

File No. 240663

Committee Item No. 5

Board Item No. 24

# COMMITTEE/BOARD OF SUPERVISORS

## AGENDA PACKET CONTENTS LIST

Committee: Rules Committee

Date June 17, 2024

Board of Supervisors Meeting

Date June 25, 2024

### Cmte Board

- Motion
- Resolution
- Ordinance
- Legislative Digest
- Budget and Legislative Analyst Report
- Youth Commission Report
- Introduction Form
- Department/Agency Cover Letter and/or Report
- Memorandum of Understanding (MOU)
- Grant Information Form
- Grant Budget
- Subcontract Budget
- Contract/Agreement
- Form 126 - Ethics Commission
- Award Letter
- Application
- Form 700
- xxx   Information/Vacancies (Boards/Commissions)
- x   Public Correspondence

### OTHER (Use back side if additional space is needed)

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

Completed by: Victor Young Date June 14, 2024

Completed by: \_\_\_\_\_ Date \_\_\_\_\_

1 [Mayoral Appointment, Port Commission - Stephen Engblom]

2

3 **Motion approving the Mayor’s nomination for the appointment of Stephen Engblom to**  
4 **the Port Commission, for a term ending May 1, 2028.**

5

6 MOVED, That the Board of Supervisors of the City and County of San Francisco does  
7 hereby approve the nomination for appointment by Mayor London Breed of the following  
8 designated person to serve as a member of the San Francisco Port Commission, pursuant to  
9 Charter, Section 4.114, for the term specified:

10 Stephen Engblom, seat 4, succeeding Ed Harrington (term expired), must be appointed  
11 by the Mayor and confirmed by the Board of Supervisors, for the unexpired portion of a four-  
12 year term ending May 1, 2028.

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## Notice of Nomination

June 5, 2024

San Francisco Board of Supervisors  
City Hall, Room 244  
1 Dr. Carlton B. Goodlett Place  
San Francisco, CA 94102

Honorable Board of Supervisors,

Pursuant to Section 4.114 of the Charter of the City and County of San Francisco, I make the following nomination:

**Stephen Engblom**, for appointment to the Port Commission for a four-year term ending May 1, 2028. This seat was formerly held by Ed Harrington, whose term has expired.

I am confident that Mr. Engblom will serve our community well. Attached are his qualifications to serve, which demonstrate how his appointment represents the communities of interest, neighborhoods and diverse populations of the City and County of San Francisco.

I encourage your support and am pleased to advise you of this appointment nomination. Should you have any question about this nomination, please contact my Director of Boards and Commissions, Jesse Mainardi, at 415.554.6588.

Sincerely,

A handwritten signature in blue ink that reads "London Breed".

London N. Breed  
Mayor, City and County of San Francisco

# Stephen Engblom, AIA, NCARB, LEED AP

(he/him/his)

## Summary

Stephen Engblom is a registered architect, urban planner and designer, an accomplished executive and faculty member at UC Berkeley. He has over two decades of urban design and architectural experience collaborating with cities and communities in the SF Ba Region, across the country, and around the world. He has successfully bridged the corporate and academic worlds, developing and executing successful corporate growth strategies, building strong client and professional relationships, and delivered financial results; while building strong community ties and mentoring generations of urbanists. With a deep technical knowledge, global network, and years of management experience,

He has a history of delivering equitable, environmental, and economic strategies and masterplans for public and private sector clients and working across disciplines to develop out of the box solutions. As Senior Managing Director at CBRE he helped that world's largest Real Estate Consultancy launch their first ever public sector facing practice, and as Executive Vice President at AECOM, he developed AECOM Cities, a cross-disciplinary approach to growing business using a holistic client-centered approach to planning, designing, and implementing urban infrastructure projects in cities around the world. He currently teaches a graduate course on Resilience in Real Estate Development at UC Berkeley's College of Environmental Design and serves on numerous boards and advisory councils. He is an actively involved in a wide range of Civic Engagement.

- **Global / National Network:** Stephen has an established network of trusted industry relationships based on mutual respect, including clients and colleagues with whom he regularly exchanges ideas and information to advance equity, environmental, and economic outcomes of urban infrastructure and development.
- **Passion and Intellectual Rigor:** In a world where urban environments are evolving rapidly and cultural and technological shifts are occurring at unprecedented rates, Stephen is known for, and contributes regularly to, the global urban discourse. He is an empathetic leader who inspires the best from all contributors to ensure success.
- **Experienced Hands-On Urban Designer:** Having worked on projects across the globe and a wide range of place types for decades, Stephen continues to work with the highest level of public sector and private sector clients to conceive, design, and develop culturally relevant places. His expertise lies in the following areas: Resilient Urban Regeneration (Design, Economics, Environment and Planning), Infrastructure-led Urban Development, Campus and District Plans, and Regional Planning.
- **Financial Results:** With over 20 years of experience working in a high-growth corporate environment, Stephen has a proven track record of anticipating client needs, inspiring teams to create award-winning and profitable work, and decisively managing programs that deliver both top- and bottom-line results. His cities practice was responsible for USD 300 million of annualized wins and USD 1.4 billion in a five-year pipeline.

## Professional Experience

**Engblom Architecture and Planning, Founder, 2023-Present.** Engblom excels at addressing planning challenges by seeking optimal solutions for economic viability, ecological sustainability, and social equity. His dedication to future development shines through as he aids both public and private clients in crafting bold strategies coupled with actionable business plans. Leveraging his global network, civic engagement, intellectual depth, and vast urban design experience, Engblom leads projects in Resilient Urban Regeneration, Infrastructure-driven Development, Campus and District Planning, and Regional Strategy.

CBRE, Global Thought Leader Infrastructure and Public Enterprise, 2022-2023. Engblom positioned the company for a successful launch of the firm's first public facing practice at a pivotal moment in global infrastructure spending. Engblom's leadership helped position CBRE as a leading provider of public procurement expertise, real estate data resources, top-tier brokerage services, advisory solutions, and innovative Infrastructure bond capacity. His efforts resulted in a powerful partnership platform for public sector clients and industry players alike.

AECOM, Executive Vice President, 2000-2022. Developed and steered global growth strategies; formed strategic partnerships with public sector and private sector clients; delivered top-line growth, and promoted inter-company collaboration

- Global Cities Director/San Francisco Bay Area Executive, Executive Vice President, San Francisco, 2019-2021
- Global Cities Director, Senior Vice President, San Francisco, 2014-2019

- Design, Planning, and Economics Practice Leader, Americas, San Francisco, 2011-2014
- Global Masterplanning Director, San Francisco, 2008-2011
- Urban Design Director, North America, San Francisco, 2005-2008 (EDAW/AECOM)
- Urban Designer and Development Director, Asia, Hong Kong, 2000-2005 (EDAW)

**Helpern Architects**, Director of Planning, New York City, 1997-2000

**PAGE Architects (Previously Page Southerland Page)**, Houston, 1995-1997

**Scott Strasser Design**, 1993-1995

**Partridge Tackett Architects**, Philadelphia, 1991-1992

**Cannon Architects**, Washington, DC, 1990-1991

**Vista Volunteer**, Cidra, Puerto Rico, 1989

## Board/Community Roles

- San Francisco Planning and Urban Research Association (SPUR), Board Member, 2018-2024; San Francisco City Advisory Board 2024-Present
- Urban Land Institute (ULI) Curtis Infrastructure Global Advisory Board, 2020-2023; Technical Advisory Panel Advisory Board, 2024-Present; Infrastructure Forum Founding Member, 2019-present (member since 2000)
- San Francisco Symphony Facilities Committee, 2020-present
- CA Governor's Task Force on Business and Jobs Recovery, Infrastructure Group, 2020
- Lambda Alpha International, Golden Gate Chapter, Inducted 2022
- Rice University School of Architecture Watkins Council Advisory Board, 2017-present
- AIDS Lifecycle Rider: 2014, 2015, 2018, 2019, and 2022

## Notable Projects and Accomplishments

- Regional Strategies: San Francisco Bay Area 50-Year Regional Strategy Model Places; London, UK; and Sydney, Australia
- Resilient Waterfront Masterplans: Pier 70 Masterplan, Forest City (now Brookfield); SF Bay Resilient Bay Challenge; Oakland; New York Southwest Brooklyn and Lower Manhattan Coastal Resilience; Los Angeles Union Station and LA River Gateway; Chicago Green Infrastructure and Chicago River South Branch; Miami-Dade County Mobility Resilience Strategy. River Masterplans, Singapore River; Suzhou Creek, Shanghai; Li River: Guilin; Hainan Island Coastal Strategy;
- Real Estate Strategies for Major Transit Agencies: SF Bay Area MTC San Francisco Regional Transit Recovery Study; Transport for London; and New York MTA
- Urban Regeneration/Long Range Development Plans: San Francisco Transbay District Urban Design Guidelines; Sacramento Kings Arena and Downtown Entertainment Complex; Sao Paulo Nova Luz, Brazil; Surabaya, Indonesia;
- Mega Projects: World Cup, World Expos, Olympics in Asia, Europe, and the Americas; Public Infrastructure Fund Giga Projects, Kingdom of Saudi Arabia
- Campus masterplans that have resulted in award-winning campuses in Asia and the Americas.

## Teaching, Lectures + Presentations

- Faculty, University of California, Berkeley, College of Environmental Design, Master of Real Estate Design and Development Program, 2020-present; Design Studio and Resilience Seminar
- "What Cities are doing now to realize a more resilient, de-carbonized, and equitable future," US Conference of Mayors, 2021
- "Scaling Up: How Regional Planning Informs Infrastructure Delivery and Catalyzes Real Estate," ULI Fall Meeting, Virtual, Panel Organizer and Moderator, 2020
- "An Equitable Approach to Infrastructure at the Neighborhood Scale," ULI Fall Infrastructure Forum, Panel Organizer and Moderator, 2020
- "Resilience: Are our towns and cities prepared to meet today's challenges," AECOM Infrastructure podcast, 2020
- "Flood Protection + Real Estate: Reducing the Risks", ULI Spring Urban Infrastructure Forum, Panel Organizer and Moderator, 2020
- Financial Innovations Labs in Partnership with the Milken Institute: LA, NY, London, Chicago, 2018-2019
- Panelist: Deloitte Smart Cities Panel – Consumer Electronics Show, Las Vegas, January 2019

- Session Leader/Presenter, “Design-led Urban Infrastructure: Realizing a Resilient Public Realm,” AIA National Conference, New York, 2018
- Keynote Speaker, “What’s Next in Making Cities Resilient,” ICE Bicentenary Hong Kong Innovation Summit, 2018

## Awards + Honors (last 5 years)

- 2020 OUTstanding Voices/ LGBTQ+ Community Leader, *San Francisco Business Times*, 2020
- LA River Urban Design, Urban Design category in The Architect’s Newspaper Best of Design Awards, 2018
- AECOM Excellence Award Winner, Collaboration, 2017
- AIA Central Valley Design Awards, Regional Recognition Award, Golden 1 Center, 2017
- AIA New York State Design Award of Excellence in Urban Planning, SW Brooklyn, 2017

## Publications

- [“Nine Ideas for a Connected San Francisco: How better transportation can link San Francisco neighborhoods to each other and the region.”](#) SPUR Regional Strategy The Bigger Picture series, 2021.
- [“Ten Ideas for Equitable Transportation in Oakland: Leveraging the next generation of transportation investment to better serve and connect Oakland.”](#) SPUR Regional Strategy The Bigger Picture series, 2021.
- [“Five Ideas for Transforming the San Francisco Waterfront: How to protect communities from climate change, restore shoreline ecology and improve waterfront access – for everyone.”](#) SPUR Regional Strategy The Bigger Picture series, 2021.
- [“Seven Ideas for Downtown San José: Making the most of the big plans for new development, a major rail expansion and a project to re-envision public green space,”](#) SPUR Regional Strategy The Bigger Picture series, 2021.
- [“Scaling up: working beyond borders to overcome the challenges of today and tomorrow,”](#) with Alicia John-Baptiste, SPUR; MarySue Barrett, MPC; and Tom Wright, RPA, published by AECOM, 2020
- [“Re-imagining transit service in California’s Bay Area post-coronavirus,”](#) with Ian Griffiths, Seamless Bay Area, 2020
- [“Model Places: Envisioning a future Bay Area with room and opportunity for everyone”](#), SPUR, 2020
- [“Paying it forward: Why Resilience is a Rising Priority”](#), with Caitlin Maclean, Milken Institute, AECOM published 2020
- [“Cities matter more than ever as we battle the coronavirus pandemic”](#), published 2020
- [COVID-19 and the future of cities](#), interview with Peter Murray, Chairman, New London Architecture, interviewed in 2020
- [“How Houston can reinvent itself and be bigger and better”](#), with Bill Fulton, The Kinder Institute, published by the Kinder Institute, 2020
- [“Water has no boundaries”](#), published 2019
- [“Healing the urban/rural divide, one hour at a time”](#), published 2019
- [“Right here, right now: the future is Mobility as a Service,”](#) with Veronica Siranosian, AECOM published 2019
- [“Houses in motion”](#), published 2018

Under Stephen’s direction, AECOM worked with the Milken Institute to organize a series of four innovation labs to examine opportunities to make more effective use of public and private capital for financing resilience projects (2018-2019):

- In Los Angeles, we focused on Link Union Station. Report is available [here](#). Short article is available [here](#).
- In Chicago, we focused on affordable housing. Report is available [here](#). Short article is available [here](#).
- For the London City Region, we focused on complete communities. Report is available [here](#). Short article is available [here](#).
- In New York, we focused on resilience in Lower Manhattan. Report is available [here](#). Short article is available [here](#).
- [“Should I stay or should I go?”](#) Article on flexible curbside management, AECOM published 2018
- [“Binary to Brilliant: Building people-centric cities in the age of resilience.”](#) published 2018
- [“The Death and Life of Great American Infrastructure.”](#) published 2018

- [“Sydney on the global stage – 10 big moves.”](#) with James Rosenwax, AECOM, AECOM published, 2018
- [Sydney Manifesto](#), forward and contributor, AECOM publication, 2018
- [Cities the Next Chapter](#), AECOM published, 2016
- [“What’s Next in Making Cities Resilient.”](#) AECOM publication, 2015

## Education

Master of Architecture, Rice University, 1995

Bachelor of Arts, Architecture and Urban Studies, Lehigh University, 1989

**STATEMENT OF ECONOMIC INTERESTS**  
**COVER PAGE**  
*A PUBLIC DOCUMENT*

Please type or print in ink.

NAME OF FILER (LAST) (FIRST) (MIDDLE)  
Engblom Stephen Carl

**1. Office, Agency, or Court**

Agency Name (Do not use acronyms)  
City and County of San Francisco  
Division, Board, Department, District, if applicable  
Port Commission  
Your Position  
Commissioner  
► If filing for multiple positions, list below or on an attachment. (Do not use acronyms)  
Agency: Port Commission Position: Commissioner

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

State  
 Multi-County \_\_\_\_\_  
 City of San Francisco  
 Judge, Retired Judge, Pro Tem 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, 2023, through December 31, 2023.  
-or-  
The period covered is \_\_\_\_\_ through December 31, 2023.  
 Assuming Office: Date assumed \_\_\_\_\_  
 Leaving Office: Date Left \_\_\_\_\_ (Check one circle.)  
 The period covered is January 1, 2023, through the date of leaving office.  
-or-  
 The period covered is \_\_\_\_\_ through the date of leaving office.  
 Candidate: Date of Election \_\_\_\_\_ and office sought, if different than Part 1: \_\_\_\_\_

**4. Schedule Summary (required)** ► Total number of pages including this cover page: \_\_\_\_\_

**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  
(Business or Agency Address Recommended - Public Document)  
Port Commission Pier1, The Embarcadero CA 94111  
DAYTIME TELEPHONE NUMBER EMAIL ADDRESS  
( 415 ) 274-0400

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 05/21/2024 Signature Stephen Engblom  
(month, day, year) Digitally signed by Stephen Engblom Date: 2024.05.20 20:37:05 -07'00'  
(File the originally signed paper statement with your filing official.)



**SCHEDULE A-1**

**Investments**

Stocks, Bonds, and Other Interests

(Ownership Interest is Less Than 10%)

Do not attach brokerage or financial statements

CALIFORNIA FORM **700**

FAIR POLITICAL PRACTICES COMMISSION

Name

Stephen Engblom

<BLUE> is a required field

NAME OF BUSINESS ENTITY	GENERAL DESCRIPTION OF THIS BUSINESS ACTIVITY	FAIR MARKET VALUE (Select from drop down list)	NATURE OF INVESTMENT (Select from drop down list If "Other," describe)	IF APPLICABLE, LIST DATE (mm/dd/yyyy)	
				ACQUIRED	DISPOSED
Amazen	Stock Investment	\$10,001 - \$100,000	Stock		
Apple Inc	Stock Investment	\$10,001 - \$100,000	Stock		
Disney	Stock Investment	\$2,000 - \$10,000	Stock		
Johnson and Johnson	Stock Investment	\$10,001 - \$100,000	Stock		
McDonalds	Stock Investment	\$2,000 - \$10,000	Stock		
Microsoft	Stock Investment	\$10,001 - \$100,000	Stock		
Netflix	Stock Investment	\$10,001 - \$100,000	Stock		
Salesforce	Stock Investment	\$2,000 - \$10,000	Stock		
Fidelity MSCI - TECH ETF	Stock Investment	\$2,000 - \$10,000	Stock		
First Trust - Tech ETF	Stock Investment	\$2,000 - \$10,000	Stock		
Health Care Select SDPR	Stock Investment	\$10,001 - \$100,000	Stock		
I Shares Infrastructure	Stock Investment	\$2,000 - \$10,000	Stock		
ISHARES Aerospace	Stock Investment	\$2,000 - \$10,000	Stock		
Fidelity MSCI Utilities	Stock Investment	\$2,000 - \$10,000	Stock		
SPDR US FINANCIAL SECTOR ETF	Stock Investment	\$2,000 - \$10,000	Stock		
VANECK SEMICONDUCTOR	Stock Investment	\$2,000 - \$10,000	Stock		
Real Estate Sectr SPDR FD SHS	Stock Investment	\$2,000 - \$10,000	Stock		
Sector SPDR Energy ETF	Stock Investment	\$2,000 - \$10,000	Stock		
Vanguard Financials ETF	Stock Investment	\$2,000 - \$10,000	Stock		
Amphenol Corp	Stock Investment	\$2,000 - \$10,000	Stock		
AZEK Co Inc	Stock Investment	\$2,000 - \$10,000	Stock		
Blue Owl Cap	Stock Investment	\$2,000 - \$10,000	Stock		
Boston Scientific	Stock Investment	\$2,000 - \$10,000	Stock		
CAMECO	Stock Investment	\$2,000 - \$10,000	Stock		
Cisco	Stock Investment	\$2,000 - \$10,000	Stock		
Costco	Stock Investment	\$2,000 - \$10,000	Stock		
Fedex	Stock Investment	\$2,000 - \$10,000	Stock		
Fidelity Natn Info Services	Stock Investment	\$2,000 - \$10,000	Stock		
FORTINET	Stock Investment	\$2,000 - \$10,000	Stock		
Goldman Sachs	Stock Investment	\$2,000 - \$10,000	Stock		
Intuitive Surgical	Stock Investment	\$2,000 - \$10,000	Stock		
Marvel Tech	Stock Investment	\$2,000 - \$10,000	Stock		
Nike	Stock Investment	\$2,000 - \$10,000	Stock		
Progressive CRP Ohio	Stock Investment	\$2,000 - \$10,000	Stock		
S&P Global Inc	Stock Investment	\$2,000 - \$10,000	Stock		
Sealed Air Corp	Stock Investment	\$2,000 - \$10,000	Stock		
Union Pacific	Stock Investment	\$2,000 - \$10,000	Stock		
Vertiv holdg Corp	Stock Investment	\$2,000 - \$10,000	Stock		
Ventier Corp	Stock Investment	\$2,000 - \$10,000	Stock		
Welltower	Stock Investment	\$100,001 - \$1,000,000	Stock		
AECOM	Stock Investment	\$2,000 - \$10,000	Stock		
Meta	Stock Investment	\$10,001 - \$100,000	Stock		
Comm Services Select	Stock Investment	\$10,001 - \$100,000	Stock		
Consumer Discretionary SPDR	Stock Investment	\$2,000 - \$10,000	Stock		
Invesco KBW Bank ETF	Stock Investment	\$2,000 - \$10,000	Stock		
Ishares Biotech	Stock Investment	\$2,000 - \$10,000	Stock		
Ishares US Home Construction	Stock Investment	\$2,000 - \$10,000	Stock		
Materials Select Sector SPDR	Stock Investment	\$10,001 - \$100,000	Stock		
SPDR Consumer Staples	Stock Investment	\$10,001 - \$100,000	Stock		
SPDR Industrial	Stock Investment	\$100,001 - \$1,000,000	Stock		
Vanguard Information	Stock Investment	\$10,001 - \$100,000	Stock		
Vanguard Mortgage	Stock Investment	\$2,000 - \$10,000	Stock		
Ishares MBS	Stock Investment	\$2,000 - \$10,000	Stock		
Vanguard Consumer	Stock Investment	\$2,000 - \$10,000	Stock		
Vanguard Industrial	Stock Investment	\$2,000 - \$10,000	Stock		
Vanguard Scottsdale	Stock Investment	\$2,000 - \$10,000	Stock		

# SCHEDULE A-2

## Investments, Income, and Assets of Business Entities/Trusts

(Ownership Interest is 10% or Greater)

**CALIFORNIA FORM 700**  
FAIR POLITICAL PRACTICES COMMISSION

Name \_\_\_\_\_

**▶ 1. BUSINESS ENTITY OR TRUST**

Engblom Architecture and Planning LP

Name \_\_\_\_\_

Address (Business Address Acceptable) \_\_\_\_\_

Check one  
 Trust, go to 2     Business Entity, complete the box, then go to 2

**GENERAL DESCRIPTION OF THIS BUSINESS**

Consulting

FAIR MARKET VALUE	IF APPLICABLE, LIST DATE:
<input type="checkbox"/> \$0 - \$1,999	_____/_____/23    ____/_____/23
<input type="checkbox"/> \$2,000 - \$10,000	ACQUIRED    DISPOSED
<input checked="" type="checkbox"/> \$10,001 - \$100,000	
<input type="checkbox"/> \$100,001 - \$1,000,000	
<input type="checkbox"/> Over \$1,000,000	

NATURE OF INVESTMENT  
 Partnership     Sole Proprietorship     Limited Partnership     Other

YOUR BUSINESS POSITION Owner

**▶ 2. IDENTIFY THE GROSS INCOME RECEIVED (INCLUDE YOUR PRO RATA SHARE OF THE GROSS INCOME TO THE ENTITY/TRUST)**

<input type="checkbox"/> \$0 - \$499	<input type="checkbox"/> \$10,001 - \$100,000
<input type="checkbox"/> \$500 - \$1,000	<input type="checkbox"/> OVER \$100,000
<input type="checkbox"/> \$1,001 - \$10,000	

**▶ 3. LIST THE NAME OF EACH REPORTABLE SINGLE SOURCE OF INCOME OF \$10,000 OR MORE (Attach a separate sheet if necessary.)**

None    or     Names listed below

All clients are located/do business outside of San Francisco.

**▶ 4. INVESTMENTS AND INTERESTS IN REAL PROPERTY HELD OR LEASED BY THE BUSINESS ENTITY OR TRUST**

Check one box:  
 INVESTMENT     REAL PROPERTY

Name of Business Entity, if Investment, or Assessor's Parcel Number or Street Address of Real Property \_\_\_\_\_

Description of Business Activity or City or Other Precise Location of Real Property \_\_\_\_\_

FAIR MARKET VALUE	IF APPLICABLE, LIST DATE:
<input type="checkbox"/> \$2,000 - \$10,000	_____/_____/23    ____/_____/23
<input type="checkbox"/> \$10,001 - \$100,000	ACQUIRED    DISPOSED
<input type="checkbox"/> \$100,001 - \$1,000,000	
<input type="checkbox"/> Over \$1,000,000	

NATURE OF INTEREST  
 Property Ownership/Deed of Trust     Stock     Partnership

Leasehold \_\_\_\_\_ Yrs. remaining     Other \_\_\_\_\_

Check box if additional schedules reporting investments or real property are attached

**▶ 1. BUSINESS ENTITY OR TRUST**

Name \_\_\_\_\_

Address (Business Address Acceptable) \_\_\_\_\_

Check one  
 Trust, go to 2     Business Entity, complete the box, then go to 2

**GENERAL DESCRIPTION OF THIS BUSINESS**

\_\_\_\_\_

FAIR MARKET VALUE	IF APPLICABLE, LIST DATE:
<input type="checkbox"/> \$0 - \$1,999	_____/_____/23    ____/_____/23
<input type="checkbox"/> \$2,000 - \$10,000	ACQUIRED    DISPOSED
<input type="checkbox"/> \$10,001 - \$100,000	
<input type="checkbox"/> \$100,001 - \$1,000,000	
<input type="checkbox"/> Over \$1,000,000	

NATURE OF INVESTMENT  
 Partnership     Sole Proprietorship     \_\_\_\_\_ Other

YOUR BUSINESS POSITION \_\_\_\_\_

**▶ 2. IDENTIFY THE GROSS INCOME RECEIVED (INCLUDE YOUR PRO RATA SHARE OF THE GROSS INCOME TO THE ENTITY/TRUST)**

<input type="checkbox"/> \$0 - \$499	<input type="checkbox"/> \$10,001 - \$100,000
<input type="checkbox"/> \$500 - \$1,000	<input type="checkbox"/> OVER \$100,000
<input type="checkbox"/> \$1,001 - \$10,000	

**▶ 3. LIST THE NAME OF EACH REPORTABLE SINGLE SOURCE OF INCOME OF \$10,000 OR MORE (Attach a separate sheet if necessary.)**

None    or     Names listed below

**▶ 4. INVESTMENTS AND INTERESTS IN REAL PROPERTY HELD OR LEASED BY THE BUSINESS ENTITY OR TRUST**

Check one box:  
 INVESTMENT     REAL PROPERTY

Name of Business Entity, if Investment, or Assessor's Parcel Number or Street Address of Real Property \_\_\_\_\_

Description of Business Activity or City or Other Precise Location of Real Property \_\_\_\_\_

FAIR MARKET VALUE	IF APPLICABLE, LIST DATE:
<input type="checkbox"/> \$2,000 - \$10,000	_____/_____/23    ____/_____/23
<input type="checkbox"/> \$10,001 - \$100,000	ACQUIRED    DISPOSED
<input type="checkbox"/> \$100,001 - \$1,000,000	
<input type="checkbox"/> Over \$1,000,000	

NATURE OF INTEREST  
 Property Ownership/Deed of Trust     Stock     Partnership

Leasehold \_\_\_\_\_ Yrs. remaining     Other \_\_\_\_\_

Check box if additional schedules reporting investments or real property are attached

Comments: \_\_\_\_\_

**SCHEDULE B**  
**Interests in Real Property**  
(Including Rental Income)

Name  
**Stephen Engblom**

▶ ASSESSOR'S PARCEL NUMBER OR STREET ADDRESS  
2705014

CITY  
San Francisco

FAIR MARKET VALUE      IF APPLICABLE, LIST DATE:  
 \$2,000 - \$10,000      \_\_\_\_\_/\_\_\_\_\_/\_\_\_\_\_  
 \$10,001 - \$100,000      \_\_\_\_\_/\_\_\_\_\_/\_\_\_\_\_  
 \$100,001 - \$1,000,000      \_\_\_\_\_/\_\_\_\_\_/\_\_\_\_\_  
 Over \$1,000,000      \_\_\_\_\_/\_\_\_\_\_/\_\_\_\_\_  
ACQUIRED      DISPOSED

NATURE OF INTEREST  
 Ownership/Deed of Trust       Easement  
 Leasehold \_\_\_\_\_       Other \_\_\_\_\_  
Yrs remaining      Other

IF RENTAL PROPERTY, GROSS INCOME RECEIVED  
 \$0 - \$499       \$500 - \$1,000       \$1,001 - \$10,000  
 \$10,001 - \$100,000       OVER \$100,000

SOURCES OF RENTAL INCOME: If you own a 10% or greater interest, list the name of each tenant that is a single source of income of \$10,000 or more.  
 None  
Home Office Deduction

▶ ASSESSOR'S PARCEL NUMBER OR STREET ADDRESS  
\_\_\_\_\_

CITY  
\_\_\_\_\_

FAIR MARKET VALUE      IF APPLICABLE, LIST DATE:  
 \$2,000 - \$10,000      \_\_\_\_\_/\_\_\_\_\_/\_\_\_\_\_  
 \$10,001 - \$100,000      \_\_\_\_\_/\_\_\_\_\_/\_\_\_\_\_  
 \$100,001 - \$1,000,000      \_\_\_\_\_/\_\_\_\_\_/\_\_\_\_\_  
 Over \$1,000,000      \_\_\_\_\_/\_\_\_\_\_/\_\_\_\_\_  
ACQUIRED      DISPOSED

NATURE OF INTEREST  
 Ownership/Deed of Trust       Easement  
 Leasehold \_\_\_\_\_       Other \_\_\_\_\_  
Yrs remaining      Other

IF RENTAL PROPERTY, GROSS INCOME RECEIVED  
 \$0 - \$499       \$500 - \$1,000       \$1,001 - \$10,000  
 \$10,001 - \$100,000       OVER \$100,000

SOURCES OF RENTAL INCOME: If you own a 10% or greater interest, list the name of each tenant that is a single source of income of \$10,000 or more.  
 None

\* You are not required to report loans from a commercial lending institution made in the lender's regular course of business on terms available to members of the public without regard to your official status. Personal loans and loans received not in a lender's regular course of business must be disclosed as follows:

NAME OF LENDER\*  
\_\_\_\_\_

ADDRESS (Business Address Acceptable)  
\_\_\_\_\_

BUSINESS ACTIVITY, IF ANY, OF LENDER  
\_\_\_\_\_

INTEREST RATE      TERM (Months/Years)  
 \_\_\_\_\_%       None      \_\_\_\_\_

HIGHEST BALANCE DURING REPORTING PERIOD  
 \$500 - \$1,000       \$1,001 - \$10,000  
 \$10,001 - \$100,000       OVER \$100,000  
 Guarantor, if applicable

NAME OF LENDER\*  
\_\_\_\_\_

ADDRESS (Business Address Acceptable)  
\_\_\_\_\_

BUSINESS ACTIVITY, IF ANY, OF LENDER  
\_\_\_\_\_

INTEREST RATE      TERM (Months/Years)  
 \_\_\_\_\_%       None      \_\_\_\_\_

HIGHEST BALANCE DURING REPORTING PERIOD  
 \$500 - \$1,000       \$1,001 - \$10,000  
 \$10,001 - \$100,000       OVER \$100,000  
 Guarantor, if applicable

Comments: \_\_\_\_\_



## PORT COMMISSION

The below listed summary of seats, term expirations and membership information shall serve as notice of **vacancies, upcoming term expirations** and information on currently held seats, appointed by the Board of Supervisors. Appointments by other bodies are listed, if available. Seat numbers listed in **bold** are open for immediate appointment. However, you are able to submit applications for all seats and your application will be maintained for one year, in the event that an unexpected vacancy or opening occurs.

### Membership and Seat Qualifications

Seat #	Appointing Authority	Seat Holder	Term Ending	Qualification
<b>1</b>	Mayor	Steven Lee	5/1/26	Nominated by the Mayor, subject to confirmation by the Board of Supervisors, for a four-year term.
<b>2</b>	Mayor	William Adams	5/1/26	
<b>3</b>	Mayor	Kimberly Brandon	5/1/25	
<b>4</b>	Mayor	Ed Harrington	5/1/24	
<b>5</b>	Mayor	Gail Gilman	5/1/26	

Seats are nominated by the Mayor, subject to confirmation by the Board of Supervisors.

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

Pursuant to Board of Supervisors Rules of Order 2.19 (Motion No. 05-92) all applicants applying for this body 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 received.

### **FORM 700 AVAILABLE HERE (Required)**

<https://www.fppc.ca.gov/Form700.html>

*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.*

---

The Port Commission consists of five voting members appointed by the Mayor, subject to confirmation by a majority of the Board of Supervisors.

The Port Commission shall have the power and duty to use, conduct, operate, maintain, manage, regulate, and control the port area of San Francisco and to do all things it deems necessary in connection with the use, conduct, operation, management, maintenance,

regulation, improvement and control of said port area, or which may further the interests of the port in world trade.

The Commission shall have the composition and organization, and the powers, duties and responsibilities with respect to the Port that are set forth in the Burton Act, Statutes of 1968, Chapter 1333, as amended, and in the Agreement relating to the Transfer of the Port of SF from the State of California to CCSF. The Commission shall be subject to the provisions of Sections 4.101 through 4.103 of the Charter, so far as those powers and duties are not inconsistent with the Burton Act and the Transfer Agreement.

Each of the members shall serve for a term of four years. They shall be subject to recall, suspension and removal in the same manner as an elected official.

Report: Annual report describing its activities, and shall file such report with the Mayor and the Clerk of the Board of Supervisors.

Authority: Charter Section 4.114 (previously Charter Section 3.580)

Sunset Date: None

Contact: Elaine Forbes  
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Updated: November 8, 2023



Gender Analysis  
San Francisco Commissions and Boards  
FY 2020-2021







London N. Breed  
Mayor

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



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

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

Overall, policy bodies have a larger percentage of women, members of the LGBTQIA+ community, and Veterans<sup>1</sup> than the general San Francisco population. The percentage of women of color and people with disabilities appointed to policy bodies is near equal to the general population. Fiscal year 2020-2021 saw the largest increase in representation of women on policy bodies since the Department on the Status of Women started collecting data in 2009. Women of color have the highest representation of appointees to date.

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

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

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

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

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

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

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





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## Executive Summary

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

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

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

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

This year, data was collected from 92 policy bodies and from a total of 349 members, mostly appointed by the Mayor and Board of Supervisors. The policy bodies surveyed for the 2021 Gender Analysis Report fall under two categories designated by the San Francisco Office of the City Attorney.<sup>2</sup> The first category, referred to as "Commissions and Boards," are policy bodies with decision-making authority and whose members are required to submit financial disclosures to the Ethics Commission. The second category, referred to as "Advisory Bodies," are policy bodies with advisory function whose members do not submit financial disclosures to the Ethics Commission. The report examines policy bodies and appointees both comprehensively as a whole and separately by the two categories.

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

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

<sup>2</sup> "Sec. 3.1-103. Filing Officers." *American Legal Publishing Corporation*, [https://codelibrary.amlegal.com/codes/san\\_francisco/latest/sf\\_campaign/0-0-0-979](https://codelibrary.amlegal.com/codes/san_francisco/latest/sf_campaign/0-0-0-979).

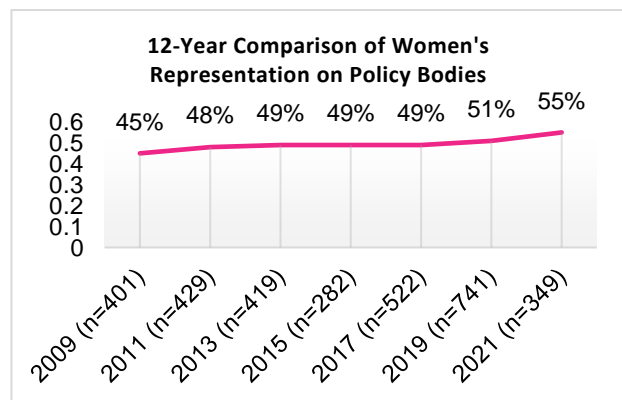
were limited compared to previous years, including the ability to conduct paper surveys and in-person meetings. Reliance on online surveying significantly reduced the level of participation, despite three to five direct contact efforts with policy bodies via phone and email. Moving forward, in addition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

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

## Key Findings

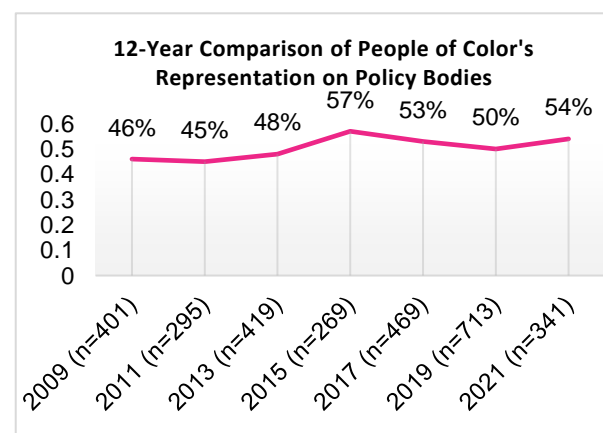
### Gender

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



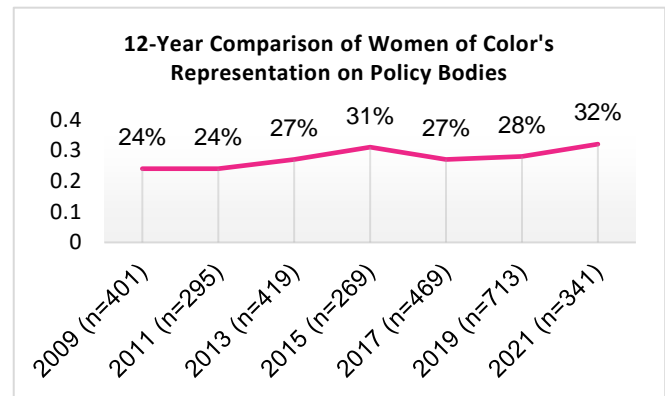
### Race and Ethnicity

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



## Race and Ethnicity by Gender

- On the whole, women of color are 32% of the San Francisco population and 32% of appointees. This 4% increase is the highest representation of women of color appointees to date.
- Meanwhile, men of color are underrepresented at 21% of appointees compared to 31% of the San Francisco population.



- Both white women and men are overrepresented on San Francisco policy bodies. White women are 25% of appointees compared to 17% of the San Francisco population. White men are 21% of appointees compared to 20% of the population.
- Black and African American women and men are well-represented on San Francisco policy bodies. Black women are 8% of appointees compared to 2.4% of the population, and Black men are 4% of appointees compared to 2.5% of the population.
- Latinx women are 7% of the San Francisco population but 4% of appointees, and Latinx men are 7% of the population but 4% of appointees.
- Asian women are 17% of the San Francisco population but 15% of appointees, and Asian men are 15% of the population but 11% of appointees.

## Additional Demographics

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

### **Proxies for Influence: Budget and Authority**

- Although women are half of all appointees, those Commissions and Boards with the largest budgets have fewer women, and especially fewer women of color. Meanwhile, representation of women on Boards and Commissions with the smallest budgets are just below parity with the San Francisco population.
- Although still underrepresented relative to the San Francisco population, there is a larger percentage of people of color on Commissions and Boards with both the largest and smallest budgets compared to overall appointees.
- The percentage of total women is greater on Advisory Bodies than Commissions and Boards. Women are 60% of appointees on Advisory Bodies and 53% of appointees on Commissions and Boards. The percentage of women of color on Advisory Bodies is also higher than on Commissions and Boards.

### **Appointing Authorities**

- Mayoral appointments include 60% women, 59% people of color, and 37% women of color, which is more diverse by gender and race compared to both Supervisorial appointments and total appointments.

### **Demographics of Appointees Compared to the San Francisco Population**

	<b>Women</b>	<b>People of Color</b>	<b>Women of Color</b>	<b>LGBTQIA+</b>	<b>Disability Status</b>	<b>Veteran Status</b>
San Francisco Population**	49%	62%	32%	6%-15%*	12%	2.7%
Total Appointees	55%	54%	32%	23%	13%	22%
10 Largest Budgeted Commissions and Boards	43%	44%	21%	16%	15%	20%
10 Smallest Budgeted Commissions and Boards	48%	43%	29%	17%	9%	12%
Commissions and Boards	53%	53%	30%	18%	11%	21%
Advisory Bodies	60%	53%	33%	31%	15%	20%

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

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

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

## I. Introduction

---

Inspired by the fourth U.N. World Conference on Women in Beijing, San Francisco became the first city in the world to adopt a local ordinance reflecting the principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), an international bill of rights for women. The CEDAW Ordinance was passed unanimously by the San Francisco Board of Supervisors and signed into law by Mayor Willie L. Brown, Jr. on April 13, 1998.<sup>3</sup> In 2002, the CEDAW Ordinance was revised to address the intersection of race and gender and incorporate reference to the U.N. Convention on the Elimination of all Forms of Race Discrimination. The Ordinance requires the City to take proactive steps to ensure gender equity and specifies "gender analysis" as a preventive tool to identify and address discrimination. Since 1998, the Department on the Status of Women has employed this tool to analyze the operations of 10 City Departments using a gender lens.

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

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

The 2021 Gender Analysis Report examines the representation of women, people of color, LGBTQIA+ individuals, people with disabilities, Veterans, and religious affiliations of appointees on San Francisco policy bodies. As was the case for the 2019 Gender Analysis Report, this year's analysis involved increased outreach to policy bodies as compared to previous analyses that were limited to Commissions and Boards. As a result, the data collection and analysis examine a more diverse and expansive layout of City policy bodies. These policy bodies fall under two categories designated by the San Francisco Office of the City Attorney. The first category, referred to as "Commissions and Boards," are policy bodies with decision-making authority and whose members are required to submit financial disclosures to the Ethics Commission. The second category, referred to as "Advisory Bodies," are policy bodies with advisory function whose members do not submit financial disclosures to the Ethics Commission. A detailed description of methodology and limitations can be found on page 27.

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<sup>3</sup> San Francisco Administrative Code Chapter 33.A.  
[http://library.amlegal.com/nxt/gateway.dll/California/administrative/chapter33alocalimplementationoftheunited?  
f=templates\\$fn=default.htm\\$3.0\\$vid=amlegal:sanfrancisco\\_ca\\$anc=JD\\_Chapter33A.](http://library.amlegal.com/nxt/gateway.dll/California/administrative/chapter33alocalimplementationoftheunited?f=templates$fn=default.htm$3.0$vid=amlegal:sanfrancisco_ca$anc=JD_Chapter33A)



## II. Findings

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

**Figure 1: Summary Data of Policy Body Demographics, 2021**

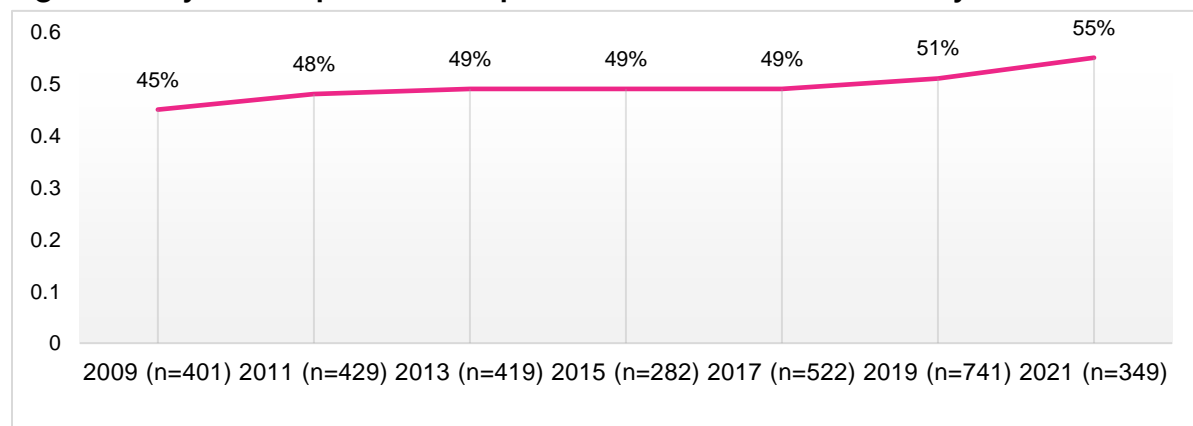
Appointee Demographics	Percentage of Appointees
Women (n=349)	55%
People of Color (n=341)	54%
Women of Color (n=341)	32%
LGBTQIA+ Identifying (n=334)	23%
People with Disabilities (n=349)	13%
Veteran Status (n=349)	22%

However, further analysis reveals underrepresentation of particular groups. Subsequent sections present comprehensive data analysis providing comparison to previous years, detailing the variables of gender, race/ethnicity, LGBTQIA+ identity, Disability Status, Veteran Status, religious affiliations, and policy body characteristics of budget size, decision-making authority, and appointment authority.

### A. Gender

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

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



Figures 3 and 4 analyze Commissions and Boards. Figure 3 showcases the five Commissions and Boards with the highest representation of women appointees as compared to 2017 and 2019. The Commission on the Status of Women is currently comprised of all women appointees. This finding has been consistent for the Commission on the Status of Women since 2015. The Aging and Adult Services Commission, Health Commission, and Library Commission are all at 71%, respectively.

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

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

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

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

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

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

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

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

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

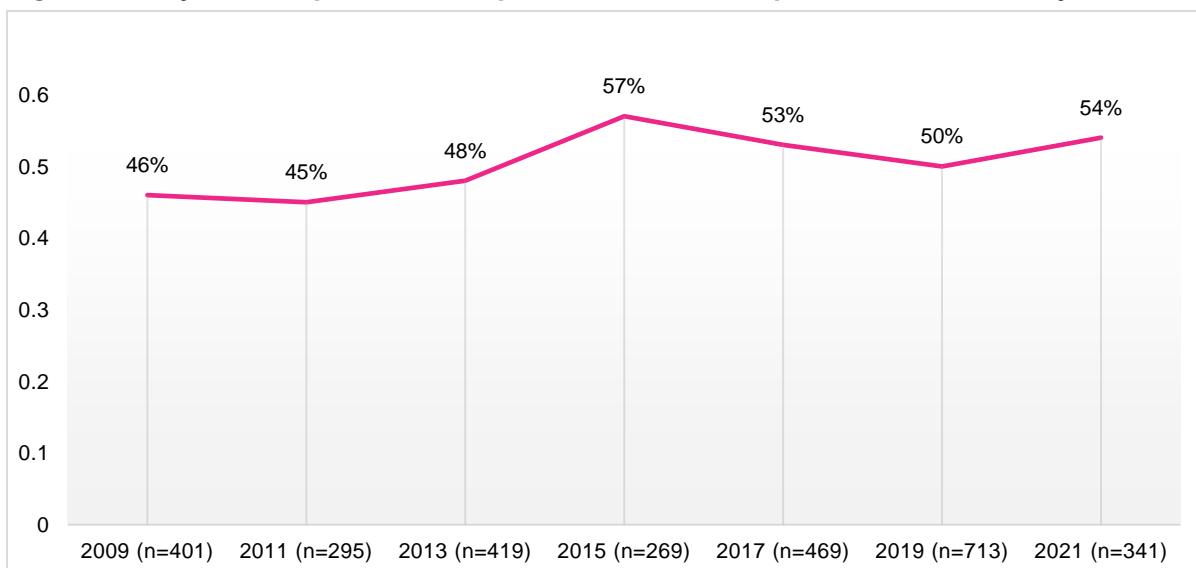
**Figure 5: Advisory Bodies with the Highest Percentage of Women, 2021**

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

## B. Race and Ethnicity

Data on racial and ethnic identity was collected from 341 participants, or 98% of the surveyed appointees. Although half of appointees identify as a race or ethnicity other than white or Caucasian, people of color are still underrepresented compared to the San Francisco population of 62%. The representation of people of color has increased since 2009 but has decreased following 2015. The number of appointees analyzed increased substantially in 2017 and 2019, as compared to 2015. These larger data samples have coincided with smaller percentages of people of color.

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



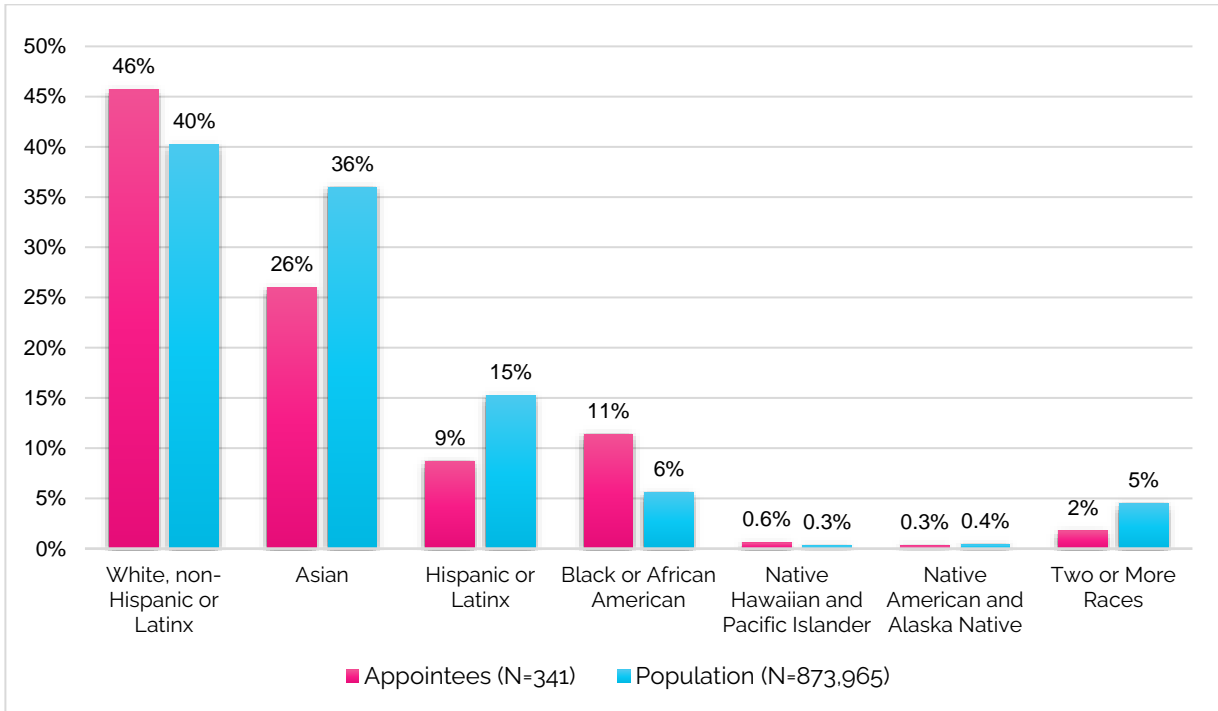
The racial and ethnic breakdown of policy body members compared to the San Francisco population is shown in Figure 7. This analysis reveals underrepresentation and overrepresentation in San Francisco policy bodies for certain racial and ethnic groups. Nearly half of all appointees are white, an overrepresentation by 6 percentage points. The Black community is represented on appointed policy bodies at 11% compared to 6% of the population of San Francisco.<sup>4</sup> This is a decrease of representation compared to the 14% representation in 2019. Characterizing these as overrepresentations is inaccurate given the representation of Black or African American people on policy bodies has been consistent over the years, while the San Francisco population has declined over the same period.<sup>5</sup>

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

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

Considerably underrepresented racial and ethnic groups on San Francisco policy bodies compared to the San Francisco population are individuals who identify as Asian or Latinx. While the Asian population is 36% of the San Francisco population, they make up 26% of appointees. While the Latinx population of San Francisco is 15%, 9% of appointees are Latinx. Although there is a small population of Native Americans and Alaska Natives in San Francisco of 0.4%, only one (0.3%) surveyed appointee identified themselves as such. The San Francisco population of Native Hawaiians and Pacific Islanders is 0.3%, which slightly less than the 0.6% of identifying appointees.

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



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

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

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

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

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

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

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

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

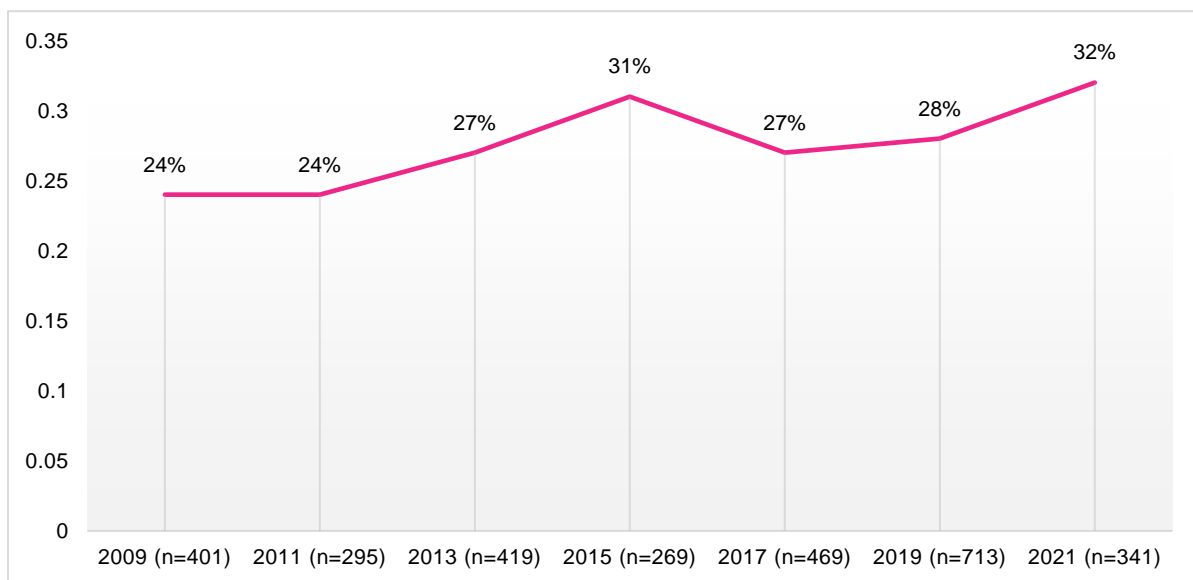
Policy Body	Percent of POC	Response Rate*	2019 Percent	2017 Percent
Ethics Commission	25%	25%	50%	67%
Retirement System Board	29%	57%	29%	29%
Recreation and Park Commission	29%	43%	43%	43%
Rent Board Commission	30%	60%	33%	50%

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

### C. Race and Ethnicity by Gender

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

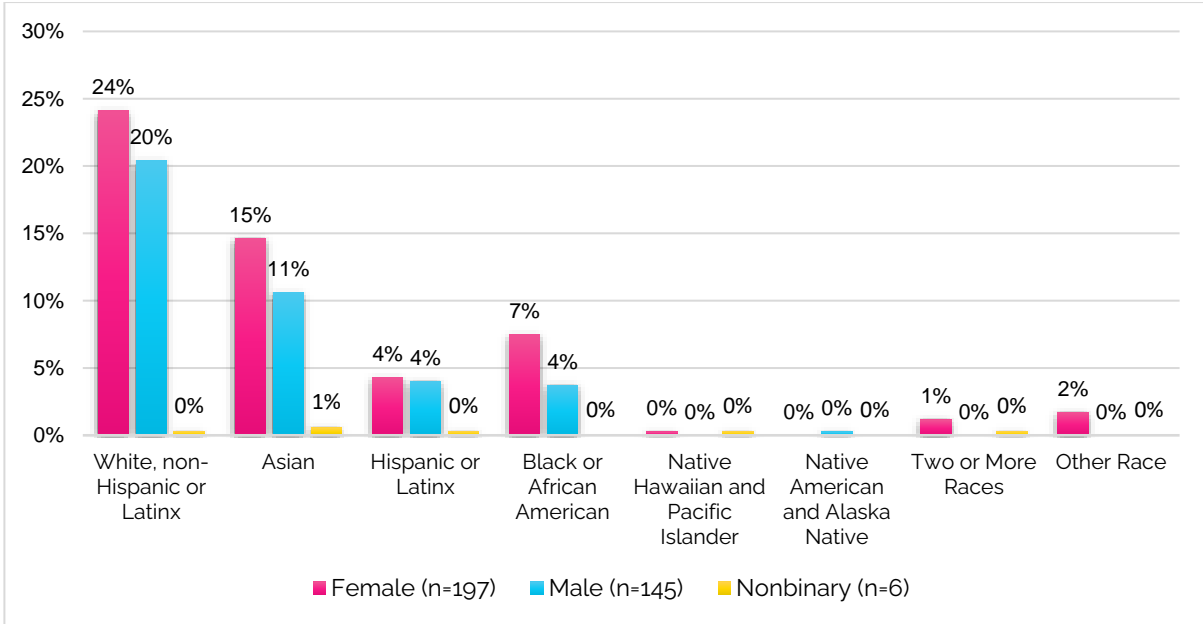
**Figure 10: 12-Year Comparison of Representation of Women of Color on Policy Bodies**



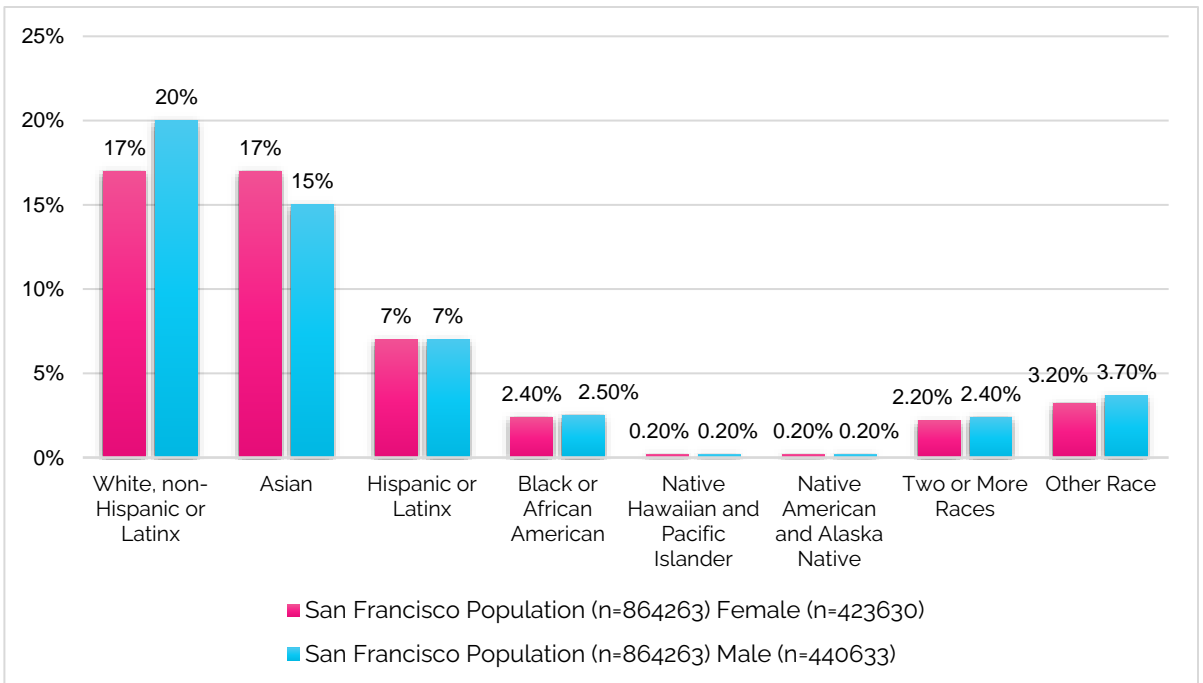
The following figures present the breakdown for appointees and the San Francisco population by race, ethnicity, and gender. Both white men and women are overrepresented, holding 24% and 20% of appointments, respectively, compared to 20% and 17% of the population. Asian men and women are slightly underrepresented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

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

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



**Figure 12: San Francisco Population by Race/Ethnicity**



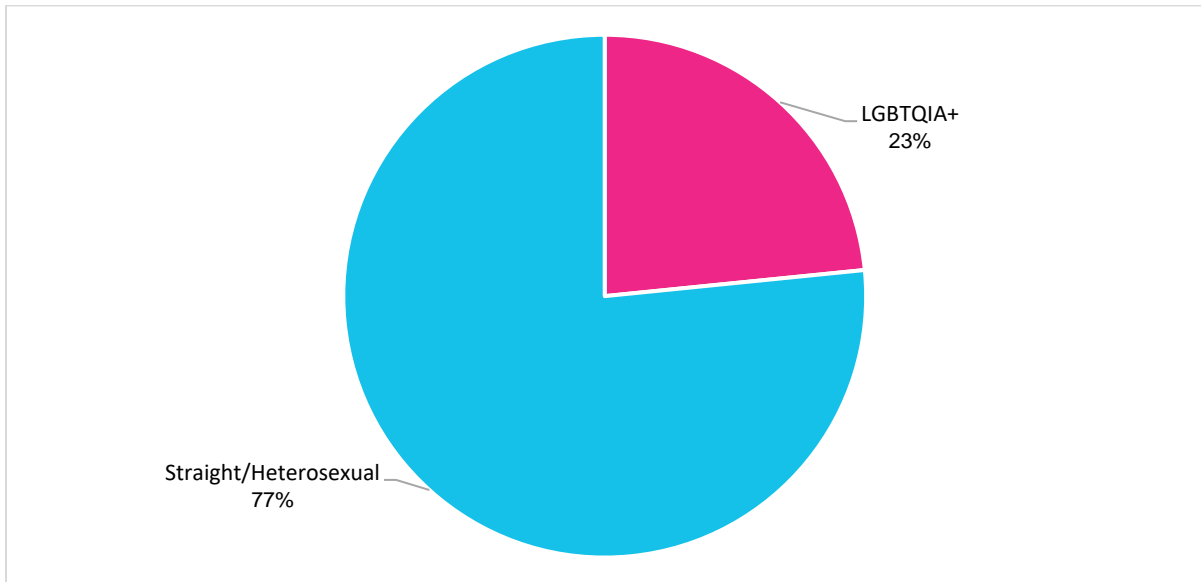


#### D. LGBTQIA+ Identity

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

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

**Figure 13: LGBTQIA+ Identity of Appointees, 2021**

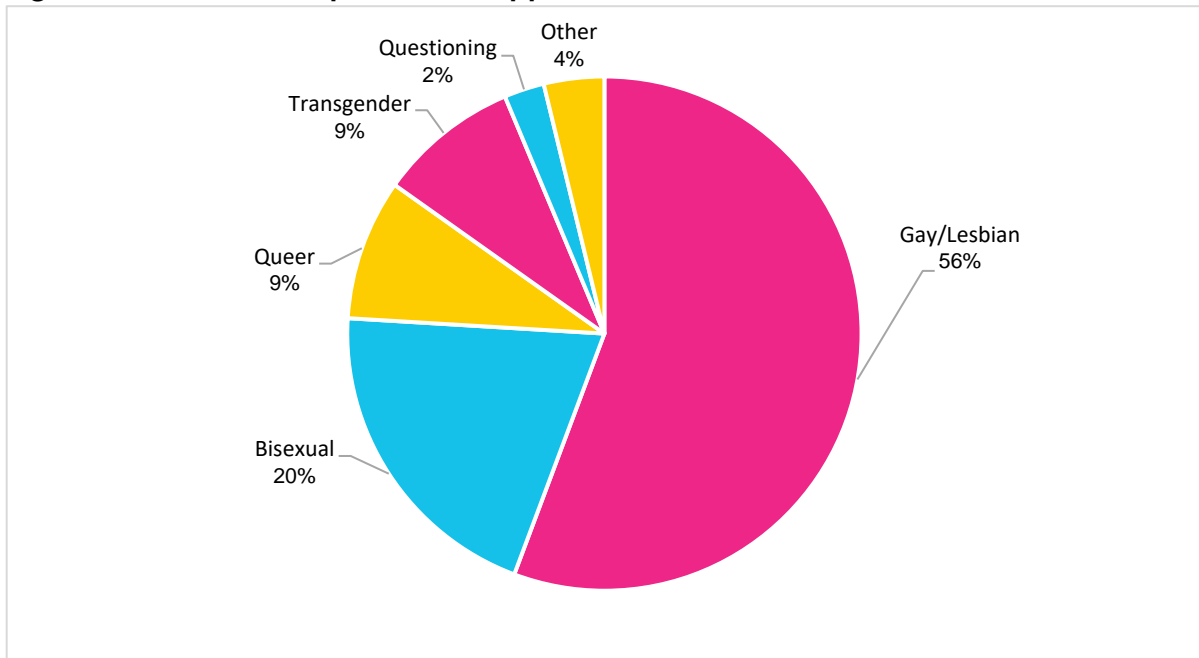


<sup>6</sup> <https://williamsinstitute.law.ucla.edu/publications/adult-lgbt-pop-us/>

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

<sup>8</sup> Gary J. Gates, "Same Sex Couples and the Gay, Lesbian, Bisexual Population: New Estimates from the American Community Survey," The Williams Institute on Sexual Orientation Law and Public Policy, UCLA School of Law (2006).

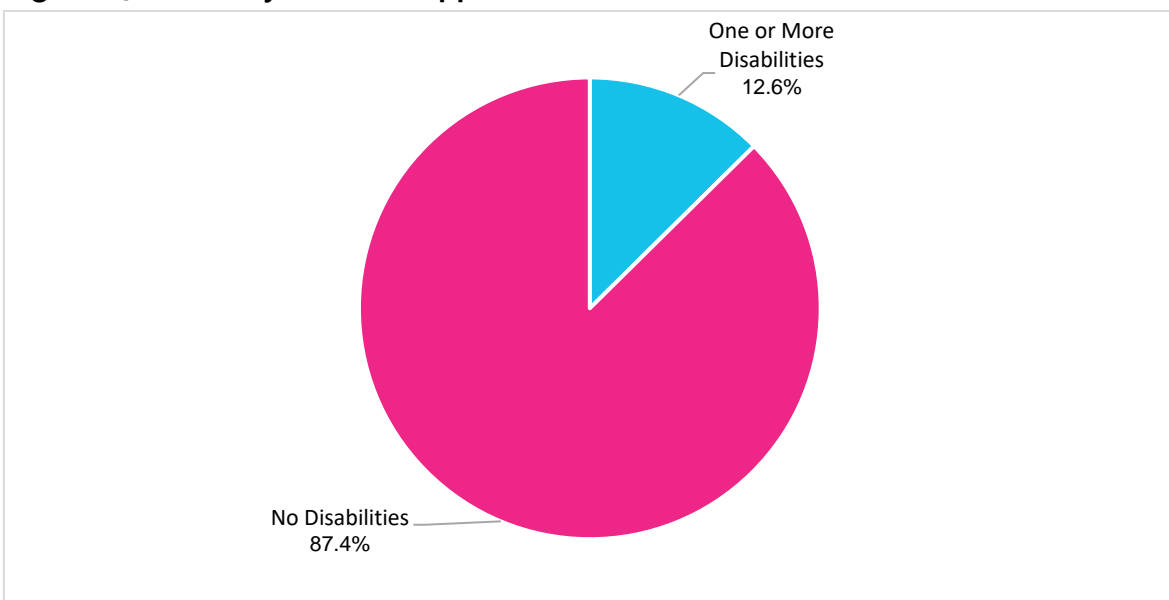
**Figure 14: LGBTQIA+ Population of Appointees, 2021**



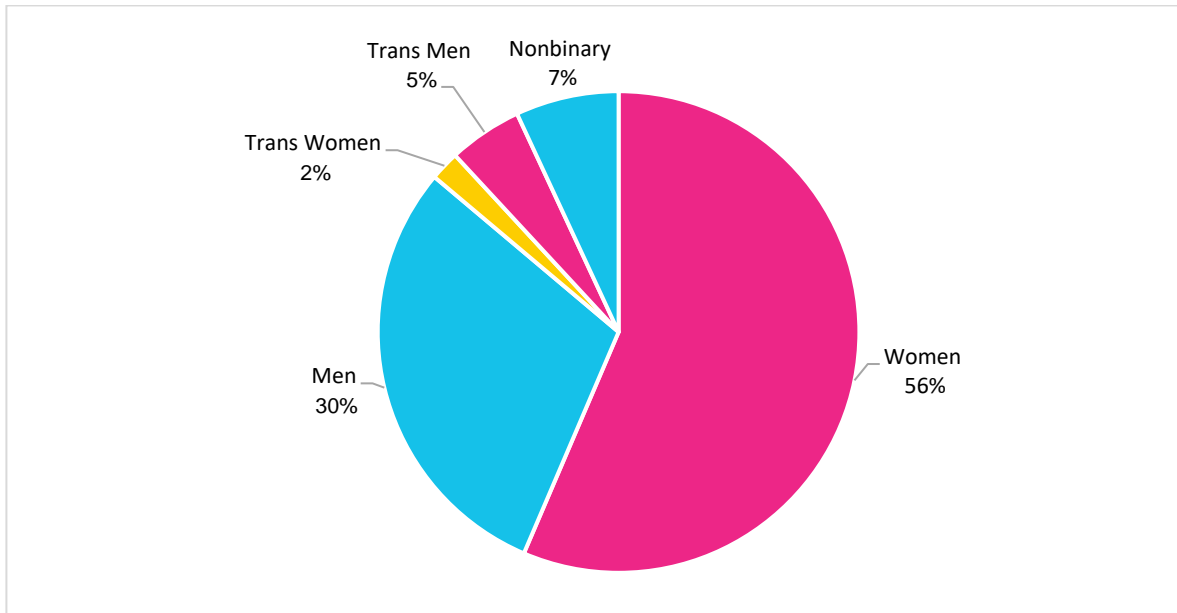
**E. Disability Status**

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

**Figure 15: Disability Status of Appointees, 2021**



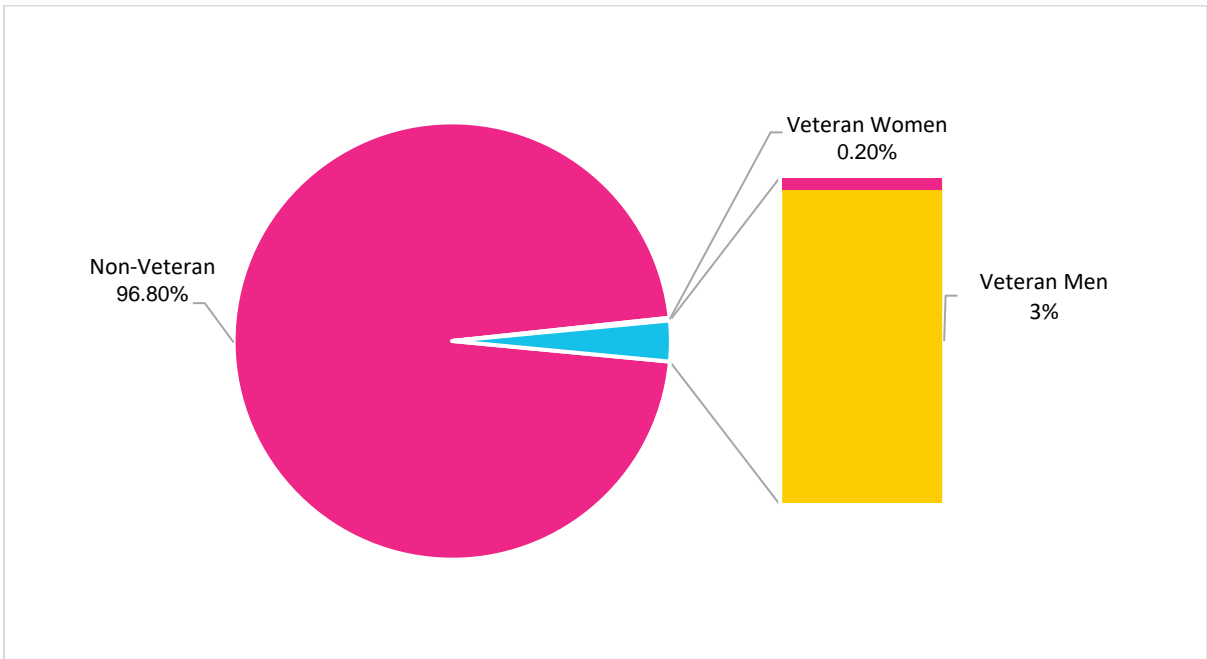
**Figure 16: Appointees with One or More Disabilities by Gender Identity, 2021**



#### **F. Veteran Status**

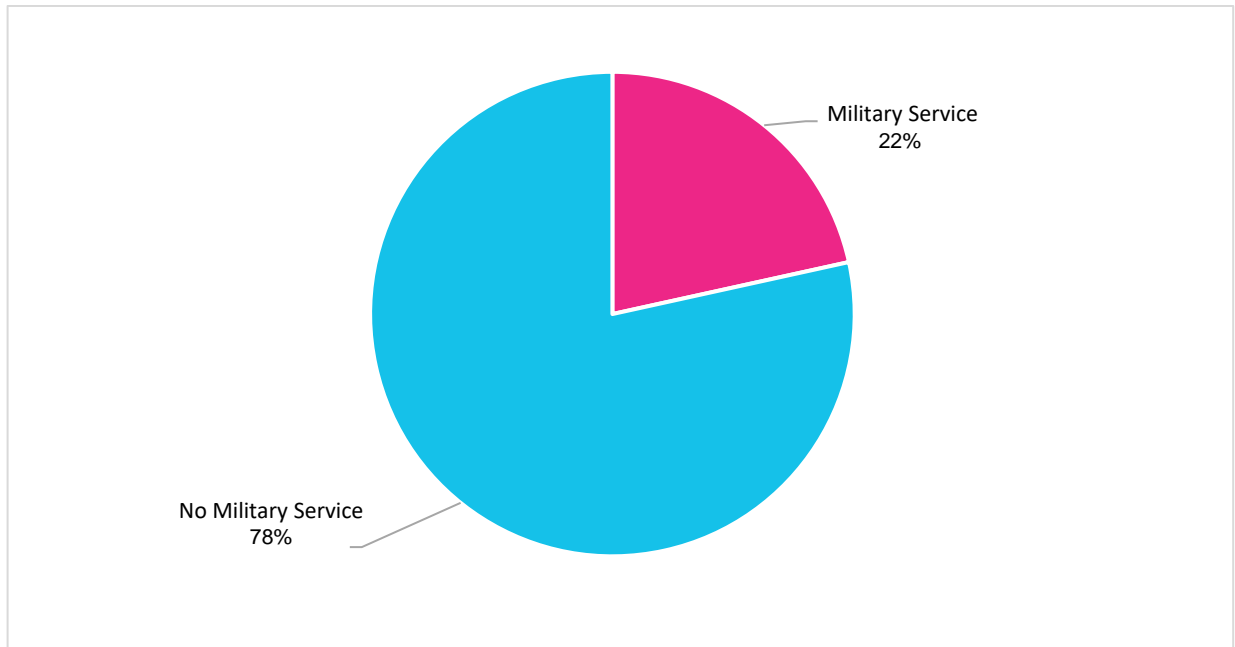
Overall, 2.7% of the adult population in San Francisco have served in the military. Data on Veteran status was obtained from 334 appointees who participated in the survey. Of the 334 appointees who responded to this question, 22% served in the military. Men comprise 47.2% and women make up 51.4% of the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

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

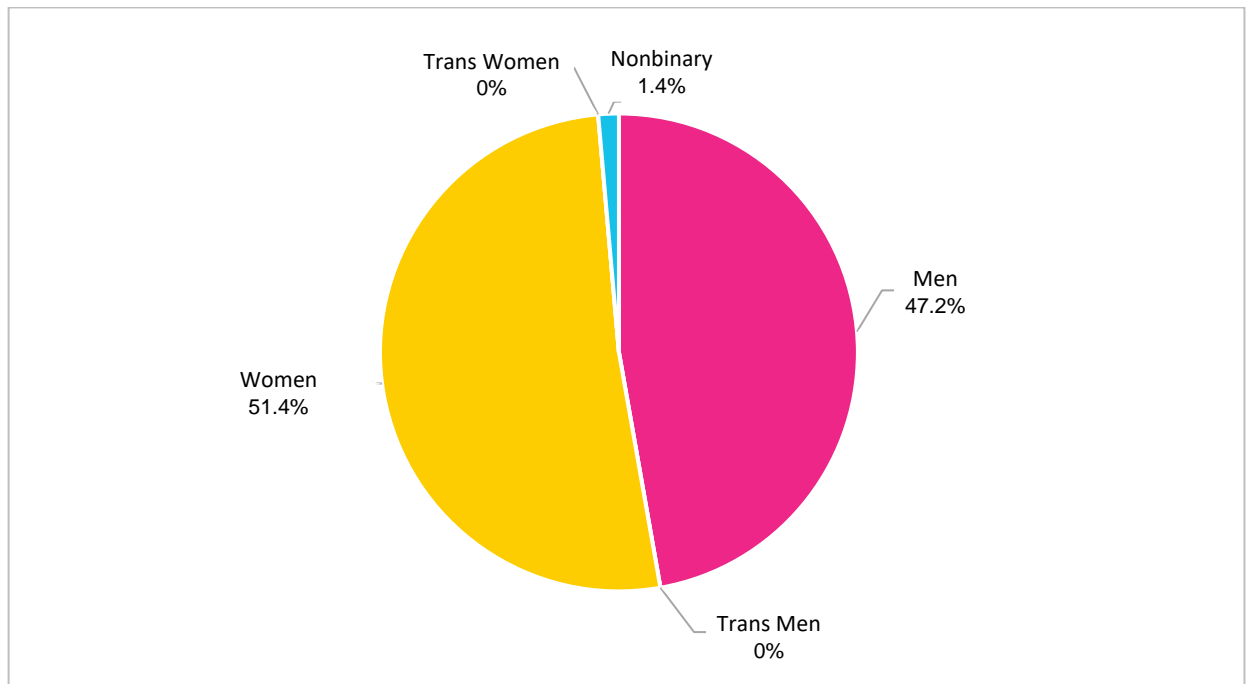


*\*This graph is from the 2019 Gender Analysis Report. Due to the COVID-19 pandemic, updated data on the gendered population of Veterans in San Francisco is unavailable. This graph fails to identify nonbinary individuals with military experience. However, this graph highlights the gender disparity amongst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

**Figure 18: Appointees with Military Service, 2021**



**Figure 19: Appointees with Military Service by Gender, 2021**



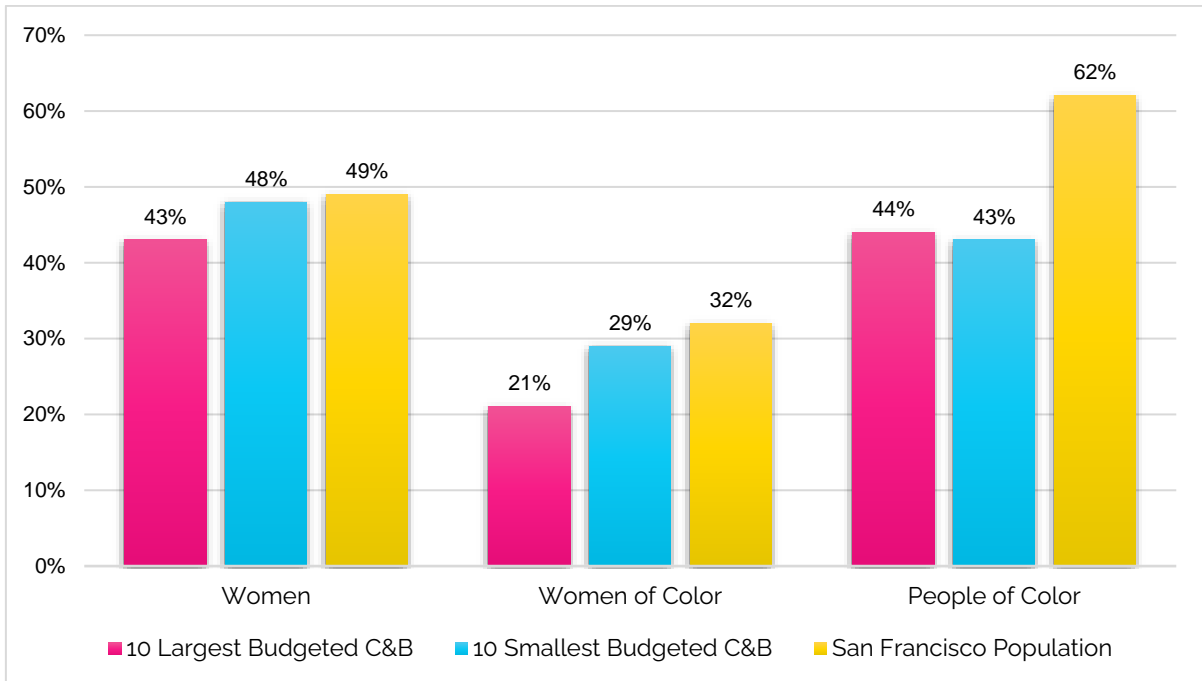
### G. Policy Bodies by Budget

This 2021 Gender Analysis Report examines the demographic representativeness of policy bodies by budget size. Budget size is used as a proxy for influence. Although this report has expanded the scope of analysis to include more policy bodies compared to previous reports, this section of analysis was limited to Commissions and Boards with decision-making authority and whose members file financial disclosures with the Ethics Commission.

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

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

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



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

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

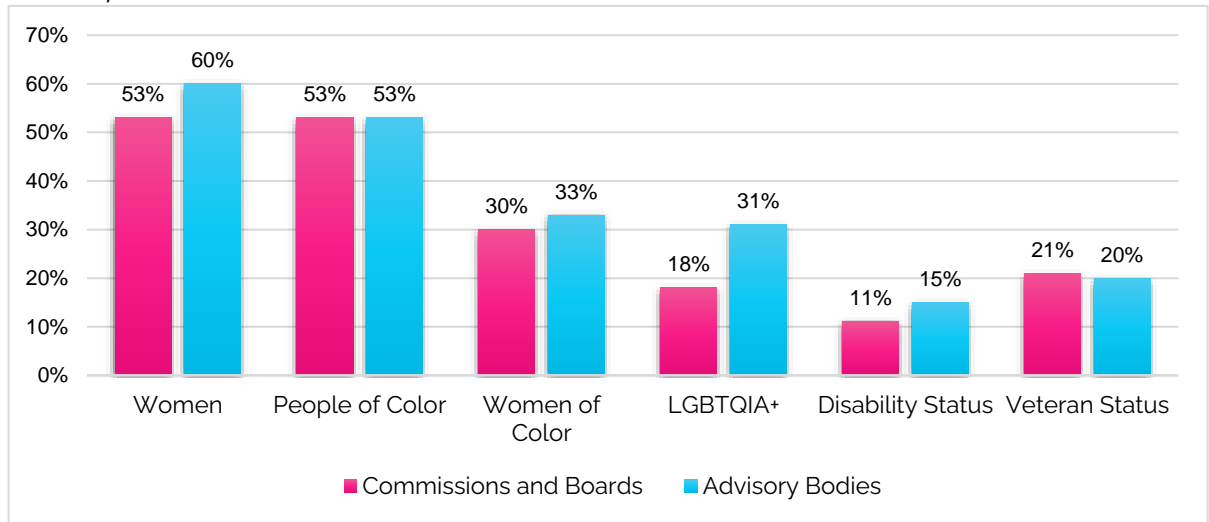
**Figure 22: Demographics of Commissions and Boards with Smallest Budgets, 2021**

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

#### H. Comparison of Advisory Body and Commission and Board Demographics

The comparison of the two policy body categories in this section provides another proxy for influence. Commissions and Boards whose members file disclosures of economic interest have greater decision-making authority in San Francisco than Advisory Bodies whose members do not file economic interest disclosures. The percentages of total women, LGBTQIA+ people, people with disabilities, and women of color are larger for total appointees on Advisory Bodies. However, the percentages of Veterans on Commissions and Boards slightly exceeds the percentage on Advisory Bodies, and both Commissions and Boards and Advisory Bodies have 53% people of color.

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

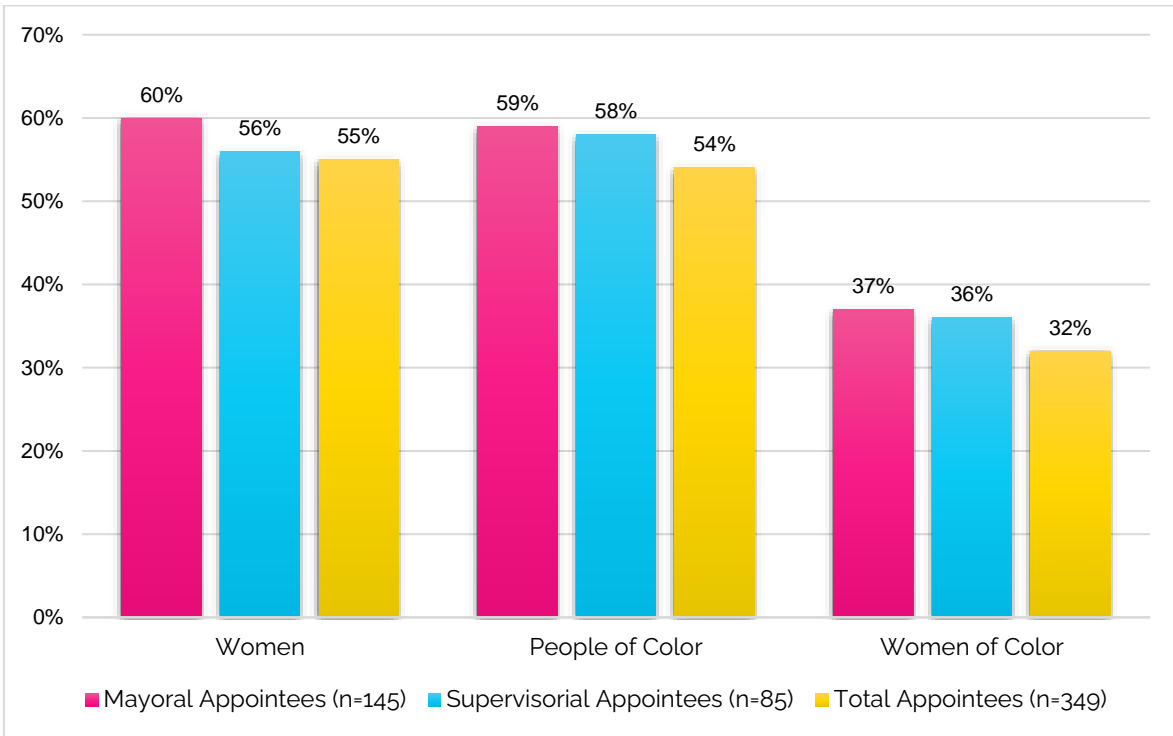


**I. Demographics of Mayoral, Supervisorial, and Total Appointees**

Figure 24 compares the representation of women, women of color, and people of color for appointments made by the Mayor, Board of Supervisors, and by the total of all approving authorities combined. Mayoral appointments are more diverse, and consist of more women, women of color, and people of color compared to Supervisorial appointments. Mayoral appointments include 60% women, 37% women of color, and 59% people of color, while Supervisorial appointments are 56% women, 36% women of color, and 58% people of color. The total of all approving authorities combined average out at 55% women, 32% women of color, and 54% people of color. This disparity in diversity between Mayoral and Supervisorial appointments may be due in part to the appointment selection process for each authority. The 11-member Board of Supervisors only sees applicants for specific bodies through the 3-member Rules Committee or by designees, stipulated in legislation (e.g., "renter," "landlord," "consumer advocate"), whereas the Mayor typically has the ability to take total appointments into account during selections, and can therefore better address gaps in diversity.



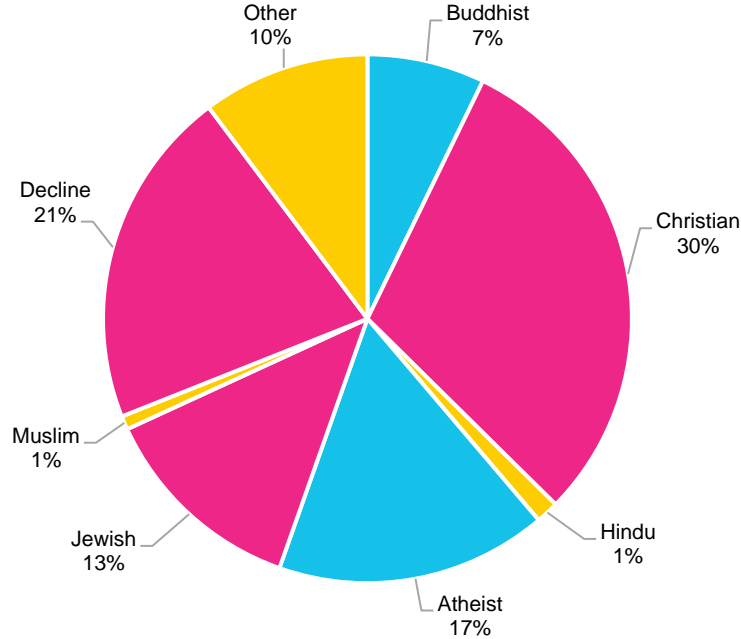
**Figure 24: Demographics of Mayoral, Supervisorial, and Total Appointees, 2021**



**J. Religious Affiliations**

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

**Figure 25: Religious Affiliations of Appointees, 2021**



### III. Methodology and Limitations

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

Data was requested from 109 policy bodies and acquired from 92 of those bodies, a total of 349 appointees. Comparatively, the 2019 Gender Analysis Report received data from 84 policy bodies (380 Commission and Boards and 389 Advisory Bodies), a total of 741 total appointees. A Commissioner or Board member's gender identity, race/ethnicity, sexual orientation, Disability Status, Veteran Status, or religious affiliations were among data elements collected on a *voluntary* basis. Therefore, responses were incomplete or unavailable for some appointees but are included to the extent possible.

As the fundamental objective of this report is to surface patterns of underrepresentation, every attempt has been made to reflect accurate and complete information in this report. Data for some policy bodies was incomplete, and all appointees who responded were included in the total demographic categories. Only policy bodies with full data on gender and race for all appointees were included in sections comparing demographics of individual bodies. It should be noted that for policy bodies with a small number of members, the change of a single individual greatly impacts the percentages of demographic categories. This should be kept in mind when interpreting these percentages.

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

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

The surveyed policy bodies fall under two categories designated by the San Francisco Office of the City Attorney document entitled List of City Boards, Commissions, and Advisory Bodies Created by Charter, Ordinance, or Statute.<sup>9</sup> This document separates San Francisco policy bodies into two different categories. The first category includes Commissions and Boards with decision-making authority and whose members are required to submit financial disclosures with the Ethics Commission. The second category encompasses Advisory Bodies whose members do not submit financial disclosures with the Ethics Commission. Depending on the analysis criteria in each section of this report, the surveyed policy bodies and appointees are either examined comprehensively as a whole or examined separately in the two categories designated by the Office of the City Attorney.

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

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<sup>9</sup>"List of City Boards, Commissions, and Advisory Bodies Created by Charter, Ordinance, or Statute," Office of the City Attorney, <https://www.sfcityattorney.org/wp-content/uploads/2016/01/Commission-List-08252017.pdf>, (August 25, 2017).

## IV. Conclusion

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Since the first Gender Analysis of Commissions and Boards in 2007, the representation of women appointees on San Francisco policy bodies has gradually increased. The 2021 Gender Analysis Report finds the percentage of women appointees is 55%, which exceeds the population of women in San Francisco.

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

Furthermore, when analyzing the demographic composition of larger and smaller budgeted Commissions and Boards, women of color are underrepresented on Commission and Boards with both the largest and smallest budgets. Women comprise 43% of total appointees on the largest budgeted policy bodies compared to the population of 49%, and women of color comprise 21% of total appointees on the largest budgeted policy bodies, with the San Francisco population at 32%. Comparatively, women are 48% of total appointees on the smallest budgeted policy bodies, and women of color are 29% of appointees. However, the representation of people of color is higher on larger budgeted policy bodies by 1%. People of color make up 44% of appointees on the largest budgeted policy bodies and 43% of appointees on the smallest budgeted policy bodies compared to 54% of total appointees. The San Francisco population of people of color exceeds these percentages at 62%.

In addition to using budget size as a proxy for influence, this report analyzed demographic characteristics of appointees on Commissions and Boards who file disclosures of economic interest and have decision-making authority and appointees on Advisory Bodies who do not file economic interest disclosures. Over half (60%) of appointees on Advisory Bodies are women, while 53% of appointees on Commissions and Boards are women. Ultimately, women comprise a higher percentage of appointees on Advisory Bodies compared to Commissions and Boards.

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

Additionally, this report evaluates and compares the representation of women, women of color, and people of color appointees by the Mayor, Board of Supervisors, and by the total of

all approving authorities combined. Mayoral appointees include 60% women, 37% women of color, and 59% people of color, which overall is more diverse by gender and race compared to both Supervisorial appointees and total appointees.

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

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

### **San Francisco Commission on the Status of Women**

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

Kimberly Ellis, Director  
Department on the Status of Women

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

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## Appendix

**Figure 26: Policy Body Demographics, 2021**

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

**Figure 26: Policy Body Demographics, 2021, Continued**

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

**Figure 26: Policy Body Demographics, 2021, Continued**

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



**Figure 26: Policy Body Demographics, 2021, Continued**

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

**Figure 26: Policy Body Demographics, 2021, Continued**

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

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

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

Race/Ethnicity	Total		Female		Male	
	Estimate	Percent	Estimate	Percent	Estimate	Percent
San Francisco County, California	864,263	-	423,630	49%	440,633	51%
White, non-Hispanic or Latino	353,000	38%	161,381	17%	191,619	20%
Asian	295,347	31%	158,762	17%	136,585	15%
Hispanic or Latinx	131,949	14%	62,646	7%	69,303	7%
Some Other Race	64,800	7%	30,174	3%	34,626	4%
Black or African American	45,654	5%	22,311	2.4%	23,343	2.5%
Two or More Races	43,664	5%	21,110	2.2%	22,554	2.4%
Native Hawaiian and Pacific Islander	3,226	0.3%	1,576	0.2%	1,650	0.2%
Native American and Alaska Native	3,306	0.4%	1,589	0.2%	1,717	0.2%

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

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



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



London N. Breed  
Mayor

## Acknowledgments

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

### **San Francisco Commission on the Status of Women**

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

Kimberly Ellis, Director  
Department on the Status of Women

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

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415.252.2570

June 10, 2024

Victor Young

1 Dr Carlton B Goodlett Pl

San Francisco, CA 94102

Community Support Letter to Rules Committee Consideration of Mayoral Nominee Stephen Engblom as Port Commissioner

I am writing to express my enthusiastic support as a community member for Stephen Engblom, AIA, LEED AP, to serve on the San Francisco Port Commission. Stephen's extensive background as an architect who has focused on Resilience, Urban Regeneration, Equitable Real Estate and Infrastructure combined with his accomplished executive experience and academic contributions, make him an exceptional candidate for this role.

Stephen has more than two decades of urban design and architectural experience, having collaborated with cities and communities not only in the San Francisco Bay Area but also across the nation and around the globe. His ability to seamlessly bridge the corporate and academic worlds has allowed him to develop and execute successful growth strategies, build strong client and professional relationships, and deliver outstanding financial results. He has a proven track record of fostering strong community ties and mentoring generations of urbanists.

As a SPUR Board Member for the past six years, Stephen has shared his expertise and network generously. His bridge between SPUR and the corporate and academic worlds has been extremely valuable to SPUR. As a Senior Managing Director at CBRE, Stephen launched the world's largest real estate consultancy's first public sector-facing practice, and as an Executive Vice President at AECOM, he spearheaded the development of AECOM Cities, a holistic, client-centered approach to urban infrastructure projects worldwide. His current role as founder of Engblom Architecture and Planning, where he is advising on affordable housing and architectural design, along with his faculty position at UC Berkeley, where he teaches resilience in real estate development, further highlight his dedication to innovative and sustainable urban development. As a SPUR Board Member he led several critical studies, most recently, "Five Ideas for Transforming the San Francisco Waterfront – How to Protect Communities from Climate Change, Restore Shoreline Ecology and Improve Waterfront Access – for Everyone."

Stephen's work is characterized by a deep technical knowledge, a global network of industry relationships, and a history of delivering equitable, environmental, and economic strategies for public and private sector clients. His work has consistently demonstrated an ability to conceive, design, and develop culturally-relevant places that address economic viability, ecological sustainability, and social equity.

Stephen's intellectual rigor, passion for urban development, and hands-on experience make him an empathetic and inspiring leader. His commitment to advancing equity, environmental, and economic outcomes through innovative urban design solutions aligns well with the goals of the San Francisco Port Commission.

In conclusion, Stephen Engblom's exceptional qualifications and comprehensive experience in urban planning and development make him an outstanding candidate for the San Francisco Port Commission. I have no doubt that his contributions will significantly benefit the Commission and the broader San Francisco community.

Thank you for considering Stephen Engblom for this important role.

Sincerely,

A handwritten signature in black ink, appearing to be 'Alicia', with a long horizontal stroke extending to the right.

Alicia John-Baptiste  
President & CEO, SPUR

June 12, 2024

Mr. Victor Young  
1 Dr Carlton B Goodlett Pl  
San Francisco, CA 94102

Re: Rules Committee Consideration of Mayoral Nominee Stephen Engblom (Port Commission)

Dear Mr. Young,

I am writing to express my enthusiastic support for Stephen Engblom, AIA, LEED AP, to serve on the San Francisco Port Commission. As someone who has worked closely with Stephen on the Resilient Bay Challenge's study for the San Leandro Bay, and as his division director at UC Berkeley since I invited him to join the faculty in 2020, I can confidently attest to his exemplary work and his spirit of community-based infrastructure and bay front development.

Stephen has more than two decades of urban design and architectural experience, having collaborated with cities and communities not only in the San Francisco Bay Area but also across the nation and around the globe. His ability to seamlessly bridge the corporate and academic worlds has allowed him to develop and execute successful growth strategies, build strong client and professional relationships, and deliver outstanding financial results. He has a proven track record of fostering strong community ties and mentoring generations of urbanists.

Stephen's work is characterized by a deep technical knowledge, a global network of industry relationships, and a history of delivering equitable, environmental, and economic strategies for public and private sector clients. His projects have consistently demonstrated an ability to conceive, design, and develop culturally relevant places that address economic viability, ecological sustainability, and social equity.

Among Stephen's notable achievements are his contributions to resilient urban regeneration, infrastructure-led urban development, campus and district planning, and regional strategy. His leadership at CBRE positioned that company for success in the global infrastructure sector, while his time at AECOM saw him forming strategic partnerships and promoting inter-company collaboration, leading to significant financial growth and industry recognition.

Stephen's intellectual rigor, passion for urban development, and hands-on experience make him an empathetic and inspiring leader. His commitment to advancing equity, environmental, and economic outcomes through innovative urban design solutions aligns perfectly with the goals of the San Francisco Port Commission.

In conclusion, Stephen Engblom's exceptional qualifications and comprehensive experience in urban planning and development make him an outstanding candidate for the San Francisco Port Commission. I

have no doubt that his contributions will significantly benefit the commission and the broader San Francisco community.

Thank you for considering Stephen Engblom for this important role. I am certain he will be a valuable asset to the City of San Francisco.

Sincerely,

A handwritten signature in black ink, appearing to read "Kristina Hill". The signature is fluid and cursive, with the first name "Kristina" written in a larger, more prominent script than the last name "Hill".

Kristina Hill  
Associate Professor  
Director, Institute of Urban and Regional Development  
College of Environmental Design

Personal cell phone: 434-466-4808

Email: [kzhill@berkeley.edu](mailto:kzhill@berkeley.edu)



6.14.24

Victor Young

1 Dr Carlton B Goodlett Pl

San Francisco, CA 94102

**Community Support Letter to Rules Committee Consideration of Mayoral Nominee Stephen Engblom as Port Commissioner**

Dear Mr Young,

I am delighted to write a letter of support for Stephen Engblom for consideration as a Port of San Francisco Commissioner. I have the highest regard for the role that the Port plays in ensuring that our northern and southern waterfronts are protected, thriving, and proactively addressing the challenges of adapting to climate change. In my role as the Chair of the BCDC Design Review Board, I am intimately aware of the responsibility that Commissioners at the Port have in ensuring that the best possible outcomes are achieved on these complex issues.

I worked closely with Stephen for almost 20 years during our time at AECOM, and I can attest to his expertise in infrastructure, real estate, and waterfront placemaking that have developed because of his diverse professional experience and background as an architect. Stephen has been a resident of San Francisco for many years, and as a keen cyclist, he has experienced the waterfront in all seasonal conditions, and has additionally committed volunteer time on many occasions to waterfront causes.

Stephen's work leading a large team on the Resilient by Design competition was an excellent example of his ability to foster strong community ties and mentor a younger generation of urbanists and civic leaders. His contributions to critical studies, such as "Five Ideas for Transforming the San Francisco Waterfront," demonstrate his commitment to protecting communities from climate change, restoring shoreline ecology, and improving waterfront access for everyone.

In recent years Stephen has increasingly specialized in Resilience, Urban Regeneration, and Equitable Real Estate. In addition to this, Stephen has made academic contributions to the community through his teaching in the Real Estate program at UC Berkeley. Stephen has had broad global experience as well in his professional career, which gives him valuable insights into precedents and best practices.

Stephen has always shown initiative as a leader, and he has the rare ability to distill complex issues into clear forward actions. This skill was instrumental in his development and global rollout of the AECOM Cities program, a holistic client-centered approach to urban infrastructure projects. His current role as founder of Engblom Architecture and Planning, where he advises on affordable housing and architectural design, along with his faculty position at UC Berkeley, further highlights his dedication to innovation and teamwork. Stephen is a consummate collaborator and is extremely skilled at resolving conflict.

Thank you for considering Stephen Engblom for this important civic role.

Sincerely,



Jacinta McCann