File No. 190161 Committee Item No. 5
Board Item No. 36

COMMITTEE/BOARD OF SUPERVISORS

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Board of Supervisors Meeting Date February 26, 2019

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Completed by: Victor Young Date Feb. 7, 2019
Completed by: _____ Date _____

PREPARED IN COMMITTEE
2/11/19

FILE NO. 190161 MOTION NO.

[Appointments, Commission of Animal Control and Welfare - AnneMarie Fortier, Bunny Elizabeth Rosenberg, Brian VanHorn and Nina Irani]

Motion appointing AnneMarie Fortier, Bunny Elizabeth Rosenberg, and Brian VanHorn, terms ending April 30, 2020, and Nina Irani, term ending April 30, 2021, to the Commission of Animal Control and Welfare.

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

AnneMarie Fortier, seat 1, succeeding themself, term expired, must represent the general public and have interest and experience in animal matters, for the unexpired portion of a two-year term ending April 30, 2020;

Bunny Elizabeth Rosenberg, seat 2, succeeding themself, term expired, must represent the general public and have interest and experience in animal matters, for the unexpired portion of a two-year term ending April 30, 2020;

Nina Irani, seat 3, succeeding Rachel Frederick, resigned, must represent the general public and have interest and experience in animal matters, for a two-year term ending April 30, 2021;

Brian VanHorn, seat 7, succeeding Robin Hansen, resigned, must be a licensed veterinarian practicing in San Francisco, for the unexpired portion of a two-year term ending April 30, 2020.

Board of Supervisors
City and County of San Francisco
1 Dr. Carlton B. Goodlett Place, Room 244
(415) 554-5184 FAX (415) 554-5163

Application for Boards, Commissions, Committees, & Task Forces

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

Seat # or Category (If applicable): Seat 1 District: n/a

Name: Annemarie Fortier

Home Address: [redacted], San Francisco, CA Zip: 94118

Home Phone: [redacted] Occupation: not employed

Work Phone: _____ Employer: n/a

Business Address: _____ Zip: _____

Business E-Mail: _____ Home E-Mail: annemarie.fortier@gmail.com

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

Check All That Apply:

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

Registered Voter in San Francisco: Yes ■ No ☐ If No, where registered: _____

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 served on the Commission of Animal Control and Welfare since 2012. It is my hope to continue to serve the residents of San Francisco and our animals, domestic and wild. As a parent and dog guardian, I am keenly aware of the constant balance of people needs and animal needs.

Business and/or professional experience:

After several years working in finance, I chose to take time off of my career to focus on my family. Since my departure from the corporate world, I have been involved in causes related to children and animals. This is my sixth year serving on the Commission of Animal Control and Welfare. I have been Chairperson for the past two years.

Civic Activities:

2012-Present Commissioner, Animal Control and Welfare
2016-Present Chairperson, Animal Control and Welfare
--

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

Appointments confirmed by the Board of Supervisors require an appearance before the Rules Committee. Once your application is received, the Rules Committee Clerk will contact you when a hearing is scheduled. *(Please submit your application 10 days before the scheduled hearing.)*

Date: March 12, 2018 **Applicant's Signature: (required)** Annemarie S Fortier

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

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

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

Board of Supervisors
City and County of San Francisco
1 Dr. Carlton B. Goodlett Place, Room 244
(415) 554-5184 FAX (415) 554-5163

Application for Boards, Commissions, Committees, & Task Forces

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

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

Name: Bunny Elizabeth Rosenberg

Home Address: [redacted] Zip: 94110

Home Phone: [redacted] Occupation: Volunteer & Foster Care Manager

Work Phone: 415-272-4172 ext 702 Employer: Muttville Senior Dog Rescue

Business Address: 255 Alabama Street Zip: 94103

Business E-Mail: bunny@muttville.org Home E-Mail: [redacted]

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

Check All That Apply:

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

Registered Voter in San Francisco: Yes ■ No ☐ If No, where registered: _____

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:

See attached

Business and/or professional experience:

See attached

Civic Activities:

See attached

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

Appointments confirmed by the Board of Supervisors require an appearance before the Rules Committee. Once your application is received, the Rules Committee Clerk will contact you when a hearing is scheduled. *(Please submit your application 10 days before the scheduled hearing.)*

Date: 3/19/2018 **Applicant's Signature: (required)** Bunny Rosenberg

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

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

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

Bunny Elizabeth Rosenberg

Application for Re-Appointment to the San Francisco
Commission of Animal Control and Welfare

"We have to speak up on behalf of those who cannot speak for themselves."
— Peter Singer, Moral Philosopher and Animal Rights Advocate

Dedication to progress in the field of animal welfare has been a central part of my life for the last six years. I have always been a passionate animal lover and advocate, and have felt pride being able to translate this passion into a role in our local government to help enact change. It would be a great privilege to be able to continue the work I have started on the Commission of Animal Control and Welfare with an additional term. My aim is to progress in my contribution to my local community, and to use my knowledge and professional skills to remain an advocate for animals to the Board of Supervisors.

Through my work at Muttville Senior Dog I have found inspiration to learn more about animal welfare issues locally, nationally, and even abroad. I have become more involved with Mercy for Animals, an international non-profit focused on preventing cruelty to farmed animals, and Sweet Farm, a local non-profit animal sanctuary whose mission is to educate and inspire people to live a more humane and sustainable lifestyle. I have had the privilege through Muttville to learn hands-on about animal behavior and training, animal advocacy, and veterinarian care. Because of the small size of our shelter I have also had the unique opportunity to gain experience in our in-house veterinary suite, helping to rehabilitate animals and ready them for adoption.

I have attended multiple conferences regarding animal welfare (Humane Society of the United States, Best Friends Animal Conferenc,e and the Society of Animal Welfare Administrators) and have been invited to participate in an innovative program with Maddie's Fund that is attempting to change the way we think about Foster Care in the shelter environment. These experiences have fueled my interest in animal welfare and have led me to submit this application to further my contributions to the field.

Diversity

San Francisco is such a dynamic and unique place to live—our city's diversity sets it apart from any other place in the country and it's what drew me to live here. I have always been passionate about exploring our world's customs and traditions hands-on: I've traveled extensively across Asia, Latin America, South America, and Europe. I currently hold dual Italian citizenship with an active European Union passport, and I maintain French written and oral competency. My time spent abroad has greatly influenced my approach to life, especially when interacting with a diverse set of

people and cultures.

Having lived in Shanghai while pursuing my master's degree in international studies, I am particularly familiar with Chinese culture, and I believe this would be a major advantage in my role as Commissioner. My graduate coursework focused on international and Chinese relations and I chose to independently study and research contemporary Chinese cinema for my thesis.

Business and Professional Experience

My professional background is diverse as well, strengthening my connection with our multicultural community. I have held roles in journalism, education, consumer startups, established banking institutions, and animal rescue work.

Several years ago I left a promising career at JP Morgan Chase to pursue my true passion: animal welfare. Since joining Muttville Senior Dog Rescue, I have learned much about shelter practices, nonprofit work, and rescuing animals. My role as the Volunteer and Foster Care Manager at Muttville requires me to be both resourceful and responsible. My enthusiasm, pragmatism, and natural way with people have made me an effective leader. I treat challenges as opportunities, a trait that has quickly earned the respect of both my peers and managers. In the next few months I will be moving into a role as Programs Director, increasing my leadership responsibility and the impact I will have on the organization and our community. I am extremely passionate about the work Muttville Senior Dog Rescue does, having adopted several Muttville mutts myself, and spending many hours as a volunteer before joining the organization full time.

For the previous few years working on the marketing teams at Bloomspot (and subsequently JP Morgan), I supervised a team of three individuals while collaborating with other departments to create a Social Media strategy that my team then implemented. I worked to set priorities, motivate, and supervise the team. I have since applied these skills to recruit, educate, and support a volunteer and foster care team for Muttville that can successfully advance the mission to create better lives for senior dogs through rescue, foster, adoption, and hospice care. My experience with social media and technology have been invaluable in my work at Muttville and could bring a fresh view to the Commission.

My meticulous attention to detail and extensive communication skills have been key to my success throughout my professional career. Working as a Commissioner for a second term is a natural extension of my various consultative, collaborative leadership roles and will make use of the valuable problem solving skills I have developed. I am excited to apply my professional experience in two areas that truly matter to me: helping my city and the welfare of animals.

Civic Activities

I firmly believe that all citizens should work towards furthering the good of the community through volunteer work, civic engagement, and community involvement. Prior to my employment with Muttville, I was a dedicated volunteer on both the Dog Care and Hospice Care teams. For two years I contributed to Muttville's mission through twice weekly volunteer shifts and eventually through fostering dogs as well.

Having transitioned from volunteering to full time employment at Muttville, I have sought other opportunities to give back to the community. It is now an annual tradition in my household to volunteer with Meals on Wheels in preparation for Thanksgiving and to sponsor a family during the holidays through the nonprofit Family Support Services of the Bay Area. I assist in maintaining a Little Free Library on my block and have taken part in neighborhood cleanup efforts. I volunteered during the 2016 presidential election—and while that work was nationally-focused rather than local, it demonstrates my drive to be a part of change in our community.

In Conclusion

Politics, government, and the law have always interested me. The last two years on the Commission have been extremely satisfying, and I feel like our small group is finally gathering the momentum needed to enact real change in our community. I would love nothing more than the chance to be able to further my work on the Commission. Two years is a short time, and having the chance to serve another term would allow the Commission to continue the work we have started in these past few months.

I believe my experience and passion have made me an integral part of the Commission for the past two years and hope to continue our good work. I look forward to the opportunity to work with the other commissioners and make a positive impact for both San Francisco and the cause of animal welfare. Thank you in advance for your consideration.

Save Form

Print Form

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

Application for Boards, Commissions, Committees, & Task Forces

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

Seat # or Category (If applicable): any vacant seat 1-6 District: 3

Name: Nina Irani

Home Address: [redacted], San Francisco, CA Zip: 94108

Home Phone: [redacted] Occupation: attorney

Work Phone: 619-671-0100 Employer: Energy Labs, Inc.

Business Address: 1695 Cactus Road, San Diego, CA Zip: 92154

Business E-Mail: nirani@energylabs.com Home E-Mail: [redacted]com

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

Check All That Apply:

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

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

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

My involvement with nonprofit and political organizations operating on a local level has given me the opportunity to engage with my fellow San Franciscans on issues we care about, including animal welfare, and to actively participate in civic life, which is a core value of mine.

When I first moved to San Francisco, I volunteered for the American Cancer Society's annual Bark for Life fundraiser, held in Golden Gate Park. Through a year of fundraising and organizing for this event, I connected with cancer survivors and their canine caregivers, and I earned about and took part in honoring the special contributions of these animals to their companions in their fight against cancer.

Business and/or professional experience:

As a corporate attorney, I advise our executive team and board of directors on legal matters on a daily basis, to inform their decision making. I am trained to spot issues and risk and to understand and translate the law. Prior to my current role, I worked as a civil litigator as a law firm associate, during which time I learned to conduct indepth research, write comprehensive analyses, and participate in Court hearings to advocate on behalf of my clients. I hope to apply my specific experience in and knowledge of the law to the legislative process.

Civic Activities:

As a dedicated volunteer District Leader for the Humane Society of the United States, I have advocated for animal welfare laws at the local, state, and federal levels. Currently, I am a devoted campaigner for Prevent Cruelty California, which seeks to pass a ballot measure to prevent the extreme confinement of farm animals raised and sold in California. As a San Francisco county coordinator for this campaign, I am responsible for educating the public and our volunteers about this historic initiative as I organize campaigners, host events, and actively gather signatures in my community.

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

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

Date: 2/28/18 **Applicant's Signature: (required)** Nina Caroline Irani

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

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

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

01/20/12

NINA CAROLINE IRANI

[redacted] · San Francisco, California 94108
· skype: [redacted]

PROFESSIONAL EXPERIENCE

Counsel • Energy Labs, Inc. 2014 – present

- Sole in-house counsel responsible for all legal issues in 500+-employee company
- Managed contentious, bet-the-company patent litigation in N.D. Cal brought by a multi-national conglomerate; supervised and directed outside counsel in strategy, discovery, budgeting, and trial themes, resulting in a complete victory for company
- Report directly to CEO, CFO, and Board of Directors on all legal matters, including litigation strategy and risk, corporate transactions, and compliance policy
- Structure, draft, and negotiate contracts related to all aspects of business, including product and business development, sales, and marketing
- Advise sales, operations, and engineering teams with respect to contractual rights and obligations, regulatory compliance, and intellectual property issues, enabling product development and acquisition of distribution channels and projects

Associate • Baute Crochetiere & Gilford LLP 2013

- Created and executed litigation strategy from pre-litigation and discovery through resolution
- Recruited by founding partner of previous firm after he joined Baute Crochetiere & Gilford

Associate • Glazier Yee LLP 2009 – 2012

- Litigated business and commercial law matters for Fortune 500 and medium sized business clients with a focus on contract, product liability, and fraud issues in the aerospace, energy, and healthcare industries
- Secured favorable results through effective presentation and defense of clients' positions in court, and at deposition, mediation, and arbitration
- Advised on business-critical legal compliance and developed best practices in anticipation of client needs

Business Affairs Intern • Lifetime Television Summer 2007

- Drafted and executed agreements related to all aspects of high-profile television programming, including writer/producer, literary and digital rights, and licensing agreements

Law Clerk • Center for Human Rights and Constitutional Law Summer 2006

- Supported projects assisting unaccompanied and undocumented minors, including legal research and analysis of immigration and constitutional law issues, and trial preparation

EDUCATION

Juris Doctor • University of Southern California 2008

USC Merit Scholarship. Honors included coursework in intellectual property, counseling start-ups, and contracts

Bachelor of Arts, Mass Communications • University of California, Berkeley 2004

Dean's List. Golden Key National Honor Society. Study abroad at Universidad de Pablo de Olavide in Sevilla, Spain

SKILLS & INTERESTS

- Languages: Farsi, Portuguese, Spanish
- Advancing animal-protection legislation as a District Leader with the Humane Society of the United States

Board of Supervisors
City and County of San Francisco
1 Dr. Carlton B. Goodlett Place, Room 244
(415) 554-5184 FAX (415) 554-5163

Application for Boards, Commissions, Committees, & Task Forces

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

Seat # or Category (If applicable): _____ District: 9

Name: Stephanie Carpenter

Home Address: [redacted] Street Zip: 94110

Home Phone: [redacted] Occupation: lawyer

Work Phone: _____ Employer: _____

Business Address: _____ Zip: _____

Business E-Mail: _____ Home E-Mail: [redacted]@gmail.com

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

Check All That Apply:

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

Registered Voter in San Francisco: Yes ■ No ☐ If No, where registered: _____

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

It is difficult to opine on how my qualifications to represent the various categories compare to the current board composition, given that I do not want to make assumptions about ethnicity, race, age, sex, sexual orientation, gender identity, types of disabilities, and any other relevant demographic qualities based on the few meetings I have attended. However, I see that the board currently has no District 9 representation and, from my experience, District 9 has unique animal welfare issues. I am active in my local neighborhood and feel confident that I could represent their interests.

Further, as an attorney, I recognize that there are multiple sides to an issue. I strive to look at at everything and everyone equally and without bias. I know this would be an essential quality as a member of the commission.

Business and/or professional experience:

VoloAgri Group, Inc., South San Francisco, California 2014- 2017
Chief Legal Officer & Secretary

Della Capital Investment LLC, Abu Dhabi, United Arab Emirates 2013 - 2014
General Counsel

Paul Hastings LLP, Palo Alto, CA 2012 - 2013
Litigation Associate -

Orrick, Herrington and Sutcliffe LLP, New York, N.Y. & San Francisco, CA 2007 - 2012
Litigation Associate

Civic Activities:

I actively volunteer with Friends of the Urban Forest. I spend a signficiant amount of time engaging and connecting local community members and businesses and frequently help them with legal issues (or at least make my best effort to help!)

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

Appointments confirmed by the Board of Supervisors require an appearance before the Rules Committee. Once your application is received, the Rules Committee Clerk will contact you when a hearing is scheduled. *(Please submit your application 10 days before the scheduled hearing.)*

Date: 3.16.18 **Applicant's Signature: (required)** _____

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

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

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

Board of Supervisors
City and County of San Francisco
1 Dr. Carlton B. Goodlett Place, Room 244
(415) 554-5184 FAX (415) 554-5163

Application for Boards, Commissions, Committees, & Task Forces

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

Seat # or Category (If applicable): Licensed Veterinarian Practicing in SF District: _____

Name: Brian A. VanHorn

Home Address: [redacted] Zip: 94122

Home Phone: [redacted] Occupation: Veterinarian

Work Phone: 415-963-4189 Employer: Bay Area Veterinary Housecall Assoc.

Business Address: 491 27th Ave Zip: 94121

Business E-Mail: staff@sfhousecallvet.com Home E-Mail: [redacted]com

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

Check All That Apply:

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

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

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:

For more than 10 years I have served the veterinary needs of San Francisco residents. I work in all neighborhoods throughout the city. My clients represent a wide variety of ethnicitiy, race, age, sexual orientation/gender identity, and as a housecall DVM I see disabled people in their homes often. I have clients that are in all income brackets and volunteer regularly to provide care for low income pet owners. Before attending veterinary school I worked as an Animal Control Officer/Humane Investigator and was an expert witness in animal related crimes. I also was active animal resue and relocation. In veterinary school my emphasis was in Veterinary Public Health with a focus on contagious disease.

Business and/or professional experience:

After graduating from veterinary school in 2007, I went into private practice in several large specialty and emergency facilites in the Bay Area. In 2012 I founded Golden Gate Home Hospice and Euthanasia. This was the city's first practice to focus specificly on palliative and end of life care. I also work with Bay Area Veterinary Housecall Associates to provide gold standard veterinary care to pets in their homes.

Civic Activities:

I have regularly volunteered my time with the San Francisco Veterinary Medical Association as well as other charitable organizations for vaccine clinics and preventative care. I have undergone training for N.E.R.T. and D.A.R.T. disaster prepardness teams in SF. I volunteer for beach clean up and city trail maintenece as well.

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

Appointments confirmed by the Board of Supervisors require an appearance before the Rules Committee. Once your application is received, the Rules Committee Clerk will contact you when a hearing is scheduled. *(Please submit your application 10 days before the scheduled hearing.)*

Date: 9-24-2018 Applicant's Signature: (required) Brian VanHorn, DVM

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

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

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

Somera, Alisa (BOS)

From:	Shari O'Neill <sharidvm@gmail.com>
Sent:	Sunday, October 28, 2018 9:25 PM
To:	Somera, Alisa (BOS); Safai, Ahsha (BOS); Stefani, Catherine (BOS); Yee, Norman (BOS); Board of Supervisors, (BOS); Young, Victor (BOS)
Subject:	Open veterinary seat on Animal Control and Welfare Commission

Supervisors Safai, Yee and Stefani,

I am recommending Dr. Brian VanHorn for the open veterinary seat on the Animal Control and Welfare Commission. Dr. VanHorn received his DVM degree from Western University of Health Sciences in 2007. He has clinical experience in critical care and emergency practice, and is currently the owner of Bay Area Veterinary Housecalls/ Golden Gate Home Hospice. He also has 5 years of experience as an Animal Control Officer prior to pursuing his medical degree.

As a previous Commissioner in this seat, I feel that Dr. Van Horn has a broad range of experience and expertise and he would have much to contribute to the Commission. He has lived and worked in San Francisco for some time and has an understanding of local animal issues, and concerns of both the veterinary community and the general public.

Thank you for your consideration,

Shari B. O'Neill, DVM, MPH, DACVPM

BOARD of SUPERVISORS

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

VACANCY NOTICE

COMMISSION OF ANIMAL CONTROL AND WELFARE

Replaces All Previous Notices

NOTICE IS HEREBY GIVEN of the following vacancies and term expirations **(in bold),** appointed by the Board of Supervisors:

Seat 1, succeeding Annemarie Fortier, term expired, must represent the general public and have interest and experience in animal matters, for the unexpired portion of a two-year term ending April 30, 2020.

Seat 2, succeeding Nicolle "Bunny" Matthews Rosenberg, term expired, must represent the general public and have interest and experience in animal matters, for the unexpired portion of a two-year term ending April 30, 2020.

Vacant Seat 3, succeeding Rachel Frederick, resigned, must represent the general public and have interest and experience in animal matters, for a two-year term ending April 30, 2021.

Seat 4, succeeding Russell Tenofsky, term expiring April 30, 2019, must represent the general public and have interest and experience in animal matters, for a two-year term ending April 30, 2021.

Seat 5, succeeding Jane Tobin, term expiring April 30, 2019, must represent the general public and have interest and experience in animal matters, for a two-year term ending April 30, 2021.

Seat 6, succeeding Rachel Reis, term expiring April 30, 2019, must represent the general public and have interest and experience in animal matters, for a two-year term ending April 30, 2021.

Vacant Seat 7, succeeding Robin Hansen, resigned, must be a licensed veterinarian practicing in San Francisco, for the unexpired portion of a two-year term ending April 30, 2020.

Additional Restrictions and Qualifications:

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

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

Sunset Date: None.

Additional information relating to the Commission of Animal Control and Welfare, or other seats on this body that are appointed by another authority, may be obtained by reviewing Health Code, Section 41.1, at http://www.sfbos.org/sfmunicodes or by visiting their website at http://sfgov.org/awcc/.

Interested persons may obtain an application from the Board of Supervisors website at http://www.sfbos.org/vacancy_application or from the Rules Committee Clerk, 1 Dr. Carlton B. Goodlett Place, Room 244, San Francisco, CA 94102-4689. Completed applications should be submitted to the Clerk of the Board. All applicants must be residents of San Francisco, unless otherwise stated.

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(s) of the individual(s) who are recommended by the Rules Committee will be forwarded to the Board of Supervisors for final approval.

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.

Further Note: Additional seats on this body may be available through other appointing authorities, including the Animal Care and Control Department, Department of Public Health, Police Department, and Recreation and Park Department.

Angela Calvillo
Clerk of the Board

DATED/POSTED: February 4, 2019

San Francisco
BOARD OF SUPERVISORS

Date Printed: June 2, 2017 Date Established: June 22, 1973

Active

COMMISSION OF ANIMAL CONTROL AND WELFARE

Contact and Address:

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Authority:

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

Board Qualifications:

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

The seven (7) members appointed by the Board of Supervisors shall be voting members:
> Six (6) members shall represent the general public and have interest and experience in animal matters; and
> One (1) member must be a licensed veterinarian practicing in San Francisco.

The other four (4) members are non-voting members, as follows:
> One (1) member shall consist of the Director of the Animal Care and Control Department or his/her designated representative;
> One (1) member appointed by the Director of the Department of Public Health or his/her designated representative;
> One (1) member appointed by the Chief of Police or his/her designated representative; and
> One (1) member appointed by the General Manager of the Recreation and Park Department or his/her designated representative.

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

The Commission shall have the powers and duties to: a) hold hearings and submit

"R Board Description" (Screen Print)

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

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

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

Sunset Date: None

"R Board Description" (Screen Print)

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

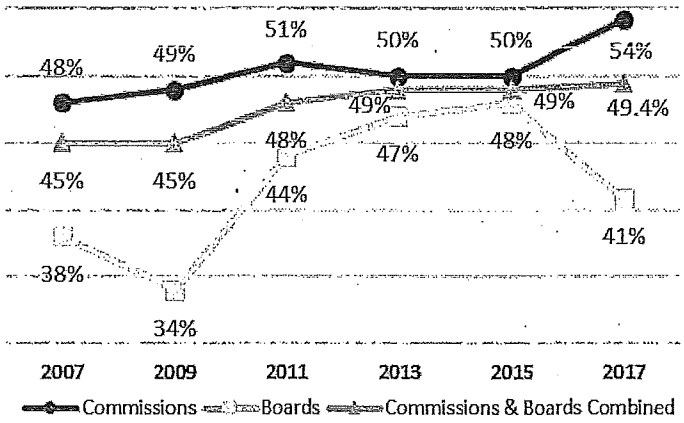
A 2008 City Charter Amendment passed by the voters of San Francisco enacted a city policy that membership of Commissions and Boards reflect the diversity of the population. As part of this measure, the Department on the Status of Women is required to conduct a biennial gender analysis of Commissions 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.

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

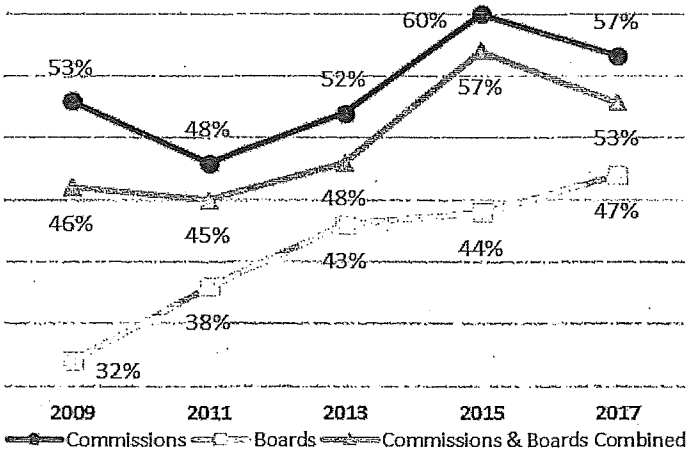


Sources: Department Survey, Mayor's Office, 311.

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 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/.

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

Emily M. Murase, PhD
Director

City and County of
San Francisco

Gender Analysis of San Francisco Commissions and Boards

December 2017

25 Van Ness Avenue, Suite 240 | San Francisco, CA 94102 | sfgov.org/dosw | dosw@sfgov.org | 415.252.2570

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.

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

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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.
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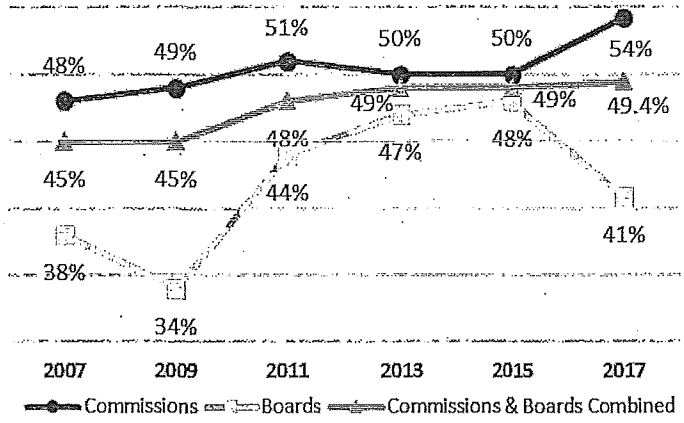

Sources: Department Survey, Mayor's Office, 311.

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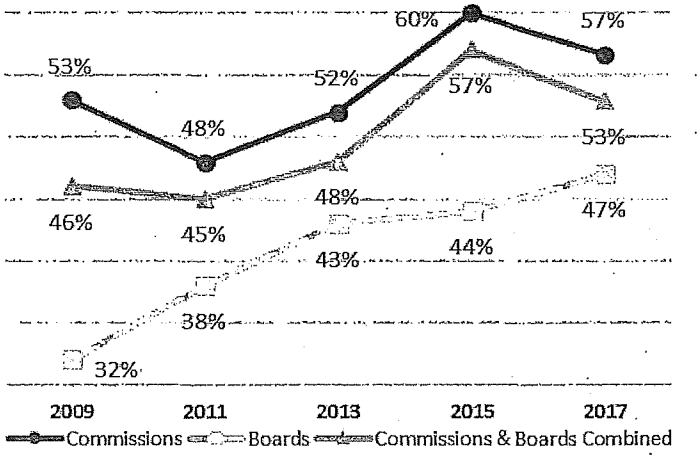

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I. Introduction

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."[1] 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.[2] 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.[3] 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.[4]

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.[5]

[1] 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.
[2] 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.
[3] *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.
[4] The full text of the charter amendment is available at https://sfpl.org/pdf/main/gic/elections/June3_2008.pdf.
[5] 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.[6] 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.

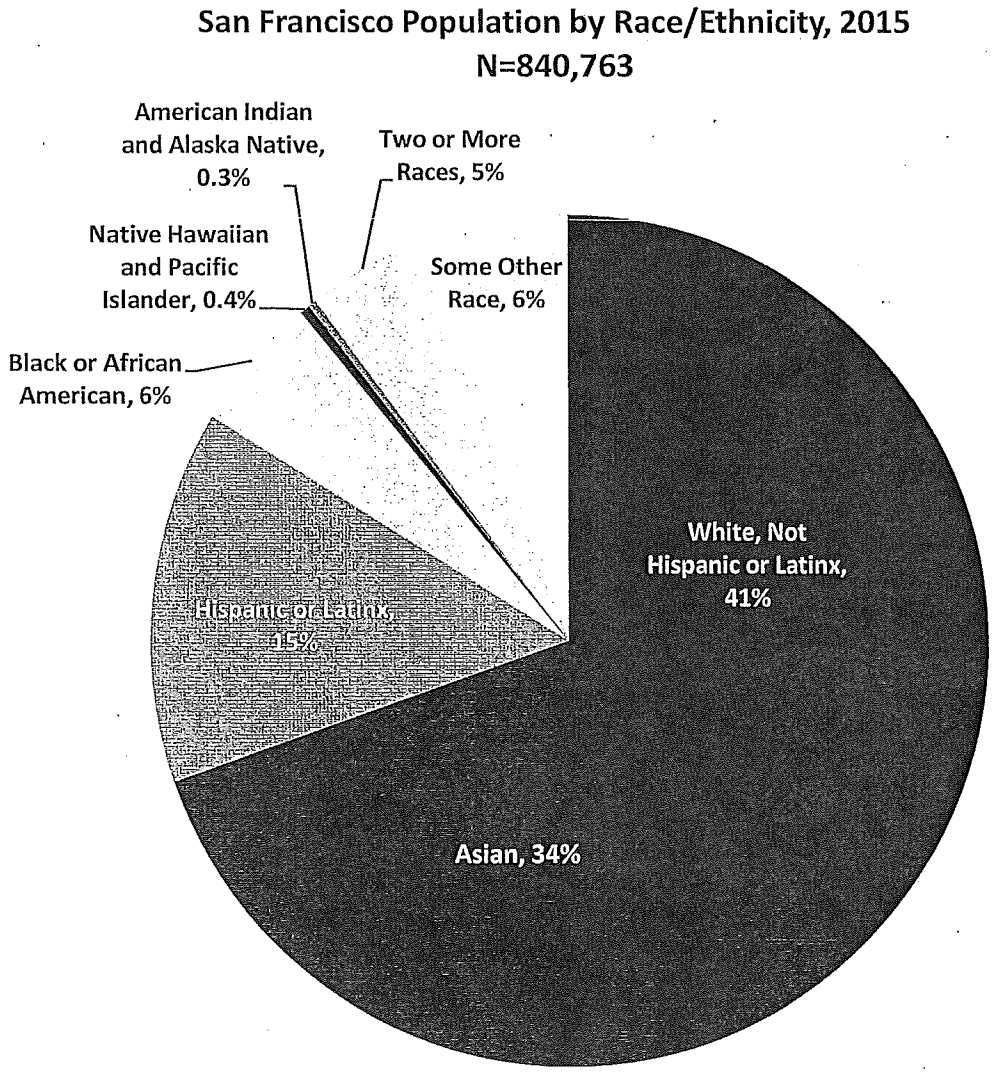
[6] It is important to note that San Francisco is the only jurisdiction in the State of California that is both a city and a county. Therefore, while in other jurisdictions, the Human Services Commission is typically a county commission that governs services across multiple cities and is composed of 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.

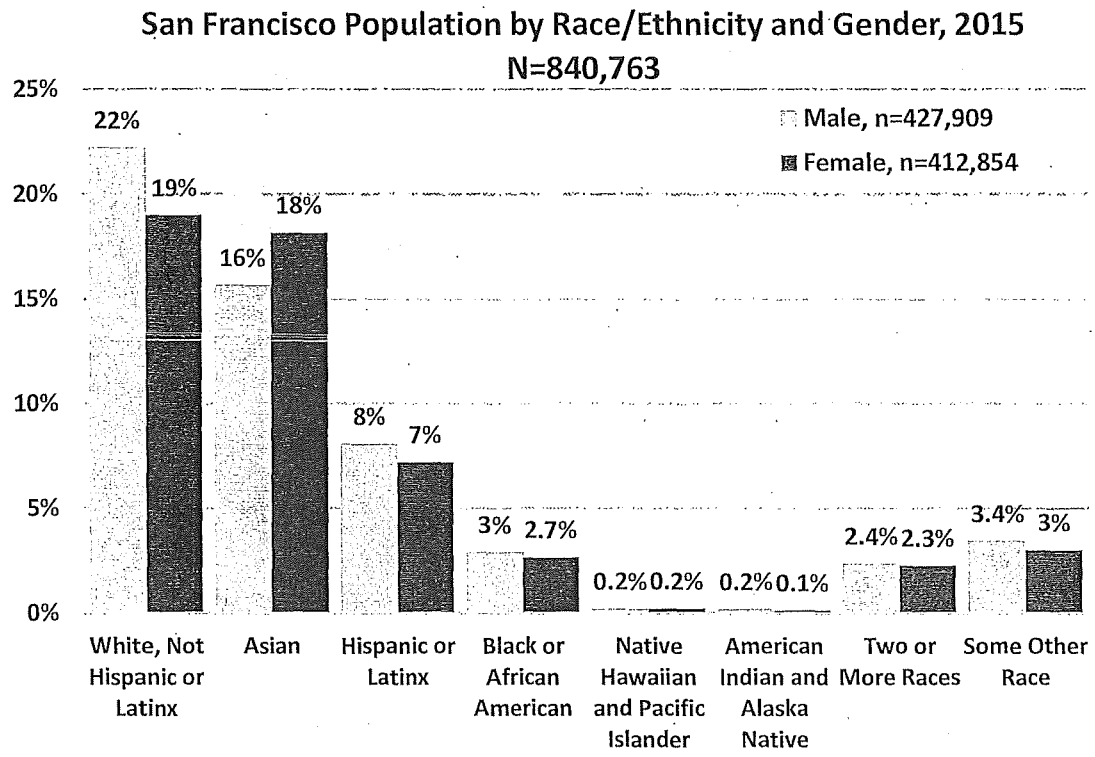
Figure 1: San Francisco Population by Race/Ethnicity



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

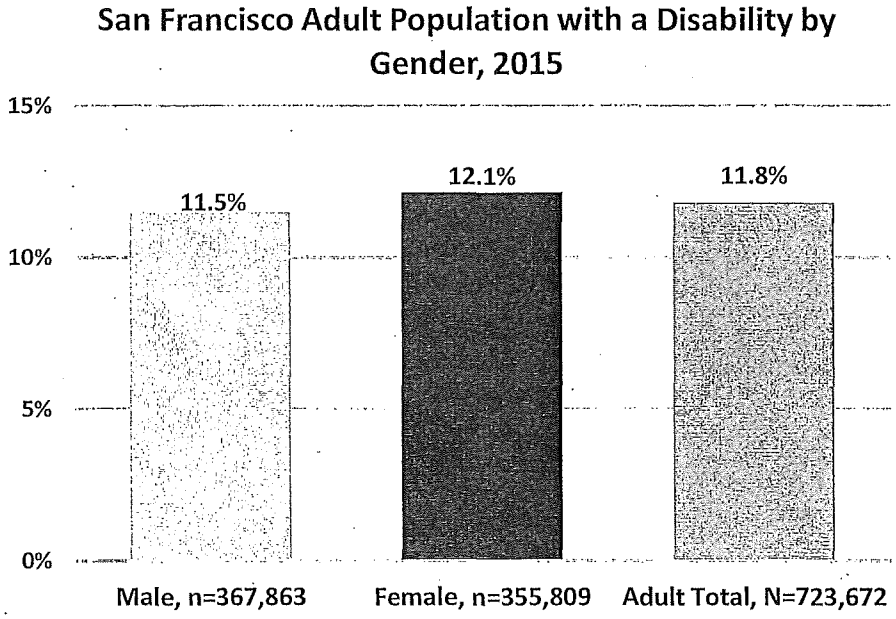


Source: 2011-2015 American Community Survey 5-Year Estimates.

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.

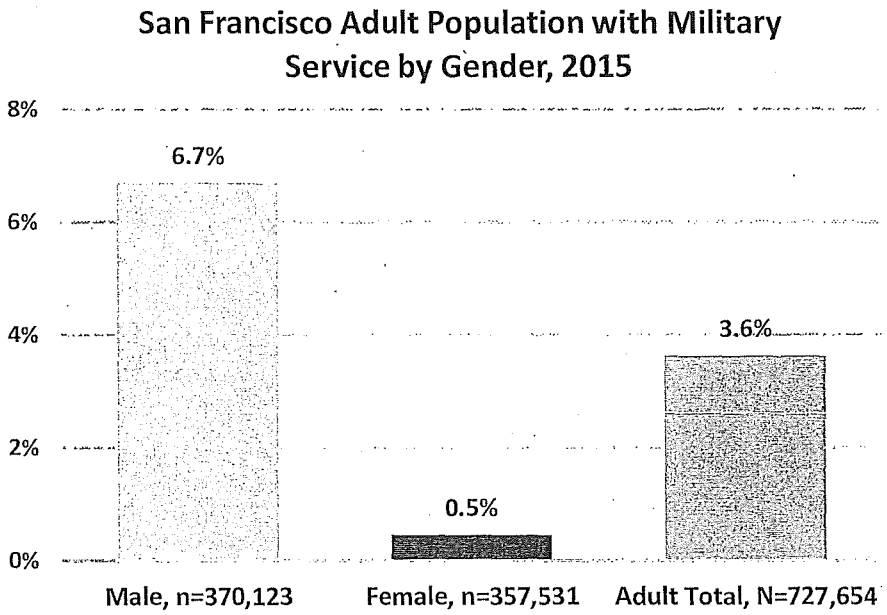
Figure 3: San Francisco Adults with a Disability by Gender



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

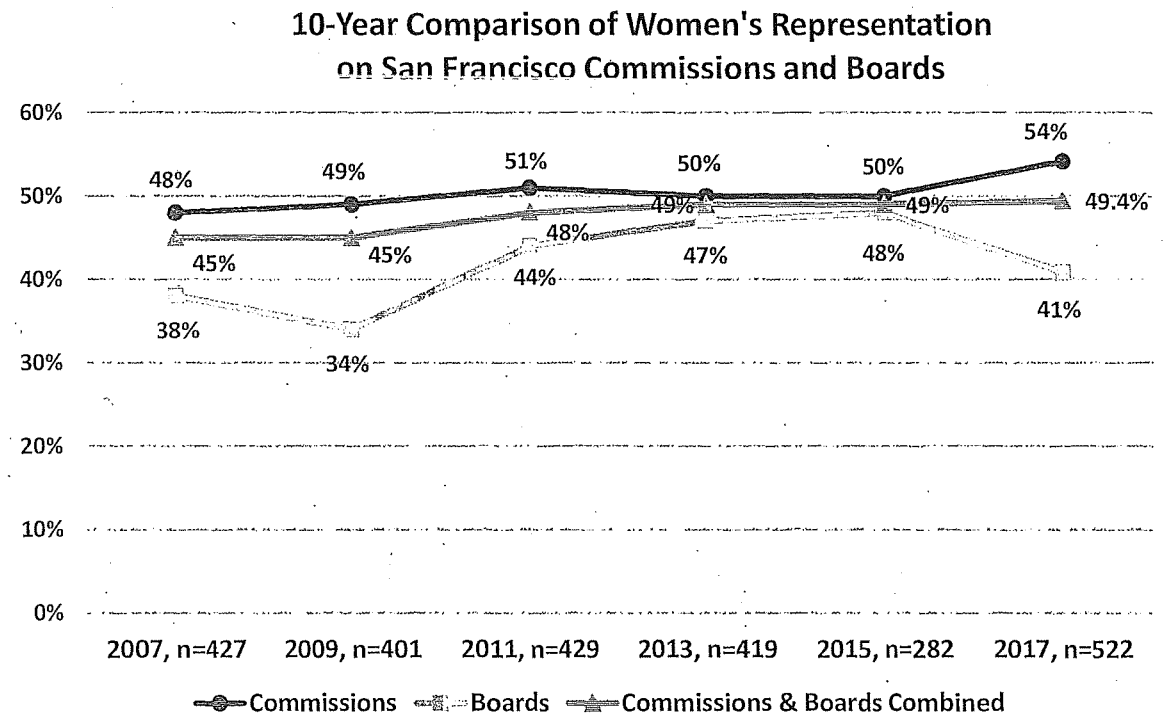
	Commissions	Boards
Number of Policy Bodies Included	40	17
Filled Seats	350/373 (6% vacant)	190/213 (11% vacant)
Female Appointees	54%	41%
Racial/Ethnic Minority	57%	47%
LGBT	17.5%	17%
With Disability	10%	14%
Veterans	15%	10%

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.

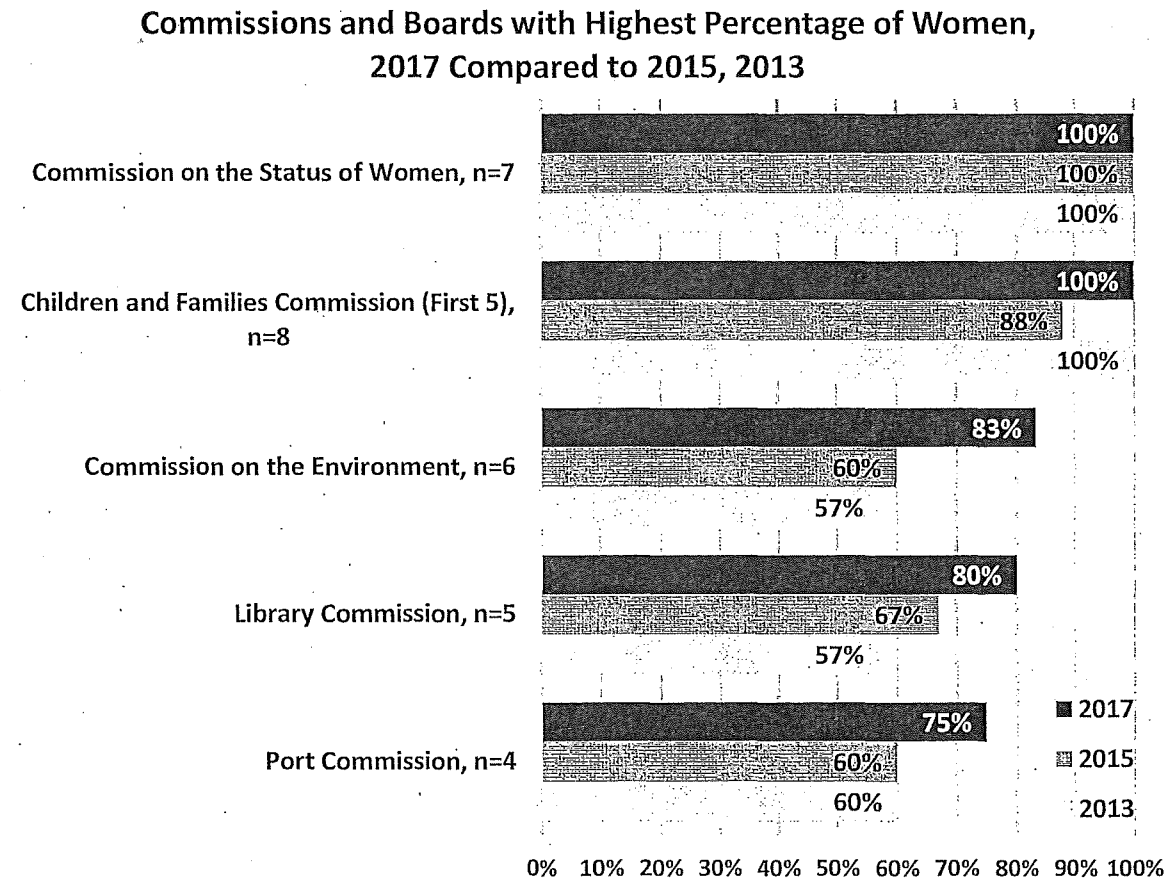
Figure 6: 10-Year Comparison of Women's Representation on Commissions and Boards



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.

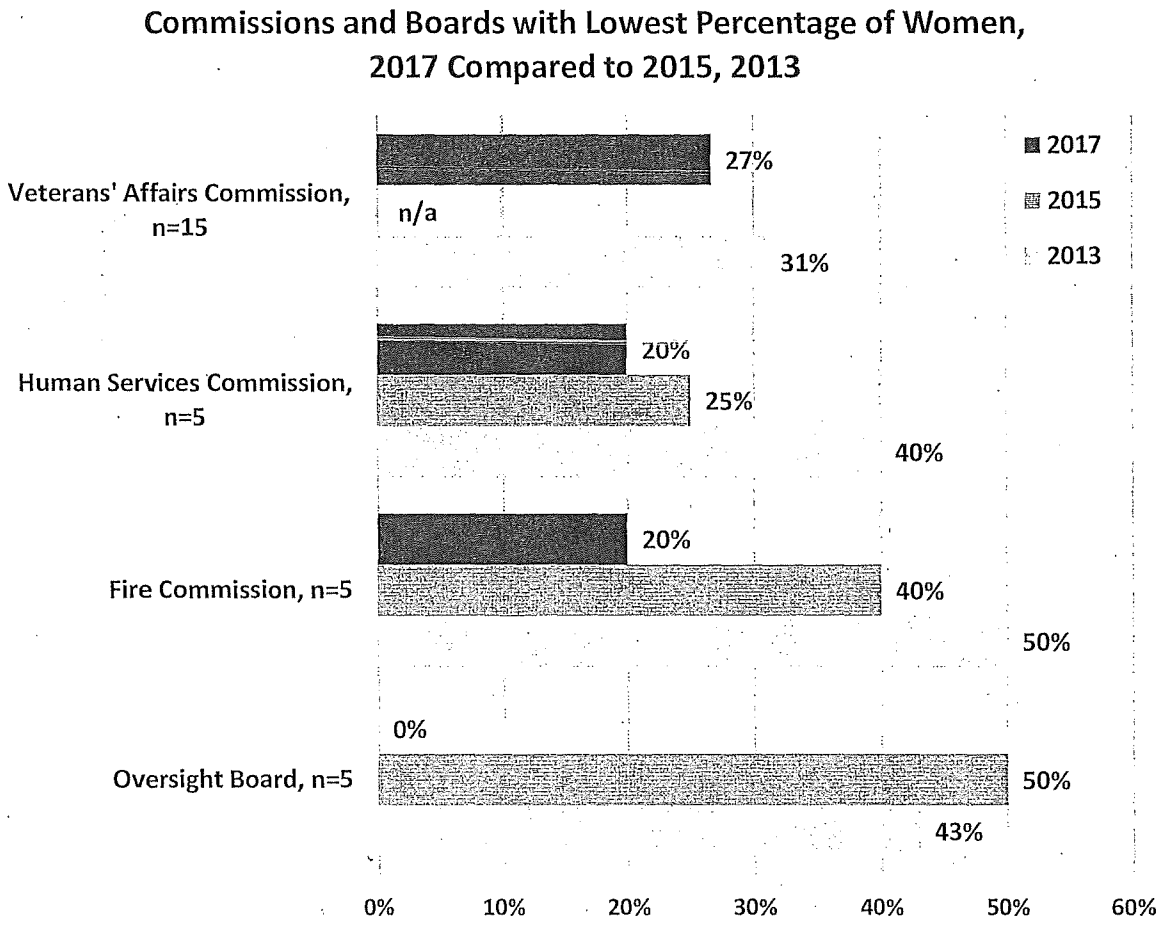
Figure 7: Commissions and Boards with Most Women



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

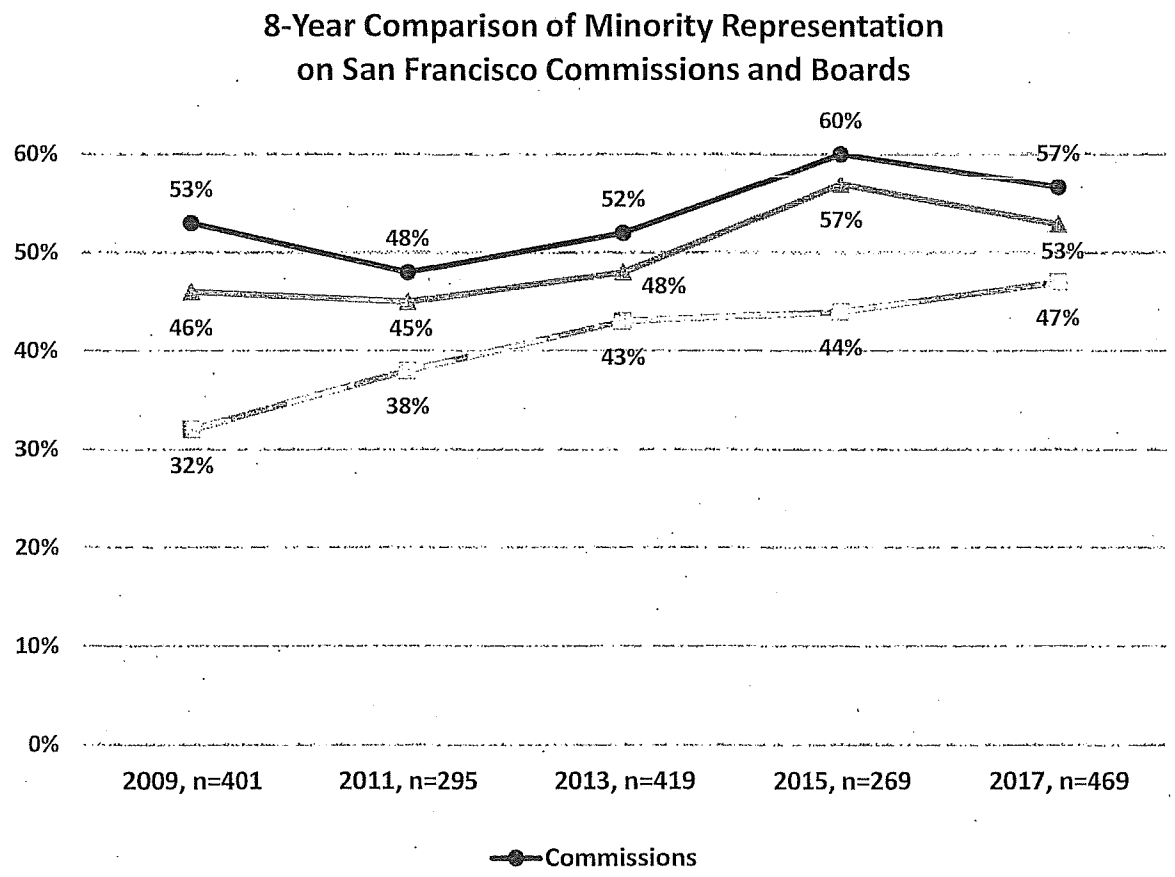


Sources: Department Survey, Mayor's Office, 311.

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.

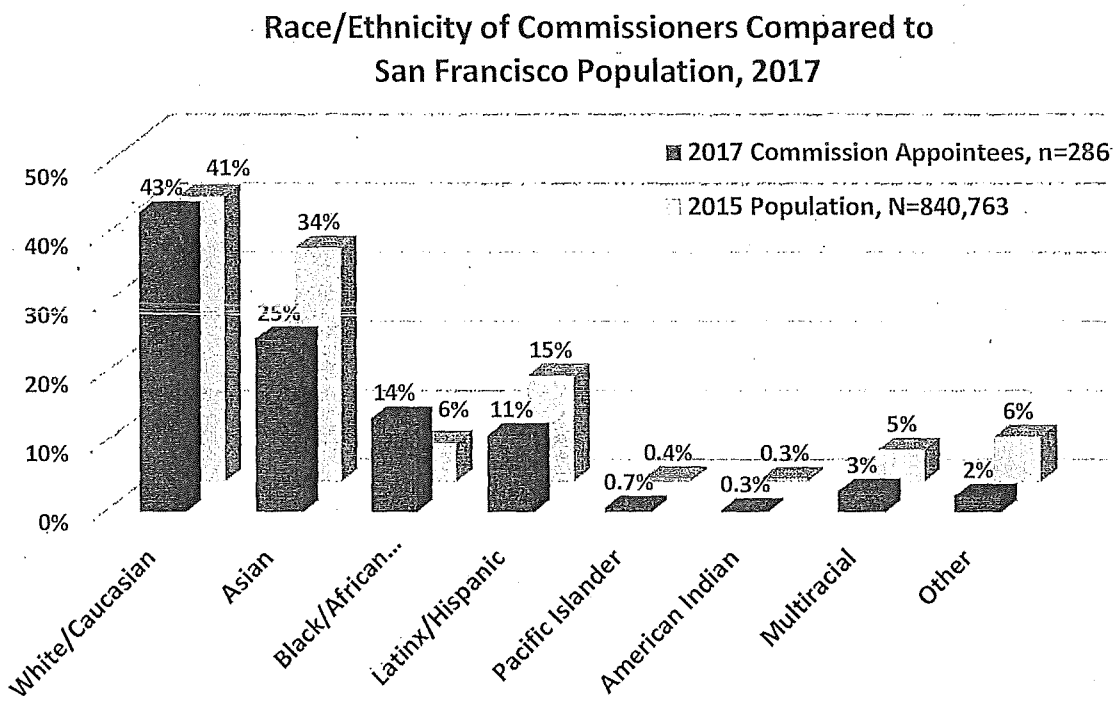
Figure 9: 8-Year Comparison of Minority Representation on Commissions and Boards



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.

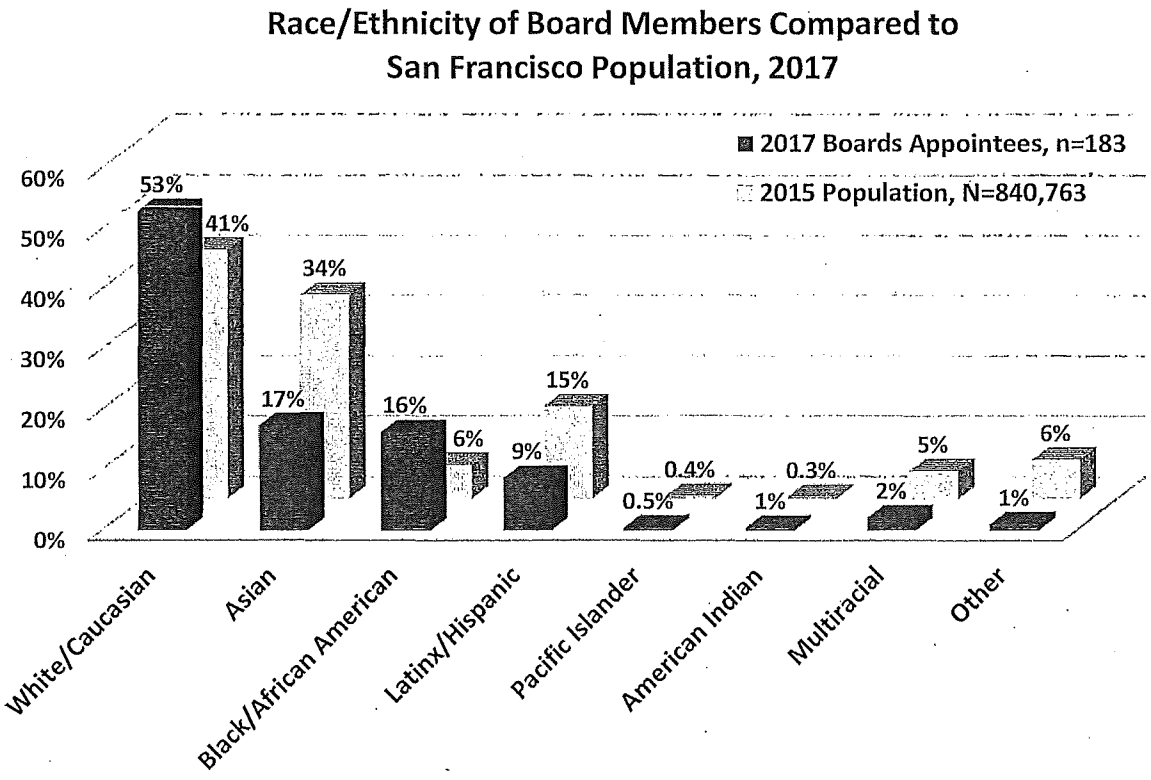
Figure 10: Race/Ethnicity of Commissioners Compared to San Francisco Population



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.

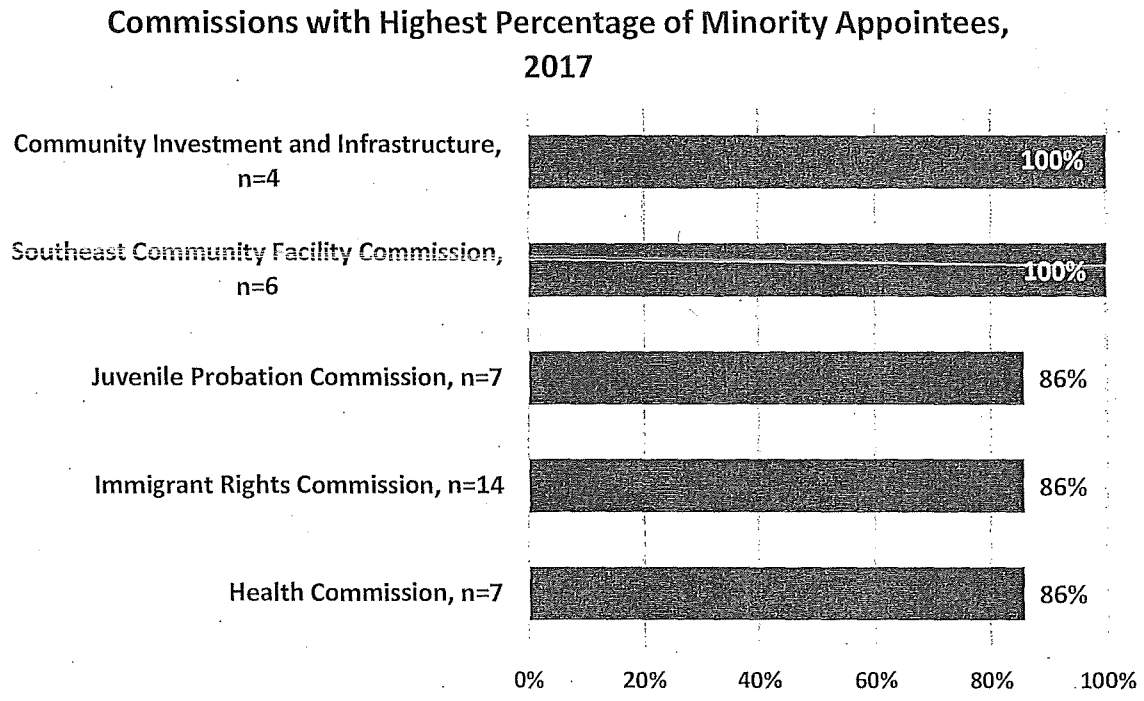
Figure 11: Race/Ethnicity of Board Members Compared to San Francisco Population



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.

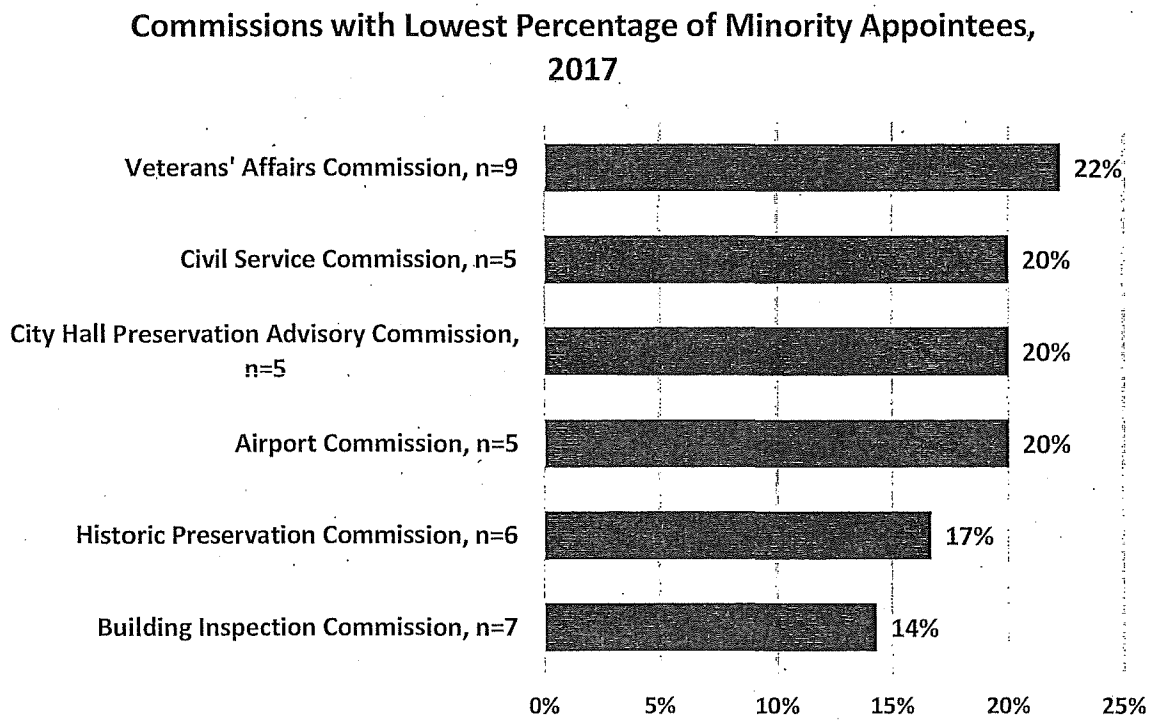
Figure 12: Commissions with Most Minority Appointees



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.

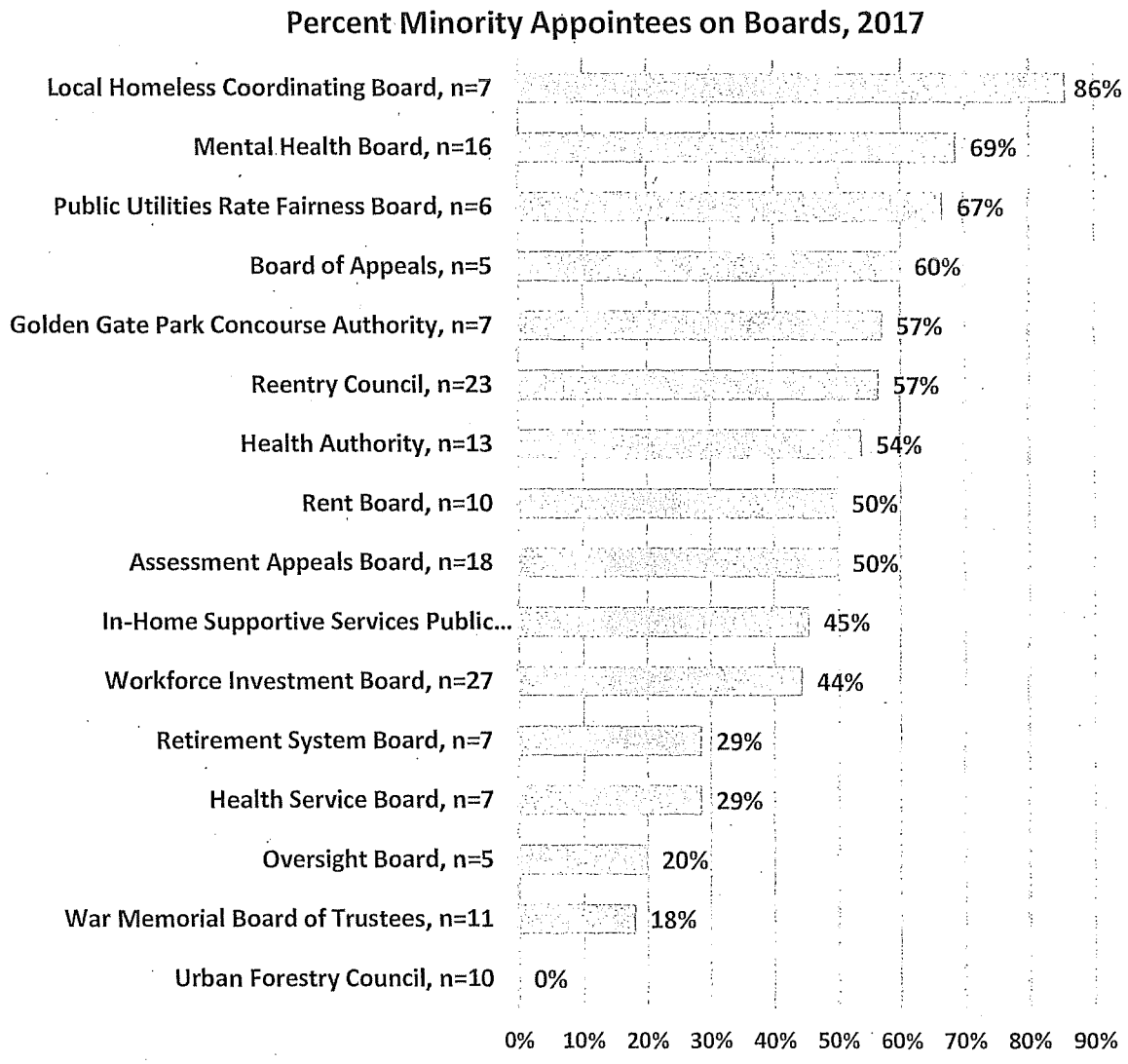
Figure 13: Commissions with Least Minority Appointees



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

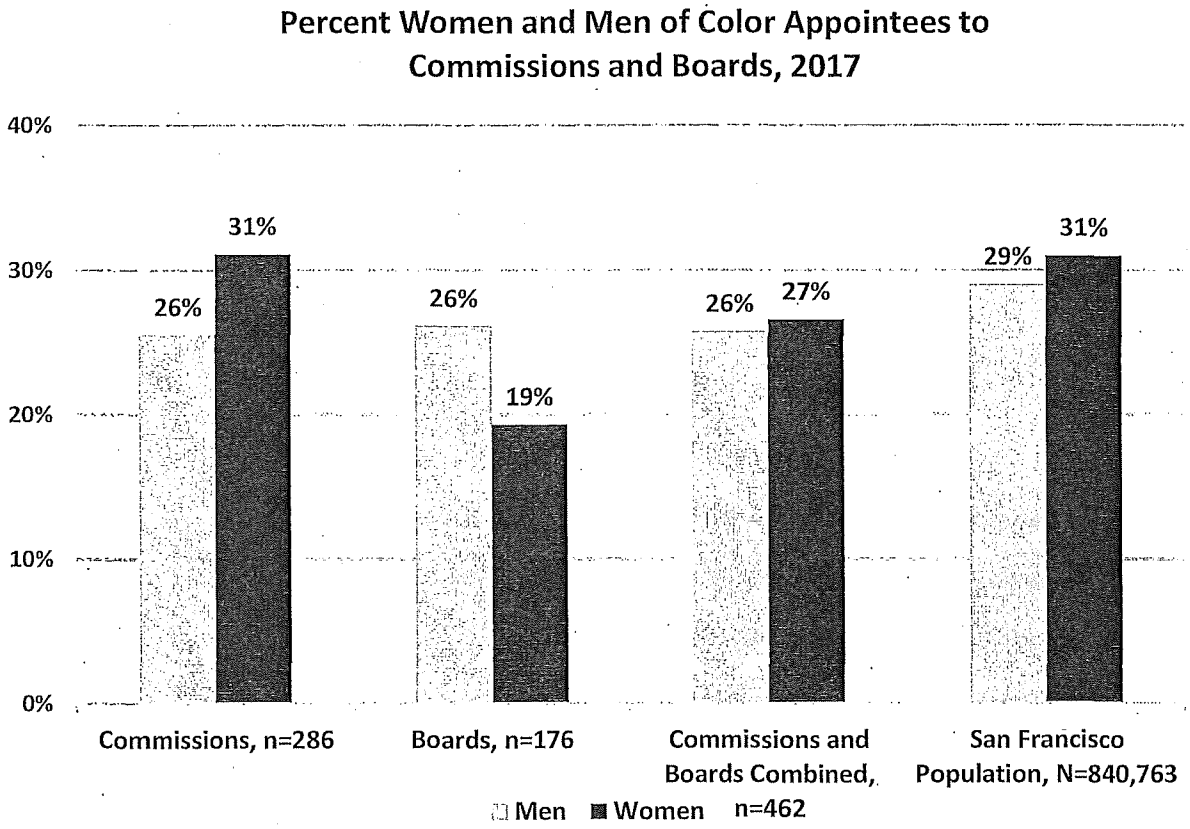


Sources: Department Survey, Mayor's Office, 311.

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.

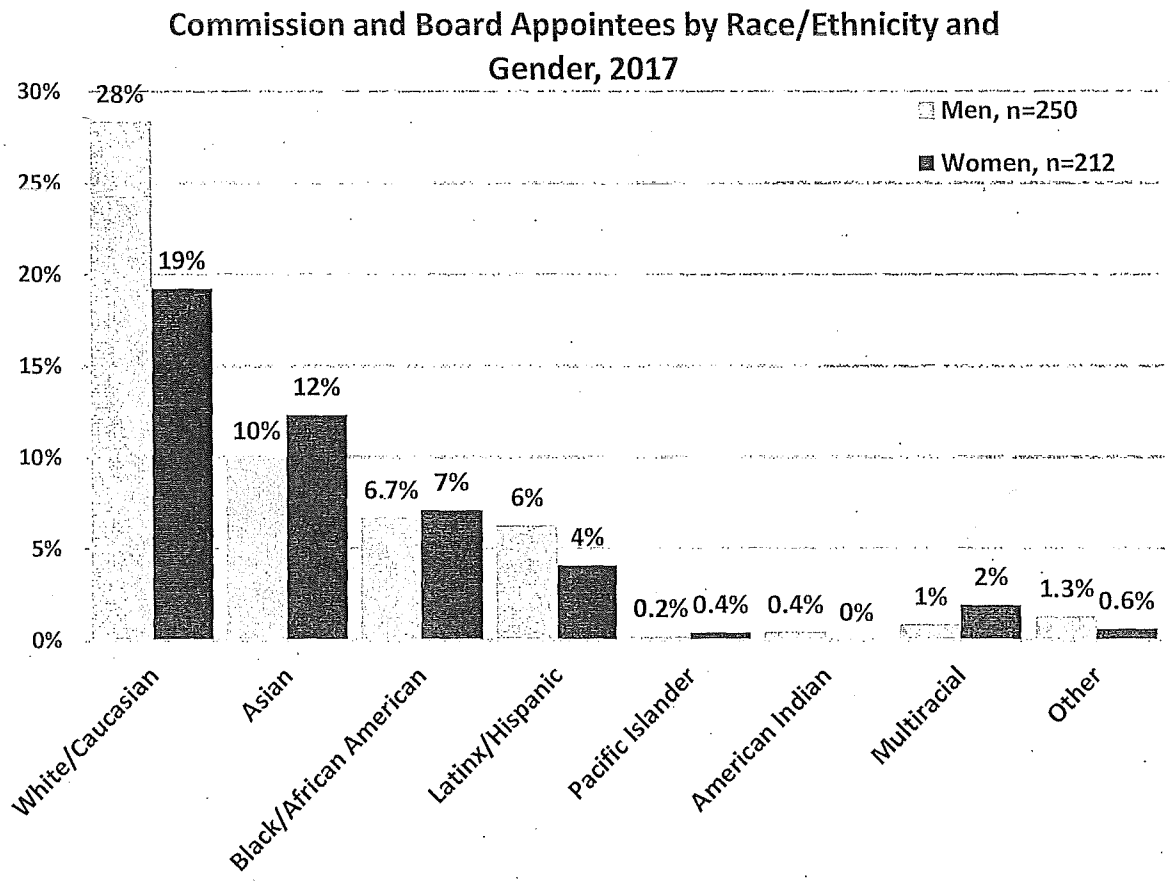
Figure 15: Women and Men of Color on Commissions and Boards



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

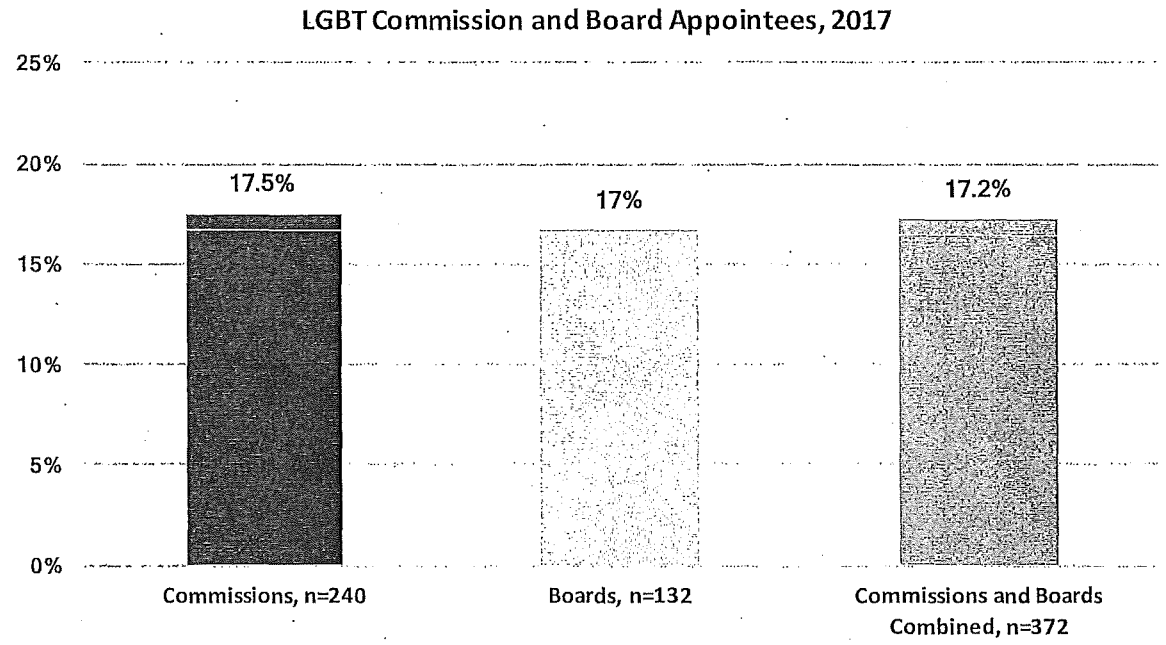


Sources: Department Survey, Mayor's Office, 311.

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

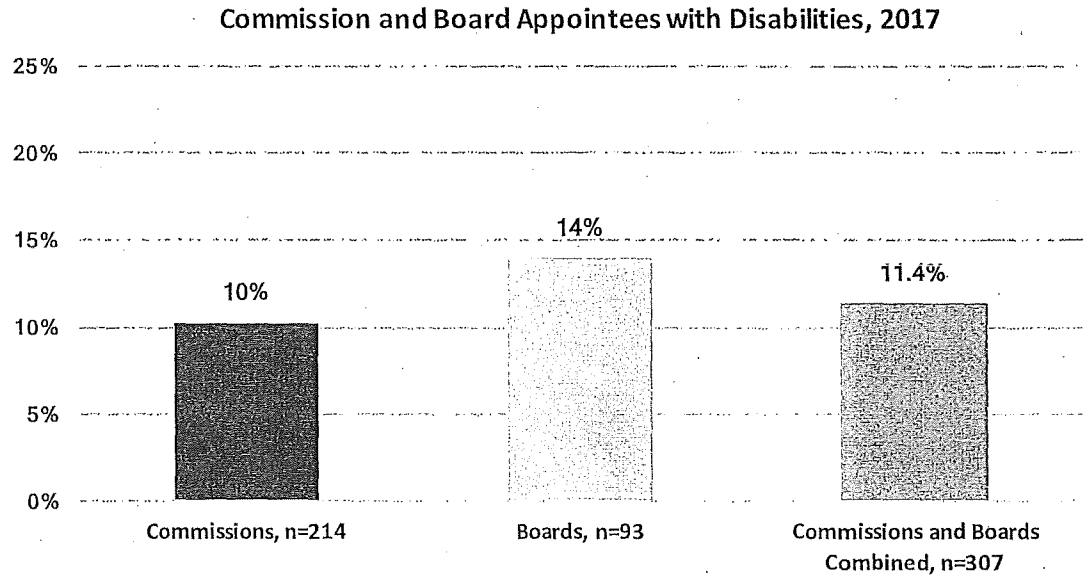


Sources: Department Survey, Mayor's Office, 311.

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

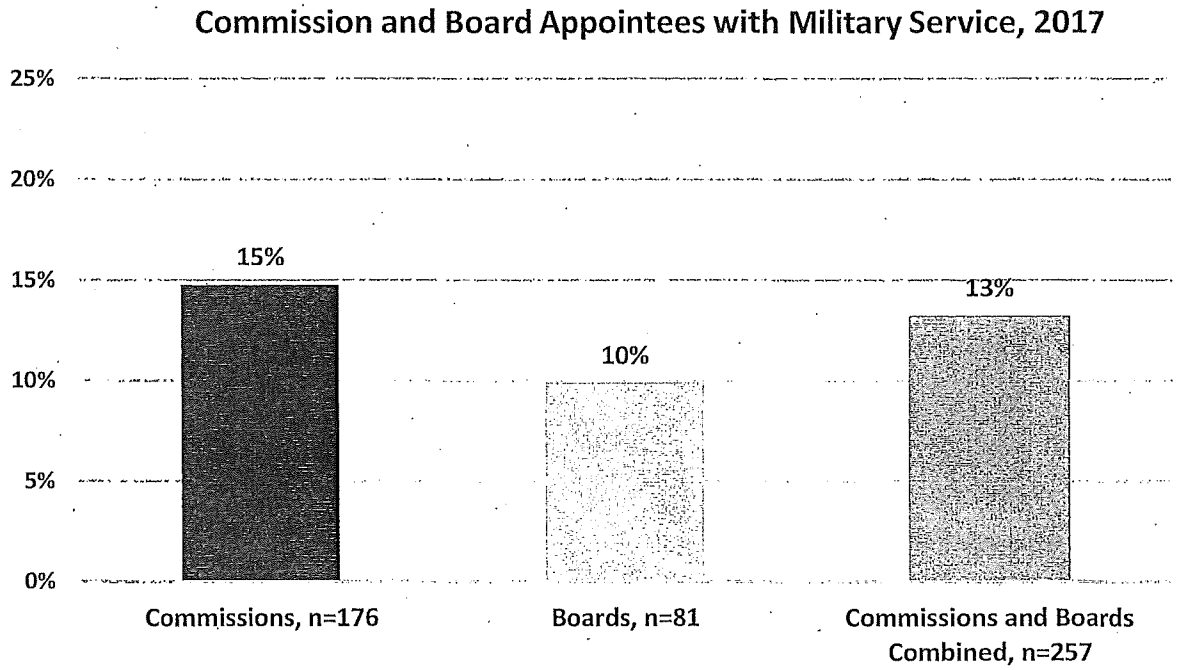


Sources: Department Survey, Mayor's Office, 311.

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

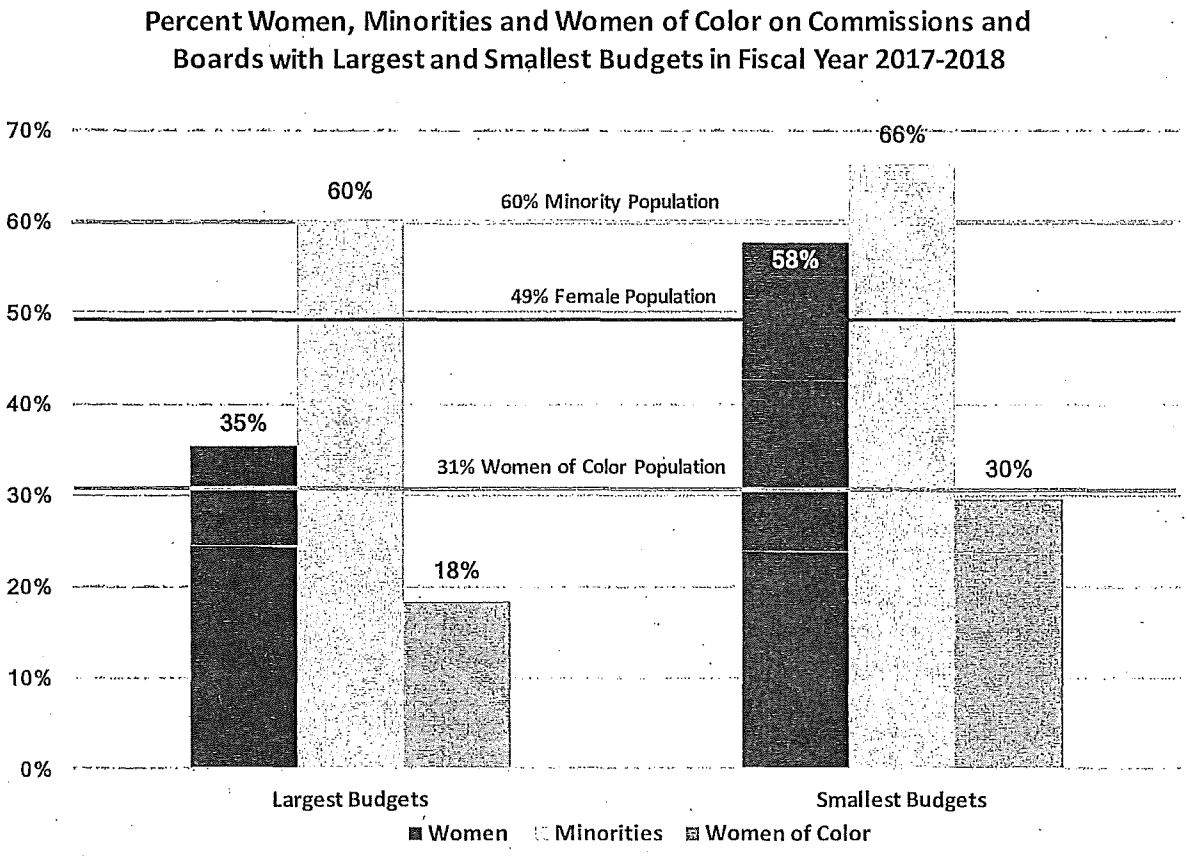
In addition to data on the appointment of women and minorities to Commissions and Boards, this report examines whether the demographic make-up of policy bodies with the largest budget (which is often proportional to the amount of influence in the City) are representative of the community. On the following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



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%
Total	**$ 8,764,690,300**	**72**	**65**	**35%**	**60%**	**18%**

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%
Totals	**$ 45,000**	**135**	**127**	**58%**	**66%**	**30%**

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%
Total		**373**	**350**		**54%**	**57%**	**31%**

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%
Total		**213**	**190**		**41%**	**47%**	**19%**

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