

File No. 220529

Committee Item No. 5

Board Item No. 27

COMMITTEE/BOARD OF SUPERVISORS

AGENDA PACKET CONTENTS LIST

Committee: Rules Committee

Date May 9, 2022

Board of Supervisors Meeting

Date May 17, 2022

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Completed by: Victor Young

Date May 5, 2022

Completed by: _____

Date _____

1 [Appointments, Mental Health SF Implementation Working Group - Amy Wong, Andrea
2 Salinas, and Sara Shortt]

3
4 **Motion appointing Amy Wong, Andrea Salinas, and Sara Shortt, terms ending June 1,**
5 **2023, to the Mental Health SF Implementation Working Group.**

6
7 MOVED, That the Board of Supervisors of the City and County of San Francisco does
8 hereby appoint the following designated person(s) to serve as member of the Mental Health
9 SF Implementation Working Group, pursuant to the provisions of Administrative Code,
10 Chapter 5, Article XLIV, for the term specified:

11 Amy Wong, Seat 1, succeeding herself, shall be held by a person with expertise
12 working on behalf of healthcare workers, appointed by the Board of Supervisors, for the
13 unexpired portion of a two-year term ending June 1, 2023;

14 Andres Salinas, Seat 7, succeeding herself, shall be held by a mental health or
15 substance use treatment provider with experience working with criminal system-involved
16 patients, appointed by the Board of Supervisors, for the unexpired portion of a two-year term
17 ending June 1, 2023;

18 Sara Shortt, Seat 11, succeeding herself, shall be held by a person with experience
19 providing supportive housing in San Francisco, appointed by the Board of Supervisors, for the
20 unexpired portion of a two-year term ending June 1, 2023.

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Board of Supervisors
City and County of San Francisco
1 Dr. Carlton B. Goodlett Place, Room 244
(415) 554-5184 FAX (415) 554-7714

Application for Boards, Commissions, Committees, & Task Forces

Name of Board, Commission, Committee, or Task Force: MHSF Implementation Working Group

Seat # or Category (If applicable): 1 District:

Name: Amy Wong

[Redacted] Zip: 94108
Mental Health/Rehab

Work Phone: (628) 206-5823 Employer: DPH

Business Address: 887 Potrero Ave Zip: 94110

Business E-Mail: amy.wong@sfdph.org Home E-Mail:

Pursuant to Charter Section 4.101 (a)2, Boards and Commissions established by the Charter must consist of electors (registered voters) of the City and County of San Francisco. For certain other bodies, the Board of Supervisors can waive the residency requirement.

Check All That Apply:

Registered voter in San Francisco: Yes [X] No [] If No, where registered:

Resident of San Francisco [X] Yes [] No If No, place of residence:

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

I have been on the MHSF Implementation Working Group for the past year. Through this process, I have contributed ideas/feedback and provided expertise in the areas of diversity, equality, education and support for workers. The reluctance of minority residents in the community to reach out for Mental Health Services due to stigmatization and cultural shame is prevalent. Family roles, expectations, and gender identity are also factors in decreasing likelihood that residents will seek support to address their mental health conditions due to fear of being judged and humiliated. I am committed to these important issues in my role as part of the MHSF Implementation Working Group. I will be honored to continue contributing to the IWG.

Business and/or professional experience:

I have worked as a City & County employee of SF for more than 20 years and as a Mental Health Treatment Specialist at the SF Behavioral Health Center. I have worked collaboratively and in a culturally attentive manner with clients and families, along with an interdisciplinary team of experts to ensure clients receive the treatment and care promoting their wellness and recovery. Over two decades of clinical work, I have developed smart goals for clients, effectively partnering with the clients and their families. My ability to provide translation and offer cultural insights through teamwork with clients supports their meaningful journey toward wellness and recovery.

Civic Activities:

- Active member on the MHSF Implementation Working Group
- Spearheaded and co-led "Saving The ARF" campaign to ensure that clients with mental health conditions, people with drug use disorders are not forced to be removed from their homes and deprived of needed treatment.
- Currently on the working group for the improvement of the ARF.
- Alternate Delegate, Local 21

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

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

Date: June 21, 2021 **Applicant's Signature: (required)** Amy Wong

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

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

FOR OFFICE USE ONLY:
Appointed to Seat #: _____ Term Expires: _____ Date Seat was Vacated: _____



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Application for Boards, Commissions, Committees, & Task Forces

Name of Board, Commission, Committee, or Task Force: Mental Health SF Implementation Working Group

Seat # or Category (If applicable): Seat 7 District: 8

Name: Andrea Salinas

[Redacted] Street Zip: 94110

Occupation: Clinical Social Work Supervisor

Work Phone: 415.597.8007 Employer: UCSF Citywide Focus Case Management

Business Address: 982 Mission Street Zip: 94103

Business E-Mail: andrea.salinas@ucsf.edu Home E-Mail: [Redacted]

Pursuant to Charter Section 4.101 (a)2, Boards and Commissions established by the Charter must consist of electors (registered voters) of the City and County of San Francisco. For certain other bodies, the Board of Supervisors can waive the residency requirement.

Check All That Apply:

Registered voter in San Francisco: Yes [X] No [] If No, where registered: _____

Resident of San Francisco [X] Yes [] No If No, place of residence: _____

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

I have been a resident and worker in San Francisco since 1996. I identify as a bi-cultural Mexican American woman. For the past 26 years I have lived in the Mission District Neighborhood, and worked in community based organizations serving the most socioeconomically disenfranchised residents of San Francisco. In all my professional work experience I have served primarily persons of color, with an emphasis on immigrant communities. When I worked at La Casa de Las Madres, my caseload was entirely comprised of immigrant Latinx and Asian women as well as African American women. I went on to work at the Mission Neighborhood Health Center HIV program, Clinica Esperanza, where close to 90 percent of my clients were Latinx immigrants, primarily LGBTQ identified. It was there that I gained valuable experience in learning about the intersecting impacts of political persecution, displacement, and low socioeconomic status on healthcare access and outcomes. I have now been working for over a decade as a mental health clinician. In this role every day we are faced with the intersection of poverty, racism, sexism, homophobia, transphobia, trauma and poor health outcomes. I have been drawn to this work by a deeply engrained sense of social justice. My grandfather was a leader in the UFW in our local community of Sanger, California. I grew up learning of the struggle and even travelled to Delano with my grandparents to see Cesar Chavez during his hunger strikes. I also have personal experience with my brother who is mentally ill and currently serving prison time for a violent act that he committed. I identify with the families of our clients whose loved one has committed acts in the midst of a mental health crisis and who are wanting so much for community support and intervention to turn their loved one's life around. I believe that Mental Health SF can be a major turning point in our community toward helping not just the clients that I work with, but also their families and extended community, to achieve health and wellness. I currently hold seat 7 to which I am applying for reappointment. During the last 7 months that I have held this seat I have held myself to a high standard of commitment and accountability. I have taken on extra work, meeting between sessions to compile member ideas and formulate recommendations to the full working group to facilitate our work process. I believe I have demonstrated that I am an integral part of the IWG. I will continue to fulfill my duties with utmost accountability and work ethic.

Business and/or professional experience:

Please see CV for further details
2013- Present, UCSF Citywide Focus Case Management, Clinical Social Worker, Clinical Social Work Supervisor
2009-13, Felton Institute, Family Clinician and Clinical Case Manager
2007-08, UCSF Citywide Roving Team Internship, Clinical Social Work Intern
2005-08, BRIDGE Housing Development Corporation, Services & Information Coordinator
2005-03, Coalition on Homelessness, Shelter Client Advocate
2000-03, Mission Neighborhood Health Center, Medical Case Manager
1999-00, La Casa de Las Madres, Family Advocate
1994-99, Planned Parenthood, Health Educator

Civic Activities:

Please see CV for further details
December 2020-June 2021, Mental Health SF Implementation Working Group, Seat 7
March-October 2016, Committee to Re-envision the Jail Replacement Project, Community Coalition Representative
2013-20, SF No New Jails Coalition, Volunteer Member
2018-20, SF No Injunctions Coalition, Volunteer Member
2004-2015, Critical Resistance, Collective Member
2003-present, Just Cause/Causa Justa, formerly St. Peter's Housing Committee, Volunteer

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

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

Date: 6/20/2021 Applicant's Signature: (required) Andrea Salinas

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

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

FOR OFFICE USE ONLY:

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

Andrea Salinas



Education

M.A. 2008, The Wright Institute, Counseling Psychology
B.A. 1993, University of California at Berkeley,
Latin American Studies

Professional Certification

Licensed Marriage & Family Therapist, BBS License #53303
Functional Family Therapy, 2012

Languages

Bilingual/Bicultural English/Spanish

Present Position

Clinical Social Work Supervisor, UCSF Citywide Focus Case Management, Cross Currents Team, 2019-present

Provide clinical supervision for the LGBTQ and Women Focus Team; a diverse team of five clinicians who provide culturally competent services to severely mentally ill and dual diagnosed clients of the clinic. Conduct weekly and ad hoc supervision to teach and support clinicians to provide appropriate clinical practice interventions that are executed efficiently to provide quality care to clients. Monitor staff for adherence to necessary job performance objectives, trainings, and certifications. Conduct regular chart reviews to ascertain compliance with state and county standards of documentation. Participate in consultation and leadership with other clinical supervisors and program directors of the clinic. Provide clinical case management services to a small caseload of clients.

Professional Experience

Clinical Social Worker II, UCSF Citywide Focus Case Management, 2013-2019

Provided intensive case management services to severely mentally ill, dually diagnosed, and frequently medically complicated individuals from diverse backgrounds, including monolingual Spanish speakers. Worked within an interdisciplinary team of nurses, psychiatrists, peer counselors, substance use treatment and vocational service providers to support client's to meet recovery and wellness goals. Clients were referred by conservators of the public guardians office, locked sub-acute units, residential treatment programs, outpatient clinics, DPH medical providers and jail health. Provided clinical interventions to link

clients to psychiatry, residential treatment, medical care, dentistry, food security, emergency and long-term stable housing, entitlements, transportation, criminal and immigration legal services, socialization and vocational support. Utilized modalities such as Cognitive Behavioral Therapy, Motivational Interviewing, Problem Solving Therapy, Dialectical Behavioral Therapy, Person Centered Therapy, Psychoeducation to build coping skills, social skills, and independent living skills. Provided crisis interventions including 5150 holds. Conducted psychosocial and therapy support groups including Dialectical Behavioral Therapy, Anger Management, Mi Gente Latinx Support group, and Cooking group. Performed comprehensive psychosocial assessments, and created collaborative treatment plans.

Family Clinician, Family Service Agency, 2011-2013

Provided therapy and case management services to children and their families referred by the school district, CPS, Foster Care Mental Health, medical providers and parents. Therapy provided at school, office, and home settings in both English and Spanish. Facilitated communication between parents and teachers, supported families through IEP meetings, worked closely with teachers toward achieving improved academic and behavioral outcomes, linked families to resources, provided support with immigration issues, and provided referrals for psychiatric assessment and medication maintenance support. Worked using cognitive behavioral therapy, functional family therapy, and structural family therapy modalities, as well as instruction in parenting and discipline strategies.

Clinical Case Manager, Family Service Agency, 2009-2011

Provided clinical case management, and therapy to seniors in the Senior Full Service Wellness Program an MHSA program. Provided comprehensive services to severely mentally ill older adults in an intensive case management program. Worked with seniors discharged from jail, psychiatric units, and stepped up from lower levels of care approved for intensive outpatient care by the community behavioral health department of SFDPH. Completed comprehensive assessments, and treatment plans. Worked in tandem with peer case aides and the psychiatric nurse practitioner, utilized clinical interventions to link clients to psychiatric and medical services, linked clients immediately to emergency housing services and found stable long term housing, monitored nutrition needs, linked to socialization opportunities to reduce isolation and improve social supports, and supported clients in implementing needed life skills practices. Also provided crisis assessment and intervention including 5150 holds, and on-call services after hours and on weekends.

Roving Team Intern, City Wide Case Management, 2007-2008

Provided clinical case management services to dual diagnosed clients at risk of eviction due to behaviors related to substance abuse and mental illness, or

persons with serious medical conditions who, due to their mental health, needed clinical support accessing health services. Conducted psychosocial assessments, and set collaborative treatment plans to meet client goals. Provided supportive counseling and clinical interventions to link clients to ongoing mental and physical healthcare services to keep them safe and stable in the community before discharge. Worked as part of an interdisciplinary team of mental health clinicians, psychiatry, and medical professionals for Housing and Urban Health Clinic.

Services and Information Coordinator, BRIDGE Housing, 2005-2008

Provided light case management to link clients to resources, and coordinated onsite programming to median to very low-income, multi-ethnic population residing at a residential property. The program purpose was to increase housing retention, foster independence and upward mobility by keeping at-risk populations housed and providing educational services to tenants and their children.

Shelter Client Advocate, Coalition on Homelessness, 2003-2005

Provided advocacy for homeless individuals residing in city-funded shelters when faced with denial of services. Advocated on client's behalf in resolving disputes and negotiated behavioral contracts/agreements with shelter staff in a hearing setting. If agreements could not be reached, attended arbitrations with our clients that were conducted with Bar Association volunteer attorneys at the Department of Human Services.

HIV Medical Case Manager, Mission Neighborhood Health Center, 2000-2003

Provided case management services to 60+ diverse individuals, majority Spanish speaking immigrants, gay and transgender, living with various stages of HIV/AIDS. Conducted psychosocial assessments, provided supportive counseling and clinical and crisis intervention services to foster optimal treatment compliance. Played an active role in the clinic's interdisciplinary model, including weekly team case consultations with case management teams, doctors and nurses, as well as ongoing close communication with medical staff regarding patient health status and outcomes. Provided comprehensive case management services including providing information, referrals, and assistance in supporting clients to attain services and resources ranging from health care, housing, employment, entitlements and legal and immigration matters.

Study Recruiter, Cesar Chavez Institute, San Francisco State University, 2003

Under the supervision of the project coordinator, conducted field recruitment of individuals for a study on the impacts of substance use on sexual risk behaviors with Latino men who identified as gay, bisexual, and transgender MTF women.

Family Advocate, La Casa de Las Madres, 1999-2000

Provided residential case management to families and individuals of diverse backgrounds who were survivors of domestic violence. Conducted psychosocial assessments, supportive counseling, and crisis intervention. Provided information, referrals and linkage to a wide array of community resources ranging from mental health, parenting support, childcare, vocational, housing and legal services. Facilitated daily and weekly house meetings as well as support groups. Played an active role in the shelter staff team including weekly case conference meetings.

Health Educator, Planned Parenthood, 1994-1999

Worked in a busy clinic setting that provided medical services to low income women and children of diverse backgrounds. Provided assistance to the nurse practitioners and physicians: checked in patients to be seen, explained exam findings, administered HIV tests to patients, provided education on birth control methods, sexually transmitted infections, and good health practices. Occasionally provided crisis counseling and intervention to patients. Also functioned as an assistant to the physician in every facet of abortion clinic appointments including assisting the physician during surgical procedures. Played an active role in the clinic's team model, including clinic coordination, supervision and training of new staff.

Other Professional Experience**Workgroup to Re-envision the Jail Replacement Project, March-October 2016**

Representative of a coalition of community organizations to a workgroup convened by the Department of Public Health in compliance with legislation passed by the San Francisco Board of Supervisors in January 2016. The workgroup was tasked to evaluate and submit recommendations for programming expansion and creation across several city departments to address the disproportionate representation of African Americans and other marginalized communities across the spectrum of the criminal justice system from arrest to incarceration in San Francisco.

Dialectical Behavioral Therapy Consult Group, 2016-2018

Participated in the UCSF Citywide DBT consult group that provided individual and group therapy to client's of the clinic suffering from complex trauma, and personality disorders. Provided consult to other clinicians of the clinic, and training to onboard new clinicians to the consult group.

Cognitive Behavioral Therapy Treatment for Hoarding and Cluttering, 2010-2011

Co-facilitated a CBT treatment group for Hoarding and Cluttering, a collaborative project of Family Service Agency and the San Francisco Mental Health Association, under the weekly supervision of Dr. Michael Tompkins a nationally

renowned expert on Hoarding & Cluttering and faculty at UC Berkeley. Co-facilitated two 12-week treatment groups that included weekly group meetings and home visits to participants' homes for assessment, goal setting and individualized intervention.

Home Work Training Program, 2004-2005

Periodically conducted conflict resolution workshops for new staff of homeless shelters and other agencies that serve the homeless population of San Francisco with the goal of improving care provision to the homeless population in San Francisco shelters. Trainings were conducted at the request of the Department of Human Services Housing & Homeless Services.

Trainings and Workshops

Building a Reflective, Relational, and Skillful Behavioral Health Workforce Through Clinical Supervision, SF DPH Behavioral Health Services, February 5-6, 2020

The Body Keeps the Score, Trauma Healing with Bessel van der Kolk M.D., PESI, April 6-7, 2017

The Mindful Therapist with Dr. Daniel Siegel, An Approach to Cultivate Your Mind to be the Best Therapist, PESI, September 16, 2016

Contemporary Behavioral Principles for Clinicians, John F Kennedy University, August 15, 2015

DSM 5 and Mental Health Issues, San Francisco City College, July 17, 2013

Attachment Theory and Trauma, San Francisco Mental Health Education Funds Inc., June 27, 2013

Black Infant Health: Afrocentric Parenting Conference, SFDPH, Maternal, Child & Adolescent Health, May 31, 2013

Psychophysiology of Trauma, San Francisco Mental Health Education Funds Inc., May 24, 2013

Gender Responsive Trauma Treatment, San Francisco Mental Health Education Funds Inc., April 18, 2013

Functional Family Therapy, California Institute for Mental Health, January 18-20, March 6-7, May 22-23, July 19-20, 2012.

Motivational Interviewing, Felton Institute, July 1 & 15, 2009, April 27, May 4, 2010, April 1, 2011

Hoarding & Cluttering Conference, San Francisco Mental Health Association, February 12, 2010

Dialectical Behavioral Therapy: Updates to Emotion Regulation and Crisis Survival Skills, Behavioral Tech, March 29-30, 2010

Introduction to CBT, Felton Institute, June 8, 2010

Strength Based Care Management, Felton Institute, July 13, 2009

Effectively Using Affect & Attachment in Emotionally Focused Couples Therapy, The Wright Institute, March 28, 2008

Dialectical Behavioral Therapy: A Skills Based Approach to Treating Impulsive, Borderline & Suicidal Clients, CMI Education Institute INC., January 31, 2008

Introduction to Counseling Techniques in Chemical Dependency, UC Berkeley Extension, May 2002

Volunteer Work

The Abolitionist, 2007-present

Served on the editorial board of a news paper dedicated to the study of Prison Industrial Complex Abolition, coordinated Spanish language translation, and currently assist in the Spanish/English translations of articles.

Just Cause/Causa Justa, 2003 to the present

CJJC provides direct services to tenants, migrant rights advocacy and organizing, and Anti-Black Racism/Black empowerment organizing in San Francisco and Oakland. Provided support with Latinx membership political education during years 2006-09, office support during the years 2008-09, occasional simultaneous Spanish oral translation for membership meetings from 2005 to the present.

SF No Injunctions Coalition, 2018-20

Participated in community coalition of bay area organizations working to end the use of civil gang injunctions that target Black and Brown youth for increased police surveillance and criminalization and ultimately lead to loss of constitutional rights.

No New Jails Coalition, 2013-2020

Participated in a community coalition of local organizations and community members working to permanently close the seismically and structurally unsound county jail at 850 Bryant. The coalition advocates for policy change and increased

funding for social and medical services that address the root causes of harm in the community, toward decreasing the need for incarceration in San Francisco.

Critical Resistance 10: 10th Anniversary Conference and Strategy Session to Abolish the Prison Industrial Complex, Volunteer Coordinator 2007-08

Coordinated volunteers over a year-long period of planning, and through the execution of a national conference attended by 2500 individuals.

Critical Resistance, 2004-2015

Work with a national volunteer based organization to stop prison expansion and increased criminalization and to promote sound alternatives to incarceration, toward an end to the prison industrial complex.

Chiapas Solidarity Committee, July 2003

Under the supervision of community health workers carried out hygiene education and delousing work with children and families of a Zapatista affiliated village.

Lutheran Social Services Bridge Program Advisory Committee, November 2002-June 2003

Member of a committee called together to plan a new structure for a program that provides rental subsidies for very low-income persons living with HIV.

Hogares sin Barreras, May 2000-March 2003

Volunteer support to migrants organizing in San Francisco with housing rights project of the Coalition on Homelessness.

La Casa de Las Madres, September 1992-April 1996

Volunteered with the children's program and provided translation services for monolingual Spanish speakers in a domestic violence shelter.

References

Deidre Corbin, LCSW
Program Director, UCSF Citywide Focus Case Management
982 Mission Street
San Francisco, CA 94102
415.597.8049
Deirdre.corbin@ucsf.edu

Roma Guy, MSW
Former Health Commissioner
Tax Payers for Public Safety
romapguy@gmail.com

Laura Rodriguez, LMFT
UCSF Alliance Health Project
1930 Market Street
San Francisco, CA 94102
Laura.Rodriguez@ucsf.edu



Board of Supervisors
City and County of San Francisco
1 Dr. Carlton B. Goodlett Place, Room 244
(415) 554-5184 FAX (415) 554-7714

Application for Boards, Commissions, Committees, & Task Forces

Name of Board, Commission, Committee, or Task Force: MHSF IWG

Seat # or Category (If applicable): 11 District: _____

Name: Sara Shortt, MSW

Zip: _____
Title: Policy Director

Work Phone: _____ Employer: Community Housing Partnership

Business Address: 20 Jones Zip: 94103

Business E-Mail: sshortt@chp-sf.org Home E-Mail: _____

Pursuant to Charter Section 4.101 (a)2, Boards and Commissions established by the Charter must consist of electors (registered voters) of the City and County of San Francisco. For certain other bodies, the Board of Supervisors can waive the residency requirement.

Check All That Apply:

Registered voter in San Francisco: Yes No If No, where registered: _____

Resident of San Francisco Yes No If No, place of residence: _____

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

I am a 51 year old Lesbian who has lived in the Mission district for over 20 years.

Business and/or professional experience:

I currently work at HomeRise (formerly Community Housing Partnership), which is a permanent supportive housing provider, as the Director of Public Policy and Community Organizing. Prior to that, I worked for 3 years in LA's Skid Row neighborhood running a homeless outreach program. I spent 11 years as the Executive Director of the Housing Rights Committee of San Francisco. I have 25 years of experience working on issues of affordable housing, homelessness, tenant's rights and eviction prevention and economic justice. I have a Master's in Social Work from San Francisco State University.

Civic Activities:

I serve on the Housing Conservatorship Working Group and have also served in seat 11 on the Mental Health Implementation Working Group this year. I served on the Mayor's HOPESF Task Force and the Re-envisioning Public Housing Task Force.

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

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

Date: 6/23/21 Applicant's Signature: (required) Sara Shortt

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

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

FOR OFFICE USE ONLY:
Appointed to Seat #: _____ Term Expires: _____ Date Seat was Vacated: _____

MENTAL HEALTH SF IMPLEMENTATION WORKING GROUP

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 in **bold** 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	Amy Wong (term expired)	6/1/21	Shall be held by a person with expertise working on behalf of healthcare workers, appointed by the Board of Supervisors, for a two-year term
2	Mayor	Jameel Patterson	6/1/22	Shall be held by a person who identifies as having a mental health condition or identifies as having both a mental health condition and substance use condition (“dual diagnosis”), and who has accessed mental health or substance use services in San Francisco, for a two-year term
3	BOS	Vacant Seat	6/1/23	Shall be held by a person who identifies as having a mental health condition or identifies as having both a mental health condition and substance use condition (“dual diagnosis”), and who has accessed mental health or substance use services in San Francisco, for a two-year term
4	Mayor	Shon Buford	6/1/22	Shall be held by a City peace officer, emergency medical technician or firefighter (“First Responder”) with expertise in mental health and/or substance use treatment, for a two-year term

Seat #	Appointing Authority	Seat Holder	Term Ending	Qualification
5	Mayor	Dr. Vitka Eisen	6/1/23	Shall be held by a substance use treatment provider with expertise in mental health treatment and harm reduction, for a two-year term
6	BOS	Steve Fields (Residency Waived)	6/1/22	Shall be held by a substance use treatment provider with expertise in mental health treatment and harm reduction, for a two-year term
7	BOS	Andrea Salinas (term expired)	6/1/21	Shall be held by a mental health or substance use treatment provider with experience working with criminal system-involved patients, for a two-year term
8	BOS	Dr. Monique LeSarre	6/1/22	Shall be held by a psychiatrist or other behavioral health professional with expertise providing services to transitional age youth (ages 18-24) in San Francisco, for a two-year term
9	Mayor	Dr. Scott Arai	6/1/23	Shall be held by a person with experience in the management or operation of residential treatment programs, for a two-year term
10	Mayor	Dr. Ana Gonzalez	6/1/22	Shall be held by an employee of the Department of Public Health with expertise in working dually diagnosed persons, for a two-year term
11	BOS	Sara Shortt (term expired)	6/1/21	Shall be held by a person with experience providing supportive housing in San Francisco, for a two-year term
12	Mayor	Dr. Hali Hammer	6/1/22	Shall be held by an employee of the Department of Public Health with experience in health systems or hospitals administration, for a two-year term

Seat #	Appointing Authority	Seat Holder	Term Ending	Qualification
13	City Attorney	Kara Chien	6/1/22	Shall be held by a person with expertise in the field of health law, for a two-year term

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

(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 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 Mental Health SF Implementation Working Group (“Working Group”) was established to advise the Mental Health Board or any successor agency, the Health Commission, the Department of Public Health, the Mayor, and the Board of Supervisors, and may advise the Health Authority, on the design, outcomes, and effectiveness of Mental Health SF. The Working Group shall work with the Controller and the Department of Human Resources to conduct a staffing analysis of both City and nonprofit mental health service providers to determine whether there are staffing shortages that impact the providers’ ability to provide effective and timely mental health services.

The Working Group shall consist of 13 members, as follows:

Appointed by the Board of Supervisors:

- Seat 1: Shall be held by a person with expertise working on behalf of healthcare workers.

- Seat 3: Shall be held by a person who identifies as having a mental health condition or identifies as having both a mental health condition and substance use condition (“dual diagnosis”), and who has accessed mental health or substance use services in San Francisco.
- Seat 6: Shall be held by a substance use treatment provider with expertise in mental health treatment and harm reduction.
- Seat 7: Shall be held by a mental health or substance use treatment provider with experience working with criminal system-involved patients.
- Seat 8: Shall be held by a psychiatrist or other behavioral health professional with expertise providing services to transitional age youth (ages 18-24) in San Francisco.
- Seat 11: Shall be held by a person with experience providing supportive housing in San Francisco.

Appointed by the Mayor:

- Seat 2: Shall be held by a person who identifies as having a mental health condition or identifies as having both a mental health condition and substance use condition (“dual diagnosis”), and who has accessed mental health or substance use services in San Francisco.
- Seat 4: Shall be held by a City peace officer, emergency medical technician or firefighter (“First Responder”) with expertise in mental health and/or substance use treatment.
- Seat 5: Shall be held by a substance use treatment provider with expertise in mental health treatment and harm reduction.
- Seat 9: Shall be held by a person with experience in the management or operation of residential treatment programs.
- Seat 10: Shall be held by an employee of the Department of Public Health with expertise in working dually diagnosed persons.
- Seat 12: Shall be held by an employee of the Department of Public Health with experience in health systems or hospitals administration.

Appointed by the City Attorney:

- Seat 13: Shall be held by a person with expertise in the field of health law.

Members shall serve for two-year terms, beginning on June 1, 2020; provided, however, the term of the initial appointees in Seats 1, 3, 5, 7, 9 and 11 shall be one year, expiring on June 1, 2021. Initial appointments shall be made within 90 days of the effective date of Administrative Code, Article XLIV.

The Department of Public Health shall provide administrative and clerical support for the Working Group. The following departments shall have one representative attend meetings of the Working Group to be available for consultation: the Department of Public Health, the Human Services Agency, the Department of Aging and Adult Services, and the Department of Homelessness and Supportive Housing.

Reports: No later than October 1, 2020, and every year thereafter, the Working Group shall submit a written report on its progress to the Board of Supervisors, the

Mayor, and the Director of Health. No later than June 1, 2021, the Working Group shall submit its final recommendations concerning the design of Mental Health SF, and any steps that may be required to ensure its successful implementation, to the Board of Supervisors, the Mayor, and the Director of Health. Within six months of the establishment of the Working Group, they shall submit a staffing analysis to the Mayor, Board of Supervisors, and Director of Health

Authority: Administrative Code, Article XLIV, Sections 5.44-1 through 5.44-5 (Ordinance No. 300-19)

Sunset Date: September 1, 2026

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Updated: April 26, 2022

GENDER ANALYSIS OF COMMISSIONS AND BOARDS



City and County of San Francisco
London N. Breed
Mayor

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



Acknowledgements

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

San Francisco Commission on the Status of Women

President Debbie Mesloh

Vice President Breanna Zwart

Commissioner Shokooh Miry

Commissioner Carrie Schwab-Pomerantz

Commissioner Andrea Shorter

Commissioner Julie D. Soo

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

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

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Executive Summary

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

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

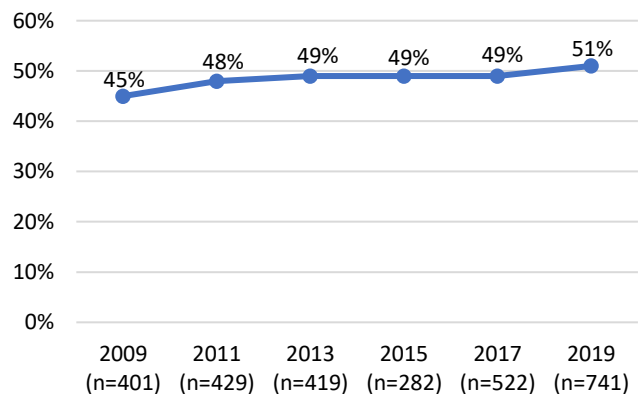
The *2019 Gender Analysis* evaluates the representation of women; people of color; lesbian, gay, bisexual, transgender, queer, and questioning (LGBTQ) individuals; people with disabilities; and veterans on San Francisco policy bodies.

Key Findings

Gender

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

10-Year Comparison of Representation of Women on Policy Bodies



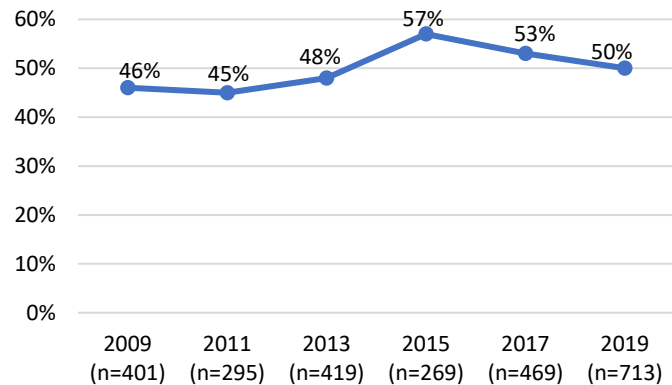
Source: SF DOSW Data Collection & Analysis.

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

Race and Ethnicity

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

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

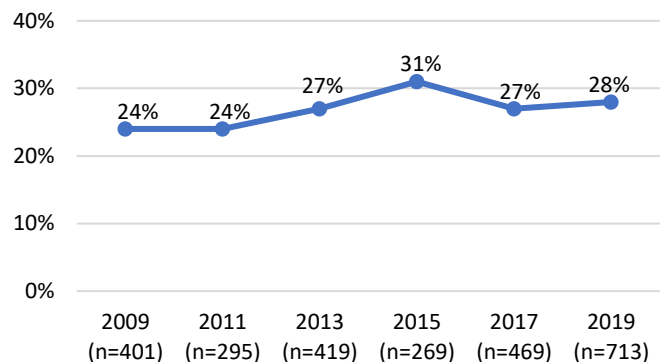


Source: SF DOSW Data Collection & Analysis.

Race and Ethnicity by Gender

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

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



Source: SF DOSW Data Collection & Analysis.

Additional Demographics

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

Proxies for Influence: Budget & Authority

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

Appointing Authorities

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

Demographics of Appointees Compared to the San Francisco Population

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

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

I. Introduction

Inspired by the 4th UN World Conference on Women in Beijing, San Francisco became the first city in the world to adopt a local ordinance reflecting the principles of the U.N. Convention on the Elimination of All Forms of Discrimination (CEDAW), an international bill of rights for women. The CEDAW Ordinance was passed unanimously by the San Francisco Board of Supervisors and signed into law by Mayor Willie L. Brown, Jr. on April 13, 1998.² In 2002, the CEDAW Ordinance was revised to address the intersection of race and gender and incorporate reference to the UN Convention on the Elimination of all Forms of Race Discrimination. The Ordinance requires City Government to take proactive steps to ensure gender equity and specifies “gender analysis” as a preventive tool to identify and address discrimination. Since 1998, the Department on the Status of Women has employed this tool to analyze the operations of 10 City Departments using a gender lens.

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

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

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

² 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\\$sanc=JD_Chapter33A](http://library.amlegal.com/nxt/gateway.dll/California/administrative/chapter33alocalimplementationoftheunited?f=templates$fn=default.htm$3.0$vid=amlegal:sanfrancisco_ca$sanc=JD_Chapter33A).

II. Gender Analysis Findings

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

Figure 1: Summary Data of Policy Body Demographics, 2019

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

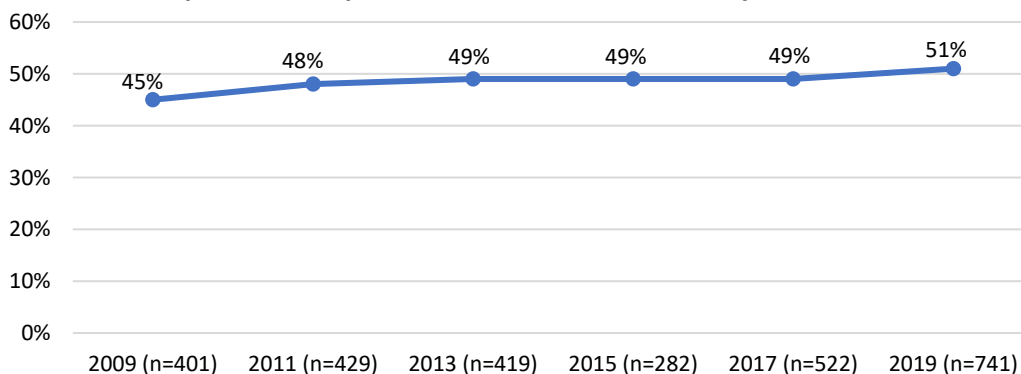
Source: SF DOSW Data Collection & Analysis.

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

A. Gender

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

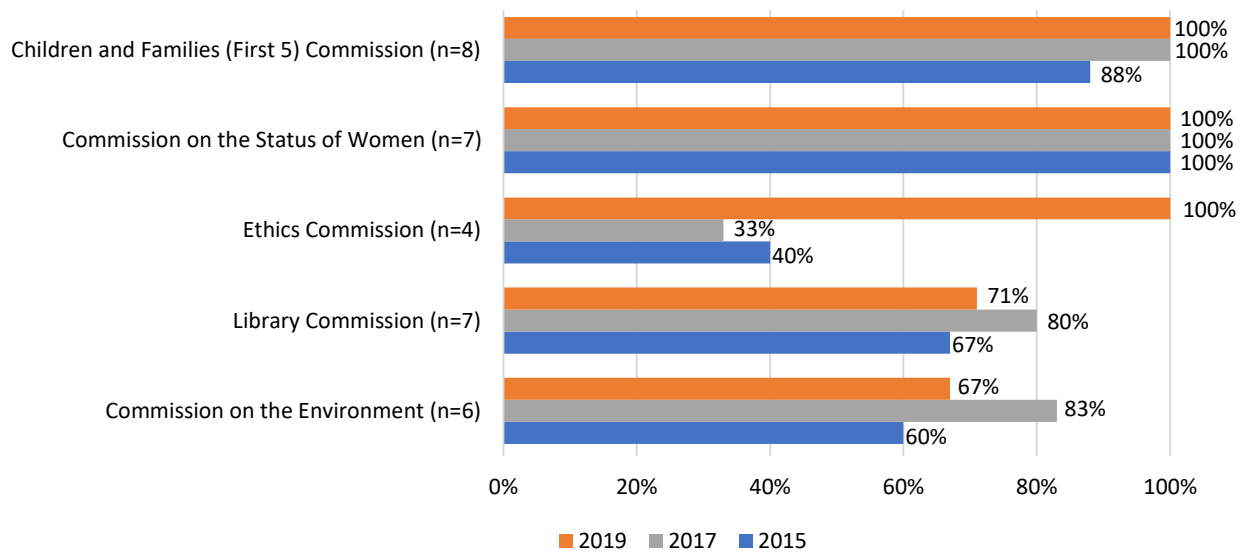
Figure 2: 10-Year Comparison of Representation of Women on Policy Bodies



Source: SF DOSW Data Collection & Analysis.

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

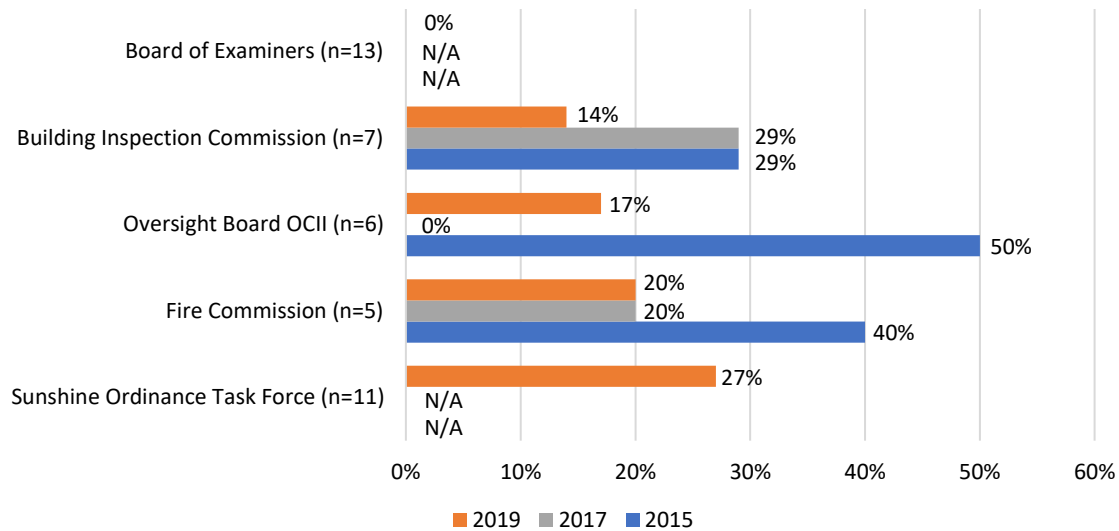
Figure 3: Commissions and Boards with Highest Percentages of Women, 2019 Compared to 2017, 2015



Source: SF DOSW Data Collection & Analysis.

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

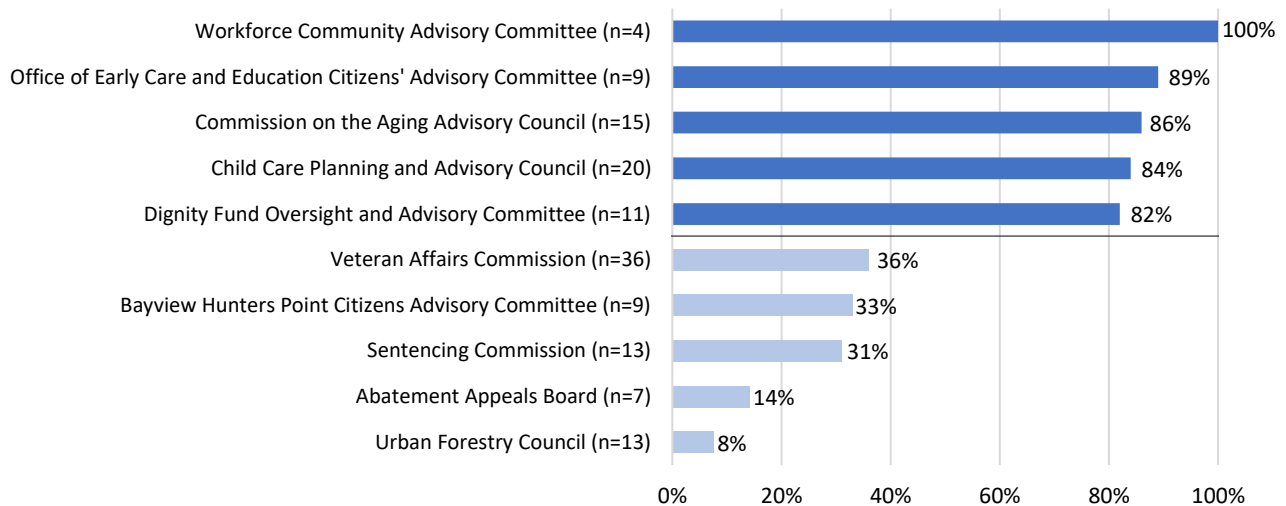
Figure 4: Commissions and Boards with Lowest Percentage of Women, 2019 Compared to 2017, 2015



Source: SF DOSW Data Collection & Analysis.

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

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

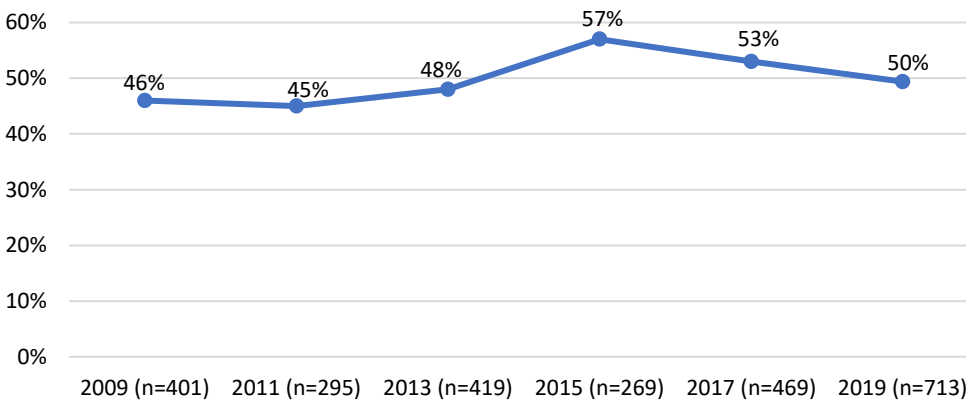


Source: SF DOSW Data Collection & Analysis.

B. Race and Ethnicity

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

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



Source: SF DOSW Data Collection & Analysis.

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

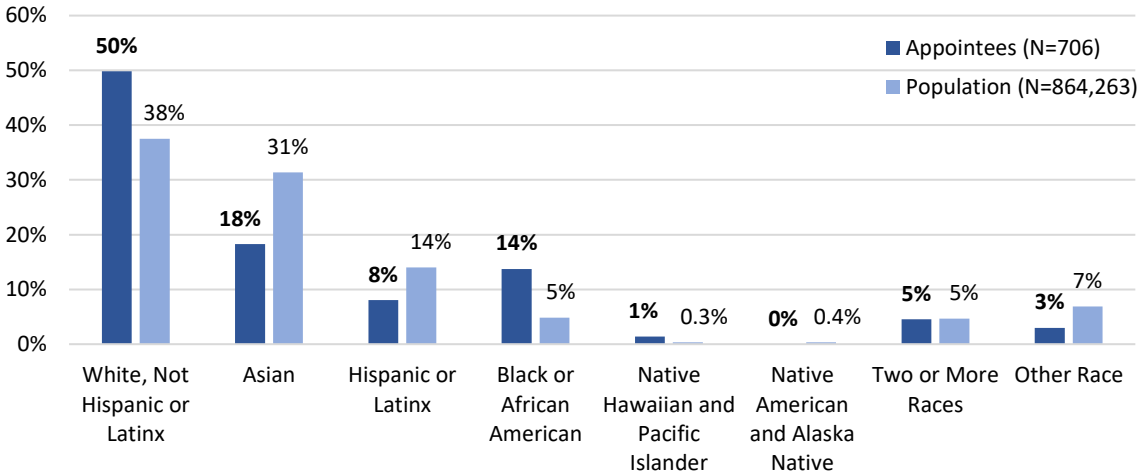
Considerably underrepresented racial and ethnic groups on San Francisco policy bodies compared to the San Francisco population are individuals who identify as Asian or Latinx. While Asians are 31% of the San Francisco population, they only make up 18% of appointees. While the Latinx population of San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

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

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

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

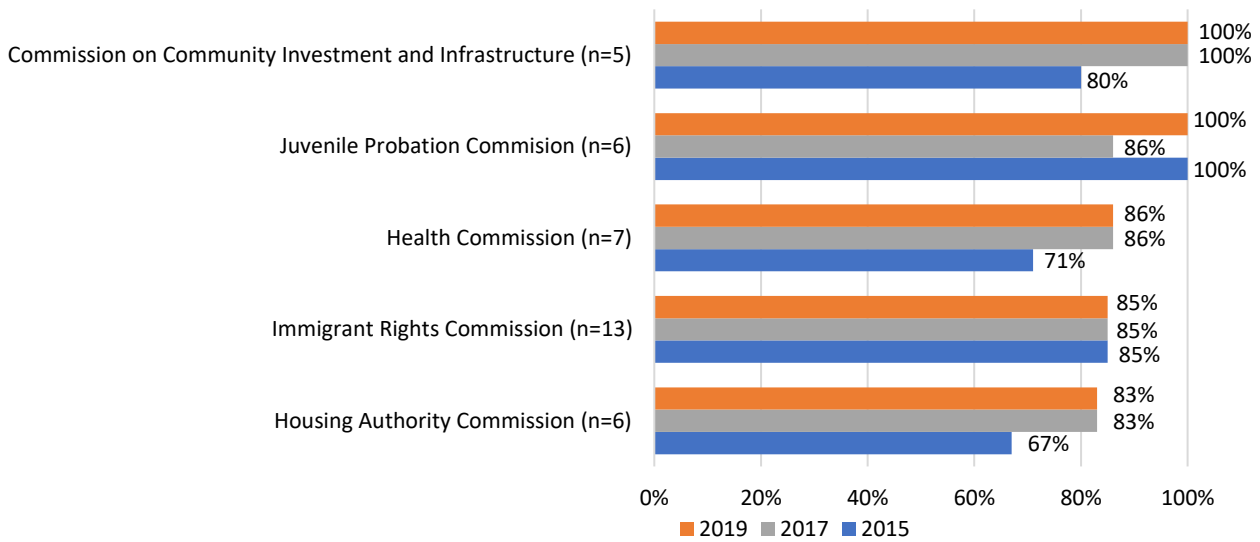
Figure 7: Race and Ethnicity of Appointees Compared to San Francisco Population, 2019



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

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

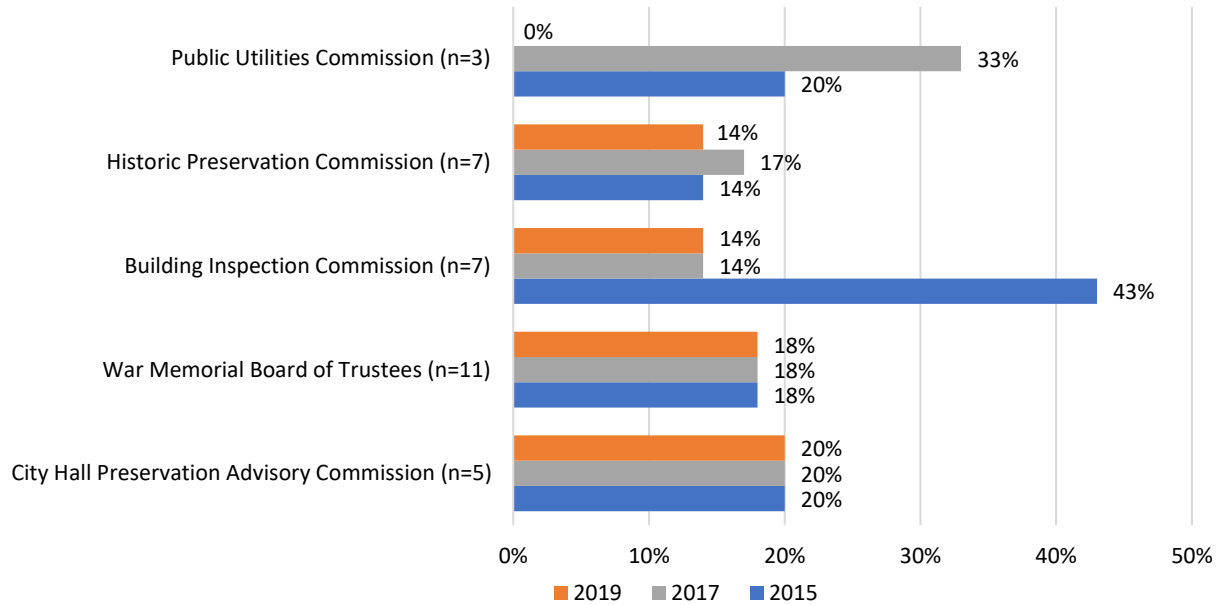
Figure 8: Commissions and Boards with Highest Percentage of People of Color, 2019 Compared to 2017, 2015



Source: SF DOSW Data Collection & Analysis.

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

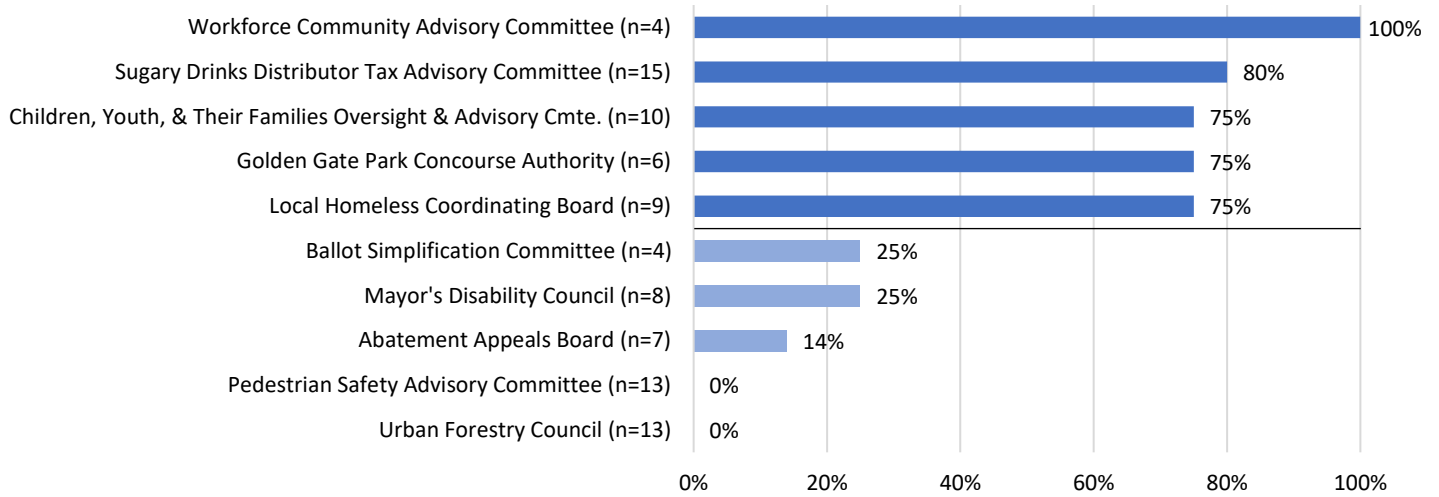
Figure 9: Commissions and Boards with Lowest Percentage of People of Color, 2019 Compared to 2017, 2015



Source: SF DOSW Data Collection & Analysis.

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

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

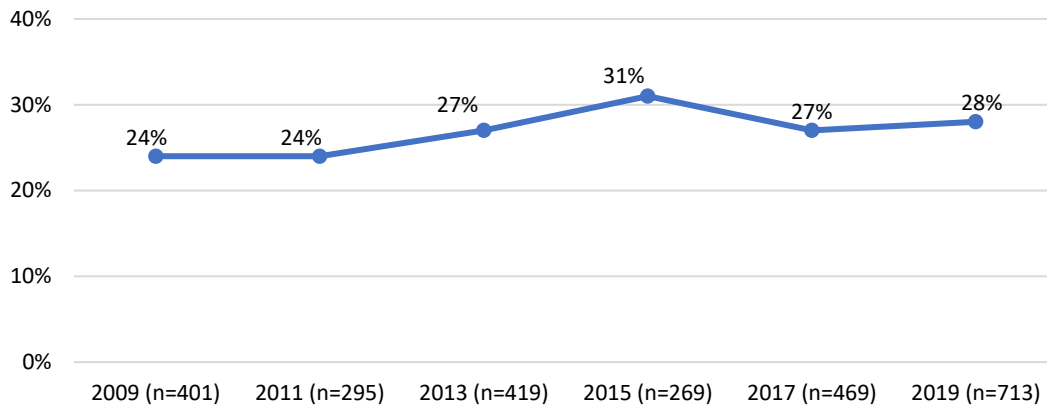


Source: SF DOSW Data Collection & Analysis.

C. Race and Ethnicity by Gender

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

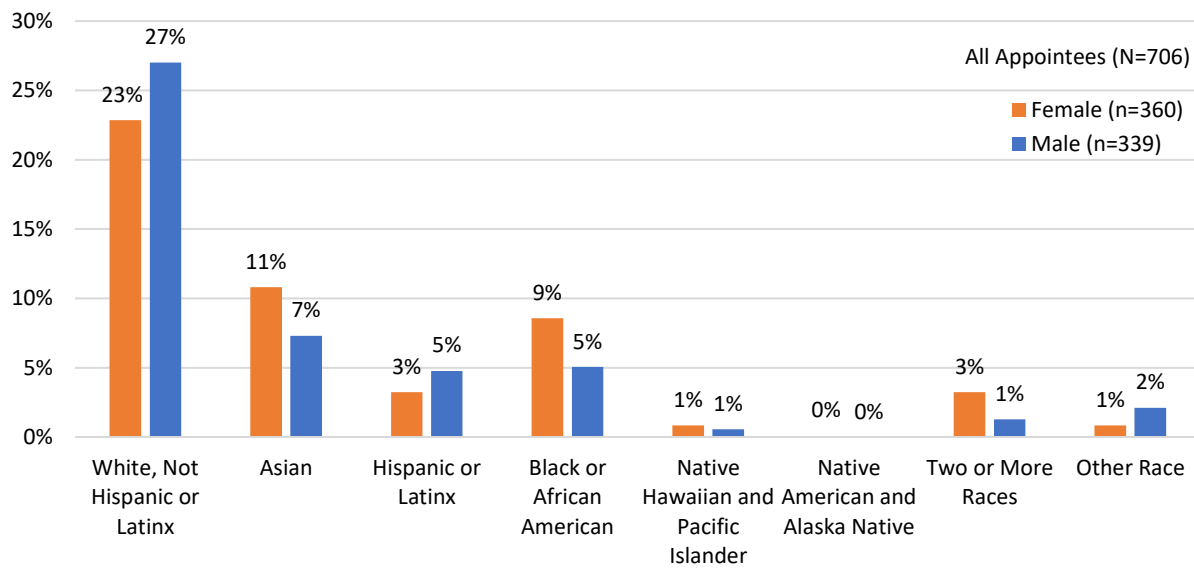
Figure 11: 10-Year Comparison of Representation of Women of Color on Policy Bodies



Source: SF DOSW Data Collection & Analysis.

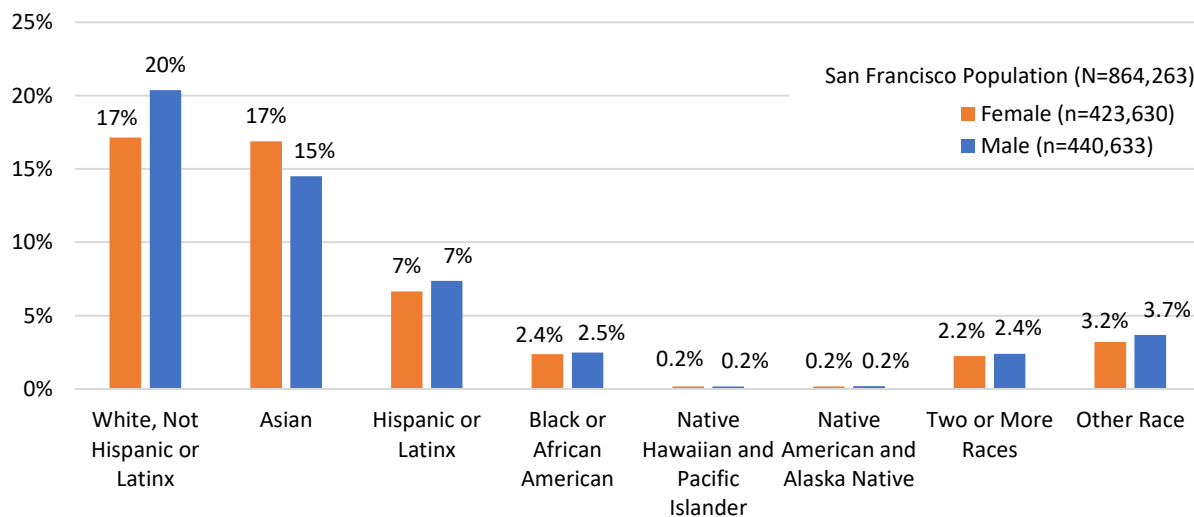
The following figures present the breakdown for appointees and the San Francisco population by race and ethnicity and gender. White men and women are overrepresented, holding 27% and 23% of appointments, respectively, compared to 20% and 17% of the population, respectively. Asian men and women are both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

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



Source: SF DOSW Data Collection & Analysis.

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



Source: 2017 American Community Survey 5-Year Estimates.

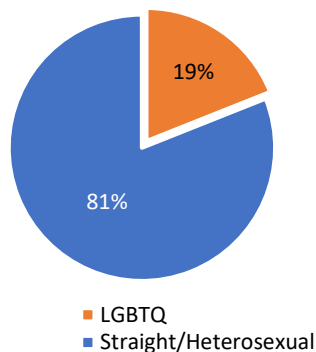
D. LGBTQ Identity

Lesbian, gay, bisexual, transgender, queer, and questioning (LGBTQ) identity data was collected from 548, or 75%, of the 741 surveyed appointees, which is much more data on LGBTQ identity compared to previous reports. Due to limited and outdated information on the population of the LGBTQ community in San Francisco, it is difficult to adequately assess the representation of the LGBTQ community. However, compared to available San Francisco, larger Bay Area, and national data, the LGBTQ community is well represented on San Francisco policy bodies. Recent research estimates the national LGBT population is 4.5%.⁵ The LGBT population of the San Francisco and greater Bay Area is estimated to rank the highest of U.S. cities at 6.2%,⁶ while a 2006 survey found that 15.4% of adults in San Francisco identify as LGBT⁷.

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

Figure 14: LGBTQ Identity of Appointees, 2019

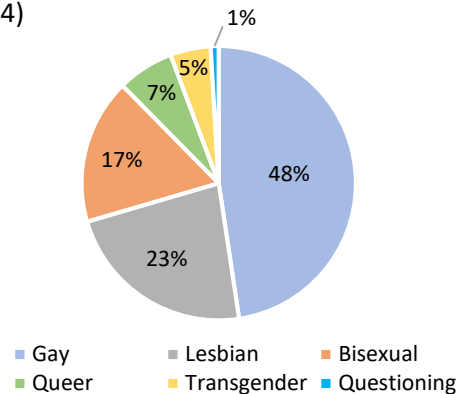
(N=548)



Source: SF DOSW Data Collection & Analysis.

Figure 15: LGBTQ Population of Appointees, 2019

(N=104)



Source: SF DOSW Data Collection & Analysis.

E. Disability Status

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

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

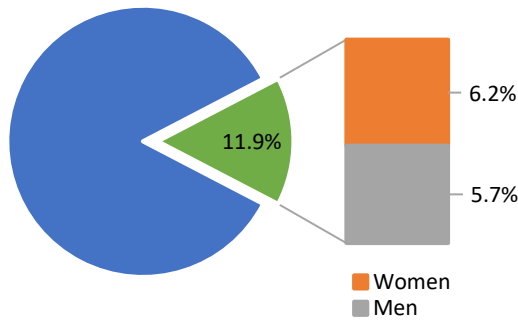
⁶ Gary J. Gates and Frank Newport, "San Francisco Metro Area Ranks Highest in LBGT Percentage," *GALLUP* (March 20, 2015) https://news.gallup.com/poll/182051/san-francisco-metro-area-ranks-highest-lgbt-percentage.aspx?utm_source=Social%20Issues&utm_medium=newsfeed&utm_campaign=tiles.

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

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

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

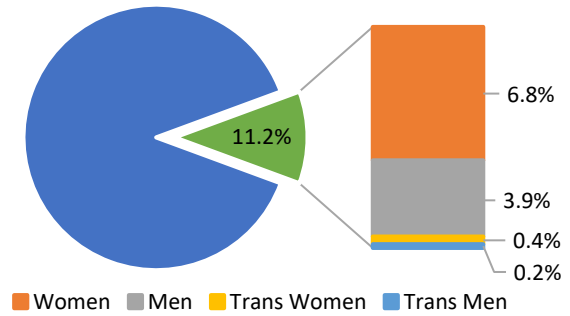
(N=744,243)



Source: 2017 American Community Survey 5-Year Estimates.

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

(N=516)



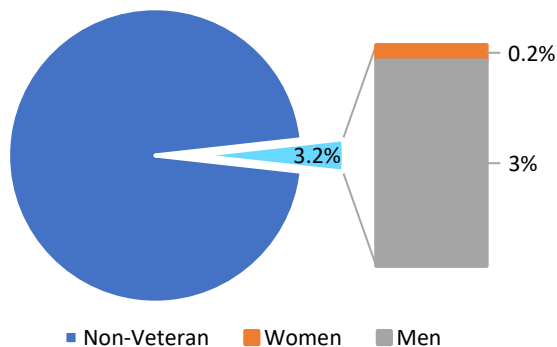
Source: SF DOSW Data Collection & Analysis.

F. Veteran Status

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

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

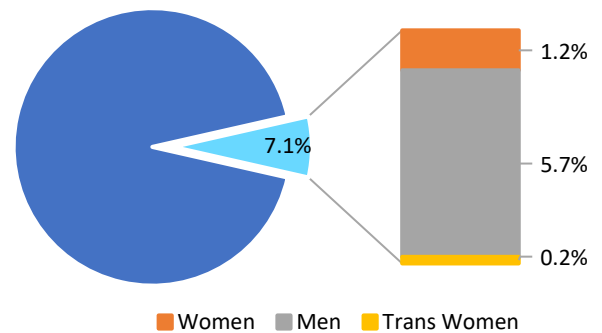
(N=747,896)



Source: 2017 American Community Survey 5-Year Estimates.

Figure 19: Appointees with Military Service, 2019

(N=494)



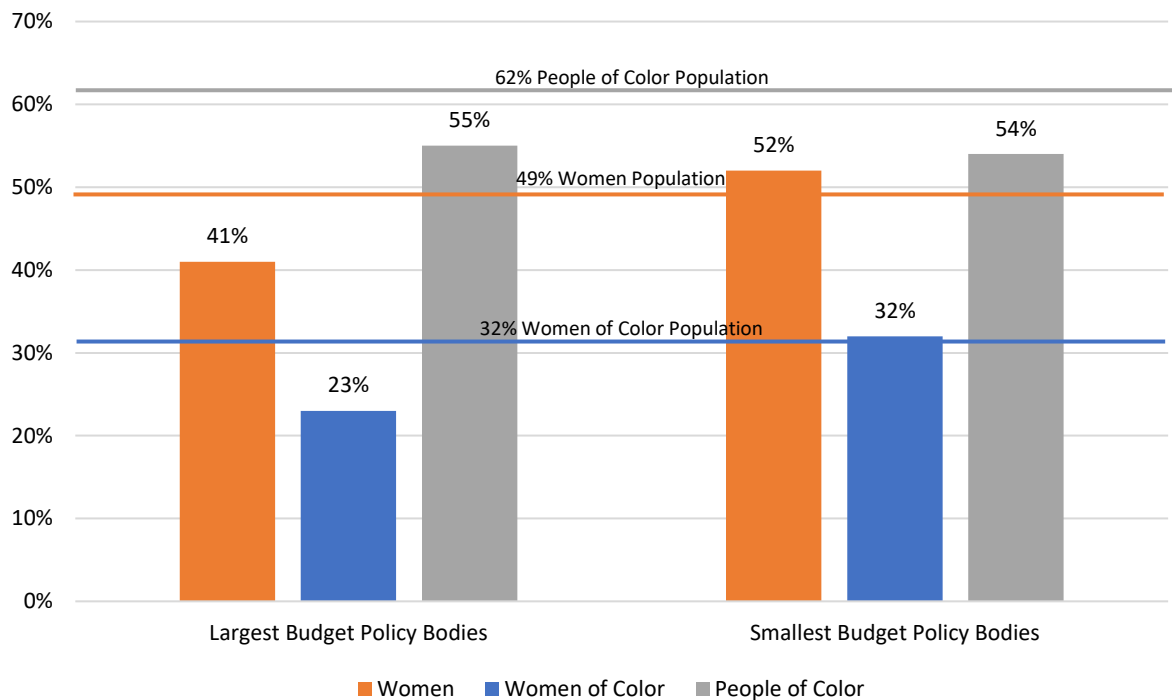
Source: SF DOSW Data Collection & Analysis.

G. Policy Bodies by Budget

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

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

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



Source: SF DOSW Data Collection & Analysis.

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

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

Source: SF DOSW Data Collection & Analysis.

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

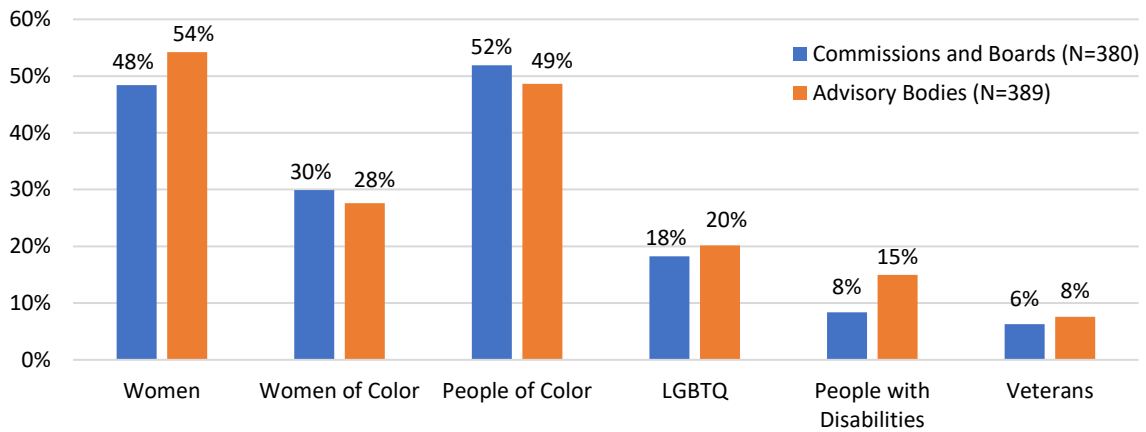
Body	FY18-19 Budget	Total Seats	Filled Seats	Women	Women of color	People of Color
Rent Board Commission	\$8,543,912	10	9	44%	11%	33%
Commission on the Status of Women	\$8,048,712	7	7	100%	71%	71%
Ethics Commission	\$6,458,045	5	4	100%	50%	50%
Human Rights Commission	\$4,299,600	12	10	50%	50%	70%
Small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

Source: SF DOSW Data Collection & Analysis.

H. Comparison of Advisory Body and Commission and Board Demographics

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

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

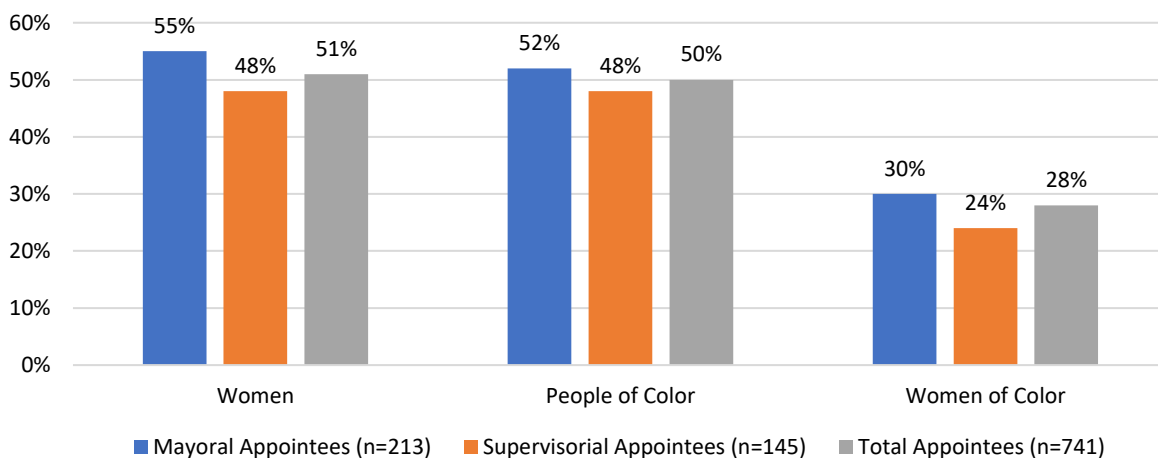


Source: SF DOSW Data Collection & Analysis.

I. Demographics of Mayoral, Supervisorial, and Total Appointees

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

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



Source: SF DOSW Data Collection & Analysis.

III. Conclusion

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

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

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

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

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

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

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

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

IV. Methodology and Limitations

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

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

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

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

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

Appendix

Figure 25: Policy Body Demographics, 2019⁹

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

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

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

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

Source: SF DOSW Data Collection & Analysis, 2019.

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

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

Source: 2017 American Community Survey 5-Year Estimates.

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

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

Source: 2017 American Community Survey 5-Year Estimates.

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