

File No. 180349

Committee Item No. 6

Board Item No. 30

### COMMITTEE/BOARD OF SUPERVISORS

#### AGENDA PACKET CONTENTS LIST

Committee: RULES  
Board of Supervisors Meeting

Date: May 1, 2018  
Date: \_\_\_\_\_

#### Cmte Board

- |                                     |                                     |  |
|-------------------------------------|-------------------------------------|--|
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | Motion                                       |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Resolution                                   |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Ordinance                                    |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Legislative Digest                           |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Budget and Legislative Analyst Report        |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Youth Commission Report                      |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Introduction Form                            |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | Department/Agency Cover Letter and/or Report |
| <input type="checkbox"/>            | <input type="checkbox"/>            | MOU  |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Grant Information Form                       |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Grant Budget                                 |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Subcontract Budget                           |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Contract/Agreement                           |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Form 126 – Ethics Commission                 |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Award Letter                                 |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Application                                  |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | Form 700                                     |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Vacancy Notice                               |
| <input type="checkbox"/>            | <input type="checkbox"/>            | Information Sheet                            |
| <input type="checkbox"/>            | <input checked="" type="checkbox"/> | Public Correspondence                        |

#### OTHER

- |                                     |                                     |   |
|-------------------------------------|-------------------------------------|---|
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <u>DOSW Report - 2017 Gender Analysis Executive Summary</u>     |
| <input checked="" type="checkbox"/> | <input checked="" type="checkbox"/> | <u>DOSW Report - 2017 Gender Analysis of Comms &amp; Boards</u> |
| <input type="checkbox"/>            | <input type="checkbox"/>            | _____   |
| <input type="checkbox"/>            | <input type="checkbox"/>            | _____   |
| <input type="checkbox"/>            | <input type="checkbox"/>            | _____   |

Prepared by: John Carroll  
Prepared by: Alisa Somera

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

1 [Mayoral Appointment, Port Commission - Gail Gilman]

2  
3 **Motion approving/rejecting the Mayor's nomination for appointment of Gail Gilman to**  
4 **the Port Commission, for a term ending May 1, 2022.**

5  
6 MOVED, That the Board of Supervisors of the City and County of San Francisco does  
7 hereby approves/rejects the nomination for appointment by Mayor Mark Farrell of the  
8 following designated person to serve as a member of the San Francisco Port Commission,  
9 pursuant to Charter, Section 4.114, for the term specified:

10 Gail Gilman, seat 5, succeeding Leslie Katz, must be appointed by the Mayor and  
11 confirmed by the Board of Supervisors, for a four-year term ending May 1, 2022.

OFFICE OF THE MAYOR  
SAN FRANCISCO



MARK E. FARRELL  
MAYOR

RECEIVED  
BOARD OF SUPERVISORS  
SAN FRANCISCO  
2018 APR -5 AM 11:41  
BY AK

April 3, 2018

Angela Calvillo  
Clerk of the Board, Board of Supervisors  
San Francisco City Hall  
1 Carlton B. Goodlett Place  
San Francisco, CA 94102

Dear Ms. Calvillo,

Pursuant to Charter Section 4.114, I hereby make the following nominations:

William Adams, to the San Francisco Port Commission, for a term ending May 1, 2022

Victor Makras, to the San Francisco Port Commission, for a term ending May 1, 2020, assuming the seat formerly held by Eleni Kounalakis

Doreen Woo Ho, to the San Francisco Port Commission, for a term ending May 1, 2022

Gail Gilman, to the San Francisco Port Commission, for a term ending May 1, 2022, assuming the seat formerly held by Leslie Katz

I am confident that Mr. Adams, Mr. Makras, Ms. Ho and Ms. Gilman – all electors of the City and County – will serve our community well. Attached are their qualifications, which demonstrate how these appointments and reappointments represent the communities of interest, neighborhoods and diverse populations of the City and County of San Francisco.

Should you have any questions related to these nominations, please contact my Deputy Chief of Staff, Francis Tsang at (415) 554-6467.

Sincerely,

A handwritten signature in cursive script that reads "Mark E. Farrell".

Mark E. Farrell  
Mayor

**Gail Gilman**

Chief Executive Officer, Community Housing Partnership

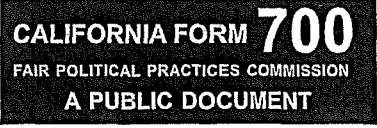
With over 25 years of non-profit experience, Gail Gilman joined Community Housing Partnership in 2002 and became the CEO in 2010. She has extensive experience in real estate development of residential housing, land-use policy, activation of commercial spaces in supportive housing, social enterprise, economic development, homelessness, social services, public policy, and community organizing.

Gail is spearheading the local and national conversation on shifting success measurements and outcomes in supportive housing, in addition to creating a housing ladder, thus moving towards a housing equity framework.

Gail has been extensively involved in regional and national public policy efforts, including most recently as Co-Chair of numerous ballot initiatives from a housing bond to revenue measures for homelessness.

Gail has served on numerous housing and homeless taskforces, and presently serves on California's Homeless Coordinating and Financing Council (appointed by the Governor) and is a City & County of San Francisco Commissioner, Department of Building Inspection.

Gail holds a Master of Non-Profit Administration from University of San Francisco. She lives in the North Beach neighborhood along the waterfront.



STATEMENT OF ECONOMIC INTERESTS  
COVER PAGE

E-Filed  
02/14/2018  
14:51:27  
Filing ID:  
168764429

Please type or print in ink.

NAME OF FILER (LAST) (FIRST) (MIDDLE)  
Gilman, Gail

1. Office, Agency, or Court

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

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

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

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

Annual: The period covered is January 1, 2017, through December 31, 2017  
-or- The period covered is / / , through December 31, 2017  
Leaving Office: Date Left / / (Check one)  
The period covered is January 1, 2017, through the date of leaving office.  
The period covered is / / , through the date of leaving office.  
Assuming Office: Date assumed / /  
Candidate: Date of Election and office sought, if different than Part 1:

4. Schedule Summary (must complete)

Total number of pages including this cover page: 2

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)  
San Francisco CA 94102  
DAYTIME TELEPHONE NUMBER E-MAIL ADDRESS  
( )

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

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

Date Signed 02/14/2018 Signature Gail Gilman  
(month, day, year) (File the originally signed statement with your filing official.)

## SCHEDULE C

### Income, Loans, & Business Positions

(Other than Gifts and Travel Payments)

<b>CALIFORNIA FORM 700</b>
FAIR POLITICAL PRACTICES COMMISSION
Name _____
Gilman, Gail

**▶ 1. INCOME RECEIVED**

NAME OF SOURCE OF INCOME  
Community Housing Partnership

ADDRESS (Business Address Acceptable)  
San Francisco, Ca 94102

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

YOUR BUSINESS POSITION  
Executive Director

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)

**▶ 1. INCOME RECEIVED**

NAME OF SOURCE OF INCOME  
 \_\_\_\_\_

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

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

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

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 commercial lending institutions, 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 \_\_\_\_\_

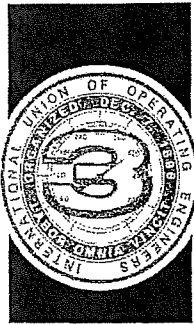
HIGHEST BALANCE DURING REPORTING PERIOD  
 \$500 - \$1,000  
 \$1,001 - \$10,000  
 \$10,001 - \$100,000  
 OVER \$100,000

INTEREST RATE \_\_\_\_\_%  None

TERM (Months/Years) \_\_\_\_\_

SECURITY FOR LOAN  
 None  Personal residence  
 Real Property \_\_\_\_\_  
Street address  
 \_\_\_\_\_  
City  
 Guarantor \_\_\_\_\_  
 Other \_\_\_\_\_  
(Describe)

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



# OPERATING ENGINEERS LOCAL UNION No. 3

828 MAHLER ROAD, STE. B, BURLINGAME, CA 94010 • (650) 652-7969 • FAX (650) 652-9725  
Jurisdiction: Northern California, Northern Nevada, Utah, Hawaii, and the Mid-Pacific Islands

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April 26, 2018

Re; Appointment of Gail Gilman to San Francisco Port Commission.

To The Clerk of the San Francisco Board of Supervisors,

Thank you for your civic service.

I am writing in support of Gail Gilman's appointment to the San Francisco Port Commission.

Gail Gilman has impressed us with her commitment to public service and to her community. She has shown civic responsibility in her work on affordable housing and effective workforce strategies. We believe she will ensure the public trust is upheld, while addressing the most pressing concerns facing the Port. These issues include fiscal responsibility, preparing for sea level rise, managing growth and development, and activating underutilized parcels and piers along the Port. Gail's first-hand knowledge of the waterfront and her experience with construction and development make her singularly qualified to be a Port Commissioner.

Gail has been a resident of San Francisco for over 17 years and is an extremely skilled and effective leader who has demonstrated an understanding and willingness to work with organized labor. I know she will listen to all the diverse constituencies of San Francisco while making decisions.

Operating Engineers Local 3 are excited to support Gail Gilman's appointment to the San Francisco Port Commission. If you have any questions or would like to discuss my support further, please feel free to contact me at 415 418 8558 or via email at [clavery@oe3.org](mailto:clavery@oe3.org).

Respectfully,

Charley Lavery

District Representative and Auditor.

April 25, 2018

Supervisor Ahsha Safai  
Chair of the Rules Committee  
San Francisco Board of Supervisors

File No. 180349  
4/25/2018 Received  
in Committee

Dear Supervisor Safai,

I met Gail Gilman at Specs where I work in North Beach. Gail is always passionate about her work with housing in San Francisco. She works long hours and obviously enjoys her job.

She also is the first to volunteer at the various community events Specs hosts, donning an apron, slicing, dicing, plating, arranging, and keeping the event running smoothly and cleanly. Her organization skills are impressive. Gail is a gem in our community, never missing an event.

I knew Gail worked for the City in housing, but not that she was a commissioner. That I found out when my apartment burned recently. She heard about it and was waiting for me at work to advise me and guide me through the craziness of being displaced while my apartment is being repaired. That was a very generous thing to do. Gail really does care about the people of San Francisco, down to the individual.

I am convinced that Gail will give the same wholehearted energy to the duties of Port Commissioner. She is perfect for the job, and we will be lucky to have her.

Sincerely,

Laura Bellizzi  
D8 Resident



April 25, 2018

Supervisor Ahsha Safai  
Chair of the Rules Committee  
San Francisco Board of Supervisors

File No. 180349  
4/25/2018  
Received in  
Committee

Dear Supervisor Safai

I am writing to ask for your support for Gail Gilman, a woman who has worked very hard to earn a place on the San Francisco Port Commission. I have known Gail for more than 10 years and I have watched her grow in her work at Community Housing Partnership - grow into a great executive director for a successful supportive housing program helping homeless and marginally housed San Franciscans transition into safe stable housing.

Her work with children, youth and families has been nothing short of amazing and I believe her unique skill set is needed at the Port at this critical time in our history.

Gail assisted Mayor Lee and helped lead Proposition A - the Affordable Housing Bond to victory. Gail demonstrated the ability to work with all stakeholders to move us forward and that skill is priceless.

The Port is always challenged by competing interests and the ability to take a long view, plan and develop resources will be critical if we, as a city, want to be inclusive and in housing and businesses on and adjacent to Port property. Gail knows where she is and who is who in the City and she will be an effective and loyal ally to the people of the City.

I ask you to please support her nomination for Port Commissioner.

Respectfully,

Janet Clyde  
D9 Resident

**Robyn Reynolds**  
871C Vallejo St.  
San Francisco, CA 94133

File No. 180349  
4/25/2018  
Received in  
Committee

Supervisor Ahsha Safai  
Chair of the Rules Committee  
Board of Supervisors

Dear Supervisor Safai:

I have known Gail Gilman for over 15 years now. She's a close friend and my neighbor in North Beach. I'm writing today to express my wholehearted support for her to serve as our newest Port Commissioner.

Gail is committed to community service and has been a neighborhood leader as long as I've known her. She's heavily involved in neighborhood issues and is always available to volunteer and lend a helping hand to her community of North Beach.

Gail is committed to San Francisco, to providing opportunities for underserved communities and to educating people about the government process.

She is well prepared to ensure that public trust is upheld, while ensuring that the most pressing concerns of the Port are addressed including: fiscal responsibility, preparing for sea level rise, managing growth and development, and activating underutilized parcels and piers along the Port.

Gail will be the "commissioner for the people." She is always trying to engage her community and is an extremely skilled and effective leader. I know she will listen to neighbors and residents of San Francisco while making decisions, always thinking about how her decisions will affect all members of the community.

Gail would be a major asset to San Francisco as a Port Commissioner and is prepared to move plans forward that will benefit the Port and San Francisco as a whole. I am excited to support her nomination and look forward to being there when her appointment is confirmed.

Thank you for your consideration.

Sincerely,



Robyn Reynolds

Supervisor Ahsha Safai  
Chair of the Rules Committee  
Board of Supervisors

File No. 100349  
4/25/2018  
Received in  
Committee

Dear Supervisor Safai,

I have known Gail Gilman for over 15 years now, as my neighbor in North Beach. Not only have I been a Resident of North Beach for 15 years, but I was an employee of the San Francisco Sailing Company on Pier 39 for a number of years.

Gail is committed to community service and has been a neighborhood leader. She has always been involved in neighborhood issues, volunteered with neighbor groups/events and has always lended a helping hand to her community of North Beach.

Gail is committed to San Francisco and is about providing opportunities for under-served communities and educating people about the government process.

She is well prepared to ensure that public trust is upheld, while ensuring that the most pressing concerns of the Port are addressed including: fiscal responsibility, preparing for sea level rise, managing growth and development, and activating underutilized parcels and piers along the Port.

Gail will be the "commissioner for the people" she is always trying to engage her community and is an extremely skilled and effective leader. I know she will listen to neighbors and residents of San Francisco while making decisions, always thinking about her decisions will affect the community.

Gail would be a major asset to San Francisco as a Port Commissioner and is prepared to move plans forward that will benefit the Port and San Francisco as a whole. I am excited to support her nomination and look forward to being there when her appointment is confirmed.

Thank You,



Gina Baldanzi

North Beach Resident & Former San Francisco Water Front Employee.

Subject: Support of Gail Gilman for City and County of SF Port Commissioner

From: shamannwalton@sbcglobal.net  
To: ahsha.safai@sfgov.org  
Cc: board.of.supervisors@sfgov.org  
Date: Tuesday, April 10, 2018, 8:57:48 AM PDT

File No. 190349  
4/25/2018  
Received in  
Committee

Chair of the Board of Supervisors Rules Committee (Supervisor Ahsha Safai),

Re: I am writing in support of Gail Gilman for Port Commissioner with the City and County of San Francisco.

I have known Gail for over 8 years now. I have served with her as a colleague and have had opportunities to learn about affordable housing and effective workforce strategies from her. She is committed to San Francisco and is about providing opportunities for under-served communities. She is well prepared to ensure that public trust is upheld, while ensuring that the most pressing concerns of the Port are addressed including: fiscal responsibility, preparing for sea level rise, managing growth and development, and activating underutilized parcels and piers along the Port. Gail has been a resident of San Francisco for over 17 years and is an extremely skilled and effective leader. I know she will listen to neighbors and residents of San Francisco while making decisions.

Gail would be a major asset to San Francisco as a Port Commissioner and is prepared to move plans forward that will benefit the Port and San Francisco as a whole. I am excited to support her nomination and look forward to being there when her appointment is confirmed. If you have any questions or would like to discuss my support further, please feel free to contact me at 707-332-3225 or via email at shamannwalton@sbcglobal.net. Thank you.

Sincerely,

Shamann Walton, MPA  
Executive Director, Young Community Developers  
Member, San Francisco Board of Education

**TERRA  
SANCTA**  
TRADING COMPANY

File No. 180349  
4/25/2018  
Received in  
Committee

Supervisor Ahsha Safai  
Chair of the Rules Committee  
Board of Supervisors

Dear Supervisor Safai,

I am writing to support the appointment of Gail Gilman to the San Francisco Port Commission. As an importer, and a member of the diverse economy that supports this City, I believe it is very important to have an appointee that understands the economic dimension of the Port and the communities that are connected to it historically and presently. Gail is a community advocate and has worked alongside immigrant communities throughout her professional career and as a member of a shared community and neighborhood. I encourage you to support her and confirm her seat as a member of the Commission.

Best,

*Miriam Zouzounis*

Miriam Zouzounis  
West Coast Partner



# OPERATING ENGINEERS LOCAL UNION No. 3

828 MAHLER ROAD, STE. B, BURLINGAME, CA 94010 • (650) 652-7969 • FAX (650) 652-9725

Jurisdiction: Northern California, Northern Nevada, Utah, Hawaii, and the Mid-Pacific Islands

---

File No. 180349  
4/25/2018  
Received in  
Committee

April 25, 2018

Re; Appointment of Gail Gilman to San Francisco Port Commission.

To the San Francisco Board of Supervisors Rules Committee.

I am writing in support of Gail Gilman's appointment to the San Francisco Port Commission.

Gail Gilman has impressed us with her commitment to public service and to her community. She has shown civic responsibility in her work on affordable housing and effective workforce strategies. We believe she will ensure the public trust is upheld, while addressing the most pressing concerns facing the Port. These issues include fiscal responsibility, preparing for sea level rise, managing growth and development, and activating underutilized parcels and piers along the Port. Gail's first-hand knowledge of the waterfront and her experience with construction and development make her singularly qualified to be a Port Commissioner.

Gail has been a resident of San Francisco for over 17 years and is an extremely skilled and effective leader who has demonstrated an understanding and willingness to work with organized labor. I know she will listen to all the diverse constituencies of San Francisco while making decisions.

Operating Engineers Local 3 are excited to support Gail Gilman's appointment to the San Francisco Port Commission. If you have any questions or would like to discuss my support further, please feel free to contact me at 415 418 8558 or via email at [clavery@oe3.org](mailto:clavery@oe3.org).

Respectfully submitted,

Charley Lavery

District Representative and Auditor.

April 11, 2018

Supervisor Ahsha Safai  
Chair of the Rules Committee  
San Francisco Board of Supervisors

File No. 180349  
4/25/2018  
Received in  
Committee

Dear Supervisor Safai:

I am writing today in my capacity as chair of the Board of Directors of the Community Housing Partnership. Gail Gilman is the Community Housing Partnership's CEO. On behalf of the Board, I write to express the Board's full support for Gail's nomination to serve as a member of the Board of Commissioners of the Port of San Francisco.


We are committed to allowing Gail the time and flexibility to fulfill her obligations as a Commissioner and will support Gail to that end.

Gail is committed to public service and works every day towards the betterment of San Francisco and its most vulnerable residents.

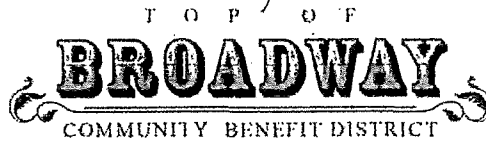
Gail has solid management skills, has significant experience with real estate and economic development and has demonstrated over her past eight years as CEO that she can lead an organization of over 300 staff with a 32-million-dollar operating budget.

The Board of Directors believes that Gail would be a great asset to the Port Commission and we wholly support her nomination.

Respectfully submitted,



Gregg Miller  
Board Chair, the Community Housing Partnership



File No. 10034B  
4/25/2018  
Received in  
Committee

April 24, 2018

TO: Honorable Mayor of San Francisco, Mark Farrell  
Honorable Supervisor for District 3, Aaron Peskin  
Port Commission for the City and County of San Francisco

SUBJECT: Letter of Support for Gail Gilman's Nomination for Port Commissioner with the  
City and County of San Francisco.

With this letter, the Top of Broadway CBD adds its support to the growing cast of community leaders that have endorsed Gail Gilman's nomination to the Port Commission of San Francisco. We concur as other endorsements have noted that Gail has been instrumental in advocating for housing strategies that work for all of San Francisco, already demonstrating effective leadership in her directorship of the Community Housing Partnership and her current service on the Department of Building Inspection Commission.

Gail became involved with the Top of Broadway CBD at the very early stages of our organization's founding, serving on the Interim Board of Directors to form the CBD and subsequently serving as a Board member after the organization was incorporated in Fall 2013.

Her role as a community-at-large member was motivated by her desire to build collaborative solutions for the Broadway CBD that considers the property owners, tenants, and residents alike in its stewardship of the surrounding entertainment district.

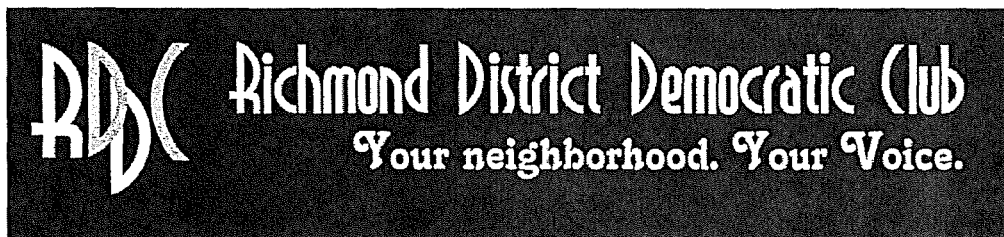
As a resident of North Beach since 2001, Gail understands that the Broadway district is inextricably linked to the character of the iconic community in which it resides and worked diligently to ensure the community was involved in the revitalization efforts early on. This sort of proactive engagement, combined with her unrelenting passion for public service, serves as a testament to Gail's hands-on leadership style that we're sure she'll bring to her duties as Port Commissioner for the City & County of San Francisco.

Sincerely,

Oliver Mar  
President  
Top of Broadway CBD

Joe Carouba  
Vice President  
Top of Broadway CBD





April 24, 2018

To: Rules Committee  
San Francisco Board of Supervisors  
Supervisor Ahsha Safai  
Supervisor Catherine Stefani  
Supervisor Norman Yee  
Alisa Somera, Clerk of the Board

Re: Item 180349, Mayoral Appointment, Port Commission

Dear Supervisors,

As President Emeritus of the Richmond District Democratic Club, I am writing on behalf of our Executive Officers and Board Members to support the retainment of Port Commissioner Leslie Katz.

Commissioner Katz has served the people of San Francisco with great distinction for more than two decades, including her last seven years serving on the Port Commission. Her experience with issues surrounding Transportation and Land Use, Economic Development, Environmental Justice, and commitment to both organized labor and equitable communities have been evident in her service on this Commission. Furthermore, Commissioner Katz is only one of two LGBTQ Port Commissioners on the West Coast. Together with Oakland Port Commissioner, Michael Colbruno, she co-founded an affinity group for LGBTQ Port officials and staff. Removing her at this time would create an unnecessary void in an endeavor to assert that our Port is leading the way towards equal representation for marginalized communities..

While have no doubt that Ms. Gilman is a dedicated and experienced public servant and leader in her community; or that she would serve the Port of San Francisco well. However, we are greatly disappointed that Mayor Farrell would choose to recommend any appointment to displace Commissioner Katz. It is especially disappointing given that appointment pits two incredible women leaders against each other. If San Francisco is committed to championing gender equality, then removing one accomplished woman to replace her with another is certainly not the way.

We ask that you renew Commissioner Katz's membership for another term.

Sincerely,  
Wendy Aragon

A handwritten signature in black ink, appearing to read 'Wendy Aragon', is written over a light blue horizontal line.

President Emeritus

Cc: Sandra Lee Fewer, Supervisor District 1

## Somera, Alisa (BOS)

---

**From:** Board of Supervisors, (BOS)  
**Sent:** Tuesday, April 10, 2018 9:04 AM  
**To:** Somera, Alisa (BOS); Young, Victor  
**Subject:** FW: Support of Gail Gilman for City and County of SF Port Commissioner

---

**From:** Shamann Walton [mailto:[shamannwalton@sbcglobal.net](mailto:shamannwalton@sbcglobal.net)]  
**Sent:** Tuesday, April 10, 2018 8:58 AM  
**To:** Safai, Ahsha (BOS) <[ahsha.safai@sfgov.org](mailto:ahsha.safai@sfgov.org)>  
**Cc:** Board of Supervisors, (BOS) <[board.of.supervisors@sfgov.org](mailto:board.of.supervisors@sfgov.org)>  
**Subject:** Support of Gail Gilman for City and County of SF Port Commissioner

Chair of the Board of Supervisors Rules Committee (Supervisor Ahsha Safai),

Re: I am writing in support of Gail Gilman for Port Commissioner with the City and County of San Francisco.

I have known Gail for over 8 years now. I have served with her as a colleague and have had opportunities to learn about affordable housing and effective workforce strategies from her. She is committed to San Francisco and is about providing opportunities for under-served communities. She is well prepared to ensure that public trust is upheld, while ensuring that the most pressing concerns of the Port are addressed including: fiscal responsibility, preparing for sea level rise, managing growth and development, and activating underutilized parcels and piers along the Port. Gail has been a resident of San Francisco for over 17 years and is an extremely skilled and effective leader. I know she will listen to neighbors and residents of San Francisco while making decisions.

Gail would be a major asset to San Francisco as a Port Commissioner and is prepared to move plans forward that will benefit the Port and San Francisco as a whole. I am excited to support her nomination and look forward to being there when her appointment is confirmed. If you have any questions or would like to discuss my support further, please feel free to contact me at 707-332-3225 or via email at [shamannwalton@sbcglobal.net](mailto:shamannwalton@sbcglobal.net). Thank you.

Sincerely,

Shamann Walton, MPA  
Executive Director, Young Community Developers  
Member, San Francisco Board of Education



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



Emily M. Murase, PhD  
 Director

City and County of  
 San Francisco

## 2017 Gender Analysis of Commissions and Boards: Executive Summary

### Overview

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

### Gender Analysis Findings

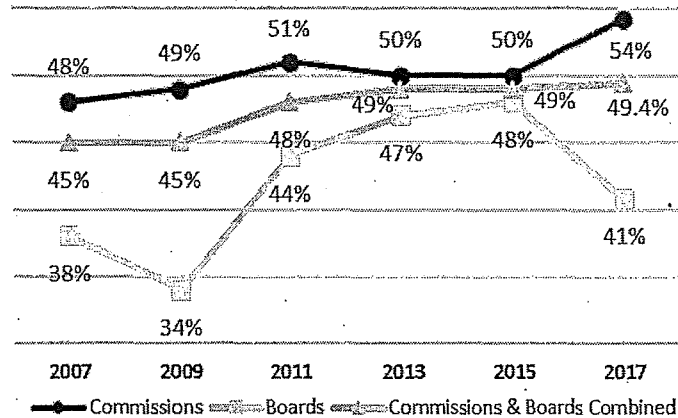
#### Gender

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

#### Race and Ethnicity

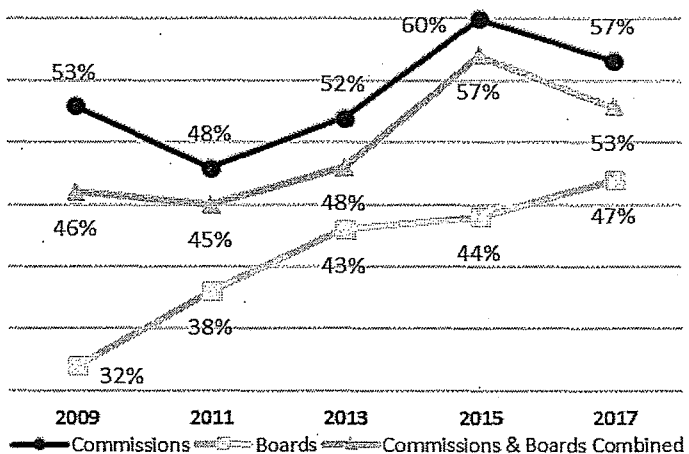
- While 60% of San Franciscans are people of color, 53% of appointees are racial and ethnic minorities.
- Minority representation on Commissions decreased from 60% in 2015 to 57% in 2017.
- Despite a steady increase of people of color on Boards since 2009, minority representation on Boards, at 47%, remains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

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



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

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



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

**Race and Ethnicity by Gender**

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

**Additional Demographics**

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

**Budget**

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

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

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

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

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



Emily M. Murase, PhD  
Director

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



City and County of  
San Francisco

# Gender Analysis of San Francisco Commissions and Boards

## December 2017

### **Acknowledgements**

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

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

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

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

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

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

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

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## Executive Summary

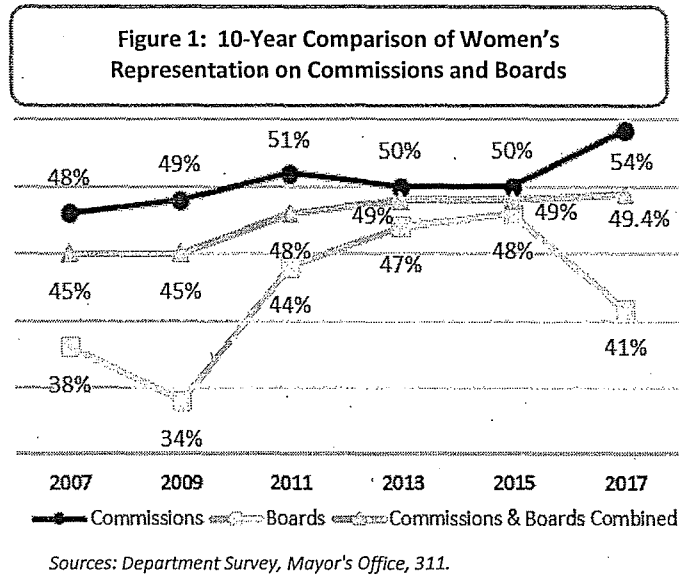
### Overview

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

### Key Findings

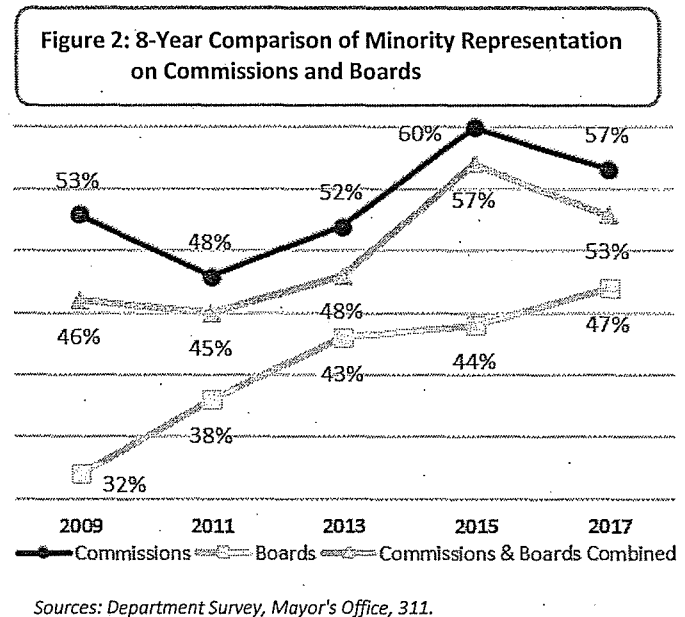
#### Gender

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



#### Race and Ethnicity

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



**Race and Ethnicity by Gender**

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

**Additional Demographics**

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

**Representation on Policy Bodies by Budget**

- Women and women of color, in particular, are underrepresented on the policy bodies with the largest budgets while exceeding or nearing parity on policy bodies with the smallest budgets.
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Sources: 2015 American Community Survey 5-Year Estimates, Department Survey, Mayor's Office, 311, FY17-18 Annual Appropriation Ordinance, FY17-18 Mayor's Budget Book.

## I. Introduction

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

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

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

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

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

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

<sup>2</sup> The gender analysis guidelines are available at the San Francisco Department on the Status of Women website, under Women's Human Rights, at [www.sfgov.org/dosw](http://www.sfgov.org/dosw).

<sup>3</sup> *The 2007 Gender Analysis of Commissions, Boards, and Task Forces* is available online at the Department website, under Women's Human Rights, at [www.sfgov.org/dosw](http://www.sfgov.org/dosw).

<sup>4</sup> The full text of the charter amendment is available at [https://sfpl.org/pdf/main/gic/elections/June3\\_2008.pdf](https://sfpl.org/pdf/main/gic/elections/June3_2008.pdf).

<sup>5</sup> Appointees in some policy bodies are elected or appointed by other entities.

## II. Methodology and Limitations

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

The gender analysis in this report reflects data from the Commissions and Boards that provided information to the Department through survey, the Mayor's Office, and the Information Directory Department (311), which collects and disseminates information about City appointments to policy bodies. Based on the list of Commissions and Boards that are reported by 311, data was compiled from 57 policy bodies with a total of 540 appointees. A Commissioner or Board member's gender identity, race/ethnicity, sexual orientation, disability status, and veteran status were among data elements collected on a voluntary basis. In many cases, identities are vastly underreported due to concerns about social stigma and discrimination. Thus, data on lesbian, gay, bisexual, transgender (LGBT) identity, disability, and veteran status of appointees were limited, incomplete, and/or unavailable for many appointees, but included to the extent possible. As the fundamental objective of this report is to surface patterns of underrepresentation, every attempt has been made to reflect accurate and complete information in this report.

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

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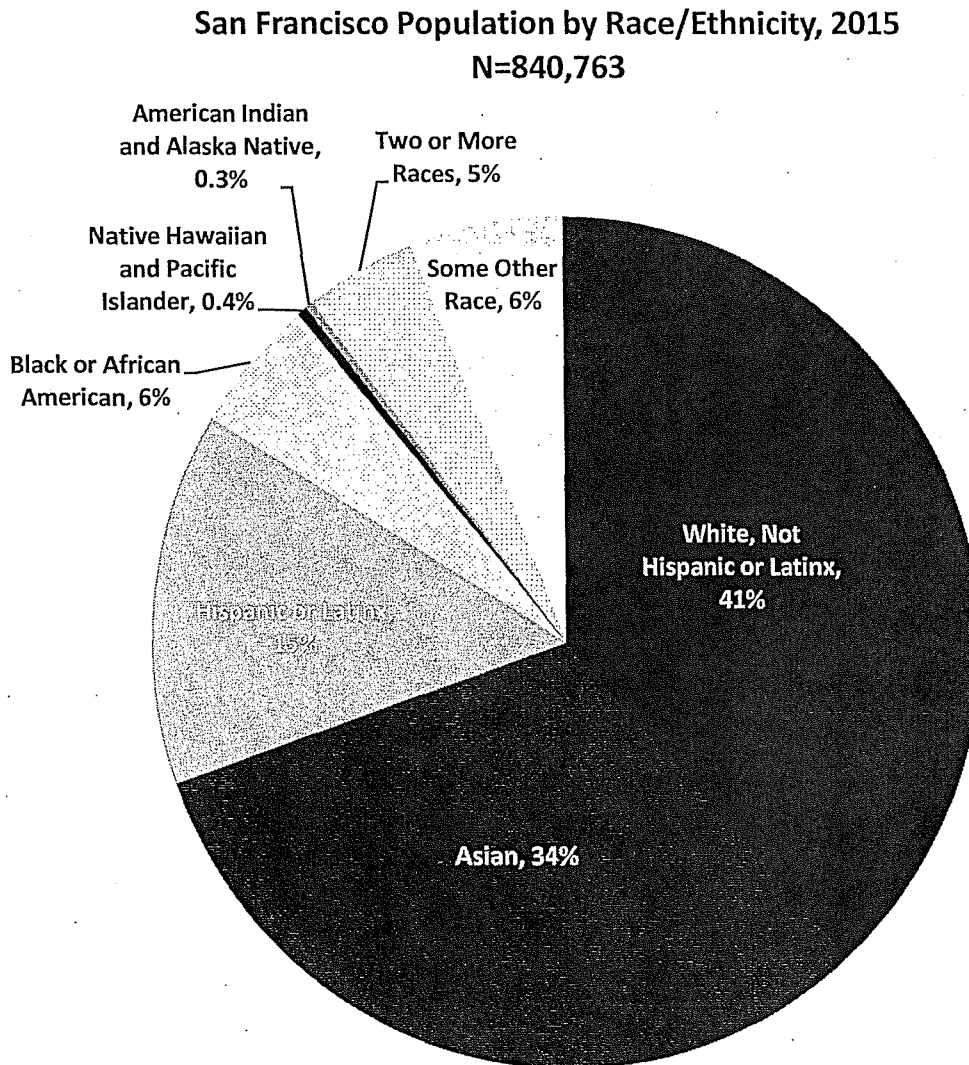
<sup>6</sup> It is important to note that San Francisco is the only jurisdiction in the State of California that is both a city and a county. Therefore, while in other jurisdictions, the Human Services Commission is typically a county commission that governs services across multiple cities and is composed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

### III. San Francisco Population Demographics

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

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

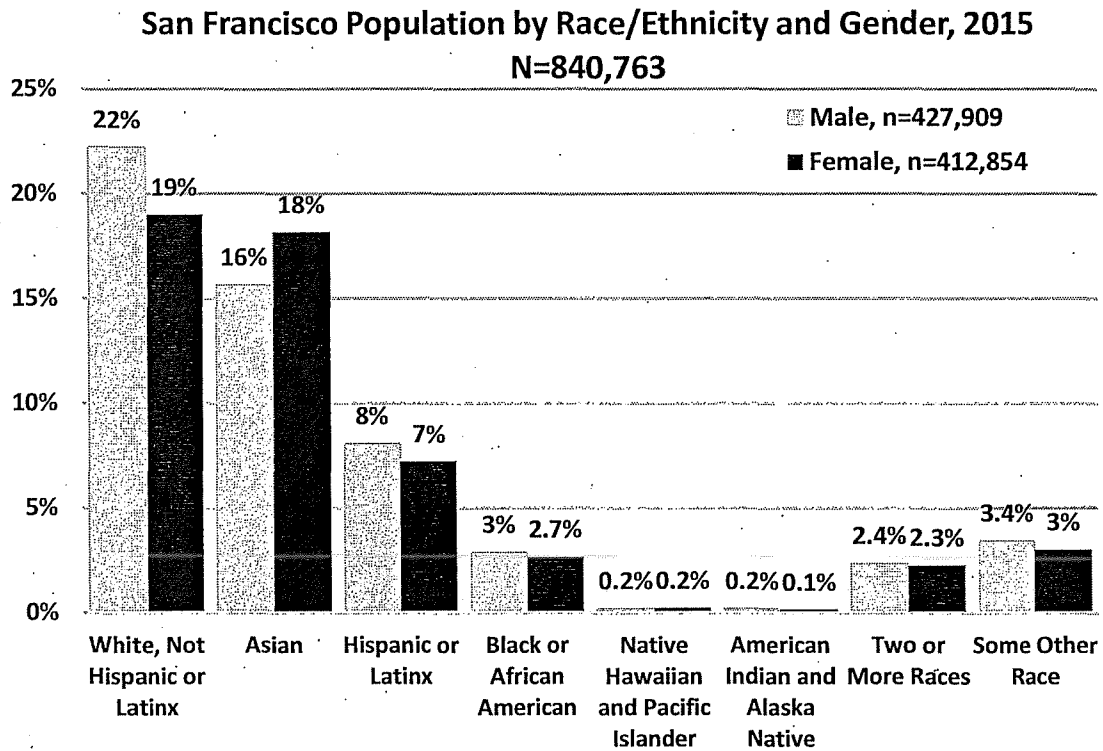
Figure 1: San Francisco Population by Race/Ethnicity



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

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

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

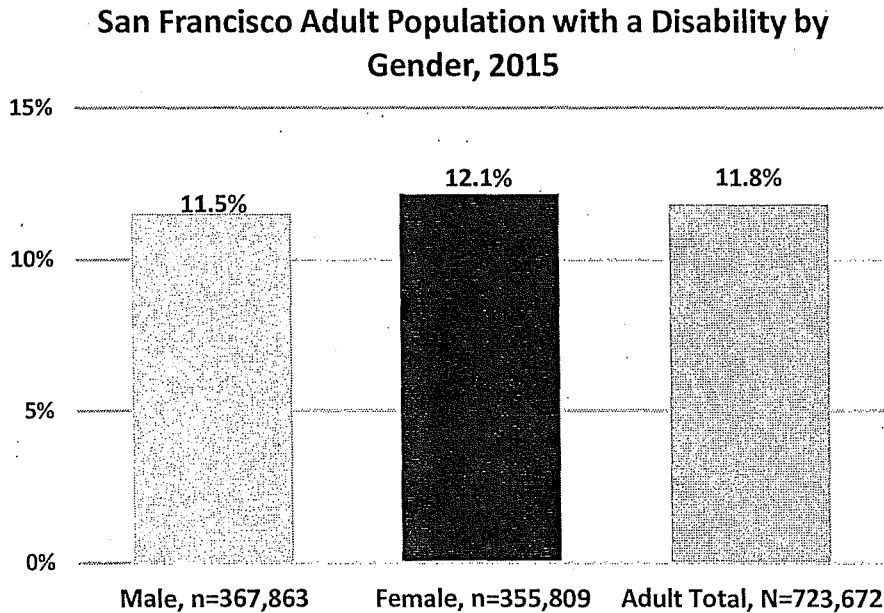


Source: 2011-2015 American Community Survey 5-Year Estimates.

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

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

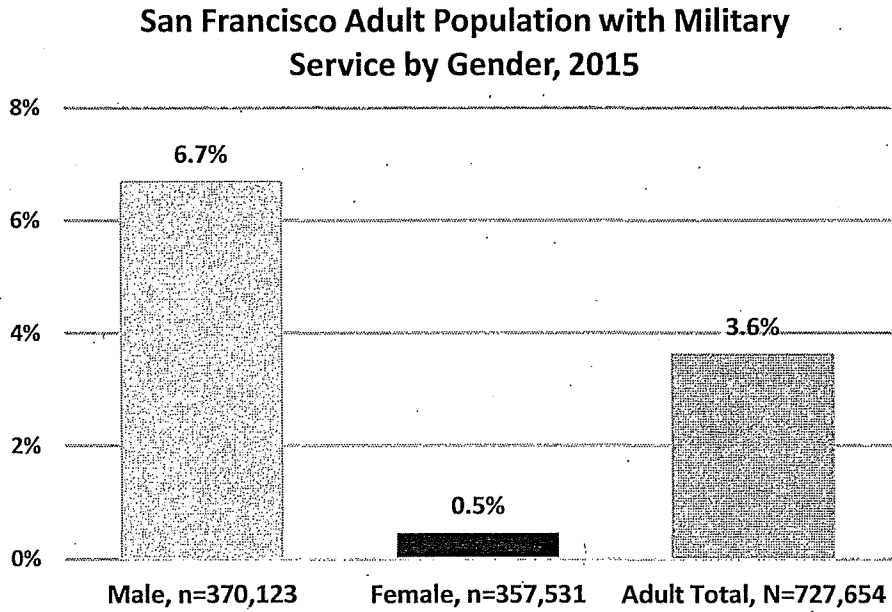
Figure 3: San Francisco Adults with a Disability by Gender



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

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

Figure 4: Veterans in San Francisco by Gender



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



## IV. Gender Analysis Findings

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

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

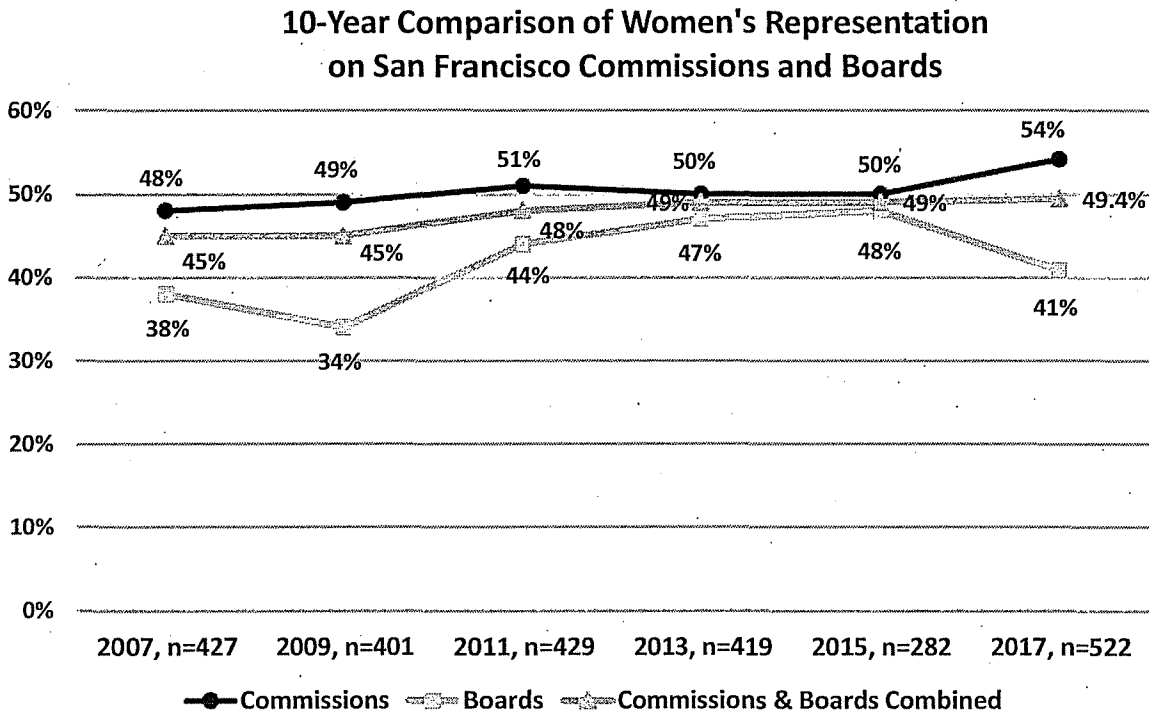
	Commissions	Boards
<b>Number of Policy Bodies Included</b>	40	17
<b>Filled Seats</b>	350/373 (6% vacant)	190/213 (11% vacant)
<b>Female Appointees</b>	54%	41%
<b>Racial/Ethnic Minority</b>	57%	47%
<b>LGBT</b>	17.5%	17%
<b>With Disability</b>	10%	14%
<b>Veterans</b>	15%	10%

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

**A. Gender**

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

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

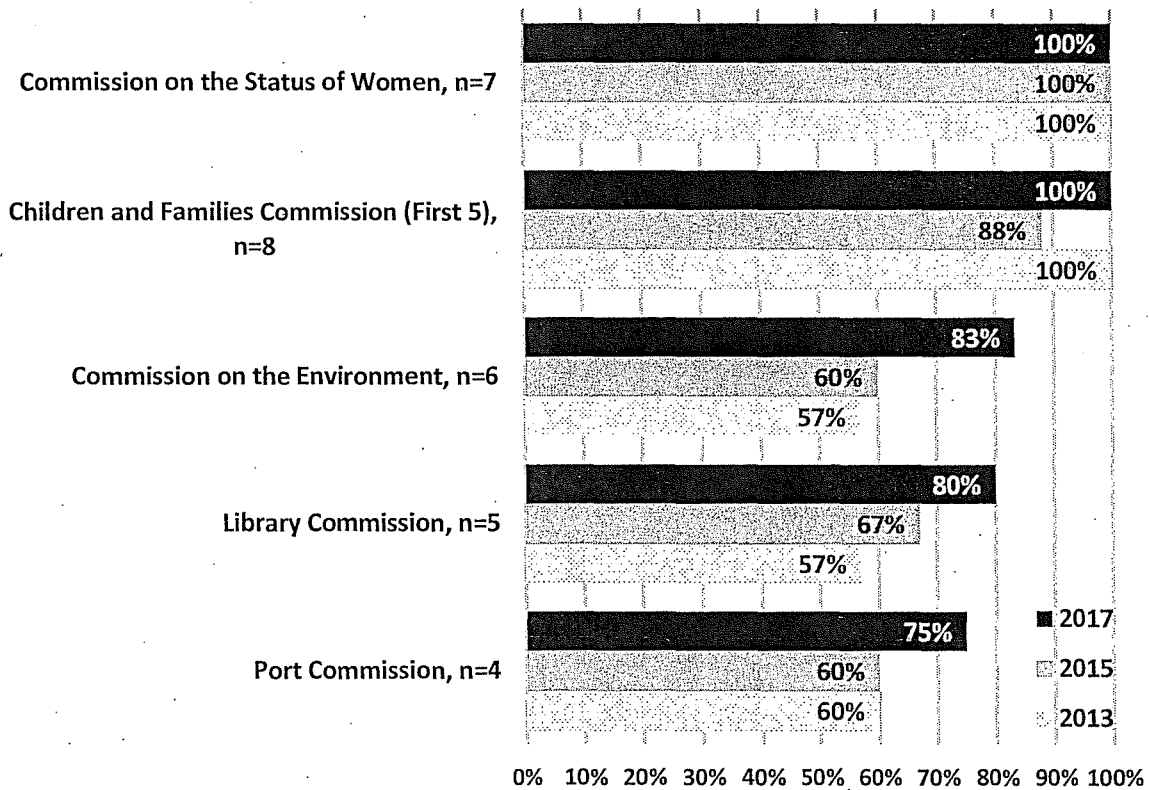


Sources: Department Survey, Mayor’s Office, 311.

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

Figure 7: Commissions and Boards with Most Women

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

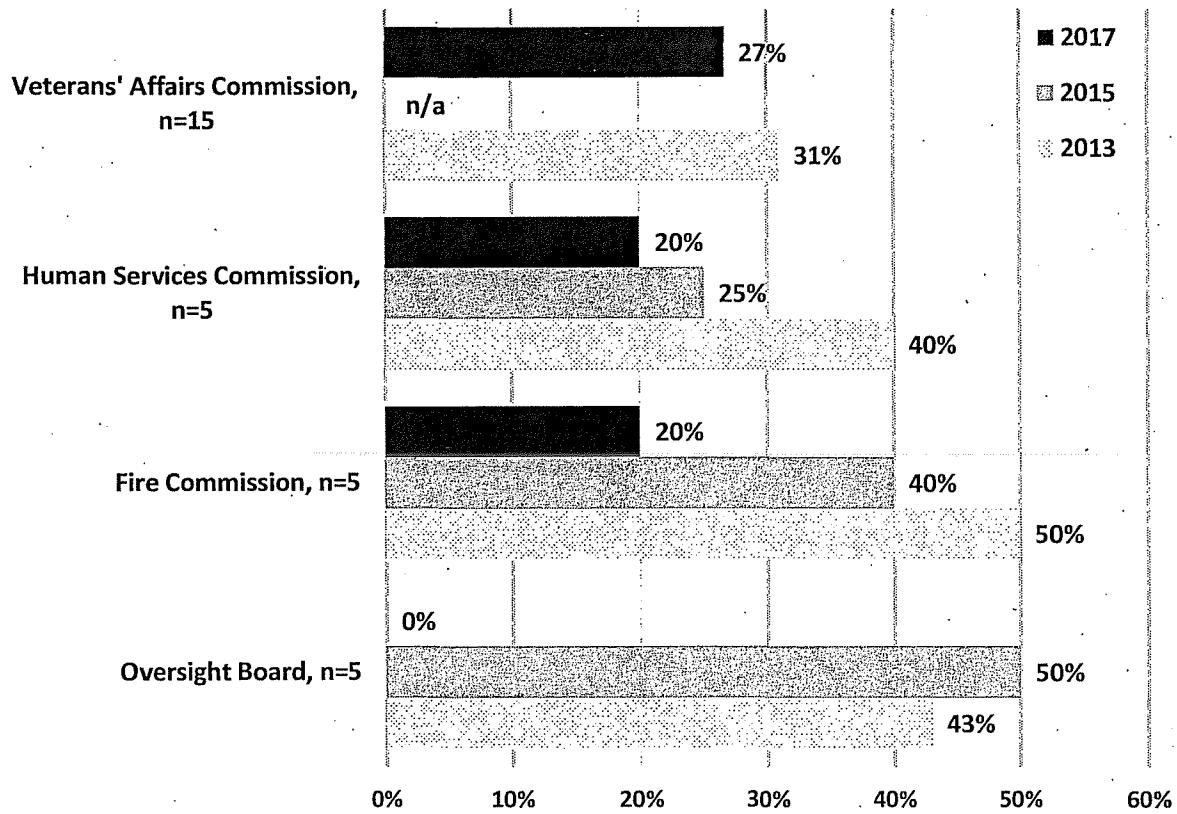


Sources: Department Survey, Mayor's Office, 311.

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

Figure 8: Commissions and Boards with Least Women

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

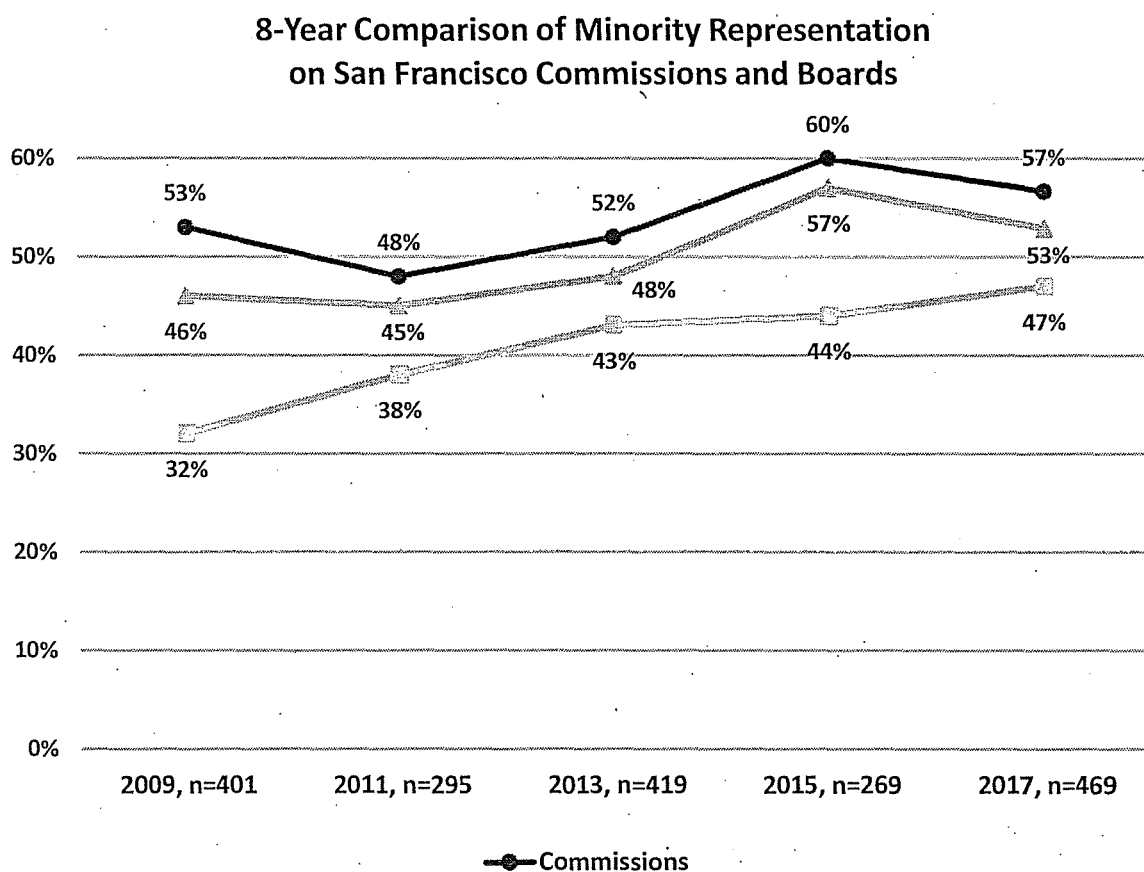


Sources: Department Survey, Mayor's Office, 311.

**B. Ethnicity**

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

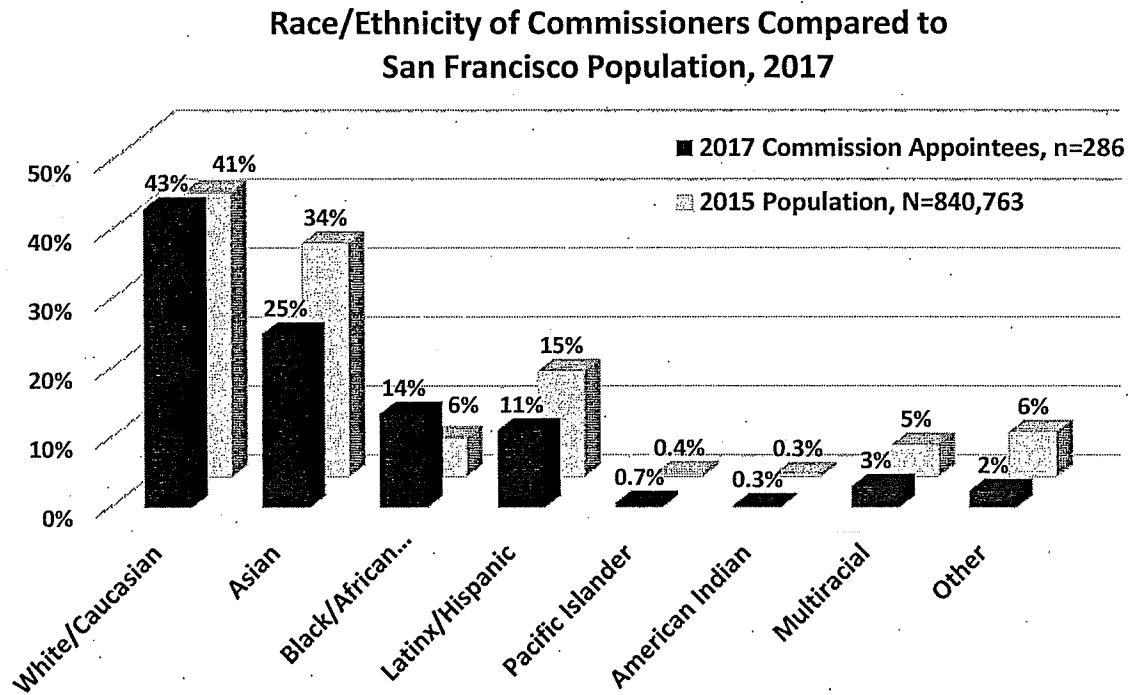
**Figure 9: 8-Year Comparison of Minority Representation on Commissions and Boards**



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

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

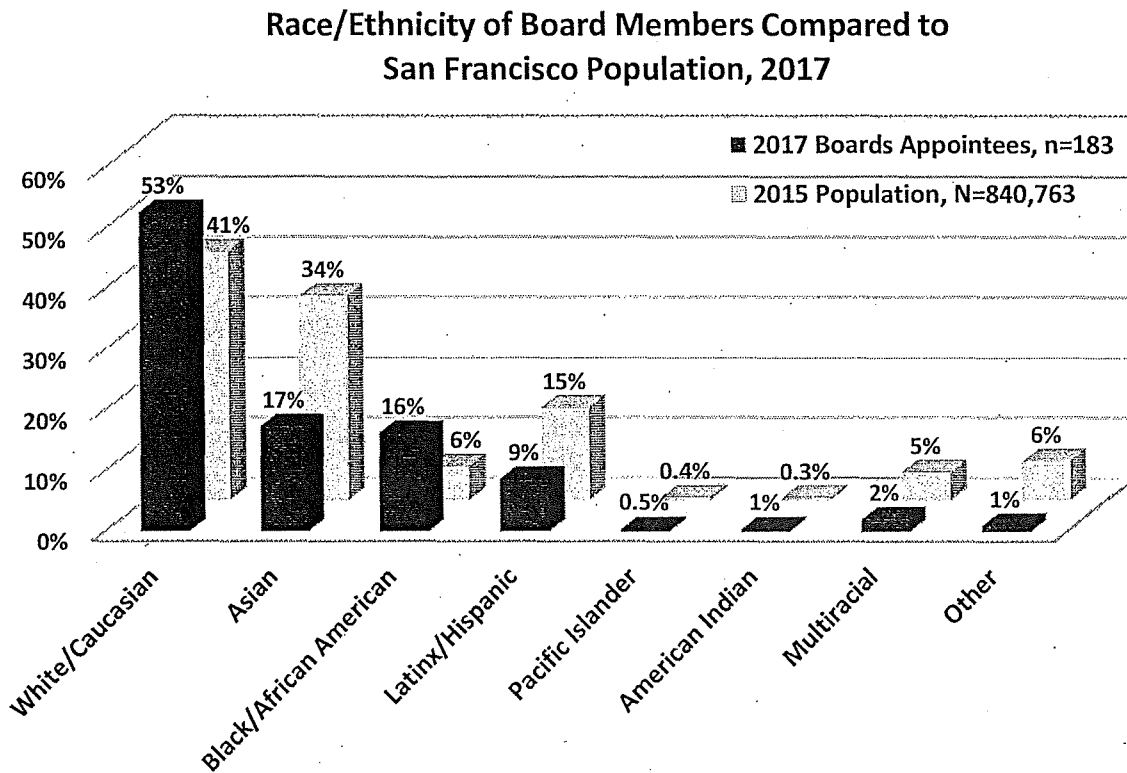
Figure 10: Race/Ethnicity of Commissioners Compared to San Francisco Population



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

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

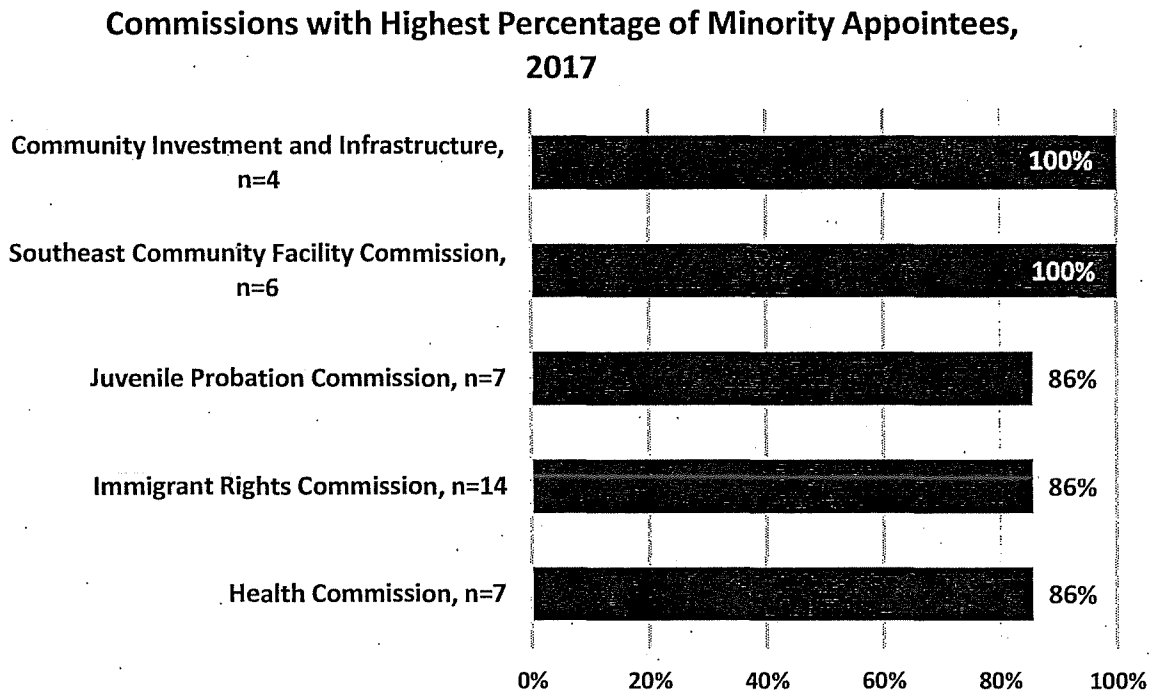
Figure 11: Race/Ethnicity of Board Members Compared to San Francisco Population



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

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

Figure 12: Commissions with Most Minority Appointees

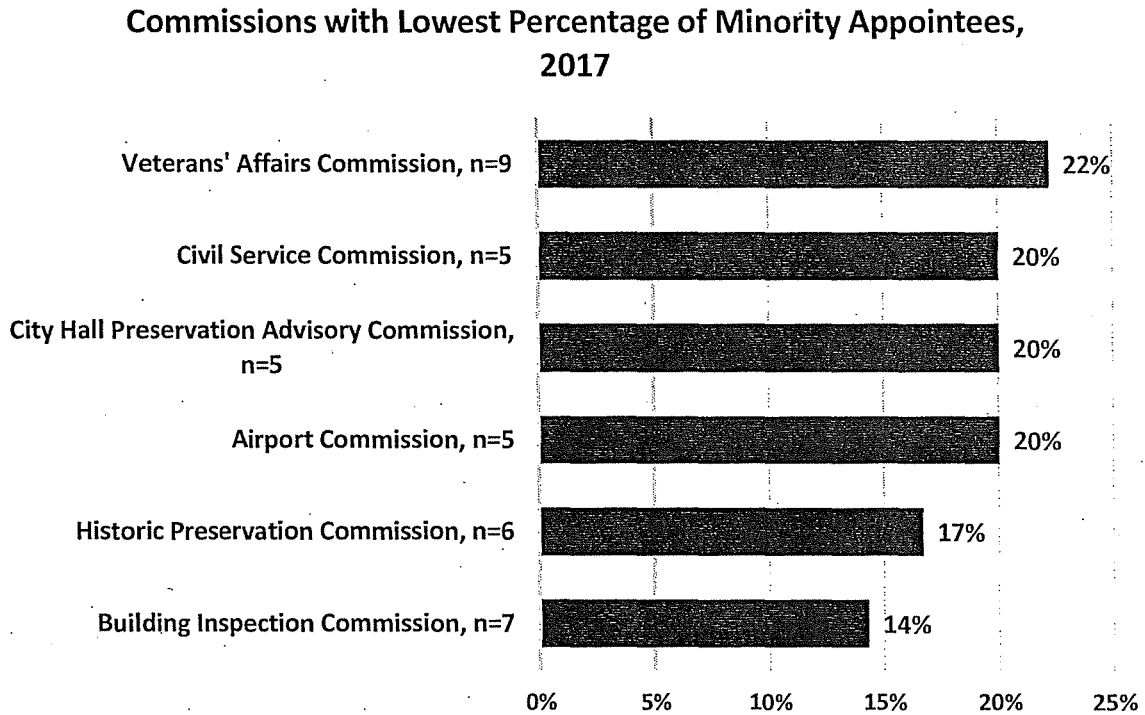


Sources: Department Survey, Mayor's Office, 311.



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

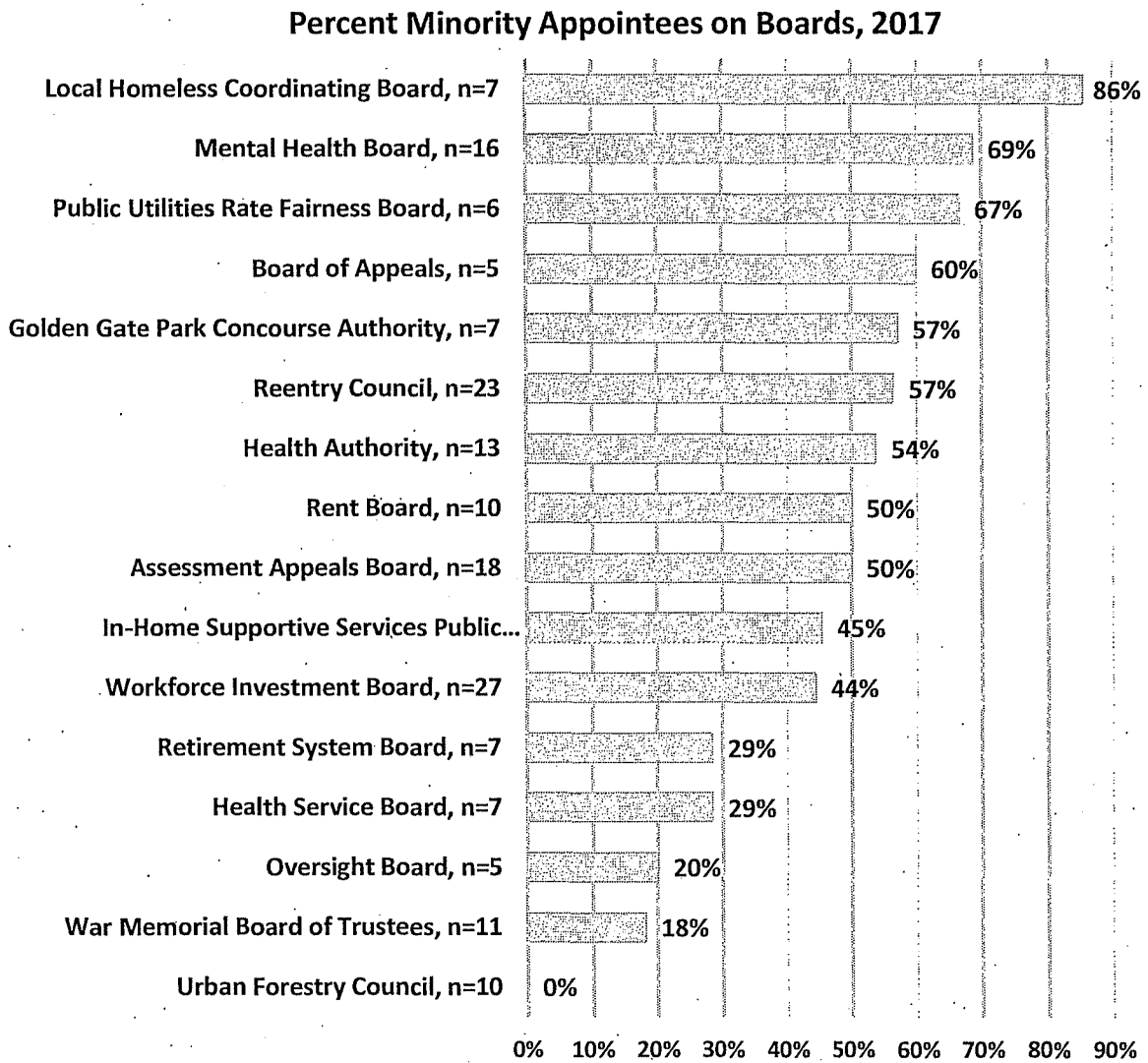
Figure 13: Commissions with Least Minority Appointees



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

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

Figure 14: Minority Representation on Boards

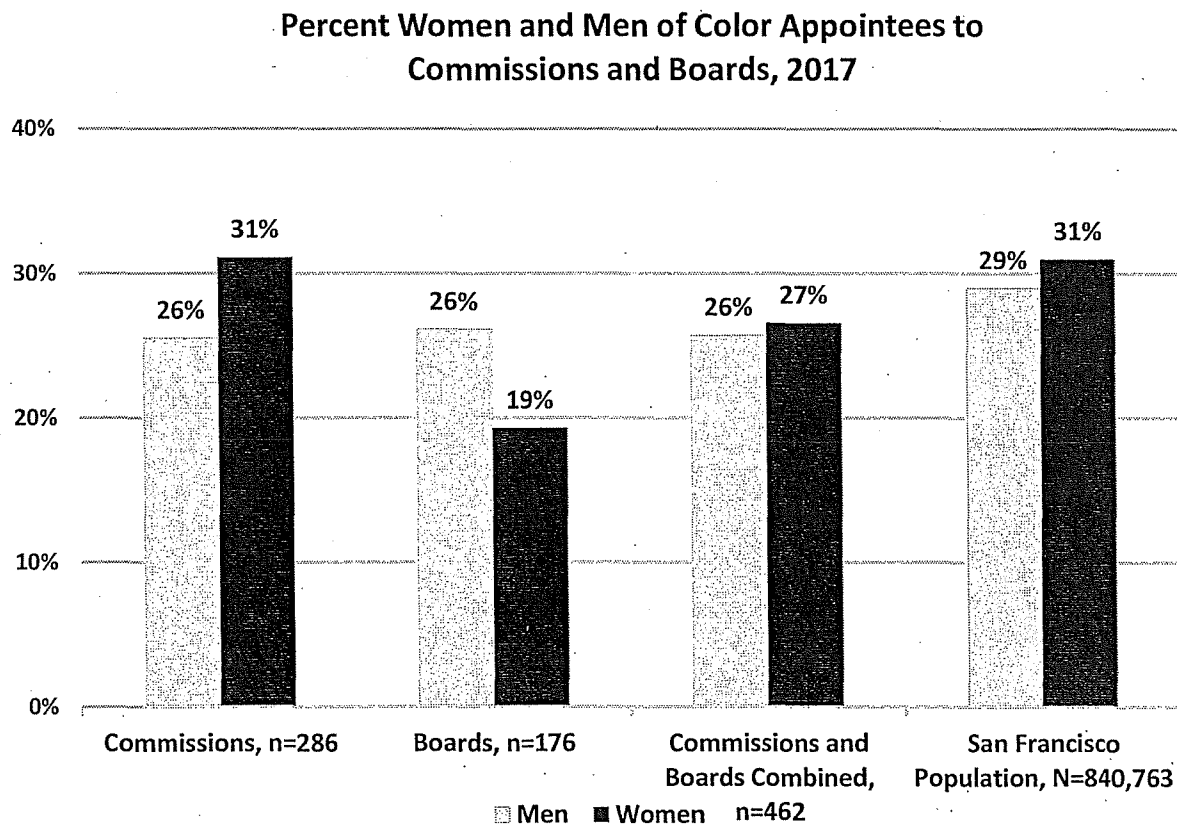


Sources: Department Survey, Mayor's Office, 311.

**C. Race/Ethnicity by Gender**

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

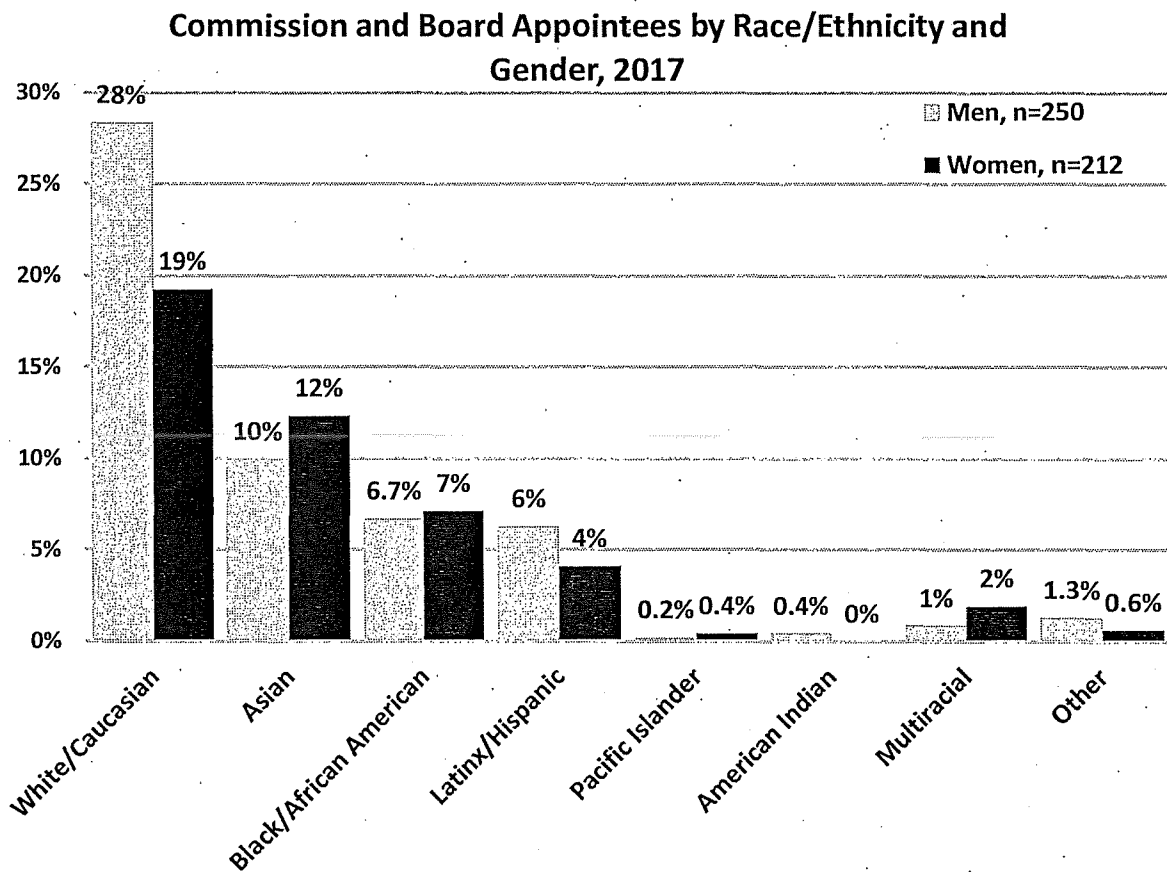
**Figure 15: Women and Men of Color on Commissions and Boards**



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

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

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

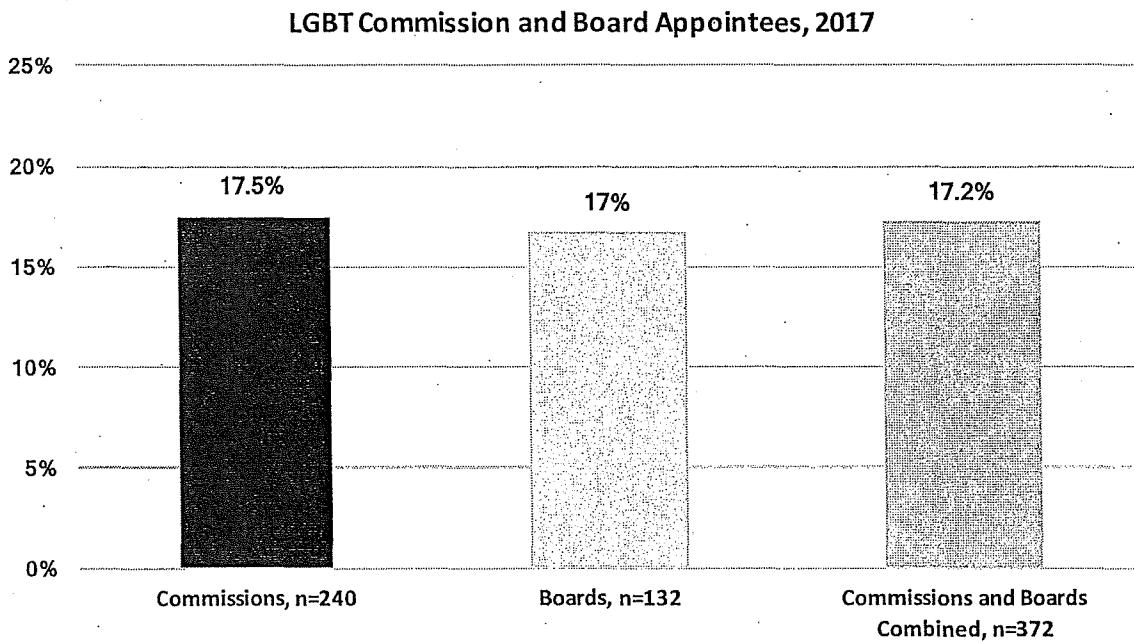


Sources: Department Survey, Mayor's Office, 311.

### D. Sexual Orientation

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

Figure 17: LGBT Commission and Board Appointees

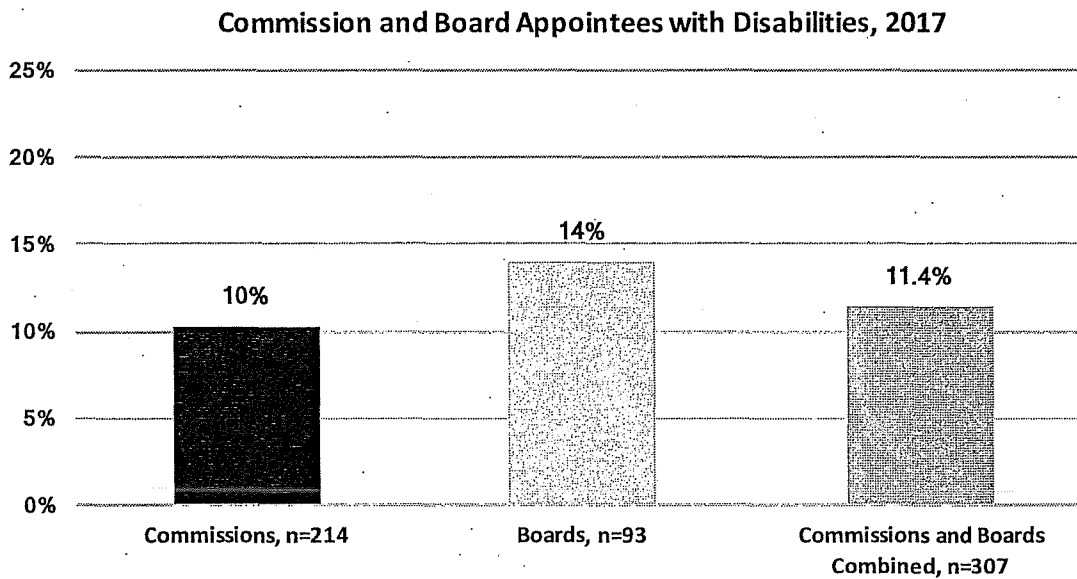


Sources: Department Survey, Mayor's Office, 311.

### E. Disability

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

Figure 18: Commission and Board Appointees with Disabilities

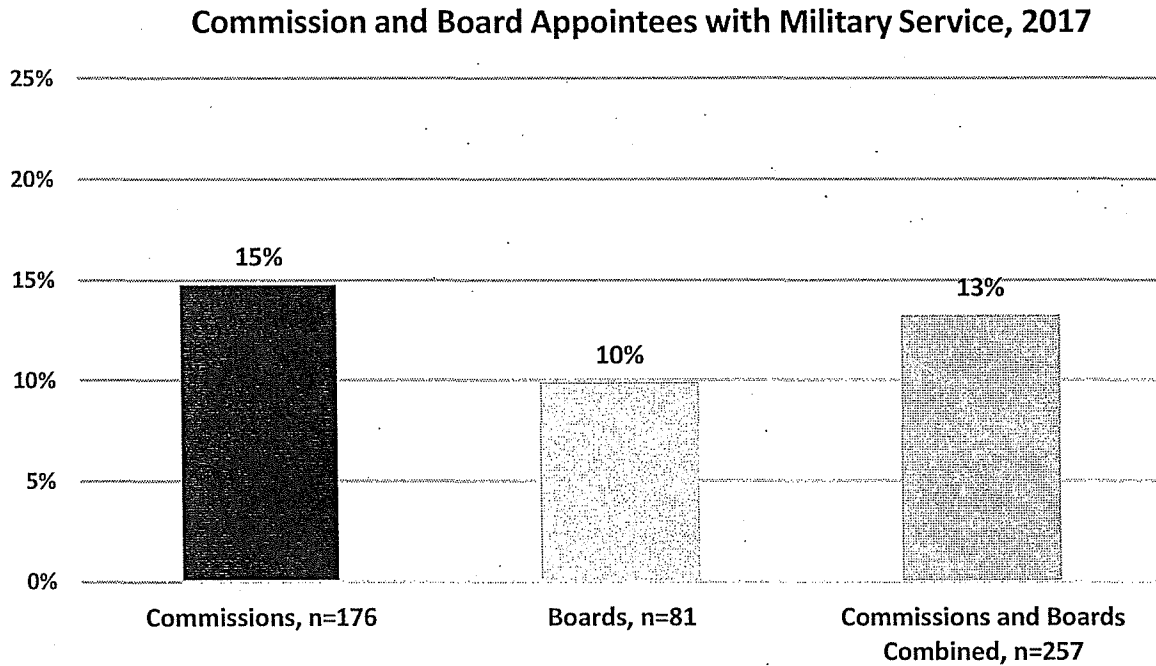


Sources: Department Survey, Mayor's Office, 311.

**F. Veterans**

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

**Figure 19: Commission and Board Appointees with Military Service**



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

### G. Policy Bodies by Budget Size

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

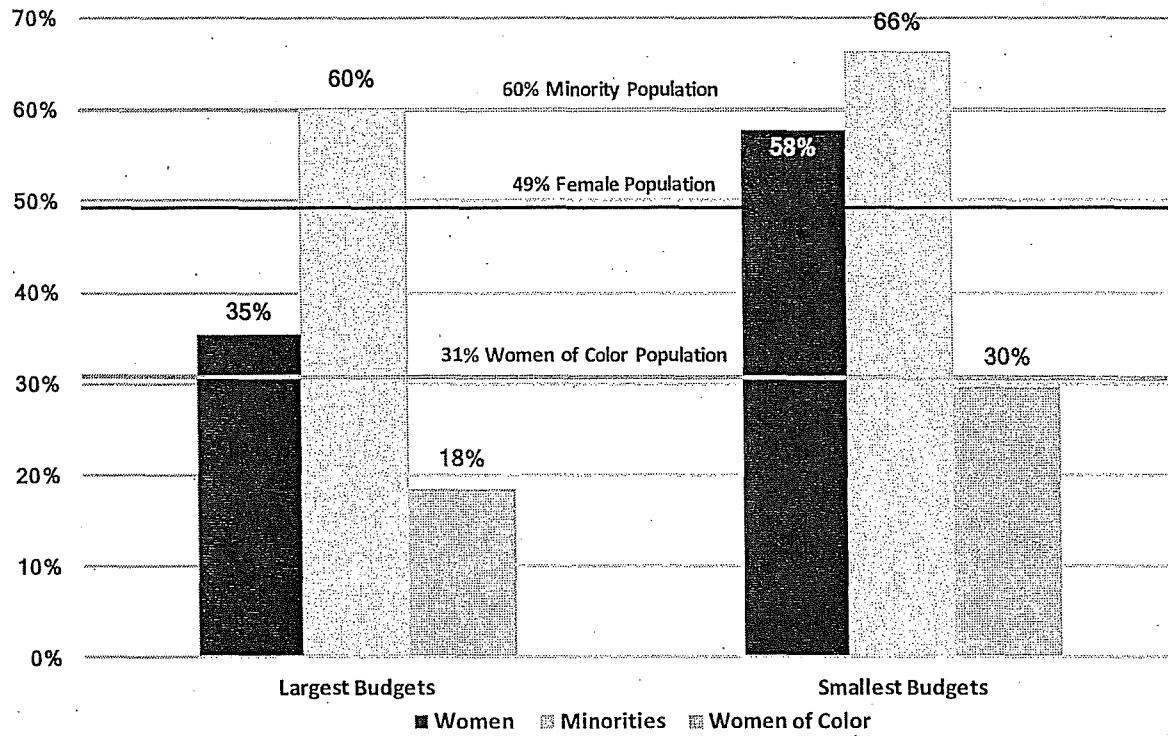
Though the overall representation of female appointees (49%) is equal to the City's population, Commissions and Boards with the highest female representation have fairly low influence as measured by budget size. Although women's representation on the ten policy bodies with the largest budgets increased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

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

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



**Figure 20: Women, Minorities, and Women of Color on Largest and Smallest Budget Bodies**  
**Percent Women, Minorities and Women of Color on Commissions and Boards with Largest and Smallest Budgets in Fiscal Year 2017-2018**



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

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

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

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

**Table 1: Demographics of Commissions and Boards with Largest Budgets**

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

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

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

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

**Table 2: Demographics of Commissions and Boards with Smallest Budgets**

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

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

## V. Conclusion

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

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

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

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

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

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

**Appendix I. 2015 Population Estimates for San Francisco County**

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

**Chart 1: 2015 Total Population by Race/Ethnicity**

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

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

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

## Appendix II. Commissions and Boards Demographics

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

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

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

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

