

File No. 250156

Committee Item No. 1

Board Item No. _____

COMMITTEE/BOARD OF SUPERVISORS

AGENDA PACKET CONTENTS LIST

Committee: Rules Committee

Date April 21, 2025

Board of Supervisors Meeting

Date _____

Cmte Board

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| <input type="checkbox"/> | <input type="checkbox"/> | Motion |
| <input type="checkbox"/> | <input type="checkbox"/> | Resolution |
| <input type="checkbox"/> | <input type="checkbox"/> | Ordinance |
| <input type="checkbox"/> | <input type="checkbox"/> | Legislative Digest |
| <input type="checkbox"/> | <input type="checkbox"/> | Budget and Legislative Analyst Report |
| <input type="checkbox"/> | <input type="checkbox"/> | Youth Commission Report |
| <input type="checkbox"/> | <input type="checkbox"/> | Introduction Form |
| x <input type="checkbox"/> | <input type="checkbox"/> | Department/Agency Cover Letter and/or Report |
| <input type="checkbox"/> | <input type="checkbox"/> | Memorandum of Understanding (MOU) |
| <input type="checkbox"/> | <input type="checkbox"/> | Grant Information Form |
| <input type="checkbox"/> | <input type="checkbox"/> | Grant Budget |
| <input type="checkbox"/> | <input type="checkbox"/> | Subcontract Budget |
| <input type="checkbox"/> | <input type="checkbox"/> | Contract/Agreement |
| <input type="checkbox"/> | <input type="checkbox"/> | Form 126 - Ethics Commission |
| <input type="checkbox"/> | <input type="checkbox"/> | Award Letter |
| X <input type="checkbox"/> | <input type="checkbox"/> | Application |
| <input type="checkbox"/> | <input type="checkbox"/> | Form 700 |
| xx <input type="checkbox"/> | <input type="checkbox"/> | Information/Vacancies (Boards/Commissions) |
| X <input type="checkbox"/> | <input type="checkbox"/> | Public Correspondence |

OTHER (Use back side if additional space is needed)

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Completed by: Victor Young Date April 17, 2025

Completed by: _____ Date _____

BOARD of SUPERVISORS



City Hall
1 Dr. Carlton B. Goodlett Place, Room 244
San Francisco 94102-4689
Tel. No. (415) 554-5184
Fax No. (415) 554-5163
TDD/TTY No. (415) 554-5227

Application for Boards, Commissions, Committees, & Task Forces

Name of Board/Commission/Committee/Task Force: Commission of Animal Control & Welfare

Seat # (Required - see Vacancy Notice for qualifications): 1, 2

Full Name: Ashley Amy Hoffman (Note: Legal name change pending to "Ashley Whitehurst Hoffman")

[Redacted] Zip Code: 94121
[Redacted] Occupation: Ad Operations Specialist

Work Phone: N/A Employer: Tubi

Business Address: 315 Montgomery St, San Francisco CA Zip Code: 94104

Business Email: ahoffmann@tubi.tv Home Email: [Redacted]

Pursuant to Charter, Section 4.101(a)(2), Boards and Commissions established by the Charter must consist of residents of the City and County of San Francisco who are 18 years of age or older (unless otherwise stated in the code authority). For certain appointments, the Board of Supervisors may waive the residency requirement.

Resident of San Francisco: Yes ☒ No ☐ If No, place of residence: _____
18 Years of Age or Older: Yes ☒ No ☐

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

I am a 28 year old woman, offering a young perspective to the Commission. I have lived in Outer Richmond for over one year; I moved from Russian Hill because of my fondness for Golden Gate Park. I frequently bike and walk in the park and along Ocean Beach, giving me firsthand proximity to west side wildlife and the coexistence of urban and natural spaces. My background in tech represents SF's largest employment sector and offers valuable insights into how technology could support animal welfare initiatives.

I am deeply rooted in San Francisco and Northern California, with family across Northern California (North Beach, Bernal Heights, East Bay, South Bay, and Lake County). I share my home with my beloved cat Wolfie, who has deepened my understanding of urban pet care needs and responsibilities.

Business and/or Professional Experience:

My UCLA Climate Science degree provides me with a foundation in understanding ecosystem health and environmental impacts on both wildlife and domestic animals. Currently, I work in ad technology at Tubi, and I bring experience and skills in digital communications and data analysis that could benefit the Commission's public outreach and policy analysis efforts. My technical familiarity could also help manage community animal welfare concerns received via 311 if the Commission moves forward on that idea proposed in the February meeting.

Civic Activities:

While I've maintained a personal commitment to animal welfare through veganism for nearly a decade, this past year I've taken steps to join the active animal justice community. This includes discovering this Commission, and I'm particularly drawn to its action-oriented approach to local welfare issues. I also recently served as the Registration and Information Team Lead at the AI For Animals conference in Berkeley (March 1-2).

San Francisco's position as a hub of AI development uniquely positions our city to be at the forefront of tech-based animal welfare initiatives. I stay engaged through online communities like AI For Animals, Hive, and Earth Species Project, following innovations ranging from interspecies communication to reducing laboratory animal testing to designing AI models with animal welfare in mind. I am also developing my understanding of animal law and policy through resources like the Brooks Animal Law Digest.

Have you attended any meetings of the body to which you are applying? Yes ☒ No ☐

An appearance before the Rules Committee may be required at a scheduled public hearing, prior to the Board of Supervisors considering the recommended appointment. Applications should be received ten (10) days prior to the scheduled public hearing.

Date: 3/7/25

Applicant's Signature (required):

Ashley Hoffman

(Manually sign or type your complete name.)

NOTE: By typing your complete name, you are hereby consenting to use of electronic signature.)

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

FOR OFFICE USE ONLY:

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

BOARD of SUPERVISORS



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Application for Boards, Commissions, Committees, & Task Forces

Name of Board/Commission/Committee/Task Force: Commission of Animal Control and Welfare

Seat # (Required - see Vacancy Notice for qualifications): 1, 2, 3-6

Full Name: Dayna M. Sherwood

Zip Code: 94124

Occupation: Code Compliance Officer

Work Phone: _____ Employer: County of San Mateo

Business Address: 455 County Center #2 Redwood City Zip Code: 94063

Business Email: dsherwood@smcgov.org Home Email: _____

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

18 Years of Age or Older: Yes ☒ No ☐

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

I have been a San Francisco resident for twenty years and have resided in the Sunset, the Excelsior, and the Bayview. I love this city and the people who also call it home. The reason SF is so important to me is the diversity of people (and animals) who make it the city it is. SF is a successful, beautiful city because of its diversity - this is what makes it San Francisco. The different experiences, opinions, backgrounds, knowledge, and interests of SF residents is what creates community and makes a space for everyone in the community. These are the reasons I choose to live here and raise my children here.

I have always worked with the public. As a zookeeper I regularly interacted with visitors answering questions, doing keeper talks and engaging with them. As an animal control officer I worked closely with the residents of SF. What was important to me was making sure pet owners were the best they could be and that people cared for the animals that also resided in SF. In my current position as a code compliance officer in the County of San Mateo I work with the residents of unincorporated San Mateo County. My job is to help educate them and work with them to stay in compliance with federal, state and local laws related to their home or/and property. In these rolls I don't choose who I work with and that means working with everyone. I think that is what draws me to the work I do and makes the jobs so rewarding.

Business and/or Professional Experience:

Resume attached.
Zookeeper, San Francisco Zoo 10 years
Animal Control Officer, City and County of San Francisco 4 years
Teamsters Shop Steward, SF Zoo

Civic Activities:

Resume attached.
I was a delegate for the SF Labor Council
Volunteered for Matt Haney's supervisor campaign
Member of Bayview Hill Neighborhood Association
Worked on neighborhood committee for a block party
Volunteered for The Justice and Diversity Center's Legal Advice and Referral Clinic

Have you attended any meetings of the body to which you are applying? Yes ☒ No ☐

An appearance before the Rules Committee may be required at a scheduled public hearing, prior to the Board of Supervisors considering the recommended appointment. Applications should be received ten (10) days prior to the scheduled public hearing.

Date: 04/15/2025

Applicant's Signature (required):



(Manually sign or type your complete name.)

NOTE: By typing your complete name, you are hereby consenting to use of electronic signature.)

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

FOR OFFICE USE ONLY:

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

DAYNA SHERWOOD

EDUCATION

Bachelor of Arts in Anthropology, San Francisco State University, San Francisco, CA
Cum Laude and Phi Theta Kappa

June 2007

LAW ENFORCEMENT EXPERIENCE

Code Compliance Officer III

County of San Mateo, Redwood City, CA

Nov. 2023 – current

- Investigate alleged code violations in response to public complaints.
- Identify and investigate violations observed while in the field.
- Process cases in accordance with procedures and standards of the Planning and Building Division and in accordance with state and local laws.
- Issue notices of violation and citations.
- Initiate coordination with other County departments and governmental agencies in processing cases.
- Maintain complete and accurate records.
- Prepare various summary reports.
- Interview property owners, neighbors and others to obtain necessary information.
- Negotiate action plans with property owners to abate nuisances.
- Refer to appropriate County officials suspected violations of health, building, fire, or zoning codes and ordinances.
- Present cases to hearing officer in charge of appeals.
- Initiate summary abatement process for cases where voluntary compliance is not obtained.
- Coordinate the summary abatement process including selecting contractors and monitoring their performance.
- Perform related duties as assigned.

Animal Control Officer

San Francisco Animal Care and Control, San Francisco, CA

June 2019 – current

- Investigates allegations of animal abuse and neglect; takes immediate action if necessary; gathers evidence and information for further investigation as indicated; documents information; consults with supervisors and/or management staff regarding cases of a complex or unusual nature; works with local law enforcement agencies, including the Offices of the City Attorney and the District Attorney, for the prosecution of responsible parties and resolution of animal-related issues; may provide testimony on investigations and findings.
- Issues warnings and citations and/or takes appropriate action when violations of animal care and control laws are observed; incumbents have powers of arrest and participate in executing arrest and search warrants.
- Provides information on laws and regulations governing the treatment, licensing, care and control of animals to the public in the field; participates in outreach services; educates the public about animal issues and responsible pet ownership and promotes a humane and caring attitude towards animals.
- Conducts routine patrols throughout the city, humanely confining dogs at large and other stray animals and transporting them to the shelter for impoundment; maintains close contact with the shelter and other field staff via radio in conformance with FCC regulations.
- Responds to requests for emergency rescue services, including injured, sick or stray animals in distress; humanely and safely handles all animals, domestic and wild.
- Administers basic first aid and transports sick or injured animals for emergency treatment; observes animals for signs of illness or unusual behavior and reports problems to the Animal Care Division and/or Veterinary Medical Services staff; picks up dead animals; euthanizes animals and performs decapitation for rabies testing as required.
- Processes impounded animals; administers vaccinations; prepares cages/kennels for new animal residents; and participates in the care and feeding of shelter animals.
- Responds to complaints about the care, treatment and control of animals and other problem situations, including those which involve hostile, irate or distressed members of the public, in a tactful, professional and effective manner; mediates animal issues between neighbors; educates members of the public about laws and regulations on animal care and control.
- Maintains assigned vehicles, work areas and other equipment in good order and in a safe and sanitary condition.
- Produces and maintains accurate and legible case files, work records and forms, and reports, including accounts of investigative findings and other information; uses a computer to access, input and retrieve work-related information, maintain case files and records and produce written reports.
- Answers the telephone and performs radio dispatch duties.

ANIMAL WORK EXPERIENCE

Animal Keeper

San Francisco Zoological Society, San Francisco, CA

Aug. 2010 – Sep. 2018

- Experience with prosimians, monkeys and lesser and great apes
- Daily, hands on care of primates including; feeding, cleaning, enrichment, observations and medicating
- Positive reinforcement training including; weights, shifting, voluntary hand injection, ultrasound, urine collection
- Interact with and engage public and guests through scheduled and impromptu presentations
- Pharmaceutical ordering and dispensing of prescriptions; including intravenous, oral, and topical including controlled substances
- Hands on assistance during medical exams and familiarity with veterinary hospitals
- Regular interactions and oral and digital communication with veterinary staff
- Detailed communication, record keeping, digital daily reports, data entry and management of animal records
- Inventory, ordering and stocking of animal husbandry supplies and equipment
- Create and update husbandry procedure manuals
- Direct and manage volunteers in the primate department
- Train new staff on the care, daily tasks, and maintenance of the different strings within the primate department and how to prioritize the workload
- Created edible browse book for primates residing at the zoo

Commissary Keeper

San Francisco Zoological Society, San Francisco, CA

Aug. 2008 – July 2010

- Preparation of animal diets including; carnivores, herbivores, and omnivores
- Euthanasia of live rodents for animal diets
- Inventory and ordering of animal diets; including produce, grain, and hay
- Ordering and receiving of orders and shipments for the commissary; including cleaning supplies, grain, hay, produce, tools, uniforms, and specialty food items
- Operation of forklifts, hand trucks, dollies and large vehicles

PEOPLE AND CUSTOMER SERVICE WORK EXPERIENCE

Union Organizer

International Brotherhood of Teamsters, Washington DC, District of Columbia

October 2018 – May 2019

- Conducting broad and intensive outreach efforts to non-union workers
- Lead organizing campaigns with workers who are interested in forming a union
- Identify pro-union workers through site visits, house calls, phone calls, leaflets, social media, etc.
- Conducting individual and group meetings with workers
- Building one-on-one relationships with workers
- Engaging, motivating and mobilizing individual workers and groups of workers to take action
- Planning and executing actions and events to support worker organizing efforts

Guest Services Representative

San Francisco Zoological Society, San Francisco, CA

Aug. 2006 – Sep. 2008

- Daily guest interactions and money handling
- Membership sales and data entry

AWARDS

Women in County Government Rookie of the Year, County of San Mateo

Dec. 2024

SPECIALIZED EDUCATION

PC 832 Laws of Arrest

July 2020

Humane Society of the United States Humane Euthanasia Workshop

Nov. 2020

California Animal Welfare Association Courses:

CA Penal Code 597.1 Pre and Post Seizure

June 2022

Courtroom Testimony

June 2022

Pet Shop Inspections, Traveling Animal Exhibits, Rodeos

Aug. 2022

VOLUNTEER WORK

Chimfunshi Wildlife Orphanage, Volunteer, Zambia, Africa	May 2016
Mandrill Release Project, Field Assistant, Jane Goodall Institute, Republic of Congo, Africa	May 2015
Tracking Chimps through the Trees of Uganda, Volunteer, Earthwatch Expedition, Uganda, Africa	Apr. 2013
San Francisco Zoo Children's Zoo Volunteer	Oct. 2007 – May 2008
San Francisco Zoo Animal Resource Center Volunteer	June 2008 – May 2009

SKILLS

Spanish - intermediate fluency, both oral and written Word
and PowerPoint - proficient
Excel - advanced proficiency

PROFESSIONAL AFFILIATIONS AND PROFESSIONAL DEVELOPMENT

San Francisco Labor Council, Delegate, San Francisco, CA	Feb.2019 – Jan. 2020
American Association of Zoo Keepers, Member, United States	Aug. 2008 – 2019
Summer Institute on Union Women, Attendee, Honolulu, Hawaii	June/ July 2017
Armed Response Team Member, San Francisco Zoo	Jan. 2011 – July 2013
Presenter, American Association of Zoo Keepers Annual Conference, Syracuse, NY	Sep. 2012

BOARD of SUPERVISORS



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Application for Boards, Commissions, Committees, & Task Forces

Name of Board/Commission/Committee/Task Force: Commission of Animal Control and Welfare

Seat # (Required - see Vacancy Notice for qualifications): 1, 2

Full Name: Emily Guzzardi

Zip Code: 94110

Occupation: hospital chaplain

Work Phone: 415-315-1941

Employer: UCSF Health

Business Address: 505 Parnassus Avenue

Zip Code: 94110

Business Email: emily.guzzardi@ucsf.edu

Home Email: _____

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Resident of San Francisco: Yes ☒ No ☐

If No, place of residence: _____

18 Years of Age or Older: Yes ☒ No ☐

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

I've lived in Bernal Heights since 2008, where I had the good fortune to land shortly after moving to San Francisco from the East Coast. (I bought a condo-converted Victorian as a single woman in 2008, with the help of a realtor friend.) I am stunned to realize that makes almost 20 years in the same place! I love San Francisco and am so very fond of my street, my home and garden, and my neighbors.

I work as a hospital chaplain at UCSF Medical Center and also worked for several years at The General (renamed ZSFGH—SF county's public hospital). My work in healthcare puts me in contact with the diversity of San Francisco residents, and I am very proud to say that both healthcare systems that I've worked in really do honor and highlight the care of diverse, often underserved, people.

In healthcare chaplaincy, I've had the honor to serve/work with such a wide variety of people and circumstance. I deeply appreciate that both hospitals value diversity and prioritize cultural competence the way that they do. I have considerable experience working with patients of various ethnic and cultural identities, particularly the numerous Latino and Asian populations here in SF. I work with children, elderly, with people at all stages of life and health, some of whom are severely limited in their physical capabilities. I often converse with patients via medical interpreters in languages including Spanish, Cantonese, Mandarin, Hmong, Russian, etc.

I have extensive experience with people at end of life, which so many people shy away from. I say this to highlight that I deeply appreciate the human experience and all of the messy, beautiful, challenging, beautiful aspects of our lives. I know first hand that our human experiences—love, family, death, struggle—unites us more than our differences divide us.

Business and/or Professional Experience:

My professional career spans a few different industries, but demonstrates that I've valued work where I can build relationships, be of service, and create positive change. My work and interests have evolved over the years but have always been in close alignment with what is most meaningful to me at that point in my life.

I've had a decade-plus career in hospitality/food service, after getting a degree in Baking and Pastry shortly after college. I loved hospitality and the food industry, but gravitated more toward the art of service and to talking with people than to food prep and kitchen work. I worked in various settings and roles, including as a teacher of college-level culinary classes. What I am most proud is building a small, wholesale baking company in San Francisco from the ground up, based on the dream of bringing to market a beloved cookie based on secret family recipe. I trained a novice apprentice as my sole employee and was responsible for every aspect of the business, from recipe development and writing a business plan to accounts acquisition, delivery schedule, marketing, and of course, the baking.

Changes in my personal life are what led me into becoming a chaplain. I ended up becoming the primary caregiver for my mother, who had mental health challenges and then dementia. She had a yearslong decline and I was forced to reckon with her death--and so I started volunteering at the Zen Hospice Project in an effort to get more comfortable with this sad eventuality. I had also become very interested in spirituality, Buddhism, and mediation, so these interests coalesced and grew. When I eventually got laid off from what was to be my last food-related job, I had the insight that I wanted to do work in the realm of death and dying, where I felt there was more meaning and substance. I trained to become a hospital chaplain through UCSF's Clinical Pastoral Education yearlong residency, where I am now employed. This work continues to inspire and awe me. I love this work--and acknowledge that I might always be pulled in new directions. I earned a Masters of Social Work in 2022, knowing I had probably left the hospitality industry for good and wanted a degree that could be broadly applicable to future work.

I am a lifelong lover of animals and had a longstanding interest in animal welfare and rights, but I didn't become active in this realm until a few years ago. My mother passed away here in San Francisco (6 months after I moved her here to a care facility to be closer to me). She was the person to inspire my love and care of animals, and when she died, it opened up space in my life that I decided to dedicate to animal advocacy. In the past few years, I've worked part time in chaplaincy and have devoted considerable volunteer hours to their protection and care, as I'll describe next.

Civic Activities:

I would love to serve on this commission, and feel I have the heart, brains, and energy to put toward this work!

Most of my civic activity relates to animal advocacy/activism. I've spent the past few years taking on various volunteer roles in animal advocacy organizations. I would love to serve on this commission, and feel I have the heart, brains, and energy to put toward this work!

I am a chapter member and organizer with Direct Action Everywhere (DxE); I work weekly on DxE's Development Team to recruit and support chapter membership and develop activists leadership skills.

In 2024, I worked on Measure J, a DxE campaign that was a citizen-initiated ballot measure to ban factory farming in Sonoma County. For Measure J, I helped gather 30,000 signatures necessary to put the measure on the ballot (that took months!), and traveled to Sonoma County many times for door-knocking, banner drops, and public outreach at fairs and farmer's markets throughout the election season. The Chronicle published my letter to the editor re: Measure J campaign article.

At my paid job (UCSF Medical Center), I started a petition to increase plant based options on hospital menus and had a conversation with food leadership asking them to commit to more plant-based offerings.

I've organized and attended peaceful protests with Direct Action Everywhere and The Humane League; I traveled to DC, Dallas, and Denver to attend animal rights conferences so that I can build my networks and stay up to date on animal rights issues.

Have you attended any meetings of the body to which you are applying? Yes ☒ No ☐

An appearance before the Rules Committee may be required at a scheduled public hearing, prior to the Board of Supervisors considering the recommended appointment. Applications should be received ten (10) days prior to the scheduled public hearing.

Date: 3/31/25 Emily Guzzardi Applicant's Signature (required): _____
(Manually sign or type your complete name.
NOTE: By typing your complete name, you are
hereby consenting to use of electronic signature.)

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

FOR OFFICE USE ONLY:

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



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

Application for Boards, Commissions, Committees, & Task Forces

Name of Board, Commission, Committee, or Task Force: Commission of Animal Control and Welfare

Seat # or Category (If applicable): #2 (incumbent) District: _____

Name: Irina Ozeroy

[REDACTED] Zip: 94132
[REDACTED] Occupation: Tech Marketing

Work Phone: n/a Employer: Unemployed (layoff)

Business Address: n/a Zip: _____

Business E-Mail: _____ Home E-Mail: [REDACTED]

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

Check All That Apply:

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

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

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

It feels weird to write about diversity as a white person. (Although, as a woman over 40 working in the tech industry, I definitely have felt like an underrepresented demographic at times!) In terms of communities and neighborhoods, I'm a first generation Russian-American immigrant who grew up in the Richmond / Sunset districts and currently live in the Parkside, a mile away from my childhood home. I'm also both a homeowner (District 7) and a renter (District 4), so I understand the different issues on both sides of that equation. I also have faced many challenges around severe depression / anxiety, so I have a lot of compassion around mental health issues.

Business and/or professional experience:

Professional: I am a marketing professional working in the tech industry. I am in the middle of a job search, since being laid off last June. My background includes editing, writing, public relations, event planning, public speaking, social media, blogging, and more. (Full resume: <https://www.linkedin.com/in/irinaozernoy/>) I have a Master's degree in folklore and mythology; while in grad school, I served on several committees. I have presented at both academic and professional conferences and have been a moderator/facilitator, most recently at the Burning Man Theme Camp Symposiums in 2018 and 2019.
I completed a Certificate in Wildlife Rehabilitation in 2022 and am currently working on a certificate in Zoo & Aquarium Science.

Civic Activities:

As my current term expires on 4/30/24, I am seeking re-appointment to the Commission. I have been the Commission's Vice Chair since January 2022 and have been working tirelessly on several key issues, including supporting Ted Lieu's federal glue trap ban, working on a ban on the sale and use of glue traps in San Francisco, and supporting AB2552, the rodenticide bill. On the glue trap issue, the latest issue of Bay Woof describes some of what we / I have accomplished so far: <https://www.baywoof.org/commission-tails/glue-trap-activism-at-home-and-beyond> . I remain fiercely dedicated to animal welfare and civic responsibility. My interest and experience in animal matters encompasses a lifetime of volunteer work. As a teenager, I volunteered at the San Francisco Zoo's Nature Trail program and subsequently at the Zoo's Animal Resource Center - taking care of the animals housed at the center (feeding, cleaning cages, playing, other socialization). Since August, 2020, I've also been volunteering weekly onsite at Yggdrasil Urban Wildlife Rescue.

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

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

Date: 4/5/24 Applicant's Signature: (required) Irina Ozernoy

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

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

FOR OFFICE USE ONLY:

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

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Application for Boards, Commissions, Committees, & Task Forces

Name of Board/Commission/Committee/Task Force: Commission of Animal Control and Welfare

Seat # (Required - see Vacancy Notice for qualifications): 1 or 2

Full Name: Joel Kin

[REDACTED] Zip Code: 94110

[REDACTED] Occupation: Software Engineer

Work Phone: (248) 255-7341

Employer: Stryder Corp DBA Handshake

Business Address: 225 Bush St. Suite 1200

Zip Code: 94104

Business Email: joel@joinhandshake.com

Home Email: [REDACTED]

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Resident of San Francisco: Yes ☒ No ☐

If No, place of residence: _____

18 Years of Age or Older: Yes ☒ No ☐

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I am a long-time San Francisco resident, having lived in Bernal Heights since 2008 and the Mission from 2006 to 2008. As an able-bodied cisgendered white man I probably don't bring any demographic diversity to the commission; however, as both an owner of unusual pets (rabbits) and a vegan of many years, I hope to bring an under-represented perspective to the city's dealings with animals.

Business and/or Professional Experience:

Civic Activities:

Have you attended any meetings of the body to which you are applying? Yes ☐ No ☒

An appearance before the Rules Committee may be required at a scheduled public hearing, prior to the Board of Supervisors considering the recommended appointment. Applications should be received ten (10) days prior to the scheduled public hearing.

Date: 4/13/2024

Applicant's Signature (required):



(Manually sign or type your complete name.

NOTE: By typing your complete name, you are hereby consenting to use of electronic signature.)

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

FOR OFFICE USE ONLY:

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

BOARD of SUPERVISORS



City Hall
1 Dr. Carlton B. Goodlett Place, Room 244
San Francisco 94102-4689
Tel. No. (415) 554-5184
Fax No. (415) 554-5163
TDD/TTY No. (415) 554-5227

Application for Boards, Commissions, Committees, & Task Forces

Name of Board/Commission/Committee/Task Force: COMMISSION OF ANIMAL CONTROL AND WELFARE

Seat # (Required - see Vacancy Notice for qualifications): Seat 1, 2, 3, 4, 5, or 6

Full Name: Lana Lee

[REDACTED] isco, CA Zip Code: 94116
Occupation: Student

Work Phone: _____ Employer: _____

Business Address: _____ Zip Code: _____

Business Email: _____ Home Email: [REDACTED]

Pursuant to Charter, Section 4.101(a)(2), Boards and Commissions established by the Charter must consist of residents of the City and County of San Francisco who are 18 years of age or older (unless otherwise stated in the code authority). For certain appointments, the Board of Supervisors may waive the residency requirement.

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

18 Years of Age or Older: Yes ☒ No ☐

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

Growing up in San Francisco as the daughter of Chinese immigrants, I have witnessed the evolution of this city over several decades with a perspective different from those of some of my peers, and it has instilled a desire to nudge progress in a righteous direction. Aligning my life with my values around animal ethics has been a lifelong pursuit - consciously eliminating animal products from my lifestyle has been a great start, but over the past few years, my moral baseline has shifted to include animal advocacy.

Giving a voice to the voiceless, protecting the vulnerable, and inspiring my community to be more mindful and compassionate towards our overlooked, non-human members has become one of the driving forces of my life.

Business and/or Professional Experience:

I am a graduate student studying data science, in a program that connects disciplines in math, computer programming, and communications.

My most recent job was managing a machine learning and research & development team at a technology startup. Since 2014, I have held various roles, including software developer and product manager, in mainly two industries: supply chain / logistics, and media.

My favorite aspects of my career include using data to find actionable insights, make predictions, and tell stories.

Civic Activities:

I volunteer for Compassionate Bay, an organization that advocates for animal and environmental welfare through legislation at local and state levels. I am grateful that the group has shown me the impact of organized effort and strong intentions. I also participate in various animal activism events, including pigeon de-stringing.

Among other civic activities, I regularly vote, and when convenient, I work the polls and donate blood. Inspired by social media, I plan to look into taking shelter dogs out for runs.

Have you attended any meetings of the body to which you are applying? Yes ☒ No ☐

An appearance before the Rules Committee may be required at a scheduled public hearing, prior to the Board of Supervisors considering the recommended appointment. Applications should be received ten (10) days prior to the scheduled public hearing.

Date: March 18, 2025

Applicant's Signature (required):



(Manually sign or type your complete name.)

NOTE: By typing your complete name, you are hereby consenting to use of electronic signature.)

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

FOR OFFICE USE ONLY:

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

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Application for Boards, Commissions, Committees, & Task Forces

Name of Board/Commission/Committee/Task Force: Commission of Animal Control and Welfare

Seat # (Required - see Vacancy Notice for qualifications): Seat 6 (for reappointment)

Full Name: Michael Angelo Torres

[Redacted] San Francisco CA Zip Code: 94109

Occupation: Writer/Administrative

Work Phone: (415) 425-2847 Employer: Self-employed

Business Address: 901 Bush Street #603, San Francisco CA Zip Code: 94109

Business Email: michaelangelotorres@yahoo.com

Home Email: [Redacted]

Pursuant to Charter, Section 4.101(a)(2), Boards and Commissions established by the Charter must consist of residents of the City and County of San Francisco who are 18 years of age or older (unless otherwise stated in the code authority). For certain appointments, the Board of Supervisors may waive the residency requirement.

Resident of San Francisco: Yes ☒ No ☐

If No, place of residence: _____

18 Years of Age or Older: Yes ☒ No ☐

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

I was first appointed to the Commission of Animal Control and Welfare in September 2019. I am submitting this application in hope of being reappointed to Seat 6. If reappointed, it would be my fourth term. I currently serve as Chair of the Commission, and I previously served as the Commission Secretary. In addition to chairing our meetings, I am also responsible for streaming our meetings via WebEx so the community can attend our meetings remotely, and maintaining our sf.gov website. Currently, I am working with the City Attorney's Office and the Board of Supervisors on renaming/simplifying our Commission's name so we will be known as the Animal Commission (instead of the Commission of Animal Control and Welfare).

As for myself, I am a 59 year old gay Latino/Indigenous American male. I have been told that I am one of the few gay BIPOC people chairing a city public body, and I take my commission responsibilities very seriously. With the exception of a six-month period, I have lived in San Francisco since 1986. I have lived at my current address (in District 3) since November 2008.

Business and/or Professional Experience:

I have over 30 years of experience as an operations manager at various organizations and businesses, including Golden Gate University. As an operations manager, I have overseen many administrative areas, including building, contract, and facilities management. In addition, I have served as a Title IX Coordinator, as well as an EthicsPoint/anonymous reporting system administrator at various times. My administrative experience, along with my compassion and attention to detail, are just a few of the skills that I bring to my work as a Commissioner.

Concerning animal issues, I have volunteered and donated to numerous animal organizations throughout the years, with a devoted emphasis on those organizations that help animals who are older or have special needs. In addition, I also contribute to a monthly column regarding animal issues for BAY WOOF magazine and recently self-published my first children's picture book about one of the dogs that I adopted from Muttville Senior Dog Rescue in the City.

Civic Activities:

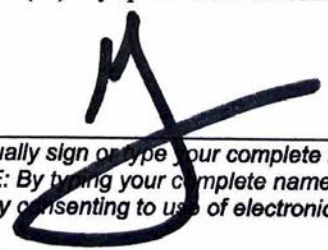
I have always seen myself as an advocate and community organizer, and I always try to do what I can to help others. It's my desire to want to do more for the community that originally inspired me to apply for a seat on this Commission back in 2019. Currently, I volunteer with SF Dog, and I create free content for various animal-related non-profit organizations to use on their websites. Recently, I volunteered with the Latino Task Force and SF Dog to help with the food distribution program at the Mission Food Hub. I have also volunteered at various animal rescue organizations, such as Muttville Senior Dog Rescue and the Doris Day Animal Foundation throughout the years. I also volunteered with Prevention Point Needle Exchange and Community United Against Violence (CUAV) during their early years. To support women of color running for political office, I did volunteer advance work for Kamala Harris's first campaign for San Francisco District Attorney, and I volunteered for Gloria LaRiva's campaign when she ran as the Peace and Freedom Party's candidate for Governor of California.

Have you attended any meetings of the body to which you are applying? Yes ☒ No ☐

An appearance before the Rules Committee may be required at a scheduled public hearing, prior to the Board of Supervisors considering the recommended appointment. Applications should be received ten (10) days prior to the scheduled public hearing.

Date: 04-March-2025

Applicant's Signature (required):


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

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

FOR OFFICE USE ONLY:

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

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Application for Boards, Commissions, Committees, & Task Forces

Name of Board/Commission/Committee/Task Force: Commission of Animal Control and Welfare

Seat # (Required - see Vacancy Notice for qualifications): 1 and 5

Full Name: Michael Reed

CA Zip Code: 94117

Occupation: Retired

Work Phone: N/A Employer: N/A

Business Address: N/A Zip Code: N/A

Business Email: N/A Home Email: [REDACTED]

Pursuant to Charter, Section 4.101(a)(2), Boards and Commissions established by the Charter must consist of residents of the City and County of San Francisco who are 18 years of age or older (unless otherwise stated in the code authority). For certain appointments, the Board of Supervisors may waive the residency requirement.

Resident of San Francisco: Yes ☐ No ☐

If No, place of residence: _____

18 Years of Age or Older: Yes ☐ No ☐

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

I am currently on the commission. I feel that I am uniquely qualified since I am the only member that currently volunteers regularly at SFACC working with all animals besides dogs and cats. I also volunteer with Pallomacy Pigeon and Dove Rescue and Mickaboo Companion Bird Rescue the caretaker of the Wild parrots.

RECEIVED
BOARD OF SUPERVISORS
SAN FRANCISCO
2025 MAR 07 PM04:09

A handwritten signature in black ink, appearing to be "RZ", written over the stamp.

Business and/or Professional Experience:

Worked for 25+ years as convention installer at Moscone Center and other convention venues in San Francisco and the Bay Area.

Civic Activities:

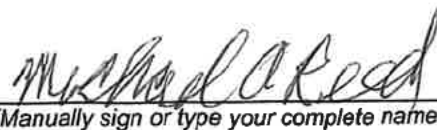
Volunteer two regular days a week at SFACC and for special events when needed.

Have you attended any meetings of the body to which you are applying? Yes ☒ No ☐

An appearance before the Rules Committee may be required at a scheduled public hearing, prior to the Board of Supervisors considering the recommended appointment. Applications should be received ten (10) days prior to the scheduled public hearing.

Date: 3/03/2025

Applicant's Signature (required):


(Manually sign or type your complete name.)

NOTE: By typing your complete name, you are hereby consenting to use of electronic signature.)

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

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Application for Boards, Commissions, Committees, & Task Forces

Name of Board/Commission/Committee/Task Force: Commission of Animal Control and Welfare

Seat # (Required - see Vacancy Notice for qualifications): 3

Full Name: Mikaila Garfinkel

[Redacted] Zip Code: 94117
Occupation: Principal Content Marketing Manager

Work Phone: _____ Employer: Databricks

Business Address: 160 Spear St 15th floor, San Francisco, CA Zip Code: _____

Business Email: mikaila.garfinkel@databricks.com Home Email: [Redacted]

Pursuant to Charter, Section 4.101(a)(2), Boards and Commissions established by the Charter must consist of residents of the City and County of San Francisco who are 18 years of age or older (unless otherwise stated in the code authority). For certain appointments, the Board of Supervisors may waive the residency requirement.

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

18 Years of Age or Older: Yes ☒ No ☐

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

I joined the Commission of Animal Welfare and Control 1.5 years ago after becoming more connected to Bay Area wildlife during shelter in place. I am committed to taking an approach that benefits both the animals and diverse people that call San Francisco home. Here are three key principles of my approach as Commissioner:

1. Learn from the experts: While emotions are part of human-wildlife conflict, I believe that data and research are critical to proposing solutions that are holistically beneficial.

2. Engage the community: I want to hear directly from residents before making any recommendations. While there is never a perfect solution to a problem, my goal is to advocate for changes that benefit as many people and animals as possible.

3. Focus my efforts: I typically focus on 1-2 key issues at one time, allowing me to dive deep into the facts about the situation, the benefits and downsides of any solutions.

Business and/or Professional Experience:

I currently serve on the Commission and am excited about the opportunity to continue supporting the community. In less than 1.5 years of my position, I was voted in as Secretary, and have brought forth multiple issues for Commissioners to consider or vote on.

For example, shortly after joining the Commission, I arranged a presentation with a volunteer from Raptors Are the Solution, a Berkeley-based nonprofit, to learn about the use of rat contraceptives as an alternative to anticoagulant rodenticides. I also spearheaded a vote for the Commission that urges stronger welfare standards for horseback riding in Golden Gate Park to benefit the horses, employees, and patrons.

Professionally, I am an experienced content marketer who thrives in collaborative environments with many stakeholders. My work has helped me develop strong writing and communication skills, and take a data-driven approach to strategies.

**Civic Activities:**

- Currently serve as a Commissioner (Seat 3) on the San Francisco Commission of Animal Welfare and Control, and was recently voted in as Secretary.
- Regularly contribute to Bay Woof, a local nonprofit media e-magazine that focuses on Bay Area animal issues.
- Prior to joining the Commission of Animal Welfare & Control meetings, I attended multiple meetings to learn more about pressing animal issues.
- Volunteered in a Christmas Bird Count, led by the Golden Gate Bird Alliance, to help record San Francisco bird populations for conservation purposes.

Have you attended any meetings of the body to which you are applying? Yes ☒ No ☐

An appearance before the Rules Committee may be required at a scheduled public hearing, prior to the Board of Supervisors considering the recommended appointment. Applications should be received ten (10) days prior to the scheduled public hearing.

Date: 3/30/2025 Applicant's Signature (required): Mikaila Garfinkel
*(Manually sign or type your complete name.
NOTE: By typing your complete name, you are
hereby consenting to use of electronic signature.)*

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

FOR OFFICE USE ONLY:

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

BOARD of SUPERVISORS



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TDD/TTY No. (415) 554-5227

Application for Boards, Commissions, Committees, & Task Forces

Name of Board/Commission/Committee/Task Force: Commission of Animal Control and Welfare

Seat # (Required - see Vacancy Notice for qualifications): 1, 2

Full Name: Nicholas W. Chapman

[Redacted] San Francisco CA Zip Code: 94117

Occupation: Civil Servant

Work Phone: _____ Employer: SFMTA

Business Address: 1 South Van Ness, San Francisco, CA Zip Code: 94117

Business Email: nick.chapman@sfmta.com Home Email: [Redacted]

Pursuant to Charter, Section 4.101(a)(2), Boards and Commissions established by the Charter must consist of residents of the City and County of San Francisco who are 18 years of age or older (unless otherwise stated in the code authority). For certain appointments, the Board of Supervisors may waive the residency requirement.

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

18 Years of Age or Older: Yes ☒ No ☐

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

I'm a member of the general public, a resident of San Francisco for most of my life, and a product of, and consistent user of, San Francisco city government services, as alum of SFUSD, a former City College student, a user of Muni, our parks and our libraries - and San Francisco Animal Care and Control, from which I and family have adopted a number of pets over the years, including our beloved cat, Frannie.

I'm also the son of a professor of veterinary medicine and former government veterinarian, and grew up around a wide range of animals, both as pets and foster animals at home, and in visits to and assisting with my dad's work. That experience has ranged from the small - kangaroo rats and quail - to the large - horses - and from the domestic to farmer animals. I've also hunted, raised animals for food and had ducks and chickens for eggs. Animal welfare committees were a part of my childhood, as well, through my dad's work, and his passionate commitment to the issue.

San Francisco's wildlife, including our raccoons and coyotes, have been a joy to me all my life, and I would also bring that appreciation to my participation in the committee.

In short, I'd bring a wealth of experience with animals, domestic and otherwise, a commitment to animal welfare and a commitment to the City and City government, to the commission.

Business and/or Professional Experience:

I am currently a manager with SFMTA, responsible for special event permitting. Previously, I have also worked in the City as a program administrator for UCSF, manager of a legal office, assistant manager for a local retail store, and in various positions within the tech industry.

Civic Activities:

My organized participation in Civic activities is fairly slight at present. In the past, I have volunteered with various entities around the city, but not in recent years, when work and family have occupied all my time. I've volunteered with Shanti, and worked with other food service entities, and also done volunteer work in our parks on things like trails and weed clearance.

I often sit in on public meetings, and not just those directly related to my work for the City, and I am a passionate advocate of involvement in City governance, and in good government practices.

Have you attended any meetings of the body to which you are applying? Yes ☐ No ☒

An appearance before the Rules Committee may be required at a scheduled public hearing, prior to the Board of Supervisors considering the recommended appointment. Applications should be received ten (10) days prior to the scheduled public hearing.

Date: 4/11/2024

Applicant's Signature (required):

Nick Chapman

Digitally signed by Nick Chapman
Date: 2024.04.11 15:22:36 -07'00'

(Manually sign or type your complete name.)

NOTE: By typing your complete name, you are hereby consenting to use of electronic signature.)

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

FOR OFFICE USE ONLY:

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



COMMISSION OF ANIMAL CONTROL AND WELFARE

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 as "VACANT" are open for immediate appointment. However, you are able to submit applications for all seats and your application will be maintained for one year, in the event that an unexpected vacancy or opening occurs.

Membership and Seat Qualifications

Seat #	Appointing Authority	Seat Holder	Term Ending	Qualification
1	BOS	VACANT Term Expired 4/30/24 - Holdover Member Michael Reed	4/30/26	Must represent the general public and have interest and experience in animal matters. Term: 2-years
2	BOS	VACANT Term Expired 4/30/24 - Holdover Member Irina Ozernoy	4/30/26	Must represent the general public and have interest and experience in animal matters. Term: 2-years
3	BOS	Mikaila Garfinkel	4/30/25	Must represent the general public and have interest and experience in animal matters. Term: 2-years
4	BOS	Lisa Irene Fagundes	4/30/25	Must represent the general public and have interest and experience in animal matters. Term: 2-years
5	BOS	Jane Tobin	4/30/25	Must represent the general public and have interest and experience in animal matters. Term: 2-years
6	BOS	Michael Angelo Torres	4/30/25	Must represent the general public and have interest and experience in animal matters. Term: 2-years
7	BOS	VACANT Term Expired 4/30/24 Holdover Member – Brian Van Horn, DVM	4/30/26	Must be a licensed veterinarian practicing in San Francisco. Term: 2-years

Seat #	Appointing Authority	Seat Holder	Term Ending	Qualification
	Animal Care and Control	Amy Corso	Indefinite	Director of the Animal Care and Control Department or his/her designated representative. Term: Indefinite
	Public Health	George Han, MD, MPH	Indefinite	Director of the Department of Public Health or his/her designated representative. Term: Indefinite
	Police	Greg Sutherland	Indefinite	Chief of Police or his/her designated representative. Term: Indefinite
	Recreation and Parks	Christopher Campbell	Indefinite	General Manager of the Recreation and Park Department or his/her designated representative. Term: Indefinite

Additional Restrictions and Qualifications:

- No two individuals on the Commission shall be representatives, employees or officers of the same group, association, corporation, organization, or City Department.
- Each member shall be a resident of the City and County of San Francisco; except for the licensed veterinarian who must practice in San Francisco, but who need not be a resident of San Francisco.

BOARD OF SUPERVISORS (BOS) APPLICATION FORMS AVAILABLE HERE

- English - https://sfbos.org/sites/default/files/vacancy_application.pdf
- 中文 - https://sfbos.org/sites/default/files/vacancy_application_CHI.pdf
- Español - https://sfbos.org/sites/default/files/vacancy_application_SPA.pdf
- Filipino - https://sfbos.org/sites/default/files/vacancy_application_FIL.pdf

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

Please Note: Depending upon the posting date, a vacancy may have already been filled. To determine if a vacancy for this Commission is still available, or if you require additional information, please call the Rules Committee Clerk at (415) 554-5184.

Applications and other documents may be submitted to BOS-Appointments@sfgov.org

Next Steps: Applicants who meet minimum qualifications will be contacted by the Rules Committee Clerk once the Rules Committee Chair determines the date of the hearing. Members of the Rules Committee will consider the appointment(s) at the meeting and applicant(s) may be asked to state their qualifications. The appointment of the individual(s) who is recommended by the Rules Committee will be forwarded to the Board of Supervisors for final approval.

The Commission of Animal Control and Welfare consists of eleven (11) members.

The seven (7) members appointed by the Board of Supervisors shall be voting members:

- Six (6) members shall represent the general public and have interest and experience in animal matters; and
- One (1) member must be a licensed veterinarian practicing in San Francisco.

The other four (4) members are non-voting members, as follows:

- One (1) member shall consist of the Director of the Animal Care and Control Department or his/her designated representative;
- One (1) member appointed by the Director of the Department of Public Health or his/her designated representative;
- One (1) member appointed by the Chief of Police or his/her designated representative; and
- One (1) member appointed by the General Manager of the Recreation and Park Department or his/her designated representative.

Each member of the Commission of Animal Control and Welfare of the City and County of San Francisco shall be a resident of the City and County of San Francisco, except for the licensed veterinarian, who must practice in San Francisco, but who need not be a resident of San Francisco.

The Commission shall have the powers and duties to: a) hold hearings and submit recommendations regarding animal control and welfare to the Board of Supervisors and the City Administrator; b) study and recommend requirements for the maintenance of animals in public, private, and commercial care; and c) work with the Tax Collector, Director of the Animal Care and Control Department, and authorized licensing entities to develop and maintain dog licensing procedures and make recommendations on fees.

Term of Office: Three of the members who are first appointed by the Board of Supervisors shall be designated to serve for terms of one year and three for two years from the date of their appointment. Thereafter, members shall be appointed as aforesaid for a term of two years, except that all of the vacancies occurring during a term shall be filled for the unexpired term. A member shall hold office until his or her successor has been appointed and has qualified.

Reports: The Commission shall render a written report of its activities to the Board of Supervisors quarterly as stated in Health Code, Section 41.3.

Holdover Limit: Not Applicable

Authority: Health Code, Section 41.1 (Ordinance Nos. 226-73; 59-82; 182-89; 394-89; and 107- 99)

Sunset Date: None

Contact: Michael Angelo Torres
1 Dr. Carlton B. Goodlett Place, Room 362
Office of the Clerk of the Board
San Francisco, CA 94102
(415) 554-6074
michaelangelo.torres@sfdph.org

Update: December 16, 2024

Contact: Michael Angelo Torres, Chairperson
Commission of Animal Control and Welfare
1 Dr. Carlton B. Goodlett Place, Room 362
San Francisco, CA 94102
(415) 554-6074
michaelangelotorres@yahoo.com

Updated: January 5, 2024



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 Veterans¹ 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 "Kim Ellis".

¹ "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

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.² 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

² "Sec. 3.1-103. Filing Officers." *American Legal Publishing Corporation*, https://codelibrary.amlegal.com/codes/san_francisco/latest/sf_campaign/0-0-0-979.

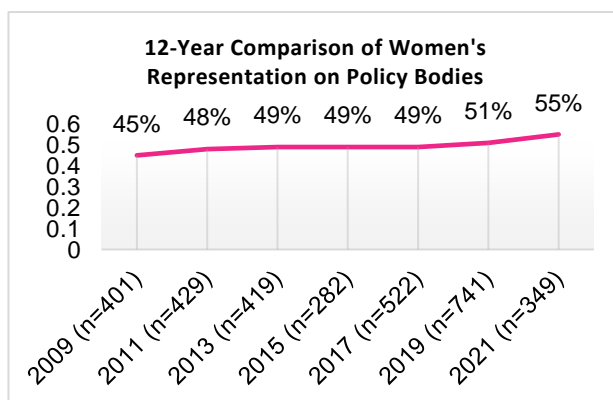
were limited compared to previous years, including the ability to conduct paper surveys and in-person meetings. Reliance on online surveying significantly reduced the level of participation, despite three to five direct contact efforts with policy bodies via phone and email. Moving forward, in addition 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

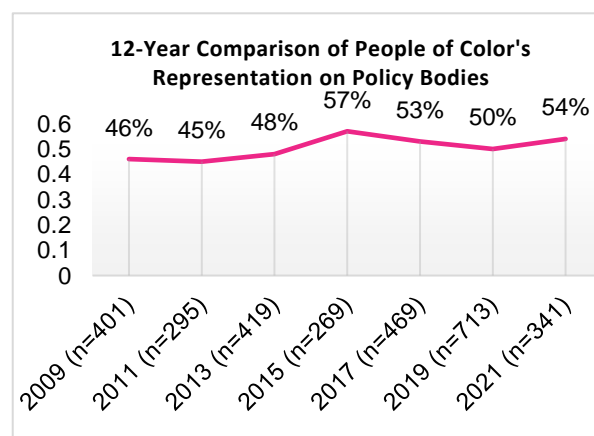
Gender

- 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.



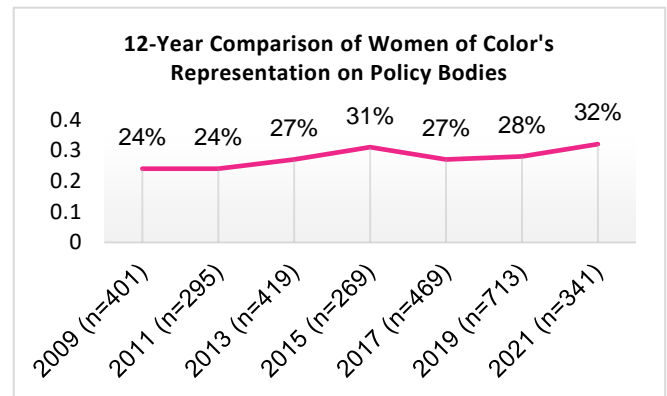
Race and Ethnicity

- 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

	Women	People of Color	Women of Color	LGBTQIA+	Disability Status	Veteran Status
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, 1998.³ 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.

³ 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

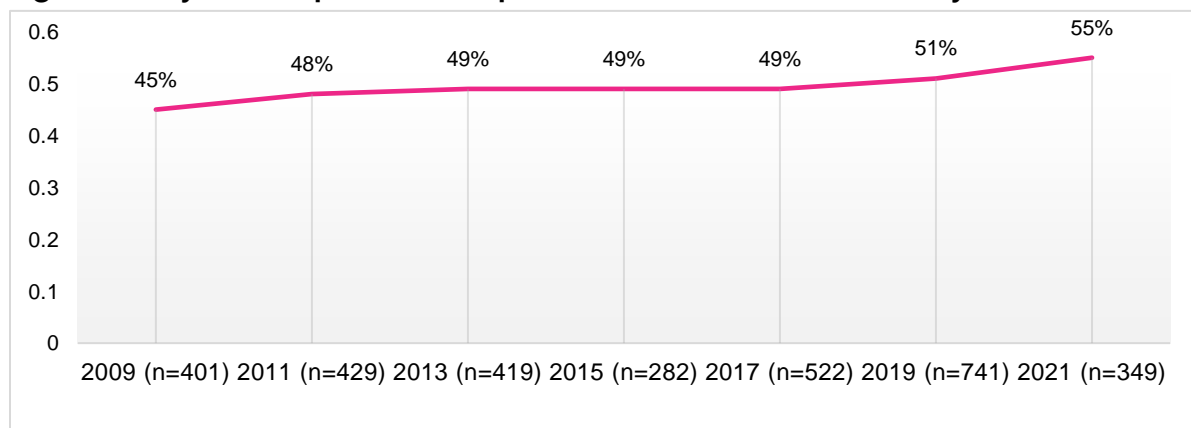
Appointee Demographics	Percentage of Appointees
Women (n=349)	55%
People of Color (n=341)	54%
Women of Color (n=341)	32%
LGBTQIA+ Identifying (n=334)	23%
People with Disabilities (n=349)	13%
Veteran Status (n=349)	22%

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%.

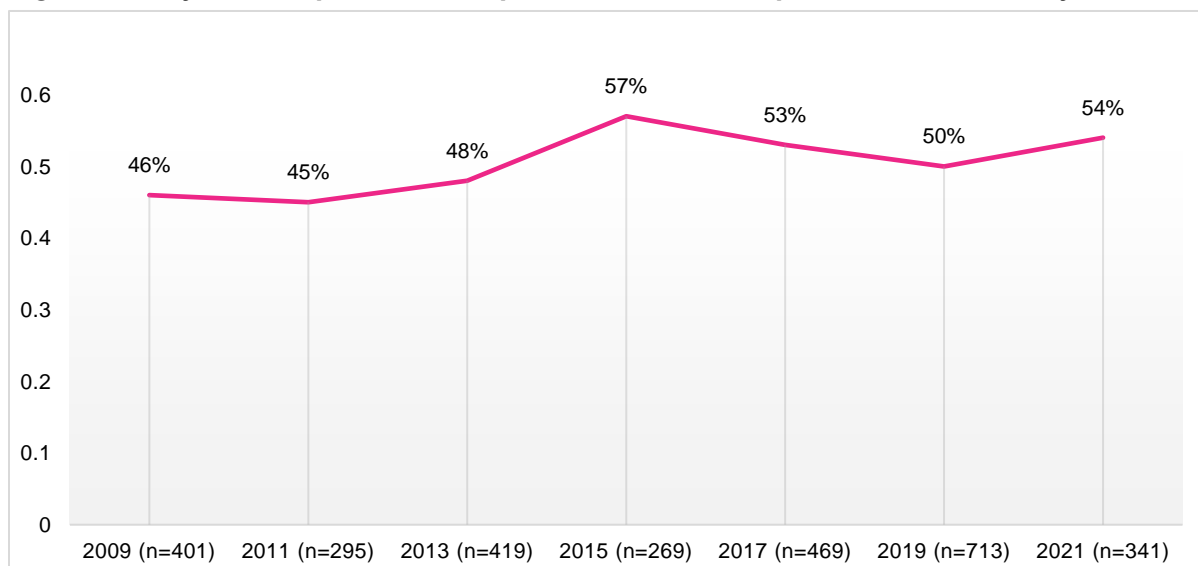
Figure 5: Advisory Bodies with the Highest Percentage of Women, 2021

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



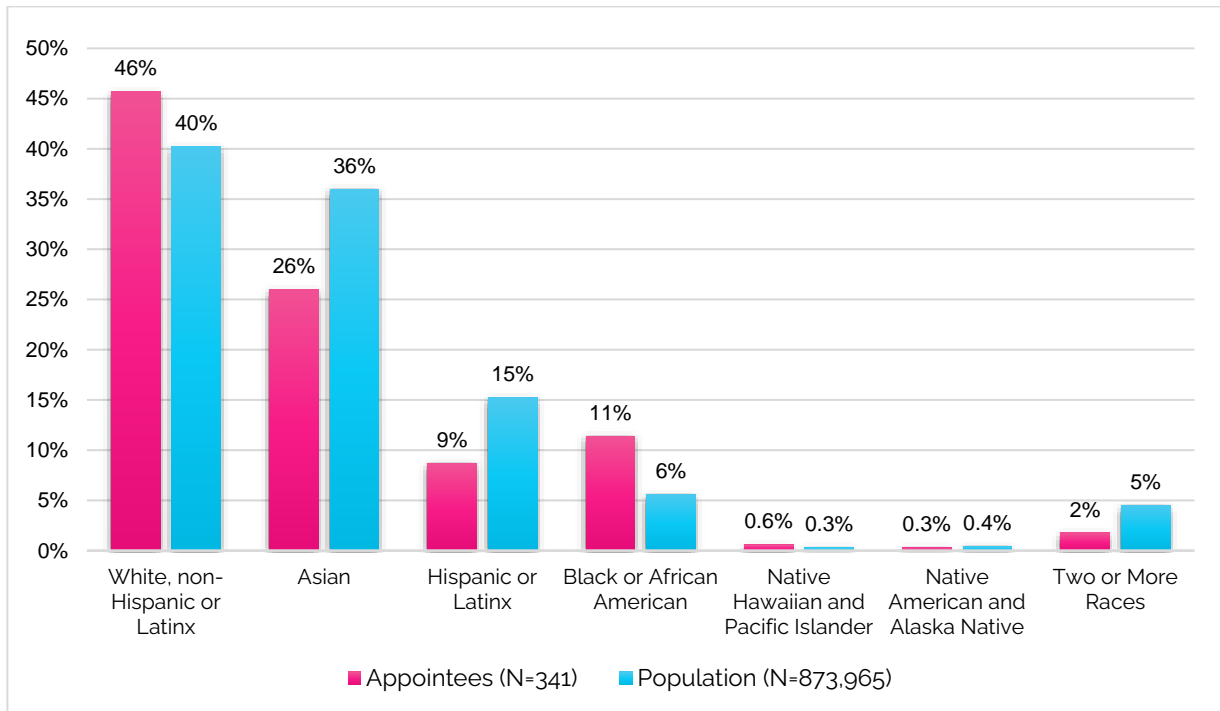
The racial and ethnic breakdown of policy body members compared to the San Francisco population is shown in Figure 7. This analysis reveals underrepresentation and overrepresentation in San Francisco policy bodies for certain racial and ethnic groups. Nearly half of all appointees are white, an overrepresentation by 6 percentage points. The Black community is represented on appointed policy bodies at 11% compared to 6% of the population of San Francisco.⁴ 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.⁵

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

⁵ 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

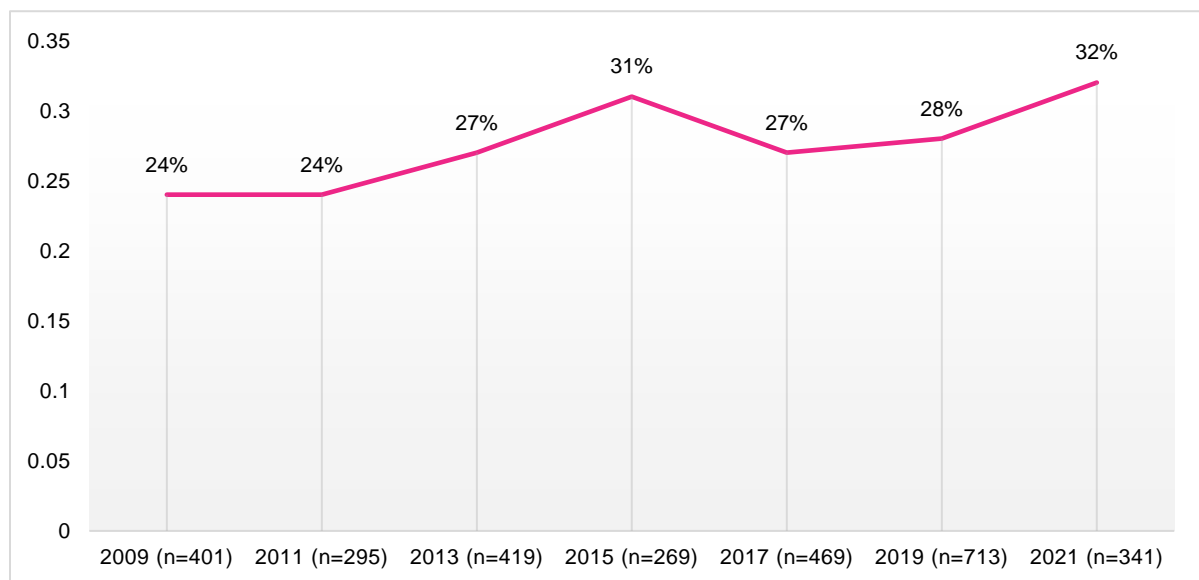
Policy Body	Percent of POC	Response Rate*	2019 Percent	2017 Percent
Ethics Commission	25%	25%	50%	67%
Retirement System Board	29%	57%	29%	29%
Recreation and Park Commission	29%	43%	43%	43%
Rent Board Commission	30%	60%	33%	50%

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

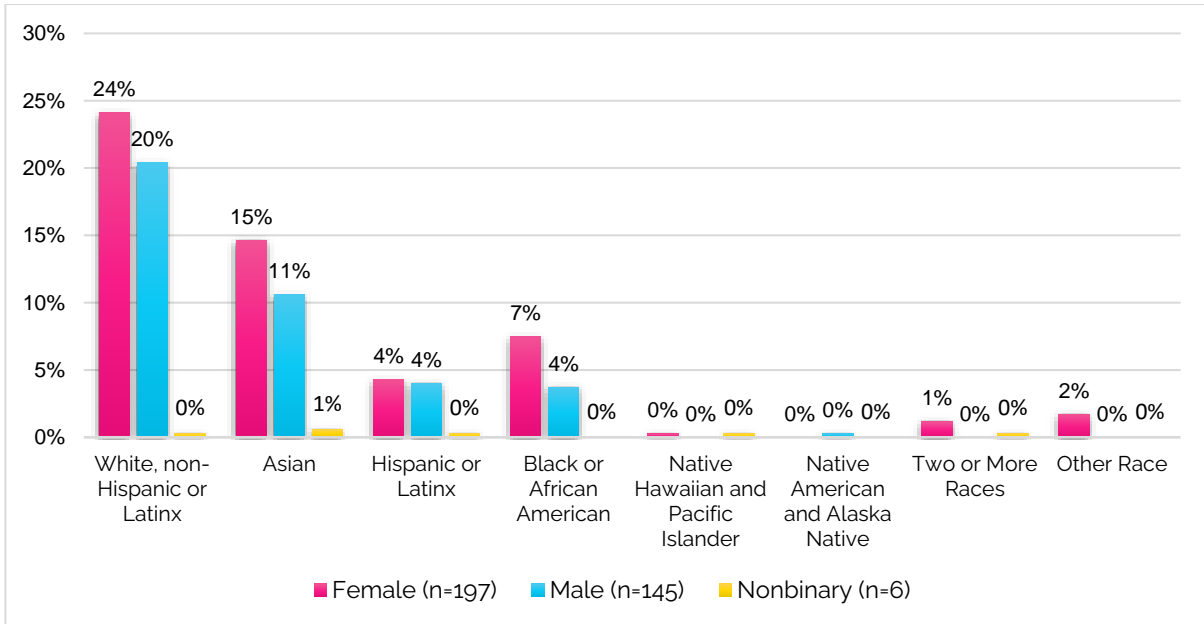
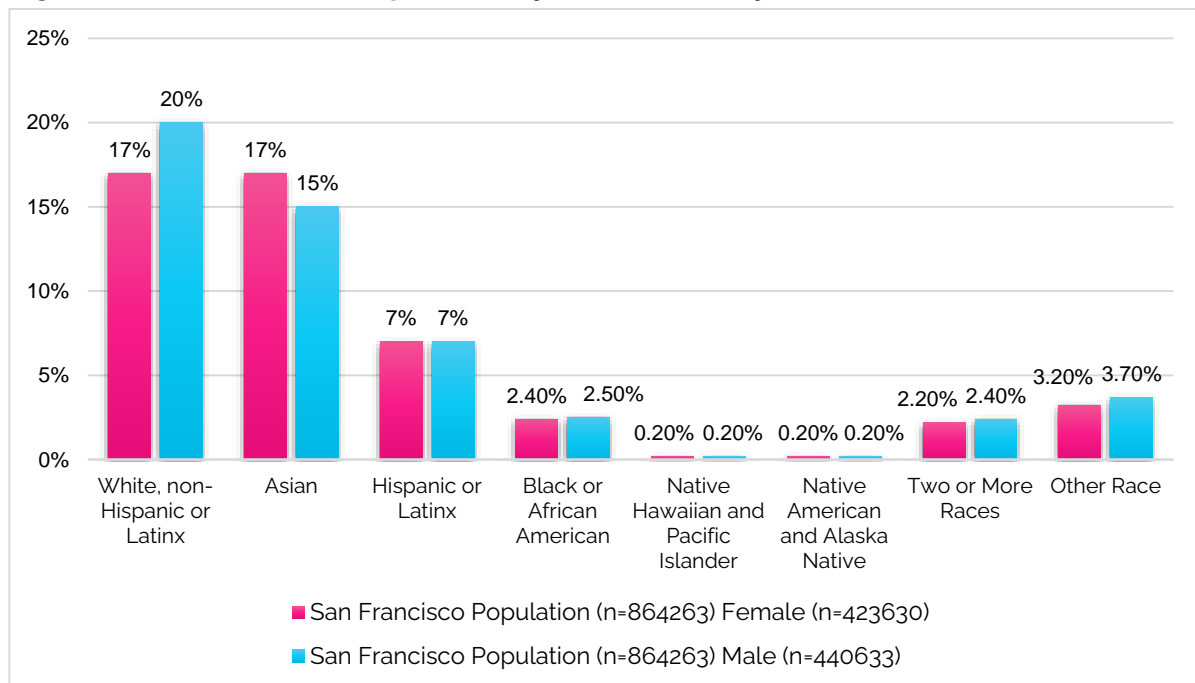


Figure 12: San Francisco Population by Race/Ethnicity

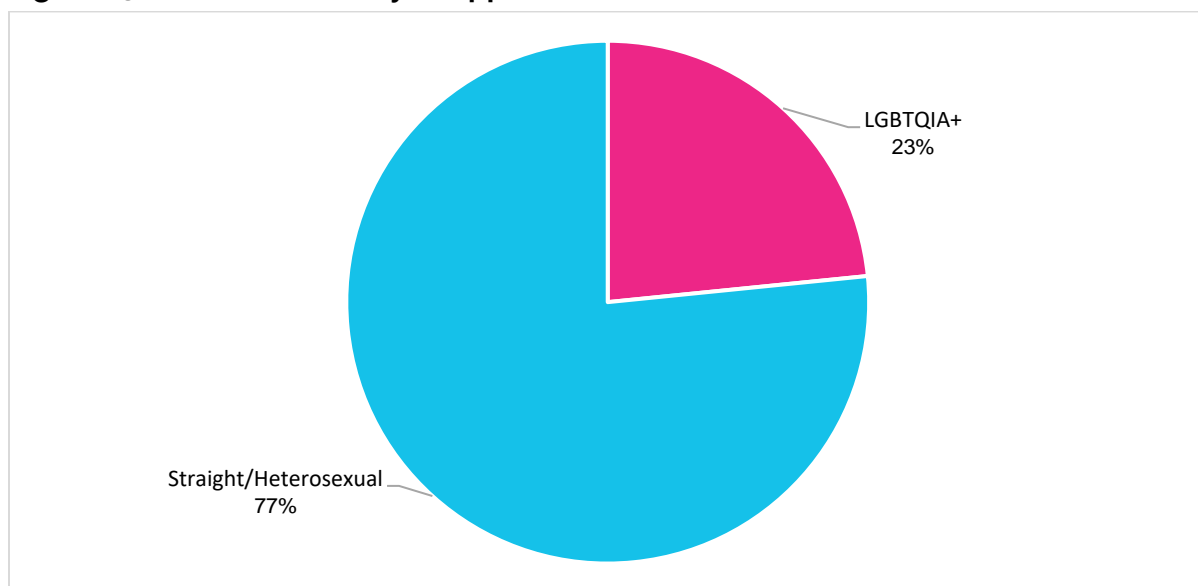


D. LGBTQIA+ Identity

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%⁶. The LGBTQIA+ population of the San Francisco and greater Bay Area is estimated to rank the highest of U.S. cities at 6.2%,⁷ while a 2006 survey found that 15.4% of adults in San Francisco identify as LGBTQIA+⁸.

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

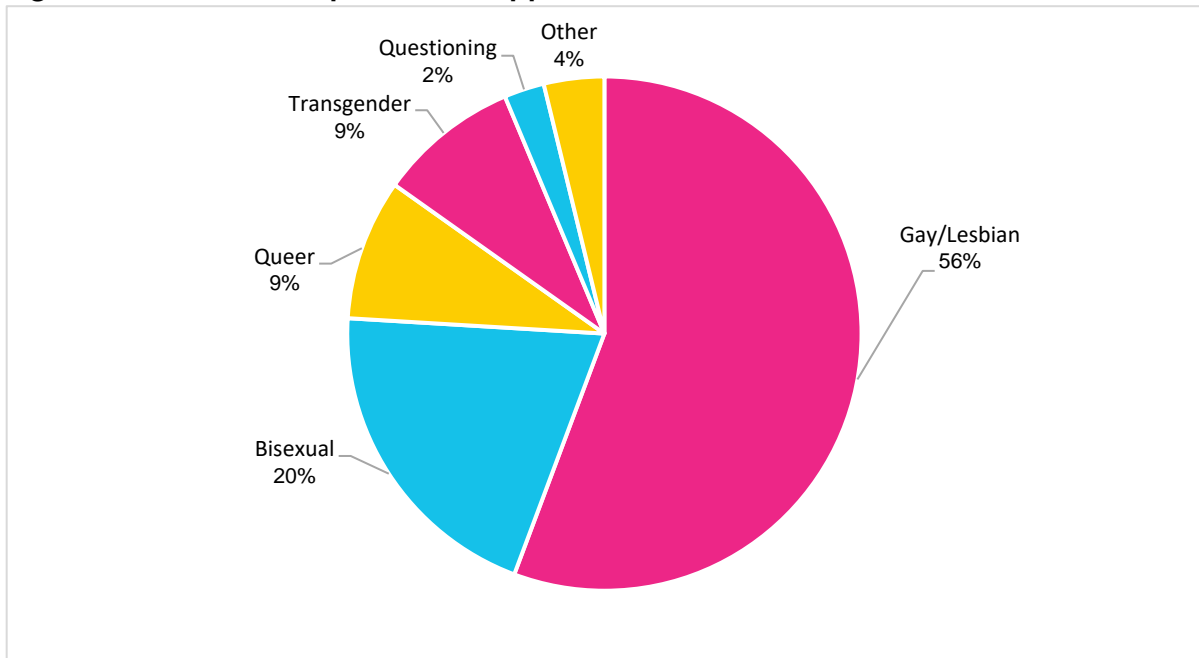


⁶ <https://williamsinstitute.law.ucla.edu/publications/adult-lgbt-pop-us/>

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

⁸ 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

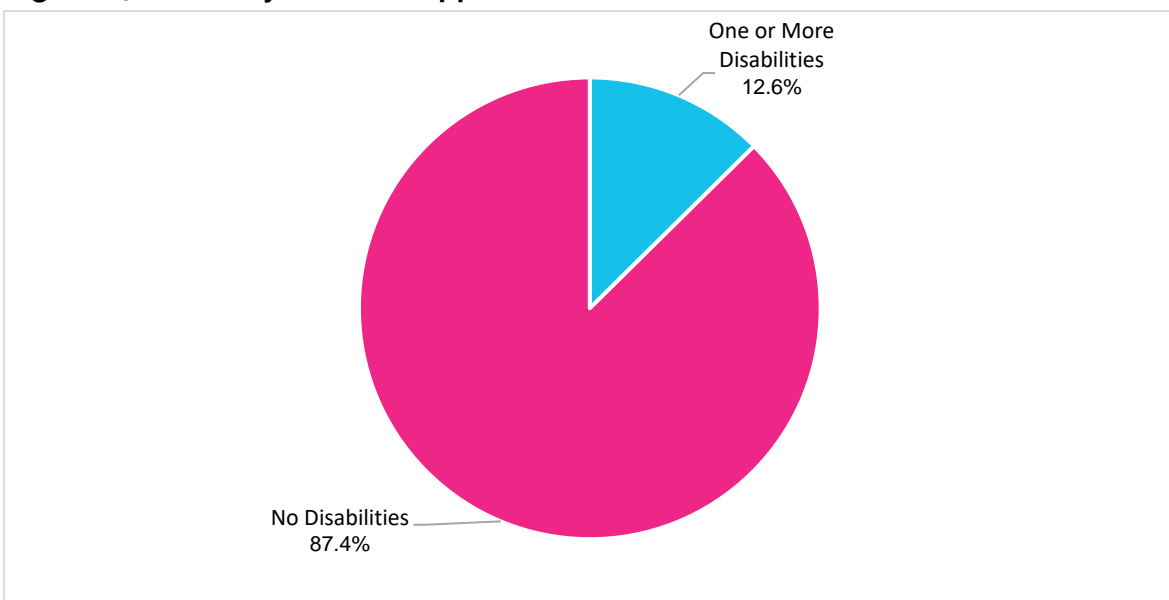
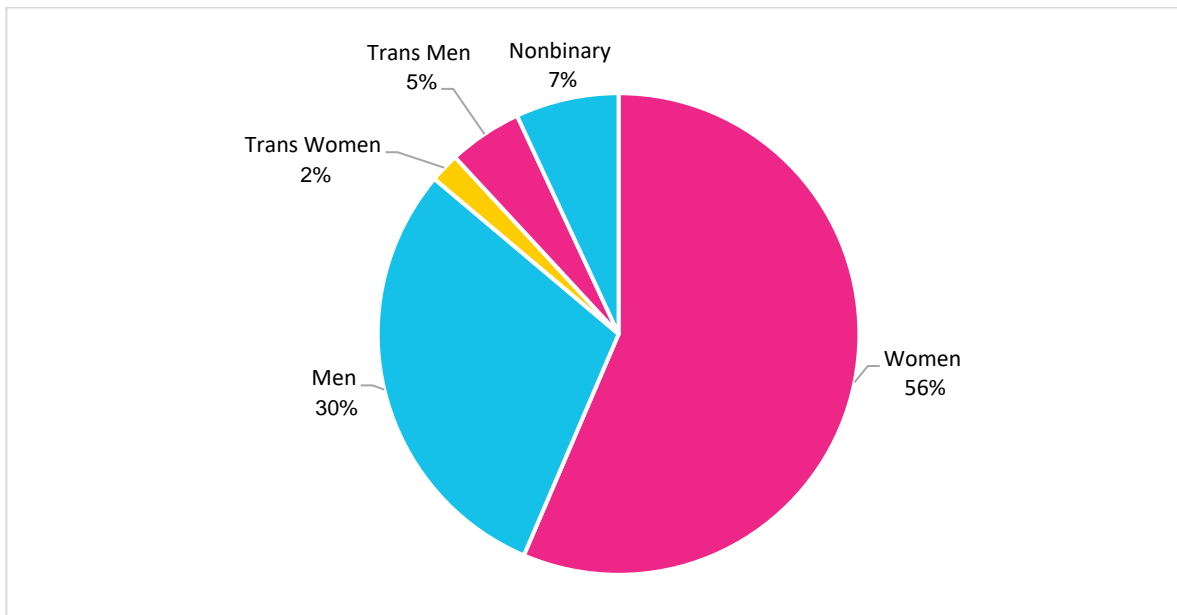


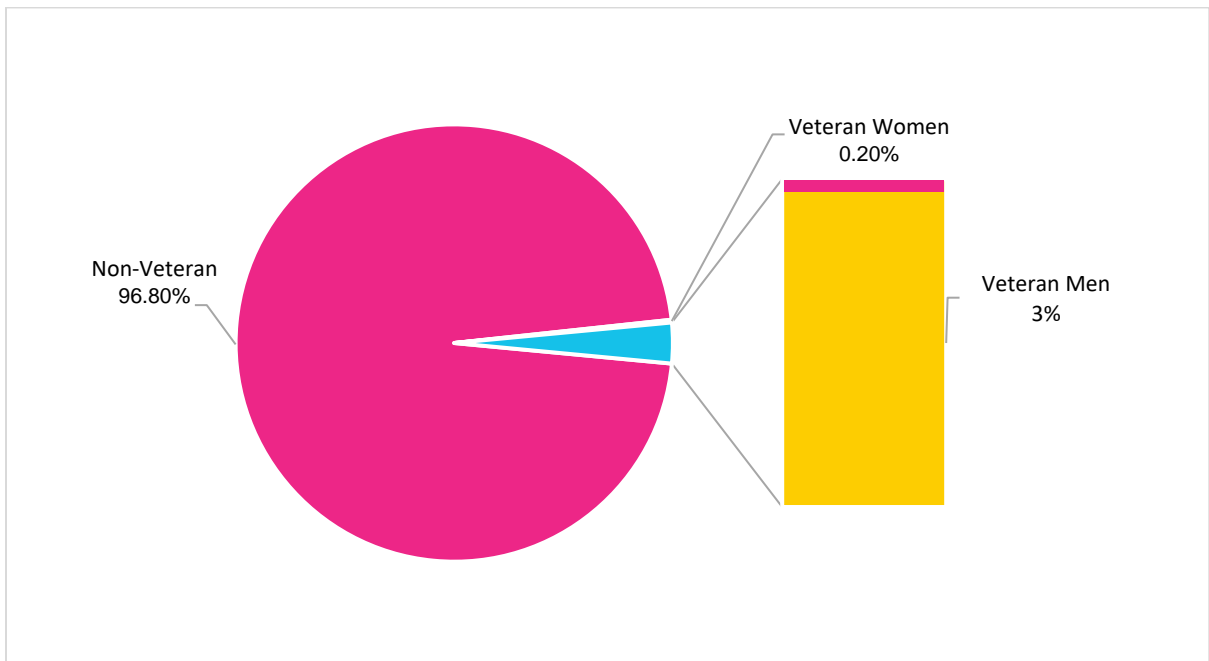
Figure 16: Appointees with One or More Disabilities by Gender Identity, 2021



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

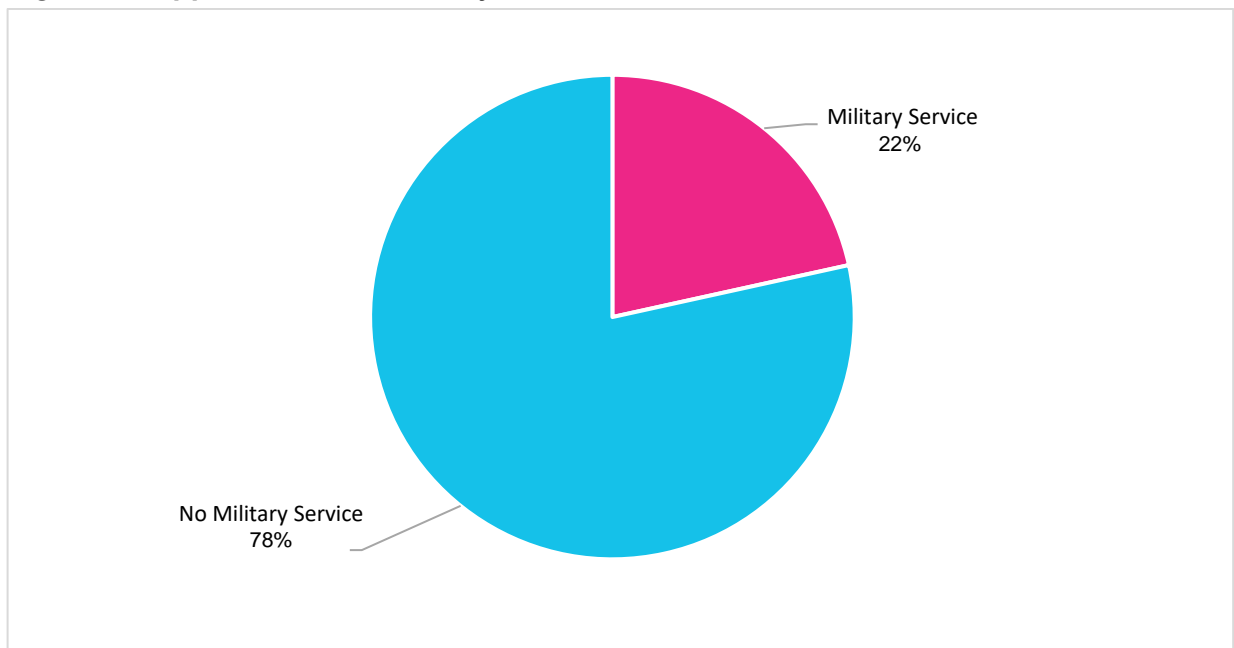
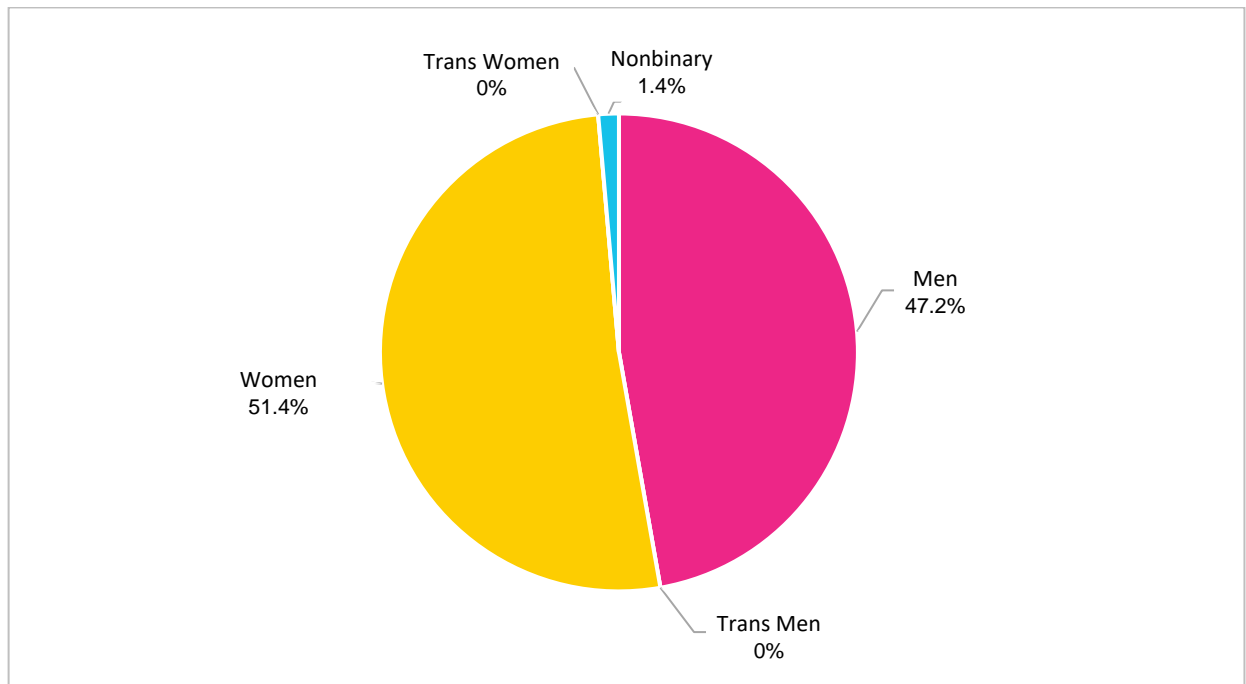


Figure 19: Appointees with Military Service by Gender, 2021



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

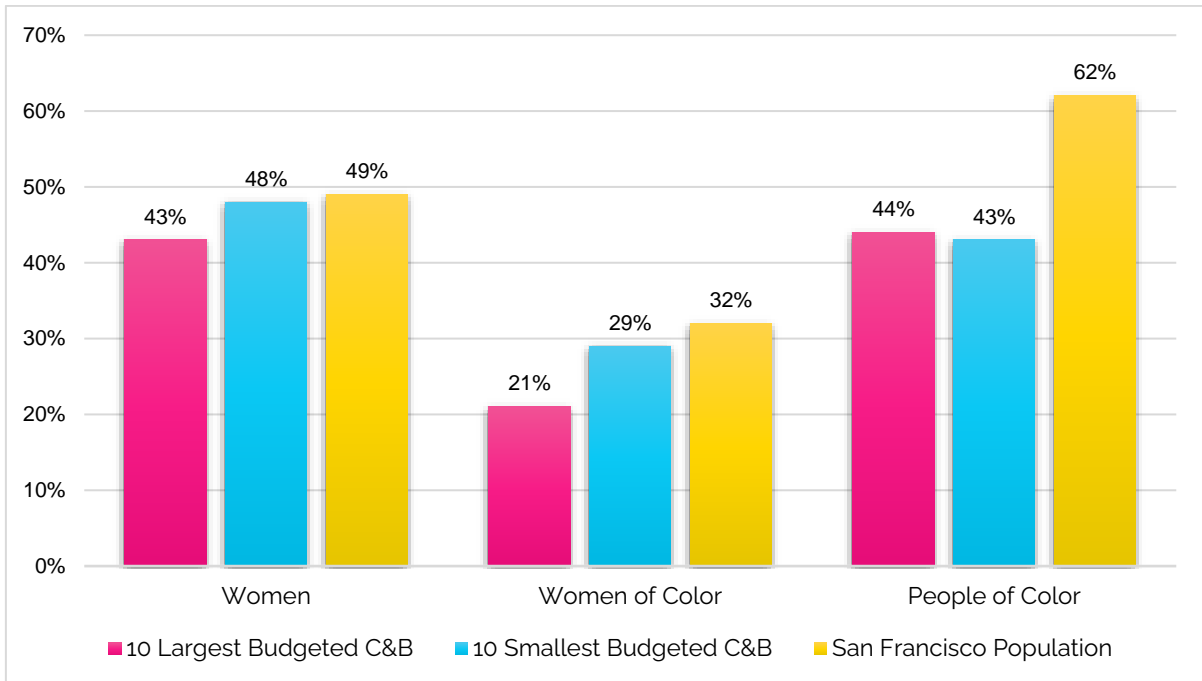


Figure 21: Demographics of Commissions and Boards with Largest Budgets, 2021

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%
Total	\$8.9B	66	61	74%	58%	29%	60%

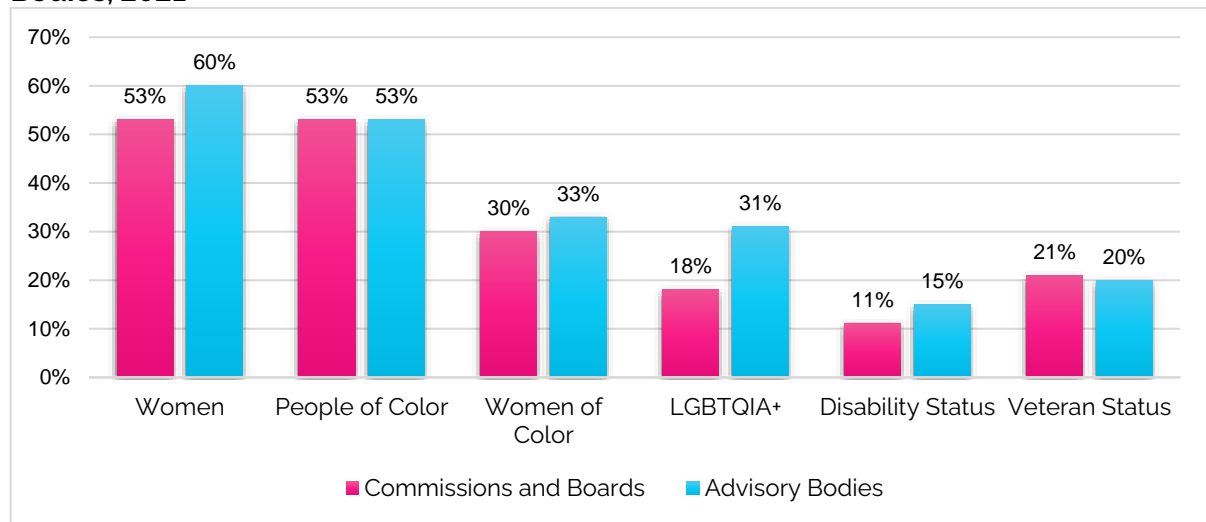
Figure 22: Demographics of Commissions and Boards with Smallest Budgets, 2021

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%
Total	\$25.5M	73	65	86%	56%	35%	51%

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.

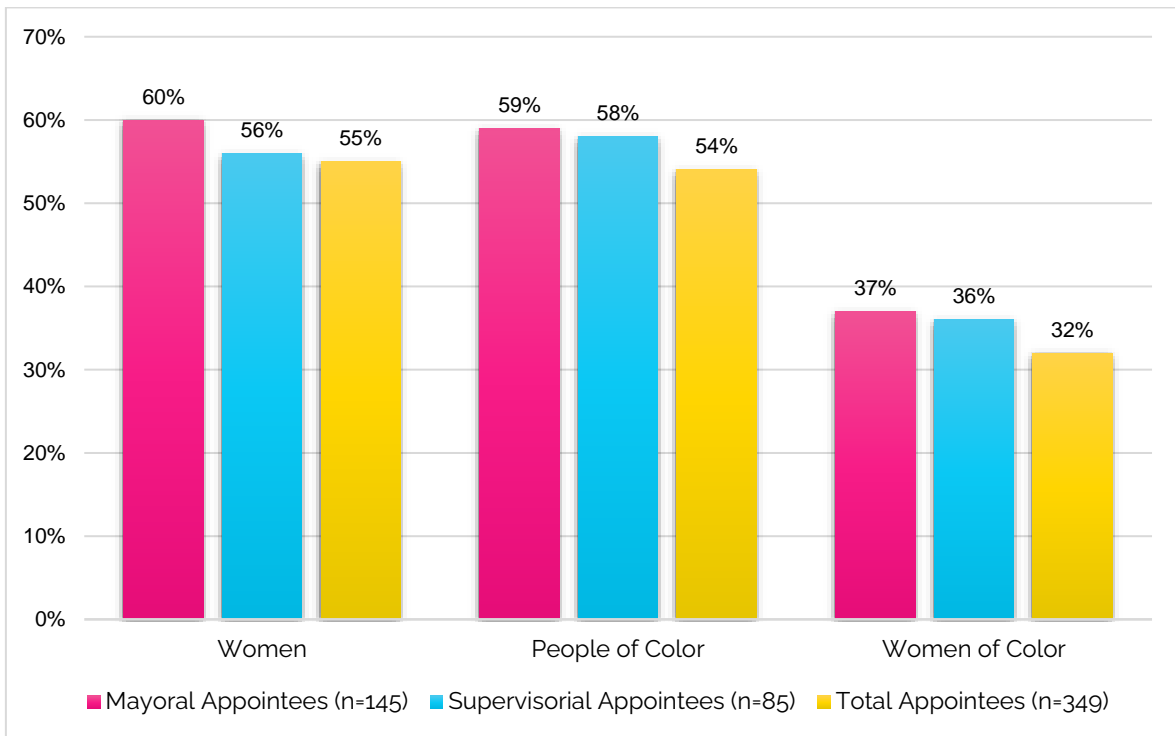
Figure 23: Demographics of Appointees on Commission and Boards and Advisory Bodies, 2021



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.

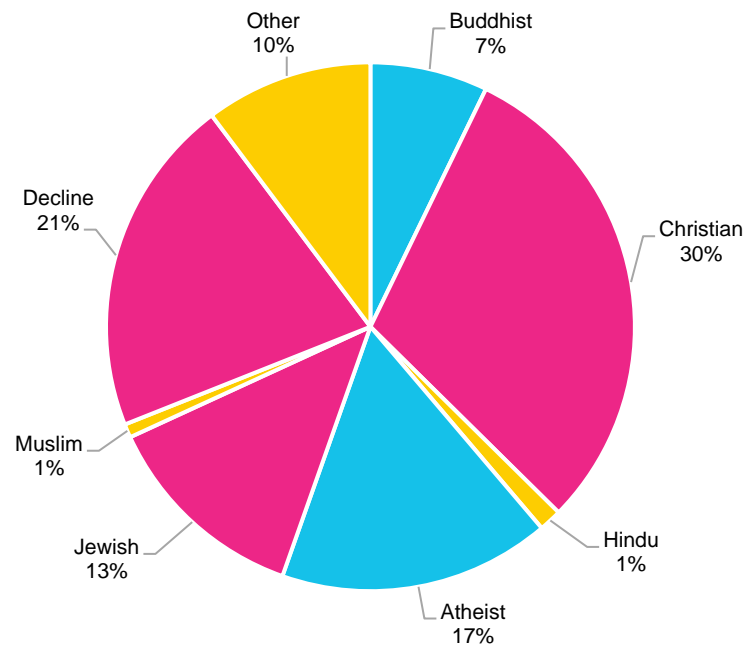
Figure 24: Demographics of Mayoral, Supervisorial, and Total Appointees, 2021



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

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.⁹ 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.

⁹"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

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>.

City and County of San Francisco
Department on the Status of Women
25 Van Ness Avenue, Suite 240
San Francisco, California 94102
sfgov.org/dosw
dosw@sfgov.org
415.252.2570

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
Access Appeals Commission	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%
Aging and Adult Services Commission	7	7	\$ 435,011,663	71%	29%	43%	86%
Airport Commission	5	5	\$ 1,370,000,000	40%	0%	40%	100%
Animal Control and Welfare Commission	7	7	\$0	29%	14%	29%	43%
Arts Commission	15	14	\$ 23,762,015	79%	57%	71%	100%
Asian Art Commission	27	26	\$ 10,200,000	50%	35%	54%	81%
Assessment Appeals Board No.1	8	6	\$ -	50%	0%	17%	100%
Assessment Appeals Board No.2	8	4	\$ -	0%	0%	50%	100%
Assessment Appeals Board No.3	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%
Board of Appeals	5	5	\$ 1,177,452	40%	20%	60%	100%
Board Of Examiners	13	10	\$0	0%	0%	40%	90%
Building Inspection Commission	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

Policy Body*	Total Seats	Filled Seats	FY20-21 Budget	Women	Women of Color	People of Color	Survey Response Rate
Central Subway Community Advisory Group	21	14	\$0	0%	0%	0%	0%
Children and Families Commission (First 5)	9	8	\$ 31,019,003	75%	50%	50%	75%
Children, Youth, and Their Families Oversight and Advisory Committee	11	7	\$ 171,481,507	14%	0%	0%	14%
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%
Citizens General Obligation Bond Oversight Committee	9	6	\$0	50%	0%	17%	100%
City Hall Preservation Advisory Commission	5	5	\$0	0%	0%	0%	20%
Civil Service Commission	5	5	\$ 1,286,033	60%	20%	40%	100%
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%
Commission on the Environment	7	7	\$0	57%	29%	43%	86%
Commission on the Status of Women	7	7	\$ 9,089,928	100%	86%	86%	100%
Committee on Information Technology	17	17	\$ 22,934,703	12%	0%	6%	18%

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
Elections Commission	7	5	\$ 69,000	60%	20%	40%	100%
Entertainment Commission	7	7	\$0	29%	14%	43%	100%
Ethics Commission	5	4	\$ 6,500,000	25%	25%	25%	25%
Film Commission	11	11	\$0	45%	27%	45%	100%
Fire Commission	5	5	\$ 414,360,096	40%	20%	60%	100%
Health Commission	7	7	\$ 2,700,000,000	71%	43%	71%	100%
Health Service Board	7	7	\$ 16,500,000	14%	14%	14%	43%
Historic Preservation Commission	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%
Human Rights Commission	11	9	\$ 13,618,732	0%	0%	0%	0%
Human Services Commission	5	5	\$ 604,412,630	20%	0%	60%	100%
Immigrant Rights Commission	15	14	\$0	43%	36%	50%	57%
Juvenile Probation Commission	7	6	\$0	50%	33%	67%	83%
Library Commission	7	7	\$ 341,000,000	71%	43%	71%	100%
Local Agency Formation Commission	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%
MTA Board of Directors and Parking Authority Commission	7	6	\$ 1,258,700,000	33%	33%	50%	50%

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
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%
Planning Commission	7	7	\$ 62,194,821	57%	29%	43%	71%
Police Commission	7	5	\$0	20%	20%	80%	100%
Port Commission	5	5	\$ 125,700,000	60%	40%	40%	60%
Public Utilities Citizen's Advisory Committee	17	14	\$0	21%	0%	14%	43%
Public Utilities Commission	5	5	\$ 1,433,954,907	20%	20%	20%	60%
Public Utilities Rate Fairness Board	7	4	\$0	25%	0%	25%	75%
Recreation and Park Commission	7	7	\$ 231,600,000	29%	14%	29%	43%
Reentry Council	7	5	\$0	0%	0%	0%	0%
Rent Board Commission	10	10	\$ 9,381,302	10%	0%	30%	60%
Residential Users Appeal Board	3	2	\$ 900	0%	0%	0%	50%
Retire Health Care Trust Fund Board	5	5	\$ 70,000	0%	0%	0%	0%
Retirement System Board	7	7	\$ 90,000,000	14%	14%	29%	57%
Small Business Commission	7	7	\$ 3,505,244	14%	0%	14%	43%
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%
Sunshine Ordinance Task Force	11	9	\$0	56%	44%	44%	89%
Sweatfree Procurement Advisory Group	11	6	\$0	0%	0%	0%	0%
Transgender Advisory Committee	14	14	\$0	0%	0%	21%	36%
Treasure Island Development Authority	7	6	\$0	17%	17%	33%	50%
Urban Forestry Council	15	14	\$0	0%	0%	0%	0%
Veterans Affairs Commission	17	16	\$ 150,000	0%	0%	0%	0%
War Memorial Board of Trustees	11	11	\$ 18,500,000	27%	18%	18%	45%
Workforce Investment Board	30	27	\$0	0%	0%	0%	0%
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.*



London N. Breed
Mayor

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



Acknowledgments

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.

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

City and County of San Francisco
Department on the Status of Women
25 Van Ness Avenue, Suite 240
San Francisco, California 94102
sfgov.org/dosw
dosw@sfgov.org
415.252.2570



YGGDRASIL

URBAN WILDLIFE RESCUE

Nonprofit I.D. # 27-0085492

www.yuwr.org * (510) 421-9897

April 17th 2025

Dear Supervisors Walton, Sherrill, and Mandelman:

My name is Lila Travis and I am the founder and director of Yggdrasil Urban Wildlife Rescue (YUWR.org), San Francisco's only wildlife rehabilitation center. YUWR is an all-volunteer-run 501(c)(3) nonprofit dedicated to the rehabilitation of orphaned and injured wildlife living in urban city centers. Our foundational mission is education of the public about how to live harmoniously with wildlife.

I am writing this email in support of Irina Ozerney's reappointment to the SF Commission for Animal Control and Welfare. As one of our longest-standing volunteers and a core member of YUWR's coordinator team, Irina constantly proves her dedication to animal welfare. I believe that it is important to retain Ms. Ozerney on the Commission, as she is a passionate advocate for all animals, including under-represented wildlife. Irina's work on the Commission to date has been incredibly helpful to the mission of our organization, by shedding light on important animal rights issues, wildlife educational issues, and incidents of animal cruelty. In fact, the proposed glue trap ban that Irina has been working on since she joined the Commission is something that would have a direct impact on our wildlife rescue work. Just this week, we've already seen four glue-trap caught animals at our wildlife hospital, and while these particular patients will recover, many are not so lucky.

I hope that you will reappoint Irina Ozerney to the Animal Commission so that she can continue doing this important work.

Thank you so much,

Sincerely,

Lila Talcott-Travis
Yggdrasil Urban Wildlife Rescue
Founder/Director
<http://www.yuwr.org>