

File No. 260234

Committee Item No. 7

Board Item No. _____

COMMITTEE/BOARD OF SUPERVISORS

AGENDA PACKET CONTENTS LIST

Committee: Rules Committee

Date April 20, 2026

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
- Information/Vacancies (Boards/Commissions)
- Public Correspondence

OTHER (Use back side if additional space is needed)

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

Completed by: Victor Young Date April 16, 2026

Completed by: _____ Date _____

BOARD of SUPERVISORS



City Hall
1 Dr. Carlton B. Goodlett Place, Room 244
San Francisco 94102-4689
Tel. No. (415) 554-5184
Fax No. (415) 554-5163
TDD/TTY No. (415) 554-5227

Application for Boards, Commissions, Committees, & Task Forces

Name of Board/Commission/Committee/Task Force: Sugary Drinks Distributor Tax Advisory Committee

Seat # (Required - see Vacancy Notice for qualifications): 3

Full Name: Dr. John Maa

[Redacted] Zip Code: 94109
Occupation: Surgeon

Work Phone: 415-602-6148 Employer: Self-employed - Chinese Hospital

Business Address: 745 Jackson Street, San Francisco CA Zip Code: 94133

Business Email: johnmaa@chasf.org Home Email: [Redacted]

Pursuant to Charter, Section 4.101(a)(2), Boards and Commissions established by the Charter must consist of residents of the City and County of San Francisco who are 18 years of age or older (unless otherwise stated in the code authority). For certain appointments, the Board of Supervisors may waive the residency requirement.

Resident of San Francisco: Yes [X] No [] If No, place of residence:
18 Years of Age or Older: Yes [X] No []

Pursuant to Charter, Section 4.101(a)(1), please state how your qualifications represent the communities of interest, neighborhoods, and the diversity in ethnicity, race, age, sex, sexual orientation, gender identity, types of disabilities, and any other relevant demographic qualities of the City and County of San Francisco:
I am a first generation Chinese American and SF resident for 32 years, and currently practice at Chinese Hospital. In 2005, I implemented the first surgical hospitalist program at UCSF to strengthen emergency care access for San Franciscans. The model was adopted across America and in 2009, I was named a "Top 20 People Making a Difference in Health in America" by HealthLeaders Magazine in recognition. Over my career I have focused on reducing the impact of sugary drinks, firearms and tobacco products (Prop E 2018, Prop C 2019) on the diverse populations in SF. I am a US Military Veteran of Operation Desert Storm, served as 2018 President of the San Francisco Marin Medical Society (SFMMS), and as 2013 President of the Northern California Chapter of the American College of Surgeons (ACS). I previously served on the 2019-2021 SDDTAC in the Health Equity Seat 2, and as a liaison to the API Health Parity Council. I am currently Chair of the California AHA Advocacy Committee, which has been the national leader in championing strategies to reduce the impact of sugary drinks across all populations (especially minority communities that have been the focus of soda advertising), and currently Co-Chair the ACS California Joint Advocacy Committee.

Business and/or Professional Experience:

During a UCSF health policy fellowship, I focused on reducing the impact of smoking on surgical outcomes. I was appointed by Governor Newsom to the California Tobacco Education and Research Oversight Committee (TEROC) in 2022, and served as the Chair of the UC Office of the President Tobacco Related Disease Research Program (TRDRP) from 2013-2016 to represent the AHA, and currently serve ex-officio to TRDRP as the TEROc representative. During my term as Chair we increased the annual budget to nearly \$100 million in tobacco tax revenue. I am the ACS Governor and serve as the American Medical Association (AMA) delegate for SF, and was elected the California Medical Association CALPAC Secretary-Treasurer. I have worked on soda taxes since 2012, when I first met Richmond soda tax champion Dr. Jeff Ritterman. I was the finance lead for the Prop E 2014 soda tax, and featured in the television commercials for Prop V in 2016. I wrote the article "Taxing Soda" published by the Johns Hopkins University Press in 2018, and was featured in the successful Prop Z soda tax campaign passed by Santa Cruz voters in 2024.

Civic Activities:

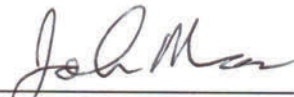
I was appointed by Treasurer Fiona Ma to the Citizens Financial Accountability Oversight Committee to oversee Prop 71 and the California Institute for Regenerative Medicine, and by Speaker Rendon to the Children's Data Protection Committee. I've served on the AHA Bay Area Board of Directors for nearly 25 years and was 2004 President of the AHA San Mateo Board. I was 2016 Physician Volunteer of the Year for the AHA Western States Affiliate and SFMMS Committee Member of the Year in 2024. I served on the AHA Western States Affiliate Board and Chair the AHA California Advocacy Committee, having previously served on the AHA National Advocacy Committee. As a Member of the Smithsonian Institute Traveling Exhibition Board of Directors, I am assisting with America's 250th birthday celebration in July, 2026. I served on the Board of Trustees of the Asian Art Museum to promote a deeper understanding of the AAPI community. I was featured in the 2018 Prop E flavored tobacco products ban and the 2019 No on Prop C ballot measure to enforce FDA regulation of electronic cigarettes. I chaired my Harvard Medical School 25th and 30th Reunion Class gift campaigns, and was elected as a delegate to the California Democratic Party by SF voters.

Have you attended any meetings of the body to which you are applying? Yes No

An appearance before the Rules Committee may be required at a scheduled public hearing, prior to the Board of Supervisors considering the recommended appointment. Applications should be received ten (10) days prior to the scheduled public hearing.

Date: March 6, 2026

Applicant's Signature (required):



*(Manually sign or type your complete name.
NOTE: By typing your complete name, you are hereby consenting to use of electronic signature.)*

Please Note: Your application will be retained for one year. Once completed, this form, including all attachments, become public record.

FOR OFFICE USE ONLY:

Appointed to Seat #: _____ Term Expires: _____ Date Vacated: _____

Sugary Drinks Distributor Tax Advisory Committee (SDDTAC)

Supplemental Questionnaire

1. Please describe the experience you have in public health programs related to nutrition-sensitive chronic disease (type 2 diabetes, heart disease, and oral health). as a general surgeon, I witnessed the dramatic rise in obesity rates in the 1990s that catalyzed the growth of bariatric surgery. As San Mateo AHA President in 2003, I presented the national evidence which led to the AHA Alliance for a Healthier Generation and two decades of sustained efforts to curb childhood obesity and Type 2 diabetes. I published the paper "Taxing Soda" in Johns Hopkins Press summarizing SFMMS and AHA efforts, and shared the results globally through the World Innovation Summit on Health - nearly 120 nations new tax SSBs.
2. Please describe the ways in which sugary drinks impact diverse communities across San Francisco. Nearly half of African-American and Hispanic youth in SF are at risk for Type 2 diabetes, and nearly two-thirds of African-American and Latino adults are overweight or obese - the Pacific Islander population is greatly impacted as well. Sugary drinks are the largest source of extra calories in the American diet, and strain SF's healthcare resources. nationally, young white men are the largest consumers of sugary drinks, and less affluent SF neighborhoods have higher rates of SSB consumption, food deserts, and related illnesses.
3. Please describe your connections or experience working with the SDDT priority populations (listed), and explain how you would engage and build trust with these communities: Black / African American, Latine, American Indian/Alaska Native, Native Hawaiian or Other Pacific Islander, Asian, low-income populations across each race/ethnicity. I am a general surgeon at Chinese Hospital and work alongside the AAPI Health Parity Council as a representative for the Community Health Improvement Plan in Chronic Disease focusing on the AI/AN, NH/PI and underserved communities. As a 2019-2021 Member of the SDDTAC, I worked through the Community Input Subcommittee to support Carecen, the Tenderloin Community and 3rd Street Youth to address food insecurity, educate about the health risks of sugary drinks, promote oral hygiene and water filling stations, and deliver presentations about grant funding opportunities. I co-chaired Oakland Mayor Barbara Lee inauguration.
4. Please describe your work or life experiences will contribute to the work of the SDDTAC. as a surgeon advocate SFMMS 2018 President, AHA volunteer since 2003 and former SDDTAC member, I have a unique public policy and clinical perspective into the twin epidemics of obesity and type 2 diabetes from sugary drinks. I helped champion the 2024 Santa Cruz soda tax victory and believe there is strong population health data to catalyze further progress in America and globally. My experience in tobacco control is the foundation for the next level of public health advocacy grounded in the SF City Attorney's legal challenge to the ultraprocessed food industry.

5. Please describe why you want to serve on the Sugary Drinks Distributor Tax Advisory Committee and what community or communities you represent.

I have worked on the SF soda tax since it was first conceived by Senator Scott Wiener in 2013. I have watched it evolve over 13 years and bring insights from national and global efforts. I would be the first community SDDTAC member to return to serve and my goal is to help fulfill the original vision of Prop V under Mayor Ed Lee. I represent the community of physicians, advocates, AHA, AAPI, underserved citizens, Chinese Hospital and all those who have been impacted by sugary drinks. My intent is to bring the SF soda tax to the next level.



March 15, 2026

The Honorable Members
San Francisco Board of Supervisors
1 Dr. Carlton B. Goodlett Place
San Francisco, CA 94102

Dear Members of the Board:

I am pleased to strongly support the appointment of **Dr. John Maa** to the Sugary Drinks Distributor Tax Advisory Committee.

I have known Dr. Maa for more than fifteen years through organized medicine and through his work as a surgeon at Chinese Hospital. Over that time, I have come to know him as an exceptional physician leader who has consistently worked to advance policies that improve the health of our communities.

Dr. Maa previously served as **President of the San Francisco Marin Medical Society (SFMMS)** and has been a leading advocate for evidence-based public health policy. He has played an important role in advancing efforts to address the health impacts of sugary beverages and has been an outspoken champion of policies designed to reduce chronic disease and health disparities. His broader public health advocacy has included leadership on initiatives such as the Golden Gate Bridge suicide barrier and other measures aimed at protecting the wellbeing of Californians.

Few physicians have devoted as much sustained energy to improving the lives of Californians through thoughtful health policy. Dr. Maa brings the rare combination of frontline clinical experience, public health expertise, and civic leadership that would make him an outstanding member of this committee.

For these reasons, I strongly recommend Dr. Maa's appointment to the Sugary Drinks Distributor Tax Advisory Committee.

Sincerely,

Roger S. Eng, MD, MPH, FACR
Past President, San Francisco Medical Society
Chief of Radiology, Chinese Hospital

5. Please describe why you want to serve on the Sugary Drinks Distributor Tax Advisory Committee and what community or communities you represent.

I have worked on the SF soda tax since it was first conceived by Senator Scott Wiener in 2013. I have watched it evolve over 13 years and bring insights from national and global efforts. I would be the first community SDDTAC member to return to serve and my goal is to help fulfill the original vision of Prop V under Mayor Ed Lee. I represent the community of physicians, advocates, AHA, AAPI, underserved citizens, Chinese Hospitals and all those who have been impacted by sugary drinks. My intent is to bring the SF soda tax to the next level.

March 3, 2026

Christina Goette
Melinda Martin
Department of Public Health
San Francisco, CA

Dear Ms. Goette and Ms. Martin:

As Executive Director of the San Francisco Marin Medical Society (SFMMMS), I am pleased to support John Maa, MD for Seat #3 on the Sugary Drinks Distributor Tax Advisory Committee (SDDTAC). SFMMMS represents more than 3500 physicians of every medical specialty and mode of practice in San Francisco and Marin Counties. Our organization and members have been dedicated to improving health for more than 150 years. The Bay Area movement to increase taxes on sugary sweetened beverages began more than 15 years ago with an SFMMMS 2009 resolution in support of the targeted tax increase.

Dr. Maa is a general surgeon and 29-year resident of San Francisco. He previously served as 2018 President of the San Francisco Marin Medical Society and is the current American Medical Association Delegate for San Francisco and Marin. He was previously appointed by Mayor London Breed to the SDDTAC from 2019 to 2021 in the AAPI Health Equity Seat 2 as a liaison to the API Health Parity Council, where he helped shape the budget recommendations to disburse funds generated by the soda tax.

Dr. Maa is a committed public health champion dedicated to reducing the use of tobacco and consumption of sugar sweetened beverages. He has engaged in community outreach and advocacy efforts since the Prop E San Francisco Soda Tax in 2014. Dr. Maa brought his knowledge and experiences as a surgeon battling the rising rates of bariatric surgery in America, and the consequences of sugary drinks on obesity and type 2 diabetes. He has worked with both the California Medical Association and the American Heart Association since 2003 to inform public policy actions in San Francisco and California to educate the public about sugar sweetened beverages. He has focused his surgical practice at Chinese Hospital since winning a position as a delegate to the Democratic party in March 2025. Dr. Maa was featured in the 2016 Prop V campaign, and most recently in the successful 2024 Prop Z Santa Cruz soda tax. He summarized his findings in a Johns Hopkins University Press article, "Taxing Soda."

SFMMMS believes he would provide an important perspective to the SDDTAC and urge your support for his application.

Sincerely,



Conrad Amenta
CEO, San Francisco Marin Medical Society

— GAVIN NEWSOM —

March 21, 2025

To the San Francisco Board of Supervisors Rules Committee:

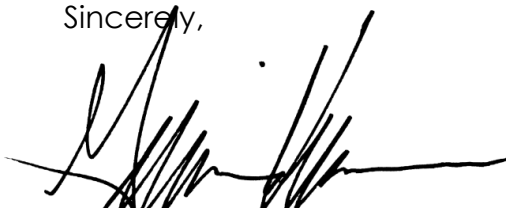
I am writing in support of Dr. John Maa's appointment to the Sugary Drinks Distributor Tax Advisory Committee (SDDTAC). Dr. Maa's expertise as a general surgeon combined with his decades of advocacy make him a highly-qualified candidate for this position.

Throughout his career, Dr. Maa has dedicated himself to educating the public and informing policy decisions on the consumption of sugar sweetened beverages. He has worked with the American Heart Association since 2003 and in 2018 served as President of the San Francisco Marin Medical Society, which has been an important organization in garnering support for soda taxes.

Dr. Maa has been involved in the passage and implementation of multiple soda taxes since 2014. He served as fundraising chair for Proposition E (San Francisco's Sugary Drink Tax) and supported the passage of Proposition V (San Francisco's Sugary Drinks Distributor Tax) through community outreach and media appearances. Most recently, Dr. Maa campaigned for Measure Z (Santa Cruz's Sugar Sweetened Beverage Tax), which passed in 2024. Dr. Maa also served on the SDDTAC from 2019 to 2021 and helped develop recommendations for how to disburse funds generated from the soda tax. His extensive knowledge on the current soda tax landscape together with his previous experience on the SDDTAC would make him a valuable asset to the Committee.

For these reasons, I give my full support to Dr. Maa for appointment to the SDDTAC.

Sincerely,



Gavin Newsom

BOARD of SUPERVISORS



City Hall
1 Dr. Carlton B. Goodlett Place, Room 244
San Francisco 94102-4689
Tel. No. (415) 554-5184
Fax No. (415) 554-5163
TDD/TTY No. (415) 554-5227

Application for Boards, Commissions, Committees, & Task Forces

Name of Board/Commission/Committee/Task Force: SUBSIDIARY DRINKS DISTRIBUTION TAX ADVISORY COMMITTEE

Seat # (Required - see Vacancy Notice for qualifications): #3

Full Name: Rada Gateb



SF, CA Zip Code: 94110

Occupation: ROHM HEALTH EDUCATOR

Work Phone: 415 762 3700 Employer: HEALTH RIGHT 360 ICC

Business Address: 1563 MISSION ST SF, CA Zip Code: 94103

Business Email: rgateb@healthright360.org Home Email: [Redacted]

Pursuant to Charter, Section 4.101(a)(2), Boards and Commissions establish residents of the City and County of San Francisco who are 18 years of age or older (unless otherwise stated in the code authority). For certain appointments, the Board of Supervisors may waive the residency requirement.

Resident of San Francisco: Yes No If No, place of residence: _____
18 Years of Age or Older: Yes No

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

My education and professional experience reflect a long-standing commitment to serving the diverse communities of San Francisco. I received my undergraduate degree from San Francisco State University, where I earned a Bachelor of Science in Health Education with a focus on community health, a minor in Gender Studies, and a certificate in Holistic Health. During my time at San Francisco State, I became engaged in conversations around food policy, health equity, and the role that beverage environments play in shaping community health. I graduated during the year when San Francisco State students successfully advocated for changes to the university's pouring rights contract, which highlighted how student organizing and public health advocacy can influence institutional food and beverage policies.

While at San Francisco State, I interned with the San Francisco AIDS Foundation through the Stonewall Speed Project, supporting programs serving LGBTQ+ communities and individuals living with HIV. This work included community outreach and harm reduction initiatives connected to the Potrero Hill needle exchange program.

I later attended dental hygiene school at New York University and went on to earn my Master of Public Health from the CUNY School of Public Health, where my graduate work included a capstone research project focused on community health and nutrition policy. During my graduate studies, I also participated in the Institutional Review Board (IRB) process reviewing research examining beverage industry influence and pouring rights contracts across CUNY campuses through work associated with the CUNY Urban Food Policy Institute.

Today I live and work in the Mission District and provide care and health education through my work with HealthRIGHT 360, including participation in the organization's Food Pharmacy program. Working in a harm reduction setting allows me to engage daily with diverse communities across San Francisco including immigrants, LGBTQ+ residents, people experiencing housing instability, individuals with disabilities, and people in recovery. As a dental hygienist, I see firsthand the oral health impacts of sugar-sweetened beverage consumption, particularly dental decay and chronic disease patterns in underserved communities. Through my work with HealthRIGHT 360, a nonprofit dedicated to advancing health equity, I work with communities disproportionately impacted by diet-related disease, food insecurity, and barriers to preventive care.

(Applications must be submitted to BOS-Appointments@sfgov.org or to the mailing address listed above.)

Business and/or Professional Experience:

I am a Registered Dental Hygienist and public health professional with a Master of Public Health from the CUNY School of Public Health and dental hygiene training from New York University. My work focuses on preventive care, patient education, and addressing health inequities through community-based health programs.

I currently work as a dental hygienist with HealthRIGHT 360 in San Francisco, where I provide preventive oral health care and health education in a harm reduction setting serving diverse populations across the city. My work includes supporting patients experiencing housing instability, substance use disorders, and chronic health conditions.

I also participate in the organization's Food Pharmacy initiative, which is part of the UCSF Food is Medicine Collaborative. Through this program I help facilitate weekly workshops that include nutrition education presentations and healthy food preparation demonstrations. The program also incorporates health monitoring and evaluation such as blood pressure tracking, with plans to introduce glucose monitoring to better understand the relationship between nutrition, chronic disease management, and overall health outcomes.

As a dental hygienist working in community health, I see firsthand how frequent consumption of sugar-sweetened beverages contributes to dental decay and other chronic health conditions in the populations we serve. In addition to my clinical work, I have research experience through the CUNY School of Public Health where I worked as a research assistant on the Groceries to Go program evaluating nutrition access and assisted on a breast cancer research project involving in-depth interviews with study participants.

Civic Activities:

My civic engagement focuses on community health, nutrition education, and service to underserved communities. I developed a community nutrition education program titled Healthy Food, Happy Kids, which began in community gardens in the Lower East Side of New York City. The program provides workshops for children and families focused on healthy eating, food access, and reducing sugary beverage consumption. The program operates under A Farm for All, a nonprofit organization based in upstate New York, and is now expanding to San Francisco through workshops at Frontier Tower.

I have also volunteered with Los Médicos Voladores (The Flying Doctors) since my early teens alongside members of my family. Through this organization I have participated in outreach trips to communities in Mexico and Baja California where volunteer medical and dental teams provide screenings, preventive care, education, and treatment services to individuals who have limited access to healthcare.

In addition, I am a member of Food Access, Agriculture, and Climate Together (FAACTS), a San Francisco coalition working to advance food access, sustainable agriculture, and equitable food systems. Through FAACTS I engage in discussions and initiatives related to food policy, nutrition programs, and community-based solutions addressing food insecurity and health disparities across San Francisco.

Have you attended any meetings of the body to which you are applying? Yes No

An appearance before the Rules Committee may be required at a scheduled public hearing, prior to the Board of Supervisors considering the recommended appointment. Applications should be received ten (10) days prior to the scheduled public hearing.

Date: 03/06/26 Applicant's Signature (required): 
*(Manually sign or type your complete name.
NOTE: By typing your complete name, you are hereby consenting to use of electronic signature.)*

Please Note: Your application will be retained for one year. Once completed, this form, including all attachments, become public record.

FOR OFFICE USE ONLY:

Appointed to Seat #: _____ Term Expires: _____ Date Vacated: _____

Rada Galeb, MPH, RDH

Sugary Drinks Distributor Tax Advisory Committee – Supplemental Responses

1. Experience in public health programs related to nutrition-sensitive chronic disease

My experience in public health programs related to nutrition-sensitive chronic disease comes from both clinical care and community-based nutrition initiatives. I currently work with HealthRIGHT 360 in San Francisco, where I provide oral health care and health education in a harm reduction setting serving patients experiencing housing instability, substance use disorders, and chronic health conditions.

I also participate in the organization's Food Pharmacy program, part of the UCSF Food is Medicine Collaborative. Through this program I help facilitate weekly workshops that include nutrition education presentations and healthy food preparation demonstrations designed to support patients managing chronic diseases such as type 2 diabetes and heart disease. The program incorporates health monitoring such as blood pressure tracking and will soon introduce glucose monitoring to better understand the impact of nutrition interventions on health outcomes.

Beyond my clinical work, I developed a community nutrition education program called Healthy Food, Happy Kids, which began in community gardens in the Lower East Side of New York City. The program focuses on helping families build practical skills around healthy eating and reducing sugary beverage consumption.

As a dental hygienist, I see firsthand how dietary patterns—particularly frequent consumption of sugar-sweetened beverages—contribute to dental decay and oral health disease. Sugar-sweetened beverages remain one of the leading contributors to preventable dental disease, one of the most common chronic conditions affecting both children and adults.

2. Ways sugary drinks impact diverse communities across San Francisco

Sugary drinks disproportionately impact communities that face structural barriers to health, including limited access to healthy food options, food insecurity, and reduced access to preventive healthcare. In many neighborhoods across San Francisco, sugary beverages are often more accessible and more heavily marketed than healthier alternatives.

Through my clinical work in community health, I regularly see the impacts of sugary beverage consumption, including dental decay, diabetes, and cardiovascular disease. These conditions are particularly common among individuals experiencing housing instability, economic hardship, or limited access to nutrition education and healthy foods.

Through my involvement with Food Access, Agriculture, and Climate Together (FAACTS), I also participate in discussions around food access and policies that support healthier food systems across

San Francisco.

Addressing sugary beverage consumption requires both education and structural interventions that improve access to healthy foods and culturally relevant nutrition programs. Soda tax funding plays an important role in supporting community-driven programs that promote healthier beverage choices and improve long-term health outcomes.

3. Experience working with SDDT priority populations and building trust

Through my work in community health and nutrition programs, I regularly engage with diverse communities across San Francisco, including Black/African American, Latinx, Asian, and low-income populations, as well as individuals experiencing housing instability and those in recovery from substance use disorders.

Working within a harm reduction framework has taught me the importance of meeting people where they are, building trust through consistent engagement, and respecting the cultural and social context that shapes health behaviors.

Living and working in the Mission District connects me closely with Latinx communities and immigrant populations who often face barriers related to healthcare access, food insecurity, and economic instability.

I approach community engagement through a trauma-informed and culturally responsive framework that recognizes the historical, social, and economic factors that shape health behaviors and access to care.

4. How your experiences will contribute to the work of SDDTAC

My background combines clinical care, public health research, community nutrition education, and policy engagement, which together provide a well-rounded perspective on the factors that influence sugary beverage consumption and chronic disease.

As a dental hygienist working in community health, I see firsthand how frequent consumption of sugar-sweetened beverages contributes to dental disease and broader chronic health conditions such as diabetes and cardiovascular disease.

My public health training at the CUNY School of Public Health also included research examining beverage industry influence and pouring rights contracts through work associated with the CUNY Urban Food Policy Institute.

These experiences allow me to bring both a community health and policy-informed perspective to the committee and support decisions that ensure soda tax resources are used in ways that meaningfully improve health equity across San Francisco.

5. Why you want to serve on the SDDT Advisory Committee

I am interested in serving on the Sugary Drinks Distributor Tax Advisory Committee because I believe that community-informed public health policy can play an important role in improving nutrition access and reducing health inequities related to diet-related disease.

Through my work in community health, nutrition education, and oral health care, I regularly see the impact that sugary beverage consumption has on chronic diseases such as diabetes, heart disease, and dental decay.

I live and work in the Mission District and represent the perspective of a community health provider working closely with diverse populations across San Francisco, including low-income communities, immigrants, and individuals experiencing housing instability.

I hope to contribute to ensuring that soda tax funding supports community-based programs that improve food access, strengthen nutrition education, and promote healthier beverage environments across San Francisco.



SUGARY DRINKS DISTRIBUTOR TAX ADVISORY COMMITTEE

The below listed summary of seats, term expirations and membership information shall serve as notice of vacancies, upcoming term expirations, and information on currently held seats, appointed by the Board of Supervisors. Appointments by other bodies are listed, if available.

Seat numbers listed as "VACANT" are open for immediate appointment. However, you are able to submit applications for all seats and your application will be maintained for one year, in the event that an unexpected vacancy or opening occurs.

Membership and Seat Qualifications

Seat #	Appointing Authority	Seat Holder	Term Ending	Qualification
1	BOS	Chester Williams (residency waived)	12/31/26	Must be held by a representative of a nonprofit organization that advocate for health equity in communities that are disproportionately impacted by diseases related to the consumption of sugar-sweetened beverages. Term: 2-years
2	BOS	Gabriela Castellanos Rumbo	12/31/26	
3	BOS	VACANT	12/31/26	
4	BOS	Frances Abigail Cabrera	12/31/26	Must be an individual who is employed at a medical institution in San Francisco and who has experience in the diagnosis or treatment of, or in research or education about, chronic and other diseases linked to the consumption of sugar-sweetened beverages. Term: 2-years
5	BOS	Jamey Schmidt	12/31/26	

Seat #	Appointing Authority	Seat Holder	Term Ending	Qualification
6	BOS	Shoon Mon	12/31/26	Must be a person who is under 19 years old at the time of appointment and who may be a member of the Youth Commission, nominated by the Youth Commission and appointed by the Board of Supervisors, for a two-year term. (Note: If the person is under legal voting age and unable to be an elector for that reason, the person may hold this seat, but upon reaching legal voting age, the person shall relinquish the seat unless he or she becomes an elector, in which case the person shall retain the seat.)* Term: 2-years
7	OEWD	VACANT Term expired 12/31/24 – Holdover Alesandra Lozano	12/31/26	Shall be held by a person appointed by the Director of the Office of Economic and Workforce Development or any successor office. Term: 2-years
8	SFUSD	Saeeda Hafiz	12/31/24	Shall be held by persons appointed by the Board of Education of the San Francisco Unified School District. If at any time the Board of Education declines to appoint a member to Seat 8 or 9 and leaves the seat vacant for 60 days or longer, the Board of Supervisors may appoint a member of the public to fill the seat until such time as the Board of Education appoints a member. Term: 2-years
9	SFUSD	Jennifer Lebarre	12/31/24	

Seat #	Appointing Authority	Seat Holder	Term Ending	Qualification
10	Public Health	VACANT Term Expired 12/31/22 - Holdover Member Tiffany Kenison	12/31/24	Shall be held by an employee of the Department of Public Health who has experience or expertise in the field of chronic disease prevention or treatment, appointed by the Director of Health. Term: 2-years
11	Public Health	Linda Kuo	12/31/24	Shall be held by a person with experience or expertise in the field of oral health, appointed by the Director of Health. Term: 2-years
12	Public Health	Omar Flores	12/31/24	Shall be held by a person with experience or expertise in the field of food security or access, appointed by the Director of Health. Term: 2-years
13	DCYF	Michelle Kim	12/31/24	Shall be held by an employee of the Department of Children, Youth & Their Families, appointed by the Director of that Department. Term: 2-years
14	Recreation and Park	Linda Barnard	12/31/24	Shall be held by an employee of the Recreation and Park Department, appointed by the General Manager of that Department. Term: 2-years

Seat #	Appointing Authority	Seat Holder	Term Ending	Qualification
15	SFUSD	Prasanthi Patel	12/31/26	Shall be held by a parent or guardian of a student enrolled in the San Francisco Unified School District at the time of appointment, nominated by the San Francisco Unified School District's Parent Advisory Council, and appointed by the Board of Supervisors. If at any time the Parent Advisory Council declines to nominate a member to a vacant seat for 60 days or longer, the Board of Supervisors may appoint a member of the public to fill the seat until the seat becomes vacant again. Term: 2-years
16	BOS	Laura Urban	12/31/26	Shall be held by a person with experience or expertise in services and programs for children five and under, appointed by the Board of Supervisors. Term: 2-years

* Youth interested in applying to Seat 6 may also obtain more information from the Youth Commission website at <http://sfgov.org/youthcommission> or by contacting Director Kiely Hosmon at (415) 554-6464.

BOARD OF SUPERVISORS (BOS) APPLICATION FORMS AVAILABLE HERE

- English - https://sfbos.org/sites/default/files/vacancy_application.pdf
- 中文 - https://sfbos.org/sites/default/files/vacancy_application_CHI.pdf
- Español - https://sfbos.org/sites/default/files/vacancy_application_SPA.pdf
- Filipino - https://sfbos.org/sites/default/files/vacancy_application_FIL.pdf

In addition to the application form please complete the SDDTAC Supplemental Questionnaire (located at the end on this notice).

If you have any question regarding the questionnaire, please contact staff at the Advisory Committee (contact information listed below).

(For seats appointed by other Authorities please contact the Board / Commission / Committee / Task Force (see below) or the appointing authority directly.)

Please Note: Depending upon the posting date, a vacancy may have already been filled. To determine if a vacancy for this Commission is still available, or if you require additional information, please call the Rules Committee Clerk at (415) 554-5184.

Applications, Supplemental Questionnaires and other documents may be submitted to BOS-Appointments@sfgov.org

Next Steps: Applicants who meet minimum qualifications will be contacted by the Rules Committee Clerk once the Rules Committee Chair determines the date of the hearing. Members of the Rules Committee will consider the appointment(s) at the meeting and applicant(s) may be asked to state their qualifications. The appointment of the individual(s) who is recommended by the Rules Committee will be forwarded to the Board of Supervisors for final approval.

The general purpose of the Advisory Committee is to make recommendations to the Mayor and the Board of Supervisors on the effectiveness of the Sugary Drinks Distributor Tax in Business Tax and Regulations Code Article 8.

The Advisory Committee shall consist of the following 16 voting members:

- (a) Seats 1, 2, and 3 shall be held by representatives of nonprofit organizations that advocate for health equity in communities that are disproportionately impacted by diseases related to the consumption of Sugar-Sweetened Beverages, as defined in Business and Tax Regulations Code Section 552, appointed by the Board of Supervisors.
- (b) Seats 4 and 5 shall be held by individuals who are employed at medical institutions in San Francisco and who have experience in the diagnosis or treatment of, or in research or education about, chronic and other diseases linked to the consumption of Sugar-Sweetened Beverages, appointed by the Board of Supervisors.
- (c) Seat 6 shall be held by a person who is under 19 years old at the time of appointment and who may be a member of the Youth Commission, nominated by the Youth Commission and appointed by the Board of Supervisors. If the person is under legal voting age and unable to be an elector for that reason, the person may hold this seat, but upon reaching legal voting age, the person shall relinquish the seat unless he or she becomes an elector, in which case the person shall retain the seat.
- (d) Seat 7 shall be held by a person appointed by the Director of the Office of Economic and Workforce Development or any successor office.

- (e) Seats 8 and 9 shall be held by persons appointed by the Board of Education of the San Francisco Unified School District. If at any time the Board of Education declines to appoint a member to Seat 8 or 9 and leaves the seat vacant for 60 days or longer, the Board of Supervisors may appoint a member of the public to fill the seat until such time as the Board of Education appoints a member.
- (f) Seat 10 shall be held by an employee of the Department of Public Health who has experience or expertise in the field of chronic disease prevention or treatment, appointed by the Director of Health.
- (g) Seat 11 shall be held by a person with experience or expertise in the field of oral health, appointed by the Director of Health.
- (h) Seat 12 shall be held by a person with experience or expertise in the field of food security or access, appointed by the Director of Health.
- (i) Seat 13 shall be held by an employee of the Department of Children, Youth & Their Families, appointed by the Director of that Department.
- (j) Seat 14 shall be held by an employee of the Recreation and Park Department, appointed by the General Manager of that Department.
- (k) Seat 15 shall be held by a parent or guardian of a student enrolled in the San Francisco Unified School District at the time of appointment, nominated by the San Francisco Unified School District's Parent Advisory Council, and appointed by the Board of Supervisors. If at any time the Parent Advisory Council declines to nominate a member to a vacant seat for 60 days or longer, the Board of Supervisors may appoint a member of the public to fill the seat until the seat becomes vacant again.
- (l) Seat 16 shall be held by a person with experience or expertise in services and programs for children five and under, appointed by the Board of Supervisors.

Appointing authorities shall make initial appointments to the Advisory Committee by no later than September 1, 2017. The initial term for each seat on the Advisory Committee shall begin September 1, 2017, and end on December 31, 2018.

Any member who misses three regular meetings of the Advisory Committee within any 12-month period without the express approval of the Advisory Committee at or before each missed meeting shall be deemed to have resigned from the Advisory Committee 10 days after the third unapproved absence. The Advisory Committee shall inform the appointing authority of any such resignation.

The City Administrator shall provide administrative and clerical support for the Advisory Committee, and the Controller's Office shall provide technical support and policy analysis for the Advisory Committee upon request. All City officials and agencies shall cooperate with the Advisory Committee in the performance of its functions.

Report: Starting in 2018, by March 1 of each year, the Advisory Committee shall submit to the Board of Supervisors and the Mayor a report that (a) evaluates the impact of the Sugary Drinks

Distributor Tax on beverage prices, consumer purchasing behavior, and public health, and (b) makes recommendations regarding the potential establishment and/or funding of programs to reduce the consumption of Sugar-Sweetened Beverages in San Francisco. Within 10 days after the submission of the report, the City Administrator shall submit to the Board of Supervisors a proposed resolution for the Board to receive the report.

Holdover Limit: Not Applicable

Authority: Business and Tax Regulations Code, Article VIII, Sections 550 through 560; Administrative Code, Chapter 5, Article XXXIII, Sections 5.33-1 through 5.33-6; Proposition V (2016)

Sunset Date: December 31, 2028

Contact: Marianne Szeto
Melinda Martin
Department of Public Health
San Francisco, CA
(628) 206-7630
marianne.szeto@sfdph.org
Melinda.martin@sfdph.org

Updated: February 9, 2026

Sugary Drinks Distributor Tax Advisory Committee (SDDTAC)

Supplemental Questionnaire

1. Please describe the experience you have in public health programs related to nutrition-sensitive chronic disease (type 2 diabetes, heart disease, and oral health).

2. Please describe the ways in which sugary drinks impact diverse communities across San Francisco.

3. Please describe your connections or experience working with the SDDT priority populations (listed), and explain how you would engage and build trust with these communities: Black / African American, Latine, American Indian/Alaska Native, Native Hawaiian or Other Pacific Islander, Asian, low-income populations across each race/ethnicity.

4. Please describe your work or life experiences will contribute to the work of the SDDTAC.

5. Please describe why you want to serve on the Sugary Drinks Distributor Tax Advisory Committee and what community or communities you represent.



Gender Analysis
San Francisco Commissions and Boards
FY 2020-2021



London N. Breed
Mayor

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



Dear Honorable Mayor London N. Breed and Board of Supervisors:

Please find attached the 2021 Gender Analysis of Commissions and Boards Report. We are pleased to share that under Mayor Breed's leadership, representation of women, people of color, and women of color on policy bodies continues to increase. Mayoral appointments are more diverse based on gender and race compared to both supervisorial appointments and appointments in general.

Overall, policy bodies have a larger percentage of women, members of the LGBTQIA+ community, and Veterans¹ than the general San Francisco population. The percentage of women of color and people with disabilities appointed to policy bodies is near equal to the general population. Fiscal year 2020-2021 saw the largest increase in representation of women on policy bodies since the Department on the Status of Women started collecting data in 2009. Women of color have the highest representation of appointees to date.

Black and African American women and men are notably well-represented on San Francisco policy bodies. Black women are 8 percent of appointees compared to 2.4 percent of the general San Francisco population, and Black men are 4 percent of appointees compared to 2.5 percent of the general San Francisco population. Additionally, almost 1-in-4 appointees who responded to the survey question identify as a member of the LGBTQIA+ community.

Commissions that oversee the largest budgets have members of the LGBTQIA+ community, people with disabilities, and Veterans represented at higher percentages than the general population.

While San Francisco continues to make strides in diversity, there is still work to do in achieving parity of representation for Latinx and Asian groups in appointed positions overall, as well as women, people of color, and women of color on Commissions overseeing the largest budgets. The Department applauds Mayor Breed for remaining committed to diversifying policy body appointments across all diversity categories, including for positions of influence and authority.

Thank you to Department staff who worked on this report and to members of the Commission on the Status of Women for their ongoing advocacy for intersectional gender equity efforts.

Kimberly Ellis, Director of the Department on the Status of Women

A handwritten signature in black ink, appearing to read "Kimberly Ellis".

¹ "Veterans" refers to people who have served and/or have an immediate family member who has served in the military.

Table of Contents

I. Introduction.....	1
II. Findings	2
A. Gender.....	2
B. Race and Ethnicity.....	5
C. Race and Ethnicity by Gender.....	8
D. LGBTQIA+ Identity	10
E. Disability Status	11
F. Veteran Status	12
G. Policy Bodies by Budget.....	14
H. Comparison of Advisory Body, Commission, and Board Demographics	16
I. Demographics of Mayoral, Supervisorial, and Total Appointees.....	17
J. Religious Affiliations	18
III. Methodology and Limitations.....	19
IV. Conclusion.....	21
V. Appendix.....	23
VI. Acknowledgements.....	29

Table of Figures

Figure 1: Summary Data of Policy Body Demographics, 2021.....	2
Figure 2: 12-Year Comparison of Representation of Women on Policy Bodies.....	2
Figure 3: Commissions and Boards with Highest Percentages of Women, 2021 Compared to 2017 and 2019.....	3
Figure 4: Commissions and Boards with Lowest Percentage of Women, 2021 Compared to 2017 and 2019.....	4
Figure 5: Advisory Bodies with the Highest Percentage of Women, 2021.....	4
Figure 6: 10-Year Comparison of Representation of People of Color on Policy Bodies.....	5
Figure 7: Race and Ethnicity of Appointees Compared to San Francisco Population, 2021.....	6
Figure 8: Commissions and Boards with Highest Percentage of People of Color, 2021 Compared to 2019 and 2017.....	7
Figure 9: Commissions and Boards with Lowest Percentage of People of Color, 2021 Compared to 2019 and 2017.....	7
Figure 10: 10-Year Comparison of Representation of Women of Color on Policy Bodies.....	8
Figure 11: Appointees by Race/Ethnicity and Gender, 2021.....	9
Figure 12: San Francisco Population by Race/Ethnicity, 2019.....	9
Figure 13: LGBTQIA+ Identity of Appointees, 2021.....	10
Figure 14: LGBTQIA+ Population of Appointees, 2019.....	11
Figure 15: Disability Status of Appointees, 2021.....	11
Figure 16: Appointees with One or More Disabilities by Gender Identity, 2021.....	12
Figure 17: San Francisco Adult Population with Military Service by Gender, 2019.....	13
Figure 18: Appointees with Military Service, 2021.....	13
Figure 19: Appointees with Military Service by Gender, 2021.....	14
Figure 20: Percent of Women, Women of Color, and People of Color on Commissions and Boards with Largest and Smallest Budgets in Fiscal Year 2020-2021.....	15
Figure 21: Demographics of Commissions and Boards with Largest Budgets, 2021.....	15
Figure 22: Demographics of Commissions and Boards with Smallest Budgets, 2021.....	16
Figure 23: Demographics of Appointees on Commission and Boards and Advisory Bodies, 2021.....	17
Figure 24: Demographics of Mayoral, Supervisorial, and Total Appointees, 2021.....	18
Figure 25: Religious Affiliations of Appointees, 2021.....	19
Figure 26: Policy Body Demographics, 2021.....	23
Figure 27: San Francisco Population Estimates by Race/Ethnicity and Gender, 2017.....	28

Executive Summary

In 2008, San Francisco voters 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 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 2021 Gender Analysis of Commissions and Boards Report (2021 Gender Analysis Report) evaluates representation of the following groups across appointments to San Francisco policy bodies:

- Women
- People of color
- LGBTQIA+ individuals
- People with disabilities
- Veterans (or people who have immediate family members that have served)
- Various religious affiliations

The report includes policy bodies such as task forces, committees, and Advisory Bodies, in addition to Commissions and Boards.

This year, data was collected from 92 policy bodies and from a total of 349 members, mostly appointed by the Mayor and Board of Supervisors. The policy bodies surveyed for the 2021 Gender Analysis Report fall under two categories designated by the San Francisco Office of the City Attorney.² 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. The report examines policy bodies and appointees both comprehensively as a whole and separately by the two categories.

Several changes were made to the survey questions for the 2021 Gender Analysis Report. Sexual Orientation and Gender Identity (SOGI) categories were aligned with the latest classifications used by the Office of Transgender Initiatives. The classification of Veteran Status was also expanded to include individuals with close family members that have served in the military and armed forces. This addition to Veteran Status was adopted based on feedback from previous reports.

While the overall number of policy bodies that submitted data increased compared to 2019, the total number of individual members who participated in the survey was dramatically less than the number who participated in 2019. Due to the pandemic, data collection methods

² "Sec. 3.1-103. Filing Officers." *American Legal Publishing Corporation*, https://codelibrary.amlegal.com/codes/san_francisco/latest/sf_campaign/0-0-0-979.

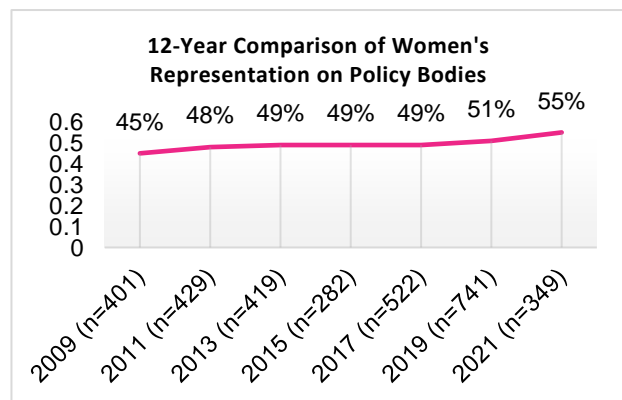
were limited compared to previous years, including the ability to conduct paper surveys and in-person meetings. Reliance on online surveying significantly reduced the level of participation, despite three to five direct contact efforts with policy bodies via phone and email. Moving forward, in addition to collecting data through paper/in-person surveys, when possible, the Department on the Status of Women recommends that all policy body appointees be required to take a training on the Gender Analysis survey process, alongside the required Ethics training, to guarantee participation.

Similarly, due to census data not being collected during COVID-19, updated demographic information on the general population of San Francisco was not available for years more recent than 2019. In this report, data on the San Francisco population references data from previous years (2015-2019) populations.

Key Findings

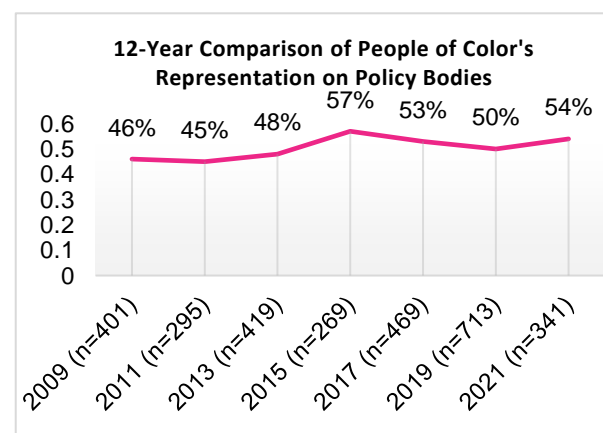
Gender

- Women's representation on policy bodies is 55%, above parity with the San Francisco female population of 49%.
- FY 2021 oversaw the largest increase in the representation of women on San Francisco policy bodies since 2009.



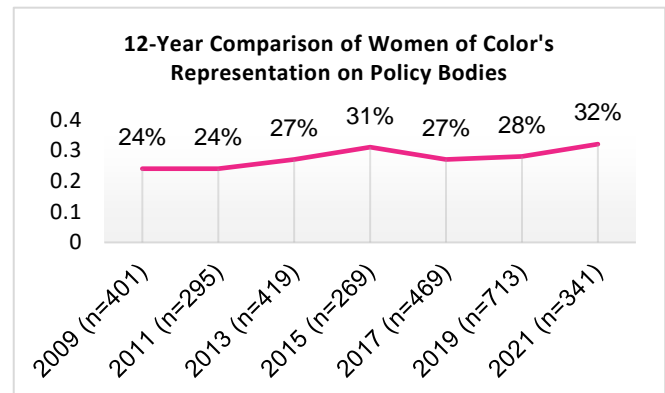
Race and Ethnicity

- The representation of people of color on policy bodies is 54%. Comparatively, in San Francisco, 62% of the population identifies with a race other than white.
- While the overall representation of people of color has increased since the 2019 report at 50%, representation has still decreased compared to 57% in 2015.
- As found in previous reports, Latinx and Asian groups are underrepresented on San Francisco policy bodies as compared to the population. Latinx individuals are 15% of the population but make up only 9% of appointees. Asian individuals are 36% of the population but make up only 26% of appointees.



Race and Ethnicity by Gender

- On the whole, women of color are 32% of the San Francisco population and 32% of appointees. This 4% increase is the highest representation of women of color appointees to date.
- 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 25% of appointees compared to 17% of the San Francisco population. White men are 21% 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 8% of appointees compared to 2.4% of the population, and Black men are 4% of appointees compared to 2.5% of the population.
- Latinx women are 7% of the San Francisco population but 4% of appointees, and Latinx men are 7% of the population but 4% of appointees.
- Asian women are 17% of the San Francisco population but 15% of appointees, and Asian men are 15% of the population but 11% of appointees.

Additional Demographics

- Out of the 74% of appointees who responded to the survey question on LGBTQIA+ identity, 23% identify as lesbian, gay, bisexual, transgender, nonbinary, queer, or questioning, and 77% of appointees identify as straight/heterosexual.
- Out of the 70% of appointees who responded to the question on Disability Status, 12.6% identify as having one or more disabilities, which is just above parity of the 12% of the adult population with a Disability Status in San Francisco.
- Out of the 67% of appointees who responded to the question on Veteran Status, 22% have served in the military (or have an immediate family member who has served) compared to 3% of the San Francisco population (census data on military service does not include immediate family members who have served).

Proxies for Influence: Budget and 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, representation of women on Boards and Commissions with the smallest budgets are just below parity with the San Francisco population.
- 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 60% of appointees on Advisory Bodies and 53% of appointees on Commissions and Boards. The percentage of women of color on Advisory Bodies is also higher than on Commissions and Boards.

Appointing Authorities

- Mayoral appointments include 60% women, 59% people of color, and 37% 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	LGBTQIA+	Disability Status	Veteran Status
San Francisco Population**	49%	62%	32%	6%-15%*	12%	2.7%
Total Appointees	55%	54%	32%	23%	13%	22%
10 Largest Budgeted Commissions and Boards	43%	44%	21%	16%	15%	20%
10 Smallest Budgeted Commissions and Boards	48%	43%	29%	17%	9%	12%
Commissions and Boards	53%	53%	30%	18%	11%	21%
Advisory Bodies	60%	53%	33%	31%	15%	20%

San Francisco population estimates come from the 2017 and 2018 American Community Survey 5-Year Estimates, SF DOSW Data Collection and Analysis Report, 2021.

**Note: Estimates vary by source. See page 16 for a detailed breakdown.*

***Due to the COVID-19 pandemic, updated data is unavailable for race/ethnicity, LGBTQIA+ status, Disability Status, and Veteran Status in 2021. Therefore, the data used to represent the San Francisco population is from the 2019 Gender Analysis Report.*

I. Introduction

Inspired by the fourth U.N. 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 Against Women (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, 1998.³ In 2002, the CEDAW Ordinance was revised to address the intersection of race and gender and incorporate reference to the U.N. Convention on the Elimination of all Forms of Race Discrimination. The Ordinance requires the City 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 two years.

The 2021 Gender Analysis Report examines the representation of women, people of color, LGBTQIA+ individuals, people with disabilities, Veterans, and religious affiliations of appointees on San Francisco policy bodies. As was the case for the 2019 Gender Analysis Report, this year's analysis involved increased outreach to policy bodies as compared to previous analyses that were limited to Commissions and Boards. As a result, the data collection and analysis examine a more diverse and expansive layout of City policy bodies. 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. 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 on page 27.

³ 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. Findings

Many aspects of San Francisco's diversity are reflected in the overall population of appointees on San Francisco policy bodies. The analysis includes data from 92 policy bodies, of which 788 of the 979 seats are filled, leaving 20% vacant. As outlined below in Figure 1, slightly more than half of appointees are women and people of color, 32% are women of color, 23% identify as LGBTQIA+, 13% have a disability, and 22% are Veterans.

Figure 1: Summary Data of Policy Body Demographics, 2021

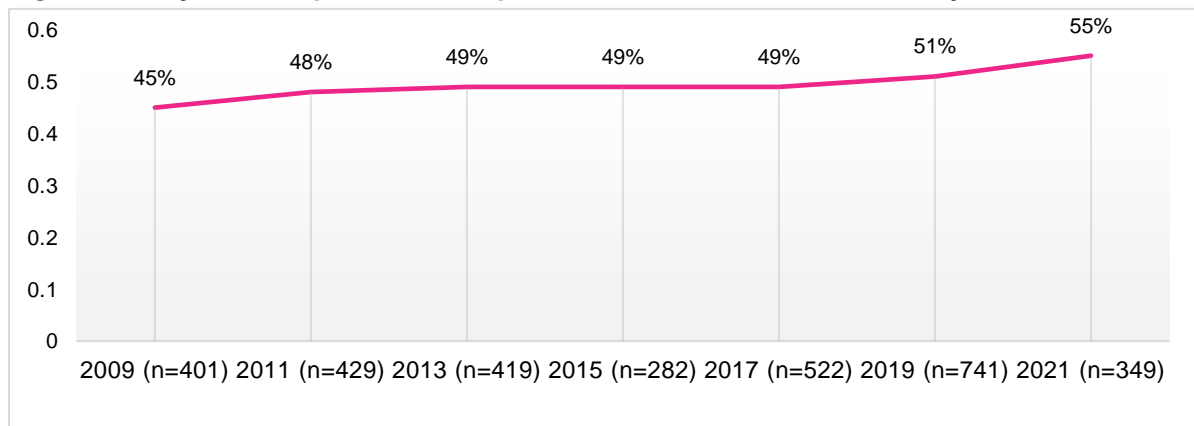
Appointee Demographics	Percentage of Appointees
Women (n=349)	55%
People of Color (n=341)	54%
Women of Color (n=341)	32%
LGBTQIA+ Identifying (n=334)	23%
People with Disabilities (n=349)	13%
Veteran Status (n=349)	22%

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, LGBTQIA+ identity, Disability Status, Veteran Status, religious affiliations, and policy body characteristics of budget size, decision-making authority, and appointment authority.

A. Gender

On San Francisco policy bodies, 55% of appointees identify as women, which is above parity compared to the San Francisco female population of 49%. The representation of women remained stable at 49% from 2013 until 2017, with a slight increase to 51% in 2019. This increase could be partly due to the larger sample size used in the 2019 analysis compared to previous years. A 12-year comparison shows that the representation of women appointees has gradually increased since 2009 by a total of ten percentage points.

Figure 2: 12-year Comparison of Representation of Women on Policy Bodies



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 2017 and 2019. The Commission on the Status of Women is currently comprised of all women appointees. This finding has been consistent for the Commission on the Status of Women since 2015. The Aging and Adult Services Commission, Health Commission, and Library Commission are all at 71%, respectively.

Figure 3: Commissions and Boards with the Highest Percentages of Women, 2021 Compared to 2017 and 2019

Policy Body	Percent of Women	Response Rate	2019 Percent	2017 Percent
Commission on the Status of Women	100%	100%	100%	100%
Arts Commission	79%	100%	67%	60%
Children and Families (First 5) Commission	75%	75%	100%	100%
Aging and Adult Services Commission	71%	86%	57%	40%
Health Commission	71%	100%	43%	29%
Library Commission	71%	100%	71%	80%

Out of the Commissions and Boards in this section, 6 have 40% or less women. The Commissions and Boards with the lowest representation of women are displayed in Figure 4. The lowest percentage is found on the Board of Examiners, which has 90% of responses from the Board, but 0 members identifying as women. Unfortunately, demographic data is unavailable for the Board of Examiners for 2017, however there was 0% of female representation in 2019 as well. The Police Commission, Human Services Commission, and Access Appeals Commission all have entirely completed the demographics survey at 100%, yet still have some of the lowest percentages of women at 20%. It should be noted that policy bodies with a small number of members, such as the Residential Users Appeal Board (which currently has two members), means that minimal changes in its demographic composition greatly impacts percentages. Additionally, several policy bodies had low response rates to the demographics survey, ultimately impacting the representation for their respective policy body accordingly.

Figure 4: Commissions and Boards with Lowest Percentage of Women, 2021 Compared to 2017 and 2019

Policy Body	Percent of Women	Response Rate	2019 Percent	2017 Percent
Residential Users Appeal Board	0%	50%	0%	N/A
Board of Examiners	0%	90%	0%	N/A
Assessment Appeals Board No. 3	0%	67%	50%	N/A
Assessment Appeals Board No. 2	0%	100%	50%	N/A
Rent Board Commission	10%	60%	44%	30%
Small Business Commission	14%	43%	43%	43%
Retirement System Board	14%	57%	43%	43%
Health Service Board	14%	43%	33%	29%
Children, Youth, and Their Families Oversight and Advisory Committee	14%	14%	50%	N/A
Treasure Island Development Authority	17%	50%	50%	43%
Public Utilities Commission	20%	60%	67%	40%
Police Commission	20%	100%	43%	29%

Figure 4: Commissions and Boards with Lowest Percentage of Women, 2021 Compared to 2017 and 2019, Continued

Policy Body	Percent of Women	Response Rate	2019 Percent	2017 Percent
Human Services Commission	20%	100%	40%	20%
Access Appeals Commission	20%	100%	N/A	N/A
Public Utilities Rate Fairness Board	25%	75%	33%	33%
Ethics Commission	25%	25%	100%	33%

**Commission and Boards with 70% response rates or higher are highlighted in grey.*

In addition to Commissions and Boards, Advisory Bodies were examined for the highest and lowest percentages of women. This is the second year such bodies have been included, thus comparison to previous years before 2019 is unavailable. Figure 5 below displays the five Advisory Bodies with the highest representations of women. Due to a lack of survey responses from several Advisory Bodies, analysis on the five lowest representations of women is unavailable. The Office of Early Care and Education Citizens' Advisory Committee has the greatest representation of women at 67%, followed closely by the Citizen's Committee on Community Development at 63%.

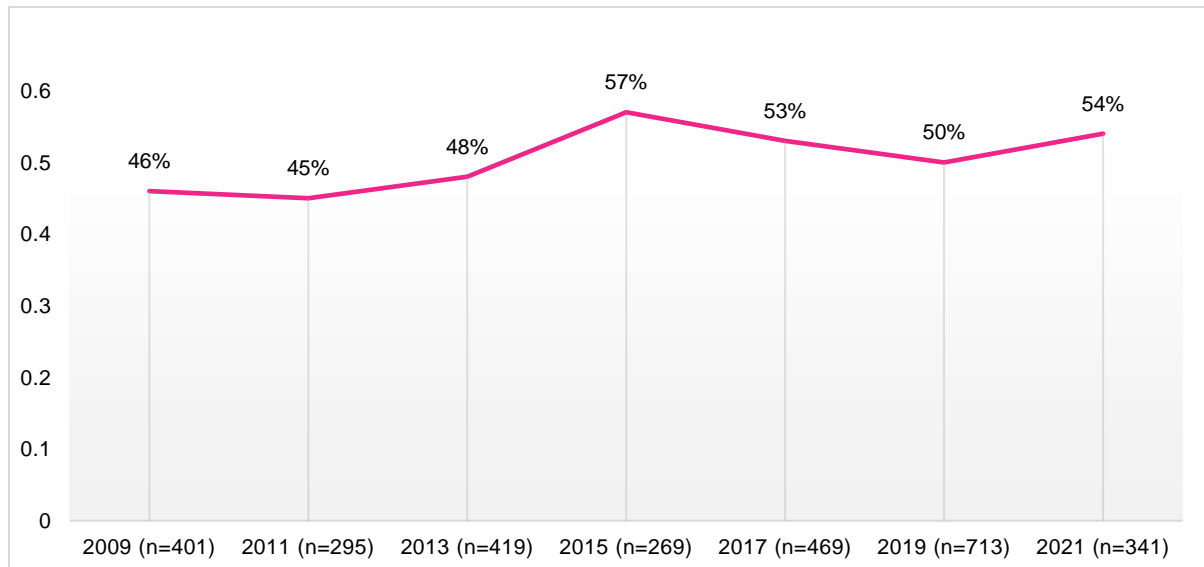
Figure 5: Advisory Bodies with the Highest Percentage of Women, 2021

Policy Body	Percent of Women	Response Rate	2019 Percent
Office of Early Care and Education Citizens' Advisory Committee	67%	78%	89%
Citizens' Committee on Community Development	63%	63%	75%
Ballot Simplification Committee	50%	75%	75%
Immigrant Rights Commission	43%	57%	54%
Municipal Green Building Task Force	43%	67%	50%

B. Race and Ethnicity

Data on racial and ethnic identity was collected from 341 participants, or 98% of the 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, as compared to 2015. These larger data samples have coincided with smaller percentages of people of color.

Figure 6: 12-year Comparison of Representation of People of Color on Policy Bodies



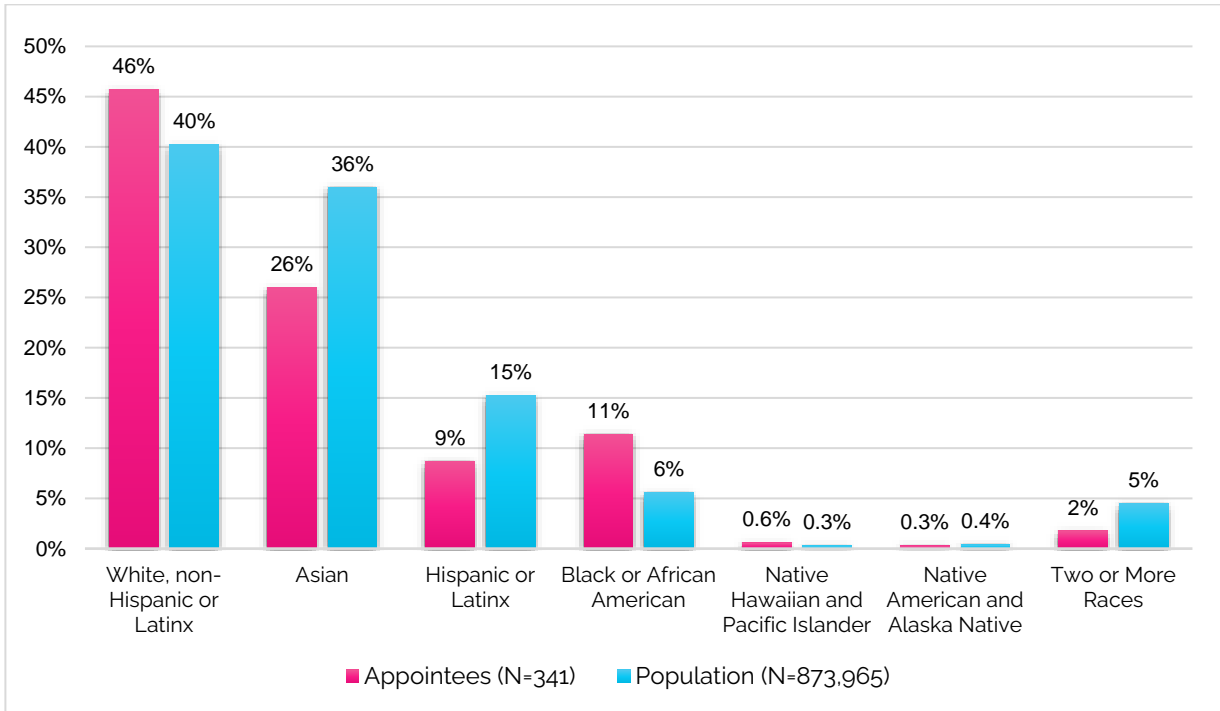
The racial and ethnic breakdown of policy body members compared to the San Francisco population is shown in Figure 7. This analysis reveals underrepresentation and overrepresentation in San Francisco policy bodies for certain racial and ethnic groups. Nearly half of all appointees are white, an overrepresentation by 6 percentage points. The Black community is represented on appointed policy bodies at 11% compared to 6% of the population of San Francisco.⁴ This is a decrease of representation compared to the 14% representation in 2019. Characterizing these as overrepresentations 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.⁵

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

⁵ Samir Gambhir and Stephen Menendian, "Racial Segregation in the Bay Area, Part 2," Haas Institute for a Fair and Inclusive Society (2018).

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 the Asian population is 36% of the San Francisco population, they make up 26% of appointees. While the Latinx population of San Francisco is 15%, 9% of appointees are Latinx. Although there is a small population of Native Americans and Alaska Natives in San Francisco of 0.4%, only one (0.3%) surveyed appointee identified themselves as such. The San Francisco population of Native Hawaiians and Pacific Islanders is 0.3%, which slightly less than the 0.6% of identifying appointees.

Figure 7: Race and Ethnicity of Appointees Compared to San Francisco Population, 2021



Note: Due to the COVID-19 pandemic, updated data is unavailable for race/ethnicity in 2021. Therefore, the data used to represent the San Francisco population is from the 2019 Gender Analysis Report.

The next two figures illustrate Commissions and Boards with the highest and lowest percentages of people of color. As shown in Figure 8, the Commission on the Status of Women holds the highest representation of people of color at 86%, with a 100% response rate. Both the Health Commission and Juvenile Probation Commission have decreased their percentages of people of color since 2019 and 2017.

Figure 8: Commission and Boards with Highest Percentage of People of Color, 2021 Compared to 2019 and 2017

Policy Body	Percent of POC	Response Rate	2019 Percent	2017 Percent
Commission on the Status of Women	86%	100%	71%	71%
Police Commission	80%	100%	71%	71%
Arts Commission	71%	100%	60%	53%
Health Commission	71%	100%	86%	86%
Library Commission	71%	100%	57%	60%
Juvenile Probation Commission	67%	83%	100%	86%
Board of Appeals	60%	100%	40%	40%
Fire Commission	60%	100%	40%	60%
Human Services Commission	60%	100%	40%	60%
Asian Art Commission	54%	81%	59%	59%
Assessment Appeals Board No.2	50%	100%	63%	N/A
Children and Families (First 5) Commission	50%	75%	75%	63%

There are 28 Commissions and Boards that have 40% or less appointees who identified a racial and ethnic category other than white. None of the current appointees of the Access Appeals Commission identified as people of color. Additionally, the Historic Preservation Commission remains at 14% representation since 2019. The Citizens General Obligation Bond Oversight Committee and Assessment Appeals Board No.1 are both at 17% representation for people of color. Lastly, the Public Utilities Rate Fairness Board had a large drop in representation of people of color going from 67% in 2019 to 25% this year.

Figure 9: Commissions and Boards with Lowest Percentage of People of Color, 2021 Compared to 2019 and 2017

Policy Body	Percent of POC	Response Rate*	2019 Percent	2017 Percent
Residential Users Appeal Board	0%	50%	50%	N/A
Children, Youth, and Their Families Oversight and Advisory Committee	0%	14%	75%	N/A
Building Inspection Commission	0%	50%	14%	14%
Access Appeals Commission	0%	100%	N/A	N/A
Small Business Commission	14%	43%	43%	50%
Historic Preservation Commission	14%	71%	14%	17%
Health Service Board	14%	43%	50%	29%
Citizens General Obligation Bond Oversight Committee	17%	100%	N/A	N/A
Assessment Appeals Board No.1	17%	100%	20%	N/A
War Memorial Board of Trustees	18%	45%	18%	18%
Public Utilities Commission	20%	60%	0%	33%
Public Utilities Rate Fairness Board	25%	75%	67%	67%

Figure 9: Commissions and Boards with Lowest Percentage of People of Color, 2021 Compared to 2019 and 2017, Continued

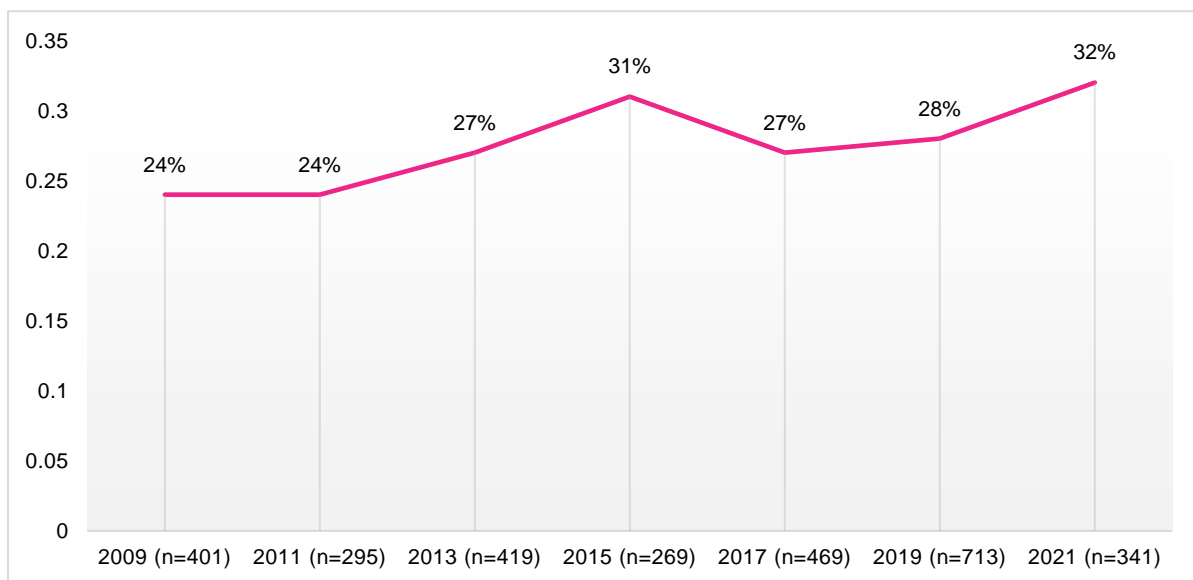
Policy Body	Percent of POC	Response Rate*	2019 Percent	2017 Percent
Ethics Commission	25%	25%	50%	67%
Retirement System Board	29%	57%	29%	29%
Recreation and Park Commission	29%	43%	43%	43%
Rent Board Commission	30%	60%	33%	50%

Commission and Boards with 70% response rates or higher are highlighted in grey.

C. Race and Ethnicity by Gender

Both white men and women are overrepresented on San Francisco policy bodies, while Asian and Latinx men and women are underrepresented. The representation of women of color at 32% is equal to the San Francisco population of 32%, which is a notable increase compared to the 2019 percentage of 28%. Meanwhile, men of color are 21% of appointees compared to 31% of the San Francisco population.

Figure 10: 12-Year Comparison of Representation of Women of Color on Policy Bodies



The following figures present the breakdown for appointees and the San Francisco population by race, ethnicity, and gender. Both white men and women are overrepresented, holding 24% and 20% of appointments, respectively, compared to 20% and 17% of the population. Asian men and women are slightly underrepresented with Asian women making up 15% of appointees compared to 17% of the population, while Asian men comprise 11% of appointees and 15% of the population. Latinx men and women are also slightly underrepresented, with Latinx men and women comprising 4% of appointees each and 7% of the population each. Black men and women are well-represented with Black women comprising 8% of appointees, compared to 2.4% of the general San Francisco population, and Black men comprising 4% of appointees,

compared to 2.5% of the general San Francisco population. Native Hawaiian and Pacific Islander men and women, and multiracial women are below parity with the population. Similarly, although Native American and Alaska Native men and women make up only 0.4% of San Francisco's population, only one (0.3%) of the surveyed appointees identified as such.

Figure 11: Appointees by Race/Ethnicity and Gender, 2021

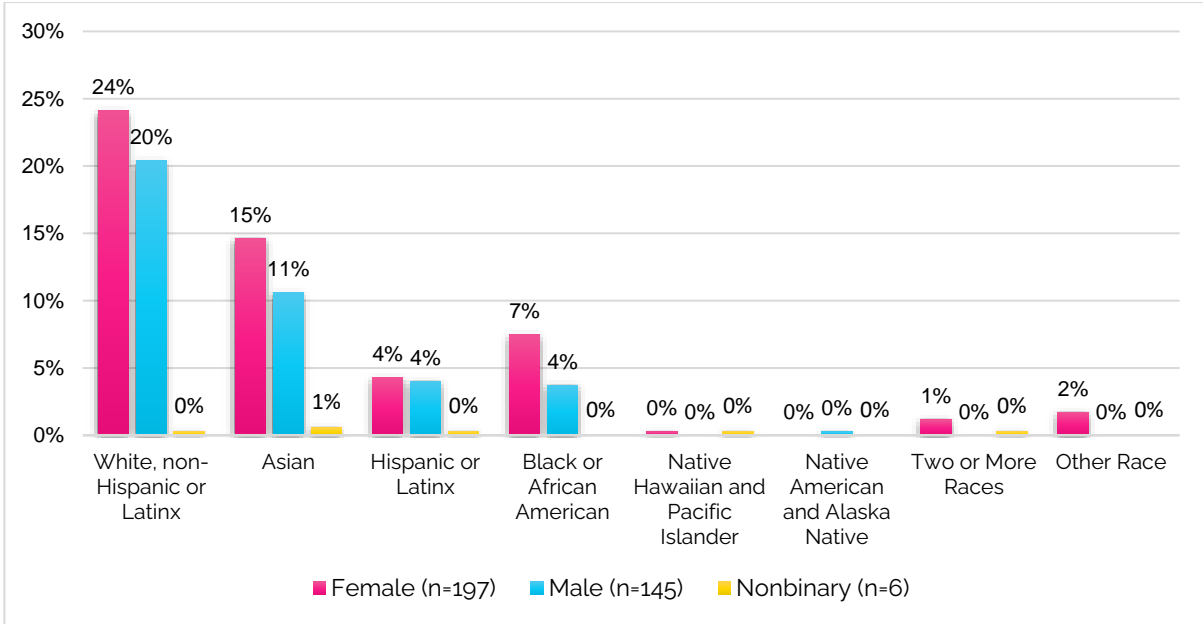
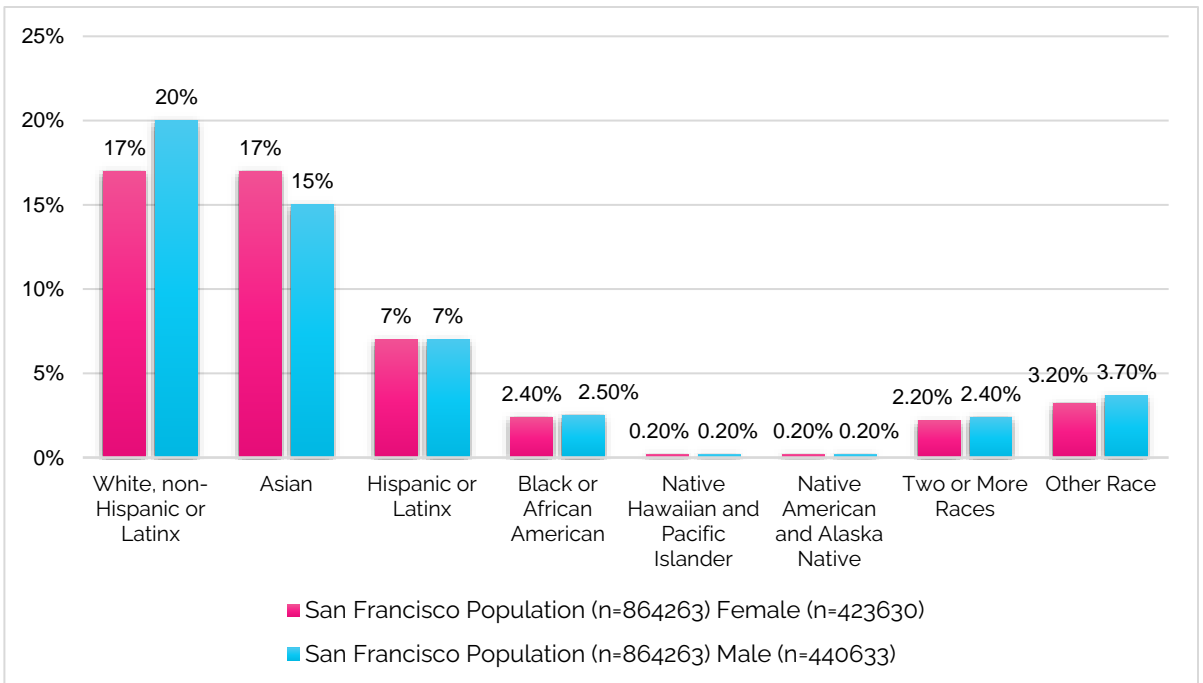


Figure 12: San Francisco Population by Race/Ethnicity

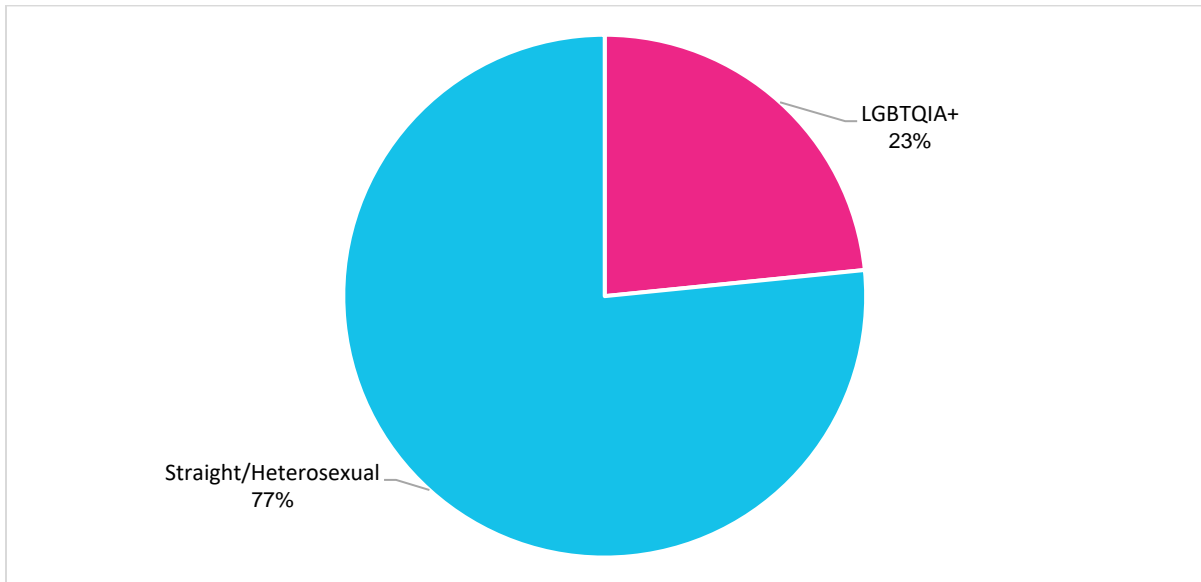


D. LGBTQIA+ Identity

LGBTQIA+ identity data was collected from 334 participants, or 96% of the surveyed appointees. This is a notable increase in data on LGBTQIA+ identity compared to previous reports. Due to limited and outdated information on the population of the LGBTQIA+ community in San Francisco, it is difficult to adequately assess the representation of the LGBTQIA+ community. However, compared to available San Francisco, greater Bay Area, and national data, the LGBTQIA+ community is well represented on San Francisco policy bodies. Recent research estimates the California LGBTQIA+ population is 5.3%⁶. The LGBTQIA+ population of the San Francisco and greater Bay Area is estimated to rank the highest of U.S. cities at 6.2%,⁷ while a 2006 survey found that 15.4% of adults in San Francisco identify as LGBTQIA+⁸.

Of the appointees who responded to this question, 23% identify as LGBTQIA+ and 77% identify as straight or heterosexual. Of the LGBTQIA+ appointees, 56% identify as gay/lesbian, 20% as bisexual, 9% as queer, 9% as transgender, 2% as questioning, and 4% as other LGBTQIA+ identities. Data on LGBTQIA+ identity by race was not captured. Efforts to capture data on LGBTQIA+ identity by race for future reports would enable more intersectional analysis.

Figure 13: LGBTQIA+ Identity of Appointees, 2021

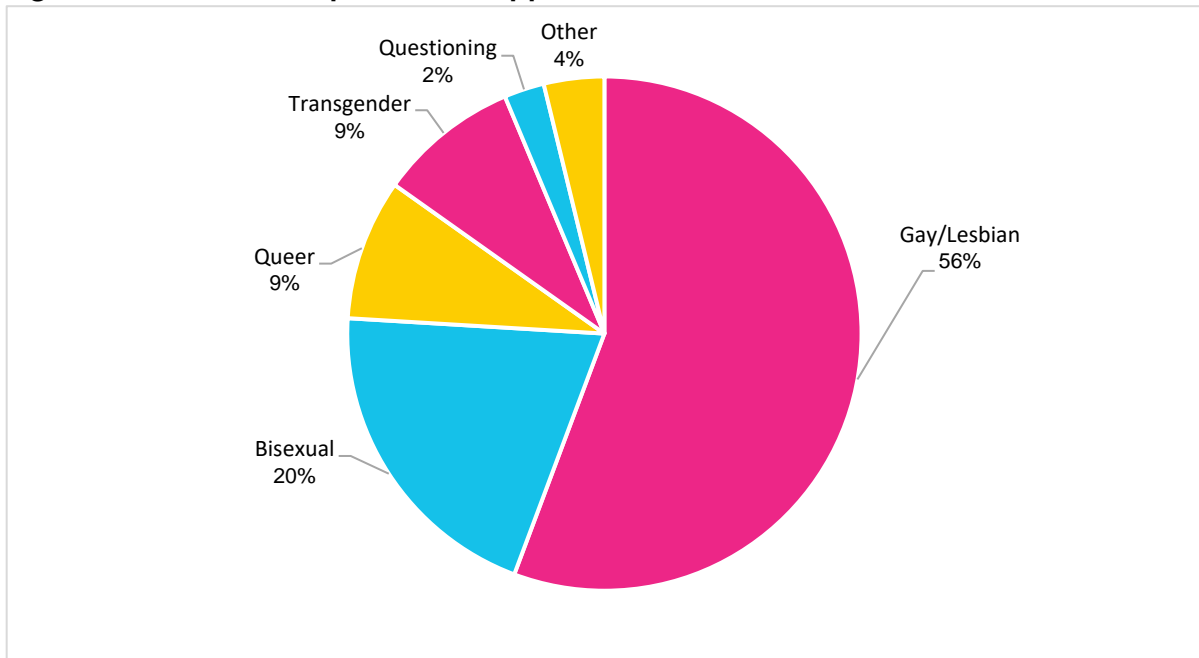


⁶ <https://williamsinstitute.law.ucla.edu/publications/adult-lgbt-pop-us/>

⁷ Gary J. Gates and Frank Newport, "San Francisco Metro Area Ranks Highest in LBG T Percentage," GALLUP (March 20, 2015) https://news.gallup.com/poll/182051/san-francisco-metro-area-ranks-highest-lgbtpercentage.aspx?utm_source=Social%20Issues&utm_medium=newsfeed&utm_campaign=titles.

⁸ 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).

Figure 14: LGBTQIA+ Population of Appointees, 2021



E. Disability Status

Overall, more than one in twenty adults in San Francisco live with one or more disabilities. Data on Disability Status was obtained from nearly 100% of the appointees who participated in the survey. 12.6% of participating appointees reported to have one or more disabilities. Of these appointees with one or more disabilities, 56% are women, 30% are men, 2% are trans women, 5% are trans men, and 7% are nonbinary individuals.

Figure 15: Disability Status of Appointees, 2021

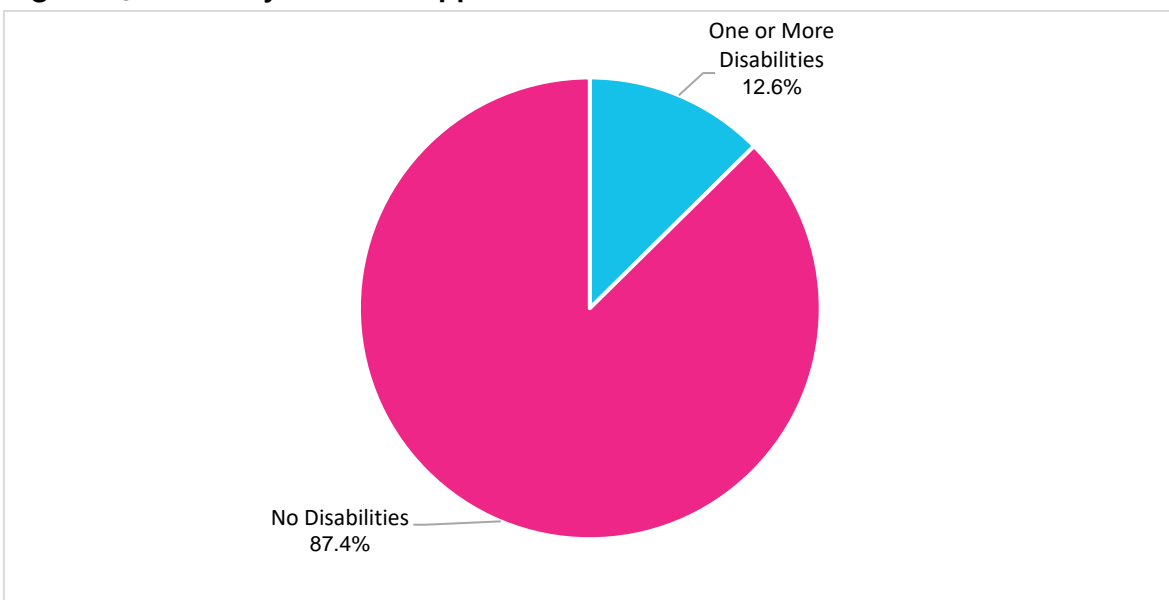
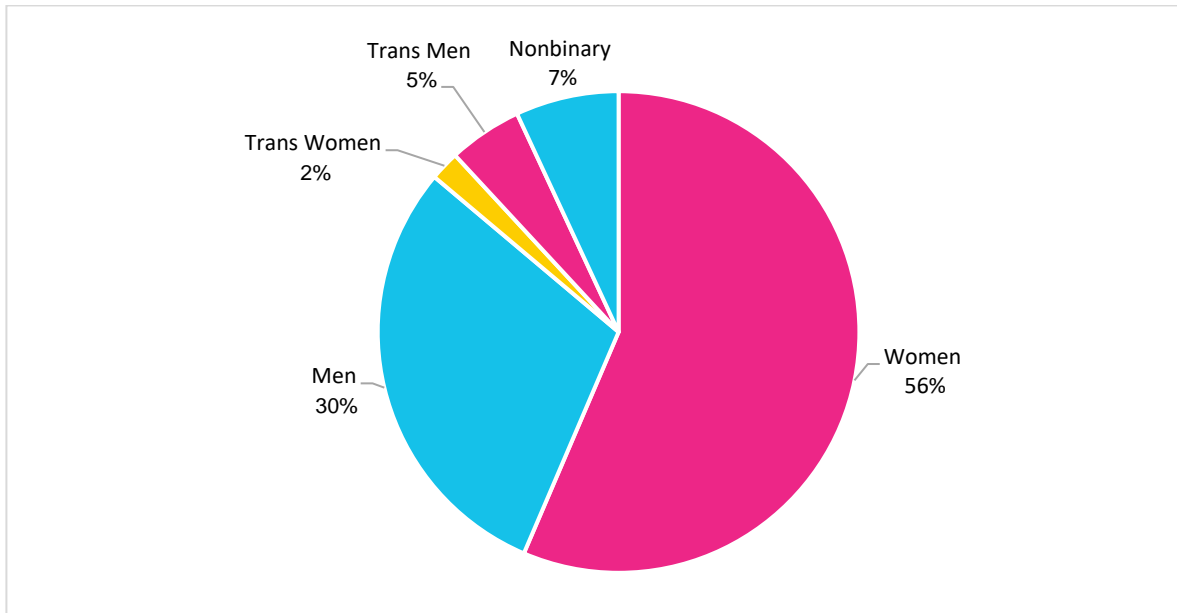


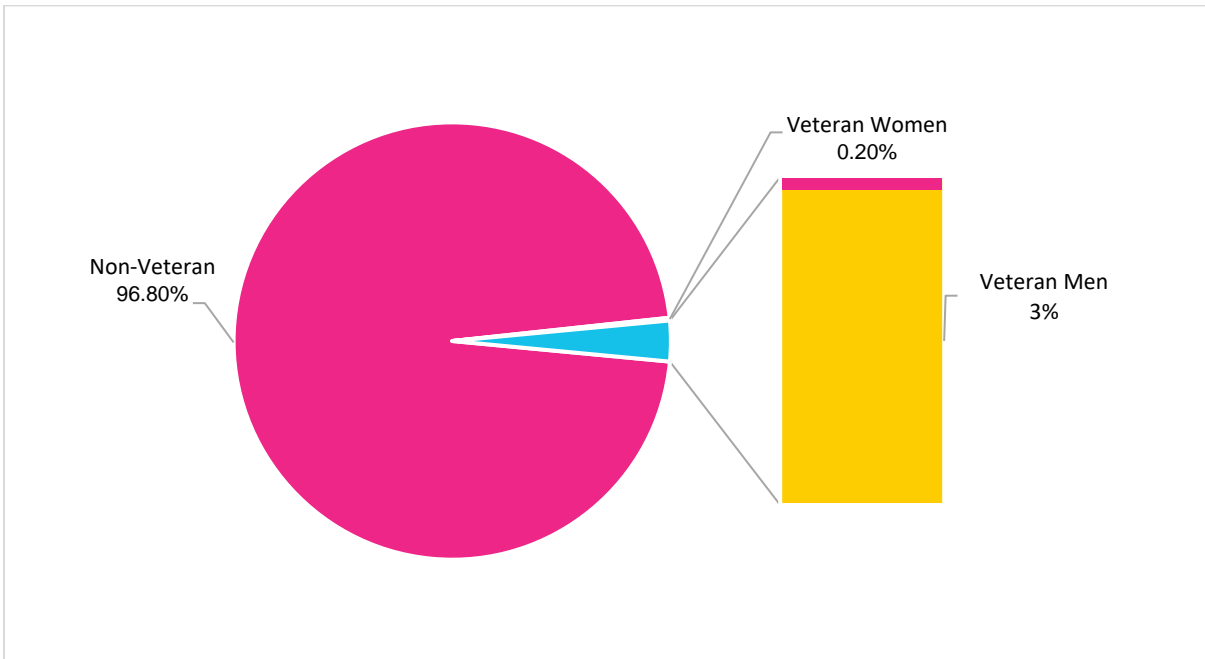
Figure 16: Appointees with One or More Disabilities by Gender Identity, 2021



F. Veteran Status

Overall, 2.7% of the adult population in San Francisco have served in the military. Data on Veteran status was obtained from 334 appointees who participated in the survey. Of the 334 appointees who responded to this question, 22% served in the military. Men comprise 47.2% and women make up 51.4% of the total number of Veteran appointees. Of participating appointees, 1.4% are nonbinary individuals. Veteran status data on transgender and gender-nonconforming individuals in San Francisco is currently unavailable. The vast increase of appointees with military service compared to 2019's 7.1% of appointees is likely due to the change in wording in the 2021 Gender Analysis Report from previous years, which defines an appointee with Veteran status as someone with a spouse or direct family member who has served, as opposed to only oneself or their spouse. This change was implemented based on feedback from prior reports. Future analyses may want to ask separate questions regarding one's personal experience with military service and one's familial ties to military service, in order to distinguish the most accurate and aggregated data results.

Figure 17: San Francisco Adult Population with Military Service by Gender*



**This graph is from the 2019 Gender Analysis Report. Due to the COVID-19 pandemic, updated data on the gendered population of Veterans in San Francisco is unavailable. This graph fails to identify nonbinary individuals with military experience. However, this graph highlights the gender disparity amongst male and female Veterans, with only 0.2% identifying as women.*

Figure 18: Appointees with Military Service, 2021

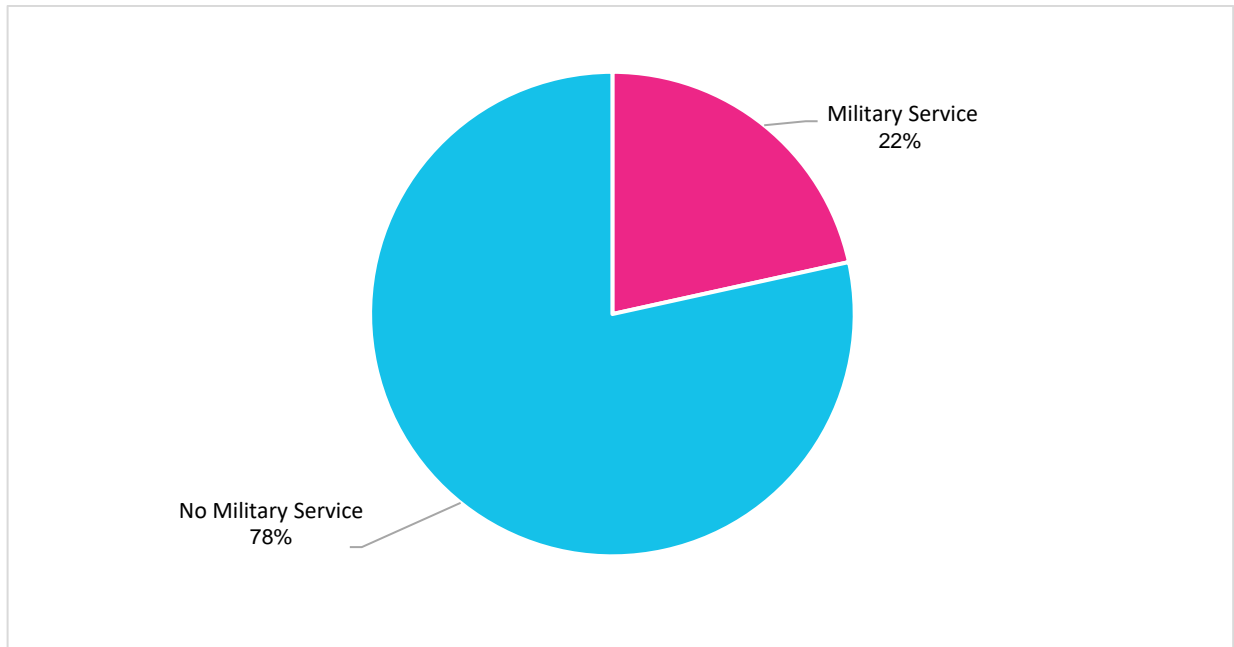
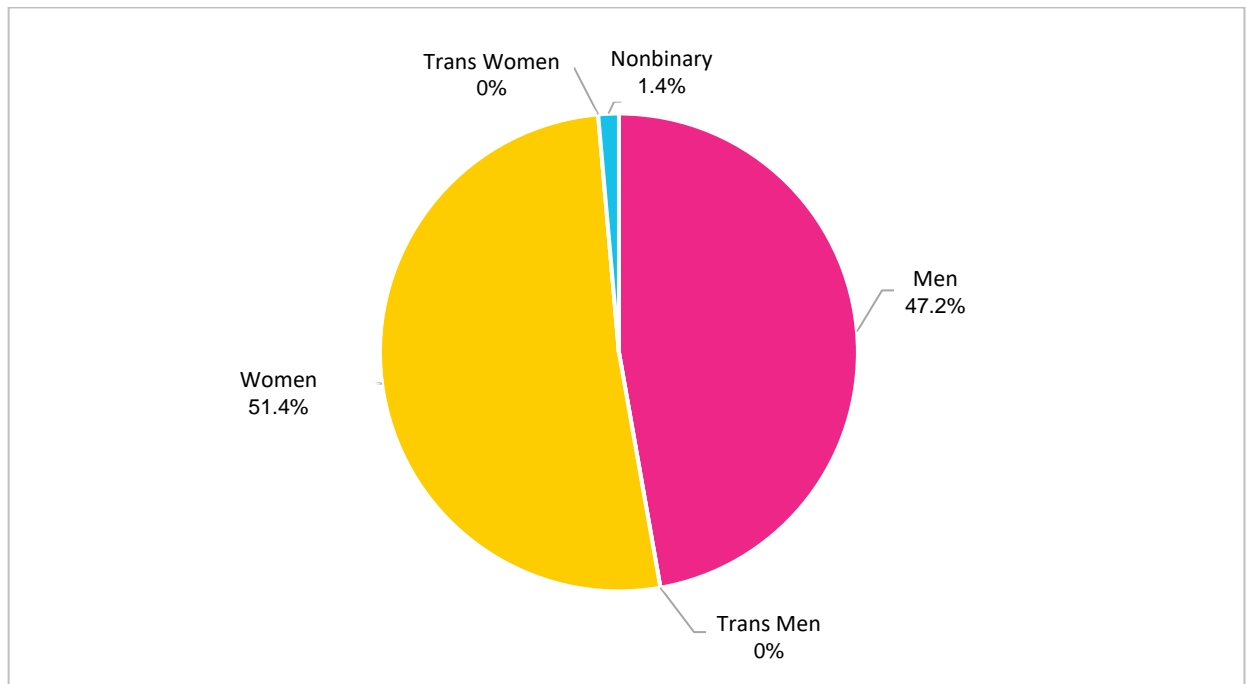


Figure 19: Appointees with Military Service by Gender, 2021



G. Policy Bodies by Budget

This 2021 Gender Analysis Report examines the demographic representativeness of policy bodies by budget size. 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.

Overall, appointees from the 10 **largest** budgeted Commissions and Boards are 44% people of color, 43% women, and 21% women of color. Appointees from the 10 **smallest** budgeted Commissions and Boards are 43% people of color, 48% women, and 29% women of color.

Representation for women, women of color, and overall people of color is below parity with the population on both the 10 smallest and 10 largest budgeted bodies. The representation of women and women of color is greater on smaller budgeted policy bodies by 5% and 8%, respectively. The representation of people of color is 1% higher on Commissions and Boards with the largest budgets.

Figure 20: Percent of Women, Women of Color, and People of Color on Commissions and Boards with Largest and Smallest Budgets in Fiscal Year 2020-2021

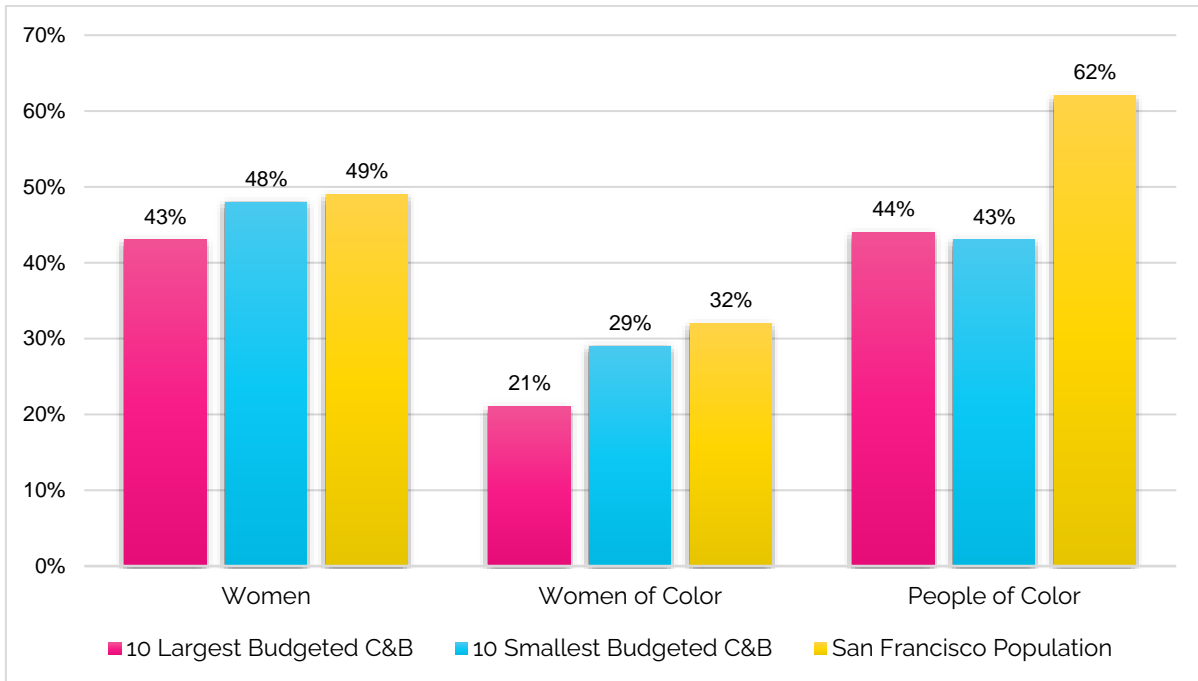


Figure 21: Demographics of Commissions and Boards with Largest Budgets, 2021

Policy Body	FY20-21 Budget	Total Seats	Filled Seats	Response Rate	Women	Women of Color	People of Color
Health Commission	\$2.7B	7	7	100%	71%	43%	71%
Public Utilities Commission	\$1.43B	5	5	60%	20%	20%	20%
Airport Commission	\$1.37B	5	5	100%	40%	0%	40%
MTA Board of Directors and Parking Authority Commission	\$1.26B	7	6	50%	33%	33%	50%
Human Services Commission	\$604M	5	5	100%	20%	0%	60%
Aging and Adult Services Commission	\$435M	7	7	86%	71%	29%	43%
Fire Commission	\$414M	5	5	100%	40%	20%	60%
Library Commission	\$341B	7	7	100%	71%	43%	71%
Recreation and Park Commission	\$231.6M	7	7	43%	29%	14%	29%
Children, Youth, and Their Families Oversight and Advisory Committee	\$171.5M	11	7	14%	14%	0%	0%
Total	\$8.9B	66	61	74%	58%	29%	60%

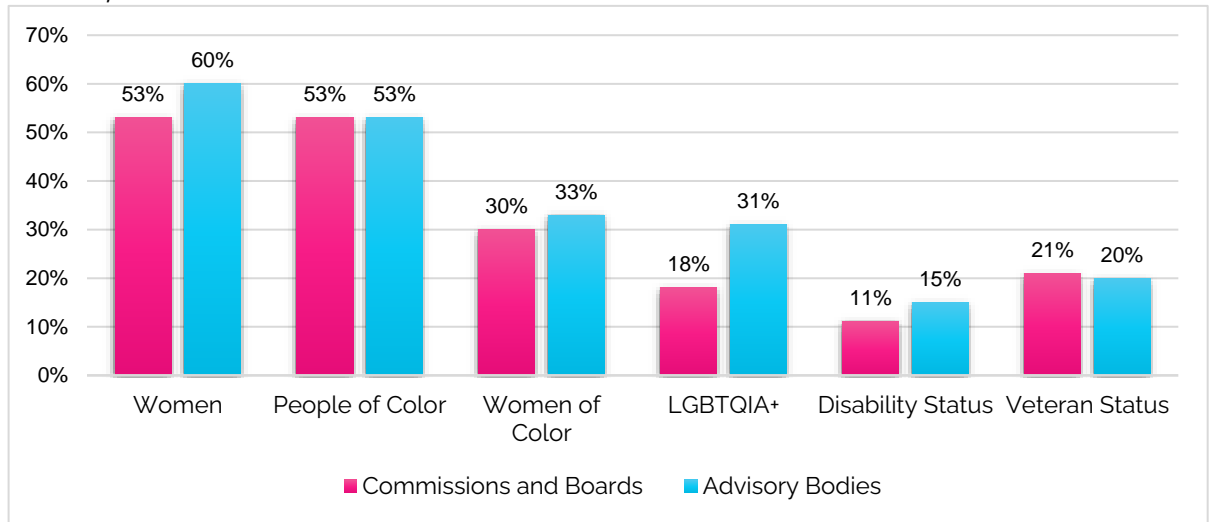
Figure 22: Demographics of Commissions and Boards with Smallest Budgets, 2021

Policy Body	FY20-21 Budget	Total Seats	Filled Seats	Response Rate	Women	Women of Color	People of Color
Commission on the Status of Women	\$9M	7	7	100%	100%	86%	86%
Ethics Commission	\$6.5M	5	4	25%	25%	25%	25%
Small Business Commission	\$3.5M	7	7	43%	14%	0%	14%
Film Commission	\$1.5M	11	11	100%	45%	27%	45%
Civil Service Commission	\$1.3M	5	5	100%	60%	20%	40%
Entertainment Commission	\$1.2M	7	7	100%	29%	14%	43%
Board of Appeals	\$1.2M	5	5	100%	40%	20%	60%
Assessment Appeals Board No.1	\$701,348	8	6	100%	50%	0%	17%
Local Agency Formation Commission	\$427,685	7	4	50%	50%	50%	50%
Sunshine Ordinance Task Force	\$172,373	11	9	89%	56%	44%	44%
Total	\$25.5M	73	65	86%	56%	35%	51%

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. 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, LGBTQIA+ people, people with disabilities, and women of color are larger for total appointees on Advisory Bodies. However, the percentages of Veterans on Commissions and Boards slightly exceeds the percentage on Advisory Bodies, and both Commissions and Boards and Advisory Bodies have 53% people of color.

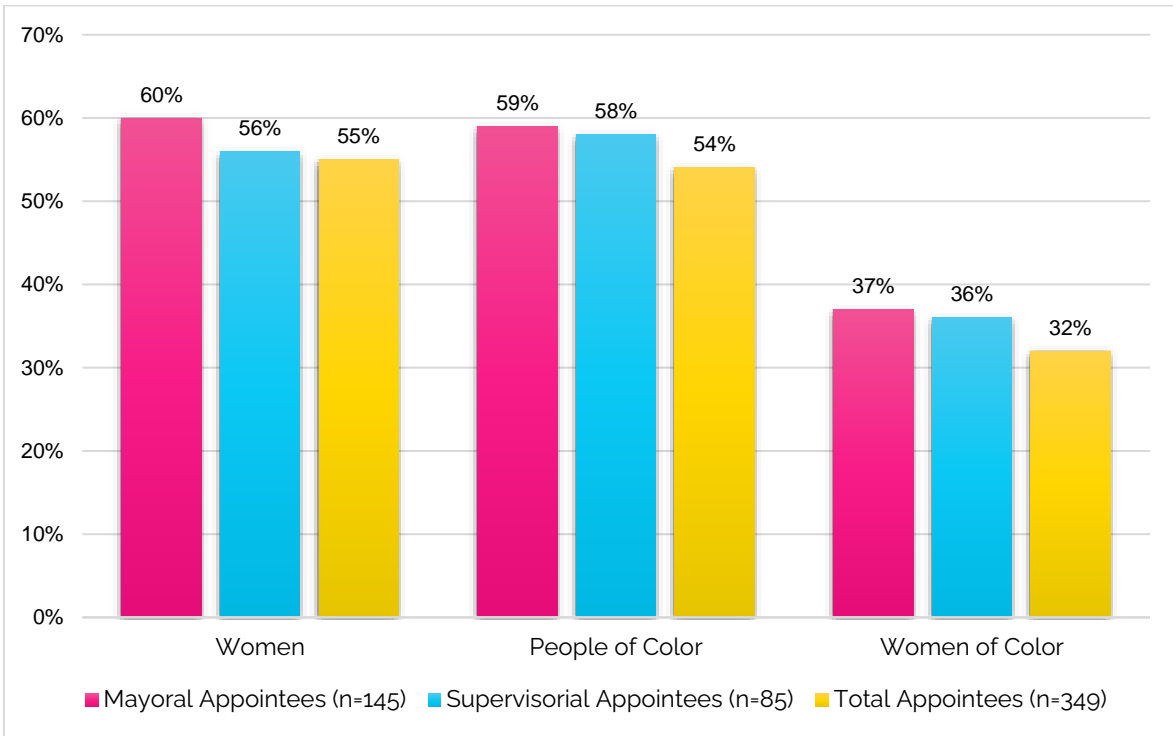
Figure 23: Demographics of Appointees on Commission and Boards and Advisory Bodies, 2021



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 60% women, 37% women of color, and 59% people of color, while Supervisorial appointments are 56% women, 36% women of color, and 58% people of color. The total of all approving authorities combined average out at 55% women, 32% women of color, and 54% people of color. This disparity in diversity between Mayoral and Supervisorial appointments may be due in part to the appointment selection 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.

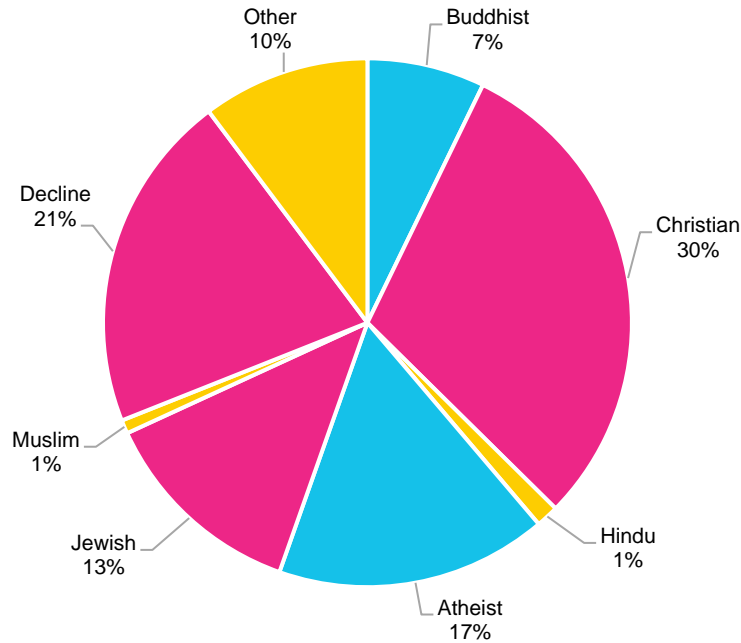
Figure 24: Demographics of Mayoral, Supervisorial, and Total Appointees, 2021



J. Religious Affiliations

The 2021 Gender Analysis Report collected data on religious affiliations to fully examine the demographics and representation of appointees. This is the first-year religious affiliations have been examined. Figure 25 illustrates the religious demographics of appointees, with the largest number of appointees identifying as Christian (30%), and the smallest number of appointees identifying as Hindu (1%) or Muslim (1%).

Figure 25: Religious Affiliations of Appointees, 2021



III. Methodology and Limitations

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 have jurisdiction limited to the City. The 2021 Gender Analysis Report reflects data from the policy bodies that provided information to the Department on the Status of Women through digital survey. Due to the COVID-19 pandemic, the normal outreach method of paper surveys and in-person meetings was unavailable, ultimately leaving all survey outreach and correspondence to be conducted online. Unfortunately, obtaining the data strictly online had a significant negative impact on participation rates. Following initial email outreach, policy bodies were contacted three to five times via email and phone, including two emails to Department Heads from Department on the Status of Women Director, Kimberly Ellis. All possible measures were taken to obtain accurate and complete data. While participation rates are lower than the 2019 Gender Analysis Report, this report features the most diverse individual responses, as well as participation of the largest number of Commission and Boards and Advisory Bodies to date.

Data was requested from 109 policy bodies and acquired from 92 of those bodies, a total of 349 appointees. Comparatively, the 2019 Gender Analysis Report received data from 84 policy bodies (380 Commission and Boards and 389 Advisory Bodies), a total of 741 total appointees. A Commissioner or Board member's gender identity, race/ethnicity, sexual orientation, Disability Status, Veteran Status, or religious affiliations were among data elements collected on a *voluntary* basis. Therefore, responses 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. This should be kept in mind when interpreting these percentages.

Several changes were made to the survey questions since the 2019 Gender Analysis Report with the goal of distinguishing all possible areas of underrepresentation. In addition to updating SOGI (sexual orientation and gender identity) categories to align with the latest classifications used by the Office of Transgender Initiatives, the 2021 Gender Analysis Report expanded its classification of Veteran Status to include individuals with close family members that have served, as opposed to only oneself or their spouse. This addition to Veteran Status was adopted based on feedback from previous reports.

As acquiring data was the biggest limitation of this report, ensuring participation from all policy bodies could significantly improve or further efforts to address underrepresentation. Some methods of guaranteeing participation include surveying all appointees during their initial onboarding training with the City, as well as relying on paper/in-person survey outreach for future reports.

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.⁹ 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. 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 American Community Survey 5-Year Estimates provides a comparison to the San Francisco population. Due to census data not being collected during COVID-19, updated demographic information on the general population of San Francisco was not available for years more recent than 2019. Comparisons of 2021 demographic data to data on the San Francisco population reference population data from previous years (2015-2019) and will be noted as such. Figures 26 and 27 in the Appendix display these population estimates by race/ethnicity and gender.

⁹"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).

IV. Conclusion

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 2021 Gender Analysis Report finds the percentage of women appointees is 55%, which exceeds the population of women in San Francisco.

When appointee demographics are analyzed by gender and race, the representation of women of color has increased to 32%, which is 4% higher than 2019 representation, matching the San Francisco population. Most notably, underrepresented are individuals identifying as Asian, making up 36% of the San Francisco population but only 26% of appointees, and Latinx-identifying individuals who make up 15% of the population but only 9% of appointees. Additionally, men of color are underrepresented at 21% of appointees relative to their San Francisco population, 31%.

Furthermore, when analyzing the demographic composition of larger and smaller budgeted Commissions and Boards, women of color are underrepresented on Commission and Boards with both the largest and smallest budgets. Women comprise 43% of total appointees on the largest budgeted policy bodies compared to the population of 49%, and women of color comprise 21% of total appointees on the largest budgeted policy bodies, with the San Francisco population at 32%. Comparatively, women are 48% of total appointees on the smallest budgeted policy bodies, and women of color are 29% of appointees. However, the representation of people of color is higher on larger budgeted policy bodies by 1%. People of color make up 44% of appointees on the largest budgeted policy bodies and 43% of appointees on the smallest budgeted policy bodies compared to 54% of total appointees. The San Francisco population of people of color exceeds these percentages 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 (60%) of appointees on Advisory Bodies are women, while 53% of appointees on Commissions and Boards are women. Ultimately, women comprise a higher percentage of appointees on Advisory Bodies compared to Commissions and Boards.

The 2021 Gender Analysis Report found a relatively high representation of LGBTQIA+ individuals on San Francisco policy bodies. For the appointees that provided LGBTQIA+ identity information, 23% identify as LGBTQIA+ with the largest subset identifying as gay or lesbian (56%), 16% of appointees from the largest budgeted policy bodies identify as LGBTQIA+, and 17% from the smallest budgeted bodies. However, there is a significant difference of LGBTQIA+ representation when comparing Commissions and Boards (18%) and Advisory Bodies (31%). The representation of appointees with disabilities is 13%, slightly exceeding the 12% population. Veterans are highly represented on San Francisco policy bodies at 22% compared to the Veteran population of 2.7%, which could be due to differences in each source's classification of Veteran Status.

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 60% women, 37% women of color, and 59% 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 to policy bodies for the City and County of San Francisco. In the 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.

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, particularly Department Interns Charly De Nocker and Brooklynn McPherson for the data collection and analysis of this report.

San Francisco Commission on the Status of Women

President Breanna Zwart
Vice President Dr. Shokooh Miry
Commissioner Sophia Andary
Commissioner Sharon Chung
Commissioner Dr. Anne Moses
Commissioner Dr. Raveena Rihal
Commissioner Ani Rivera

Kimberly Ellis, 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>.

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
dosw@sfgov.org
415.252.2570

Appendix

Figure 26: Policy Body Demographics, 2021

Policy Body*	Total Seats	Filled Seats	FY20-21 Budget	Women	Women of Color	People of Color	Survey Response Rate
Access Appeals Commission	5	5	\$0	20%	0%	0%	100%
Advisory Committee of Street Artists and Craft Examiners	5	5	\$0	20%	20%	20%	20%
African American Reparations Committee	15	15	\$0	0%	0%	0%	0%
Aging and Adult Services Commission	7	7	\$ 435,011,663	71%	29%	43%	86%
Airport Commission	5	5	\$ 1,370,000,000	40%	0%	40%	100%
Animal Control and Welfare Commission	7	7	\$0	29%	14%	29%	43%
Arts Commission	15	14	\$ 23,762,015	79%	57%	71%	100%
Asian Art Commission	27	26	\$ 10,200,000	50%	35%	54%	81%
Assessment Appeals Board No.1	8	6	\$ -	50%	0%	17%	100%
Assessment Appeals Board No.2	8	4	\$ -	0%	0%	50%	100%
Assessment Appeals Board No.3	8	3	\$ -	0%	0%	33%	67%
Ballot Simplification Committee	5	4	\$0	50%	0%	0%	75%
Bayview Hunters Point Citizens Advisory Committee	12	8	\$0	0%	0%	0%	0%
Board of Appeals	5	5	\$ 1,177,452	40%	20%	60%	100%
Board Of Examiners	13	10	\$0	0%	0%	40%	90%
Building Inspection Commission	7	6	\$ 89,600,000	33%	0%	0%	50%
Cannabis Oversight Committee	16	16	\$0	19%	31%	38%	25%

Figure 26: Policy Body Demographics, 2021, Continued

Policy Body*	Total Seats	Filled Seats	FY20-21 Budget	Women	Women of Color	People of Color	Survey Response Rate
Central Subway Community Advisory Group	21	14	\$0	0%	0%	0%	0%
Children and Families Commission (First 5)	9	8	\$ 31,019,003	75%	50%	50%	75%
Children, Youth, and Their Families Oversight and Advisory Committee	11	7	\$ 171,481,507	14%	0%	0%	14%
Citizen's Advisory Committee for the Central Market Street and Tenderloin Area	9	8	\$0	0%	0%	0%	0%
Citizen's Committee on Community Development	9	8	\$ 27,755,465	63%	50%	50%	63%
Citizens General Obligation Bond Oversight Committee	9	6	\$0	50%	0%	17%	100%
City Hall Preservation Advisory Commission	5	5	\$0	0%	0%	0%	20%
Civil Service Commission	5	5	\$ 1,286,033	60%	20%	40%	100%
Commission on Community Investment and Infrastructure	7	6	\$0	17%	17%	33%	50%
Commission on the Aging Advisory Council	22	14	\$0	21%	0%	0%	21%
Commission on the Environment	7	7	\$0	57%	29%	43%	86%
Commission on the Status of Women	7	7	\$ 9,089,928	100%	86%	86%	100%
Committee on Information Technology	17	17	\$ 22,934,703	12%	0%	6%	18%

Figure 26: Policy Body Demographics, 2021, Continued

Policy Body*	Total Seats	Filled Seats	FY20-21 Budget	Women	Women of Color	People of Color	Survey Response Rate
Elections Commission	7	5	\$ 69,000	60%	20%	40%	100%
Entertainment Commission	7	7	\$0	29%	14%	43%	100%
Ethics Commission	5	4	\$ 6,500,000	25%	25%	25%	25%
Film Commission	11	11	\$0	45%	27%	45%	100%
Fire Commission	5	5	\$ 414,360,096	40%	20%	60%	100%
Health Commission	7	7	\$ 2,700,000,000	71%	43%	71%	100%
Health Service Board	7	7	\$ 16,500,000	14%	14%	14%	43%
Historic Preservation Commission	7	7	\$0	29%	14%	14%	71%
Historic Preservation Fund Committee	7	7	\$0	0%	0%	0%	0%
Housing Authority Commission	7	5	\$ 55,800,000	20%	20%	20%	20%
Human Rights Commission	11	9	\$ 13,618,732	0%	0%	0%	0%
Human Services Commission	5	5	\$ 604,412,630	20%	0%	60%	100%
Immigrant Rights Commission	15	14	\$0	43%	36%	50%	57%
Juvenile Probation Commission	7	6	\$0	50%	33%	67%	83%
Library Commission	7	7	\$ 341,000,000	71%	43%	71%	100%
Local Agency Formation Commission	7	4	\$ 427,685	50%	50%	50%	50%
Local Homeless Coordinating Board	9	7	\$ 54,000,000	0%	0%	0%	0%
Long Term Care Coordinating Council	40	35	\$0	9%	3%	6%	14%
Mental Health Board	17	9	\$0	0%	0%	0%	0%
MTA Board of Directors and Parking Authority Commission	7	6	\$ 1,258,700,000	33%	33%	50%	50%

Figure 26: Policy Body Demographics, 2021, Continued

Policy Body*	Total Seats	Filled Seats	FY20-21 Budget	Women	Women of Color	People of Color	Survey Response Rate
Municipal Green Building Task Force	21	21	\$0	43%	24%	29%	67%
Municipal Transportation Agency Citizens' Advisory Council	15	13	\$0	15%	8%	8%	15%
Office of Early Care and Education Citizens' Advisory Committee	9	9	\$0	67%	33%	44%	78%
Paratransit Coordinating Council	40	25	\$0	0%	0%	0%	0%
Park, Recreation, and Open Space Advisory Committee	23	19	\$0	26%	11%	11%	53%
Planning Commission	7	7	\$ 62,194,821	57%	29%	43%	71%
Police Commission	7	5	\$0	20%	20%	80%	100%
Port Commission	5	5	\$ 125,700,000	60%	40%	40%	60%
Public Utilities Citizen's Advisory Committee	17	14	\$0	21%	0%	14%	43%
Public Utilities Commission	5	5	\$ 1,433,954,907	20%	20%	20%	60%
Public Utilities Rate Fairness Board	7	4	\$0	25%	0%	25%	75%
Recreation and Park Commission	7	7	\$ 231,600,000	29%	14%	29%	43%
Reentry Council	7	5	\$0	0%	0%	0%	0%
Rent Board Commission	10	10	\$ 9,381,302	10%	0%	30%	60%
Residential Users Appeal Board	3	2	\$ 900	0%	0%	0%	50%
Retire Health Care Trust Fund Board	5	5	\$ 70,000	0%	0%	0%	0%
Retirement System Board	7	7	\$ 90,000,000	14%	14%	29%	57%
Small Business Commission	7	7	\$ 3,505,244	14%	0%	14%	43%
SoMa Community Planning Advisory Committee	11	7	\$0	0%	0%	0%	0%

Figure 26: Policy Body Demographics, 2021, Continued

Policy Body*	Total Seats	Filled Seats	FY20-21 Budget	Women	Women of Color	People of Color	Survey Response Rate
SoMa Community Stabilization Fund Community Advisory Committee	14	10	\$0	0%	0%	10%	10%
Southeast Community Facility Commission	7	7	\$0	0%	0%	0%	0%
Sunshine Ordinance Task Force	11	9	\$0	56%	44%	44%	89%
Sweatfree Procurement Advisory Group	11	6	\$0	0%	0%	0%	0%
Transgender Advisory Committee	14	14	\$0	0%	0%	21%	36%
Treasure Island Development Authority	7	6	\$0	17%	17%	33%	50%
Urban Forestry Council	15	14	\$0	0%	0%	0%	0%
Veterans Affairs Commission	17	16	\$ 150,000	0%	0%	0%	0%
War Memorial Board of Trustees	11	11	\$ 18,500,000	27%	18%	18%	45%
Workforce Investment Board	30	27	\$0	0%	0%	0%	0%
Youth Commission	17	17	\$0	41%	35%	71%	88%

**Policy Bodies in bold are Commission and Boards, while unbolded bodies are Advisory Bodies.*

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, non-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%

San Francisco Population estimates come from the 2017 and 2018 American Community Survey 5-Year Estimates.

**Due to unavailable updated data on San Francisco population, the data used to represent the San Francisco population is from the 2019 Gender Analysis Report.*



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



London N. Breed
Mayor

Acknowledgments

The San Francisco Department on the Status of Women would like to thank the various policy body members, commission secretaries, and city staff who graciously assisted in collecting demographic data and providing information about their respective policy bodies. In particular, the Department would like to thank interns Charly De Nocker and Brooklynn McPherson for the data collection and analysis of this report.

San Francisco Commission on the Status of Women

President Breanna Zwart
Vice President Dr. Shokooh Miry
Commissioner Sophia Andary
Commissioner Sharon Chung
Commissioner Dr. Anne Moses
Commissioner Dr. Raveena Rihal
Commissioner Ani Rivera

Kimberly Ellis, 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>.

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
dosw@sfgov.org
415.252.2570