



London N. Breed  
Mayor

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



Kimberly Ellis  
Director

April 20, 2021

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

Re: File No. 210321 Hearing – Implementation of State Maddy Act and Process Improvements for Appointments to Local Policy Bodies

Dear Supervisor Peskin:

In 2008, San Francisco voters approved a City Charter Amendment (Section 4.101) establishing a City policy that the membership of Commissions and Boards should reflect the diversity of San Francisco's populations. Additionally, it requires the Department on the Status of Women to conduct and publish a gender analysis of Commissions and Boards every two years. The most recent report, conducted in 2019, examined the representation of women; people of color; lesbian, gay, bisexual, transgender, queer, and questioning (LGBTQ) individuals; people with disabilities; and veterans on San Francisco policy bodies that are primarily appointed by the Mayor and the Board of Supervisors. The Department will submit the 2021 report to the Mayor and Board of Supervisors by the end of this year.

The *2019 Gender Analysis of Commissions and Boards* included data collected from 84 policy bodies, including Commissions, Boards, task forces, committees, and advisory bodies, and from a total of 741 members, primarily appointed by the Mayor and Board of Supervisors. The report found that women made up 51 percent of appointees; however, women were underrepresented on Commissions and Boards with the largest budgets and overrepresented or at parity with the population on smaller budgeted Commissions and Boards. These two trends were amplified for women of color appointees. Further, the Asian and Latinx communities were underrepresented relative to their San Francisco population, among both men and women. The 2019 report also found that 19 percent of appointees identified as lesbian, gay, bisexual, transgender, nonbinary, queer, or questioning; 11 percent identified as having one or more disability; and 7 percent have served in the military.

If you have any questions, feel free to reach out to Policy and Projects Director Elizabeth Newman at [elizabeth.newman@sfgov.org](mailto:elizabeth.newman@sfgov.org). The full report can be found on our website at <https://sfgov.org/dosw//gender-analysis-reports>.

Sincerely,

Kimberly Ellis