

File No. 180412

Committee Item No. 11

Board Item No. 28

COMMITTEE/BOARD OF SUPERVISORS

AGENDA PACKET CONTENTS LIST

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Board of Supervisors Meeting

Date: May 1, 2018
Date: _____

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OTHER

- DOSW Report - 2017 Gender Analysis Executive Summary
- DOSW Report - 2017 Gender Analysis of Comms and Boards
- _____
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Prepared by: John Carroll
Prepared by: Alisa Somera

Date: April 20, 2018
Date: April 26, 2018

1 [Reappointments, Children and Families First Commission - E'leva Hughes Gibson and Zea
2 Malawa]

3
4 **Motion reappointing E'leva Hughes Gibson and Zea Malawa, terms ending April 29,**
5 **2022, to the Children and Families First Commission.**

6
7 MOVED, That the Board of Supervisors of the City and County of San Francisco does
8 hereby reappoint the hereinafter designated persons to serve as members of the Children and
9 Families First Commission, pursuant to the provisions of the San Francisco Administrative
10 Code, Sections 10.117-122, and 86.1 through 86.5, for the terms specified:

11 E'leva Gibson, seat 5, succeeding herself, term expired, shall represent one or more
12 of the categories specified in additional requirements below, for the unexpired portion of a
13 four-year term ending April 29, 2022.

14 Zea Malawa, seat 8, succeeding herself, term expired, shall represent one or more of
15 the categories specified in additional requirements below, for the unexpired portion of a four-
16 year term ending April 29, 2022.



Board of Supervisors
City and County of San Francisco
1 Dr. Carlton B. Goodlett Place, Room 244
(415) 554-5184 FAX (415) 554-5163

Application for Boards, Commissions, Committees, & Task Forces

Name of Board, Commission, Committee, or Task Force: Commission for Children and Families

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

Name: Zea Malawa

Home Address: [Redacted] Chenery Street Zip: 94131

Home Phone: [Redacted] Occupation: Physician

Work Phone: 415-581-2571 Employer: Helena Health/SFDPH/Mission Neighborhood Health Center

Business Address: 30 Van Ness Ave, Suite 260b Zip: 94102

Business E-Mail: zea.malawa@sfdph.org 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:

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

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

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 practicing pediatrician for over nine years and I have always practiced medicine in clinics serving low-income families of color. I think that over the years, the interactions I have had with my patients and their families have significantly shaped my perspective and priorities. While I would never say that I am able to speak for my patients, I feel that I can use my experience to help represent patients' perspectives on the commission.

Additionally, I am a native San Franciscan, I am a mother, I am black and I was raised by women who identify as members of the LGBTQ community so I think that my personal experiences also equip me to represent diverse perspectives.

Business and/or professional experience:

I have worked as a pediatrician since 2008. In the last five years I have practiced in both the Bayview/Hunters Point and Mission neighborhoods.

Prior to completing medical school, I taught a second grade class for a year through an AmeriCorps program in Brooklyn, New York.

Currently, I am working as a contractor at the San Francisco Department of Public Health leading an effort to reduce racial health disparities in birth outcomes. I also continue to see patients at Mission Neighborhood Health Center.

Civic Activities:

On a volunteer basis, I work with a number of agencies to help them develop an approach for racial equity. In the last year, I have volunteered with San Francisco Unified, San Francisco General, Touro University, CalEPA, UCSF, and Healthy Black Families doing this work.

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

Appointments confirmed by the Board of Supervisors require an appearance before the Rules Committee. Once your application is received, the Rules Committee Clerk will contact you when a hearing is scheduled. *(Please submit your application 10 days before the scheduled hearing.)*

Date: 12/06/17 Applicant's Signature: (required)

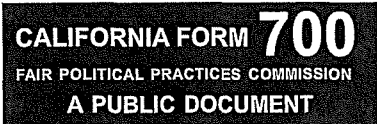


(Manually sign or type your complete name.
NOTE: By typing your complete name, you are hereby consenting to use of electronic signature.)

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

FOR OFFICE USE ONLY:

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



STATEMENT OF ECONOMIC INTERESTS COVER PAGE

Date Initial Filing Received Official Use Only

E-Filed 03/20/2017 20:49:58 Filing ID: 164120678

Please type or print in ink.

NAME OF FILER (LAST) (FIRST) (MIDDLE) Malawa, Zea

1. Office, Agency, or Court

Agency Name (Do not use acronyms) City and County of San Francisco Division, Board, Department, District, if applicable Your Position Children & Families First Commission Commissioner

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

Agency: Position:

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

- State, Multi-County, City of, Judge or Court Commissioner (Statewide Jurisdiction), County of San Francisco, Other

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

- Annual: The period covered is January 1, 2016, through December 31, 2016 -or- The period covered is 02 / 29 / 2016, through December 31, 2016, Leaving Office: Date Left, Assuming Office: Date assumed, Candidate: Election Year

4. Schedule Summary (must complete) Total number of pages including this cover page: 1

Schedules attached

- Schedule A-1 - Investments - schedule attached, Schedule A-2 - Investments - schedule attached, Schedule B - Real Property - schedule attached, Schedule C - Income, Loans, & Business Positions - schedule attached, Schedule D - Income - Gifts - schedule attached, Schedule E - Income - Gifts - Travel Payments - schedule attached

-or-

None - No reportable interests on any schedule

5. Verification

MAILING ADDRESS STREET CITY STATE ZIP CODE San Francisco CA 94110 DAYTIME TELEPHONE NUMBER E-MAIL ADDRESS

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

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

Date Signed 03/20/2017 (month, day, year)

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



**Board of Supervisors
City and County of San Francisco
1 Dr. Carlton B. Goodlett Place, Room 244
(415) 554-5184 FAX (415) 554-5163**

Application for Boards, Commissions, Committees, & Task Forces

Name of Board, Commission, Committee, or Task Force: First 5 - Children and Families Comm.

Seat # or Category (If applicable): _____ District: San Francis

Name: E'leva Hughes Gibson, Ed.D.

Home Address: ██████████ John Muir Drive ██████████ Zip: 94102

Home Phone: ██████████ Occupation: Director

Work Phone: (415) 385-4884 Employer: San Francisco Unified School District

Business Address: 555 Franklin Street, San Francisco, CA. Zip: 94102

Business E-Mail: hughese@sfusd.edu 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:

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

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

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:

Dr. E'leva Gibson is a native San Franciscan who is familiar with the unique experiences of children and families in the Bay Area, and is committed to access, equity, and social justice. Having first-hand experience growing up in the City and currently raising her family in San Francisco, enables her to truly understand the challenges facing families as related to safety, economics, health, and education. A child of a Filipino immigrant, U.S. veteran and an African American schoolteacher, Dr. Gibson grew up knowing the importance of education and the perseverance needed to attain a healthy and productive life. Her family benefited from the assistance of several services and is grateful for the support providers (i.e., Head Start, HUD public housing, Omega Boys Club, Summer Bridge/AIM High, Step to College, etc.).

Business and/or professional experience:


A product of the San Francisco Unified School District and Bay Area universities, Dr. Gibson returned her services to the City to serve as a teacher, a school site administrator, an adjunct professor, Mayor's Principal of the Year in 2013, an Executive Director of the Early Education Department, and now a Director for the PreK-8 School Division. Working collaboratively with various schools, colleges, local government agencies, and community-based organizations, Dr. Gibson has created programs, developed strategic plans, implemented initiatives, and addressed systemic issues. As an educational leader, she is dedicated to closing the achievement gap, providing educational opportunities for 21st century learning, and promoting teaching and supporting the "whole child." Coming full circle, she volunteers in community service organizations that focus on health, education, and global impact.

Civic Activities:

Dr. Gibson is committed to supporting the larger community, which she has served on the Children and Families Commission (First 5 San Francisco), Department of Children, Youth, and Their Families Oversight and Advisory Committee (OAC), the Childcare Planning and Advisory Council (CPAC), and the Our Children, Our Families Council (OCOF) to monitor governance, advise on policies, and inform strategic plans. She aims to sustain a society where children and families live in safe and healthy conditions, are provided equitable opportunities, and rise from challenges. She is a true testament to San Francisco being a great place to grow up and is familiar with ways families can thrive. Dr. E'leva Gibson is an ideal person to serve as a Commissioner on the First 5 Children and Families Commission.

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

Appointments confirmed by the Board of Supervisors require an appearance before the Rules Committee. Once your application is received, the Rules Committee Clerk will contact you when a hearing is scheduled. *(Please submit your application 10 days before the scheduled hearing.)*

Date: 2/7/18 Applicant's Signature: (required) 
(Manually sign or type your complete name.
NOTE: By typing your complete name, you are hereby consenting to use of electronic signature.)

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

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



STATEMENT OF ECONOMIC INTERESTS

COVER PAGE

Please type or print in ink.

NAME OF FILER (LAST) (FIRST) (MIDDLE)
Gibson, E'leva

1. Office, Agency, or Court

Agency Name (Do not use acronyms)
City and County of San Francisco
Division, Board, Department, District, if applicable Your Position
Children & Families First Commission Member

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

Agency: *SEE ATTACHED FOR ADDITIONAL POSITIONS Position:

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

State Judge or Court Commissioner (Statewide Jurisdiction)
 Multi-County County of San Francisco
 City of San Francisco Other

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

Annual: The period covered is January 1, 2016, through December 31, 2016
-or-
The period covered is / / , through December 31, 2016
 Assuming Office: Date assumed / /
 Candidate: Election Year and office sought, if different than Part 1:
 Leaving Office: Date Left / / (Check one)
 The period covered is January 1, 2016, through the date of leaving office.
 The period covered is / / , through the date of leaving office.

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

Schedules attached

Schedule A-1 - Investments - schedule attached Schedule C - Income, Loans, & Business Positions - schedule attached
 Schedule A-2 - Investments - schedule attached Schedule D - Income - Gifts - schedule attached
 Schedule B - Real Property - schedule attached Schedule E - Income - Gifts - Travel Payments - schedule attached

-or-

None - No reportable interests on any schedule

5. Verification

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

San Francisco CA 94102

DAYTIME TELEPHONE NUMBER E-MAIL ADDRESS
()

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

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

Date Signed 03/24/2017
(month, day, year)

Signature E'leva Gibson
(File the originally signed statement with your filing official.)

**STATEMENT OF ECONOMIC INTERESTS
COVER PAGE
Expanded Statement Attachment**

CALIFORNIA FORM 700
<small>FAIR POLITICAL PRACTICES COMMISSION</small>
Name
E'leva Gibson

* This table lists all positions including the primary position listed in the Office, Agency, or Court section of the Cover Page.

Agency	Division/Board/Dept/District	Position	Type of Statement
City and County of San Francisco	Children & Families First Commission	Member	Annual 1/1/2016 - 12/31/2016
City and County of San Francisco	Children Youth and Their Families Oversight and Advisory	Member	Annual 1/1/2016 - 12/31/2016



**Board of Supervisors
City and County of San Francisco
1 Dr. Carlton B. Goodlett Place, Room 244
(415) 554-5184 FAX (415) 554-5163**

Application for Boards, Commissions, Committees, & Task Forces

Name of Board, Commission, Committee, or Task Force: Children & Families First Commission

Seat # or Category (If applicable): _____ District: 9

Name: Betty Pazmiño

Home Address: [Redacted] York Street Zip: 94110

Home Phone: [Redacted] Occupation: Educator/Administrator

Work Phone: 415-401-2550x1221 Employer: SFUSD/Early Education Department (EED)

Business Address: 1551 Newcomb Avenue, Room 205 Zip: 94124

Business E-Mail: pazminob@sfusd.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:

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

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

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:

As a native San Franciscan and a current resident of the Mission, I believe I hold qualifications that represent various stakeholders in the city. I'm a first-generation child of Ecuadorian immigrant parents that chose SF as the right place to raise a family in the US in 1955. Currently in my thirty-third year as an educator in SFUSD, I have participated in our public schools as a teacher and as a parent. My daughter and my son are graduates of SFUSD and entered higher education college-ready. I strive for this same preparation for all children in SFUSD through my current work as Executive Director of the Program Quality and Enhancement unit in EED. I am also board president for Jamestown Community Center, which provides year-round educational/recreational/mental health services for children and families within the Mission neighborhood and surrounding schools. I was recognized in 2007 for my community/educational work in San Francisco, by then supervisor Tom Ammiano, and received the "Women Making History" award from the San Francisco Commission on the Status of Women.

Business and/or professional experience:

My professional experience has all been within the field of education. I began teaching in Spanish bilingual elementary classrooms upon receiving my CA Multiple Subjects Credential in 1980 from SF State. The last SFUSD school I taught in was César Chávez School, where I was blessed to learn from so many wonderful colleagues for twenty years. I have also worked for two years as Co-Director of the Bay Area Writing Project at UC Berkeley. I have served on the advisory panel for the College Board, 826 National, and SFUSD's Peer Assistance and Review (PAR). I have presented in numerous professional conferences, most recently for the New Teacher Center, and was keynote speaker for the SF Early Literacy Network conference in 2013. Currently, I supervise the EED's Program Quality and Enhancement unit (i.e., instructional coaches, family support specialists, health team), coordinate professional development, and manage assessments to ensure quality early education programs in SFUSD.

Civic Activities:

Along with supporting Jamestown Community Center, I am also involved with Loco Bloco as a volunteer. This SF non-profit organization based in the Mission is a part of the village that helped me, as a single mother of two, raise my children. I am forever indebted to them and Jamestown for giving so much to families and children in our community. I have also volunteered for many years with Acción Latina. This non-profit, also based in the Mission, oversees the longest living bilingual newspaper in California (El Tecolote) and produces an annual musical concert (El Encuentro del Canto Popular). Currently, I am a volunteer with SF Carnaval's planning committee. I have participated both in the Carnaval parade as a dancer and as an MC for the Carnaval King and Queen Competition at the BRAVA Theatre.

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

Appointments confirmed by the Board of Supervisors require an appearance before the Rules Committee. Once your application is received, the Rules Committee Clerk will contact you when a hearing is scheduled. *(Please submit your application 10 days before the scheduled hearing.)*

Date: 12/11/17 Applicant's Signature: (required) Betty Pazmiño

(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: _____

Betty Pazmiño
██████ York Street
San Francisco, California 94110
████████████████████
pazminob@sfusd.edu

Education

November 2015: California School Leadership Clear Administrative Service Credential
Commission on Teacher Credentialing; Sacramento, CA

April 2005; ABD, Doctoral Candidate in Education, emphasis on language and literacy.
University of California, Berkeley

May 1999: M. A. in Education, emphasis on language and literacy
University of California, Berkeley

June 1991: California Bilingual Certificate of Competency in Spanish
Commission on Teacher Credentialing, Sacramento

May 1980: B. A. in Liberal Studies; also received a California Multiple Subjects
Teaching Credential for grades K-8.
San Francisco State University

Work Experience

November 2017 – Present: Executive Director for Early Education Department's
Program Quality and Enhancement unit; SFUSD

November 2016 – November 2017: Interim Executive Director for Early Education
Department's Program Quality and Enhancement unit; SFUSD

October 2013 – November 2016: Program Supervisor for Early Education Department;
SFUSD.

August 2010 – September 2013: Early Literacy and Language Arts Program Specialist.
Early Education Department; SFUSD.

August 2007 – June 2010: Elementary English Language Arts Instructional Specialist.
Department of Academics and Professional Development; SFUSD

Fall 2009 – Spring 2010: Facilitator and organizer of a SFUSD professional development series,
"Coaching through Co-Teaching," with Adria Klein.

Fall 2008 – Spring 2010: Adjunct Professor in the Teacher Education Department.
Taught language and culture methods courses in Spanish for the BCLAD program, and
"The Education of Bilingual Children: Theory and Practice." University of San Francisco

September 2006 – June 2009: Facilitated Elementary Principal Inquiry groups as established
through a collaboration with SFUSD and U. C. Berkeley's Graduate School of Education.

July 2005 – July 2007: Co-Director of the Bay Area Writing Project
University of California, Berkeley

August 2001 – June 2006: After school lead teacher and coordinator.
César Chávez Elementary School/San Francisco Unified School District

August 1999 – June 2001: Title VII coordinator for a family literacy project.
César Chávez Elementary School/San Francisco Unified School District

September 1985 – June 1998: Spanish bilingual classroom teacher, grades K-3.
César Chávez Elementary School/San Francisco Unified School District

Related Work Experiences

June 2007 – Present: President of Jamestown Community Center's Board of Directors,
San Francisco

November 2003 – November 2006: Member of the College Board Advisory Panel for the
National Commission on Writing; teacher representative from César Chávez Elementary
School/San Francisco Unified School District

August 2000 – June 2003: Member of the Peer Assistance and Review panel for the San
Francisco Unified School District

Conference/Workshop Presentations

February 2016: Presented at CAFE conference, "Bilingualism Matters in Pre K."

February 2013: Keynote speaker at the SF Early Literacy Network conference and
presented, "Nurturing Lifelong Learning."

August 2008 – May 2010: SFUSD's writing plan "When Teachers and Students Write K-
5" Professional Development sessions and Professional Learning Communities
established to provide on-going support.

August 2009: Yes They Can! Writing with English Language Learners K-5.
Bay Area Writing Project at U. C. Berkeley.

August 2009 and August 2008: *Cuando los Maestros y los Estudiantes Escriben:*
Instituto de Escritura; the SFUSD writing plan for K-5 presented in Spanish for teachers
presently working in bilingual/immersion classrooms in SFUSD.

Awards

March 2007: Received the "Women Making History" award from the San Francisco
Commission on the Status of Women; chosen by Tom Ammiano.

References

Meenoo Yashar, Early Education Department, SFUSD
YasharM@sfusd.edu

Daisy Santos, Humanities Department, SFUSD
santosd@sfusd.edu

Rosina Tong, Educational Placement Center, SFUSD
Tongr2@sfusd.edu

STATEMENT OF ECONOMIC INTERESTS
COVER PAGE

Date Initial Filing Received
 Official Use Only

Please type or print in ink.

NAME OF FILER (LAST)	(FIRST)	(MIDDLE)
Pazmino	Betty	Elizabeth

1. Office, Agency, or Court

Agency Name (Do not use acronyms)
 San Francisco Unified School District

Division, Board, Department, District, if applicable
 Early Education Department

Your Position
 Executive Director

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

Agency: _____ Position: _____

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

State Judge or Court Commissioner (Statewide Jurisdiction)

Multi-County _____ County of San Francisco

City of San Francisco Other _____

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

Annual: The period covered is January 1, 2016, through December 31, 2016.

-or-
 The period covered is _____ through December 31, 2016.

Assuming Office: Date assumed _____

Leaving Office: Date Left _____ (Check one)

The period covered is January 1, 2016, through the date of leaving office.

-or-
 The period covered is _____ through the date of leaving office.

Candidate: Election year _____ and office sought, if different than Part 1: _____

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

Schedules attached

Schedule A-1 - Investments - schedule attached Schedule C - Income, Loans, & Business Positions - schedule attached

Schedule A-2 - Investments - schedule attached Schedule D - Income - Gifts - schedule attached

Schedule B - Real Property - schedule attached Schedule E - Income - Gifts - Travel Payments - schedule attached

-or-

None - No reportable interests on any schedule

5. Verification

MAILING ADDRESS <i>(Business or Agency Address Recommended - Public Document)</i>	STREET	CITY	STATE	ZIP CODE
1551 Newcomb Avenue, Room 205		San Francisco	CA	94124
DAYTIME TELEPHONE NUMBER	E-MAIL ADDRESS			
	pazminob@sfusd.edu			

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

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

Date Signed 12/13/2017
 (month, day, year)

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



THE JAMESTOWN
COMMUNITY CENTER

3382 26th STREET, SAN FRANCISCO, CA 94110 415 647 4709 tel 415 647 4718

April 23, 2018

Honorable Supervisors
Asha Safaf, Chair
Norman Yee
Catherine Stefani
Rules Committee
San Francisco Board of Supervisors
1 Dr. Carlton B. Goodlett Place, Room 244
San Francisco, CA 94102

Dear Supervisors,

I am writing this letter in support of Betty Pazmiño's application to the Children and Families First Commission. For several decades, Betty has been a tireless advocate of children and families in San Francisco, as a bilingual teacher, a trainer of teachers, and a respected leader within the SF Unified School District where she leads the district's early education work. In addition to her professional career, Betty has also worked as a volunteer with the Jamestown Community Center, most recently as its Board's President, Loco Bloco and countless other community organizations serving children and families.

Betty exemplifies what we need in the Children and Families First Commission: A thorough understanding of child development theory and pedagogy, a dedication to the needs of the most vulnerable families in the City, long and thorough experience with multiple stakeholders (SFUSD, DCYF, non-profit community partners, parents and youth), cultural competence in our vulnerable communities, and the respect and admiration of everyone in our field.

I urge you to approve Betty's application for membership in this important committee, and am excited to have her knowledge, experience, voice and heart working for children and families in San Francisco.

Sincerely,

Myrna Melgar
Executive Director



**EARLY
EDUCATION
DEPARTMENT**

SFUSD SAN FRANCISCO
PUBLIC SCHOOLS

April 23, 2018

Board of Supervisors Rules Committee
City Hall, Legislative Chamber Rm 250
1 Dr. Carlton B. Goodlett Place
San Francisco Ca. 94012

Dear Supervisors,

It is with great joy that I share with you my endorsement of Ms. Betty Pazmiño for a seat on the First 5 Commission.

Ms. Pazmiño's career with the San Francisco Unified School District has spanned over 30 years and has taken form in a variety of ways. First and foremost, Ms. Pazmiño is an educator and advocate for young children, using her skills & talents to support Dual Language Learners and promote confidence in young scholars through a social justice lense. In the last 8 years, Ms. Pazmiño has worked in the Early Education Department, focusing on quality training and coaching for PreK & TK teachers.

In Ms. Pazmiño's current role as Executive Director for Program Quality & Enhancement, she is responsible for shaping the vision for how schools receive quality supports guided by the First 5 Quality Connections Framework, the California Preschool Learning Foundations, and California Common Core Standards. In her work, Ms. Pazmiño has partnered with both First 5 and Office of Early Care and Education staff to create aligned professional development opportunities for teachers in San Francisco. Some of examples of collaboration include the creation of a dual language learners professional learning community (PLC) for teachers to learn best practices; coordinating Kindergarten readiness sessions with community preschools; and leading a design team to map out culturally responsive curriculum through the lense of history and social sciences for PreK.

It is my belief that for all the reasons stated above, Ms. Pazmiño is more than qualified for a seat on the First 5 Commission and if given the opportunity, would be a valuable contributing member who would work diligently to build off the legacy that prior commissioners have put in place, while at the same time bring a fresh perspective towards areas of focus related to inclusion, English language learners, and implicit bias, which are an ongoing areas that deserve much attention.

By choosing Ms. Pazmiño, San Francisco's young children and their families will have a devoted advocate who will work towards continuous improvement & accessibility of quality early childhood education.

Sincerely,

Meenoo Yashar, Chief Early Education Department
San Francisco Unified School District

BOARD of SUPERVISORS



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

VACANCY NOTICE

CHILDREN AND FAMILIES FIRST COMMISSION

Replaces All Previous Notices

NOTICE IS HEREBY GIVEN of the following seat information and term expirations (**in bold**), appointed by the Board of Supervisors.

Seat 1, Mary Hansell, shall be the Director of Public Health or his/her designee, for an indefinite term.

Seat 2, Sylvia Deporto, shall be the General Manager of the Department of Human Services or his/her designee, for an indefinite term.

Seat 3, Supervisor Sandra Lee Fewer, shall be a member of the Board of Supervisors, for an indefinite term.

Seat 4, Maria Su, shall be the Director of the Department of Children, Youth and Their Families or his/her designee, for an indefinite term.

Seat 5, succeeding E'leva Gibson, term expiring on April 29, 2018, shall represent one or more of the categories specified in additional requirements below, for a four-year term ending April 29, 2022.

Seat 6, Linda Asato, term expiring on April 29, 2019, shall represent one or more of the categories specified in additional requirements below, for a four-year term.

Seat 7, Suzanne Giraud, term expiring on April 29, 2019, shall represent one or more of the categories specified in additional requirements below, for a four-year term.

Seat 8, succeeding Zea Malawa, term expiring on April 29, 2018, shall represent one or more of the categories specified in additional requirements below, for a four-year term ending April 29, 2022.

Seat 9, Lynn Merz, term expiring on April 29, 2019, shall represent one or more of the categories specified in additional requirements below, for a four-year term.

Additional Requirements: All nine members are appointed by the Board of Supervisors. Seats 1 through 4 shall be entitled to serve indefinite terms as long as they meet the qualifications of membership. Seats 5 through 9 shall serve four-year terms and be appointed among the following categories: children services, public health services; behavioral health services, social services and tobacco and other substance abuse prevention and treatment services; recipients of project services

included in the county strategic plan; educators specializing in early childhood development; representatives of a local child care resource or referral agency, the Child Care Planning and Advisory Council or another local child care coordinating group; representatives of a local organization for prevention or early intervention for families at risk; representatives of community-based organizations that have the goal of promoting and nurturing early childhood development; representatives of local school districts; and representatives of local medical, pediatric, or obstetric associations or societies.

Reports: The Commission shall establish a San Francisco County Strategic Plan for the support and improvement of early childhood development within the City and County of San Francisco as stated in Administrative Code, Section 86. On at least an annual basis, the Commission shall review its Strategic Plan and revise the Plan as may be necessary.

Sunset Date: None.

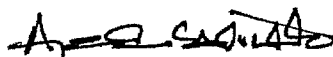
Additional information relating to the Children and Families First Commission may be obtained by reviewing Administrative Code, Sections 86.1 et seq., at <http://www.sfbos.org/sfmunicodes> or by visiting their website at <http://www.first5sf.org/>.

Pursuant to Board of Supervisors Rules of Order 2.32 (Motion No. 05-92) all applicants applying for this Commission must complete and submit, with their application, a copy (**not original**) of Form 700, Statement of Economic Interests. Applications will not be considered if a copy of Form 700 is not submitted. Form 700, Statement of Economic Interests, may be obtained at <http://www.sfbos.org/form700>.

Interested persons may obtain an application from the Board of Supervisors website at http://www.sfbos.org/vacancy_application or from the Rules Committee Clerk, 1 Dr. Carlton B. Goodlett Place, Room 244, San Francisco, CA 94102-4689. All applicants must be residents of San Francisco, unless otherwise stated.

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(s) of the individual(s) who are recommended by the Rules Committee will be forwarded to the Board of Supervisors for final approval.

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.


Angela Calvillo
Clerk of the Board

San Francisco
BOARD OF SUPERVISORS

Date Printed: March 21, 2017

Date Established: December 24, 1998

Active

CHILDREN AND FAMILIES FIRST COMMISSION

Contact and Address:

Kahala Drain
San Francisco Children & Families Commission
1390 Market Street, Suite 318
San Francisco, CA 94102

Phone: (415) 934-4849

Fax: (415) 565-0494

Email: Kahala@first5sf.org

Authority:

Administrative Code, Sections 86.1 et seq. (Ordinance Nos. 409-98, 321-99, and 221-00)

Board Qualifications:

The San Francisco Children and Families First Commission (aka the First Five Commission) consists of a total of nine (9) members, all of whom are appointed by the Board of Supervisors.

The following four (4) members shall be entitled to serve as long as they meet the qualifications of membership.

- > One (1) member shall be the Director of Public Health or his/her designee;
- > One (1) member shall be the General Manager of the Department of Human Services or his/her designee;
- > One (1) member shall be a member of the Board of Supervisors;
- > One (1) member shall be the Director of the Department of Children, Youth and Their Families or his/her designee.

The remaining five (5) members shall serve four-year terms and be appointed from among the following categories: persons responsible for management of the following county functions: children services, public health services; behavioral health services, social services and tobacco and other substance abuse prevention and treatment services; recipients of project services included in the county strategic plan; educators specializing in early childhood development; representatives of a local child care resource or referral agency, the Child Care Planning and Advisory Council or another local child care coordinating group; representatives of a local organization for prevention or early intervention for families at risk; representatives of community-based organizations that have the goal of promoting and nurturing early childhood

"R Board Description" (Screen Print)

San Francisco
BOARD OF SUPERVISORS

development; representatives of local school districts; and representatives of local medical, pediatric, or obstetric associations or societies.

In the event a vacancy occurs during the term of office of any appointed member, a successor shall be appointed for the unexpired term of the office vacated in a manner similar to that for the initial member.

This Commission is established to promote, support and improve the early development of children from the prenatal state to five years of age and to carry out the provisions of the California Children and Families First Act of 1998. The powers and duties are stated in Administrative Code, Section 86.2.

Reports: The Commission shall establish a San Francisco County Strategic Plan for the support and improvement of early childhood development within the City and County of San Francisco as stated in Section 86.5 of the Administrative Code. On at least an annual basis, the Commission shall review its Strategic Plan and revise the Plan as may be necessary.

Sunset Date: None

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

Emily M. Murase, PhD
 Director



City and County of
 San Francisco

2017 Gender Analysis of Commissions and Boards: Executive Summary

Overview

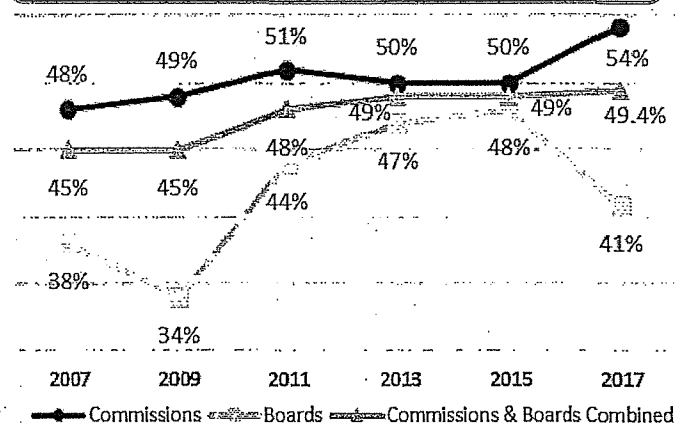
A 2008 City Charter Amendment passed by the voters of San Francisco enacted a city policy that membership of Commissions and Boards reflect the diversity of the population. As part of this measure, the Department on the Status of Women is required to conduct a biennial gender analysis of Commissions and Boards. Data was collected from 57 policy bodies with a total of 540 members primarily appointed by the Mayor and Board of Supervisors.

Gender Analysis Findings

Gender

- Women’s representation on Commissions and Boards in 2017 is 49%, equal to the female population in San Francisco.
- Since 2007 there has been an overall increase of women on Commissions with women comprising 54% of Commissioners in 2017.
- Women’s representation on Boards has declined to 41% this year following a period of steady increases over the past 3 reports.

Figure 1: 10-Year Comparison of Women’s Representation on Commissions and Boards

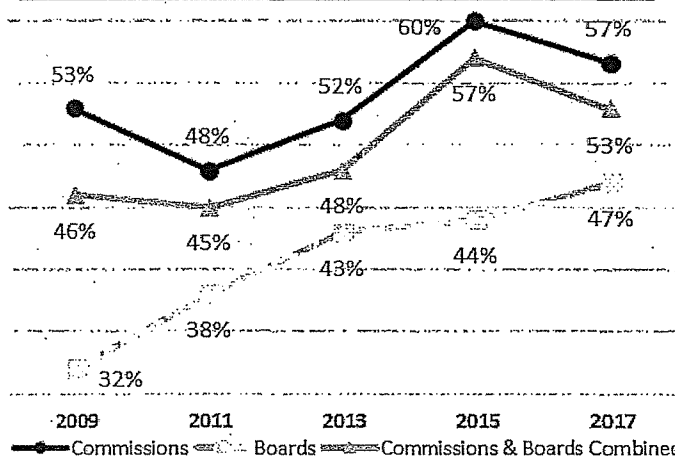


Sources: Department Survey, Mayor’s Office, 311.

Race and Ethnicity

- While 60% of San Franciscans are people of color, 53% of appointees are racial and ethnic minorities.
- Minority representation on Commissions decreased from 60% in 2015 to 57% in 2017.
- Despite a steady increase of people of color on Boards since 2009, minority representation on Boards, at 47%, remains below parity with the population.
- Asian, Latinx/Hispanic, and multiracial individuals are underrepresented on Commissions and Boards.
- There is a higher representation of White and Black/African American members on policy bodies than in the San Francisco population.

Figure 2: 8-Year Comparison of Minority Representation on Commissions and Boards



Sources: Department Survey, Mayor’s Office, 311.

Race and Ethnicity by Gender

- In San Francisco, 31% of the population are women of color. Although representation of women of color on Commissions reaches parity with the population, only 19% of Board members are women of color.
- Men of color comprise 26% of both Commissioners and Board members compared to 29% of the San Francisco population.
- The representation of White men on policy bodies is 28%, exceeding the 22% of the San Francisco population, while White women are at parity with the population at 19%.
- Underrepresentation of Asian and Latinx/Hispanic individuals is seen among both men and women.
 - One-tenth of Commissioners and Board members are Asian men and 12% are Asian women compared to 16% and 18% of the population, respectively.
 - Latinos are 6% of Commissioners and Board members and Latinas are 4% of Commissioners and Board members compared to 8% and 7% of San Franciscans, respectively.

Additional Demographics

- Among Commissioners and Board members, 17% identify as lesbian, gay, bisexual, or transgender (LGBT).
- Individuals with a disability comprise 11% of appointees on policy bodies, just below the 12% of the adult population with a disability in San Francisco.
- Representation of veterans on Commissions and Boards is 13%, exceeding the 4% of San Franciscans that have served in the military.

Budget

- Women and women of color, in particular, are underrepresented on the policy bodies with the largest budgets while exceeding or nearing parity on policy bodies with the smallest budgets.
- Minority representation on policy bodies with both the largest and smallest budgets is at least 60%, equal to the population.

Table 1: Demographics of Appointees to San Francisco Commissions and Boards, 2017

	Women	Minority	Women of Color	LGBT	Disabilities	Veterans
San Francisco Population	49%	60%	31%	5%-7%	12%	4%
Commissions and Boards Combined	49%	53%	27%	17%	11%	13%
Commissions	54%	57%	31%	18%	10%	15%
Boards	41%	47%	19%	17%	14%	10%
10 Largest Budgeted Bodies	35%	60%	18%			
10 Smallest Budgeted Bodies	58%	66%	30%			

Sources: 2015 American Community Survey 5-Year Estimates, Department Survey, Mayor's Office, 311, FY17-18 Annual Appropriation Ordinance, FY17-18 Mayor's Budget Book.

The full report is available at the San Francisco Department on the Status of Women website, <http://sfgov.org/dosw/>.



Emily M. Murase, PhD
Director

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



City and County of
San Francisco

Gender Analysis of San Francisco Commissions and Boards

December 2017

Acknowledgements

This report is dedicated in memory of the late Mayor Edwin M. Lee, who made an inclusive San Francisco a priority, including through the appointment of numerous women to public policy bodies throughout the City.

The San Francisco Department on the Status of Women would like to thank the various commission secretaries and department staff who graciously assisted in collecting and providing information about their respective commissions and boards. We also want to thank Francis Tsang, Deputy Chief of Staff for the Office of Mayor Edwin M. Lee, as well as the 311 Information Directory Department ("311") for providing much of the data necessary for the completion of this report.

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

This document was presented to and adopted by the San Francisco Commission on the Status of Women in December 2017.

San Francisco Commission on the Status of Women

President Debbie Mesloh
Vice President Breanna Zwart
Commissioner Marjan Philhour
Commissioner Olga Ryerson
Commissioner Carrie Schwab-Pomerantz
Commissioner Andrea Shorter
Commissioner Julie D. Soo

The full report is available at the San Francisco Department on the Status of Women website, <http://sfgov.org/dosw/>.

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Executive Summary

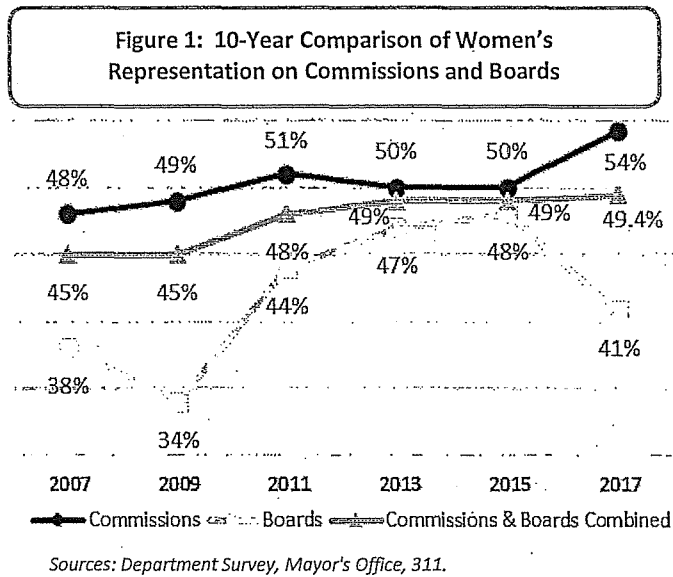
Overview

A 2008 City Charter Amendment passed by the voters of San Francisco enacted a city policy that membership of Commissions and Boards reflect the diversity of the population. As part of this measure, the Department on the Status of Women is required to conduct a biennial gender analysis of Commissions and Boards. Data was collected from 57 policy bodies with a total of 540 members primarily appointed by the Mayor and Board of Supervisors.

Key Findings

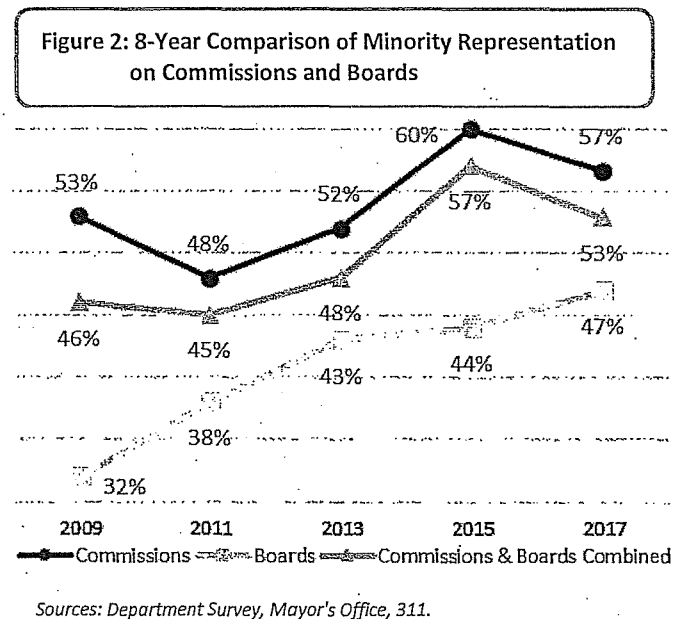
Gender

- Women's representation on Commissions and Boards in 2017 is 49%, equal to the female population in San Francisco.
- Since 2007, there has been an overall increase of women on Commissions: women compose 54% of Commissioners in 2017.
- Women's representation on Boards has declined to 41% this year following a period of steady increases over the past 3 reports.



Race and Ethnicity

- While 60% of San Franciscans are people of color, 53% of appointees are racial and ethnic minorities.
- Minority representation on Commissions decreased from 60% in 2015 to 57% in 2017.
- Despite a steady increase of people of color on Boards since 2009, minority representation on Boards, at 47%, remains below parity with the population.
- Asian, Latinx/Hispanic, and multiracial individuals are underrepresented on Commissions and Boards.
- There is a higher representation of White and Black or African American members on policy bodies than in the San Francisco population.



Race and Ethnicity by Gender

- In San Francisco, 31% of the population are women of color. Although representation of women of color on Commissions reaches parity with the population, only 19% of Board members are women of color.
- Men of color comprise 26% of both Commissioners and Board members compared to 29% of the San Francisco population.
- The representation of White men on policy bodies is 28%, exceeding the 22% of the San Francisco population, while White women are at parity with the population at 19%.
- Underrepresentation of Asian and Latinx/Hispanic individuals exists among both men and women.
 - One-tenth of Commissioners and Board members are Asian men and 12% are Asian women compared to 16% and 18% of the population, respectively.
 - Latinos are 6% of Commissioners and Board members and Latinas are 4% of Commissioners and Board members compared to 8% and 7% of San Franciscans, respectively.

Additional Demographics

- Among Commissioners and Board members, 17% identify as lesbian, gay, bisexual, or transgender (LGBT).
- Individuals with a disability comprise 11% of appointees on policy bodies, just below the 12% of the adult population with a disability in San Francisco.
- Representation of veterans on Commissions and Boards is 13%, exceeding the 4% of San Franciscans that have served in the military.

Representation on Policy Bodies by Budget

- Women and women of color, in particular, are underrepresented on the policy bodies with the largest budgets while exceeding or nearing parity on policy bodies with the smallest budgets.
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Table 1: Demographics of Appointees to San Francisco Commissions and Boards, 2017

	Women	Minority	Women of Color	LGBT	Disabilities	Veterans
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Sources: 2015 American Community Survey 5-Year Estimates, Department Survey, Mayor's Office, 311, FY17-18 Annual Appropriation Ordinance, FY17-18 Mayor's Budget Book.

I. Introduction

The central question of this report is whether appointments to public policy bodies of the City and County of San Francisco are reflective of the population at large.

In 1998, San Francisco became the first city in the world to pass a local ordinance reflecting the principles of the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), also known as the "Women's Human Rights Treaty."¹ The Ordinance requires City government to take proactive steps to ensure gender equality and specifies "gender analysis" as a preventive tool to identify and address discrimination.² Since 1998, the Department on the Status of Women (Department) has used this tool to analyze operations of 11 City departments.

In 2007, the Department used gender analysis to analyze the number of women appointed to City Commissions, Boards, and Task Forces.³ Based on these findings, a City Charter Amendment was developed by the Board of Supervisors for the June 2008 election. The Amendment, which voters approved overwhelmingly, made it City policy that:

1. Membership of Commissions and Boards reflect the diversity of the San Francisco population;
2. Appointing officials be urged to support the nomination, appointment, and confirmation of these candidates; and
3. The San Francisco Department on the Status of Women is required to conduct a gender analysis of Commissions and Boards to be published every 2 years.⁴

This 2017 gender analysis assesses the representation of women; racial and ethnic minorities; lesbian, gay, bisexual, and transgender (LGBT) individuals; people with disabilities; and veterans on San Francisco Commissions and Boards appointed by the Mayor and the Board of Supervisors.⁵

¹ While 188 of the 193 member states of the United Nations, including all other industrialized countries, have ratified the Women's Human Rights Treaty, the U.S. has not. President Jimmy Carter signed the treaty in 1980, but it has been languishing in the Senate ever since, due to jurisdictional concerns and other issues. For further information, see the United Nations website, available at www.ohchr.org/english/bodies/cedaw/index.htm.

² The gender analysis guidelines are available at the San Francisco Department on the Status of Women website, under Women's Human Rights, at www.sfgov.org/dosw.

³ *The 2007 Gender Analysis of Commissions, Boards, and Task Forces* is available online at the Department website, under Women's Human Rights, at www.sfgov.org/dosw.

⁴ The full text of the charter amendment is available at https://sfpl.org/pdf/main/gic/elections/June3_2008.pdf.

⁵ Appointees in some policy bodies are elected or appointed by other entities.

II. Methodology and Limitations

This report focuses on City and County of San Francisco Commissions and Boards whose jurisdiction is limited to the City, that have a majority of members appointed by the Mayor and Board of Supervisors, and that are permanent policy bodies.⁶ Generally, *Commission* appointments are made by the Mayor and *Board* appointments are made by members of the Board of Supervisors. For some policy bodies, however, the appointments are divided between the Mayor, the Board of Supervisors, and other agencies. *Commissions* tend to be permanent policy bodies that are part of the City Charter and oversee a department or agency. *Boards* are typically policy bodies created legislatively to address specific issues.

The gender analysis in this report reflects data from the Commissions and Boards that provided information to the Department through survey, the Mayor's Office, and the Information Directory Department (311), which collects and disseminates information about City appointments to policy bodies. Based on the list of Commissions and Boards that are reported by 311, data was compiled from 57 policy bodies with a total of 540 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. In many cases, identities are vastly underreported due to concerns about social stigma and discrimination. Thus, data on lesbian, gay, bisexual, transgender (LGBT) identity, disability, and veteran status of appointees were limited, incomplete, and/or unavailable for many appointees, but 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.

For the purposes of comparison in this report, data from the *U.S. Census 2011-2015 American Community Survey 5-Year Estimates* is used to reflect the current San Francisco population. Charts 1 and 2 in the Appendix show these population estimates by race/ethnicity and gender.

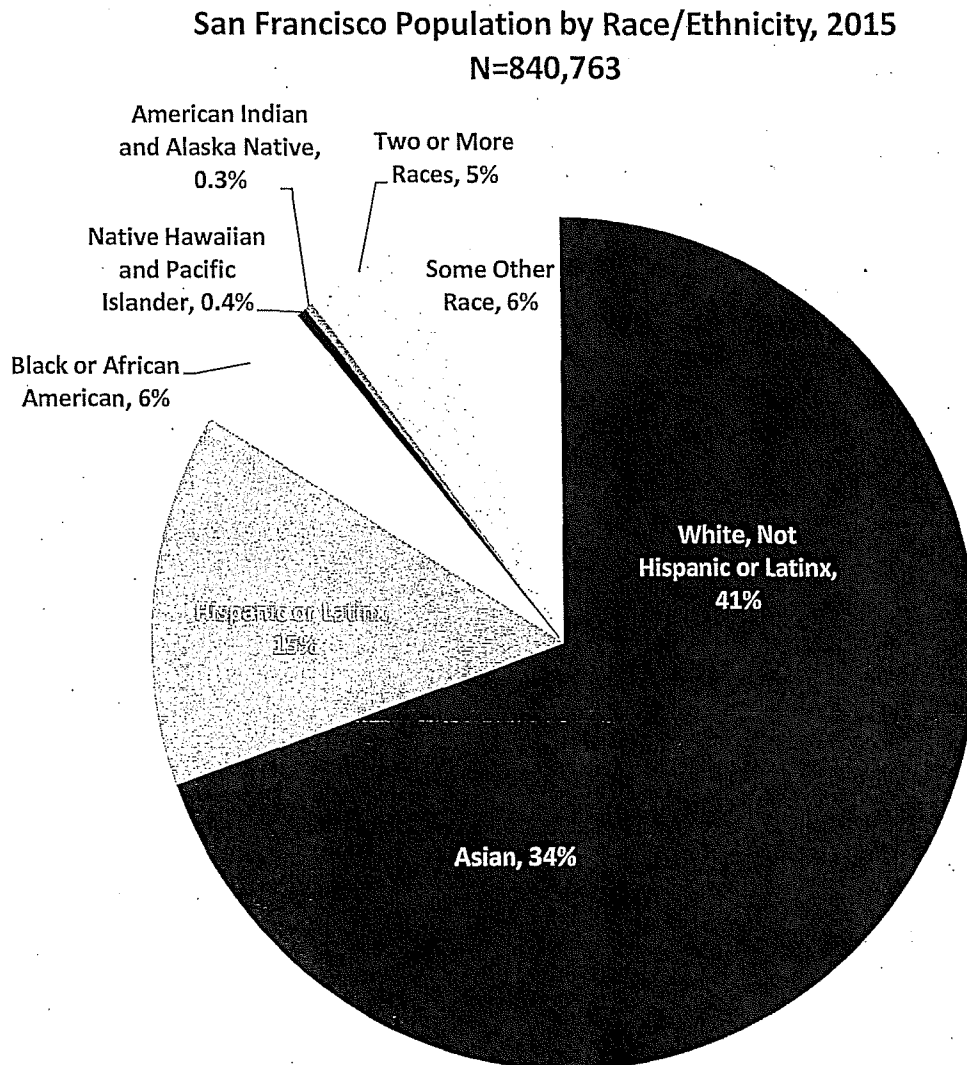
⁶ It is important to note that San Francisco is the only jurisdiction in the State of California that is both a city and a county. Therefore, while in other jurisdictions, the Human Services Commission is typically a county commission that governs services across multiple cities and is composed of members appointed by those cities, the San Francisco case is much simpler. All members of Commissioner and Boards are appointed either by the San Francisco Mayor or the San Francisco County Board of Supervisors which functions as a city council.

III. San Francisco Population Demographics

An estimated 49% of the population in San Francisco are women and approximately 60% of residents identify as a race or ethnicity other than White. Four in ten San Franciscans are White, one-third are Asian, 15% are Hispanic or Latinx, and 6% are Black or African American.

The racial and ethnic breakdown of San Francisco's population is shown in the chart below. Note that the percentages do not add up to 100% since individuals may be counted more than once.

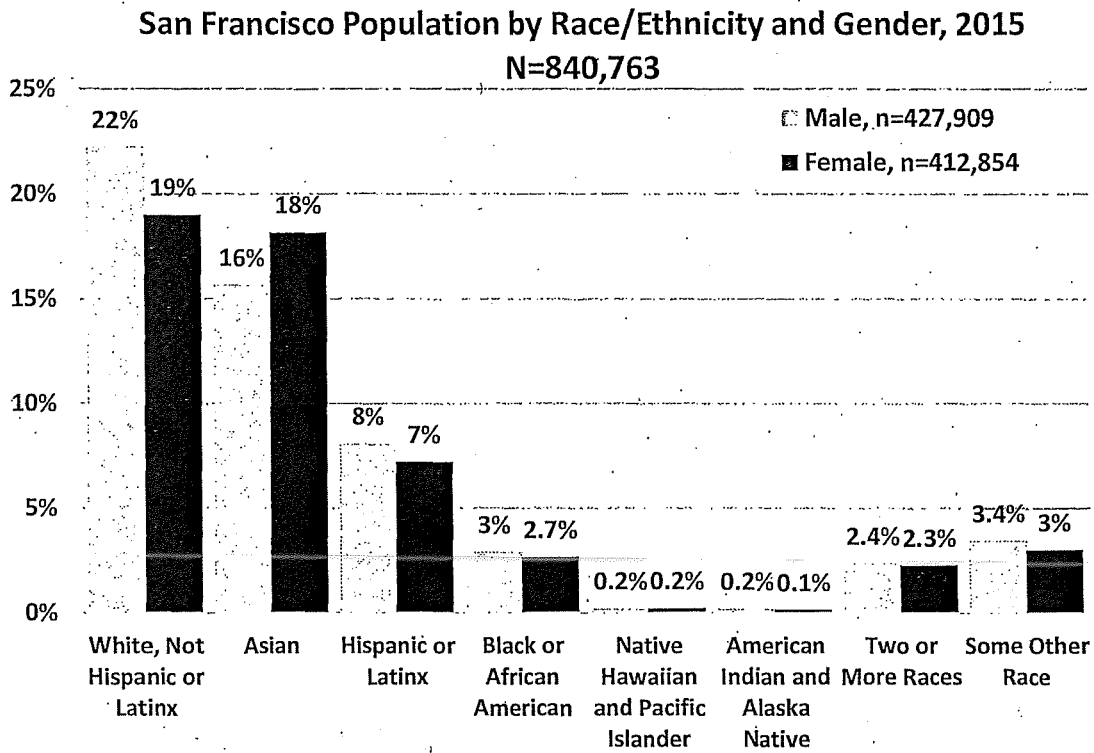
Figure 1: San Francisco Population by Race/Ethnicity



Source: 2011-2015 American Community Survey 5-Year Estimates.

A more nuanced view of San Francisco's population can be seen in the chart below, which shows race and ethnicity by gender. Most racial and ethnic groups have a similar representation of men and women in San Francisco, though there are about 15% more White men than women (22% vs. 19%) and 12% more Asian women than men (18% vs. 16%). Overall, 29% of San Franciscans are men of color and 31% are women of color.

Figure 2: San Francisco Population by Race/Ethnicity and Gender

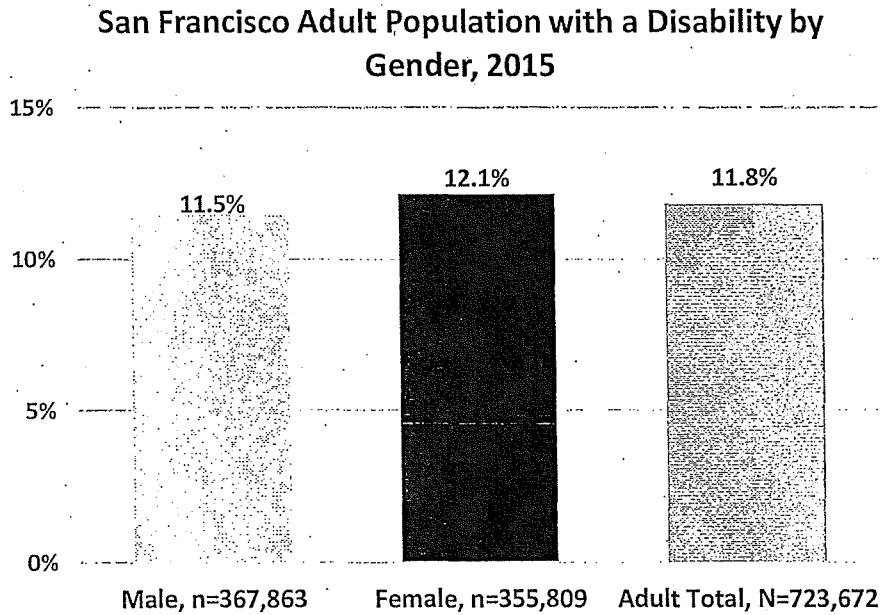


Source: 2011-2015 American Community Survey 5-Year Estimates.

The U.S. Census and *American Community Survey* do not count the number of individuals who identify as lesbian, gay, bisexual, or transgender (LGBT). However, there are several reputable data sources that estimate San Francisco has one of the highest concentrations of LGBT individuals in the nation. A 2015 Gallup poll found that among employed adults in the San Francisco Metropolitan Area, which includes San Francisco, Alameda, Contra Costa, Marin, and San Mateo counties, 6.2% identify as LGBT, the largest percentage of any populous area in the U.S. The 2010 U.S. Census reported 34,000 same-sex couples in the Bay Area, with an estimated 7,600 male same-sex couples and 2,700 female same-sex couples in the City of San Francisco, approximately 7% of all households. In addition, the Williams Institute at the University of California Los Angeles estimates that 4.6% of Californians identify as LGBT, which is similar across gender (4.6% of males vs. 4.5% of females). The Williams Institute also reported that roughly 92,000 adults ages 18-70 in California, or 0.35% of the population, are transgender. These sources suggest between 5-7% of the San Francisco adult population, or approximately 36,000-50,000 San Franciscans, identify as LGBT.

Women are slightly more likely than men to have one or more disabilities. For women 18 years and older, 12.1% have at least one disability, compared to 11.5% of adult men. Overall, about 12% of adults in San Francisco live with a disability.

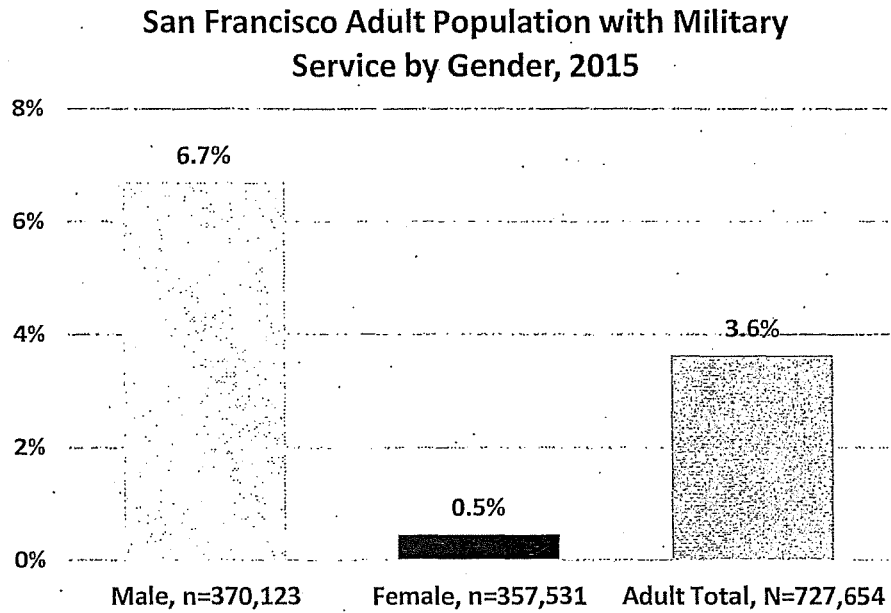
Figure 3: San Francisco Adults with a Disability by Gender



Source: 2011-2015 American Community Survey 5-Year Estimates.

In terms of veterans, according to the U.S. Census, 3.6% of the adult population in San Francisco has served in the military. There is a drastic difference by gender. More than 12 times as many men are veterans, at nearly 7% of adult males, than women, with less than 1%.

Figure 4: Veterans in San Francisco by Gender



Source: 2011-2015 American Community Survey 5-Year Estimates.

IV. Gender Analysis Findings

On the whole, appointees to Commissions and Boards reflect many aspects of the diversity of San Francisco. Among Commissioners and Board members, nearly half are women, more than 50% are people of color, 17% are LGBT, 11% have a disability, and 13% are veterans. However, Board appointees are less diverse than Commission appointees. Below is a summary of key indicators, comparing them between Commissions and Boards. Refer to Appendix II for a complete table of demographics by Commissions and Boards.

Figure 5: Summary Data Comparing Representation on Commissions and Boards, 2017

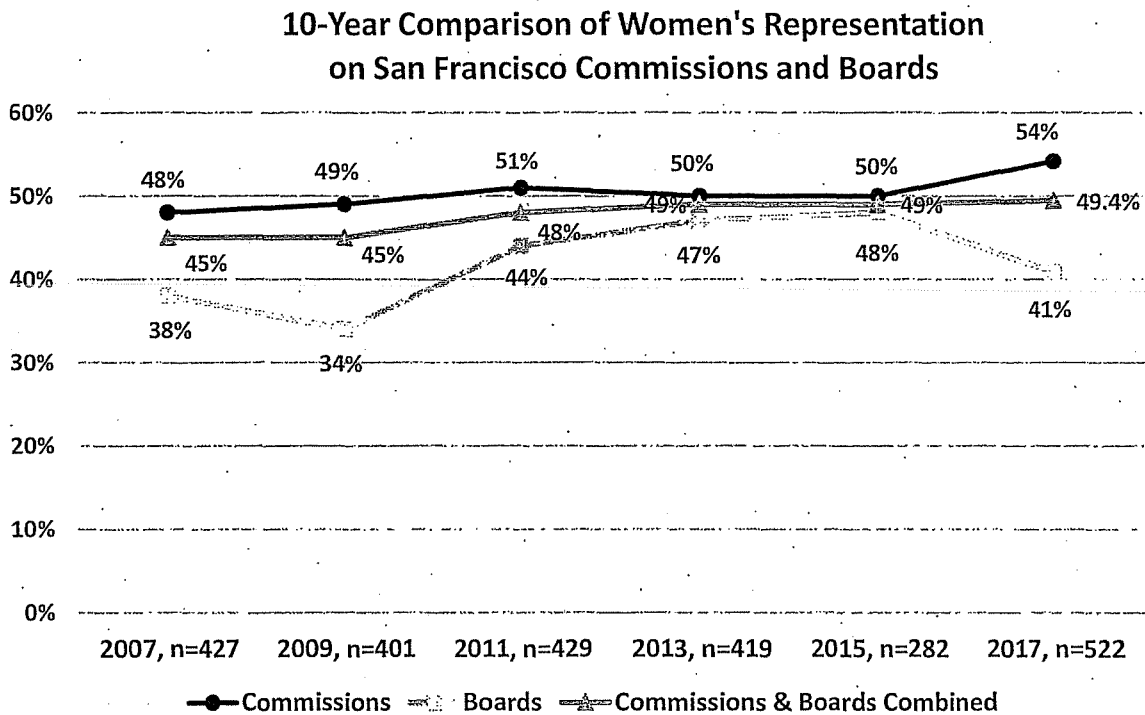
	Commissions	Boards
Number of Policy Bodies Included	40	17
Filled Seats	350/373 (6% vacant)	190/213 (11% vacant)
Female Appointees	54%	41%
Racial/Ethnic Minority	57%	47%
LGBT	17.5%	17%
With Disability	10%	14%
Veterans	15%	10%

The next sections will present detailed data, compared to previous years, along the key variables of gender, ethnicity, race/ethnicity by gender, sexual orientation, disability, veterans, and policy bodies by budget size.

A. Gender

Overall, the percentage of female appointees to City Commissions and Boards is 49%, equal to the female percentage of the San Francisco population. A 10-year comparison of the gender diversity on Commissions and Boards shows that the percentage of female Commissioners has increased over the 10 years since the first gender analysis of Commissions and Boards in 2007. At 54%, the representation of women on Commissions currently exceeds the percentage of women in San Francisco (49%). The percentage of female Board appointees declined 15% from the last gender analysis in 2015. Women make up 41% of Board appointees in 2017, whereas women were 48% of Board members in 2015. A greater number of Boards were included this year than in 2015, which may contribute to the stark difference from the previous report. This dip represents a departure from the previous trend of increasing women’s representation on Boards.

Figure 6: 10-Year Comparison of Women’s Representation on Commissions and Boards

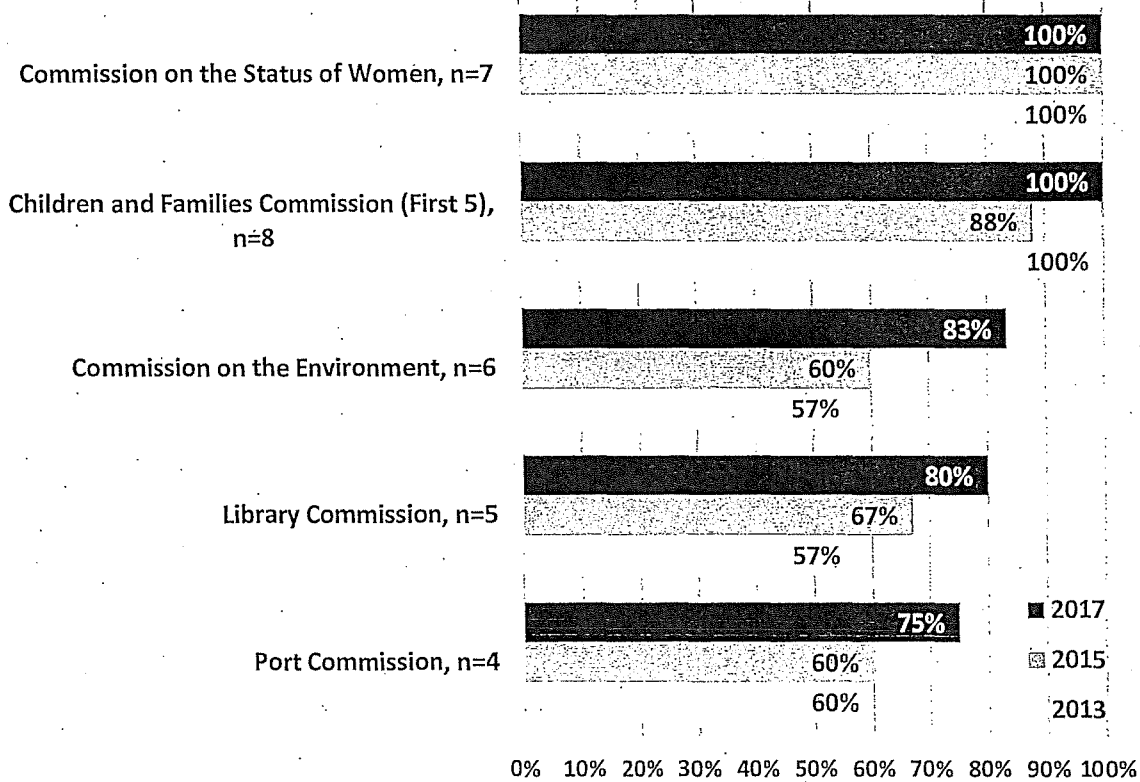


Sources: Department Survey, Mayor’s Office, 311.

The next two charts illustrate the Commissions and Boards with the highest and lowest percentage of female appointees in 2017. Data from the two previous gender analyses for these Commissions and Boards is also included for comparison purposes. Of 54 policy bodies with data on gender, roughly one-third (20 Commissions and Boards) have more than 50% representation of women. The greatest women's representation is found on the Commission on the Status of Women and the Children and Families Commission (First 5) at 100%. The Long Term Care Coordinating Council and the Mayor's Disability Council also have some of the highest percentages of women, at 78% and 75%, respectively. However, the latter two policy bodies are not included in the chart due to lack of prior data.

Figure 7: Commissions and Boards with Most Women

**Commissions and Boards with Highest Percentage of Women,
2017 Compared to 2015, 2013**

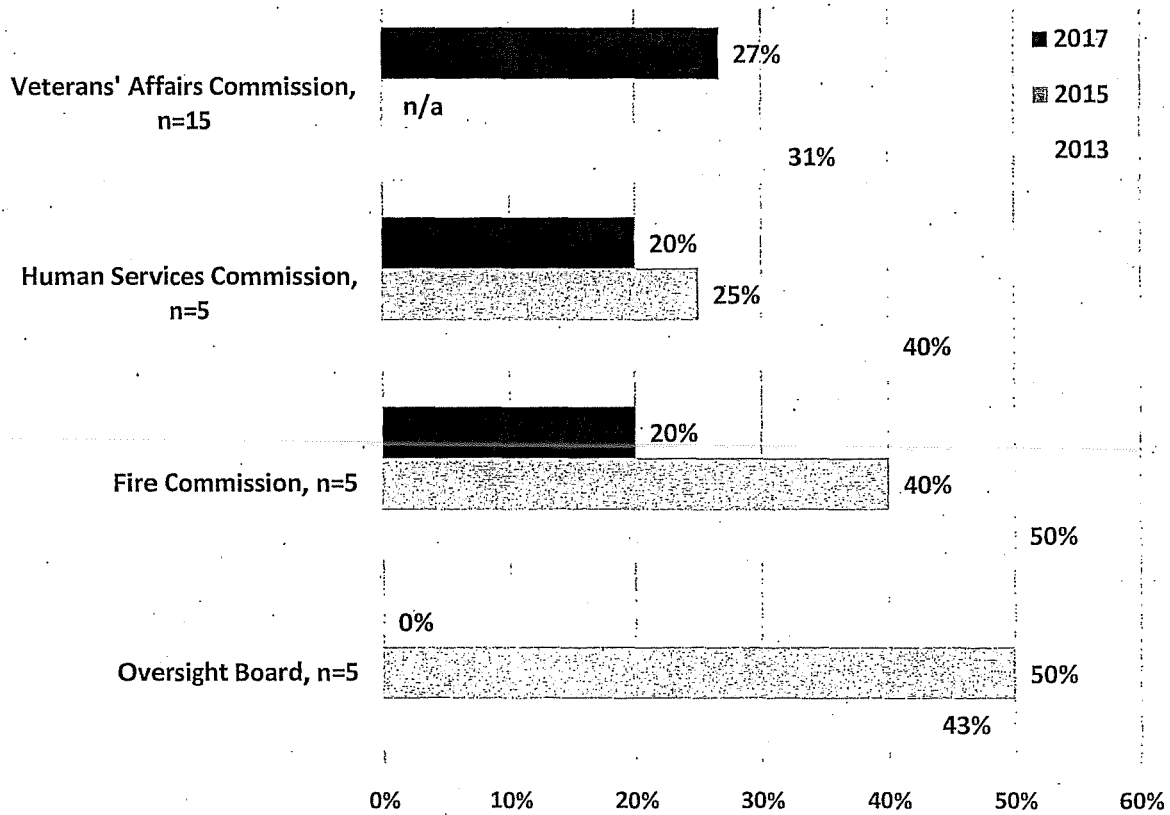


Sources: Department Survey, Mayor's Office, 311.

There are 14 Commissions and Boards that have 30% or less women. The lowest percentage is found on the Oversight Board of the Office of Community Investment & Infrastructure where currently none of the five appointees are women. The Urban Forestry Council and the Workforce Investment Board also have some of the lowest percentages of women members at 20% and 26%, respectively, but are not included in the chart below due to lack of prior data.

Figure 8: Commissions and Boards with Least Women

**Commissions and Boards with Lowest Percentage of Women,
2017 Compared to 2015, 2013**

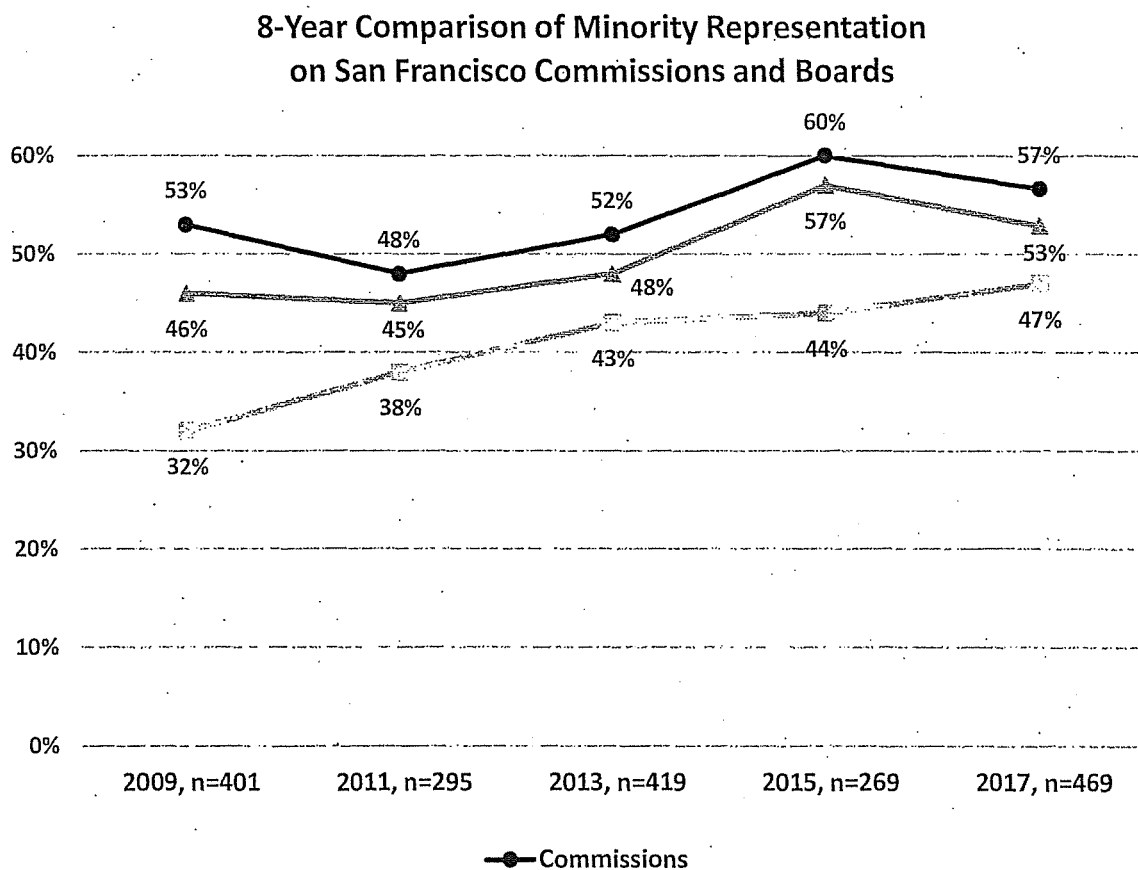


Sources: Department Survey, Mayor's Office, 311.

B. Ethnicity

Data on racial and ethnic background were available for 286 Commissioners and 183 Board members. More than half of these appointees identify as people of color. However, representation of people of color on Commissions and Boards falls short of parity with the approximately 60% minority population in San Francisco. In total, 53% of appointees identify as racial and ethnic minorities. The percentage of minority Commissioners decreased from 2015, while the percentage of minority Board members has been steadily increasing since 2009. Yet, communities of color are represented in greater numbers on Commissions, at 57%, than Boards, at 47%, of appointees. Below is the 8-year comparison of minority representation on Commissions and Boards. Data on race and ethnicity were not collected in 2007.

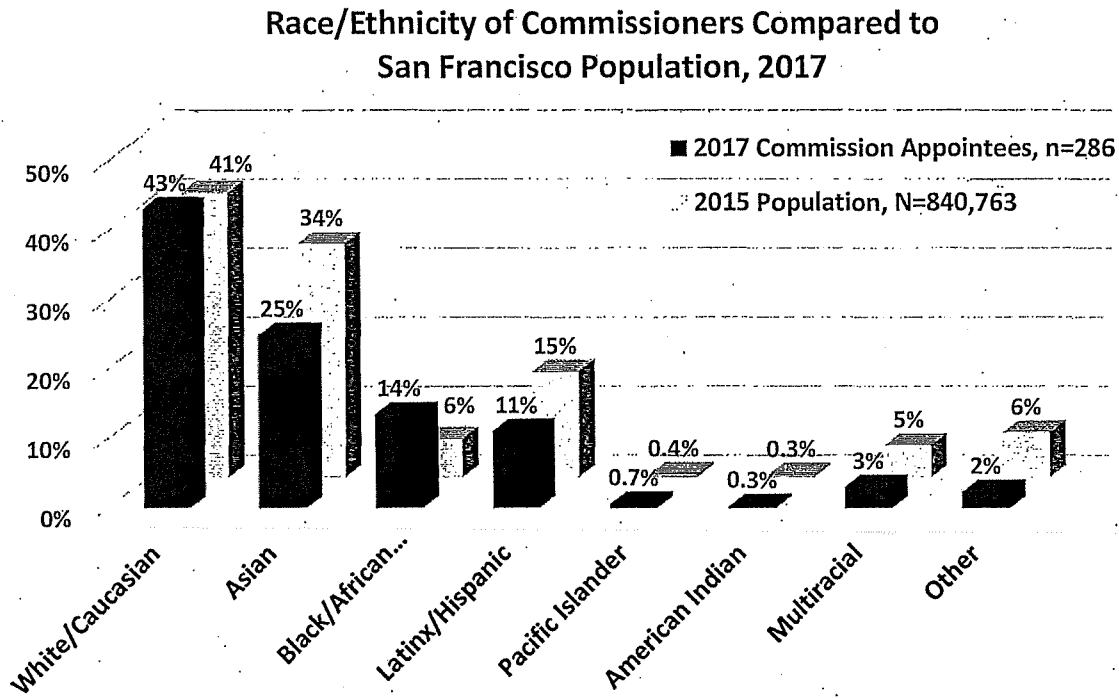
Figure 9: 8-Year Comparison of Minority Representation on Commissions and Boards



Sources: Department Survey, Mayor's Office, 311.

The racial and ethnic breakdown of Commissioners and Board members as compared to the San Francisco population is presented in the next two charts. There is a greater number of White and Black/African American Commissioners in comparison to the general population, in contrast to individuals identifying as Asian, Latinx/Hispanic, multiracial, and other races who are underrepresented on Commissions. One-quarter of Commissioners are Asian compared to more than one-third of the population. Similarly, 11% of Commissioners are Latinx compared to 15% of the population.

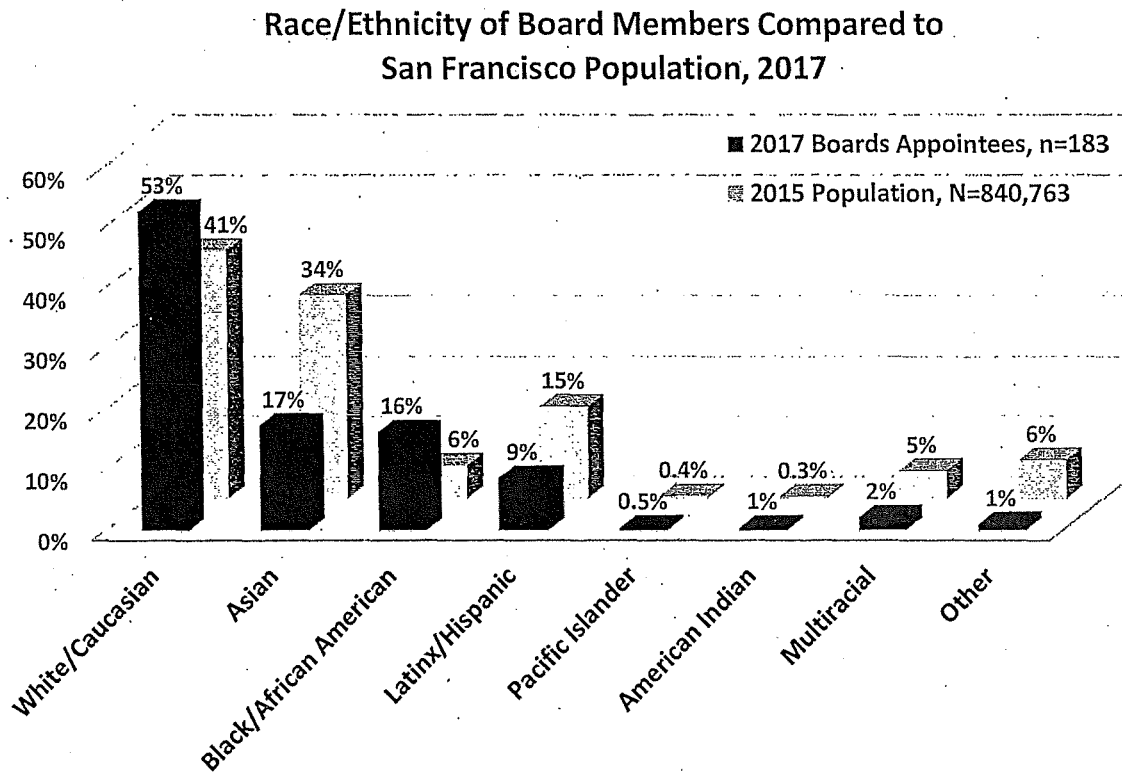
Figure 10: Race/Ethnicity of Commissioners Compared to San Francisco Population



Sources: Department Survey, Mayor's Office, 311.

A similar pattern emerges for Board appointees. In general, racial and ethnic minorities are underrepresented on Boards, except for the Black/African American population with 16% of Board appointees compared to 6% of the population. White appointees far exceed the White population with more than half of appointees identifying as White compared to about 40% of the population. Meanwhile, there are considerably fewer Board members who identify as Asian, Latinx/Hispanic, multiracial, and other races than in the population. Particularly striking is the underrepresentation of Asians, where 17% of Board members identified as Asian compared to 34% of the population. Additionally, 9% of Board appointees are Latinx compared to 15% of the population.

Figure 11: Race/Ethnicity of Board Members Compared to San Francisco Population

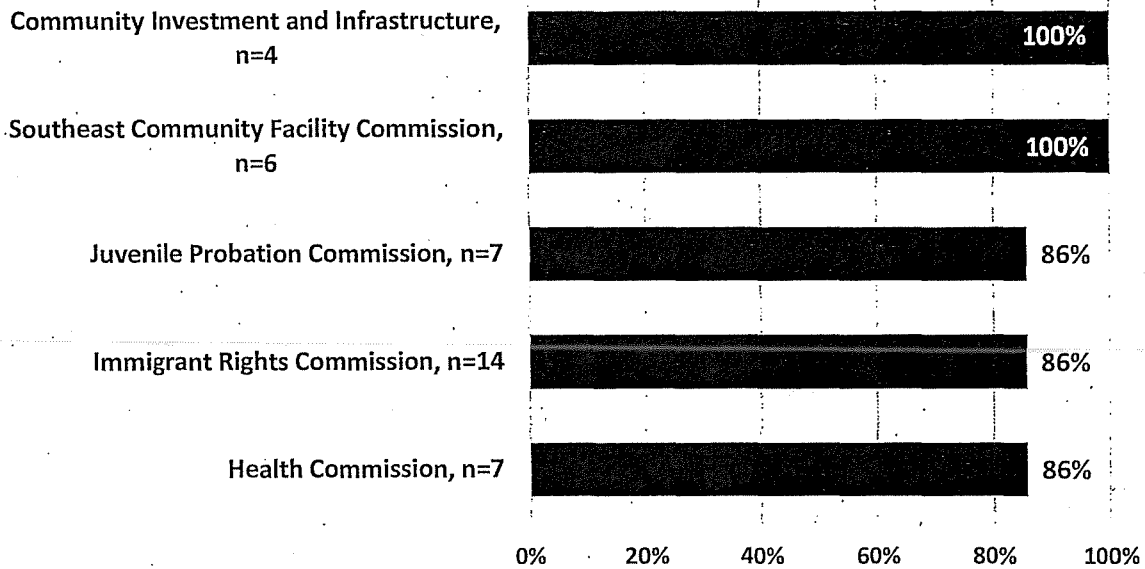


Sources: Department Survey, Mayor's Office, 311.

Of the 37 Commissions with information on ethnicity, more than two-thirds (26 Commissions) have at least 50% of appointees identifying as persons of color and more than half (19 Commissions) reach or exceed parity with the nearly 60% minority population. The Commissions with the highest percentage of minority appointees are shown in the chart below. The Commission on Community Investment and Infrastructure and the Southeast Community Facility Commission both are comprised entirely of people of color. Meanwhile, 86% of Commissioners are minorities on the Juvenile Probation Commission, Immigrant Rights Commission, and Health Commission.

Figure 12: Commissions with Most Minority Appointees

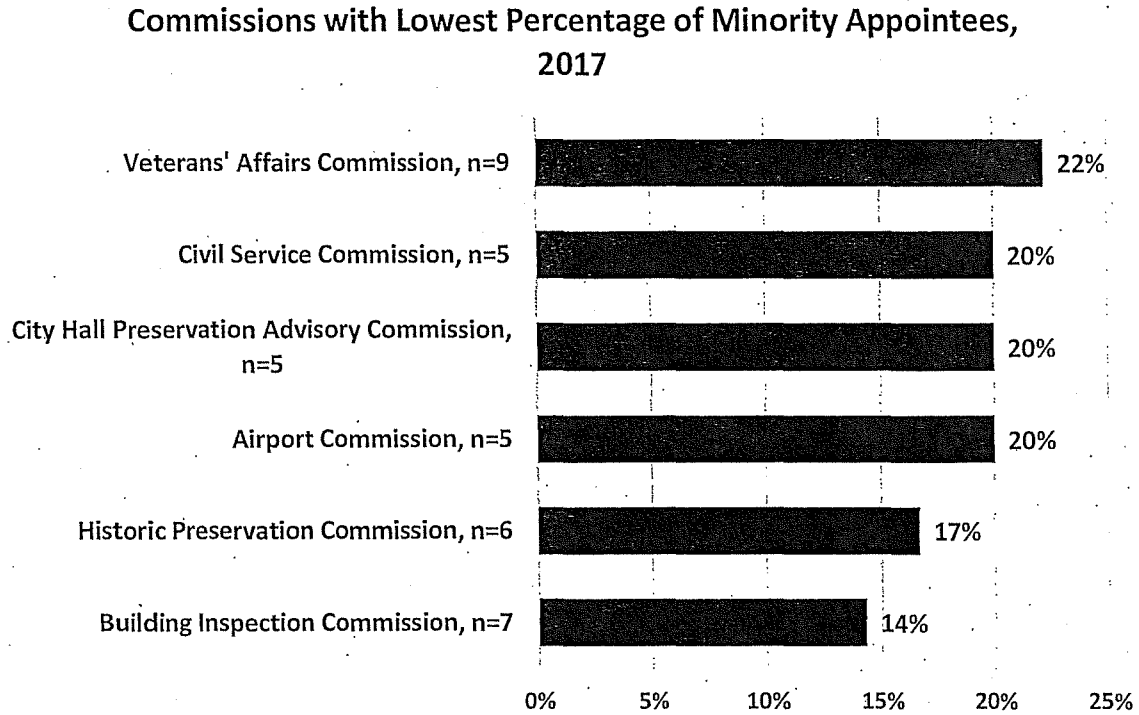
Commissions with Highest Percentage of Minority Appointees, 2017



Sources: Department Survey, Mayor's Office, 311.

Seven Commissions have fewer than 30% minority appointees, with the lowest percentage of minority appointees being found on the Building Inspection Commission at 14% and the Historic Preservation Commission at 17%. The Commissions with the lowest percentage of minority appointees are shown in the chart below.

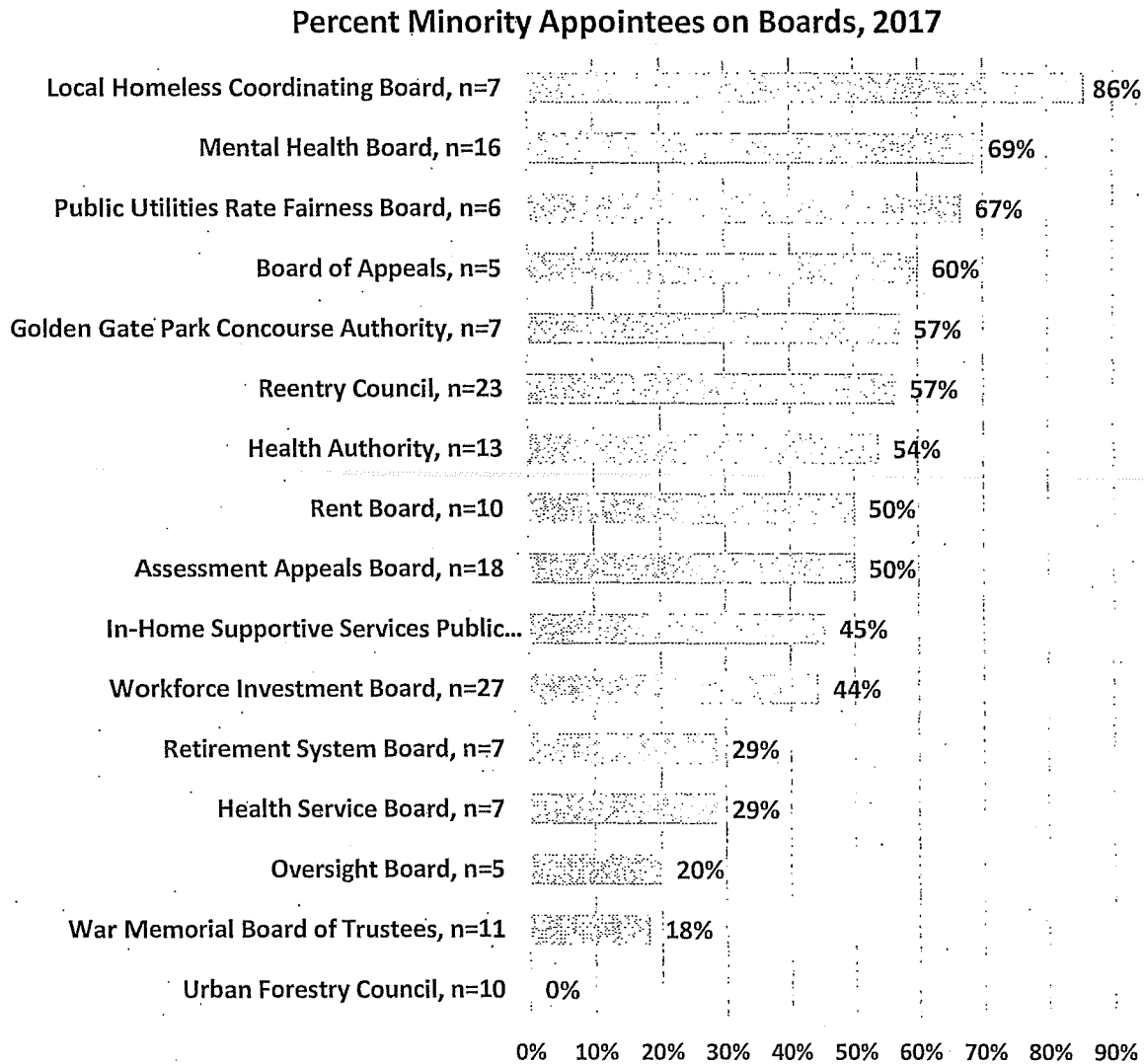
Figure 13: Commissions with Least Minority Appointees



Sources: Department Survey, Mayor's Office, 311.

For the 16 Boards with information on race and ethnicity, nine have at least 50% minority appointees. The Local Homeless Coordinating Board has the greatest percentage of members of color with 86%. The Mental Health Board and the Public Utilities Rate Fairness Board also have a large representation of people of color at 69% and 67%, respectively. Meanwhile, seven Boards have a majority of White members, with the lowest representation of people of color on the Oversight Board at 20% minority members, the War Memorial Board of Trustees at 18% minority members, and the Urban Forestry Council with no members of color.

Figure 14: Minority Representation on Boards

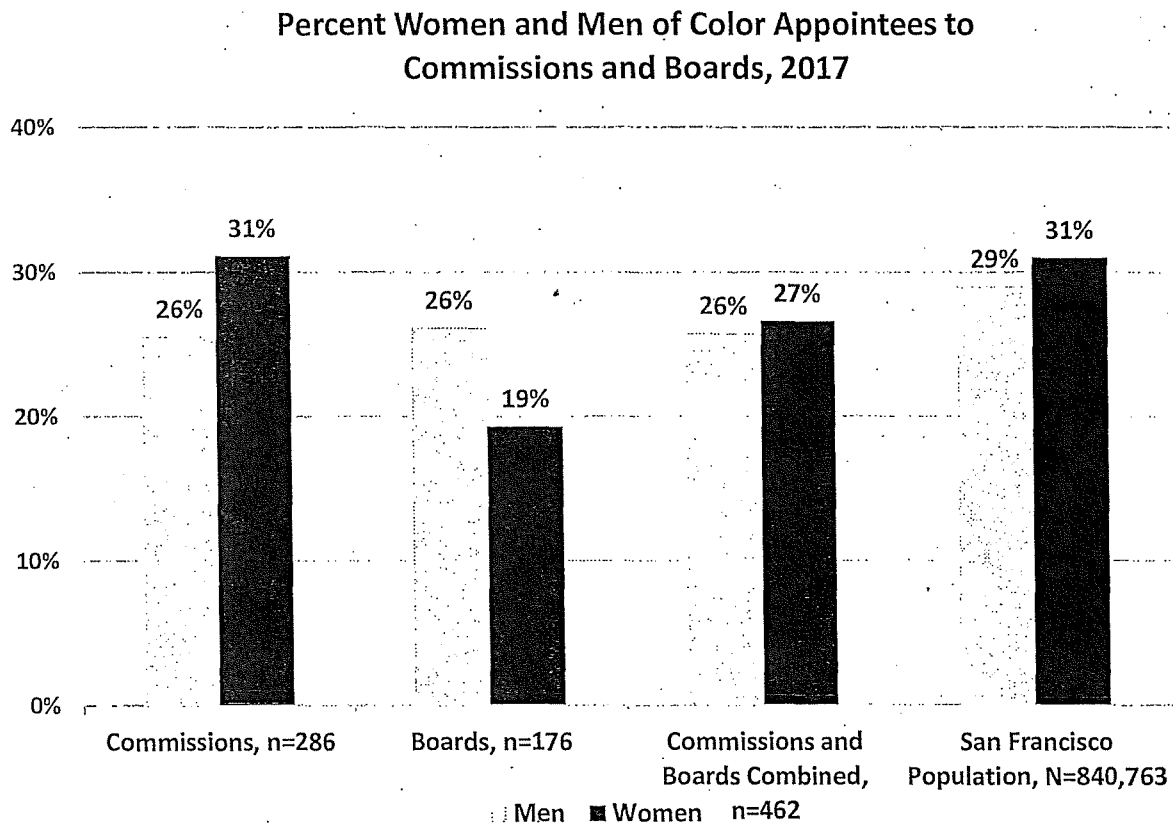


Sources: Department Survey, Mayor's Office, 311.

C. Race/Ethnicity by Gender

Minorities comprise 57% of Commission appointees and 47% of Board appointees. The total percentage of minority appointees on Commissions and Boards in 2017 is 53% compared to about 60% of the population. There are slightly more women of color on Commissions and Boards at 27% than men of color at 26%. Women of color appointees to Commissions reach parity with the population at 31%, while women of color are 19% of Board members, far from parity with the population. Men of color are 26% of appointees to both Commissions and Boards, below the 29% men of color in the San Francisco population.

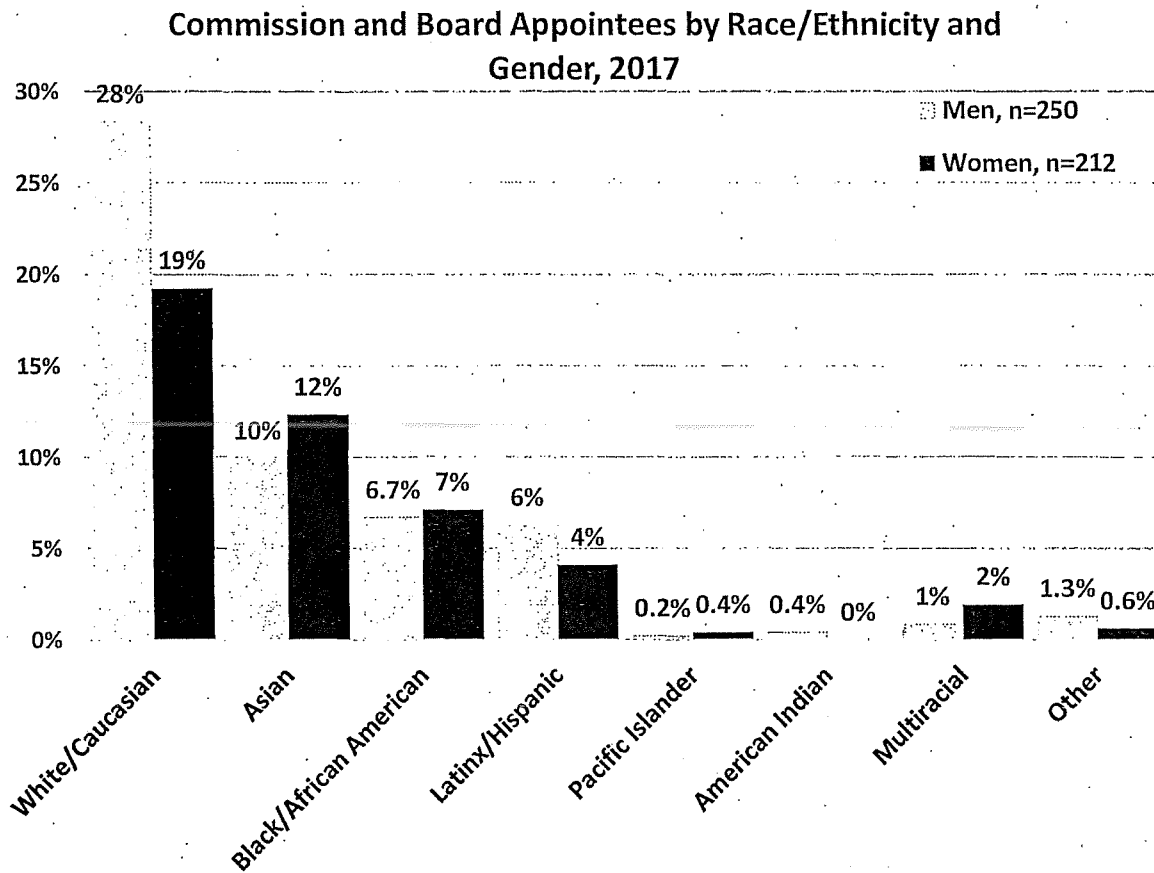
Figure 15: Women and Men of Color on Commissions and Boards



Sources: Department Survey, Mayor's Office, 311, 2011-2015 American Community Survey 5-Year Estimates.

The next chart illustrates appointees' race and ethnicity by gender. The gender distribution in most racial and ethnic groups on policy bodies is similar to the representation of men and women in minority groups in San Francisco except for the White population. White men represent 22% of San Francisco population, yet 28% of Commission and Board appointees are White men. Meanwhile, White women are at parity with the population at 19%. Women and men of color are underrepresented across all racial and ethnic groups, except for Black/African American appointees. Asian women are 12% of appointees, but 18% of the population. Asian men are 10% of appointees compared to 16% of the population. Latina women are 4% of Commissioners and Board members, yet 7% of the population, while 6% of appointees are Latino men compared to 8% of San Franciscans.

Figure 16: Commission and Board Appointees by Race/Ethnicity and Gender

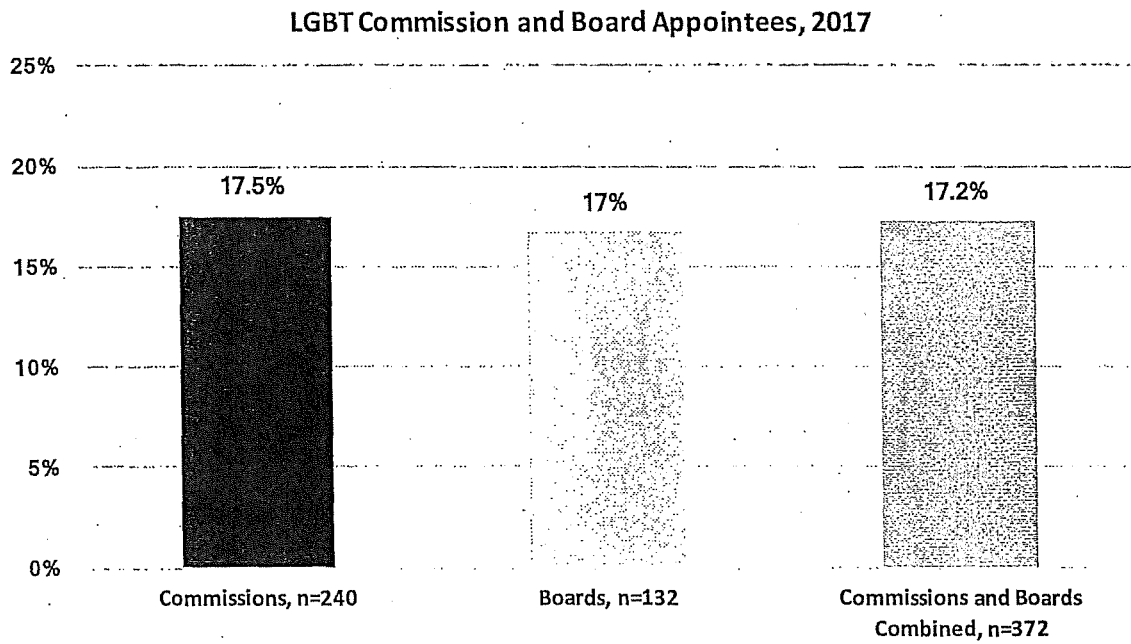


Sources: Department Survey, Mayor's Office, 311.

D. Sexual Orientation

While it is challenging to find accurate counts of the number of lesbian, gay, bisexual, and transgender (LGBT) individuals, a combination of sources, noted in the demographics section, suggests between 4.6% and 7% of the San Francisco population is LGBT. Data on sexual orientation and gender identity was available for 240 Commission appointees and 132 Board appointees. Overall, about 17% of appointees to Commissions and Boards are LGBT. There is a large LGBT representation across both Commissioners and Board members. Three Commissioners identified as transgender.

Figure 17: LGBT Commission and Board Appointees

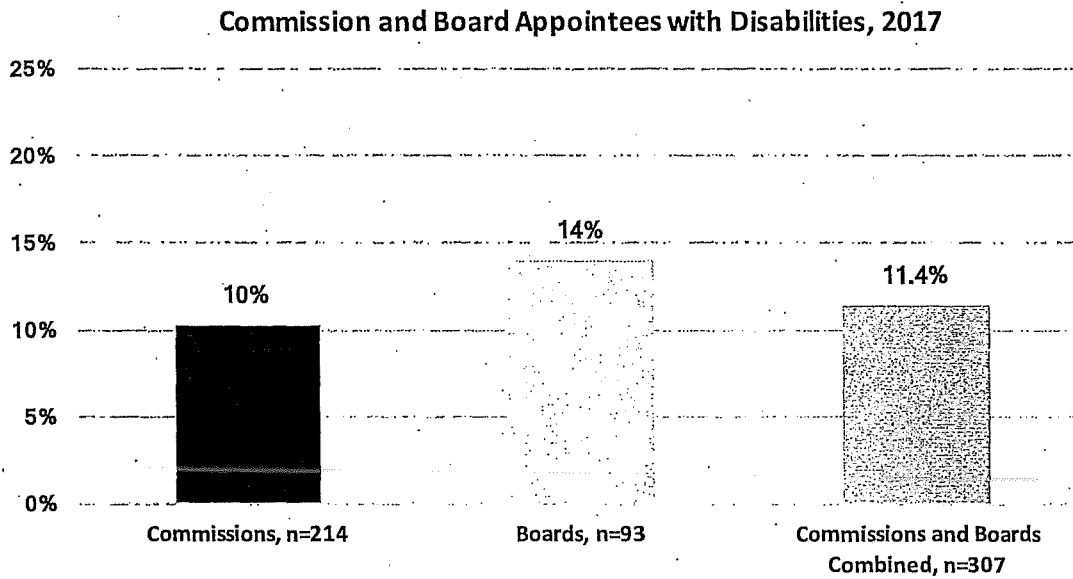


Sources: Department Survey, Mayor's Office, 311.

E. Disability

An estimated 12% of San Franciscans have a disability. Data on disability was available for 214 Commission appointees and 93 Board appointees. The percentage of Commission and Board appointees with a disability is 11.4% and almost reaches parity with the 11.8% of the adult population in San Francisco that has a disability. There is a much greater representation of people with a disability on Boards at 14% than on Commissions at 10%.

Figure 18: Commission and Board Appointees with Disabilities

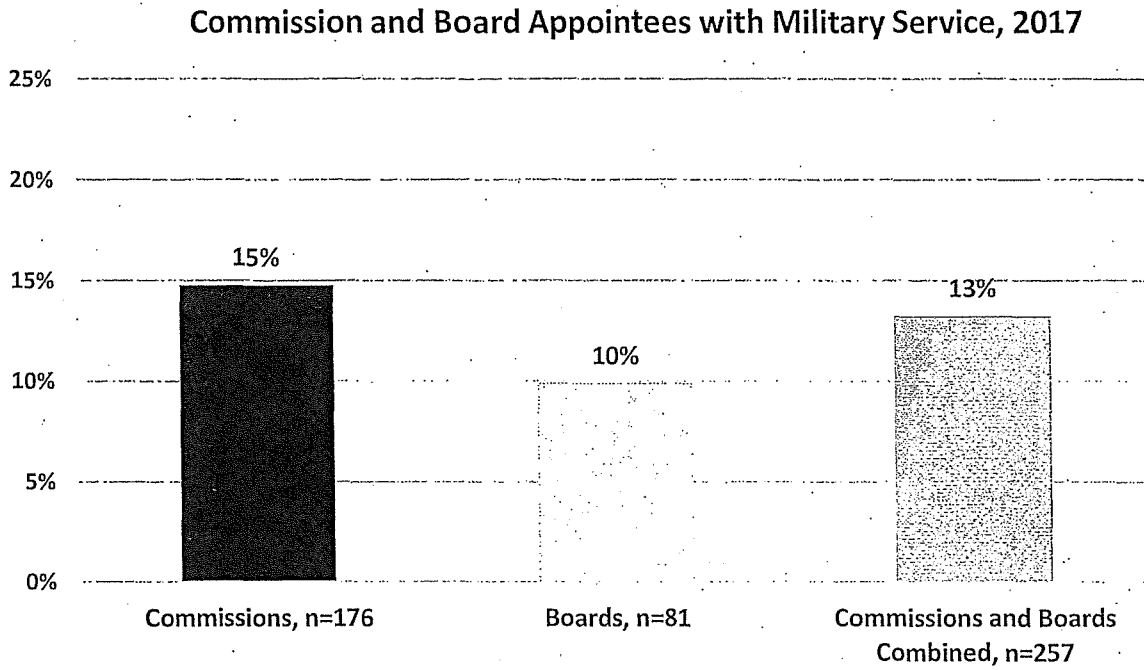


Sources: Department Survey, Mayor's Office, 311.

F. Veterans

Veterans are 3.6% of the adult population in San Francisco. Data on military service was available for 176 Commission appointees and 81 Board appointees. Overall, veterans are well represented on Commissions and Boards with 13% of appointees having served in the military. However, there is a large difference in the representation of veterans on Commissions at 15% compared to Boards at 10%. This is likely due to the 17 members of Veterans Affairs Commission of which all members must be veterans.

Figure 19: Commission and Board Appointees with Military Service



Sources: Department Survey, Mayor's Office, 311.

G. Policy Bodies by Budget Size

In addition to data on the appointment of women and minorities to Commissions and Boards, this report examines whether the demographic make-up of policy bodies with the largest budget (which is often proportional to the amount of influence in the City) are representative of the community. On the following page, Figure 19 shows the representation of women, people of color, and women of color on the policy bodies with the largest and smallest budgets.

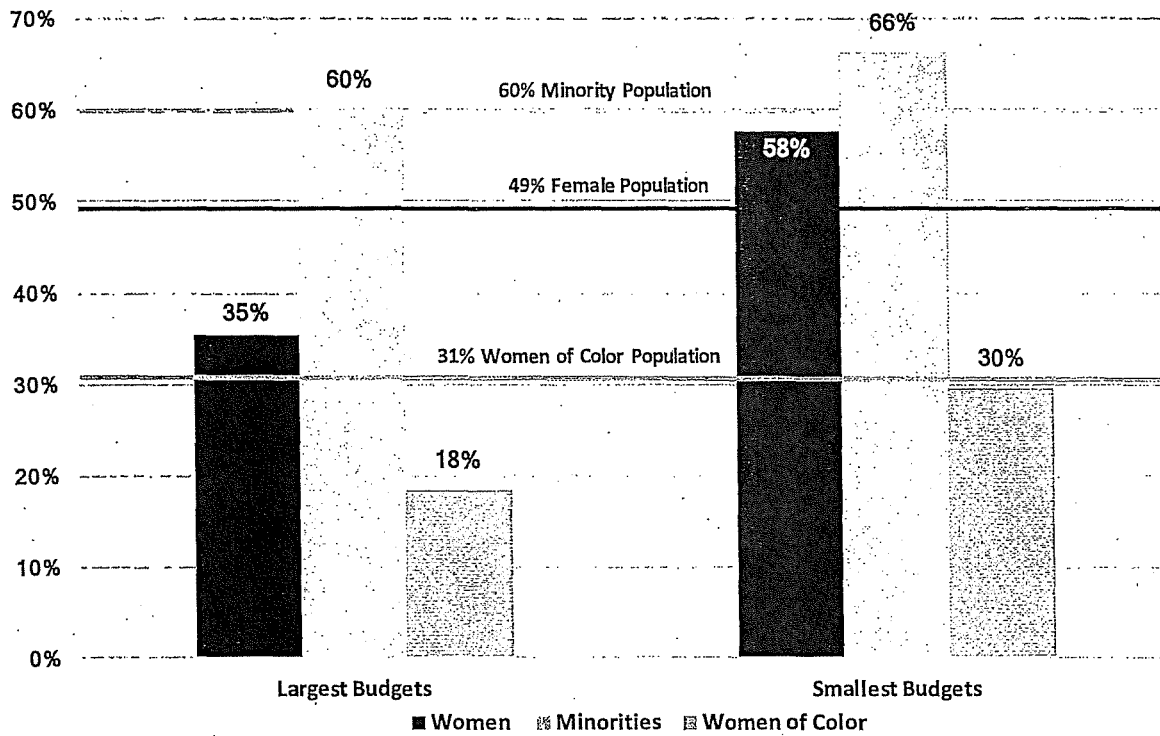
Though the overall representation of female appointees (49%) is equal to the City's population, Commissions and Boards with the highest female representation have fairly low influence as measured by budget size. Although women's representation on the ten policy bodies with the largest budgets increased from 30% in 2015 to 35% this year, it is still far below parity with the population. The percentage of women on the ten bodies with the smallest budgets grew from 45% in 2015 to 58% in 2017.

With respect to minority representation, the bodies with both the largest and smallest budgets exceed parity with the population. On the ten Commissions and Boards with the largest budgets, 60% of appointees identify as a racial or ethnic minority; meanwhile 66% of appointees identify as a racial or ethnic minority on the ten Commissions and Boards with the smallest budgets. Minority representation on the ten largest budgeted policy bodies was slightly greater in 2015 at 62%, while there was a 21% increase of minority representation on the ten smallest budgeted policy bodies from 52% in 2015.

Percentage of women of color on the policy bodies with the smallest budgets is 30% and almost reaches parity with the population in San Francisco. However, women of color are considerably underrepresented on the ten policy bodies with the largest budgets at 18% compared to 31% of the population.

Figure 20: Women, Minorities, and Women of Color on Largest and Smallest Budget Bodies

Percent Women, Minorities and Women of Color on Commissions and Boards with Largest and Smallest Budgets in Fiscal Year 2017-2018



Sources: Department Survey, Mayor's Office, 311, FY17-18 Annual Appropriation Ordinance, FY17-18 Mayor's Budget Book.

The following two tables present the demographics of the Commissions and Boards overseeing some of the City's largest and smallest budgets.

Of the ten Commissions and Boards that oversee the largest budgets, women make up 35% and women of color are 18% of the appointees. The Commission on Community Investment and Infrastructure is the most diverse with people of color in all appointed seats and women comprising half of the members. The Municipal Transportation Agency (MTA) Board of Directors and Parking Authority Commission has the next largest representation of women with 43%. Four of the ten bodies have less than 30% female appointees. Women of color are near parity on the Police Commission at 29% compared to 31% of the population. Meanwhile, the Public Utilities Commission and Human Services Commission have no women of color.

Overall, the representation of minorities on policy bodies with the largest budgets is equal to that of the minority population in San Francisco at 60% and four of the ten largest budgeted bodies have greater minority representation. Following the Commission on Community Investment and Infrastructure with 100% minority appointees, the Health Commission at 86% minority appointees, the Aging and Adult Services Commission at 80% minority appointees, and the Police Commission with 71% minority appointees have the next highest minority representation. In contrast, the Airport Commission has the lowest minority representation at 20%.

Table 1: Demographics of Commissions and Boards with Largest Budgets

Body	FY17-18 Budget	Total Seats	Filled Seats	% Women	% Minority	% Women of Color
Health Commission	\$ 2,198,181,178	7	7	29%	86%	14%
MTA Board of Directors and Parking Authority Commission	\$ 1,183,468,406	7	7	43%	57%	14%
Public Utilities Commission	\$ 1,052,841,388	5	5	40%	40%	0%
Airport Commission	\$ 987,785,877	5	5	40%	20%	20%
Human Services Commission	\$ 913,783,257	5	5	20%	60%	0%
Health Authority (SF Health Plan Governing Board)	\$ 637,000,000	19	15	40%	54%	23%
Police Commission	\$ 588,276,484	7	7	29%	71%	29%
Commission on Community Investment and Infrastructure	\$ 536,796,000	5	4	50%	100%	50%
Fire Commission	\$ 381,557,710	5	5	20%	60%	20%
Aging and Adult Services Commission	\$ 285,000,000	7	5	40%	80%	14%
Total	\$ 8,764,690,300	72	65	35%	60%	18%

Sources: Department Survey, Mayor's Office, 311, FY17-18 Annual Appropriation Ordinance, FY17-18 Mayor's Budget Book.

Commissions and Boards with the smallest budgets exceed parity with the population for women's and minority representation with 58% women and 66% minority appointees and are near parity with 30% women of color appointees compared to 31% of the population. The Long Term Care Coordinating Council has the greatest representation of women at 78%, followed by the Youth Commission at 64%, and the City Hall Preservation Advisory Commission at 60%. Five of the ten smallest budgeted bodies have less than 50% women appointees. The Southeast Community Facility Commission, the Youth Commission, the Housing Authority Commission, and the Public Utilities Rate Fairness Board have more than 30% women of color members.

Of the eight smallest budgeted policy bodies with data on race and ethnicity, more than half have greater representation of racial and ethnic minority and women of color than the population. The Southeast Community Facility Commission has 100% members of color, followed by the Housing Authority Commission at 83%, the Sentencing Commission at 73%, and the Public Utilities Rate Fairness Board at 67% minority appointees. Only the Historic Preservation Commission with 17% minority members, the City Hall Preservation Advisory Commission at 20% minority members, and the Reentry Council with 57% minority members fall below parity with the population.

Table 2: Demographics of Commissions and Boards with Smallest Budgets

Body	FY17-18 Budget	Total Seats	Filled Seats	% Women	% Minority	% Women of Color
Historic Preservation Commission	\$ 45,000	7	6	33%	17%	17%
City Hall Preservation Advisory Commission	\$ -	5	5	60%	20%	20%
Housing Authority Commission	\$ -	7	6	33%	83%	33%
Local Homeless Coordinating Board	\$ -	9	7	43%	n/a	n/a
Long Term Care Coordinating Council	\$ -	40	40	78%	n/a	n/a
Public Utilities Rate Fairness Board	\$ -	7	6	33%	67%	33%
Reentry Council	\$ -	24	23	52%	57%	22%
Sentencing Commission	\$ -	12	12	42%	73%	18%
Southeast Community Facility Commission	\$ -	7	6	50%	100%	50%
Youth Commission	\$ -	17	16	64%	64%	43%
Totals	\$ 45,000	135	127	58%	66%	30%

Sources: Department Survey, Mayor's Office, 311, FY17-18 Annual Appropriation Ordinance, FY17-18 Mayor's Budget Book.

V. Conclusion

Per the 2008 Charter Amendment, the Mayor and Board of Supervisors are encouraged to make appointments to Commissions, Boards, and other policy bodies that reflect the diverse population of San Francisco. While state law prohibits public appointments based solely on gender, race and ethnicity, sexual orientation, or disability status, an awareness of these factors is important when appointing individuals to serve on policy bodies, particularly where they may have been historically underrepresented.

Since the first gender analysis of appointees to San Francisco policy bodies in 2007, there has been a steady increase of female appointees. There has also been a greater representation of women on Commissions as compared to Boards. This continued in 2017 with 54% female Commissioners. However, it is concerning that the percentage of female Board members has dropped from 48% in 2015 to 41% in 2017.

People of color represent 60% of the San Francisco population, yet only represent 53% of appointees to San Francisco Commissions and Boards. There is a greater representation of people of color on Commissions than Boards. However, Commissions have fewer appointees identified as ethnic minorities this year, 57%, than the 60% in 2015, while the representation of people of color on Boards increased from 44% in 2015 to 47% in 2017. There is still a disparity between race and ethnicity on public policy bodies and in the population. Especially Asians and Latinx/Hispanic individuals are underrepresented across Commissions and Boards while there is a higher representation of White and Black/African American appointees than in the general population. Women of color are 31% of the population and comprise 31% of Commissioners compared to 19% of Board members. Meanwhile, men of color are 29% of the population and 26% of Commissioners and Board members.

This year there is more data available on sexual orientation, veteran status, and disability than previous gender analyses. The 2017 gender analysis found that there is a relatively high representation of LGBT individuals on the policy bodies for which there was data at 17%. Veterans are also highly represented at 13%, and the representation of people with a disability in policy bodies almost reaches parity with the population with 11.4% compared to 11.8%.

Finally, the policy bodies with larger budgets have a smaller representation of women at 35% while Commissions and Boards with smallest budgets are 58% female appointees. While minority representation exceeds the population on the policy bodies with both the smallest and largest budgets, women of color are considerably underrepresented on the largest budgeted policy bodies at 18% compared to 31% of the population.

This report is intended to inform appointing authorities, including the Mayor and the Board of Supervisors, as they carefully select their designees on key policy bodies of the City & County of San Francisco. In the spirit of the charter amendment that mandated this report, diversity and inclusion should be the hallmark of these important appointments.

Appendix I. 2015 Population Estimates for San Francisco County

The following 2015 San Francisco population statistics were obtained from the U.S. Census Bureau's *2011-2015 American Community Survey 5-Year Estimates*.

Chart 1: 2015 Total Population by Race/Ethnicity

Race/Ethnicity	Total	
	Estimate	Percent
San Francisco County California	840,763	
White, Not Hispanic or Latino	346,732	41%
Asian	284,426	34%
Hispanic or Latino	128,619	15%
Some Other Race	54,388	6%
Black or African American	46,825	6%
Two or More Races	38,940	5%
Native Hawaiian and Pacific Islander	3,649	0.4%
American Indian and Alaska Native	2,854	0.3%

Chart 2: 2015 Total Population by Race/Ethnicity and Gender

Race/Ethnicity	Total		Male		Female	
	Estimate	Percent	Estimate	Percent	Estimate	Percent
San Francisco County California	840,763	-	427,909	50.9%	412,854	49.1%
White, Not Hispanic or Latino	346,732	41%	186,949	22%	159,783	19%
Asian	284,426	34%	131,641	16%	152,785	18%
Hispanic or Latino	128,619	15%	67,978	8%	60,641	7%
Some Other Race	54,388	6%	28,980	3.4%	25,408	3%
Black or African American	46,825	6%	24,388	3%	22,437	2.7%
Two or More Races	38,940	5%	19,868	2%	19,072	2%
Native Hawaiian and Pacific Islander	3,649	0.4%	1,742	0.2%	1,907	0.2%
American Indian and Alaska Native	2,854	0.3%	1,666	0.2%	1,188	0.1%

Appendix II. Commissions and Boards Demographics

Commission	Total Seats	Filled Seats	FY17-18 Budget	% Women	% Minority	% Women of Color
1 Aging and Adult Services Commission	7	5	\$285,000,000	40%	80%	40%
2 Airport Commission	5	5	\$987,785,877	40%	20%	20%
3 Animal Control and Welfare Commission	10	9	\$-			
4 Arts Commission	15	15	\$17,975,575	60%	53%	27%
5 Asian Art Commission	27	27	\$10,962,397	63%	59%	44%
6 Building Inspection Commission	7	7	\$76,533,699	29%	14%	0%
7 Children and Families Commission (First 5)	9	8	\$31,830,264	100%	63%	63%
8 City Hall Preservation Advisory Commission	5	5	\$-	60%	20%	20%
9 Civil Service Commission	5	5	\$1,250,582	40%	20%	0%
10 Commission on Community Investment and Infrastructure	5	4	\$536,796,000	50%	100%	50%
11 Commission on the Environment	7	6	\$23,081,438	83%	67%	50%
12 Commission on the Status of Women	7	7	\$8,048,712	100%	71%	71%
13 Elections Commission	7	7	\$14,847,232	33%	50%	33%
14 Entertainment Commission	7	7	\$987,102	29%	57%	14%
15 Ethics Commission	5	5	\$4,787,508	33%	67%	33%
16 Film Commission	11	11	\$1,475,000	55%	36%	36%
17 Fire Commission	5	5	\$381,557,710	20%	60%	20%
18 Health Commission	7	7	\$2,198,181,178	29%	86%	14%
19 Historic Preservation Commission	7	6	\$45,000	33%	17%	17%
20 Housing Authority Commission	7	6	\$-	33%	83%	33%
21 Human Rights Commission	11	10	\$4,299,600	60%	60%	50%
22 Human Services Commission	5	5	\$913,783,257	20%	60%	0%
23 Immigrant Rights Commission	15	14	\$5,686,611	64%	86%	50%
24 Juvenile Probation Commission	7	7	\$41,683,918	29%	86%	29%
25 Library Commission	7	5	\$137,850,825	80%	60%	40%
26 Local Agency Formation Commission	7	4	\$193,168			
27 Long Term Care Coordinating Council	40	40	\$-	78%		
28 Mayor's Disability Council	11	8	\$4,136,890	75%	25%	13%
29 MTA Board of Directors and Parking Authority Commission	7	7	\$1,183,468,406	43%	57%	14%
30 Planning Commission	7	7	\$54,501,361	43%	43%	29%
31 Police Commission	7	7	\$588,276,484	29%	71%	29%
32 Port Commission	5	4	\$133,202,027	75%	75%	50%
33 Public Utilities Commission	5	5	\$1,052,841,388	40%	40%	0%

Commission	Total Seats	Filled Seats	FY17-18 Budget	% Women	% Minority	% Women of Color
34 Recreation and Park Commission	7	7	\$221,545,353	29%	43%	14%
35 Sentencing Commission	12	12	\$-	42%	73%	18%
36 Small Business Commission	7	7	\$1,548,034	43%	50%	25%
37 Southeast Community Facility Commission	7	6	\$-	50%	100%	50%
38 Treasure Island Development Authority	7	7	\$2,079,405	43%	57%	43%
39 Veterans' Affairs Commission	17	15	\$865,518	27%	22%	0%
40 Youth Commission	17	16	\$-	64%	64%	43%
Total	373	350		54%	57%	31%

Board	Total Seats	Filled Seats	FY17-18 Budget	% Women	% Minority	% Women of Color
1 Assessment Appeals Board	24	18	\$653,780	39%	50%	22%
2 Board of Appeals	5	5	\$1,038,570	40%	60%	20%
3 Golden Gate Park Concourse Authority	7	7	\$11,662,000	43%	57%	29%
4 Health Authority (SF Health Plan Governing Board)	19	15	\$637,000,000	40%	54%	23%
5 Health Service Board	7	7	\$11,444,255	29%	29%	0%
6 In-Home Supportive Services Public Authority	12	12	\$207,835,715	58%	45%	18%
7 Local Homeless Coordinating Board	9	7	\$-	43%	86%	
8 Mental Health Board	17	16	\$218,000	69%	69%	50%
9 Oversight Board	7	5	\$152,902	0%	20%	0%
10 Public Utilities Rate Fairness Board	7	6	\$-	33%	67%	33%
11 Reentry Council	24	23	\$-	52%	57%	22%
13 Relocation Appeals Board	5	0	\$-			
12 Rent Board	10	10	\$8,074,900	30%	50%	10%
14 Retirement System Board	7	7	\$97,622,827	43%	29%	29%
15 Urban Forestry Council	15	14	\$92,713	20%	0%	0%
16 War Memorial Board of Trustees	11	11	\$26,910,642	55%	18%	18%
17 Workforce Investment Board	27	27	\$62,341,959	26%	44%	7%
Total	213	190		41%	47%	19%

	Total Seats	Filled Seats	FY17-18 Budget	% Women	% Minority	% Women of Color
Commissions and Boards Total	586	540		49.4%	53%	27%

