

State of the Academy

Ike Kwon

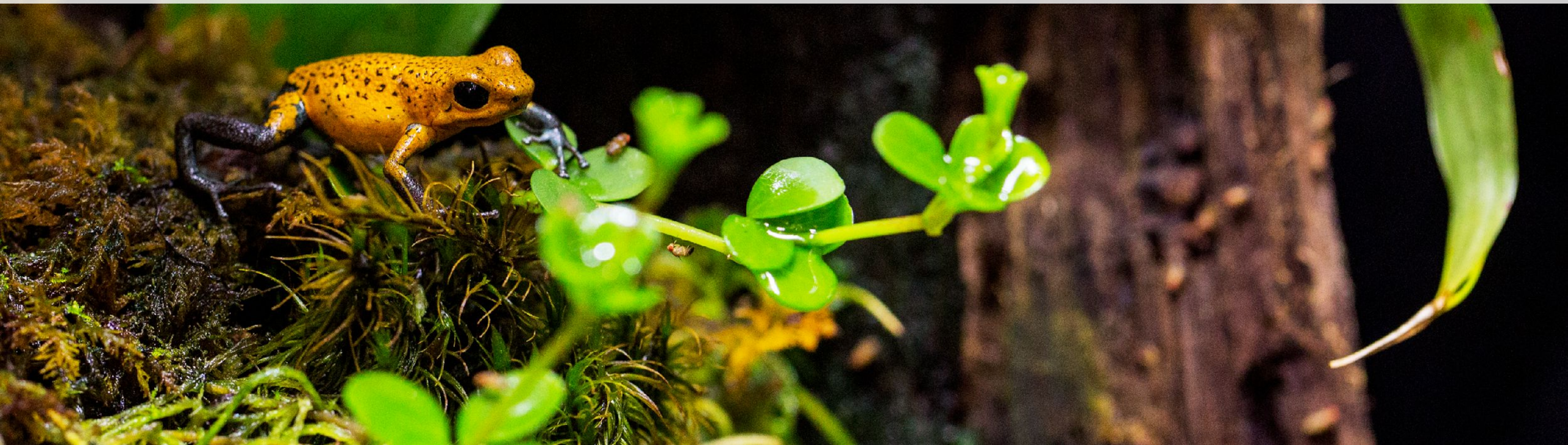
Chief Operating Officer & Head of Government Affairs

July 14, 2022



CALIFORNIA
ACADEMY OF
SCIENCES

Academy Overview



Our New Strategic Plan (click [here](#) for more info)

We regenerate the natural world through science, learning, and collaboration.

Hope for Reefs

Coral reefs support 25 percent of all marine life—and the livelihoods of half a billion humans. [Hope for Reefs](#) is aiming to reverse the rapid decline of Earth’s reefs in this generation.



Thriving California

[Thriving California](#) will harness scientific data and mobilize diverse communities to fight climate change, stop biodiversity loss, and advocate for nature in the Golden State.



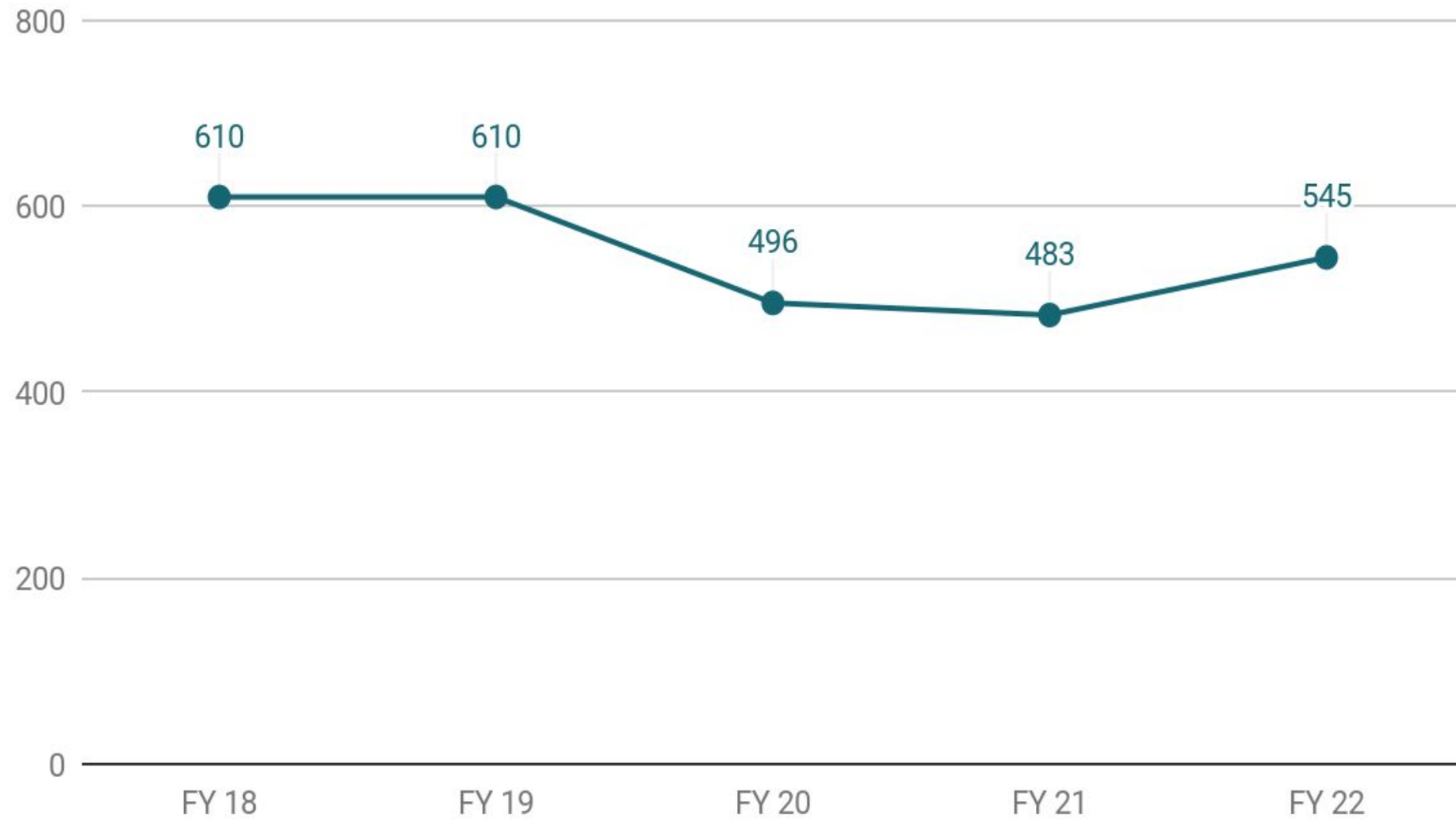
Islands 2030

[Islands 2030](#) aims to halt biodiversity loss and habitat degradation on five key tropical island archipelagos by 2030 while empowering and benefiting local communities.



Staffing Totals

Total Academy Employees



Relationship with CCSF



City Charter

SEC. 16.105. CALIFORNIA ACADEMY OF SCIENCES.

All buildings and improvements erected by or under the authority of the California Academy of Sciences, in or on property owned or controlled by the City and County, including but not limited to the Steinhart Aquarium, the original Natural History Museum, the Simson African Hall, and the additions housing, among other things, the Alexander F. Morrison Planetarium and Auditorium, are the property of the City and County. However, the buildings and improvements, and the activities and personnel therein shall be managed and controlled exclusively by the California Academy of Sciences, except that employees of the City and County shall be subject to the personnel provisions of this Charter and their compensation fixed in accordance with this Charter and City and County funds are subject to the financial provisions of this Charter.

The California Academy of Sciences shall submit to the Mayor and Board of Supervisors an annual financial statement of its activities in connection with the operation of the buildings described in this section.

Nothing herein shall abrogate any trust by which any property of the California Academy of Sciences has been acquired.

SEC. 16.106. CULTURAL, EDUCATIONAL AND RECREATIONAL APPROPRIATIONS.

The Board of Supervisors shall annually appropriate:

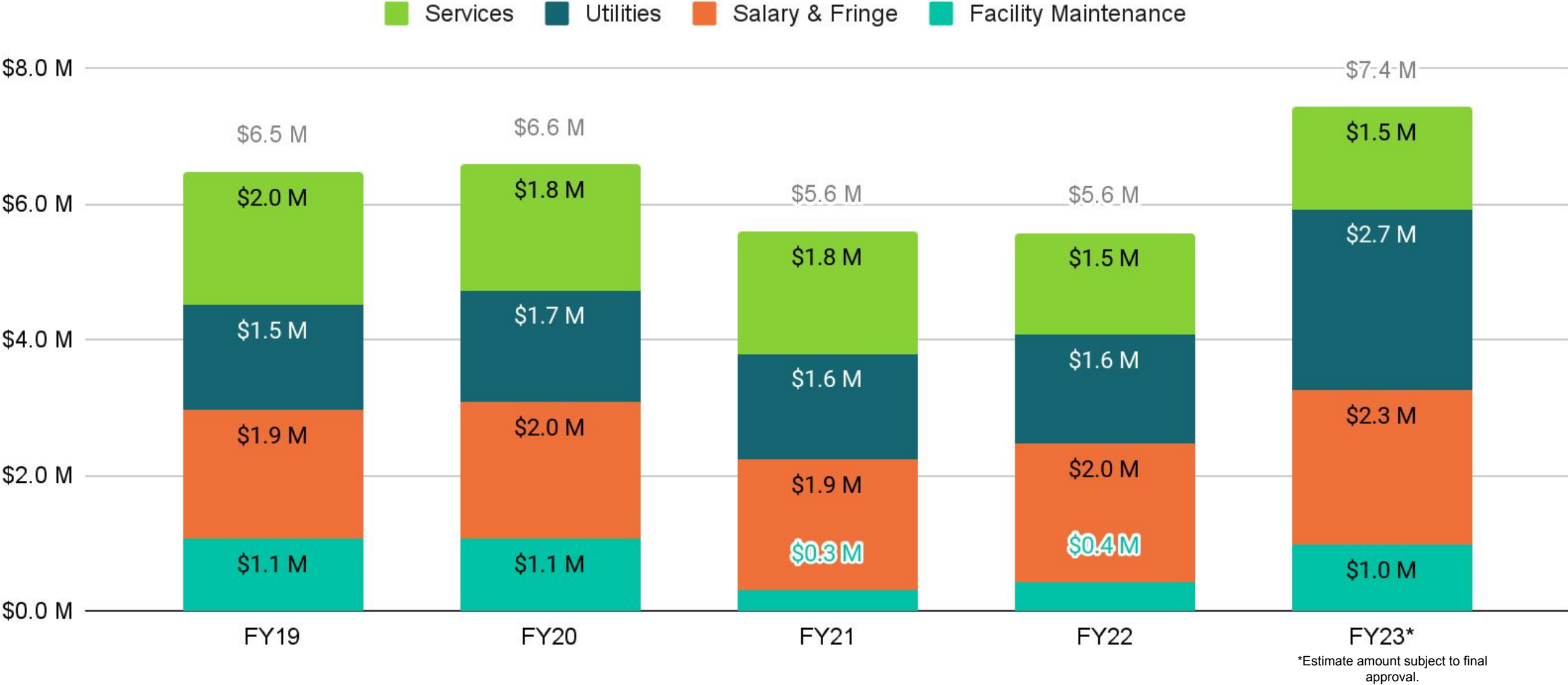
3. To the California Academy of Sciences, funds necessary for the maintenance, operation and continuance of the Steinhart Aquarium; the Board of Supervisors shall have the power to furnish to the California Academy of Sciences such funds as the Board shall deem proper for the maintenance, operation and continuance of any or all other of the buildings and improvements placed under the control of the California Academy of Sciences;
[END]

Sec. 16.107. *Miscellaneous Provisions*

Nothing herein shall abrogate any trust by which any property of the California Academy of Sciences has been acquired.

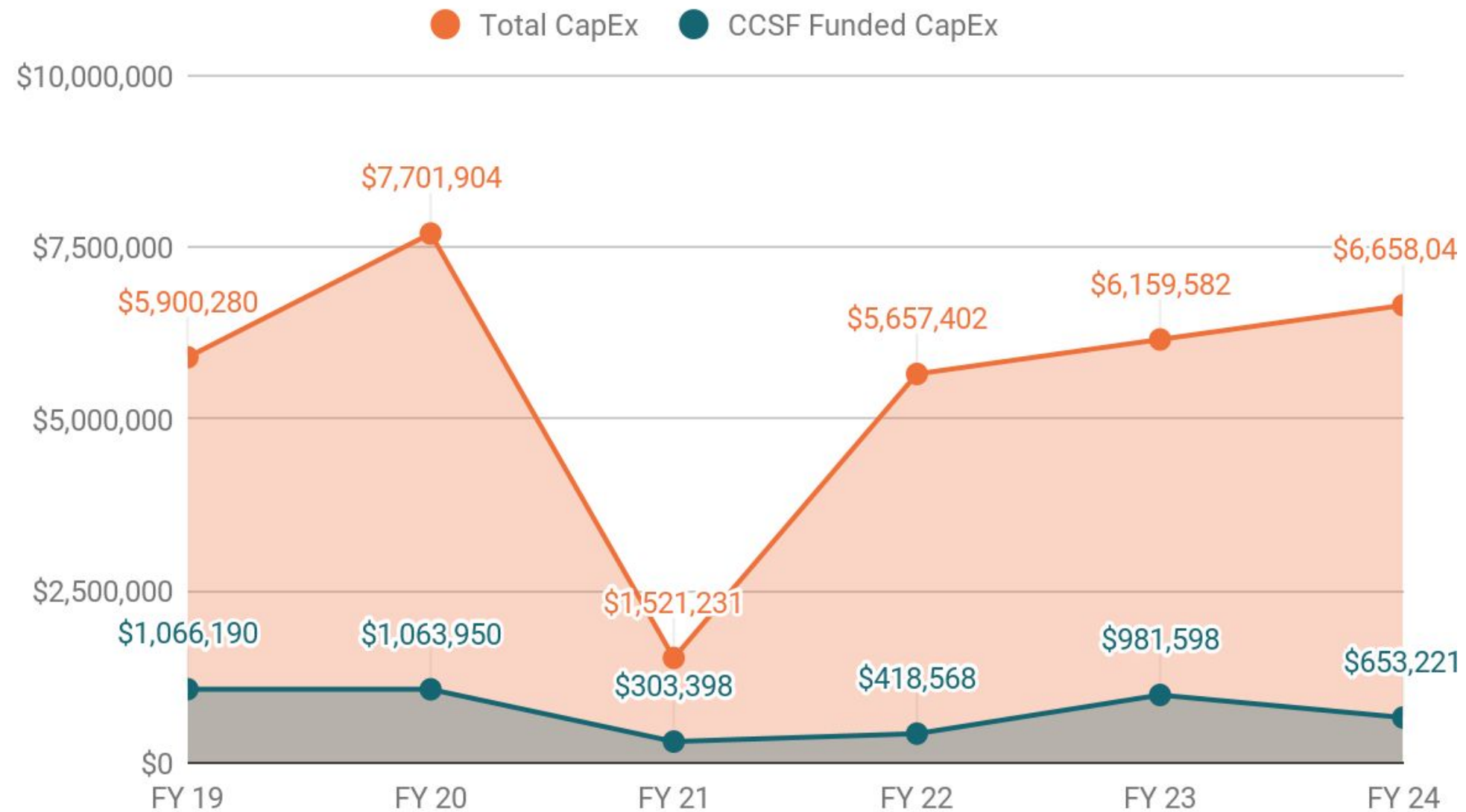
CCSF General Fund

SCI Budget FY19 to FY23



Capital Projects

SCI Capital Expenditures





Cal Academy in San Francisco

Partnerships with CCSF

Bayview Science Institute (SFPUC)

- [The Bayview Science Institute](#), or BSI, is a transformative professional learning community that deepens the science literacy of PreK-8 teachers and students to empower everyone to see themselves as independent thinkers and real world problem-solvers.

The Yerba Buena Island Plant Monitoring Project (TIDA)

- The project is aimed towards understanding the plant communities on-island, specifically those on the southwestern tip. This three year project presents an opportunity to characterize plant communities native to Yerba Buena Island through time, as well as documenting their resilience to fire.

Careers in Science (DCYF)

- [The Careers in Science \(CiS\) Intern Program](#) provides San Francisco youth from communities traditionally underrepresented in STEM fields with opportunities to immerse themselves in the sciences. CiS strives to increase the diversity of the scientific community and change stereotypes surrounding science.



Academy for All - Guests

Removing barriers to get to the Museum

Museums for All

- Guests with an EBT, WIC, Lifeline Pass, or Medi-Cal card can simply present it at the ticket window upon arrival to receive \$3 Daytime Admission.

Field Trips

- More than 59,000 students and young people from across San Francisco visit the Academy on free or subsidized field trips.

Accessibility

- We're committed to making our exhibits, programs, digital offerings, and services accessible to everyone, and are standing by to ensure every visitor is accommodated during their time at the museum.

Discover & Go Library Program

- The Academy provides passes to moderate to low income neighborhood libraries in California.

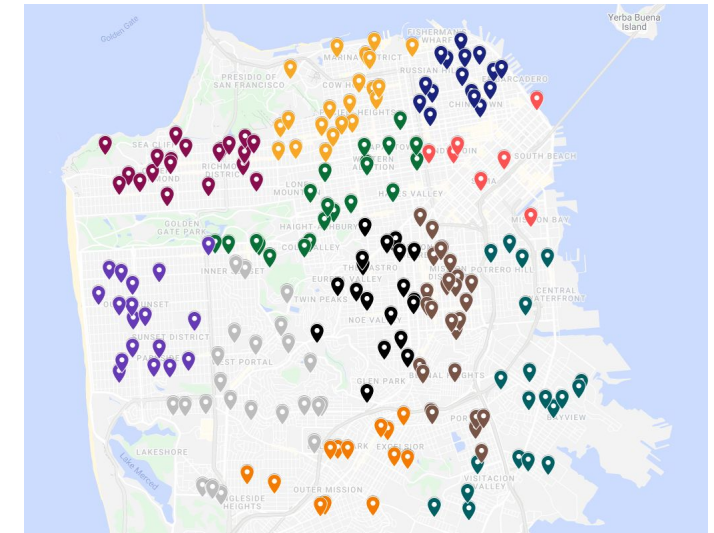
Removing barriers inside the Museum

Multiple Languages

- Exhibits fully translated into Spanish, Chinese and Filipino.

Sensory Guide & Kit

- The guide that rates most areas of the museum on the strength of four kinds of stimuli: noise, visual, touch, and smell.
- Kits provide extra sensory support, including adjustable earmuffs, a pair of sunglasses, and an assortment of tactile and fidget toys.



Click [here](#) for an interactive map & list of schools.

Academy for All - Employees

Museums4Inclusion

- In partnership with the ARC of San Francisco and SFUSDAccess, we created a career pathway program for individuals with developmental disabilities.
- This includes an Annual job fair and a high success rate of 90% post-internship job placement.

Sunset Youth Services

- Job placement in the Security team as part of a rehabilitation program for youth offenders

Sustainable Commuter Incentive

- Vacation days or cash given to anyone who walks, bikes, carpools or takes public transit at least 10 days a month

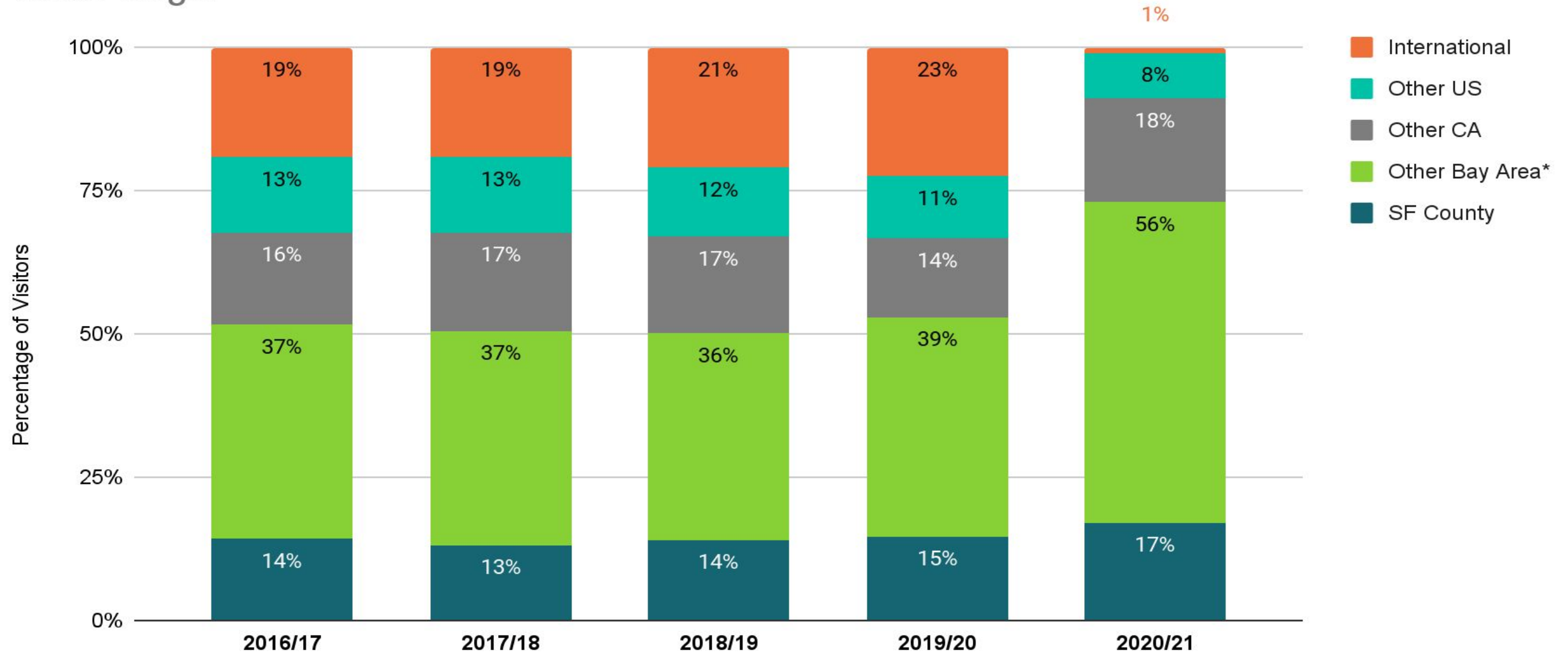




Visitorship

Visitation

Visitor Origin



*Other Bay Areas include Alameda, Santa Clara, San Mateo, Contra Costa, Sonoma, Solano, Marin, and Napa

Guest Feedback

Feelings of safety regarding COVID

- 45% Very safe
- 44% Safe
- 3% No opinion
- 6% Not safe
- 1% Not at all safe

Satisfaction with vaccination requirement

- 85% Very satisfied
- 8% Somewhat satisfied
- 5% No opinion
- 1% Not satisfied
- 1% Not satisfied at all

82% feel proof of vaccination makes it safer for guests

72% feel proof of vaccination encourages safe behavior

External Inconveniences increased from 10% in 2020 to 33% in 2021

- 15% Parking

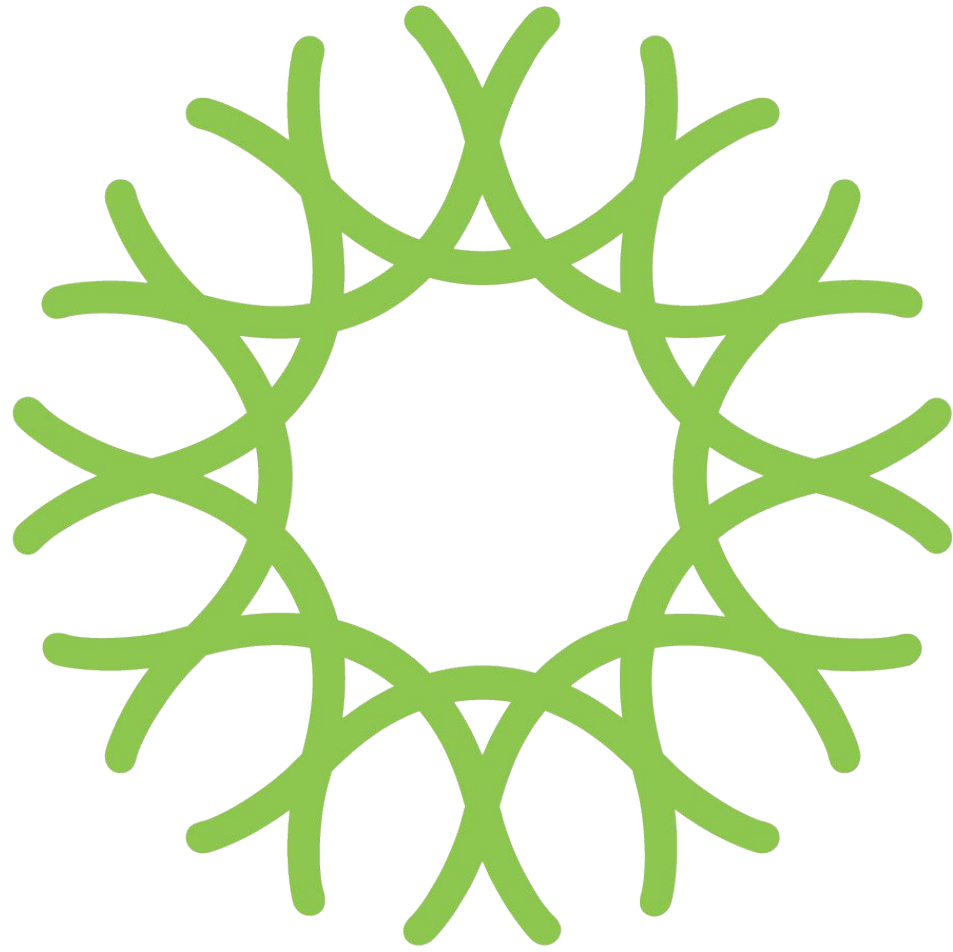
Transportation to Academy

- 85% Personal car
- 5% Rideshare car
- 5% Mass transit
- 4% Walk
- 1% Other

Demographics

- 57% White
- 22% Asian
- 17% Hispanic
- 3% Black
- 2% Native American

Online survey invitation sent via post visit email. 10/1/20-9/30/21. Adults 18+, non-school groups. n=5,851. Confidence at 95% ±1.3% Data rounded to nearest percent.



Thank you

APPENDIX

Thriving California (click [here](#) for more info)

Through three pathways—biodiversity science, environmental learning, and collaborative engagement—we will investigate the past, monitor the present, and create a future where healthy, resilient human and natural communities thrive together.

Biodiversity Science

- By leveraging the Academy's vast scientific collection of California flora and fauna, we will develop a deeper understanding of our state's dynamic natural history. By engaging individuals to contribute to community science projects and building a digital tool to foster data-driven conservation planning across the state, we seek to chart a course toward a regenerative future.

Environmental Learning

- We will galvanize a movement in California aimed at providing equitable access to environmental and science learning, inspiring a love of nature, and supporting diverse environmental leadership. We seek to close the science education gap by providing every K-12 student and teacher in California the opportunity to engage their head, heart, and hands in understanding, caring about, and acting on behalf of their local environment.

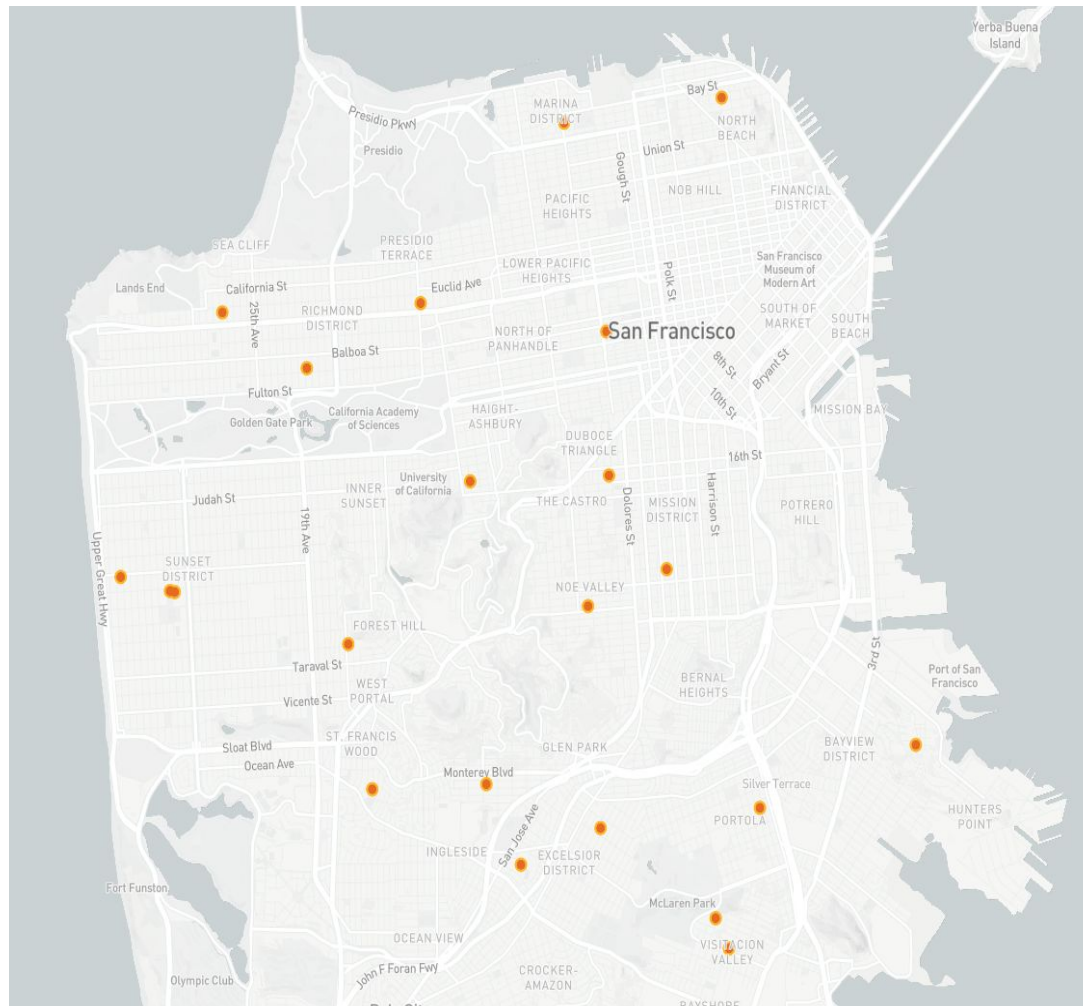
Collaborative Engagement

- From active collaboration with natural resource agencies and local school districts to joining the state's newly created California Biodiversity Network, developing deep and ongoing collaborative partnerships now and in the future will make it possible for Thriving California to enhance environmental learning and inform decision-making within the state and beyond.

Programs within San Francisco

Science Action Club

We have 22 participating SFUSD schools and afterschool programs



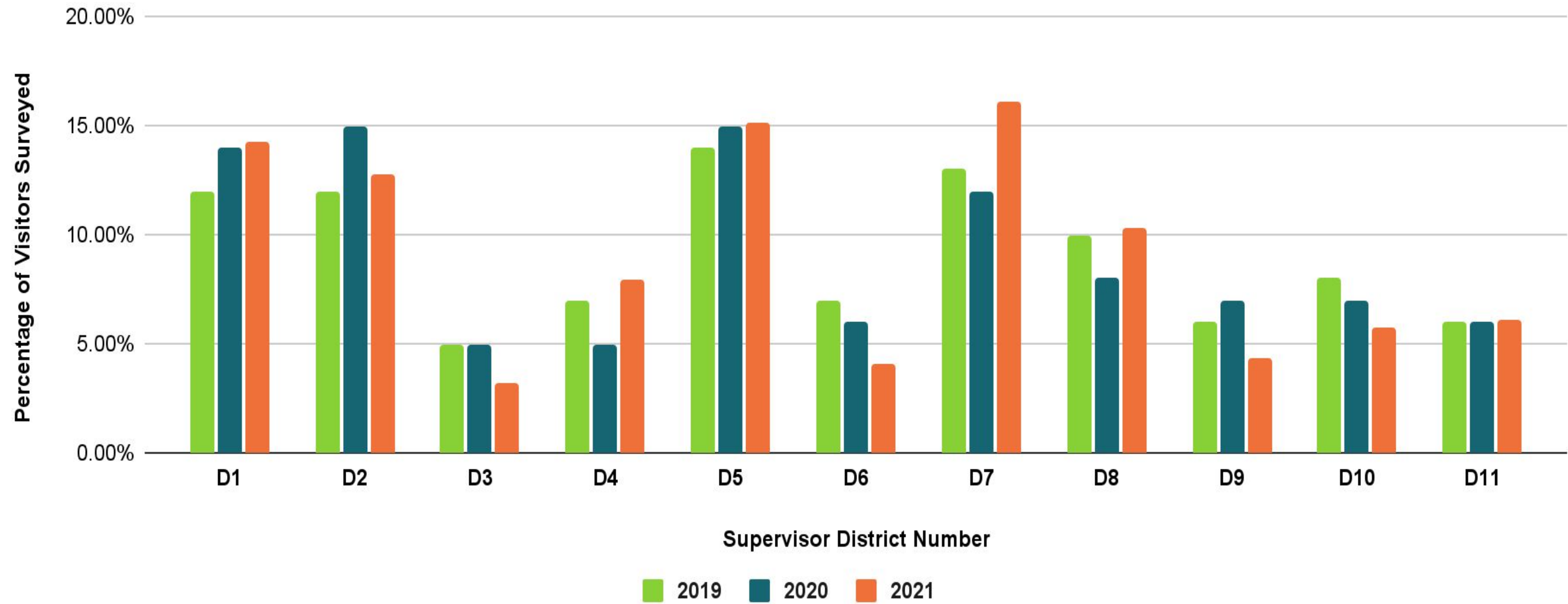
City Nature Challenge

More than 2,200 Bay Area residents collected 32,100+ observations in 2021



San Francisco Visitation

Visitation by District



Stationary Engineers Staffing and Vacancies

FTEs by Fiscal Year

	Budget					Actual Total	Actual vs. Budget
	Chief Engineer	Engineer	Sr Engineer	Attrition	Total		
FY20	1.0	11.3	1.0	(1.3)	12.0	10.3	1.7
FY21	1.0	11.3	1.0	(2.3)	11.0	11.0	0.0
FY22	1.0	11.3	1.0	(2.2)	11.1	10.5	0.6
FY23	1.0	11.3	1.0	(1.2)	12.1	NA	NA
FY24	1.0	11.3	1.0	(1.2)	12.1	NA	NA

- Actual attrition rates have been on par or better than budgeted rates as we are not able to hire beyond our budgeted headcount net of the attrition rate.
- A few noted impact as a result of our lower headcount:
 - Increased spending on overtime to cover for shift coverage, due to planned and unplanned absences.
 - Negatively impacted team morale as staff are asked to work outside of their normal schedule.
 - Added risk to adequately respond to potential emergencies outside of our control, such as earthquake, fire and extended power outages.
 - Increased the amount of outsourcing needed to complete maintenance projects that should ideally be completed by in-house staff.