File No. 230467 **Committee Item No.** 5
Board Item No. 33

COMMITTEE/BOARD OF SUPERVISORS

AGENDA PACKET CONTENTS LIST

Committee: Rules Committee **Date** June 12, 2023

Board of Supervisors Meeting **Date** June 27, 2023

Cmte Board

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

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

☐	☐	_____
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Completed by: Victor Young **Date** June 8, 2023
Completed by: _____ **Date** _____

PREPARED IN COMMITTEE
6/12/2023

FILE NO. 230467 MOTION NO.

[Appointments, Commission of Animal Control and Welfare - Michael Reed, Mikaila Garfinkel, Lisa Irene Fagundes, Jane Tobin, and Michael Angelo Torres]

Motion appointing, Michael Reed term ending April 30, 2024, and Mikaila Garfinkel, Lisa Irene Fagundes, Jane Tobin, and Michael Angelo Torres, terms ending April 30, 2025, to the Commission of Animal Control and Welfare.

MOVED, That the Board of Supervisors of the City and County of San Francisco does hereby appoint the hereinafter designated person to serve as a member of the Commission of Animal Control and Welfare, pursuant to the provisions of Health Code, Section 41.1, for the terms specified:

Michael Reed, seat 1, succeeding Annemarie Fortier, resigned, must represent the general public and have interest and experience in animal matters, for the unexpired portion of a two-year term ending April 30, 2024;

Mikaila Garfinkel seat 3, succeeding Nina Irani, resigned, must represent the general public and have interest and experience in animal matters, for a two-year term ending April 30, 2025;

Lisa Irene Fagundes seat 4, succeeding Iris Chan, term expired, must represent the general public and have interest and experience in animal matters, for a two-year term ending April 30, 2025;

Jane Tobin Seat 5, succeeding themself, must represent the general public and have interest and experience in animal matters, for a two-year term ending April 30, 2025;

Michael Angelo Torres Seat 6, succeeding themself, must represent the general public and have interest and experience in animal matters, for a two-year term ending April 30, 2025.

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: Commisssion of Animal Control and Welfare

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

Full Name: Michael A. Reed

[redacted] ncisco CA Zip Code: 94117

[redacted] Occupation: Retired

Work Phone: N/A Employer: N/A

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

Business Email: N/A Home E[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 Mayoral Order, members of boards/commissions are required to be Covid-19 vaccinated and attend in-person meetings.

Covid-19 Vaccinated: 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 volunteer at SFACC for 5 years . I also volunteer with Pallomacy Pigeon and Dove rescue. I have been a volunteer and foster For Mickaboo Companion Bird Rescue for over 15 years.

RECEIVED
BOARD OF SUPERVISORS
SAN FRANCISCO
2023 MAR 13 AM 10: 02
BY

(Applications must be submitted to BOS-Appointments@sfgov.org or to the mailing address listed above.)

Business and/or Professional Experience:

Real estate investor and Journeyman with Local 510 Sign and Display and Allied Crafts Union working at Moscone Center for over 25 years.

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: 3/09/2023 Applicant's Signature (required): Michael A Reed

(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
INSTRUCTIONS AND APPLICATION

San Francisco is a diverse City and County with a wide range of people and issues affecting it. In order to take advantage of the extensive experience and knowledge available throughout our communities, various Boards/Commissions/Committees/Task Forces have been established to bring that knowledge together. These groups and their membership requirements are established by legislation approved through the local, state, and/or federal government.

In addition to setting up the purpose and goals of the various groups, the governing legislation outlines the type of person - in terms of desirable skills and/or knowledge - who can contribute their knowledge and perspective. In this manner, a group of San Franciscans, who are representative of the City and County, can be active participants in addressing issues affecting the entire City and County.

If you are interested in serving the City and County of San Francisco, the following procedures are provided:

1. A list of vacancies and expected vacancies, with their qualifications, can be found at the Office of the Clerk of the Board of Supervisors, at the San Francisco Main Public Library, and online on the Board of Supervisors' website (http://www.sfbos.org/vacancy). Please review this list for positions of interest.

2. Submit an application (http://www.sfbos.org/vacancy_application)
   (List all of the appropriate seat number(s) and/or category/categories for which you qualify. We request applications be received ten (10) days before the scheduled hearing.)

   Applicants may also need to submit a Form 700, Statement of Economic Interests (https://www.fppc.ca.gov/Form700.html), along with their application for all bodies listed in Campaign and Governmental Conduct Code, Section 3.1-103(a)(1).

3. If the seat(s) you are applying for is vacant and requires the Board of Supervisors' confirmation, the Rules Committee may schedule your application for review. Applicants should expect to appear before the Rules Committee to speak on their qualifications and answer questions during a public hearing.
   (There are no set instructions on what you are expected to present to the Rules Committee; however, a brief description of how your qualifications distinguish you from other applicants, reasons for your interest in the subject, and/or a short summarization on why you would make a good candidate is appropriate.)

4. The Rules Committee may or may not make a recommendation for appointment. If a recommendation is made by the Rules Committee, the recommendation is forwarded to the Board of Supervisors for approval. It generally takes approximately 15 days from the date the Rules Committee makes their recommendation, for the individual to become officially appointed.

5. Depending on the type of organization, a new appointee may need to take an Oath of Office.

If there are no vacancies, your application will be retained for one year. If any openings occur during this time, your application will be submitted to the Rules Committee for review.

If you have any further questions, please contact the Rules Committee Clerk at (415) 554-5184. If you require detailed information concerning the operations of a particular Board/Commission/Committee/Task Force, please contact the administering department directly.

(Applications must be submitted to BOS-Appointments@sfgov.org or to the mailing address listed above.)

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TDD/TTY No. (415) 554-5227

Application for Boards, Commissions, Committees, & Task Forces

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

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

Full Name: Mikaila Garfinkel

[redacted] Zip Code: 94117

[redacted] Occupation: Sr. Content Marketing Manager

Work Phone: N/A Employer: Databricks

Business Address: 160 Spear St 15th floor, San Francisco, CA Zip Code: 94105

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 Mayoral Order, members of boards/commissions are required to be Covid-19 vaccinated and attend in-person meetings.

Covid-19 Vaccinated: 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 grew up in the Bay Area and have lived in three neighborhoods across San Francisco at various times of my life and am incredibly passionate about animal welfare. I have spent the last several years educating myself on the local wildlife and how the city can support our ecosystems. As part of my education, I have met with multiple groups and individuals focused on urban wildlife issues to better understand top-of-mind concerns such as human-wildlife conflicts and the challenges of human encroachment. My knowledge combined with my interest in animal welfare and conservation makes me equipped to support the most pressing animal issues in the city.

As a resident, I am incredibly passionate about supporting our community. This would inspire my approach as a Commissioner and prompt me to ensure that any suggestions or changes I support would only be made with a thorough understanding of how it impacts residents, especially marginalized and underrepresented groups. I'm a proponent of iterative, thoughtful change and love looking at new, innovative solutions to large-scale problems.

(Applications must be submitted to BOS-Appointments@sfgov.org or to the mailing address listed above.)

Business and/or Professional Experience:

I am an experienced content marketer in the tech industry who thrives in collaborative, deadline-driven environments and must constantly balance the needs and goals of multiple stakeholders. As a content marketer, I possess strong writing and communication skills and am able to synthesize complex topics into accessible, engaging narratives. I also have had the opportunity to present strategies and results in a range of settings, including executive and leadership audiences.

Throughout my career, I have identified ways to drive social impact initiatives. For example, in a previous role, I was made aware of the use of animals for entertainment at a company event. I quickly notified the Legal team of this event and worked with them to add verbiage to the official company policy/handbook that prohibited the use of exotic animals at events unless granted specific permission.

At this company, I also founded the company Sustainability Squad to partner with the facilities team on sustainability initiatives and educate employees on environmental best practices. These two examples showcase my drive to push for positive change - but doing so in a way that collaborates and engages with a variety of teams.

Civic Activities:

- Volunteered with the Golden Gate Audubon Society by attending monthly calls to discuss the top-of-mind issues and potential solutions regarding bird conservation in the San Francisco Bay Area. As part of this effort, I also participated in the Christmas Bird Count to help record San Francisco bird populations.

- Consistently monitor the city for rodent "bait boxes" for violations of AB 1788 and have contacted the Agriculture Commissioner of San Francisco with observed violations.

- Attended multiple Commission of Animal Welfare & Control meetings to learn more about current animal welfare issues and what's top of mind for residents.

- Continually look for opportunities to support and improve my neighborhood, such as helping with a local cleanup through Refuse Refuse.

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 13, 2023 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: _____

Rules Committee, SF Board of Supervisors
1 Dr. Carlton B. Goodlett Place
City Hall, Room 244
San Francisco, CA 94102-4689

April 24, 2023

Dear Supervisors Dorsey, Walton, and Safai,

Hello! I am the current Vice-Chairperson of the SF Commission for Animal Control and Welfare. The Animal Commission is at a crossroads, having lost three key members who either resigned or are not seeking reappointment. It is imperative that we fill the vacancies with qualified candidates who are truly dedicated to animal welfare.

To that end, I am writing to you in support of **Mikaila Garfinkel**'s application to the Commission. I have known Mikaila for several years through our mutual interests in sustainability, animal advocacy, and conservation. She has impressed me with her far-ranging knowledge of multiple animal-related issues, her top-notch communication skills (both written and verbal), and her tireless dedication to community-based social change.

I'm confident that Mikaila would do a stellar job on the Animal Commission, as she is already deeply involved with various animal welfare initiatives, including monitoring illegal use of anticoagulant rodenticides and our upcoming proposed glue trap ban. I know she would infuse incredible energy and commitment into the role, and would be a great resource to the Commission–and the City's animals, wild and domestic.

I look forward to voicing my endorsement for Mikaila's candidacy at the upcoming Rules Committee meeting.

Thank you for your consideration!

Irina Ozernoy
Vice-Chairperson
SF Commission for Animal Control and Welfare

BOARD of SUPERVISORS

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San Francisco 94102-4689
Tel. No. (415) 554-5184
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Application for Boards / Commissions / Committees / Task Forces
INSTRUCTIONS AND APPLICATION

San Francisco is a diverse City and County with a wide range of people and issues affecting it. In order to take advantage of the extensive experience and knowledge available throughout our communities, various Boards/Commissions/Committees/Task Forces have been established to bring that knowledge together. These groups and their membership requirements are established by legislation approved through the local, state, and/or federal government.

In addition to setting up the purpose and goals of the various groups, the governing legislation outlines the type of person - in terms of desirable skills and/or knowledge - who can contribute their knowledge and perspective. In this manner, a group of San Franciscans, who are representative of the City and County, can be active participants in addressing issues affecting the entire City and County.

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2. Submit an application (http://www.sfbos.org/vacancy_application)
   (List all of the appropriate seat number(s) and/or category/categories for which you qualify. We request applications be received ten (10) days before the scheduled hearing.)

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   (There are no set instructions on what you are expected to present to the Rules Committee; however, a brief description of how your qualifications distinguish you from other applicants, reasons for your interest in the subject, and/or a short summarization on why you would make a good candidate is appropriate.)

4. The Rules Committee may or may not make a recommendation for appointment. If a recommendation is made by the Rules Committee, the recommendation is forwarded to the Board of Supervisors for approval. It generally takes approximately 15 days from the date the Rules Committee makes their recommendation, for the individual to become officially appointed.

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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, 4, 5, or 6

Full Name: Lisa Irene Fagundes

[redacted] Zip Code: 94110

cupation: Librarian

Work Phone: _____ Employer: San Francisco Public Library

Business Address: 190 9th Street, SF CA Zip Code: 94103

Business Email: lisa.fagundes@sfpl.org Home Em[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 Mayoral Order, members of boards/commissions are required to be Covid-19 vaccinated and attend in-person meetings.

Covid-19 Vaccinated: 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 lived in San Francisco for 20 + years, predominately in the Mission District with a brief spate in the Portola neighborhood. I was born and raised in Solano and Contra Costa Counties, so I am very familiar with Bay Area and San Francisco politics and issues.
I am a white, 45 year old, female, queer, cis, able-bodied San Franciscan who loves animals and humans!

(Applications must be submitted to BOS-Appointments@sfgov.org or to the mailing address listed above.)

Business and/or Professional Experience:

I have worked at the San Francisco Public Library for over 16 years now. I have worked in all of the neighborhood branches, and most recently worked on the 1st Floor of the Main Library in the Civic Center. I am very well-versed in human/animal interactions in public spaces and the problems they can raise for both humans and animals. I specifically have a lot of experience with service dogs, and houseless people and their pets.

Civic Activities:

I have attended occassional Library Commission meetings, as well as a handful of virtual Board of Supervisor meetings. I have attended neighborhood meetings with my current Supervisor Hillary Ronen as well.

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: 03/10/2023 Applicant's Signature (required): Lisa I Fagundes

(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: _____

CALIFORNIA FORM 700
FAIR POLITICAL PRACTICES COMMISSION

STATEMENT OF ECONOMIC INTERESTS
COVER PAGE
A PUBLIC DOCUMENT

Date Initial Filing Received
Filing Official Use Only

Please type or print in ink.

NAME OF FILER (LAST)	(FIRST)	(MIDDLE)
FAGUNDES	LISA	IRENE

1. Office, Agency, or Court

Agency Name *(Do not use acronyms)*
San Francisco Public Library

Division, Board, Department, District, if applicable
Collection Development Office

Your Position
AudioVisual Librarian

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

Agency: COMMISSION OF ANIMAL CONTROL AND WELFARI Position: Commissioner

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

- ☐ State
- ☐ Judge, Retired Judge, Pro Tem Judge, or Court Commissioner (Statewide Jurisdiction)
- ☐ Multi-County _____
- ☐ County of _____
- ■ City of San Francisco
- ☐ Other _____

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

- ☐ **Annual:** The period covered is January 1, 2022, through December 31, 2022.
  -or-
  The period covered is ____/____/_____, through December 31, 2022.
- ☐ **Assuming Office:** Date assumed ____/____/_____
- ☐ **Leaving Office:** Date Left ____/____/_____ *(Check one circle.)*
  - ☐ The period covered is January 1, 2022, through the date of leaving office.
  - -or-
  - ☐ The period covered is ____/____/_____, through the date of leaving office.
- ■ **Candidate:** Date of Election 4/30/2023 and office sought, if different than Part 1: _____

4. Schedule Summary (required)

► ***Total number of pages including this cover page:*** _____

Schedules attached

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

-or- ■ ***None*** - *No reportable interests on any schedule*

5. Verification

MAILING ADDRESS STREET *(Business or Agency Address Recommended - Public Document)*	CITY	STATE	ZIP CODE
190 9th Street	San Francisco	CA	94103

DAYTIME TELEPHONE NUMBER	EMAIL ADDRESS
(415) 557-4339	lisa.fagundes@sfpl.org

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

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

Date Signed 03/10/2023 *(month, day, year)*

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

Save Form

Print Form

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): Seat 5 renewal District: 5

Name: Jane Tobin

[redacted] t Zip: 94117

Occupation: NonProfit Mgmt. Consultant

Work Phone: 415-505-2263 Employer: Self-employed

Business Address: Same as above 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:

San Francisco values representing all communities of interest equally. It is why I moved to the Haight Ashbury neighborhood 30 years ago. From the beginning, I supported my neighbors, housed and unhoused, hosting an annual community block party, organizing tree plantings, and most recently providing meals and human/pet supplies at the Safe Sleeping Site on Stanyan. What is particularly appealing to me about the animal community of San Francisco is that animal guardians represent every income level, ethnicity, race, gender, age, ability, and sexual orientation. The common bond is compassion for animals. It has been a privilege to raise awareness and funds for the animals, advocate for them, and serve the people who care for them. It would be an honor to renew my role as a commissioner on the Animal Control and Welfare Commission.

Business and/or professional experience:

My professional experience includes event management and fundraising for non-profits in the Bay Area. In 2018, I received a Master in Nonprofit Administration at the University of San Francisco and now provide consulting services for local non-profits. Although I have had many rewarding jobs, including several years at the San Francisco Chronicle managing over 20 events annually - volunteering at San Francisco Animal Care and Control has been the most meaningful. I began in 1993 socializing animals and working with potential adopters. In 1994, I created and organized Pet Pride Day, an annual event in Sharon Meadows in Golden Gate Park in October. This free event was open to the public (and their pets) to come and celebrate the animals. In addition to raising funds and awareness for ACC, it also showcased the sweet, quirky animal-loving residents that call San Francisco home. Until 2015, I served as Co-President of Friends of San Francisco Animal Care and Control (Friends of ACC), a non-profit I helped establish in 2000. Friends of ACC raises funds for programs and services that extend beyond ACCs operating budget.

Civic Activities:

The Commission offers many opportunities to engage in civic activities. In 2020, I used my experience in animal welfare to support the companion animals at the Safe Sleeping Site on Stanyan. I was able to provide supplies, veterinary care, and food. Besides pet food/supplies, I, along with a Cole Valley Haight Allies (CVHA) neighborhood team, offer homecooked meals, supplies, and support for the residents. Keeping companion animals and their guardians safe during this crisis became an objective of the Animal Control and Welfare Commission (ACWC) in 2021. Our commission work plan reflects the civic efforts of each commissioner. The safety and care of unhoused people and pets is a particular interest of mine.

As part of the ACWC, I also serve as an animal welfare advisor on the Joint Zoo/Rec and Park Committee. Currently, I am helping the committee develop a building usage plan for the Mothers Building - a historic building located on Zoo property

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.)*

05/12/2023 Jane Tobin

Date:_____**Applicant's Signature: (required)** _____

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

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

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

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): Seat 6 (for reappointment)

Full Name: Michael Angelo Torres

[redacted] Francisco CA Zip Code: 94109

[redacted] Occupation: Writer/Administrative

Work Phone: (415) 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 third term. I currently serve as Chair for the Commission, and previously I was the Commission Secretary. As a member of the Commission, I helped facilitate our remote meetings, as well as our return to in-person meetings. I also assisted with the migration of our sfgov.org website to the new sf.gov website platform. Currently, I am working with Supervisor Mandelman's office and the City Attorney's office on renaming/simplifying our Commission's name so we will be known as the Animal Commission.

As for myself, I am a 58 year old gay Latino/Indigenous Amercian male. I have lived in San Francisco since 1986 (with the exception of six months when I lived in Los Angeles following the 1989 earthquake). I have lived in my current address in my current district (District 3) since November 2008.

(Applications must be submitted to BOS-Appointments@sfgov.org or to the mailing address listed above.)

Business and/or Professional Experience:

I worked for over 30 years as an Operations Manager at various organizations, including Golden Gate Unversity in San Francisco. As an Operations Manager, I have overseen many administrative responsibilities to include building management, purchasing, scheduling and security. In addition, I served as a Title IX Coordinator, as well as the EthicsPoint/anonymous reporting system administrator, for the University. The adminstrative experience that I gained while working at the University, as well as my attention to detail, are 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. I feel it is a privilege to be able to volunteer time, and donate other resources, to help animals. I also feel blessed to experience what I believe is a real calling to want to help animals in any way that I can.

Civic Activities:

I have always considered myself to be an advocate and community organizer, and I always try to do what I can to help others. It was that desire to want to do more for the community that originally inspired me to apply for a seat on the Commission back in 2019. Currently, I also volunteer with the Latino Task Force and the SF Dog organization to help with the food distribution progam at the Mission Food Hub. I also create free content for various animal-related non-profit organizations to use on their websites. I have also volunteered for various animal rescue organizations, such as Muttville Senior Dog Rescue and the Doris Day Animal Foundation, throughout the years. I have also worked with Prevention Point Needle Exchange and Community United Against Violence (CUAV) during their early years. In addition, I have also volunteered for various local and state-wide political campaigns, to include advance work for Kamala Harris's first campaign for San Francisco District Attorney, and 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: 05-May-2023 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: _____

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

Membership and Seat Qualifications

Seat #	Appointing Authority	Seat Holder	Term Ending	Qualification
1	**BOS**	**VACANT**	**4/30/24**	Must represent the general public and have interest and experience in animal matters, for a two-year term
2	BOS	Irina Ozernoy	4/30/24	Must represent the general public and have interest and experience in animal matters, for a two-year term
3	**BOS**	**VACANT**	**4/30/23**	Must represent the general public and have interest and experience in animal matters, for a two-year term
4	**BOS**	**Iris Chan**	**4/30/23**	Must represent the general public and have interest and experience in animal matters, for a two-year term
5	**BOS**	**Jane Tobin**	**4/30/23**	Must represent the general public and have interest and experience in animal matters, for a two-year term
6	**BOS**	**Michael Angelo Torres**	**4/30/23**	Must represent the general public and have interest and experience in animal matters, for a two-year term
7	BOS	Brian Van Horn, DVM	4/30/24	Must be a licensed veterinarian practicing in San Francisco, for a two-year term
	Animal Care and Control	Dr. Shari O'Neill	Indefinite	Director of the Animal Care and Control Department or his/her designated representative

	Public Health	**VACANT**	Indefinite	Director of the Department of Public Health or his/her designated representative
	Police	Greg Sutherland	Indefinite	Chief of Police or his/her designated representative
	Recreation and Parks	Christopher Campbell	Indefinite	General Manager of the Recreation and Park Department or his/her designated representative

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.

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, Chairperson
Commission of Animal Control and Welfare
1 Dr. Carlton B. Goodlett Place, Room 362
San Francisco, CA 94102
(415) 554-6074

Updated: April 20, 2023

DEPARTMENT ON THE STATUS OF

WOMEN

CITY AND COUNTY OF SAN FRANCISCO

Gender Analysis
San Francisco Commissions and Boards
FY 2020-2021

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

London N. Breed
Mayor

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

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

Overall, policy bodies have a larger percentage of women, members of the LGBTQIA+ community, and Veterans[1] 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

[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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Table of Contents

I. Introduction 1

II. Findings 2

A. Gender 2

B. Race and Ethnicity 5

C. Race and Ethnicity by Gender 8

D. LGBTQIA+ Identity 10

E. Disability Status 11

F. Veteran Status 12

G. Policy Bodies by Budget 14

H. Comparison of Advisory Body, Commission, and Board Demographics 16

I. Demographics of Mayoral, Supervisorial, and Total Appointees 17

J. Religious Affiliations 18

III. Methodology and Limitations 19

IV. Conclusion 21

V. Appendix 23

VI. Acknowledgements 29

Table of Figures

Figure 1: Summary Data of Policy Body Demographics, 2021 2

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

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

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

Figure 5: Advisory Bodies with the Highest Percentage of Women, 2021 4

Figure 6: 10-Year Comparison of Representation of People of Color on Policy Bodies 5

Figure 7: Race and Ethnicity of Appointees Compared to San Francisco Population, 2021 6

Figure 8: Commissions and Boards with Highest Percentage of People of Color, 2021 Compared to 2019 and 2017 7

Figure 9: Commissions and Boards with Lowest Percentage of People of Color, 2021 Compared to 2019 and 2017 7

Figure 10: 10-Year Comparison of Representation of Women of Color on Policy Bodies 8

Figure 11: Appointees by Race/Ethnicity and Gender, 2021 9

Figure 12: San Francisco Population by Race/Ethnicity, 2019 9

Figure 13: LGBTQIA+ Identity of Appointees, 2021 10

Figure 14: LGBTQIA+ Population of Appointees, 2019 11

Figure 15: Disability Status of Appointees, 2021 11

Figure 16: Appointees with One or More Disabilities by Gender Identity, 2021 12

Figure 17: San Francisco Adult Population with Military Service by Gender, 2019 13

Figure 18: Appointees with Military Service, 2021 13

Figure 19: Appointees with Military Service by Gender, 2021 14

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 15

Figure 21: Demographics of Commissions and Boards with Largest Budgets, 2021 15

Figure 22: Demographics of Commissions and Boards with Smallest Budgets, 2021 16

Figure 23: Demographics of Appointees on Commission and Boards and Advisory Bodies, 2021 17

Figure 24: Demographics of Mayoral, Supervisorial, and Total Appointees, 2021 18

Figure 25: Religious Affiliations of Appointees, 2021 19

Figure 26: Policy Body Demographics, 2021 23

Figure 27: San Francisco Population Estimates by Race/Ethnicity and Gender, 2017 28

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.

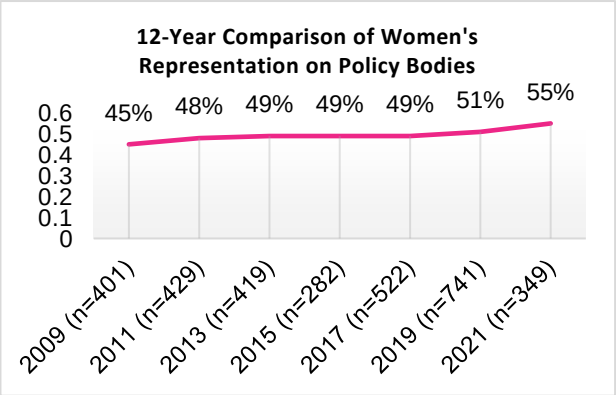
were limited compared to previous years, including the ability to conduct paper surveys and in-person meetings. Reliance on online surveying significantly reduced the level of participation, despite three to five direct contact efforts with policy bodies via phone and email. Moving forward, in addition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

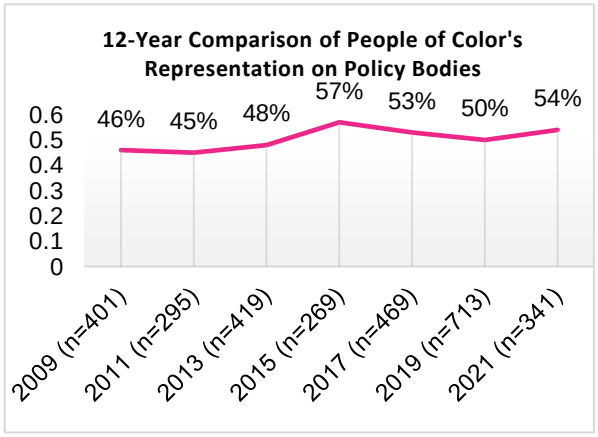
Gender

- 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

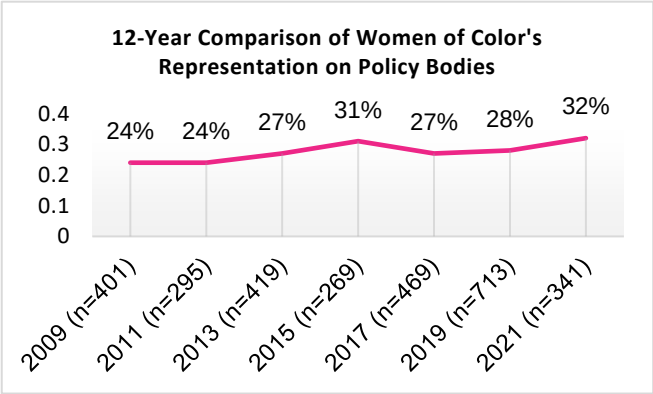
- The representation of people of color on policy bodies is 54%. Comparatively, in San Francisco, 62% of the population identifies with a race other than white.
- While the overall representation of people of color has increased since the 2019 report at 50%, representation has still decreased compared 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.

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

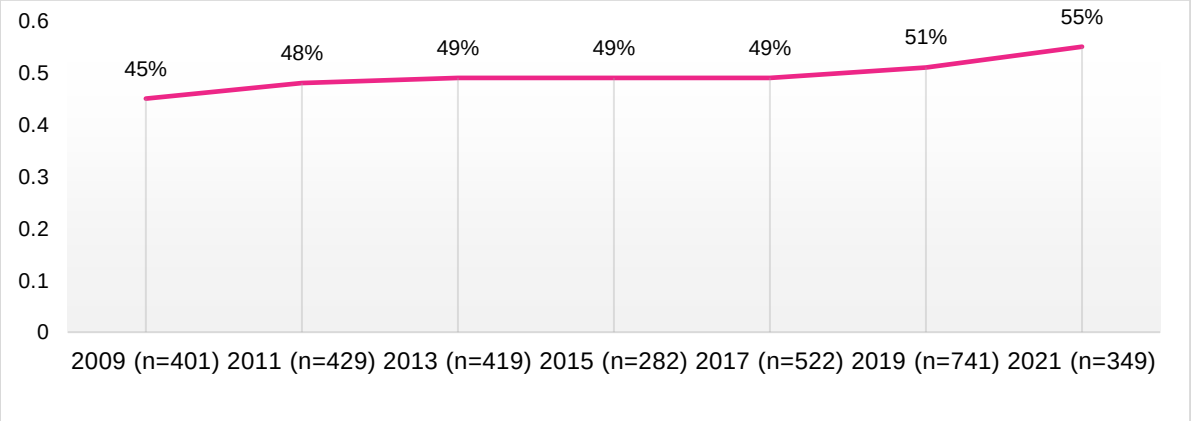
Appointee Demographics	Percentage of Appointees
Women (n=349)	55%
People of Color (n=341)	54%
Women of Color (n=341)	32%
LGBTQIA+ Identifying (n=334)	23%
People with Disabilities (n=349)	13%
Veteran Status (n=349)	22%

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%.

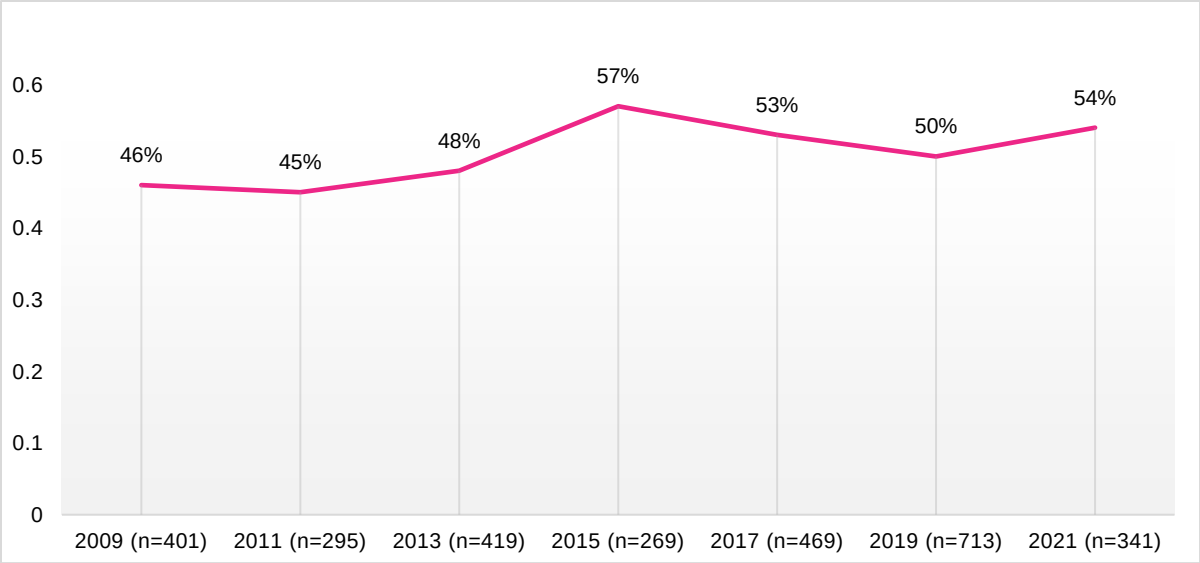
Figure 5: Advisory Bodies with the Highest Percentage of Women, 2021

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



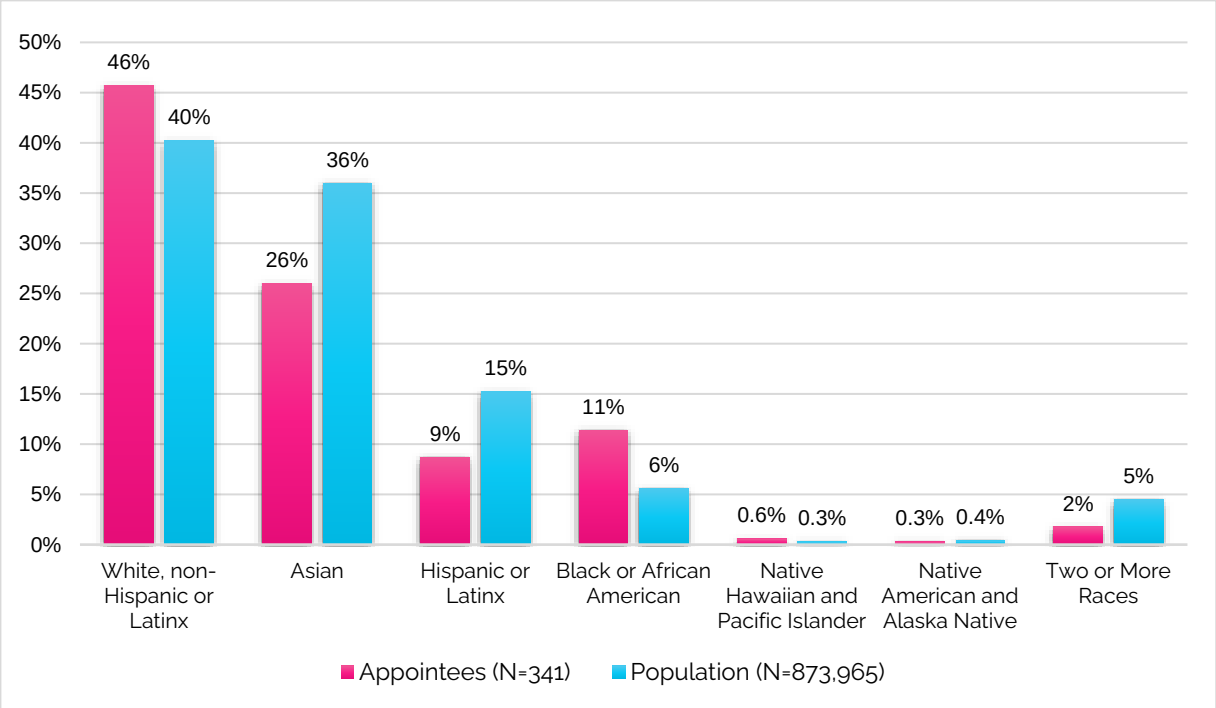
The racial and ethnic breakdown of policy body members compared to the San Francisco population is shown in Figure 7. This analysis reveals underrepresentation and overrepresentation in San Francisco policy bodies for certain racial and ethnic groups. Nearly half of all appointees are white, an overrepresentation 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

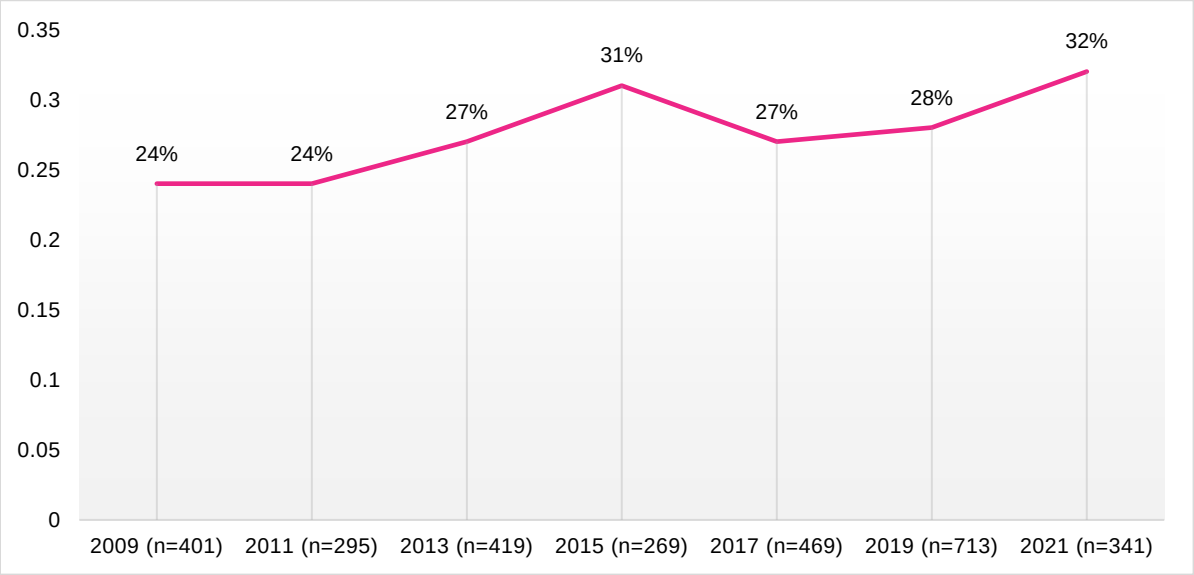
Policy Body	Percent of POC	Response Rate*	2019 Percent	2017 Percent
Ethics Commission	25%	25%	50%	67%
Retirement System Board	29%	57%	29%	29%
Recreation and Park Commission	29%	43%	43%	43%
Rent Board Commission	30%	60%	33%	50%

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

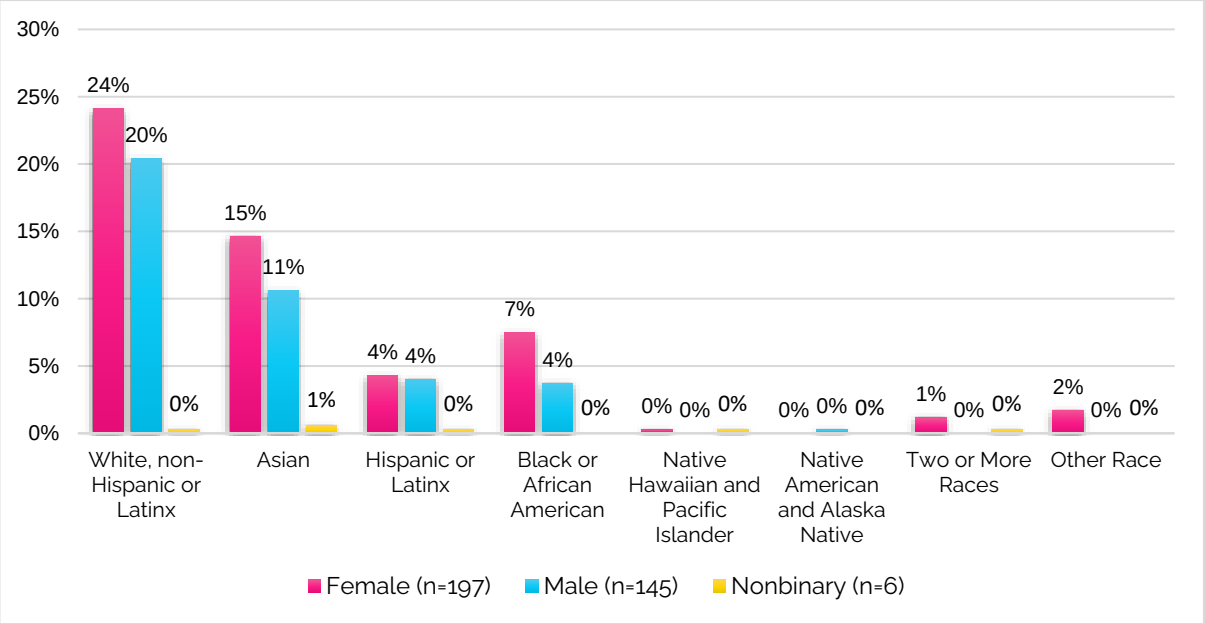
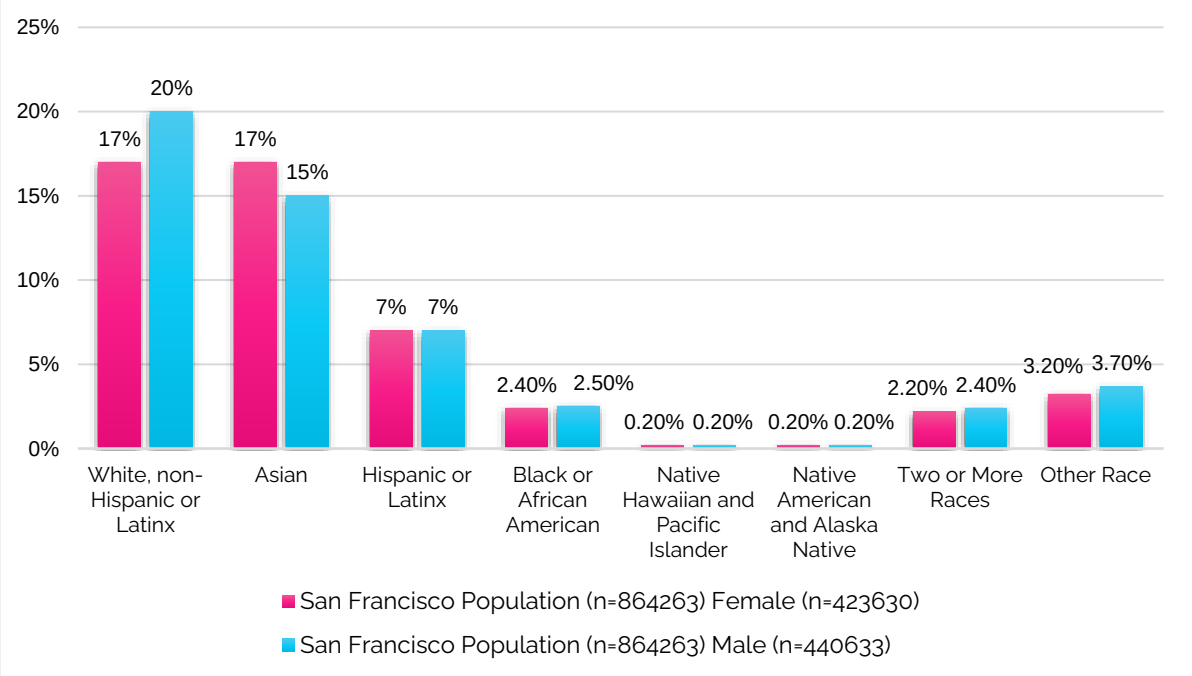


Figure 12: San Francisco Population by Race/Ethnicity

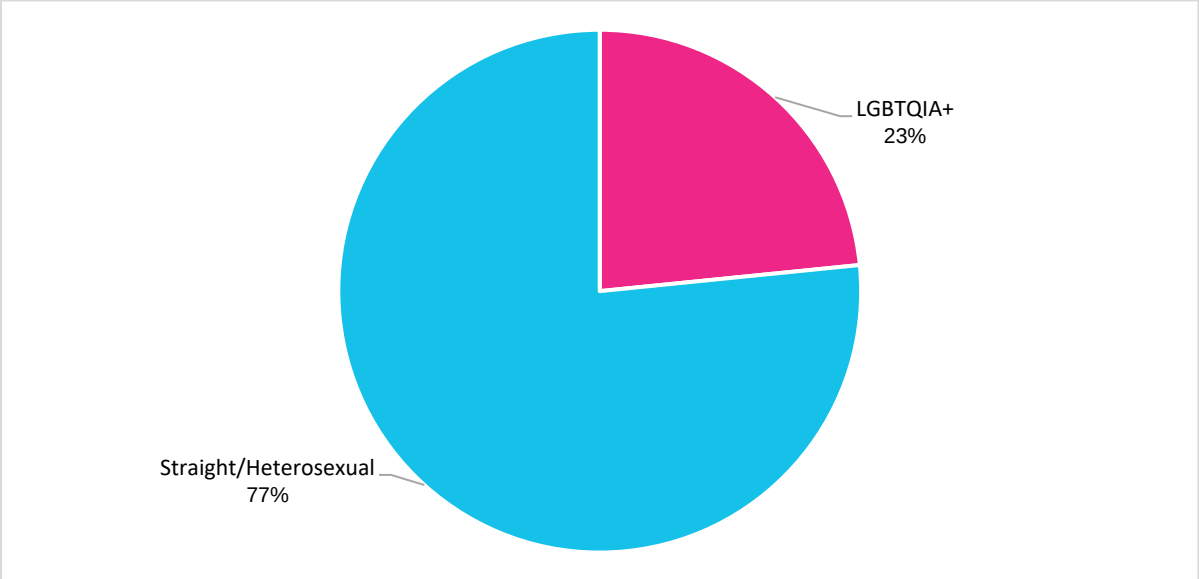


D. LGBTQIA+ Identity

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

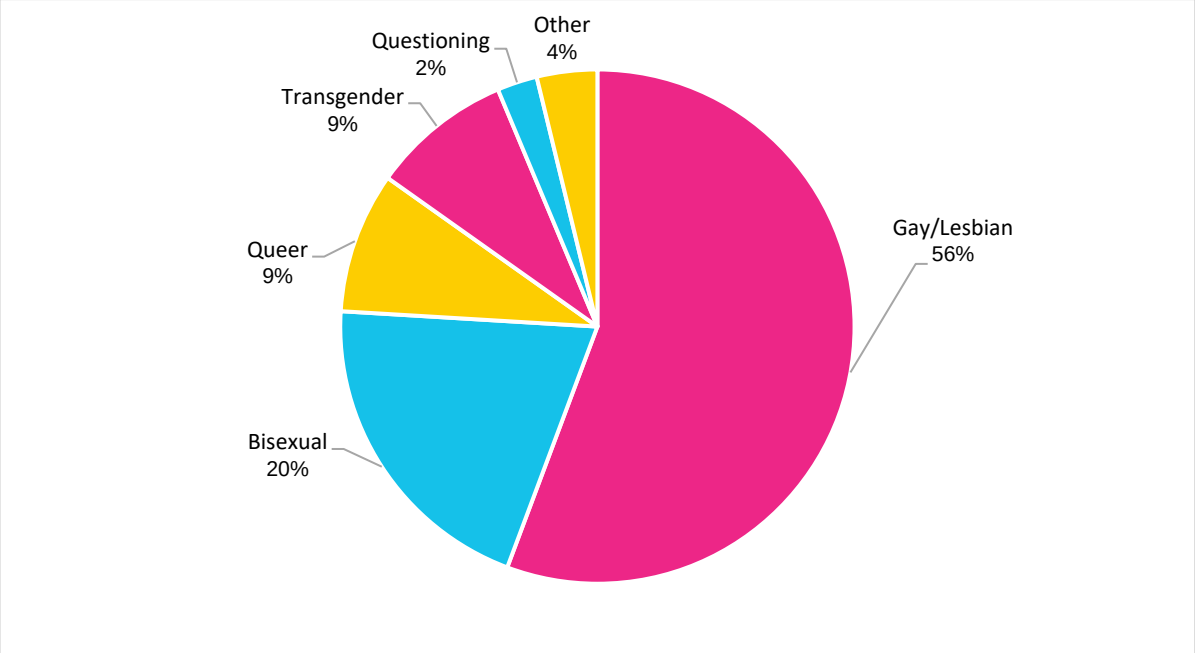


[6] https://williamsinstitute.law.ucla.edu/publications/adult-lgbt-pop-us/

[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=tiles.

[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

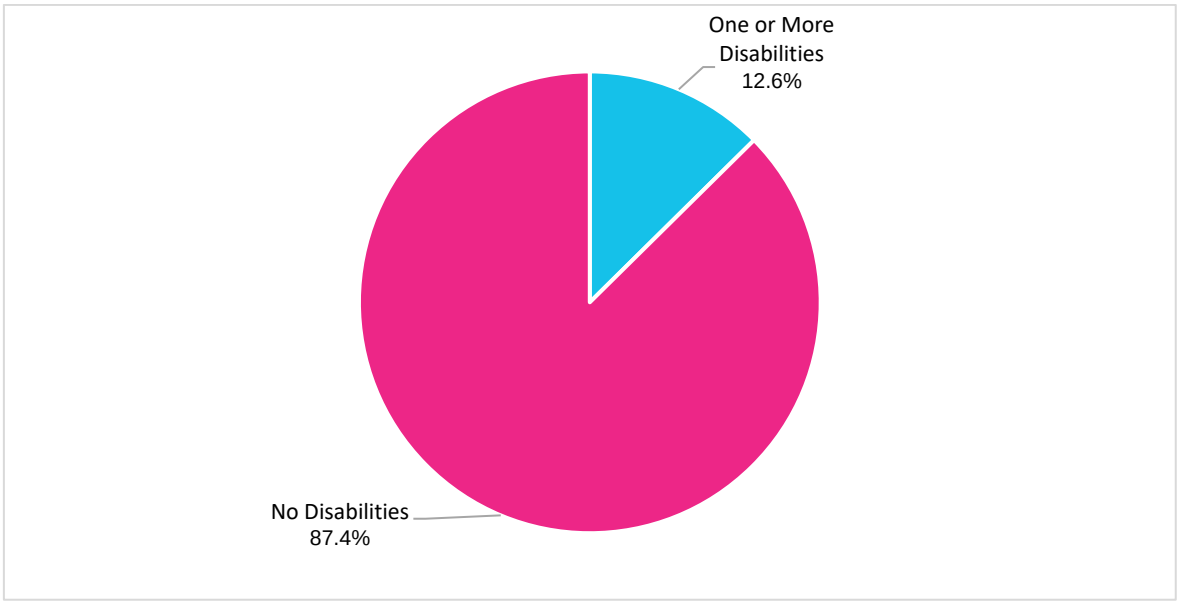
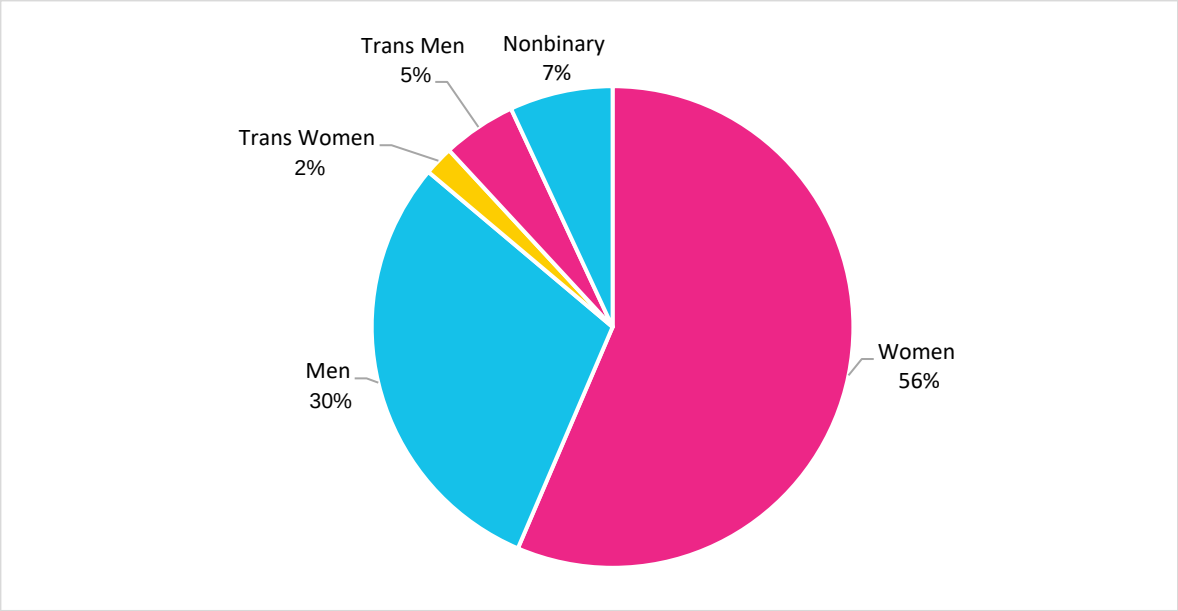


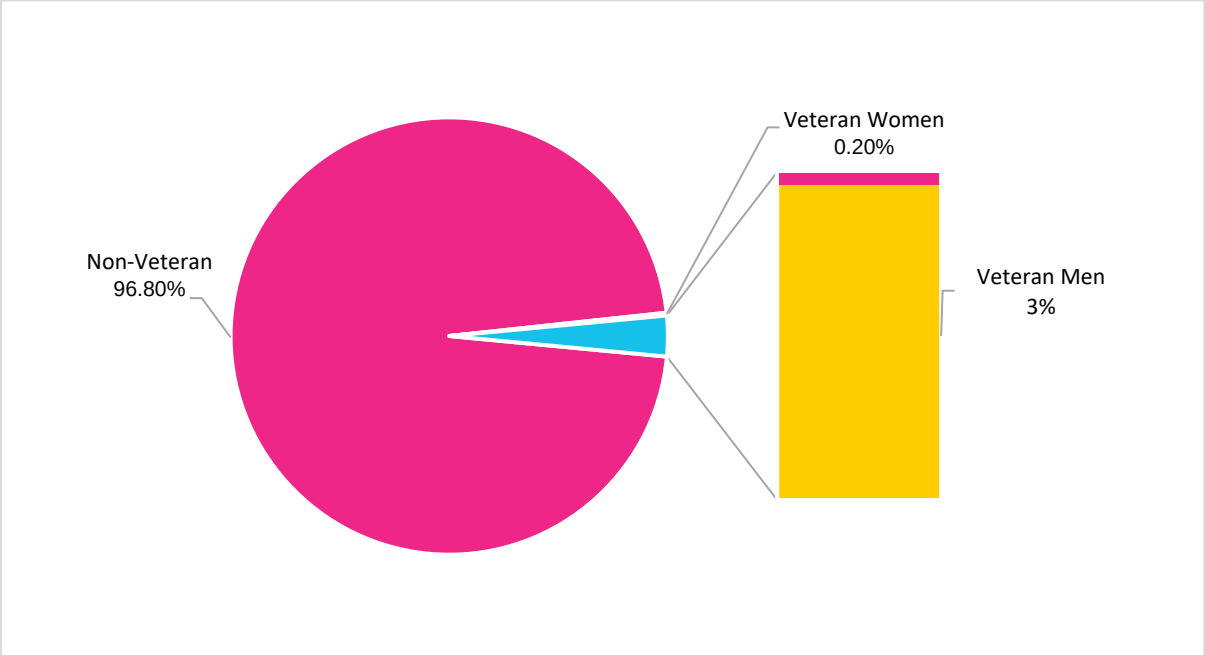
Figure 16: Appointees with One or More Disabilities by Gender Identity, 2021



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

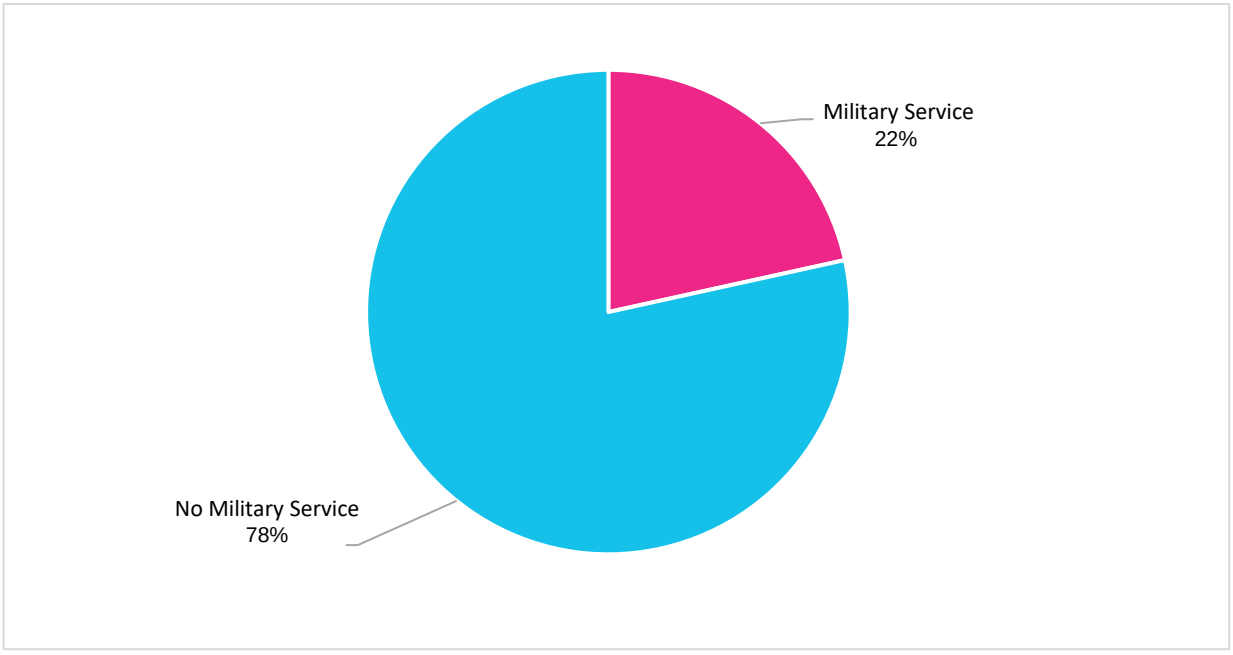
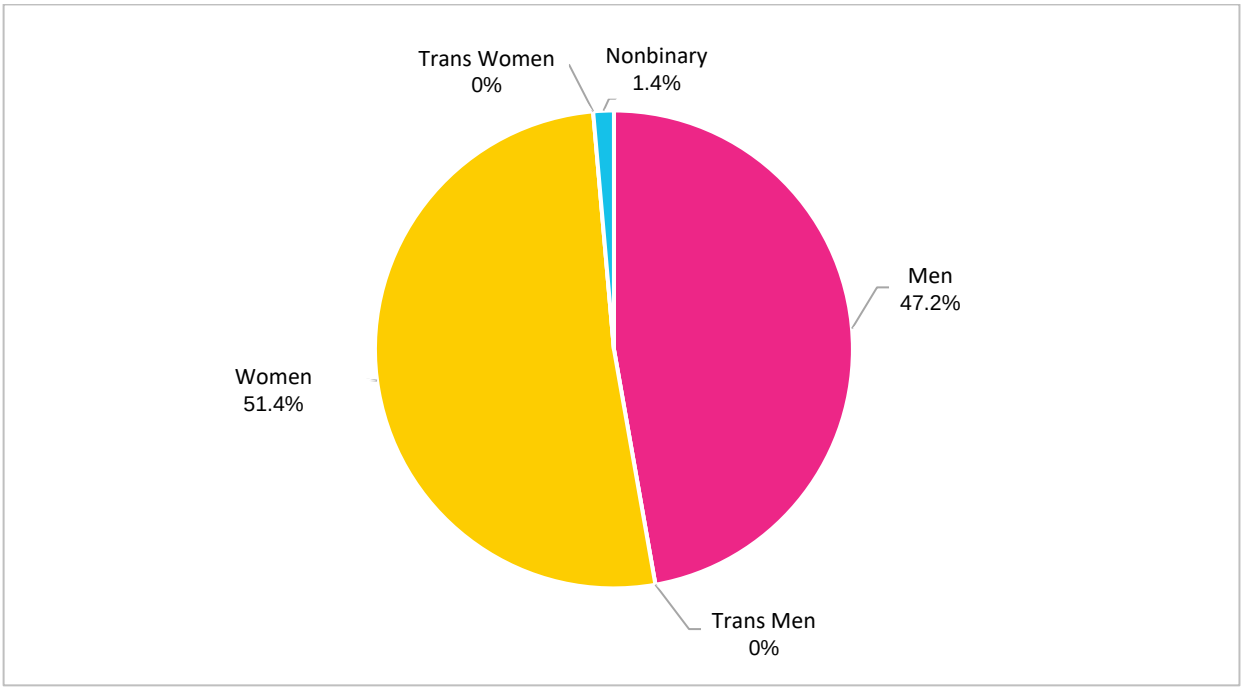


Figure 19: Appointees with Military Service by Gender, 2021



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

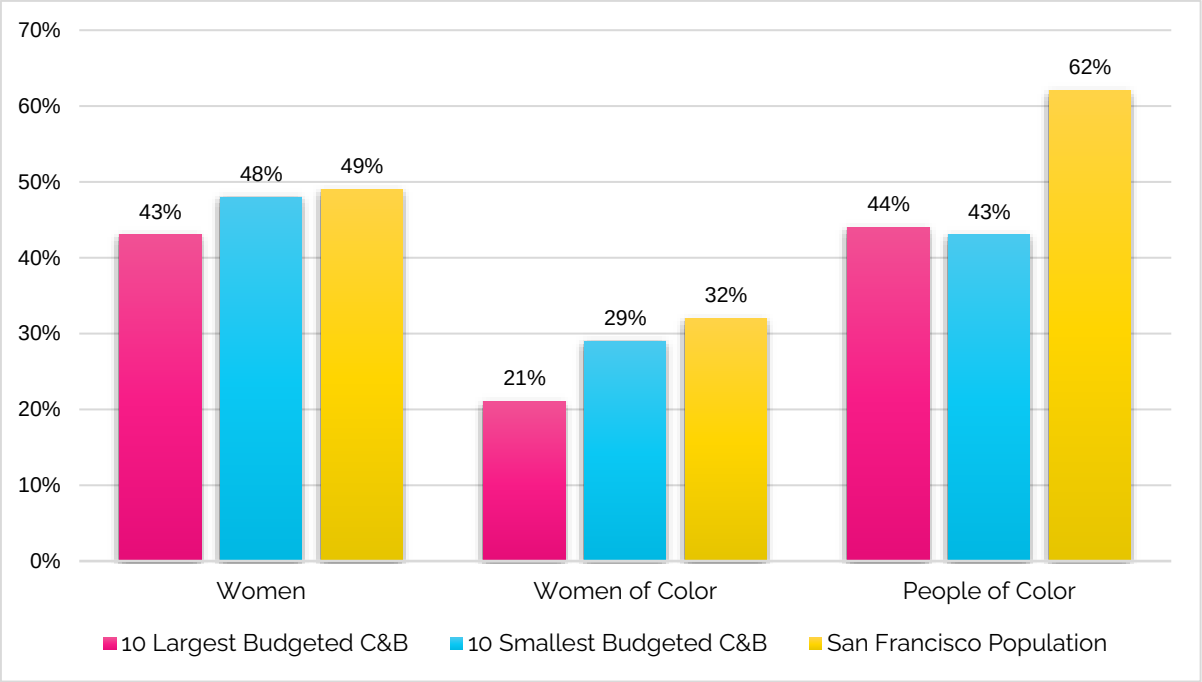


Figure 21: Demographics of Commissions and Boards with Largest Budgets, 2021

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%**

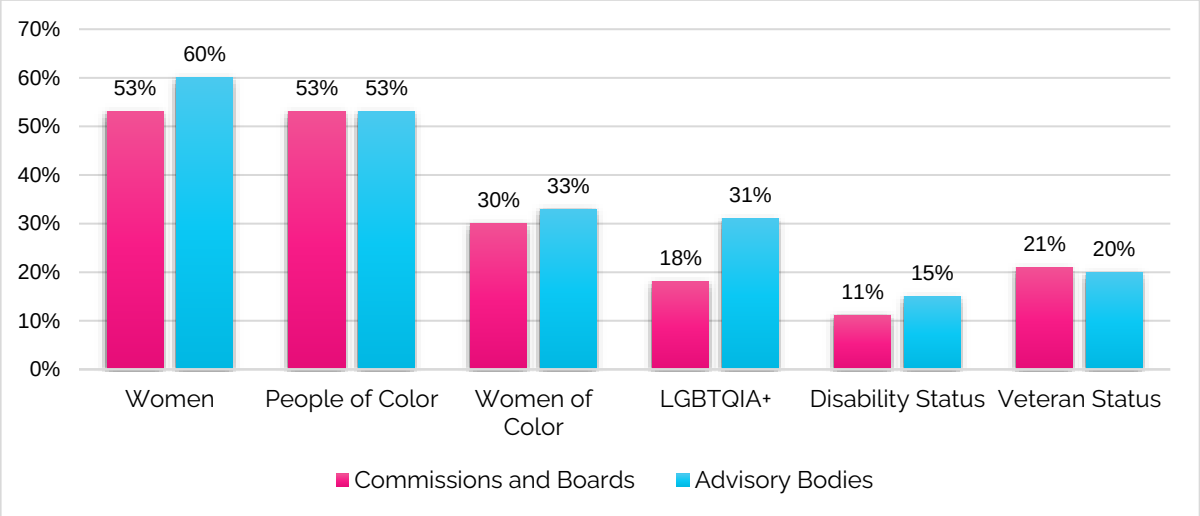
Figure 22: Demographics of Commissions and Boards with Smallest Budgets, 2021

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.

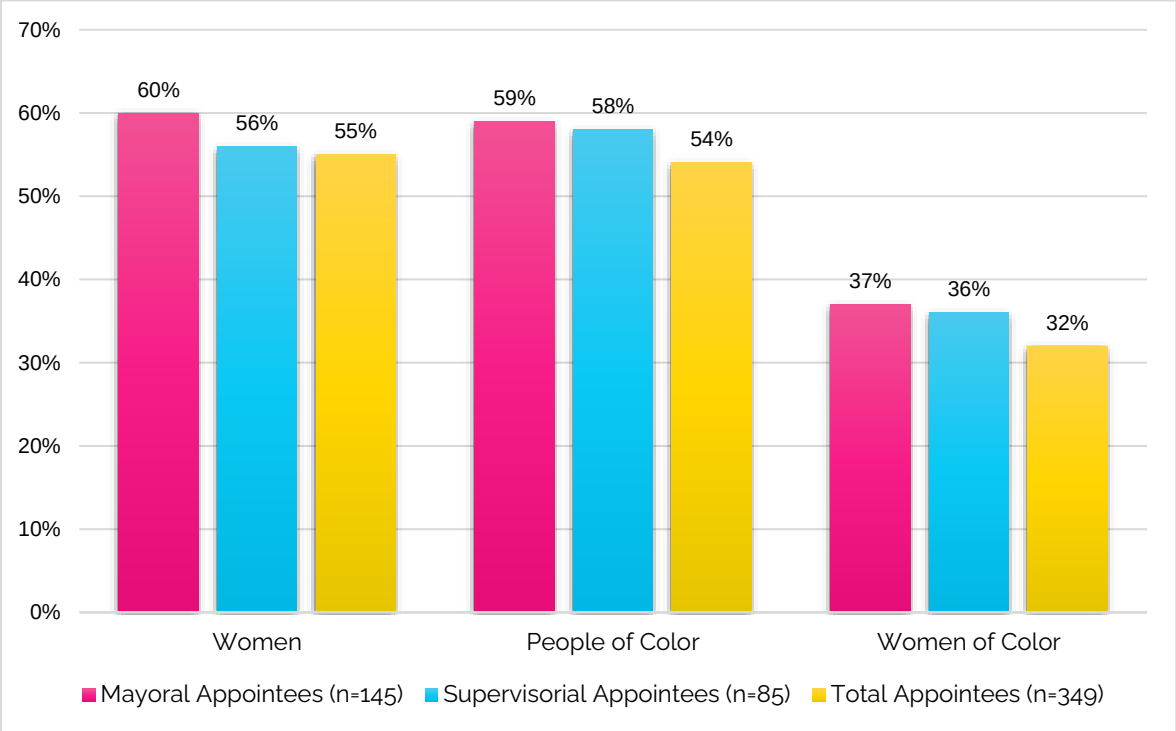
Figure 23: Demographics of Appointees on Commission and Boards and Advisory Bodies, 2021



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.

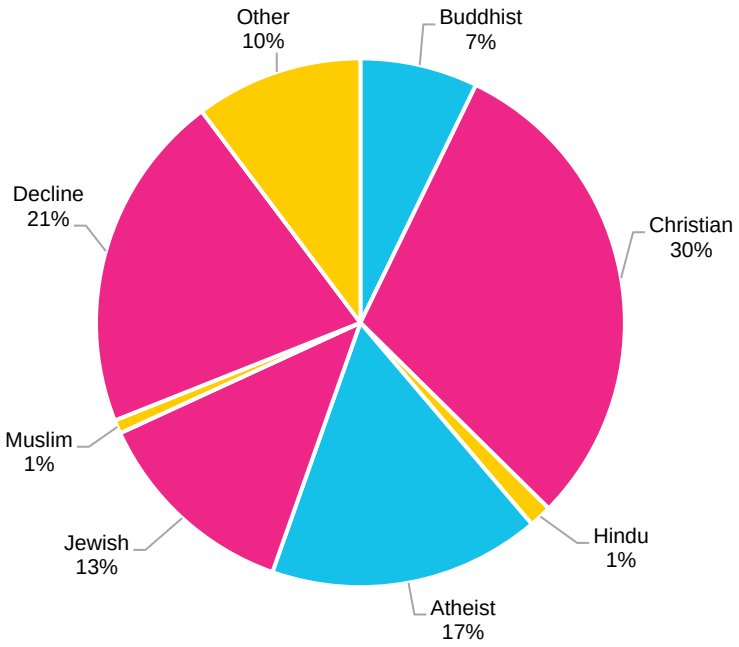
Figure 24: Demographics of Mayoral, Supervisorial, and Total Appointees, 2021



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.

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Appendix

Figure 26: Policy Body Demographics, 2021

Policy Body*	Total Seats	Filled Seats	FY20-21 Budget	Women	Women of Color	People of Color	Survey Response Rate
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.*

Acknowledgments

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