SOURCE OF INCOME  
 GOLDEN STATE WARRIORS

ADDRESS (Business Address Acceptable)  
 1 WARRIORS WAY, SAN FRANCISCO, CA 94158

BUSINESS ACTIVITY, IF ANY, OF SOURCE  
 ENTERTAINMENT COMPANY

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)

**▶ 1. INCOME RECEIVED**

NAME OF SOURCE OF INCOME

ADDRESS (Business Address Acceptable)

BUSINESS ACTIVITY, IF ANY, OF SOURCE

YOUR BUSINESS POSITION

---

GROSS INCOME RECEIVED  No Income - Business Position Only

\$500 - \$1,000  \$1,001 - \$10,000

\$10,001 - \$100,000  OVER \$100,000

CONSIDERATION FOR WHICH INCOME WAS RECEIVED

Salary  Spouse's or registered domestic partner's income  
 (For self-employed use Schedule A-2.)

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

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

Loan repayment

Commission or  Rental Income, list each source of \$10,000 or more

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

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

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

\* You are not required to report loans from 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: April 16, 2020  
To: Members, Board of Supervisors  
From: *AOC* Angela Calvillo, Clerk of the Board  
Subject: Mayoral Nomination – Police Commission

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On April 16, 2020, the Mayor submitted two complete nominations to the Police Commission, pursuant to Charter, Section 4.109. Nominations in this category are subject to confirmation by the Board of Supervisors (Board) and deemed approved if the Board fails to act within a specified time.

- **Nancy Tung**
  - Term ending April 30, 2024
- **Geoffrey Gordon-Creed**
  - Term ending April 30, 2024

If the Board of Supervisors fails to act on a nomination within 60 days (June 15, 2020) of the date the nomination is transmitted to the Clerk of the Board, the nominee shall be deemed confirmed as provided by Charter, Section 4.109.

Pursuant to Board Rule 2.18.1, the Clerk of the Board shall refer the motions to the Rules Committee for a hearing as soon as possible.

(Attachments)

c: Hillary Ronen - Rules Committee Chair  
Alisa Somera - Legislative Deputy  
Anne Pearson - Deputy City Attorney  
Sophia Kittler - Mayor's Legislative Liaison



San Francisco  
BOARD OF SUPERVISORS

Date Printed: March 13, 2017

Date Established: December 5, 2003

Active

**POLICE COMMISSION**

**Contact and Address:**

Rachael Kilshaw Inspector  
Police Commission  
1245 3rd Street, 6th Floor  
San Francisco, CA 94158

Phone: (415) 837-7070

Fax: (415) 575-6083

Email: [sfpd.commission@sfgov.org](mailto:sfpd.commission@sfgov.org)

**Authority:**

Charter, Sections 4.109 and 4.127 (Proposition H, November 4, 2003)

**Board Qualifications:**

The Police Commission shall consist of seven (7) members:

- > Three (3) members shall be nominated by the Rules Committee of the Board of Supervisors; and
- > Four (4) members nominated by the Mayor, at least one (1) shall be a retired judge or an attorney with trial experience.

Each nomination shall be subject to confirmation by the Board of Supervisors. The Mayor's nominations shall be the subject of a public hearing and vote within 60 days. If the Board of Supervisors rejects the Mayor's nomination to fill the seat designated for a retired judge or attorney with trial experience, the Mayor shall nominate a different person with such qualifications. If the Board of Supervisors fails to act on a mayoral nomination within 60 days from the date the nomination is transmitted to the Clerk of the Board of Supervisors, the nominee shall be deemed confirmed.

To stagger the terms of the seven members, of the first four members nominated by the Mayor, two members shall serve two year terms and two members shall serve terms of four years; and of the three members nominated by the Rules Committee, one member shall serve a term of one year, one member shall serve a term of two years, and one member shall serve a term of three years. The Clerk of the Board of Supervisors shall designate such initial terms by lot. All subsequent appointments to the commission shall be for four-year terms.

San Francisco  
BOARD OF SUPERVISORS

The tenure of each member shall terminate upon the expiration of the member's term. The Mayor shall transmit a nomination or re-nomination to the Clerk of the Board of Supervisors no later than 60 days prior to the expiration of the term of a member nominated by the Mayor. For vacancies occurring for reasons other than the expiration of a member's term, within 60 days following the creation of such vacancy, the Mayor shall nominate a member to fill such vacancy if the vacancy is for a seat filled by nomination of the Mayor.

The District Attorney, Sheriff, and Public Defender may recommend persons to the Mayor and Board of Supervisors for nomination or appointment to the Commission.

The Mayor, with the consent of the Board, may remove a member the Mayor has nominated. The Board of Supervisors may remove a member the Rules Committee has nominated.

The Police Commission oversees the Police Department and the Office of Citizen Complaints (OCC). The OCC investigates complaints of police misconduct and neglect of duty. The Director of the OCC may verify and file disciplinary charges with the Police Commission against members of the Police Department arising out of citizen complaints that are sustained by the OCC after meeting and conferring with the Chief of Police.

Reports: None

Sunset Date: None

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

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City and County of San Francisco  
London N. Breed  
Mayor

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



## Acknowledgements

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

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

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

President Debbie Mesloh

Vice President Breanna Zwart

Commissioner Shokooh Miry

Commissioner Carrie Schwab-Pomerantz

Commissioner Andrea Shorter

Commissioner Julie D. Soo

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

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

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## Executive Summary

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

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

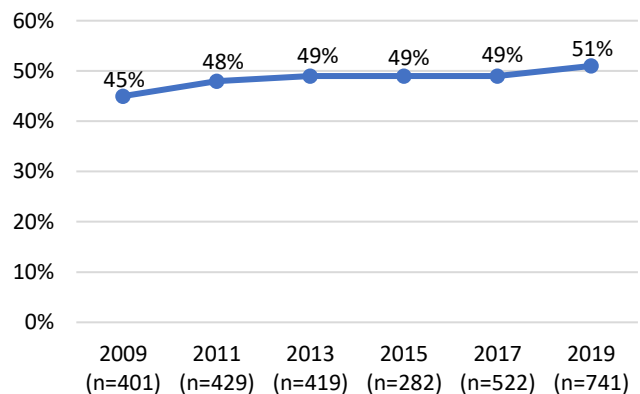
The *2019 Gender Analysis* evaluates the representation of women; people of color; lesbian, gay, bisexual, transgender, queer, and questioning (LGBTQ) individuals; people with disabilities; and veterans on San Francisco policy bodies.

### Key Findings

#### Gender

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

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



Source: SF DOSW Data Collection & Analysis.

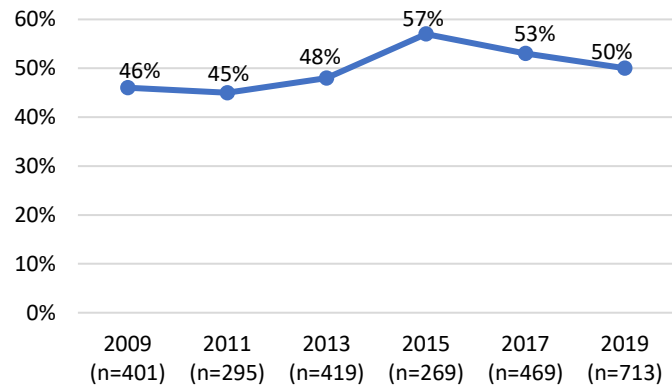
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<sup>1</sup> “List of City Boards, Commissions, and Advisory Bodies Created by Charter, Ordinance, or Statute,” Office of the City Attorney, <https://www.sfcityattorney.org/wp-content/uploads/2016/01/Commission-List-08252017.pdf>, (August 25, 2017).

## Race and Ethnicity

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

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

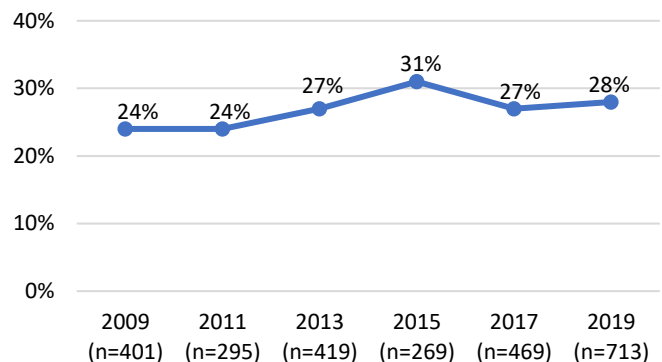


Source: SF DOSW Data Collection & Analysis.

## Race and Ethnicity by Gender

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

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



Source: SF DOSW Data Collection & Analysis.

### Additional Demographics

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

### Proxies for Influence: Budget & Authority

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

### Appointing Authorities

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

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

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

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

## I. Introduction

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

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

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

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

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

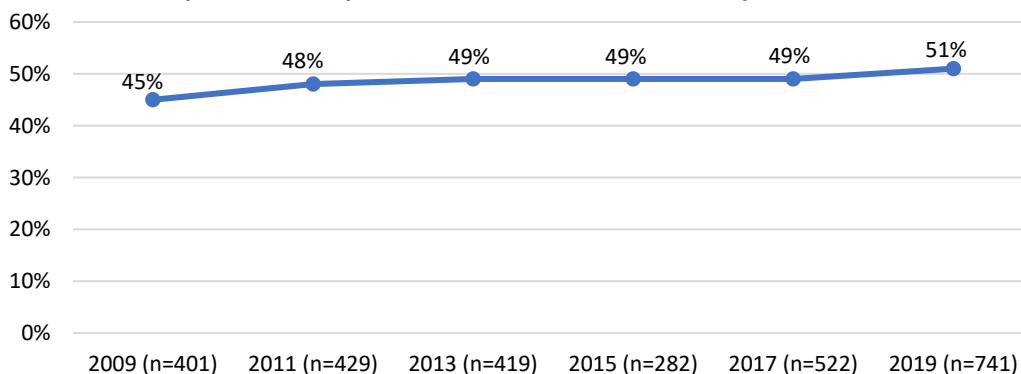
Source: SF DOSW Data Collection & Analysis.

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.

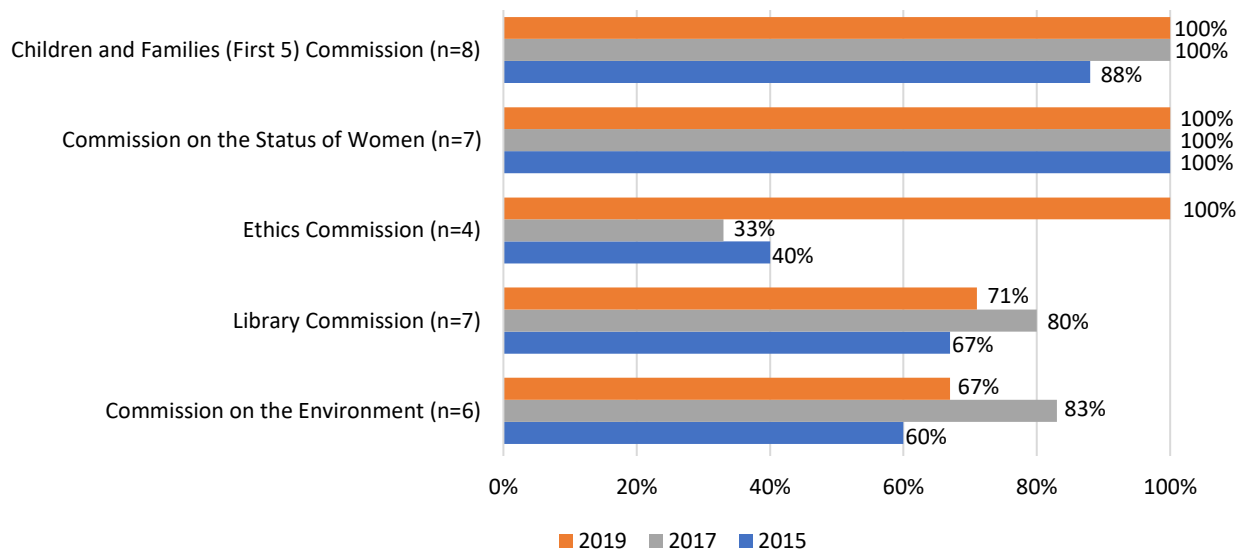
**Figure 2: 10-Year Comparison of Representation of Women on Policy Bodies**



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**

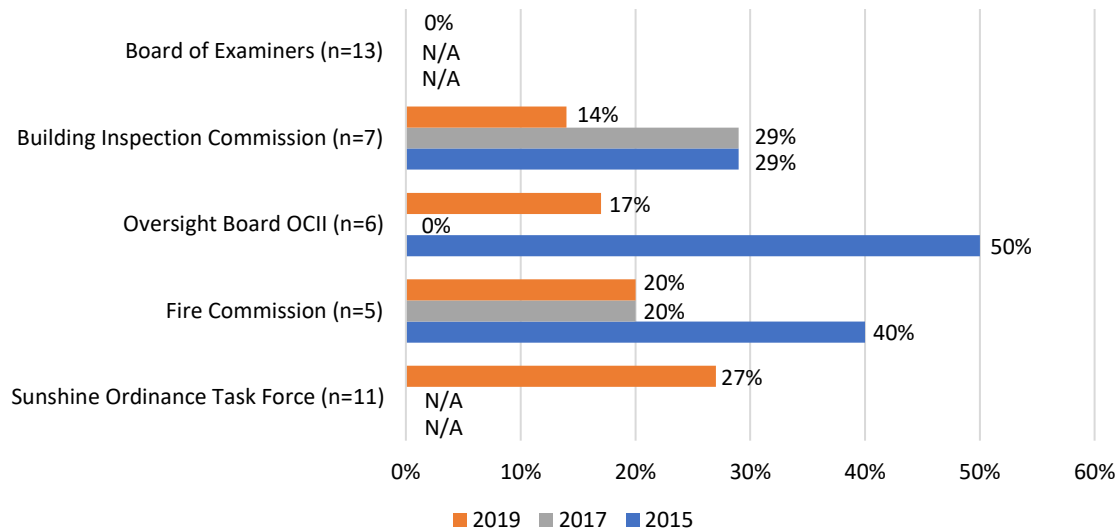


Source: SF DOSW Data Collection & Analysis.

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.



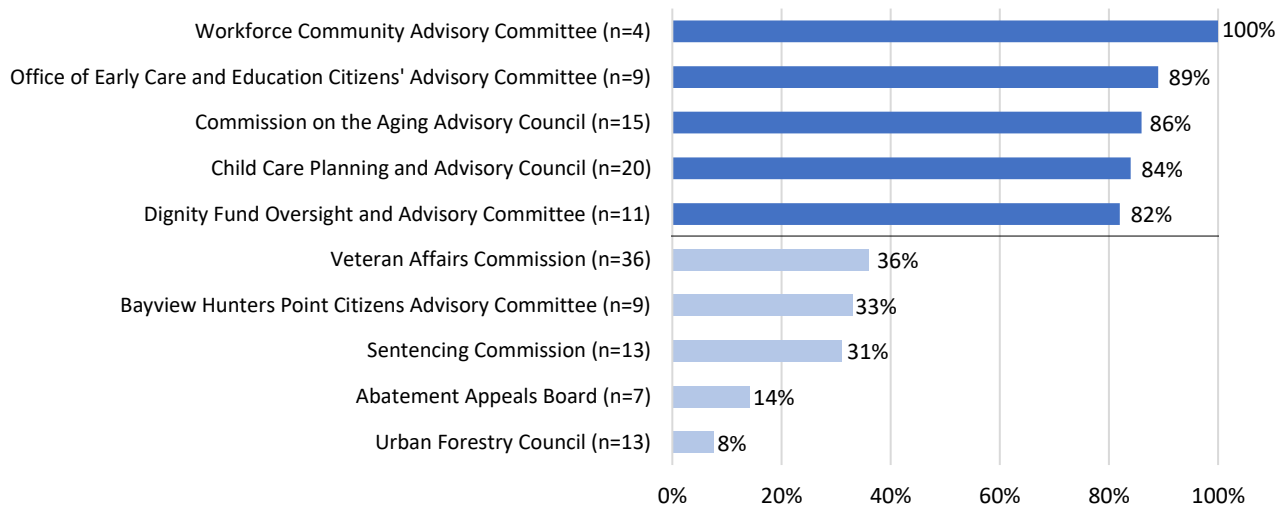
**Figure 4: Commissions and Boards with Lowest Percentage of Women, 2019 Compared to 2017, 2015**



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**

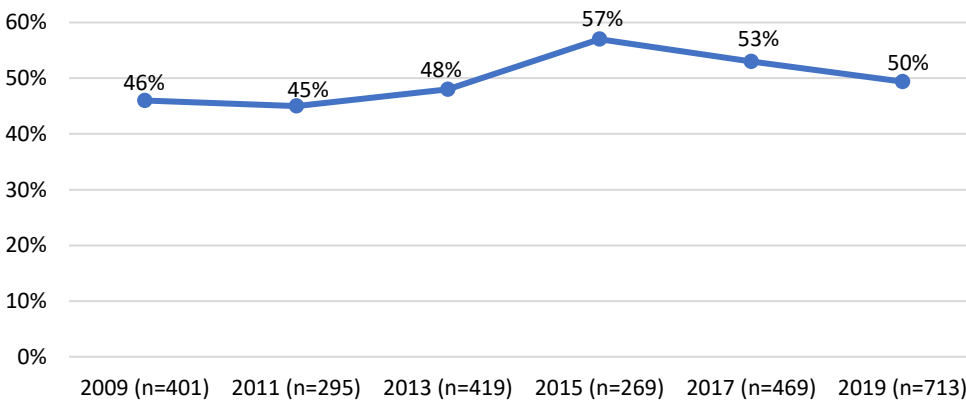


Source: SF DOSW Data Collection & Analysis.

## 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>

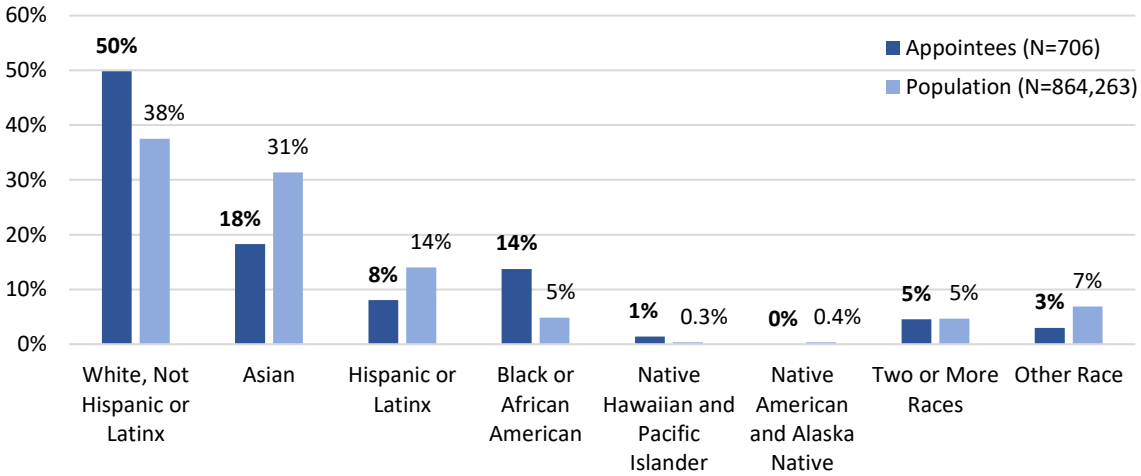
Considerably underrepresented racial and ethnic groups on San Francisco policy bodies compared to the San Francisco population are individuals who identify as Asian or Latinx. While Asians are 31% of the San Francisco population, they only make up 18% of appointees. While the Latinx population of San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

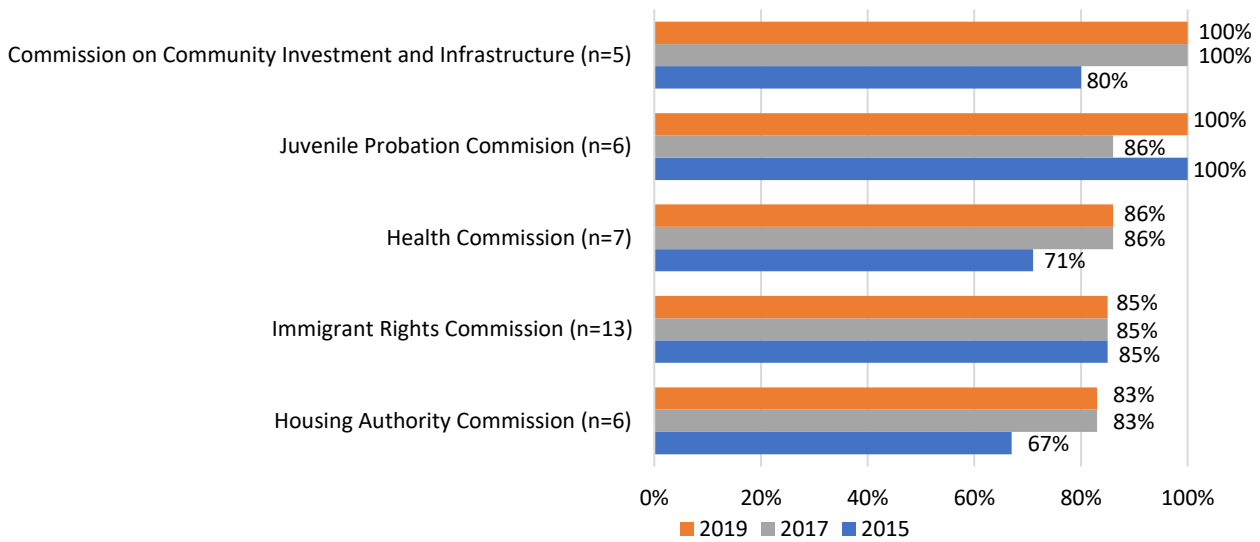
**Figure 7: Race and Ethnicity of Appointees Compared to San Francisco Population, 2019**



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.

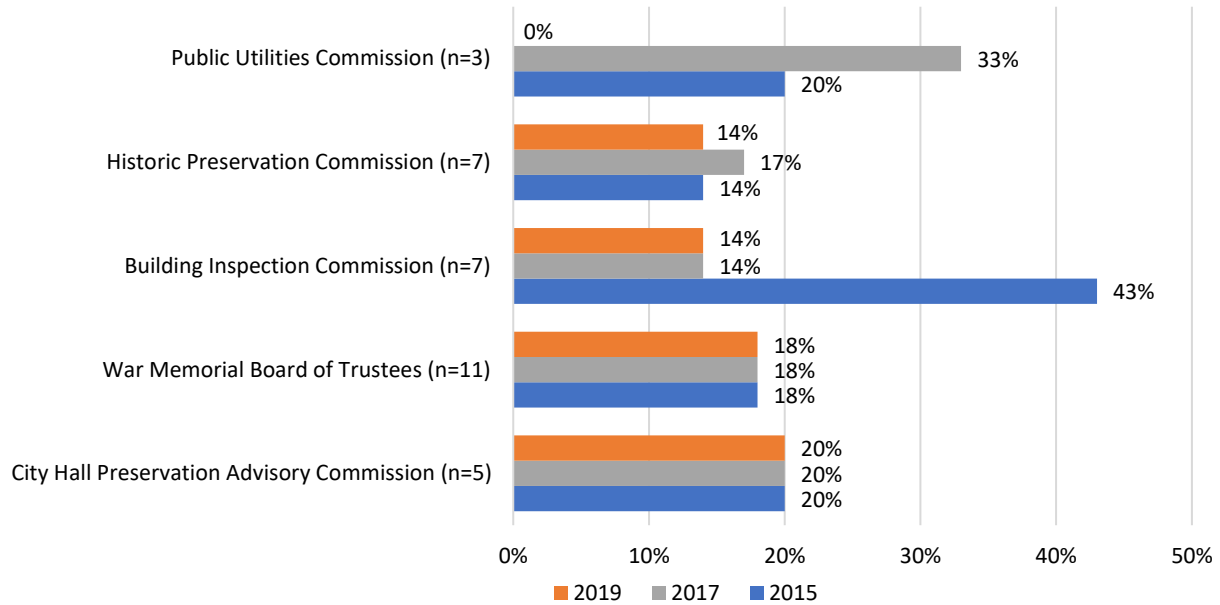
**Figure 8: Commissions and Boards with Highest Percentage of People of Color, 2019 Compared to 2017, 2015**



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.

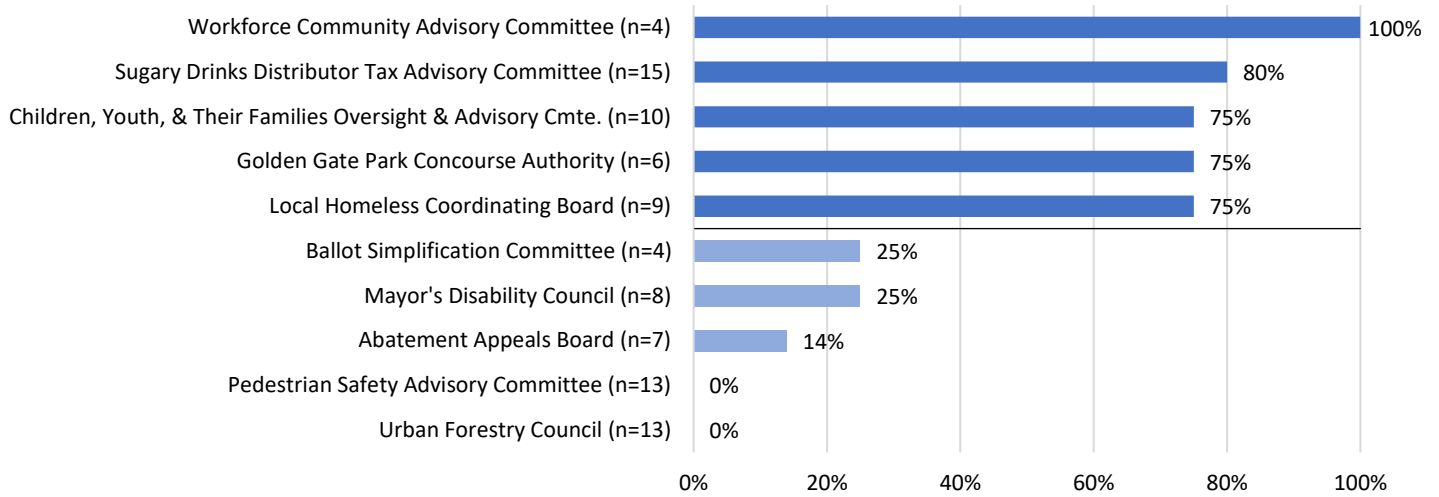
**Figure 9: Commissions and Boards with Lowest Percentage of People of Color, 2019 Compared to 2017, 2015**



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**

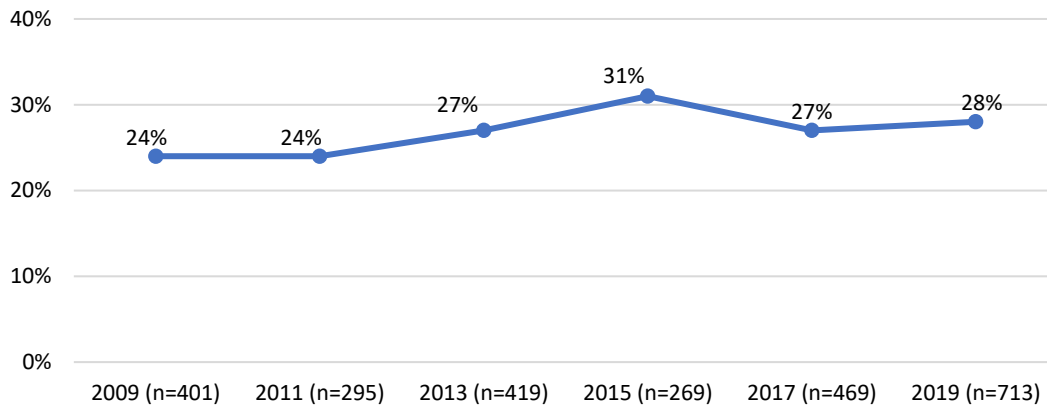


Source: SF DOSW Data Collection & Analysis.

### 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.

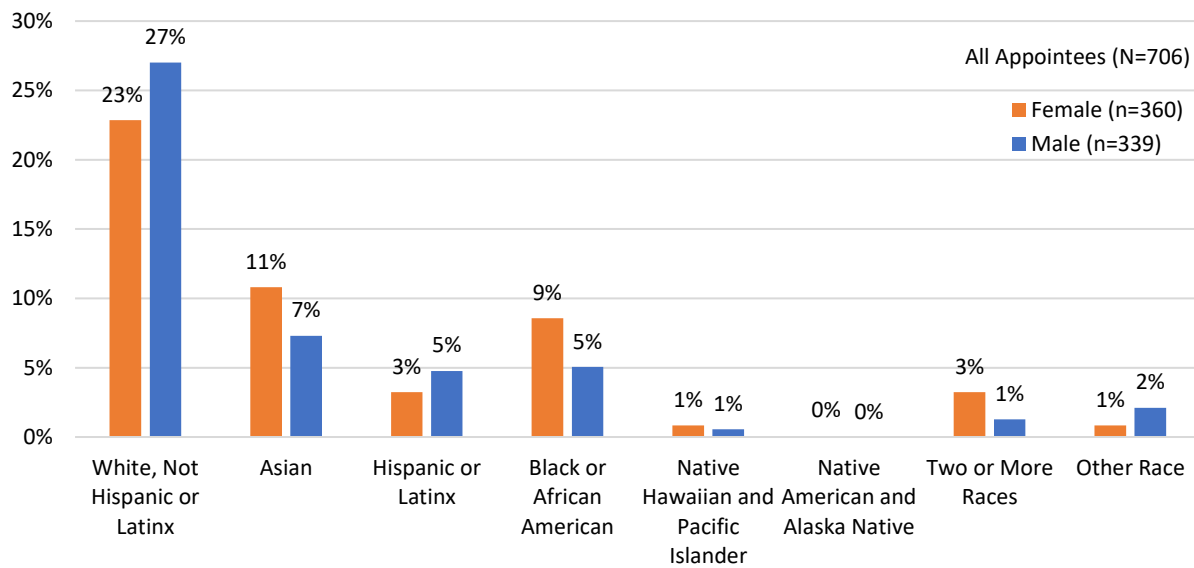
**Figure 11: 10-Year Comparison of Representation of Women of Color on Policy Bodies**



Source: SF DOSW Data Collection & Analysis.

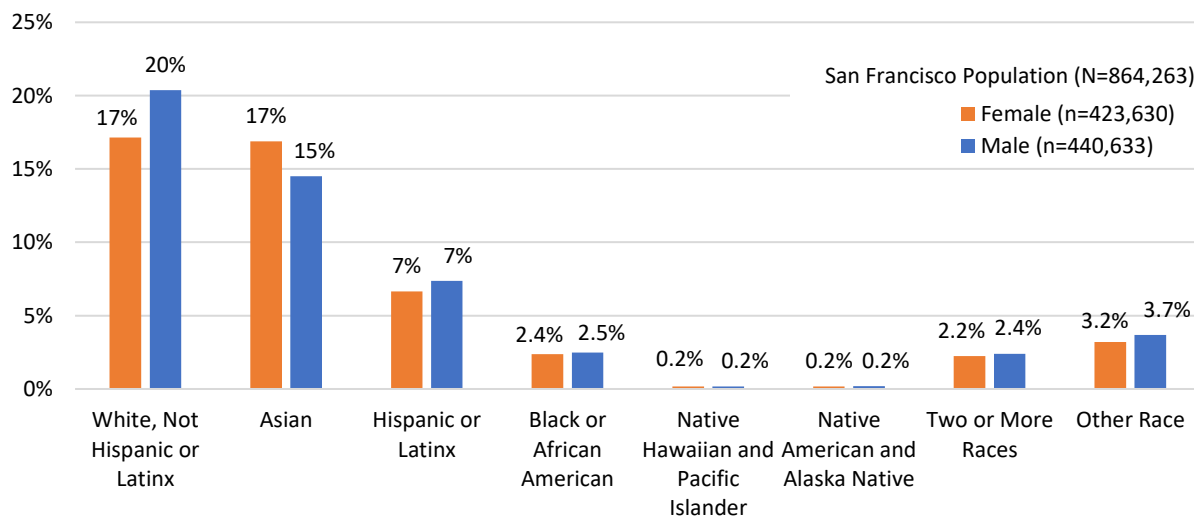
The following figures present the breakdown for appointees and the San Francisco population by race and ethnicity and gender. White men and women are overrepresented, holding 27% and 23% of appointments, respectively, compared to 20% and 17% of the population, respectively. Asian men and women are both 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.



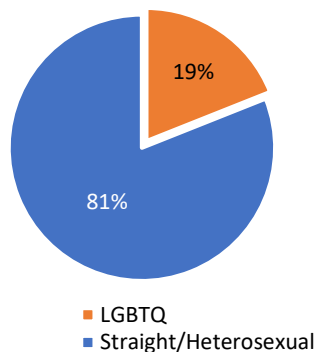
## D. LGBTQ Identity

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**

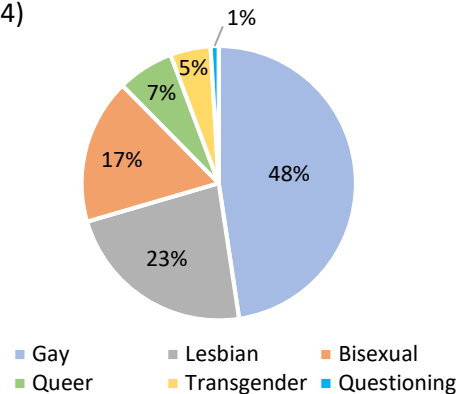
(N=548)



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 741 appointees who participated in the survey. Of the 516 appointees, 11.2% reported to have one

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

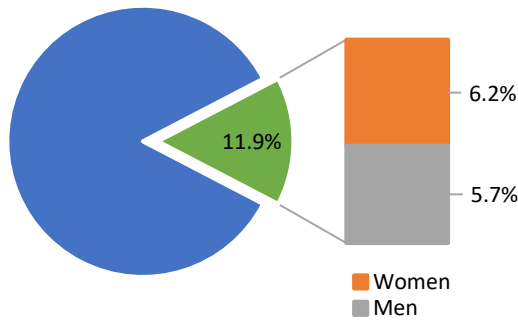
<sup>6</sup> Gary J. Gates and Frank Newport, "San Francisco Metro Area Ranks Highest in LBGT Percentage," *GALLUP* (March 20, 2015) [https://news.gallup.com/poll/182051/san-francisco-metro-area-ranks-highest-lgbt-percentage.aspx?utm\\_source=Social%20Issues&utm\\_medium=newsfeed&utm\\_campaign=tiles](https://news.gallup.com/poll/182051/san-francisco-metro-area-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

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

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

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

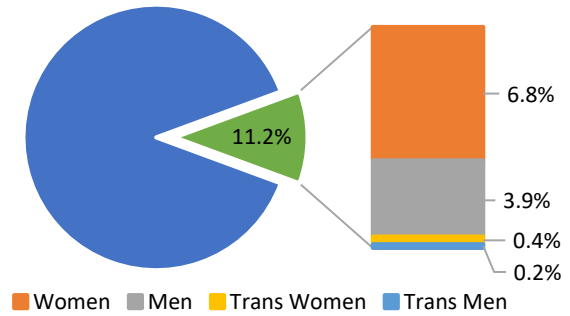
(N=744,243)



Source: 2017 American Community Survey 5-Year Estimates.

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

(N=516)



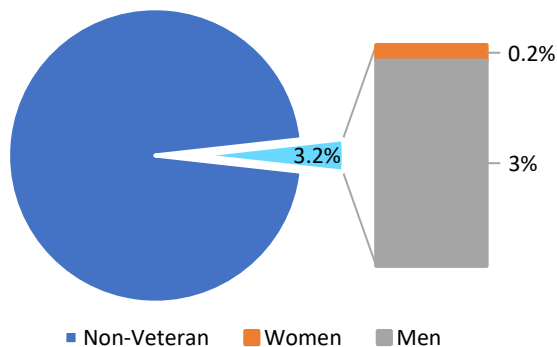
Source: SF DOSW Data Collection & Analysis.

## F. Veteran Status

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

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

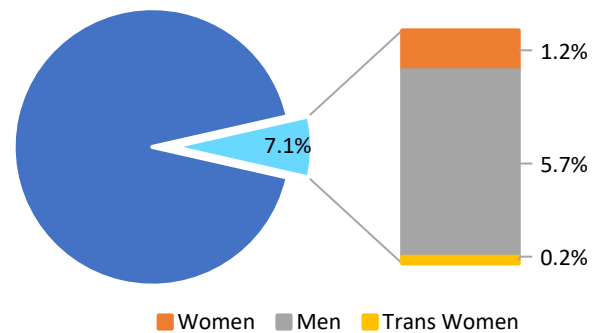
(N=747,896)



Source: 2017 American Community Survey 5-Year Estimates.

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

(N=494)



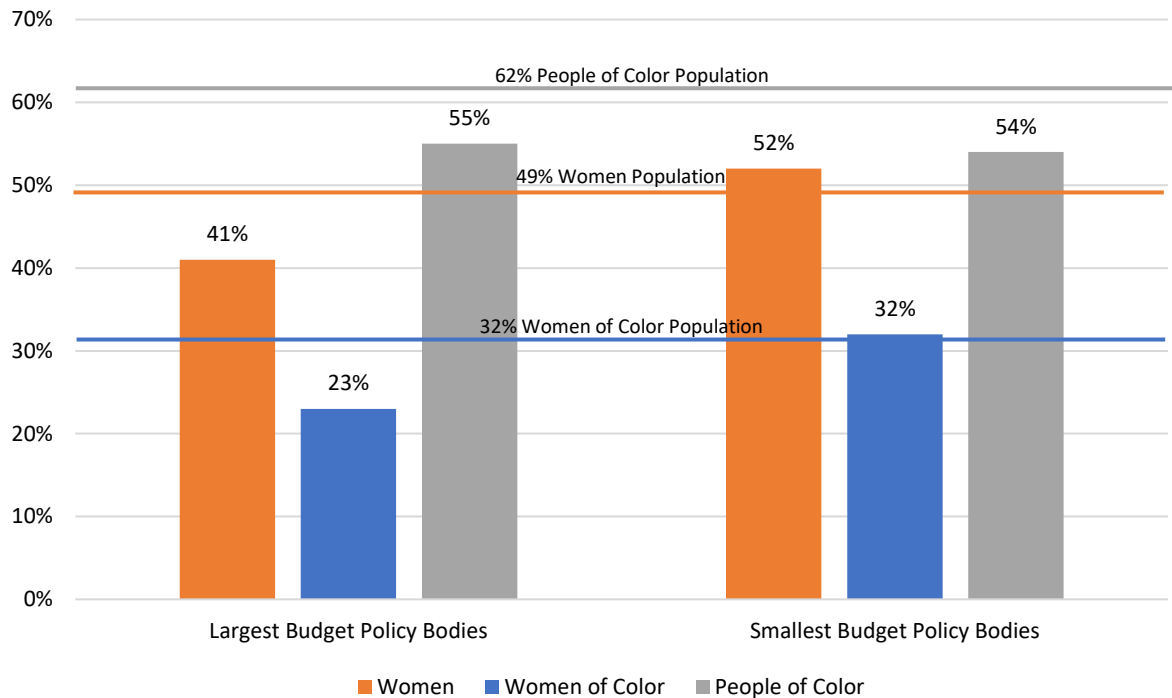
Source: SF DOSW Data Collection & Analysis.

## G. Policy Bodies by Budget

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

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

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



Source: SF DOSW Data Collection & Analysis.

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

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

Source: SF DOSW Data Collection & Analysis.

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

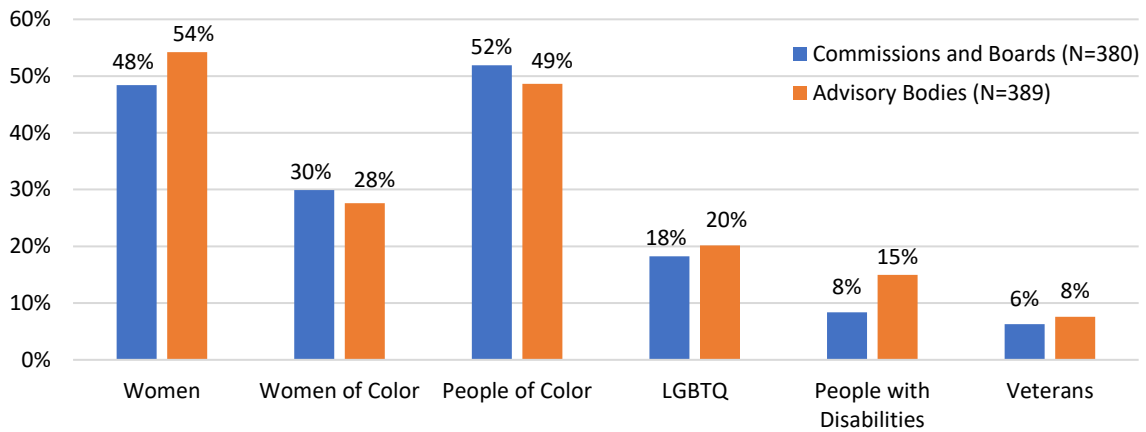
Body	FY18-19 Budget	Total Seats	Filled Seats	Women	Women of color	People of Color
Rent Board Commission	\$8,543,912	10	9	44%	11%	33%
Commission on the Status of Women	\$8,048,712	7	7	100%	71%	71%
Ethics Commission	\$6,458,045	5	4	100%	50%	50%
Human Rights Commission	\$4,299,600	12	10	50%	50%	70%
Small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

Source: SF DOSW Data Collection & Analysis.

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

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

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

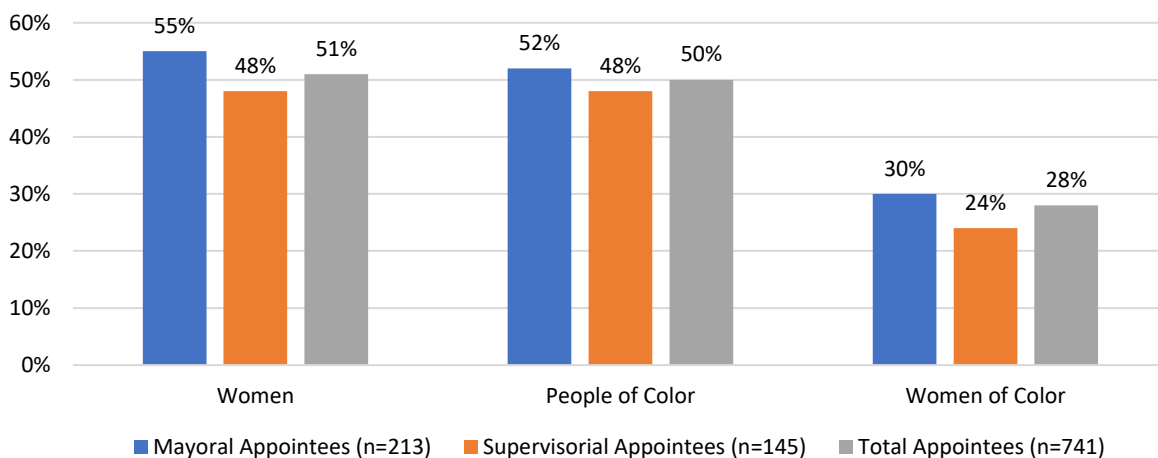


Source: SF DOSW Data Collection & Analysis.

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

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

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



Source: SF DOSW Data Collection & Analysis.

### III. Conclusion

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

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

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

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

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

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



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

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

## IV. Methodology and Limitations

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

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

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

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

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

## Appendix

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

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

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

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

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

Source: SF DOSW Data Collection & Analysis, 2019.

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

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

Source: 2017 American Community Survey 5-Year Estimates.

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

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

Source: 2017 American Community Survey 5-Year Estimates.

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

**From:** [Board of Supervisors, \(BOS\)](#)  
**To:** [BOS-Supervisors](#)  
**Cc:** [Young, Victor \(BOS\)](#)  
**Subject:** FW: Please Support Nancy Tung for Police Commission  
**Date:** Thursday, May 21, 2020 3:04:15 PM

---

**From:** Annie Gaus <acgaus@gmail.com>  
**Sent:** Wednesday, May 20, 2020 7:59 PM  
**To:** Board of Supervisors, (BOS) <board.of.supervisors@sfgov.org>; RonenStaff (BOS) <ronenstaff@sfgov.org>; Stefani, Catherine (BOS) <catherine.stefani@sfgov.org>; Marstaff (BOS) <marstaff@sfgov.org>; Ronen, Hillary <hillary.ronen@sfgov.org>; Beinart, Amy (BOS) <amy.beinart@sfgov.org>; Herzstein, Daniel (BOS) <daniel.herzstein@sfgov.org>; Mar, Gordon (BOS) <gordon.mar@sfgov.org>; Wong, Alan (BOS) <alan.wong1@sfgov.org>; Wright, Edward (BOS) <edward.w.wright@sfgov.org>; Quan, Daisy (BOS) <daisy.quan@sfgov.org>  
**Subject:** Please Support Nancy Tung for Police Commission

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

Dear Chair Ronen,

I would like to express my strong support for Nancy Tung's nomination to the Police Commission.

Nancy is uniquely qualified for this position. Nancy has served as a Deputy District Attorney in Alameda County since 2017, where she focused on investigating and prosecuting civil law enforcement actions against corporations based on California's Unfair Competition Law and False Advertising Law. She also served as an Assistant District Attorney in San Francisco from 2006 to 2017. As a trial prosecutor and former Deputy California AG with nearly two decades of experience, Nancy has handled thousands of cases in local, state, and federal courts.

Nancy's experience will play an invaluable role on the Commission, as she embraces the community's goals for a model police department. Nancy will bring legal expertise and community-driven passion to the role, which is critical to collaborating with other Commissioners on fair and progressive oversight.

In her free time, Nancy is an active member of Moms Demand Action, using her experience as a prosecutor and mom to fight for sensible gun laws in America. She serves on the board of Stop Crime SF, a local group dedicated to protecting victims and holding public officials and the criminal justice system accountable. She also has been a mentor with Big Brothers Big Sisters, developing a lifelong relationship with the girl she was matched with over a decade ago. Nancy leads an informal group of EMILY's List graduates, which trains and supports women who run for public office,

and she has served on the boards of local Democratic clubs. Nancy will contribute a focused mindset and collaborative professionalism to the Commission, as she has to her other many voluntary roles in service of the public.

I know that Nancy will bring all of her experiences to bear in this role and will step in and work quickly towards solutions for our City and our citizens in these unprecedented times. I ask you to please recommend Nancy Tung for the Police Commission to the Board of Supervisors.

Many thanks,

Annie Gaus



**From:** [Board of Supervisors, \(BOS\)](#)  
**To:** [BOS-Supervisors](#)  
**Cc:** [Young, Victor \(BOS\)](#)  
**Subject:** FW: Supporting Nancy Tung for Police Commission  
**Date:** Thursday, May 21, 2020 3:01:52 PM

---

**From:** Sachi Takahashi-Rial <takahashirial@gmail.com>

**Sent:** Wednesday, May 20, 2020 7:57 PM

**To:** Board of Supervisors, (BOS) <board.of.supervisors@sfgov.org>; RonenStaff (BOS) <ronenstaff@sfgov.org>; Stefani, Catherine (BOS) <catherine.stefani@sfgov.org>; Marstaff (BOS) <marstaff@sfgov.org>; Ronen, Hillary <hillary.ronen@sfgov.org>; Beinart, Amy (BOS) <amy.beinart@sfgov.org>; Herzstein, Daniel (BOS) <daniel.herzstein@sfgov.org>; Mar, Gordon (BOS) <gordon.mar@sfgov.org>; Wong, Alan (BOS) <alan.wong1@sfgov.org>; Wright, Edward (BOS) <edward.w.wright@sfgov.org>; Quan, Daisy (BOS) <daisy.quan@sfgov.org>

**Subject:** Supporting Nancy Tung for Police Commission

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Sachi Takahashi-Rial  
166 Sanchez St, San Francisco, CA 94114  
5/20/20

San Francisco Board of Supervisors  
Rules Committee  
Supervisor Hillary Ronen, Chair  
City Hall, 1 Dr. Carlton B. Goodlett Place  
San Francisco, CA 94102

Dear Chair Ronen,

I am writing to express my support for Nancy Tung as Mayor London Breed's nominee for the Police Commission.

Nancy has served as a Deputy District Attorney in Alameda County since 2017, focusing on investigating and prosecuting civil law enforcement actions against corporations based on California's Unfair Competition Law and False Advertising Law. She served as an Assistant District Attorney in San Francisco from 2006 to 2017. A trial prosecutor and former Deputy California Attorney General with nearly two decades of experience delivering justice for the People, Nancy has handled thousands of cases in local, state, and federal courts. Nancy's experience will play an invaluable role on the Commission, as she embraces the community's goals for a model police department. Nancy will bring legal expertise and community-driven

passion to the role, critical to collaborating with other Commissioners on fair and progressive oversight.

In her free time, Nancy is an active member of Moms Demand Action, using her experience as a prosecutor and mom to fight for sensible gun laws in America. She serves on the board of Stop Crime SF, a local group dedicated to protecting victims and holding public officials and the criminal justice system accountable. She also has been a mentor with Big Brothers Big Sisters, developing a lifelong relationship with the girl she was matched with over a decade ago. Nancy leads an informal group of EMILY's List graduates, which trains and supports women who run for public office, and she has served on the boards of local Democratic clubs. Nancy will contribute a focused mindset and collaborative professionalism to the Commission, as she has to her other many voluntary roles in service of the public.

I am confident that Nancy will bring all of her experiences to bear in this role and will step in and work quickly towards solutions for our City and our citizens in these unprecedented times. I ask you to recommend Nancy Tung for the Police Commission to the Board of Supervisors.

Thank you,  
Sachi Takahashi-Rial

Board Member, United Democratic Club

--

Sachi Takahashi-Rial

<https://www.linkedin.com/in/sachitakahashirial/>

**From:** [Board of Supervisors, \(BOS\)](#)  
**To:** [BOS-Supervisors](#)  
**Cc:** [Young, Victor \(BOS\)](#)  
**Subject:** FW: Supporting Nancy Tung for Police Commission  
**Date:** Thursday, May 21, 2020 3:01:00 PM

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Sachi Takahashi-Rial  
166 Sanchez St, San Francisco, CA 94114  
5/20/20

San Francisco Board of Supervisors  
Rules Committee  
Supervisor Hillary Ronen, Chair  
City Hall, 1 Dr. Carlton B. Goodlett Place  
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In her free time, Nancy is an active member of Moms Demand Action, using her experience as a prosecutor and mom to fight for sensible gun laws in America. She serves on the board of Stop Crime SF, a local group dedicated to protecting victims and holding public officials and the criminal justice system accountable. She also has been a mentor with Big Brothers Big Sisters, developing a lifelong relationship with the girl she was matched with over a decade ago. Nancy leads an informal group of EMILY's List graduates, which trains and supports women who run for public office, and she has served on the boards of local Democratic clubs. Nancy will contribute a focused mindset and collaborative professionalism to the Commission, as she has to her other many voluntary roles in service of the public.

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Sachi Takahashi-Rial

Board Member, United Democratic Club

--

Sachi Takahashi-Rial

<https://www.linkedin.com/in/sachitakahashirial/>

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**Subject:** FW: Please Support Nancy Tung for Police Commission  
**Date:** Thursday, May 21, 2020 3:04:00 PM

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Many thanks,

Annie Gaus

**From:** [Board of Supervisors, \(BOS\)](#)  
**To:** [BOS-Supervisors](#)  
**Subject:** FW: Supporting Nancy Tung for Police Commission  
**Date:** Thursday, May 21, 2020 3:15:00 PM

---

**From:** Stephanie Nelson-Morss <stephnelsonmorss@gmail.com>  
**Sent:** Wednesday, May 20, 2020 11:32 PM  
**To:** Board of Supervisors, (BOS) <board.of.supervisors@sfgov.org>; RonenStaff (BOS) <ronenstaff@sfgov.org>; Stefani, Catherine (BOS) <catherine.stefani@sfgov.org>; Marstaff (BOS) <marstaff@sfgov.org>; Ronen, Hillary <hillary.ronen@sfgov.org>; Beinart, Amy (BOS) <amy.beinart@sfgov.org>; Herzstein, Daniel (BOS) <daniel.herzstein@sfgov.org>; Mar, Gordon (BOS) <gordon.mar@sfgov.org>; Wong, Alan (BOS) <alan.wong1@sfgov.org>; Wright, Edward (BOS) <edward.w.wright@sfgov.org>; Quan, Daisy (BOS) <daisy.quan@sfgov.org>  
**Subject:** Supporting Nancy Tung for Police Commission

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Stephanie Nelson-Morss  
4632 18th St, San Francisco, CA 94114  
May 20, 2020

San Francisco Board of Supervisors  
Rules Committee  
Supervisor Hillary Ronen, Chair  
City Hall, 1 Dr. Carlton B. Goodlett Place  
San Francisco, CA 94102

Dear Chair Ronen,

I am writing to express my support for Nancy Tung as Mayor London Breed's nominee for the Police Commission.

Nancy has served as a Deputy District Attorney in Alameda County since 2017, focusing on investigating and prosecuting civil law enforcement actions against corporations based on California's Unfair Competition Law and False Advertising Law. She served as an Assistant District Attorney in San Francisco from 2006 to 2017. A trial prosecutor and former Deputy California Attorney General with nearly two decades of experience delivering justice for the People, Nancy has handled thousands of cases in local, state, and federal courts. Nancy's experience will play an invaluable role on the Commission, as she embraces the community's goals for a model police department. Nancy will bring legal expertise and community-driven passion to the role, critical to collaborating with other Commissioners on fair and progressive oversight.

In her free time, Nancy is an active member of Moms Demand Action, using her experience as a prosecutor and mom to fight for sensible gun laws in America. She serves on the board of Stop Crime SF, a local group dedicated to protecting victims and holding public officials and the criminal justice system accountable. She also has been a mentor with Big Brothers Big Sisters, developing a lifelong relationship with the girl she was matched with over a decade ago. Nancy leads an informal group of EMILY's List graduates, which trains and supports women who run for public office, and she has served on the boards of local Democratic clubs. Nancy will contribute a focused mindset and collaborative professionalism to the Commission, as she has to her other many voluntary roles in service of the public.

I am confident that Nancy will bring all of her experiences to bear in this role and will step in and work quickly towards solutions for our City and our citizens in these unprecedented times. I ask you to recommend Nancy Tung for the Police Commission to the Board of Supervisors.

Thank you,  
Stephanie  
Member, United Democratic Club



**From:** [Board of Supervisors, \(BOS\)](#)  
**To:** [BOS-Supervisors](#)  
**Subject:** FW: Supporting Nancy Tung for Police Commission  
**Date:** Friday, May 22, 2020 4:56:00 PM

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**From:** Nico Nagle <nagle.nico@gmail.com>  
**Sent:** Friday, May 22, 2020 3:02 PM  
**To:** Board of Supervisors, (BOS) <board.of.supervisors@sfgov.org>; RonenStaff (BOS) <ronenstaff@sfgov.org>; Stefani, Catherine (BOS) <catherine.stefani@sfgov.org>; Marstaff (BOS) <marstaff@sfgov.org>; Ronen, Hillary <hillary.ronen@sfgov.org>; Beinart, Amy (BOS) <amy.beinart@sfgov.org>; Herzstein, Daniel (BOS) <daniel.herzstein@sfgov.org>; Mar, Gordon (BOS) <gordon.mar@sfgov.org>; Wong, Alan (BOS) <alan.wong1@sfgov.org>; Wright, Edward (BOS) <edward.w.wright@sfgov.org>; Quan, Daisy (BOS) <daisy.quan@sfgov.org>  
**Subject:** Supporting Nancy Tung for Police Commission

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

Nico Nagle  
646 16th Street, Apt. 22  
CA, 94612  
May 22nd, 2020

San Francisco Board of Supervisors  
Rules Committee  
Supervisor Hillary Ronen, Chair  
City Hall, 1 Dr. Carlton B. Goodlett Place  
San Francisco, CA 94102

Dear Chair Ronen,

I am writing to express my support for Nancy Tung as Mayor London Breed's nominee for the Police Commission.

Nancy has served as a Deputy District Attorney in Alameda County since 2017, focusing on investigating and prosecuting civil law enforcement actions against corporations based on California's Unfair Competition Law and False Advertising Law. She served as an Assistant District Attorney in San Francisco from 2006 to 2017. A trial prosecutor and former Deputy California Attorney General with nearly two decades of experience delivering justice for the People, Nancy has handled thousands of cases in local, state, and federal courts. Nancy's experience will play an invaluable role on the Commission, as she embraces the community's goals for a model police department. Nancy will bring legal expertise and community-driven passion to the role, critical to collaborating with other Commissioners on fair and progressive oversight.

In her free time, Nancy is an active member of Moms Demand Action, using her experience as a prosecutor and mom to fight for sensible gun laws in America. She serves on the board of Stop Crime SF, a local group dedicated to protecting victims and holding public officials and the criminal justice system accountable. She also has been a mentor with Big Brothers Big Sisters, developing a lifelong relationship with the girl she was matched with over a decade ago. Nancy leads an informal group of EMILY's List graduates, which trains and supports women who run for public office, and she has served on the boards of local Democratic clubs. Nancy will contribute a focused mindset and collaborative professionalism to the Commission, as she has to her other many voluntary roles in service of the public.

I am confident that Nancy will bring all of her experiences to bear in this role and will step in and work quickly towards solutions for our City and our citizens in these unprecedented times. I ask you to recommend Nancy Tung for the Police Commission to the Board of Supervisors.

Thank you,  
Nico Nagle  
Member, United Democratic Club

**From:** [Amy Johnson](#)  
**To:** [Yee, Norman \(BOS\)](#); [Safai, Ahsha \(BOS\)](#); [Board of Supervisors, \(BOS\)](#); [Walton, Shamann \(BOS\)](#); [Mandelman, Rafael \(BOS\)](#); [Mar, Gordon \(BOS\)](#); [Fewer, Sandra \(BOS\)](#); [Preston, Dean \(BOS\)](#); [Haney, Matt \(BOS\)](#); [Peskin, Aaron \(BOS\)](#); [Ronen, Hillary](#); [Stefani, Catherine \(BOS\)](#)  
**Subject:** Confirming Nancy Tung to the Police Commission  
**Date:** Tuesday, May 26, 2020 7:43:18 AM

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

Dear San Francisco Board of Supervisors,

I worked my whole adult life to become a San Francisco homeowner, a dream I fulfilled closed to nine years ago. But I've been alarmed as the City has descended into an abyss—the worst property crime of any major U.S. city, watching my friends and neighbors get mugged, their cars stolen, and worse. It is rapidly spiraling out of control.

I urge you to support Nancy Tung to serve on the Police Commission. She has a wealth of experience and is uniquely qualified for this position with 20 years experience as a top-notch prosecutor.

Nancy Tung will be the sole representative of the Chinese-American community on the 7-person commission. Even before the COVID-19 pandemic, the Chinese community was feeling an increase in crime and is now experiencing disturbing incidents of violent crime fueled by xenophobia.

In these times of relentless assault on our quality of life as San Francisco residents, Nancy Tung will be a strong voice to ensure our safety, and that the justice system functions as intended, for all of us. Please vote to confirm her appointment.

Amy Johnson, homeowner

District 7

**From:** [Lydia Cassorla](#)  
**To:** [Yee, Norman \(BOS\)](#); [Safai, Ahsha \(BOS\)](#); [Board of Supervisors, \(BOS\)](#); [Walton, Shamann \(BOS\)](#); [Mandelman, Rafael \(BOS\)](#); [Mar, Gordon \(BOS\)](#); [Fewer, Sandra \(BOS\)](#); [Preston, Dean \(BOS\)](#); [Haney, Matt \(BOS\)](#); [Peskin, Aaron \(BOS\)](#); [Ronen, Hillary](#); [Stefani, Catherine \(BOS\)](#)  
**Subject:** Please support Nancy Tung  
**Date:** Tuesday, May 26, 2020 10:06:49 AM

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

I support and hope you will support Nancy Tung for the SF Police Commission.  
We NEED better policing and control of property crime and other crimes.  
The record currently is one of failure to our community.  
Thank you,  
Lydia Cassorla  
1801 14th Ave.

**From:** [libby.libbydodd.com](mailto:libby.libbydodd.com)  
**To:** [Yee, Norman \(BOS\)](#); [Safai, Ahsha \(BOS\)](#); [Board of Supervisors, \(BOS\)](#); [Walton, Shamann \(BOS\)](#); [Mandelman, Rafael \(BOS\)](#); [Mar, Gordon \(BOS\)](#); [Fewer, Sandra \(BOS\)](#); [Preston, Dean \(BOS\)](#); [Haney, Matt \(BOS\)](#); [Peskin, Aaron \(BOS\)](#); [Ronen, Hillary](#); [Stefani, Catherine \(BOS\)](#)  
**Subject:** Nancy Tung for Police Commission  
**Date:** Tuesday, May 26, 2020 10:18:53 AM

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

Dear Supervisors,

I strongly urge you to support Nancy Tung to serve on the Police Commission. She has a wealth of experience and is uniquely qualified for this position with 20 years as a prosecutor.

Nancy Tung will be the only representative of the Chinese-American community on the 7-person commission. Even before the pandemic, the Chinese community was feeling an increase in crime and is now experiencing disturbing incidents of violent crime fueled by xenophobia.

She will be a strong voice for justice and public safety. Please vote to confirm her appointment.

Elizabeth Dodd

**From:** [Michel Balea](#)  
**To:** [Yee, Norman \(BOS\)](#); [Safai, Ahsha \(BOS\)](#); [Board of Supervisors, \(BOS\)](#); [Walton, Shamann \(BOS\)](#); [Mandelman, Rafael \(BOS\)](#); [Mar, Gordon \(BOS\)](#); [Fewer, Sandra \(BOS\)](#); [Preston, Dean \(BOS\)](#); [Haney, Matt \(BOS\)](#); [Peskin, Aaron \(BOS\)](#); [Ronen, Hillary](#)  
**Subject:** Police Commission Appointee Confirmation  
**Date:** Tuesday, May 26, 2020 10:23:53 AM

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

Honorable Supervisors,

Please support Nancy Tung to serve on the Police Commission. She has experience and is uniquely qualified for this position with 20 years as a prosecutor.

Nancy Tung will be the only representative of the Chinese-American community on the 7-person commission. Even before the pandemic, the Chinese community was feeling an increase in crime and is now experiencing disturbing incidents of violent crime fueled by xenophobia.

She will be a strong voice for justice and public safety. Please vote to confirm her appointment.

Respectfully,

Michel Balea

**From:** [Jenny Shao](#)  
**To:** [Peskin, Aaron \(BOS\)](#); [Preston, Dean \(BOS\)](#); [Ronen, Hillary](#); [Haney, Matt \(BOS\)](#); [Yee, Norman \(BOS\)](#); [Fewer, Sandra \(BOS\)](#); [Safai, Ahsha \(BOS\)](#); [Board of Supervisors, \(BOS\)](#); [Stefani, Catherine \(BOS\)](#); [Mar, Gordon \(BOS\)](#); [Mandelman, Rafael \(BOS\)](#); [Walton, Shamann \(BOS\)](#)  
**Subject:** Nancy Tung for Police Commissioner  
**Date:** Tuesday, May 26, 2020 11:02:55 AM

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

Dear S.F. Board of Supervisors,

My name is Jenny. I'm a current city resident, registered voter and native San Franciscan. I'm writing in support of Nancy Tung as S.F. Police Commissioner. I first met Nancy during her candidacy for District S.F. Attorney but got to know her more through Moms Demand Action.

As a native San Franciscan, Chinese American, and daughter of immigrants, I believe she'd be great at the position, especially during these divisive times. Xenophobia is at its peak, nationally and locally, even in our ever diverse city. The multiple recorded incidents during which Chinese seniors were stalked, harassed, humiliated, robbed and/or brutalized are not minor incidents to dismiss. Most importantly, these upsurge in attacks against Asian Americans; China-bashing, are neither recent phenomenons nor isolated incidents.

As Retired Superior Court Judge Julie Tang stated in her KPFA interview titled 'Anti-Asian Violence in Response to Covid19':

“If we look at some of the statistics compiled by Chinese For Affirmative Action, Asian Pacific Council in San Francisco State University, there's a website that they put up called StopAAPIHate.org. They documented 1500 cases in 17 days of violence against Asians.”

She went on to say that San Francisco has twice the rate of reported incidents than that of New York and Los Angeles.

Her interview and referenced hate crimes against local Chinese residents have gone viral. They've ruined the city's historical reputation for promoting and embracing diversity. Sadly, these crimes are nothing new. They've occurred for decades. It's during the Digital Age of social media and smart phones that these matters have finally been brought to light. If you as a Board are truly committed to repairing, maintaining and strengthening community policing and uprooting the virus of hate, one strategy would be to have Nancy at the table.

Growing up, my neighbors, family and I would have loved to see someone like Nancy at the table to turn to. I grew up in part in Bayview Hunter's Point. I witnessed my mother, brother and neighbors being repeatedly harassed, beaten, robbed, and hard-earned property vandalized. They were victimized by fellow community members. I would've intervened but understandably no one can or should expect a grade school girl to. Incidents like these have been occurring for decades but remain underreported.

The perspective Nancy would bring as the daughter of Chinese immigrants would be diversity to the Police Commission. How do monolingual, immigrant, working-class and/or behaviorally/culturally reserved people feel empowered to speak up when they're victimized and have no familiar face at the table to turn to? Many Chinese and Chinese Americans still practice and hold on to dated cultural norms of silence. This is especially true for women. Consequently, victims are traumatized further, held hostage by the lack of fluency and/or fear. And for the few who summon enough courage to report it, acid is poured on their wounds when their pleas fall on unfamiliar faces and culturally estranged ears.

Nancy would be an asset to this Commission, not just because of her ethnicity, but also because of her knowledge regarding law and the role of the police. She is an accomplished prosecutor, but also holds dear values around transparency and accountability from our police department. She has criminally prosecuted law

enforcement officers in criminal cases and strongly believes that anyone who abuses the trust public trust should be held to answer. All of San Francisco would benefit from her service on the Police Commission.

Sincerely,  
Jenny Shao



**From:** [Peter Fortune](#)  
**To:** [Yee, Norman \(BOS\)](#); [Safai, Ahsha \(BOS\)](#); [Board of Supervisors, \(BOS\)](#); [Walton, Shamann \(BOS\)](#); [Mandelman, Rafael \(BOS\)](#); [Mar, Gordon \(BOS\)](#); [Fewer, Sandra \(BOS\)](#); [Preston, Dean \(BOS\)](#); [Haney, Matt \(BOS\)](#); [Peskin, Aaron \(BOS\)](#); [Ronen, Hillary](#)  
**Subject:** Nancy Tung - Police Commissioner  
**Date:** Tuesday, May 26, 2020 12:51:37 PM

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

Dear Supervisors -

As you well know, San Francisco has the highest rate of property crimes of any major city in the U.S. — including more than 25,000 auto break-ins annually in recent years. Out-of-town drug dealers have plagued our neighborhoods such as the Tenderloin, condemning thousands to addiction and generating thefts, robberies, and violent crimes citywide. Homicides in our city were up 67% this April over last year, and burglaries are up 40%.

We need Nancy Tung on the Police Commission.

I urge you to support Nancy to serve on the Police Commission. She has a wealth of experience and is uniquely qualified for this position with 20 years as a prosecutor.

Notably, Nancy will be the only representative of the Chinese-American community on the seven-person commission. Even before the pandemic, the Chinese community was feeling an increase in crime and is now experiencing disturbing incidents of violent crime fueled by xenophobia.

Nancy will be a strong voice for justice and public safety. Please vote to confirm her appointment.

Thank you for your consideration.

Peter Fortune

**From:** [Caroline](#)  
**To:** [Yee, Norman \(BOS\)](#); [Safai, Ahsha \(BOS\)](#); [Board of Supervisors, \(BOS\)](#); [Walton, Shamann \(BOS\)](#); [Mandelman, Rafael \(BOS\)](#); [Mar, Gordon \(BOS\)](#); [Fewer, Sandra \(BOS\)](#); [Preston, Dean \(BOS\)](#); [Haney, Matt \(BOS\)](#); [Peskin, Aaron \(BOS\)](#); [Ronen, Hillary](#); [Stefani, Catherine \(BOS\)](#)  
**Subject:** Nancy Tung to serve on the Police Commission  
**Date:** Tuesday, May 26, 2020 2:17:14 PM

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

Dear Supervisors,

I hope you strongly consider Nancy Tung to serve on the Police Commission.

Nancy Tung will be the only representative of the Chinese-American community on the 7-person commission. Even before the pandemic, the Chinese community was feeling an increase in crime and is now experiencing disturbing incidents of violent crime fueled by xenophobia.

She will be a strong voice for justice and public safety. Please vote to confirm her appointment.

Caroline Hardoyo (801 Jones St, SF, CA 94109)

**From:** [Brynn deLorimier](#)  
**To:** [Yee, Norman \(BOS\)](#); [Safai, Ahsha \(BOS\)](#); [Board of Supervisors, \(BOS\)](#); [Walton, Shamann \(BOS\)](#); [Mandelman, Rafael \(BOS\)](#); [Mar, Gordon \(BOS\)](#); [Fewer, Sandra \(BOS\)](#); [Preston, Dean \(BOS\)](#); [Haney, Matt \(BOS\)](#); [Peskin, Aaron \(BOS\)](#); [Ronen, Hillary](#); [Stefani, Catherine \(BOS\)](#)  
**Subject:** Nancy Tung for San Francisco Police Commission  
**Date:** Tuesday, May 26, 2020 2:24:28 PM

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

Honorable Supervisors,

I urge you to support Nancy Tung to serve on the Police Commission. She has a wealth of experience and is uniquely qualified for this position with 20 years as a prosecutor.

Nancy Tung will be the only representative of the Chinese-American community on the 7-person commission. Even before the pandemic, the Chinese community was feeling an increase in crime and is now experiencing disturbing incidents of violent crime fueled by xenophobia.

She will be a strong voice for justice and public safety. Please vote to confirm her appointment.

Thank you for your work, and stay healthy,

Brynn deLorimier  
2119 22nd St, SF CA 94107  
415.580.2483 | [brynn.delorimier@gmail.com](mailto:brynn.delorimier@gmail.com)

**From:** [Board of Supervisors, \(BOS\)](#)  
**To:** [BOS-Supervisors](#)  
**Subject:** FW: Please Support Nancy Tung  
**Date:** Tuesday, May 26, 2020 5:06:00 PM

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**From:** Kevin Mangan <kevinjohnmangan@hotmail.com>  
**Sent:** Monday, May 25, 2020 8:28 PM  
**To:** Kevin Mangan <kevinjohnmangan@hotmail.com>  
**Subject:** Please Support Nancy Tung

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

Dear Honorable Supervisors,

I urge you to please support Nancy Tung to serve on the Police Commission. She has a wealth of experience and is uniquely qualified for this position with 20 years as a prosecutor.

Nancy Tung will be the only representative of the Chinese-American community on the 7-person commission. Even before the pandemic, the Chinese community was feeling an increase in crime and is now experiencing further incidents of crime.

She will be a strong and balanced voice for justice and public safety. Please vote to confirm her appointment.

Thank you very much for your kind consideration!

Best,

Kevin Mangan

**From:** [Board of Supervisors, \(BOS\)](#)  
**To:** [BOS-Supervisors](#)  
**Cc:** [Young, Victor \(BOS\)](#)  
**Subject:** FW: Rules Committee support for Nancy Tung for Police Commission  
**Date:** Wednesday, May 27, 2020 8:13:42 AM

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**From:** Anna Roumiantseva <anna.roum@gmail.com>  
**Sent:** Tuesday, May 26, 2020 9:27 PM  
**To:** Board of Supervisors, (BOS) <board.of.supervisors@sfgov.org>  
**Subject:** Rules Committee support for Nancy Tung for Police Commission

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

Dear Board of Supervisors Rules Committee members Mar, Stefani and Ronen,

I am emailing to urge you to support Nancy Tung to serve on the Police Commission. She has a wealth of experience and is uniquely qualified for this position.

As a prosecutor, she understands law enforcement. At the same time, she is even handed and guided by the public good as exemplified by her successful prosecution of members of the police and sheriff's department.

As a Chinese-American, Nancy Tung will be the only representative of the Chinese community on the 7-person commission, and one of only two people of Asian descent, in a city that is 22% Chinese and 35% Asian. Even before Coronavirus, the Chinese community was feeling an increase in violent crime. Now, with President Trump's racist and xenophobic remarks about the Chinese community during the COVID-19 pandemic, and new disturbing incidents of violent crime fueled by xenophobia and hate, the Chinese community needs and deserves representation and a strong voice on the Police Commission.

Nancy Tung is a mom, community leader, and informed neighbor. She is an advocate for gun reform with Moms Demand Action, and she serves on the board of Stop Crime SF. She is active in local Democratic politics, and in March 2020, Nancy was elected to the San Francisco Democratic County Central Committee by Democratic voters of San Francisco in Assembly District 17. She is also a co-founder and serves on the board of the Eastern Neighborhoods Democratic Club.

With a big picture view of what law enforcement is supposed to do, as well as decades of experience participating in criminal justice and community organizing, Nancy is the right person to serve on this commission.

Thank you for your consideration,  
Anna Roumiantseva  
Upper Noe Valley

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**Anna Roumiantseva**