

File No. 240108

Committee Item No. 3

Board Item No. 26

COMMITTEE/BOARD OF SUPERVISORS

AGENDA PACKET CONTENTS LIST

Committee: Rules Committee

Date Feb 12, 2024

Board of Supervisors Meeting

Date February 27, 2024

Cmte Board

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

OTHER (Use back side if additional space is needed)

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

Completed by: Victor Young

Date Feb 8, 2024

Completed by: _____

Date _____

1 [Appointments, Entertainment Commission - Anthony Schlander and Maria Davis]

2
3 **Motion appointing Anthony Schlander, term ending July 1, 2027, and Maria Davis, term**
4 **ending July 1, 2026, to the Entertainment Commission.**

5
6 MOVED, That the Board of Supervisors of the City and County of San Francisco does
7 hereby appoint the hereinafter designated person(s) to serve as a member of the
8 Entertainment Commission, pursuant to the provisions of Charter, Section 4.117, for the term
9 specified:

10 Anthony Schlander, seat 1, succeeding Theodora Marie Caminong, resigned, must
11 represent the interests of City neighborhood associations or groups, for the unexpired portion
12 of a four-year term ending July 1, 2027;

13 Maria Davis, seat 2, succeeding Stephen Jon Torres, resigned, must represent the
14 interests of entertainment associations or groups, for the unexpired portion of a four-year term
15 ending July 1, 2026.

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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: Entertainment Commission

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

Full Name: Anthony Schlander

[Redacted] Zip Code: 94107
Occupation: Event Planner

Work Phone: Employer: Anthony Presents llc.

Business Address: 1600 Bryant st PO 410129 Zip Code: 94141

Business Email: AnthonyPresents@gmail.com 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 [X] No [] If No, place of residence:
18 Years of Age or Older: Yes [X] 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:

As a lifelong resident of San Francisco, born and raised in the Bay Area and the Excelsior District, my qualifications are deeply intertwined with the city's diverse communities. My Filipino heritage, through my mother who lived and worked on 6th Street, enriches my understanding of the city's vibrant ethnic and cultural tapestry. My education at Balboa High School further grounded me in the diverse demographic fabric of our city.

Professionally, I have been an integral part of San Francisco's live entertainment scene. With over two decades of experience, I have developed strong relationships with venue owners, staff, and local artists, understanding their unique challenges and perspectives. This experience has equipped me with an in-depth understanding of the economic and cultural significance as well as being actively conscious of the evolution of our entertainment sector.

My work has involved producing 250 events annually pre-COVID, significantly contributing to

Business and/or Professional Experience:

With over two decades of dedicated service in the live entertainment industry, my business and professional experience are both broad and deep, encompassing the production of over 3,000 events in San Francisco. My expertise spans a wide range of events, including college events, fundraisers for esteemed institutions like the University of San Francisco, San Francisco State University, and the Academy of Art, as well as collaborations with numerous local organizations.

My experience is not limited to a single type of venue or event. I have produced events at a variety of locations, from prestigious sites like San Francisco's City Hall and the Bill Graham Civic Auditorium to iconic local venues like The Midway, City Nights, and The Endup. This includes working with venues that have been community mainstays for years, as well as those that have unfortunately closed their doors.



Civic Activities:

As a decade long member member of the City Eats board of directors for nearly a decade, my dedication to addressing food insecurity in San Francisco and the greater Bay Area has been unwavering. Every first Saturday of the month, our team at City Eats prepares and distributes 1,000 meals to the unhoused and at-risk community less fortunate, a practice that has led to the distribution of nearly 500 thousand half a million meals over the years. Beyond providing meals, we also organize clothing distribution events during winter, further supporting our community's needs.

In my role on the South of Market West Community Benefit District SWCBD (South of Market West Community Benefit District SWCBD) Board, which I recently joined, my contributions have been centered around creating and maintaining supportive community environments. As the program director for District Six, I have been involved in overseeing outdoor venues that host nonprofit events and campaigns, especially during the challenging times of the pandemic. My collaboration with the community board has been crucial in ensuring the neighborhood remain

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: 12/5/2023

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: _____

STATEMENT OF ECONOMIC INTERESTS
COVER PAGE
A PUBLIC DOCUMENT

Please type or print in ink.

NAME OF FILER (LAST) (FIRST) (MIDDLE)
Schlander Anthony

1. Office, Agency, or Court

Agency Name (Do not use acronyms)
Entertainment Comission

Division, Board, Department, District, if applicable Your Position
Seat #2

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

Agency: Position:

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

- State Judge, 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. Leaving Office: Date Left / / (Check one circle.)
- or- The period covered is / /, through The period covered is January 1, 2022, through the date of leaving office.
- Assuming Office: Date assumed / / -or- The period covered is / /, through the date of leaving office.
- Candidate: Date of Election and office sought, if different than Part 1:

4. Schedule Summary (required)

► Total number of pages including this cover page: 1

Schedules attached

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

-or- None - No reportable interests on any schedule

5. Verification

MAILING ADDRESS STREET CITY STATE ZIP CODE
(Business or Agency Address Recommended - Public Document)
1600 bryant st po 410129 san francisco ca 94141
DAYTIME TELEPHONE NUMBER EMAIL ADDRESS
(650) 3077001 anthonyschlander@gmail.com

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

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

Date Signed 12/5/23
(month, day, year)

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

SCHEDULE A-1

Investments

Stocks, Bonds, and Other Interests

(Ownership Interest is Less Than 10%)

Investments must be itemized.

Do not attach brokerage or financial statements.

Name
anthony schlander

▶ NAME OF BUSINESS ENTITY
qqq

GENERAL DESCRIPTION OF THIS BUSINESS
Stocks - Tech

FAIR MARKET VALUE
 \$2,000 - \$10,000 \$10,001 - \$100,000
 \$100,001 - \$1,000,000 Over \$1,000,000

NATURE OF INVESTMENT
 Stock Other _____ (Describe)
 Partnership Income Received of \$0 - \$499
 Income Received of \$500 or More (Report on Schedule C)

IF APPLICABLE, LIST DATE:
 1 / 1 / 22 / / 22
 ACQUIRED DISPOSED

▶ NAME OF BUSINESS ENTITY
apple

GENERAL DESCRIPTION OF THIS BUSINESS
stocks - tech

FAIR MARKET VALUE
 \$2,000 - \$10,000 \$10,001 - \$100,000
 \$100,001 - \$1,000,000 Over \$1,000,000

NATURE OF INVESTMENT
 Stock Other _____ (Describe)
 Partnership Income Received of \$0 - \$499
 Income Received of \$500 or More (Report on Schedule C)

IF APPLICABLE, LIST DATE:
 1 / 1 / 22 / / 22
 ACQUIRED DISPOSED

▶ NAME OF BUSINESS ENTITY
Disney

GENERAL DESCRIPTION OF THIS BUSINESS
Stock

FAIR MARKET VALUE
 \$2,000 - \$10,000 \$10,001 - \$100,000
 \$100,001 - \$1,000,000 Over \$1,000,000

NATURE OF INVESTMENT
 Stock Other _____ (Describe)
 Partnership Income Received of \$0 - \$499
 Income Received of \$500 or More (Report on Schedule C)

IF APPLICABLE, LIST DATE:
 / / 22 / / 22
 ACQUIRED DISPOSED

▶ NAME OF BUSINESS ENTITY

GENERAL DESCRIPTION OF THIS BUSINESS

FAIR MARKET VALUE
 \$2,000 - \$10,000 \$10,001 - \$100,000
 \$100,001 - \$1,000,000 Over \$1,000,000

NATURE OF INVESTMENT
 Stock Other _____ (Describe)
 Partnership Income Received of \$0 - \$499
 Income Received of \$500 or More (Report on Schedule C)

IF APPLICABLE, LIST DATE:
 / / 22 / / 22
 ACQUIRED DISPOSED

▶ NAME OF BUSINESS ENTITY
VOO

GENERAL DESCRIPTION OF THIS BUSINESS
S&P 500

FAIR MARKET VALUE
 \$2,000 - \$10,000 \$10,001 - \$100,000
 \$100,001 - \$1,000,000 Over \$1,000,000

NATURE OF INVESTMENT
 Stock Other _____ (Describe)
 Partnership Income Received of \$0 - \$499
 Income Received of \$500 or More (Report on Schedule C)

IF APPLICABLE, LIST DATE:
 1 / 1 / 22 / / 22
 ACQUIRED DISPOSED

▶ NAME OF BUSINESS ENTITY

GENERAL DESCRIPTION OF THIS BUSINESS

FAIR MARKET VALUE
 \$2,000 - \$10,000 \$10,001 - \$100,000
 \$100,001 - \$1,000,000 Over \$1,000,000

NATURE OF INVESTMENT
 Stock Other _____ (Describe)
 Partnership Income Received of \$0 - \$499
 Income Received of \$500 or More (Report on Schedule C)

IF APPLICABLE, LIST DATE:
 / / 22 / / 22
 ACQUIRED DISPOSED

Comments: total stocks are under \$3000 total

BOARD of SUPERVISORS



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1 Dr. Carlton B. Goodlett Place, Room 244
San Francisco 94102-4689
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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: Entertainment Commission

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

Full Name: AjaiNicole Duncan

[Redacted] Zip Code: 94131
Occupation: Esthetician

Work Phone: 415-812-5147 Employer: La Tira Wax Studio

Business Address: 1301 Church St Zip Code: 94131

Business Email: [Redacted] Home [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 [X] No [] If No, place of residence:
18 Years of Age or Older: Yes [X] 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:

My name is Ajai (Asia) I am a 41 year old BIPOC queer living in SF for almost two decades now. With over a decade of experience as a DJ and performer in our vibrant and diverse city, coupled with my ongoing commitment to education through pursuing a social work degree, I bring a unique perspective and skill set. My time in the nightlife scene has allowed me to immerse myself in the cultural fabric of various communities of interest, establishing a profound connection with the people and their stories through our city. Through my social work degree, I am acquiring the knowledge and skills necessary to address the unique challenges faced by diverse individuals and communities. I believe that my dual background positions me as an advocate for inclusivity, social justice, and empowerment through our communities. Working in the salon industry has refined my interpersonal and organizational capabilities but has also instilled in me a deep appreciation for the cultural and economic impact of the entertainment sector in our community. I am eager to use my experiences to contribute to the commission's mission of promoting a vibrant and inclusive entertainment scene within our city.

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

Business and/or Professional Experience:

I have started and helped build up two small business salons through living in San Francisco. When I first moved here in 2008 I worked for Cocoon Urban Day Spa within two years we were opening a wax studio over in Oakland where I became the lead esthetician/manager. We grew larger and also opened another location in the City over in Russian Hill. I eventually got tired of my commute and wanted something closer to where I was living in Mission. La Tira opened in Noe Valley 2013 and was one of the first waxing studios on this side of town. I was one of her first employees hired and have been working for her for over a decade. I am now in my third year at San Francisco State in the Bachelor's of Social Work program and interested in the policy side of social work.

Working for these small business salons has provided me with invaluable insights and skills. In the salon environment, I've honed my abilities in customer service, communication, and multitasking – qualities crucial for effective engagement with diverse stakeholders in the entertainment industry. Serving clients from various backgrounds has heightened my cultural sensitivity and understanding of different perspectives, a quality essential for fostering

Civic Activities:

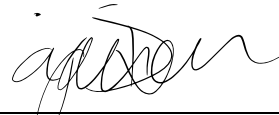
My history of volunteering reflects a commitment to addressing critical social issues and fostering positive change within San Francisco. I have actively engaged with organizations such as La Casa de las Madres and St. James Infirmary, dedicating my time and efforts to support those affected by domestic violence and sex work. At La Casa de las Madres, I contributed to creating a safe haven for individuals experiencing domestic violence, offering support and resources to empower them in their journey. My involvement with St. James Infirmary allowed me to participate in initiatives that aim to uplift and advocate for the rights and well-being of sex workers, recognizing the importance of dignity and respect for all individuals. I have also helped on various political campaigns that align with my passion for addressing social issues. Volunteering with the John Avalos Mayor campaigning, David Campos for California State Assembly, Tom Temprano's City College campaigns, and Honey Manogany's District 6 campaign. Through my volunteering experiences, I have witnessed the transformative power of community engagement and activism in shaping policies that directly impact the lives of those in the city of San Francisco.

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: 12/13/2023

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: _____

STATEMENT OF ECONOMIC INTERESTS
COVER PAGE
A PUBLIC DOCUMENT

Please type or print in ink.

NAME OF FILER (LAST) (FIRST) (MIDDLE)
Duncan AjaiNicole Maire

1. Office, Agency, or Court

Agency Name (Do not use acronyms)
Entertainment Commission Seat 2
Division, Board, Department, District, if applicable Your Position

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

Agency: _____ Position: _____

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

State Judge, 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. Leaving Office: Date Left ____/____/_____
-or- The period covered is ____/____/_____, through (Check one circle.)
 Assuming Office: Date assumed ____/____/_____. 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 2024 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 C - Income, Loans, & Business Positions – schedule attached
 Schedule A-2 - Investments – schedule attached Schedule D - Income – Gifts – schedule attached
 Schedule B - Real Property – schedule attached Schedule E - Income – Gifts – Travel Payments – schedule attached

-or- None - No reportable interests on any schedule

5. Verification

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

DAYTIME TELEPHONE NUMBER EMAIL ADDRESS
() aduncan@sfsu.edu

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

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

Date Signed 12/15/2023
(month, day, year)

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

BOARD of SUPERVISORS



City Hall
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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: Entertainment Commision

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

Full Name: Benjamin McGrath

[Redacted] Zip Code: 94110
Occupation: Bartender/CX mngr

Work Phone: Employer: El Rio/Stud/AuditMate

Business Address: 3158 Mission st Zip Code: 94110

Business Email: benjamin.mcgrath@auditmate.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 [X] No [] If No, place of residence:
18 Years of Age or Older: Yes [X] 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 working in the nightlife industry (specifically the queer nightlife) for over 2 decades, 17 years of which have been in San Francisco. I was the manager and event planner for the famed Lexington Club from 2006 until its closure. I then worked as the bar manager at the Stud from 2016 until its closure during the pandemic. I am now a bartender at El Rio. I have been building community through nightlife for that entire time as it is my passion and calling. I love this community and I want to see us all benefit from a harmonious working relationship with the city, especially now as we all heal from the difficulties that pandemic incurred. I am a queer trans man and I believe that gives me a special and specific point of view to bring to the table.

Business and/or Professional Experience:

As stated above, I have been in the nightlife industry from over 20 years. I have worked in a myriad of positions from bartender, the events planner to bar manager. With each hat, I learned the pain points of all positions within night life and can sympathize with all sorts of points of view.

Civic Activities:

I am passionate about community building and politics. I have been an active member of the democratic party and have volunteered on many political campaigns from board of sups to presidential

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: 2/2/2024 Applicant's Signature (required): Benjamin McGrath Digitally signed by Benjamin McGrath
Date: 2024.02.02 13:34:06 -08'00'

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

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

FOR OFFICE USE ONLY:

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

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

Please type or print in ink.

NAME OF FILER (LAST) (FIRST) (MIDDLE)
McGrath Benjamin Leigh

1. Office, Agency, or Court

Agency Name (Do not use acronyms)
entertainment Commision

Division, Board, Department, District, if applicable Your Position
seat 2

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

Agency: _____ Position: _____

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

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

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

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

4. Schedule Summary (required)

▶ Total number of pages including this cover page: _____

Schedules attached

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

-or- None - No reportable interests on any schedule

5. Verification

MAILING ADDRESS STREET CITY STATE ZIP CODE
(Business or Agency Address Recommended - Public Document)
3471 18th st San Francisco CA 94110

DAYTIME TELEPHONE NUMBER EMAIL ADDRESS
(612) 961-4360 benjamin.mcgrath@auditmate.com

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 2/5/2024
(month, day, year)

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

SCHEDULE C

Income, Loans, & Business Positions

(Other than Gifts and Travel Payments)

CALIFORNIA FORM 700

FAIR POLITICAL PRACTICES COMMISSION

Name _____

▶ 1. INCOME RECEIVED
▶ 1. INCOME RECEIVED

NAME OF SOURCE OF INCOME
AuditMate

ADDRESS *(Business Address Acceptable)*
Po Box 14314 San Francisco 94114

BUSINESS ACTIVITY, IF ANY, OF SOURCE
Elevator contract mgmt

YOUR BUSINESS POSITION
Manager of CX

GROSS INCOME RECEIVED No Income - Business Position Only
 \$500 - \$1,000 \$1,001 - \$10,000
 \$10,001 - \$100,000 OVER \$100,000

CONSIDERATION FOR WHICH INCOME WAS RECEIVED
 Salary Spouse's or registered domestic partner's income
(For self-employed use Schedule A-2.)

Partnership (Less than 10% ownership. For 10% or greater use Schedule A-2.)

Sale of _____
(Real property, car, boat, etc.)

Loan repayment

Commission or Rental Income, list each source of \$10,000 or more

(Describe)

Other _____
(Describe)

NAME OF SOURCE OF INCOME
El Rio

ADDRESS *(Business Address Acceptable)*
3158 Mission St

BUSINESS ACTIVITY, IF ANY, OF SOURCE
Bar

YOUR BUSINESS POSITION
Bartender

GROSS INCOME RECEIVED No Income - Business Position Only
 \$500 - \$1,000 \$1,001 - \$10,000
 \$10,001 - \$100,000 OVER \$100,000

CONSIDERATION FOR WHICH INCOME WAS RECEIVED
 Salary Spouse's or registered domestic partner's income
(For self-employed use Schedule A-2.)

Partnership (Less than 10% ownership. For 10% or greater use Schedule A-2.)

Sale of _____
(Real property, car, boat, etc.)

Loan repayment

Commission or Rental Income, list each source of \$10,000 or more

(Describe)

Other _____
(Describe)

▶ 2. LOANS RECEIVED OR OUTSTANDING DURING THE REPORTING PERIOD

* You are not required to report loans from a commercial lending institution, or any indebtedness created as part of a retail installment or credit card transaction, made in the lender's regular course of business on terms available to members of the public without regard to your official status. Personal loans and loans received not in a lender's regular course of business must be disclosed as follows:

NAME OF LENDER* _____

ADDRESS *(Business Address Acceptable)* _____

BUSINESS ACTIVITY, IF ANY, OF LENDER _____

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

INTEREST RATE TERM (Months/Years)

_____ % None _____

SECURITY FOR LOAN
 None Personal residence

Real Property _____
Street address

_____ City

Guarantor _____

Other _____
(Describe)

Comments: _____

BOARD of SUPERVISORS



City Hall
1 Dr. Carlton B. Goodlett Place, Room 244
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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: Entertainment Commission

Seat # (Required - see Vacancy Notice for qualifications)

Full Name: Christopher Jon Hastings

[Redacted] Zip Code: 94110

Occupation: self employed

Work Phone: 415.370.1648 (cell) Employer: self employed (Lookout)

Business Address: 3600 16th St. Zip Code: 94114

Business Email: chris@lookoutsf.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 [checked] No [] If No, place of residence:

18 Years of Age or Older: Yes [] No []

Pursuant to Charter, Section 4.101(a)(1), please state how your qualifications represent the communities of interest, neighborhoods, and the diversity in ethnicity, race, age, sex, sexual orientation, gender identity, types of disabilities, and any other relevant demographic qualities of the City and County of San Francisco:
I am a Bay Area native, UC Berkeley alumni, and have lived in San Francisco for 25 years.
I am a married gay man who has been running a LGBTQ+ focussed business in the Castro for the past 17 years.
I've live in my apartment in the Mission for the past 20 years and also own and operate two other small businesses in the Mission. One of them Casement's is a queer focussed Irish cocktail bar that opened in early 2020.

Business and/or Professional Experience:

I have over 30 years of restaurant and nightlife experience.

Most recently I've owned and operated three brick and mortar small businesses; Lookout, WesBurger, and Casements. Lookout is going on 17 years old, WesBurger was started 9 years ago and Casements is about to turn 4.

I've also worked as a consultant to help other entrepreneurs realize their dreams.

I've started and run charity events like the annual Santa Skivvies Run that benefits the San Francisco AIDS Foundation, and more civic minded events like the Noe St. Art Mart.

And I've been throwing parties for profit (and fun) in San Francisco for the last 20 years.

Civic Activities:

Founder and and event lead of the Santa Skivvies Run. Event is a charity underwear fun run that raises over \$100,000 annually for the San Francisco AIDS Foundation.

Started and ran the Noe St. Art Mart during the first two years of the pandemic. Still involved in event oversight along with the Castro Merchants.

Member of the Castro Merchant Association.

As a business Lookout raises over \$175,000 annually for community based organizations and non-profits through events that I organize and assist in facilitating.

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: 12/04/2023

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:

STATEMENT OF ECONOMIC INTERESTS
COVER PAGE
A PUBLIC DOCUMENT

Please type or print in ink.

NAME OF FILER (LAST) (FIRST) (MIDDLE)

1. Office, Agency, or Court

Agency Name (Do not use acronyms)

Division, Board, Department, District, if applicable Your Position

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

Agency: Position:

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

State Judge, Retired Judge, Pro Tem Judge, or Court Commissioner (Statewide Jurisdiction)
Multi-County County of
City of Other

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

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

4. Schedule Summary (required)

► Total number of pages including this cover page: _____

Schedules attached

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

-or- None - No reportable interests on any schedule

5. Verification

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

DAYTIME TELEPHONE NUMBER EMAIL ADDRESS
()

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

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

Date Signed (month, day, year) Signature (File the originally signed paper statement with your filing official.)

**SCHEDULE A-1
Investments**

Stocks, Bonds, and Other Interests
(Ownership Interest is Less Than 10%)

Do not attach brokerage or financial statements.

Name

<p>▶ NAME OF BUSINESS ENTITY</p> <hr/> <p>GENERAL DESCRIPTION OF BUSINESS ACTIVITY</p> <hr/> <p>FAIR MARKET VALUE</p> <hr/> <p>NATURE OF INVESTMENT</p> <hr/> <p>TYPE OF PAYMENT: (must check one)</p> <hr/> <p>IF APPLICABLE, LIST DATE:</p> <hr/>	<p>▶ NAME OF SOURCE</p> <hr/> <p>ADDRESS</p> <hr/> <p>CITY AND STATE</p> <hr/> <p>BUSINESS ACTIVITY, IF ANY, OF SOURCE</p> <hr/> <p>DATE(S): - AMT \$</p> <hr/> <p>TYPE OF PAYMENT: (must check one)</p> <hr/> <p>DESCRIPTION:</p> <hr/>
<p>▶ NAME OF SOURCE</p> <hr/> <p>ADDRESS</p> <hr/> <p>CITY AND STATE</p> <hr/> <p>BUSINESS ACTIVITY, IF ANY, OF SOURCE</p> <hr/> <p>DATE(S): - AMT \$</p> <hr/> <p>TYPE OF PAYMENT: (must check one)</p> <hr/> <p>DESCRIPTION:</p> <hr/>	<p>▶ NAME OF SOURCE</p> <hr/> <p>ADDRESS</p> <hr/> <p>CITY AND STATE</p> <hr/> <p>BUSINESS ACTIVITY, IF ANY, OF SOURCE</p> <hr/> <p>DATE(S): - AMT \$</p> <hr/> <p>TYPE OF PAYMENT: (must check one)</p> <hr/> <p>DESCRIPTION:</p> <hr/>
<p>Comments:</p> <hr/>	

	\$2,000 - \$10,000					Stock
	\$10,001 - \$100,000					Partnership
	\$100,001 - \$1,000,000					Partnership/Income of \$0-\$499
	Over \$1,000,000					Partnership/Income Received of \$500 or more (Re

Report on Sch. C)

	\$0 - \$1,999								
	\$2,000 - \$10,000				Trust				
	\$10,001 - \$100,000				Business Entity	\$0-\$499			
	\$100,001 - \$1,000,000					\$500-\$1,000			
	Over \$1,000,000					\$1,001-\$10,000			
						\$10,001-\$100,000			
						Over \$100,000			

		Investment		Ownership/Deed of Trust			
		Real Property		Stock			
Sole Proprietorship				Partnership		None	
Partnership				Leasehold			

	\$2,000 - \$10,000				Ownership/Deed of Trust			\$0-\$499	
	\$10,001 - \$100,000				Easement			\$500-\$1,000	
	\$100,001 - \$1,000,000				Leasehold			\$1,001-\$10,000	
	Over \$1,000,000							\$10,001-\$100,000	
								Over \$100,000	

\$500-\$1,000		None		
\$1,001-\$10,000				
\$10,001-\$100,000				
Over \$100,000				

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: Entertainment Commission

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

Full Name: Maria Davis

[Redacted] SF, CA Zip Code: 94110
Occupation: Bar/ Club Owner

Work Phone: Employer:

Business Address: 3845 Mission St SF, CA Zip Code: 94110

Business Email: saintmaryspub@gmail.com 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 [X] No [] If No, place of residence:
18 Years of Age or Older: Yes [X] 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 nearly 16 wonderful years. As a neighbor, mother, employee, employer, business owner, queer woman, social judge advocate, as well as many other roles, I have had the opportunity to be part of many incredible communities. I feel that my life experience in these communities, paired with my professional experience in the nightlife arena, qualifies me to represent the rich diversity of San Francisco. Acknowledging and honoring each and every voice is paramount to the ethos I carry through my life.

Business and/or Professional Experience:

I have bartended for over 20 years, I have been a bar owner for 13 years, and a nightclub owner for seven. Additionally, I have been active in the Independent Venues Alliance and the San Francisco Venue Coalition as an advocate for nightlife. In my professional life, I have also worked as a performer and artist, and have been involved in union organizing.

Civic Activities:

I have been involved in political activism, volunteering, and community organizing. I have also worked closely with the City of San Francisco in my work with the Independent Venues Alliance and The San Francisco Venues Coalition.

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: 2/5/24

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: _____

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

Please type or print in ink.

NAME OF FILER (LAST)	(FIRST)	(MIDDLE)
Davis	Maria	Cecelia

1. Office, Agency, or Court

Agency Name (Do not use acronyms) _____
 Entertainment Commission Commissioner
 Division, Board, Department, District, if applicable _____
 Your Position _____

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

Agency: _____ Position: _____

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

<input type="checkbox"/> State	<input type="checkbox"/> Judge, Retired Judge, Pro Tem Judge, or Court Commissioner (Statewide Jurisdiction)
<input type="checkbox"/> Multi-County _____	<input type="checkbox"/> County of _____
<input checked="" type="checkbox"/> City of San Francisco	<input type="checkbox"/> Other _____

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

<input type="checkbox"/> Annual: The period covered is January 1, 2023, through December 31, 2023.	<input type="checkbox"/> Leaving Office: Date Left ____/____/_____ (Check one circle.)
-or- The period covered is ____/____/_____, through December 31, 2023.	<input type="checkbox"/> The period covered is January 1, 2023, through the date of leaving office.
<input type="checkbox"/> Assuming Office: Date assumed ____/____/_____ -or-	<input type="checkbox"/> The period covered is ____/____/_____, through the date of leaving office.
<input checked="" type="checkbox"/> Candidate: Date of Election <u>2/6/24</u> and office sought, if different than Part 1: _____	

4. Schedule Summary (required)

► Total number of pages including this cover page: _____

Schedules attached

<input type="checkbox"/> Schedule A-1 - Investments – schedule attached	<input checked="" type="checkbox"/> Schedule C - Income, Loans, & Business Positions – schedule attached
<input type="checkbox"/> Schedule A-2 - Investments – schedule attached	<input type="checkbox"/> Schedule D - Income – Gifts – schedule attached
<input type="checkbox"/> Schedule B - Real Property – schedule attached	<input type="checkbox"/> Schedule E - Income – Gifts – Travel Payments – schedule attached

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

5. Verification

MAILING ADDRESS	STREET	CITY	STATE	ZIP CODE
<i>(Business or Agency Address Recommended - Public Document)</i>				
801 Crescent Ave		San Francisco	CA	94110
DAYTIME TELEPHONE NUMBER		EMAIL ADDRESS		
(617) 784-5658		saintmaryspub@gmail.com		

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 2/4/24
(month, day, year)

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



ENTERTAINMENT COMMISSION

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

Membership and Seat Qualifications

Seat #	Appointing Authority	Seat Holder	Term Ending	Qualification
1	BOS	VACANT	7/1/27	Must represent the interests of City neighborhood associations or groups, for a four-year term.
2	BOS	VACANT	7/1/26	Must represent the interests of entertainment associations or groups, for a four-year term.
3	BOS	Laura Thomas	7/1/25	Must represent the interests of the public health community, for a four-year term
4	Mayor	Al Perez	7/1/25	Must represent interests of city neighborhood associations/groups, for a four-year term.
5	Mayor	Ben Bleiman	7/1/27	Must represent interests of entertain associations/groups, for a four-year term.
6	Mayor	Cynthia "Cyn" Wang	7/1/27	Must represent interests of urban planning community, for a four-year term.
7	Mayor	VACANT	7/1/26	Must represent interest of law enforcement community, for a four-year term.

The Mayor's nominations are subject to Board of Supervisors approval/rejection within 60 days; if no action is taken the nomination is deemed approved.

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.)

Pursuant to Board of Supervisors Rules of Order 2.19 (Motion No. 05-92) all applicants applying for this body must complete and submit, with their application, a copy (**not original**) of Form 700, Statement of Economic Interests. Applications will not be considered if a copy of Form 700 is not received.

FORM 700 AVAILABLE HERE (Required)

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

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

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 Entertainment Commission shall consist of seven (7) members, comprised of three (3) members appointed by the Board of Supervisors and four (4) members nominated by the Mayor.

Each nomination by the Mayor shall be subject to approval by the Board of Supervisors and shall be the subject of a public hearing and vote within 60 days. If the Board of Supervisors fails to act on a mayoral nomination within 60 days from the date the nomination is transmitted to the Clerk of the Board of Supervisors, the nominee shall be deemed approved.

Of the four (4) members nominated by the Mayor:

- One (1) member must represent the interests of City neighborhood associations or groups;
- One (1) member must represent the interests of entertainment associations or groups;
- One (1) member must represent the interests of the urban planning community; and
- One (1) member must represent the interests of the law enforcement community.

Of the three (3) members appointed by the Board of Supervisors:

- One (1) member must represent the interests of City neighborhood associations or groups;

- One (1) member must represent the interests of entertainment associations or groups; and
- One (1) member must represent the interests of the public health community.

To stagger the terms, the initial appointments to the commission shall be as follows: the Mayor nominates two members to serve terms of four years, one member to serve a term of three years and one member to serve a term of two years. Of the three remaining members, the Board of Supervisors shall appoint one member to serve a term of four years, one member to serve a term of three years and one member to serve a term of two years. All terms of initial appointees to the commission shall be deemed to commence upon the same date which shall be the date upon which the last of the seven initial appointees assumes office. Thereafter, all appointments and reappointments shall be for a term of four years.

The Entertainment Commission shall: 1) assist entertainment organizers and operators to apply for necessary permits; 2) promote responsible conduct; 3) promote the City's entertainment industry; 4) promote the use of City facilities; 5) foster harm reduction policies; 6) develop "good neighbor policies"; 7) mediate disputes between persons affected by entertainment events and establishments and the operators of such establishments; 8) issue entertainment related permits; 9) plan and coordinate City services for major events; and 10) provide information regarding venues and services appropriate for events and functions ancillary to conventions.

Reports: Prepare and submit to the Mayor and Board of Supervisors: 1) within one year from July 6, 2002, and not less than five years thereafter, a report analyzing the Commission's effectiveness; 2) an annual report by March 1st regarding its activities for the preceding year; and 3) within one year from July 6, 2002, and annually thereafter, a report analyzing fee revenue.

Authority: Charter, Section 4.117 (Prop F, November 2002 Election) and Administrative Code, Chapter 90 (Ordinance Nos. 164-02; 242-05; and 100-13)

Sunset Date: None

Contact: May Liang
Entertainment Commission
49 South Van Ness, Suite 1482
San Francisco, CA 94103
(628) 652-6030
entertainment.commission@sfgov.org

Updated: January 12, 2024



Gender Analysis
San Francisco Commissions and Boards
FY 2020-2021



London N. Breed
Mayor

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



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

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

Overall, policy bodies have a larger percentage of women, members of the LGBTQIA+ community, and Veterans¹ than the general San Francisco population. The percentage of women of color and people with disabilities appointed to policy bodies is near equal to the general population. Fiscal year 2020-2021 saw the largest increase in representation of women on policy bodies since the Department on the Status of Women started collecting data in 2009. Women of color have the highest representation of appointees to date.

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

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

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

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

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

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

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

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Executive Summary

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

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

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

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

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

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

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

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

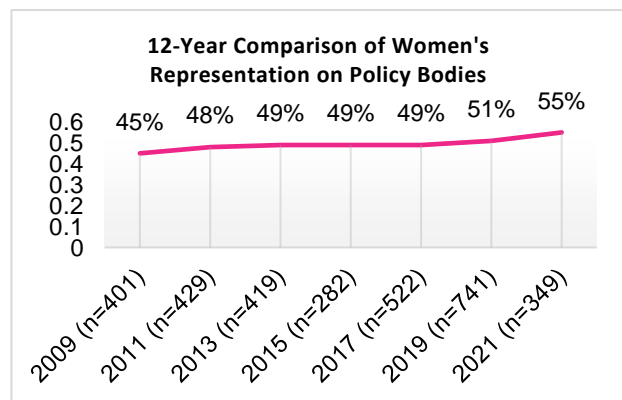
were limited compared to previous years, including the ability to conduct paper surveys and in-person meetings. Reliance on online surveying significantly reduced the level of participation, despite three to five direct contact efforts with policy bodies via phone and email. Moving forward, in addition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

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

Key Findings

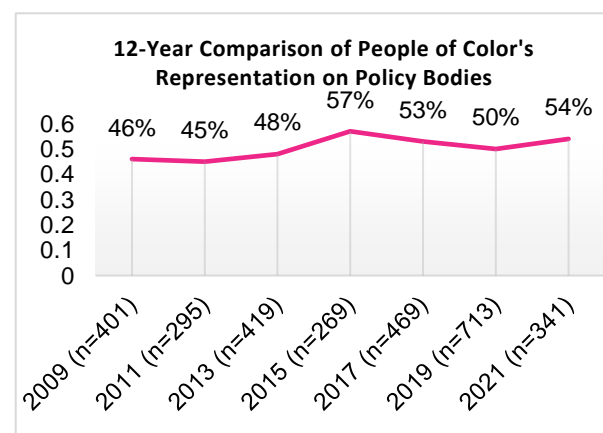
Gender

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



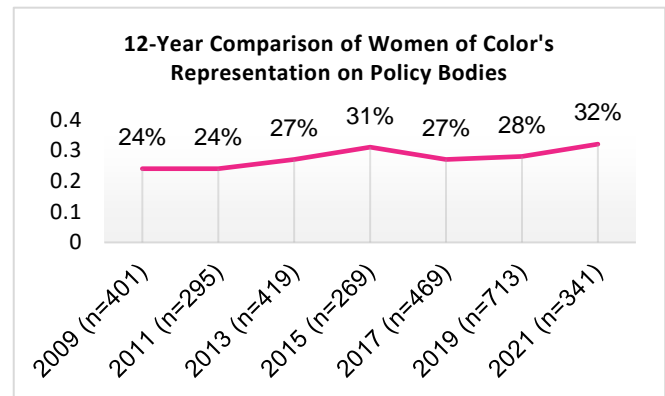
Race and Ethnicity

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



Race and Ethnicity by Gender

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



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

Additional Demographics

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

Proxies for Influence: Budget and Authority

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

Appointing Authorities

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

Demographics of Appointees Compared to the San Francisco Population

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

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

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

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

I. Introduction

Inspired by the fourth U.N. World Conference on Women in Beijing, San Francisco became the first city in the world to adopt a local ordinance reflecting the principles of the U.N. Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), an international bill of rights for women. The CEDAW Ordinance was passed unanimously by the San Francisco Board of Supervisors and signed into law by Mayor Willie L. Brown, Jr. on April 13, 1998.³ In 2002, the CEDAW Ordinance was revised to address the intersection of race and gender and incorporate reference to the U.N. Convention on the Elimination of all Forms of Race Discrimination. The Ordinance requires the City to take proactive steps to ensure gender equity and specifies "gender analysis" as a preventive tool to identify and address discrimination. Since 1998, the Department on the Status of Women has employed this tool to analyze the operations of 10 City Departments using a gender lens.

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

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

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

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

II. Findings

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

Figure 1: Summary Data of Policy Body Demographics, 2021

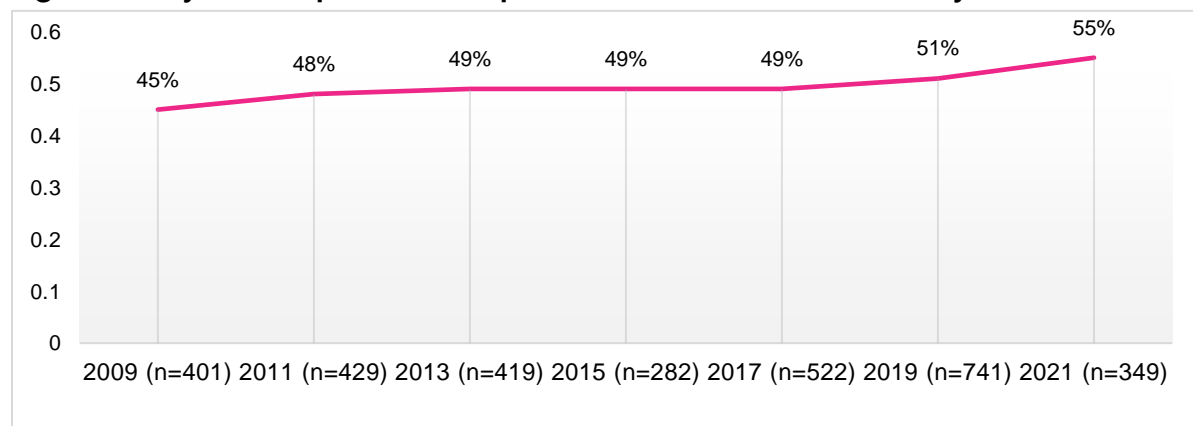
Appointee Demographics	Percentage of Appointees
Women (n=349)	55%
People of Color (n=341)	54%
Women of Color (n=341)	32%
LGBTQIA+ Identifying (n=334)	23%
People with Disabilities (n=349)	13%
Veteran Status (n=349)	22%

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

A. Gender

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

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



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

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

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

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

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

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

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

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

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

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

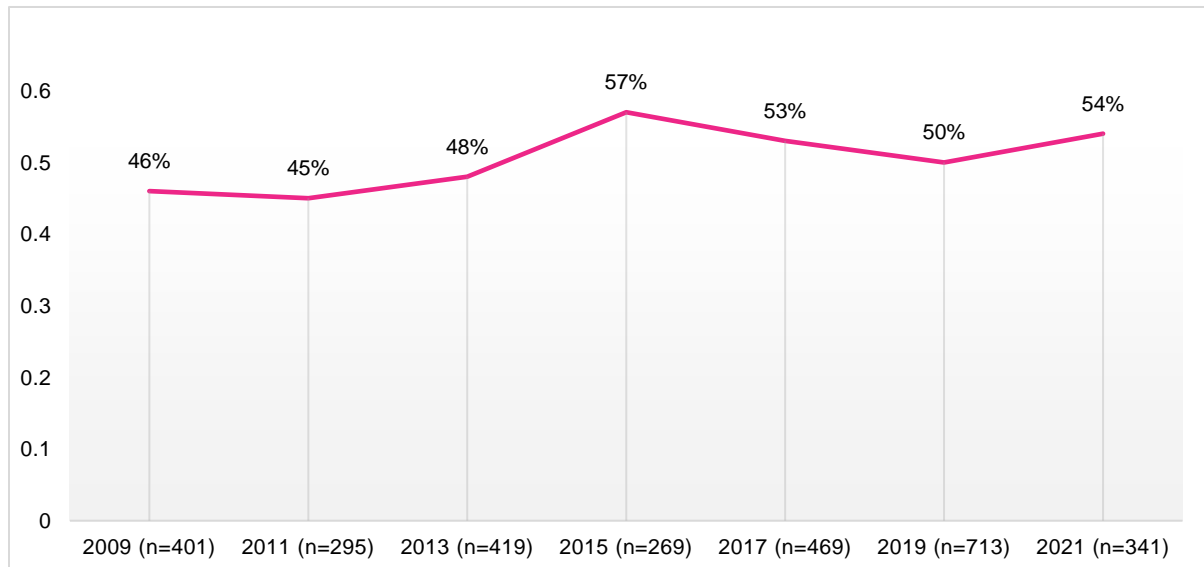
Figure 5: Advisory Bodies with the Highest Percentage of Women, 2021

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

B. Race and Ethnicity

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

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



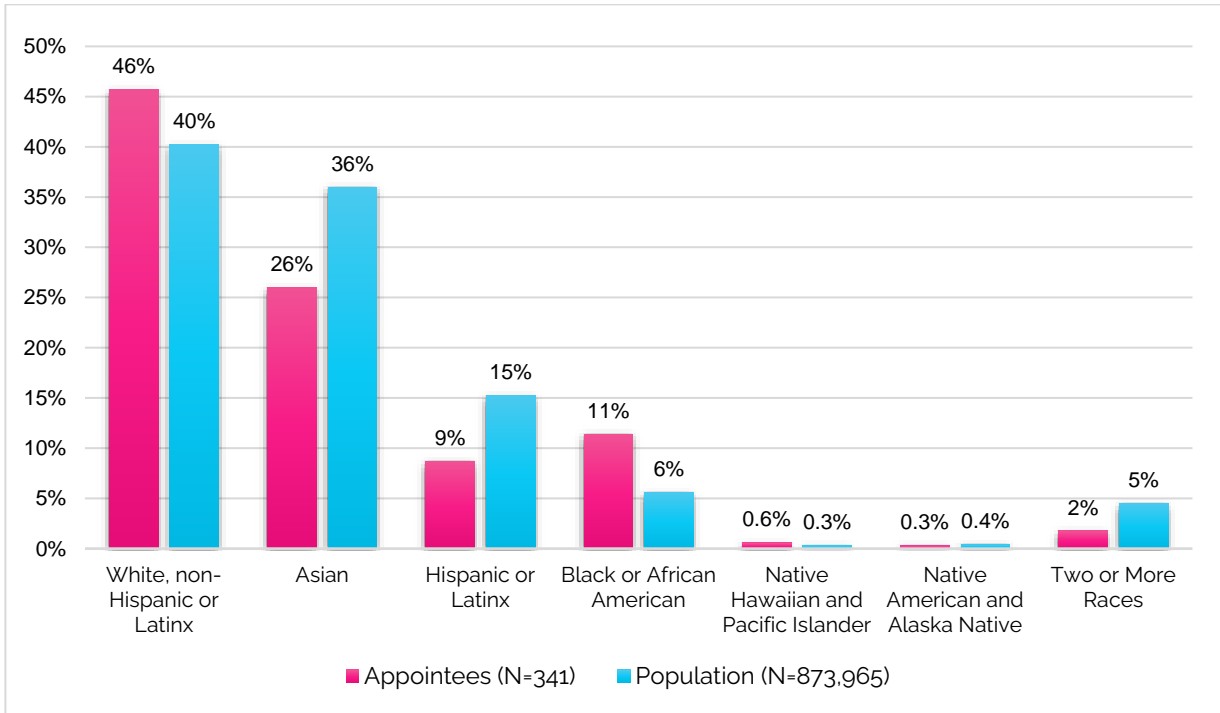
The racial and ethnic breakdown of policy body members compared to the San Francisco population is shown in Figure 7. This analysis reveals underrepresentation and overrepresentation in San Francisco policy bodies for certain racial and ethnic groups. Nearly half of all appointees are white, an overrepresentation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

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

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

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

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



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

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

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

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

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

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

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

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

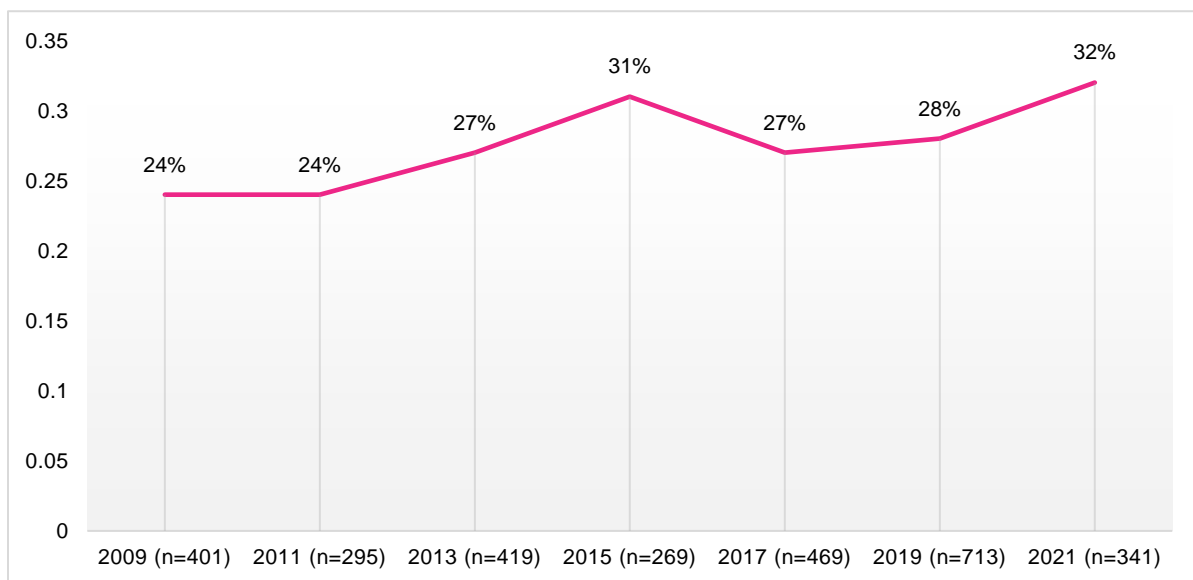
Policy Body	Percent of POC	Response Rate*	2019 Percent	2017 Percent
Ethics Commission	25%	25%	50%	67%
Retirement System Board	29%	57%	29%	29%
Recreation and Park Commission	29%	43%	43%	43%
Rent Board Commission	30%	60%	33%	50%

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

C. Race and Ethnicity by Gender

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

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



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

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

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

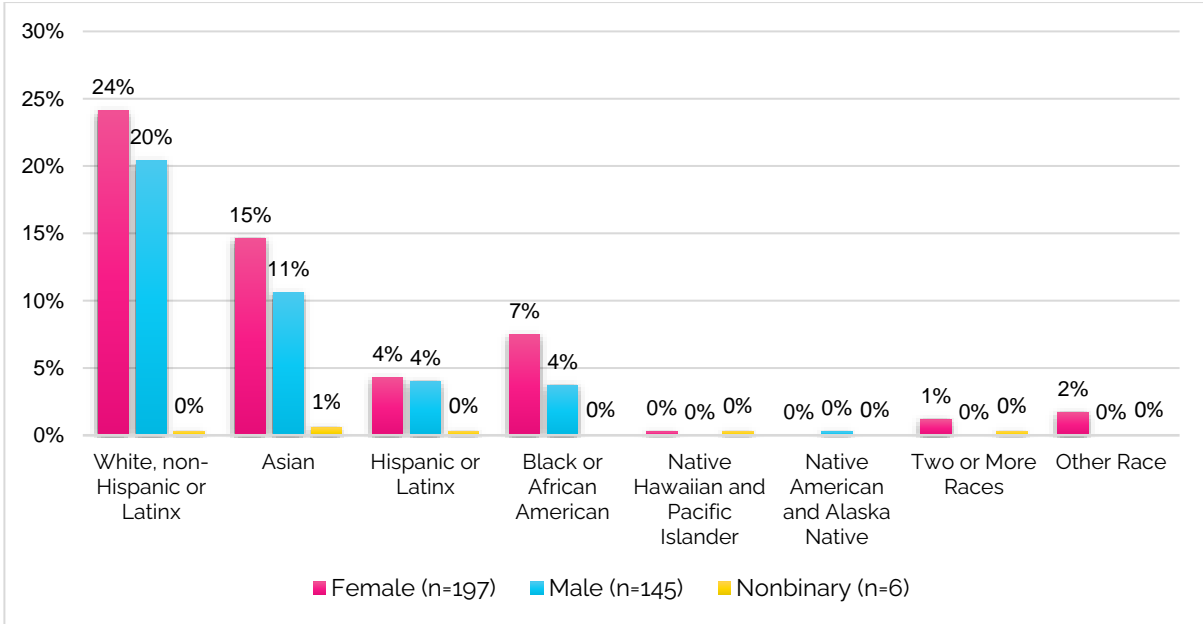
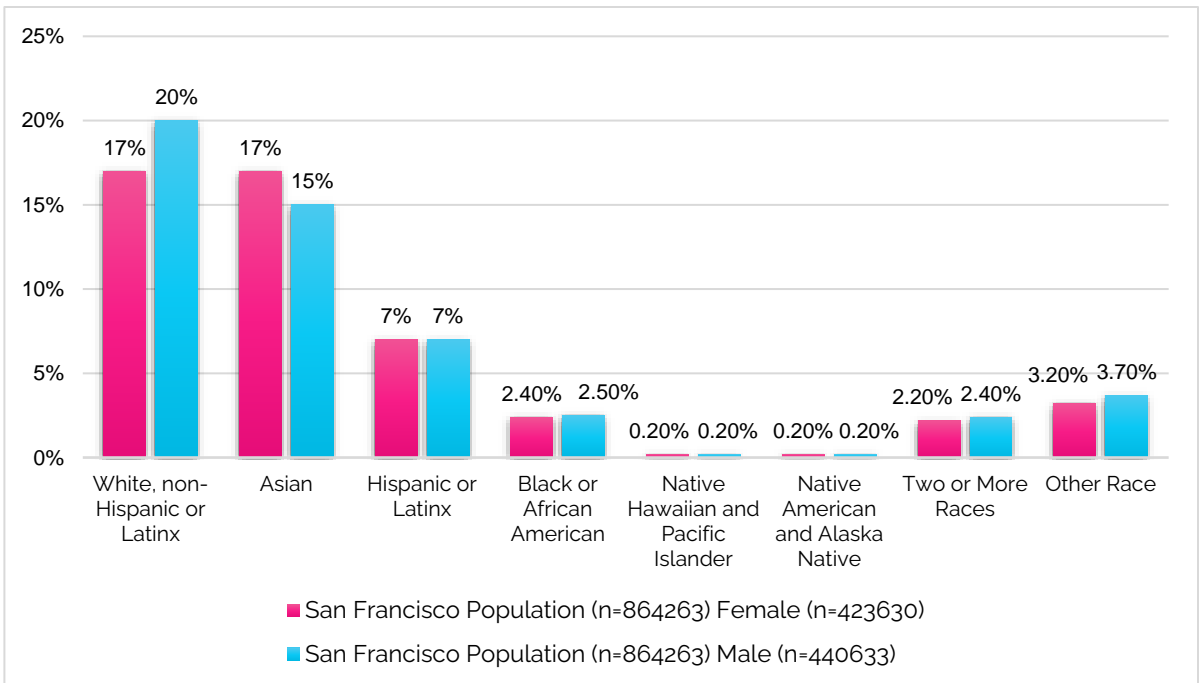


Figure 12: San Francisco Population by Race/Ethnicity



D. LGBTQIA+ Identity

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

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

Figure 13: LGBTQIA+ Identity of Appointees, 2021

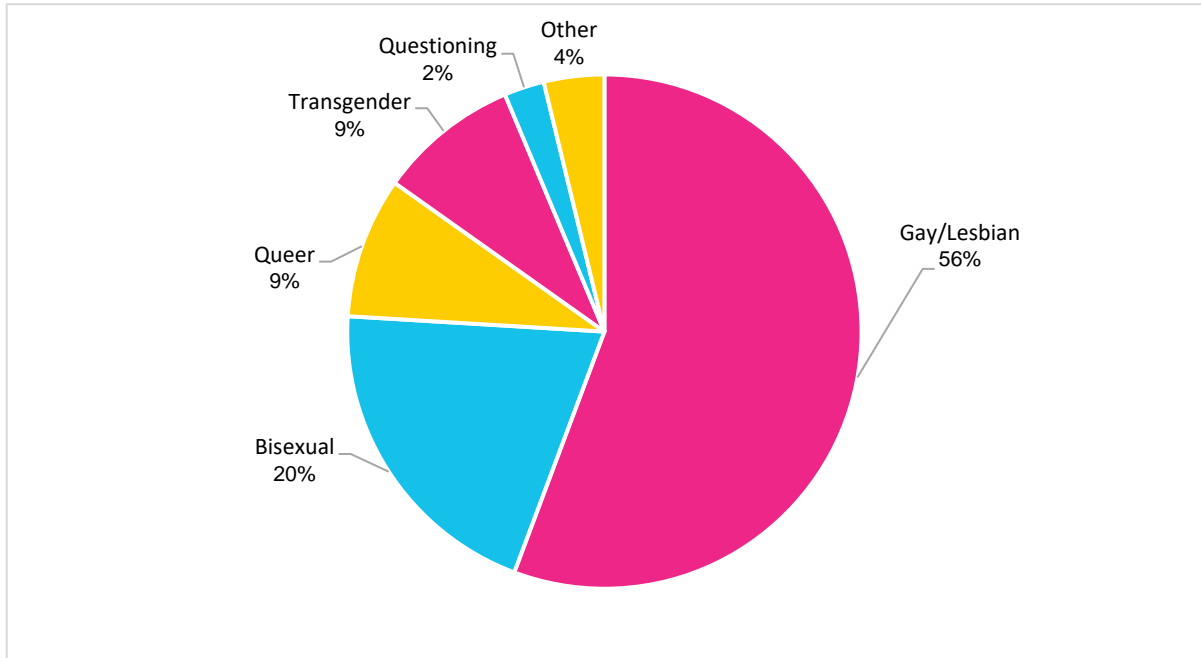


⁶ <https://williamsinstitute.law.ucla.edu/publications/adult-lgbt-pop-us/>

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

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

Figure 14: LGBTQIA+ Population of Appointees, 2021



E. Disability Status

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

Figure 15: Disability Status of Appointees, 2021

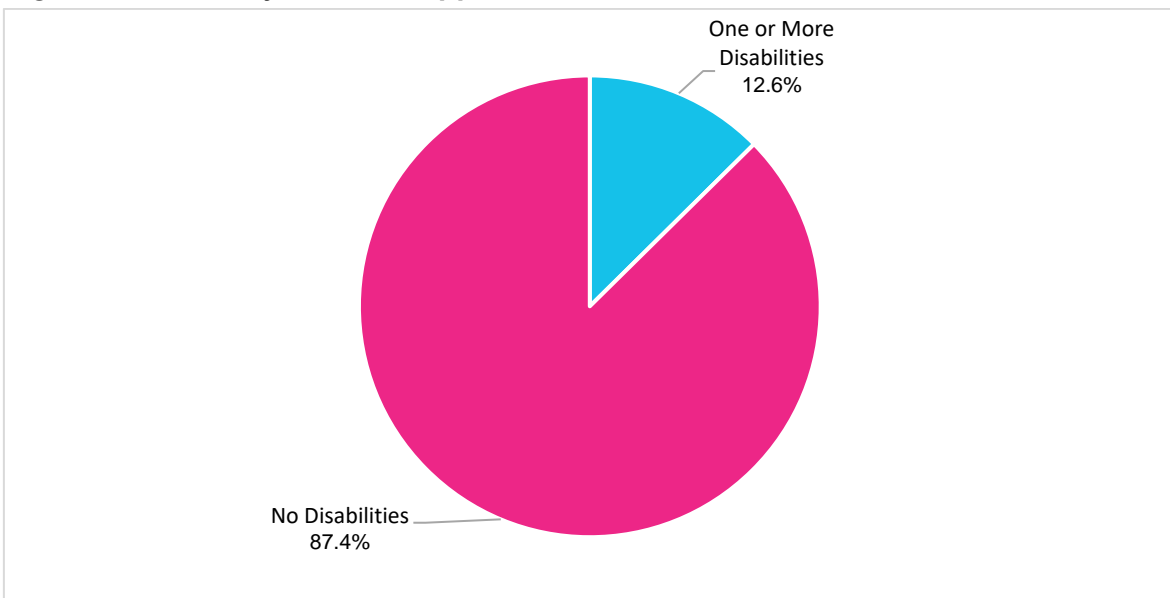


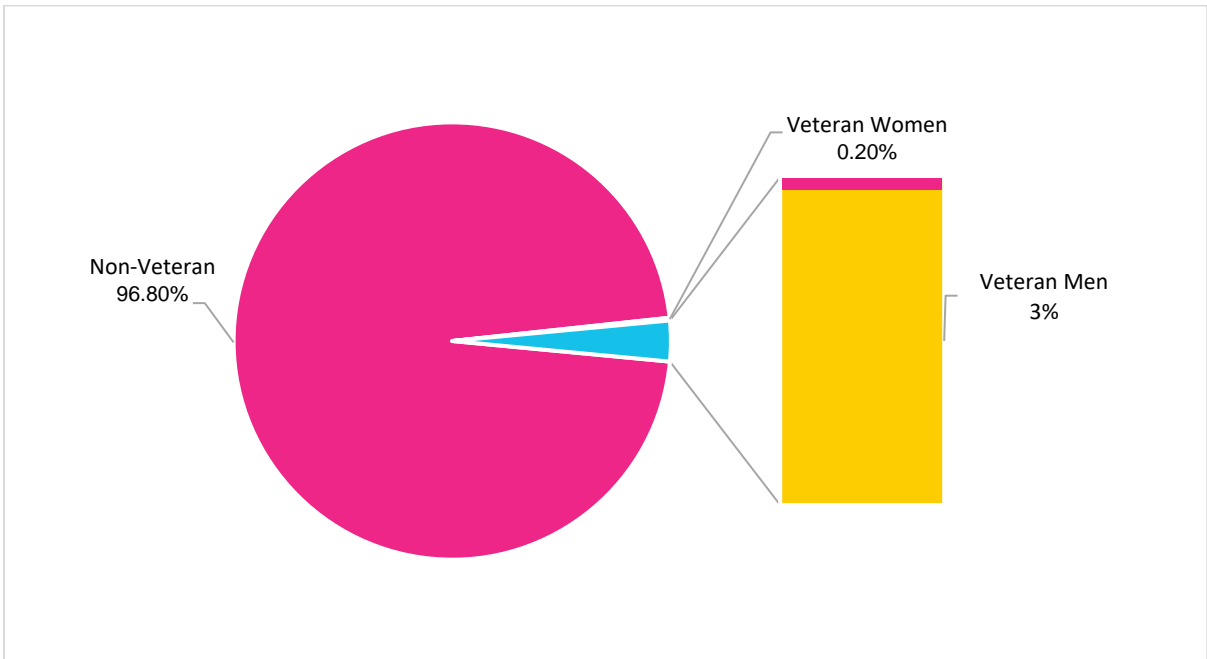
Figure 16: Appointees with One or More Disabilities by Gender Identity, 2021



F. Veteran Status

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

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



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

Figure 18: Appointees with Military Service, 2021

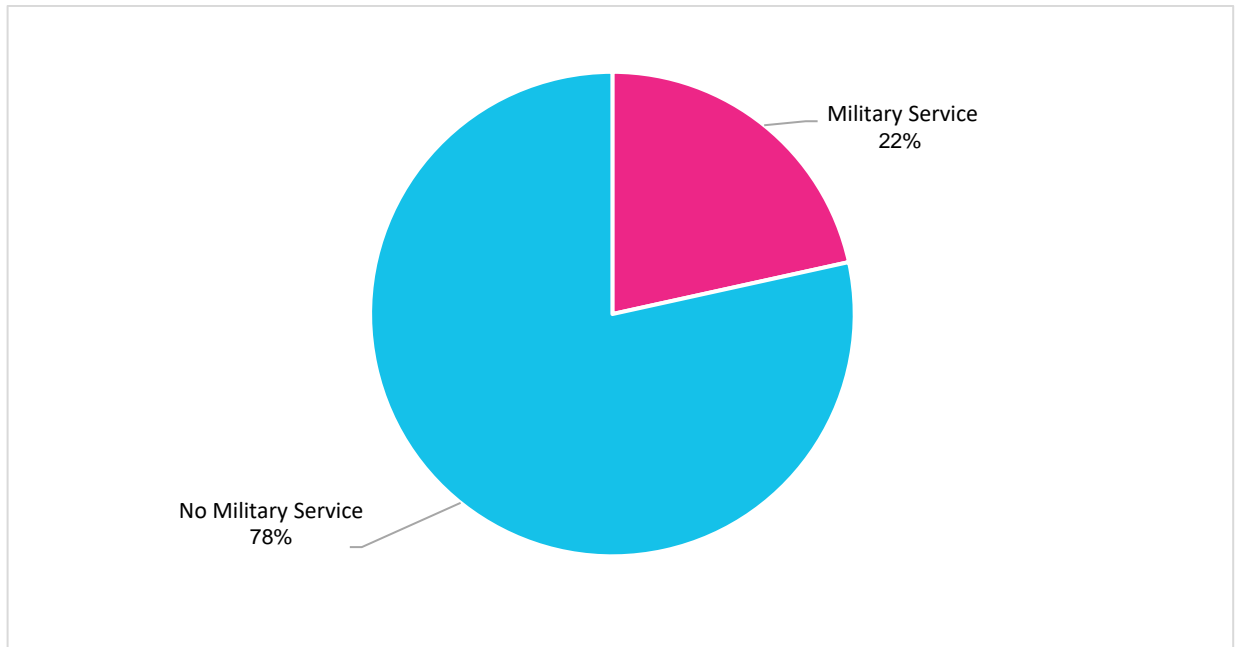
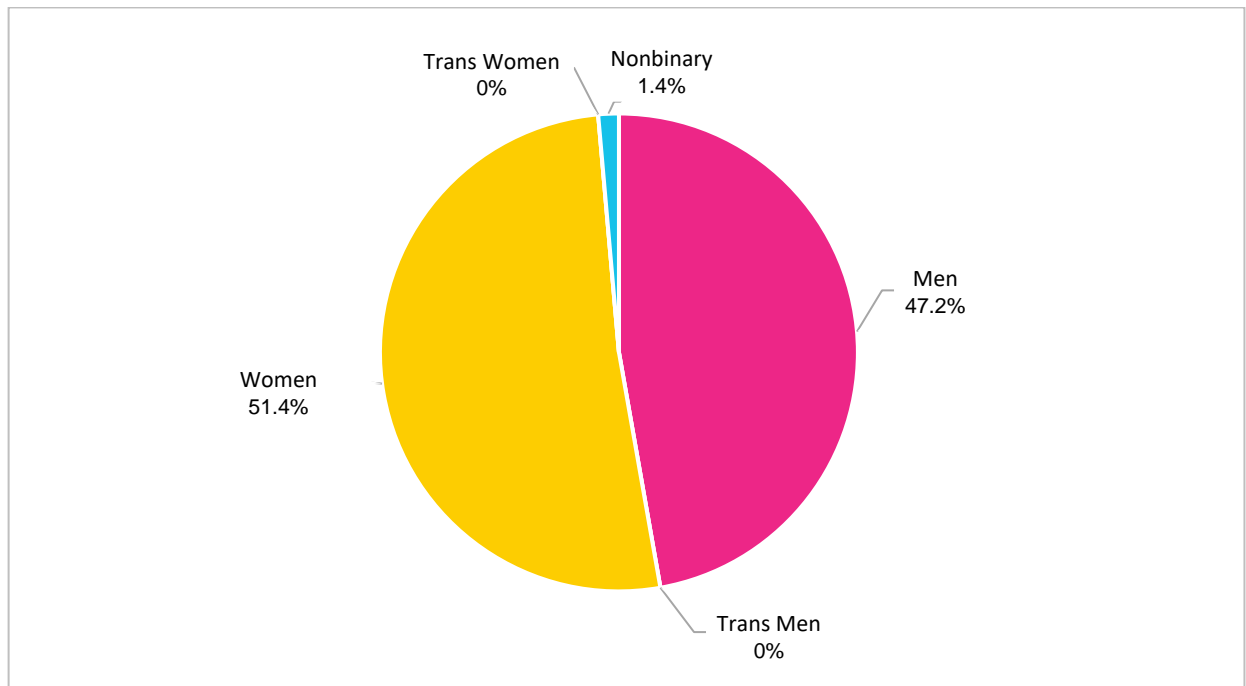


Figure 19: Appointees with Military Service by Gender, 2021



G. Policy Bodies by Budget

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

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

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

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

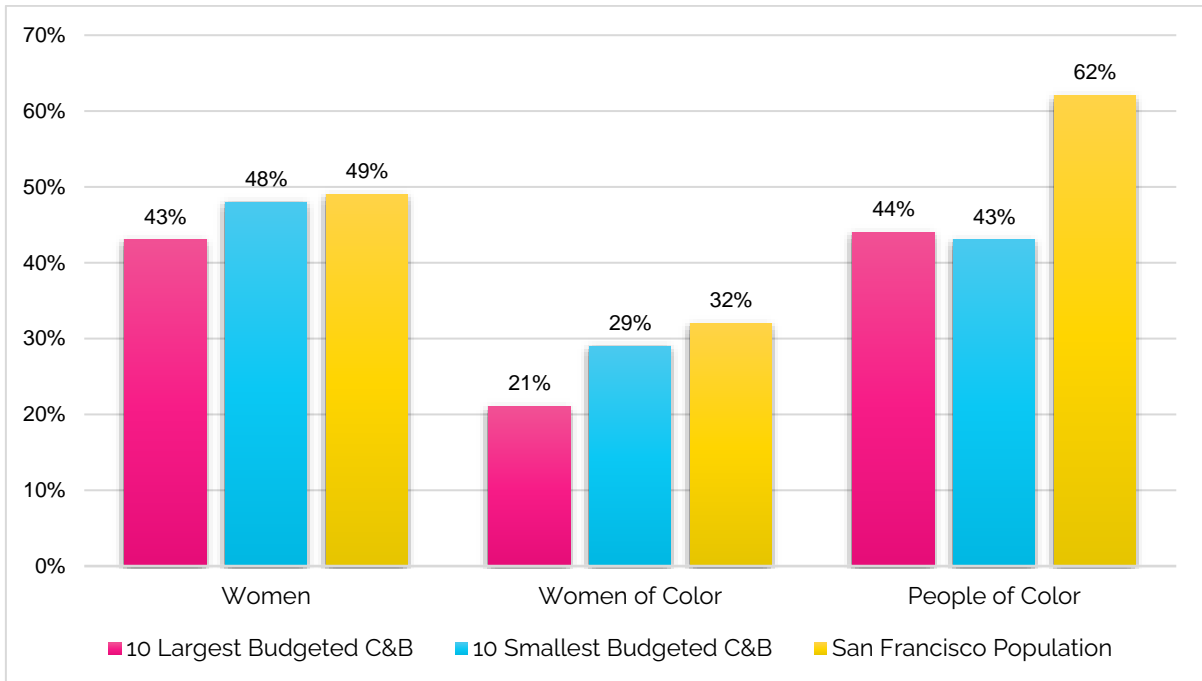


Figure 21: Demographics of Commissions and Boards with Largest Budgets, 2021

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

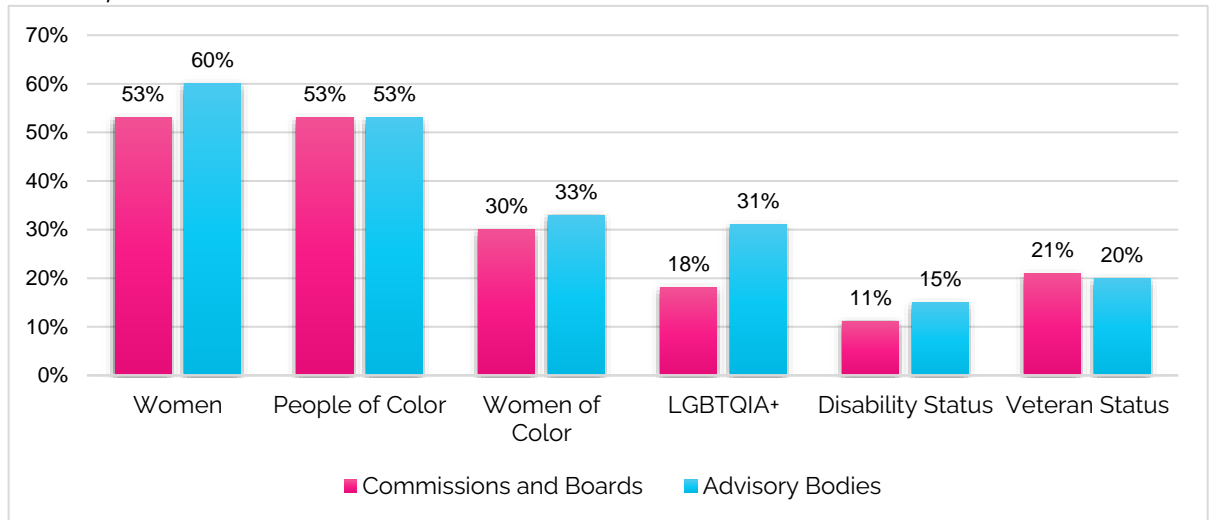
Figure 22: Demographics of Commissions and Boards with Smallest Budgets, 2021

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

H. Comparison of Advisory Body and Commission and Board Demographics

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

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



I. Demographics of Mayoral, Supervisorial, and Total Appointees

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

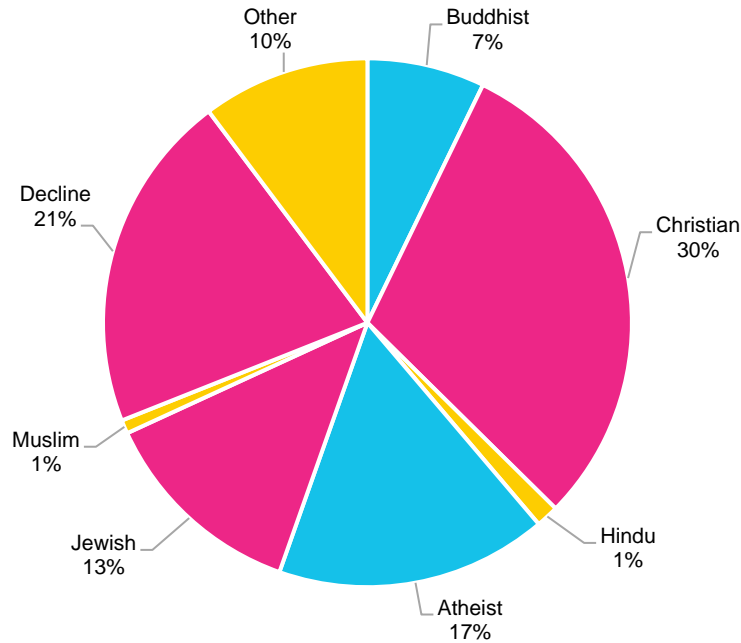
Figure 24: Demographics of Mayoral, Supervisorial, and Total Appointees, 2021



J. Religious Affiliations

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

Figure 25: Religious Affiliations of Appointees, 2021



III. Methodology and Limitations

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

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

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

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

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

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

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

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

IV. Conclusion

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

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

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

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

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

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

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

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

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

San Francisco Commission on the Status of Women

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

Kimberly Ellis, Director
Department on the Status of Women

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

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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.*



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



London N. Breed
Mayor

Acknowledgments

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

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

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415.252.2570

From: [Morgan Martinez](#)
To: [Young, Victor \(BOS\)](#)
Subject: Industry Representative
Date: Thursday, February 8, 2024 4:11:08 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

My name is Morgan Martinez, I am a bartender at several bars around San Francisco. I am writing in support of Maria Davis whom is running for Industry Representative/ Seat 2 of the Entertainment Commission. I have worked for her for many years and she has shown nothing but support and strong leadership for everyone under her employment. Maria has had a hand in many establishments around the Bay Area and is always striving for success with all her endeavors. I fully support and back this woman and know that having her in a such a position would only behoove everyone involved.

Thank you,
Morgan Martinez

From: lynn.schwarz
To: [Young, Victor \(BOS\)](#)
Subject: letter of support!
Date: Thursday, February 8, 2024 5:42:27 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

My name is Lynn Schwarz. I am part owner of Bottom of the Hill nightclub and co-founder and secretary of the Independent Venue Alliance of SF.

This letter is to endorse Maria Davis becoming the industry rep on the Entertainment Commission! I am so pleased to hear that she's applying for this position, as she's been nothing but a devoted and hard working advocate for live music in SF since I first met her over COVID. I'm sure she did a lot for music before that at the Stud and in other capacities, but it's the first time I had the pleasure of getting to know her. Disaster brings people together, as you know!

Maria is an active, founding member of the SF Independent Venue Alliance, started over COVID to help all us independent venues survive the long closure. Maria would always be the one volunteering to help out when needed, from being an active participant in all our planning sessions to commissioning merch to passing out posters, and was a trusted colleague who quickly became a dear friend. Maria has been working tirelessly to re-open the Stud, at the same time as running her own bar St. Marys and also always helping out with the IVA. She's relentless, tireless, but also kind. She's a mom, and an advocate for the LGBTQ community, for live music, and for the scene overall in SF. We need more people like Maria, and I advocate for her in this position without any reservations!

Lynn Schwarz
lynn@bottomofthehill.com
(415) 465-2852

From: [Kseniya Makarova](#)
To: [Young, Victor \(BOS\)](#)
Cc: asha.safai@sfgov.org; [Lee, Esther \(BOS\)](#)
Subject: Maria Davis for Industry Representative / Seat 2 on EC
Date: Thursday, February 8, 2024 6:35:45 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Good evening,

I'm writing to share my support for Maria Davis to become Industry Representative / Seat 2 on the Entertainment Commission. Maria has been involved in nightlife and entertainment in the City for a very long time, is a shrewd business owner and wonderful member of the community. Her revitalization of St. Mary's Pub has been great for Bernal Heights, and her work with the STUD collective has been integral to the survival of that institution. Maria understands entertainment and business in this City like few others and I know she will do great work as part of this committee.

Regards,
Kseniya Makarova
Artist, Muralist, Educator

From: [Michelle Delaney](#)
To: [Young, Victor \(BOS\)](#)
Subject: Letter of Support
Date: Thursday, February 8, 2024 8:11:23 PM

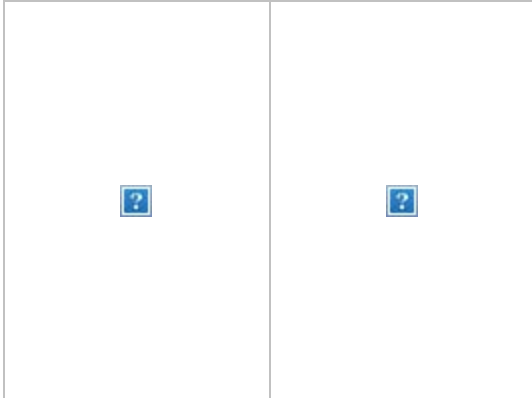
This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Hi Victor,

I would like to send in my letter of support for Maria David for Representative / Seat 2 on the Entertainment Commission. Over the years I have seen her really get involved with the bar and entertainment industry and I appreciate her care and concern for all of us. She is knowledgeable in the industry and I think she would do a great job.

Thank you,
Michelle Delaney

--



30 YEARS OF 111 MINNA GALLERY- ART OPENING THURSDAY 10.12.23

Michelle Delaney

President and Owner

111 Minna Gallery | Red Door Coffee

San Francisco Events Co.

michelle@111minnagallery.com

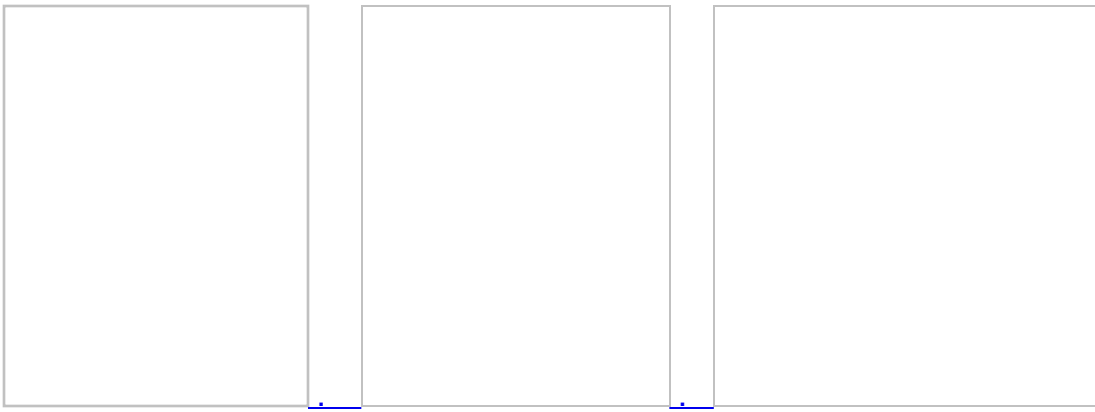
(415) 823 - 9304

[Website](#)

[Twitter](#)

[Facebook](#)

[IG](#)



From: [Michelle Delaney](#)
To: [Young, Victor \(BOS\)](#)
Subject: Letter of Support
Date: Thursday, February 8, 2024 8:11:23 PM

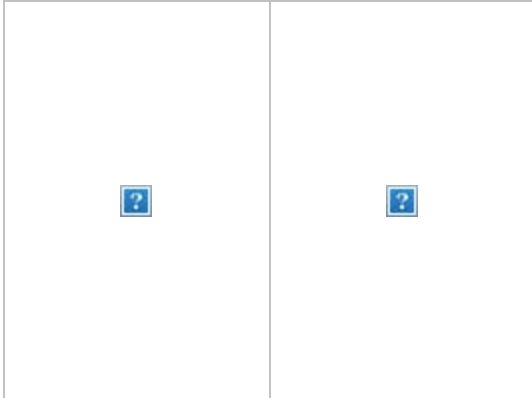
This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Hi Victor,

I would like to send in my letter of support for Maria David for Representative / Seat 2 on the Entertainment Commission. Over the years I have seen her really get involved with the bar and entertainment industry and I appreciate her care and concern for all of us. She is knowledgeable in the industry and I think she would do a great job.

Thank you,
Michelle Delaney

--



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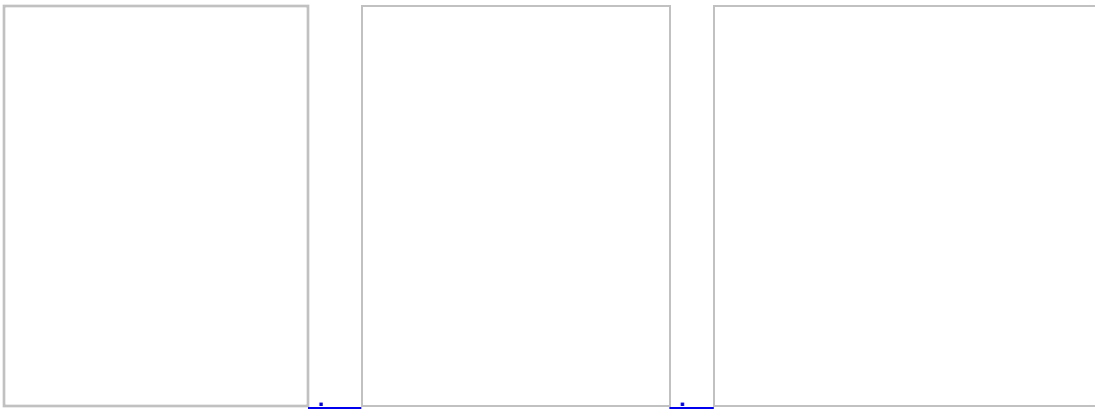
(415) 823 - 9304

[Website](#)

[Twitter](#)

[Facebook](#)

[IG](#)



From: [Lynne Angel](#)
To: [Young, Victor \(BOS\)](#)
Subject: Support Letter for Maria Davis / Seat 2 on Ent Com
Date: Friday, February 9, 2024 11:20:41 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Hi There -

My name is Lynne Angel and I own El Rio. I wanted to email you to show support for Maria's bid for seat 2 on the Entertainment Commission. Maria has been a vital part of nightlife and the small business community via her ownership of The Stud, St. Mary's and her work with the SF Venue Coalition.

She would be a wonderful addition to the commission and would add a unique and important perspective as a woman, a business owner and a community leader.

Thank you for your time.

Lynne

--

Lynne Angel
She / Her
El Rio
www.elriosf.com

From: [Joseph Carouba](#)
To: [Young, Victor \(BOS\)](#)
Subject: Maria Davis <saintmaryspub@gmail.com>
Date: Friday, February 9, 2024 11:44:24 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Hi Victor,

Joseph Carouba writing to you in support of Maria Davis for a spot on the EC as the Industry Rep / Seat 2.

Thanks,

Joe

From: [Rhea Murphy](#)
To: [Young, Victor \(BOS\)](#)
Subject: Letter of Support for AjaiNicole Duncan
Date: Monday, February 12, 2024 8:09:26 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Dear Rules Committee,

My name is Rhea Murphy, I am a peer of AjaiNicole at the SFSU School of Social Work. Ajai is an incredible person to put it simply. Each week I am witness to her hard work and passion in any matter she puts her mind to; It is truly admirable and inspiring. Her leadership abilities and drive are something that your commission would be proud to see.

I do believe that she would be an ideal choice for your position, and I hope you give her the opportunity to showcase her many skills, passions, and abilities.

Take care,
-Rhea Murphy

From: [alissa harris](#)
To: [Young, Victor \(BOS\)](#)
Subject: Letter of Support for AjaiNicole Duncan
Date: Monday, February 12, 2024 7:36:17 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

To whom it may concern,

I'm sending this letter on behalf of AjaiNicole Duncan in reference to the open position on the SF Entertainment Commission.

Speaking to Ajai's former experience in entertainment and performance, I personally believe she is well equipped for the position and could make valuable additions to SF's nightlife and entertainment businesses. As a colleague who has worked alongside Ajai, I have personal faith that her decision making abilities will produce productive work and committee improvement.

I hope you take this recommendation into account when making your decision. Thank you!

Best,
Alissa Harris

From: [t l](#)
To: [Young, Victor \(BOS\)](#)
Subject: Maria Davis
Date: Monday, February 12, 2024 3:46:41 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

I'm writing on behalf of Maria Davis. There could not be a more caring, honest, person with true integrity. The kind of person that San Francisco, or anywhere else, should value.

Thank you,
Timothy Lynch
Sent from my iPhone

From: [Stanley Frank](#)
To: [Young, Victor \(BOS\)](#)
Subject: Letter of support for AjaiNicole Duncan
Date: Sunday, February 11, 2024 11:33:44 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Dear Ruling Committee,

Hello!

My name is Stanley Frank, and I've been a proud San Franciscan since 1998. I began working at bars as a bouncer in 2003 and worked my way up to a successful bartending and DJing career, which i continue to follow. I met AjaiNicole around 2005 and have worked alongside her in the nightlife for varying events since then.

I personally believe Ms. Duncan would be an exceptional addition to the Entertainment Commission in San Francisco. Her long standing experience in varying roles of nightlife will positively inform her decision making and abilities at the Commission. Ajai is dedicated to cultural equity, civic pride and would surely be an asset in continuing to build a healthy, robust and colorful nightlife!

I wholeheartedly endorse AjaiNicole Duncan for the Entertainment Commission.
thank you for your time,
Stanley Frank

From: [Shannon](#)
To: [Young, Victor \(BOS\)](#)
Subject: AjaiNicole Duncan Entertainment Commission
Date: Sunday, February 11, 2024 10:40:21 PM
Attachments: [AjaiNicole Duncan - San Francisco Entertainment Commission .docx](#)

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Hello,

Please see the attached endorsement for AjaiNicole Duncan for the Entertainment Commission Industry Seat.

Thank you.

From: [Jenna Galang](#)
To: [Young, Victor \(BOS\)](#)
Subject: Letter of Support for Ajai Nicole Duncan
Date: Sunday, February 11, 2024 7:16:07 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

To The Rules Committee,

I am writing in support of Ajai Nicole Duncan, a candidate for the San Francisco Entertainment Commission. Ajai's commitment and passion for arts, culture, and the preservation of San Francisco nightlife would make her an excellent choice. Her unique past as a San Francisco entertainer would bring expertise as well as a fresh perspective to the reimagining of downtown San Francisco as a cultural and entertainment destination.

Thank You,

--

JENNA GALANG | Producer + Creative | 415-999-9536 |

From: [AjaiNicole Marie Duncan](#)
To: [Young, Victor \(BOS\)](#)
Cc: [RonenStaff \(BOS\)](#); [Burch, Percy \(BOS\)](#); [Walton, Shamann \(BOS\)](#); [Lee, Esther \(BOS\)](#); [Safai, Ahsha \(BOS\)](#); [Prager, Jackie \(BOS\)](#)
Subject: Entertainment Commission Seat 2 AjaiNicole Duncan Resume and Letters of Support
Date: Sunday, February 11, 2024 5:19:21 PM
Attachments: [Marke B. Letter of Support-2.pdf](#)
[Rick Eusey's Letter of Support-2.pdf](#)
[Corey Hallman letter-2.pdf](#)
[Ajai Nicole Letter of Endorsement.pdf](#)
[Current Resume-2.pdf](#)

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Good evening, Supervisors,

Here is my current resume and resume. I want to thank you for this opportunity you with and looking forward to tomorrow's hearing.

Best,

AjaiNicole Duncan

From: [Daniela Oropeza](#)
To: [Young, Victor \(BOS\)](#)
Subject: Letter of Support for AjaiNicole Duncan
Date: Sunday, February 11, 2024 3:44:22 PM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Dear Rules Committee,

I am writing you all to wholeheartedly express my support for AjaiNicole Duncan for the Entertainment Commission. Ajai lights up any room that she walks into. She is resilient, humble, and best of all, she is incredibly genuine. I met her in dance class and we later ended up working alongside each other at a salon. From the first day we met, I could see her passion and drive for Social Justice. I promise you that 80% of our daily conversations are Social Justice based. I believe that she will bring a refreshing perspective to this commission. She has real world experience and is incredibly educated about SF nightlife. She has innovative, creative ideas for the changes that she wants to see and be a part of. I hope that you all accept Ajai into this committee. She will without a doubt, help you all create meaningful, long lasting changes to the nightlife community of San Francisco.

Thank you for considering Ajai for this important role.

Sincerely,
Daniela Oropeza
Community Artist
danielasoropeza@gmail.com

From: [Cyn Wang](#)
To: [Young, Victor \(BOS\)](#); [Prager, Jackie \(BOS\)](#)
Subject: Support for Maria Davis for Entertainment Commission
Date: Saturday, February 10, 2024 11:30:02 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Dear Chair Ronen and members of the Rules Committee:

I hope this letter finds you well. My name is Cyn Wang, and I have the privilege of serving as the Vice President of the Entertainment Commission. Additionally, I am a passionate small business owner deeply invested in the vibrancy and inclusivity of San Francisco's entertainment scene.

I am writing to express my wholehearted support for Maria Davis's appointment to the San Francisco Entertainment Commission. Maria's contributions to nightlife, and particular to queer nightlife, are tremendous. Maria has cultivated spaces that not only celebrate diversity and inclusivity but also foster a sense of belonging for all individuals.

Maria's extensive experience as an owner of nightlife establishments provides her with important insights into the complexities of our industry. Furthermore, Maria's deep-rooted connections within the community uniquely position her to advocate for policies that support a thriving entertainment & nightlife industry while balancing the needs of local residents and neighborhoods.

I urge you to consider her appointment with the utmost confidence and enthusiasm.

Thank you for your time and consideration.

Warm regards,

Cynthia Wang
Vice President, Entertainment Commission & Small Business Owner
Sent from my iPhone

Sent from my iPhone

From: [karina Ochoa](#)
To: [Young, Victor \(BOS\)](#)
Subject: Letter of Support AjaiNicole Duncan
Date: Monday, February 12, 2024 9:06:00 AM

This message is from outside the City email system. Do not open links or attachments from untrusted sources.

Dear Rules Committee,

I am writing to you in deep support of AjaiNicole Duncan. I am confident Ajai would make an excellent addition to the San Francisco Entertainment Commission given her years of work in San Francisco's nightlife and her commitment to the community of San Francisco. Ajai has a unique perspective earned from her political activism work in the city of San Francisco as well as her professional entertainment career that would provide value to the Entertainment Commission.

Additionally, I have had the opportunity of working directly with Ajai as a classmate of hers in the School of Social Work at San Francisco State University. We have collaborated on projects and I can attest to her dogged determination, superior work ethic, persistent initiative and openness to collaboration.

I wish her much success and sincerely hope that the members of the Rules Committee see what a great addition she would make to the San Francisco Entertainment Committee.

Best regards,

Karina Ochoa (she/they)

From: [karina Ochoa](#)
To: [Young, Victor \(BOS\)](#)
Subject: Letter of Support AjaiNicole Duncan
Date: Monday, February 12, 2024 9:06:00 AM

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Karina Ochoa (she/they)

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Subject: Letter of Support AjaiNicole Duncan
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Karina Ochoa (she/they)