

# List of Participants

This report and the guidelines are the results of a collaborative process. We prepared this list to reflect the broad participation that took place. Led by the Strategic Analysis for Gender Equity consultants in close collaboration with staff members of the Commission on the Status of Women (COSW), this report is the product of detailed review and suggestions by the CEDAW Task Force, and in particular, the Women's Institute for Leadership Development for Human Rights (WILD). Both the Juvenile Probation Department and the Department of Public Works collected and analyzed much data in a short time period. The SAGE consultants, COSW staff members, and CEDAW Task Force members also held many additional discussions with community representatives, including organized labor.

We have attempted to list those who participated in this project, but know that some will remain unnamed. In particular, many staff members at both departments gave input and time to this process, and we could not list all staff members who participated. We apologize in advance for any mistakes or omissions.

- Leslie Abbott, Policy Analyst, International Federation of Professional & Technical Engineers (IFPTE), Local 21, Orpheum Theater Building, 1182 Market, Suite 425, San Francisco, CA 94102-4921, (415) 864-2100. Ms. Abbott works on issues of the contracting out of work, both at the Public Works Department and at other city departments that need engineering and/or architecture services.
- Amy Ackerman, Deputy City Attorney, Office of the City Attorney, City Hall Room 234, #1 Dr. Carlton B. Goodlett Place, San Francisco, CA, 94102-4685, (415) 554-4700. Ms. Ackerman is the attorney to both the COSW and to the CEDAW Task Force. She was formerly the City Attorney for the Juvenile Probation Department.
- Tom Ammiano, President, Board of Supervisors, City Hall Room 244, #1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102, (415) 554-5144. Supervisor Ammiano is currently President of the Board of Supervisors. He has shown leadership in the area of equal opportunity for women, including lesbian, bisexual and transgender women, and other diverse populations.
- Olga Arias, Public Works' Director's Office, Department of Public Works, City Hall, Room 348, #1 Dr. Carlton B. Goodlett Place, San Francisco, CA, 94102-4645, (415) 554-6920. Ms. Arias was instrumental in coordinating meetings with staff of the Department of Public Works, and performing other tasks necessary to the gender analysis.
- Laura Azzolino, Executive Secretary to the Chief, Juvenile Probation Department, 375 Woodside Avenue, San Francisco, CA 94127, (415) 753-7556. Ms. Azzolino was equally instrumental in coordinating meetings with staff of the Juvenile Probation Department, and performing other tasks necessary to the gender analysis.
- Bonita Lynn Banducci, Banducci Consulting, 311 Wyndham Drive, Portola Valley, CA, 94028, (650) 529-9336. Ms. Banducci regularly trains on gender issues to a variety of organizations.
- Roger Bedford, Equal Opportunity Programs Manager, Department of Public works, 875 Stevenson Street, 4<sup>th</sup> Floor, Room 470, San Francisco, CA 94103. In addition to participating in his department's gender analysis, Mr. Bedford investigates and monitors enforcement of anti-discrimination policies within his department.
- Cheyenne Bell, Director, Community Programs Division, Juvenile Probation Department, 375 Woodside Avenue, Room 243, San Francisco, CA 94127, (415) 753-7813. In addition to participating in her Department's analysis, Ms. Bell was a member of the COSW's Out of Sight, Out of Mind Task Force, and has implemented various gender specific services for girls.

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- Robert Boileau, Vice President, San Francisco Labor Council, 1188 Franklin Street, Suite 203, San Francisco, CA 94109, (415) 440-4809. Mr. Boileau serves as Director of Research for the Operating Engineers Local Union No. 3.
- Natalie Britton, Constituent Liaison, Office of Supervisor Barbara Kaufman, Board of Supervisors, City Hall, Room 244, # 1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102, (415) 554-4880. Ms. Britton has a background in Women's Studies. She regularly participates with the CEDAW Task Force as a member of the public, and has provided much assistance in this project, including providing useful comments on this report.
- Sandra Brown-Richardson, Director of Finance and Administration, Juvenile Probation Department (JVP), 375 Woodside Avenue, Room 202, San Francisco, CA 94127, (415) 753-7560. Ms. Richardson is responsible for managing the Department's budgetary process. She worked day and night to ensure that her department collected and analyzed data and information necessary to complete the gender analysis in a limited time period.
- Robert J. Carlson, Deputy Director for Financial Management and Administration, Office of Financial management and Administration, Department of Public Works, City Hall, Room 340, # 1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102, (415) 554-4831. In addition to leading his division's response to the analysis, Mr. Carlson is responsible for his department's budgetary process.
- Patricia Chang, President and CEO, The Women's Foundation, 340 Pine St., Suite 302, San Francisco, CA 94104, (415) 837-1113. Ms. Chang is the CEDAW Task Force member for employment and economics. She is also the former Chair of the CEDAW Task Force and former President of the Commission on the Status of Women.
- Joe Cheung, Deputy Bureau Chief, Bureau of Construction Management, 1680 Mission Street, San Francisco, CA 94103, (415) 554-8352. Mr. Cheung participated in his department's gender analysis.
- Youmna Chlala, GirlSource, 2121 Bryant Street, Third Floor, San Francisco, CA 94110, (415) 824-9050. Ms. Chlala is the alternate designee representative community member that works in the field of human rights and is knowledgeable about CEDAW. She is a member of Amnesty International USA's Women's Steering Committee.
- Janet Clinger, Program Director, Girls' Mentorship Program, YWCA Come Into the Sun, 1830 Sutter Street, San Francisco, CA 94115, (415) 776-2739. Ms. Clinger is a longstanding advocate of gender specific services for young women and girls, and was a member of the COSW's Out of Sight, Out of Mind Task Force. Come Into the Sun provides mentoring, group activities, and counseling for young women who are at-risk or involved with the criminal justice system.
- Brenda Cochrane, Associate Professor and Director, Labor Studies Program, San Francisco State University, 1600 Holloway Avenue, San Francisco, CA 94132, (415) 338-2885. Ms. Cochrane has been a leader in the Coalition of Labor Union Women, and is active in the San Francisco Labor Council.
- Donna Diamond, Executive Director, Domestic Violence Consortium, 383 Rhode Island Street, Suite 304, San Francisco, CA 94103, (415) 626-8709. Ms. Diamond has a history of advocacy to end violence against women.
- Marcia deVaughn, Deputy Director for Operations, Department of Public Works, 2323 Cesar Chavez Street, San Francisco, CA 94124, (415) 695-2003. In addition to participating in her department's analysis, Ms. deVaughn is the recipient of the Commission on the Status of Women's 1999 Women Who Make a Difference Award.

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- Krishanti Dharmaraj, Executive Director, Women's Institute for Leadership Development for Human Rights (WILD), 340 Pine Street, Suite 302, San Francisco, CA, 94104, (415) 837-0795. Ms. Dharmaraj is a community member of the CEDAW Task Force for international human rights. WILD, in partnership with the Commission on the Status of Women, has been the lead force behind San Francisco's implementation of CEDAW.
- Riva Enteen, Program Director, National Lawyers' Guild, 558 Capp Street, San Francisco, CA 94110, (415) 285-5067. Ms. Enteen was a prime organizer for the "People's Budget" and is active in many issues seeking the advancement of women, including juvenile justice.
- Alicia Fletcher. Ms. Fletcher is a consultant in the area of international human rights, and has studied budgets and gender analyses. (Address and phone number on file at the Commission on the Status of Women.)
- Holly Friel, Intern, Office of the Mayor, City Hall, #1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102. Ms. Friel is a graduate student in Women's Studies at San Francisco State University. She currently serves as an intern both at the Office of the Mayor, and at the COSW.
- Collie Gaines, Trainer, Department of Public Works, 30 Van Ness Avenue, 4<sup>th</sup> Floor, Room 4400, San Francisco, CA 94102, (415) 558-4467. In addition to participating in her department's analysis, Ms. Gaines is a previous recipient of the Commission on the Status of Women's Women Who Make a Difference Award for her outstanding work in the area of sexual harassment.
- Leirion Gaylor, Budget Analyst, Office of the Mayor, City Budget Office, City Hall, Room 288, #1 Dr. Carlton B. Goodlett Place, San Francisco, CA, 94102, (415) 554-4861. Ms. Gaylor is the Mayor's CEDAW Task Force Designee and specializes in the city's budget procedures.
- Anne Godfrey, Training Director, Department of Public Works, 30 Van Ness Avenue, 4<sup>th</sup> Floor, Room 4400, San Francisco, CA 94102, (415) 558-4490. In addition to participating in her department's analysis, Ms. Godfrey was a member of the Commission on the Status of Women's Sexual Harassment Task Force.
- Toni Guy, Director of Education, Planned Parenthood, 815 Eddy Street, 3<sup>rd</sup> Floor, San Francisco, CA 94109, (415) 441-7858. Ms. Guy is the CEDAW Task Force member for women and girls health issues. Planned Parenthood is committed to health issues for women and girls.
- Mercedes Hernandez, Personnel Officer, Juvenile Probation Department, 375 Woodside Avenue, Room 334, San Francisco, CA 94127, (415) 753-7563. Ms. Hernandez participated in her department's analysis and is knowledgeable about human resource issues.
- James P. Horan, Division Manager, Personnel, Payroll & Staff Development, Department of Public Works, 875 Stevenson Street, 4<sup>th</sup> Floor, Room 470, San Francisco, CA 94103, (415) 554-6000. Mr. Horan participated in his Department's analysis and manages both the personnel and staff development units in his department.
- Kathy How, Assistant Chief Engineer, Department of Public Works, 30 Van Ness Avenue, 5<sup>th</sup> Floor, San Francisco, California, 94102, (415) 558-4021. Ms. How is the Department of Public Works' liaison to the CEDAW Task Force, and is also a previous recipient of the Commission on the Status of Women's Women Who Make a Difference Award.
- Norma Hotaling, Executive Director, The Standing Against Global Exploitation Project (SAGE), 965 Mission Street, Suite 640, San Francisco, 94103, (415) 905-5050. Ms. Hotaling and SAGE Project staff have designed and implemented model programs dealing with homelessness, violence, and sexual exploitation, including prostitution and pornography.

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- Kazuko Itano, Intern, Supervisor Ammiano Office, City Hall, Room 244, #1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102, (415) 554-5144. Ms. Itano is an alternate designee for Supervisor Ammiano on the CEDAW Task Force.
- Priya Jagannathan, Women's Services Coordinator, Glide Memorial Church, 330 Ellis Street, San Francisco, CA 94102, (415) 441-6032. Ms. Jagannathan coordinates services for a diverse population of low-income women, including homeless women, women of color, and lesbian, bisexual and transgender women.
- Linda Jofuku, Executive Director, Yu-Ai Kai, Japanese American Community Senior Service, 588 N. Fourth Street, San Jose, CA, 95112, (408) 294-2502. Ms. Jofuku has consistently advocated to improve the lives of women in San Francisco. She formerly served for many years as the Representative with Local 21, the union representing architects, engineers and other professional employees at the Department of Public Works.
- Walter Johnson, San Francisco Labor Council, 1188 Franklin Street, Suite 203, San Francisco, CA 94109, (415) 440-4809. Mr. Johnson was formerly President of the San Francisco Labor Council and for years has served as an advocate and representative of organized labor.
- Barabara Kaufman, Supervisor, Board of Supervisors, City Hall, Room 244, # 1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102, (415) 554-4880. As former President of the Board of Supervisors, Supervisor Kaufman was responsible for spearheading the adoption of the CEDAW Ordinance in San Francisco and has a history of implementing legislation to benefit women.
- Harlan Kelly Jr., City Engineer and Deputy Director of Engineering, Department of Public Works, 30 Van Ness Avenue, 5<sup>th</sup> Floor, San Francisco, CA 94102, (415) 558-4522. In addition to leading the Engineering Division's participation in the gender analysis, Mr. Kelly has been instrumental in his department's implementation of "Project Pull," an internship program for youth underrepresented in the engineering and architecture fields.
- Sally Kipper, Deputy Director of Administration, Department of Human Services, P.O. Box 7988, San Francisco, CA 94120, (415) 557-6378. Ms. Kipper presented to the CEDAW Task Force her department's programs in the areas of professional development, peer mediation, diversity and harassment training.
- Kate Monico Klein, Department of Public Health, 101 Gorge Street, #205, San Francisco, CA, 94102, (415) 554-2608. Ms. Klein is an expert in women's health issues and has attended CEDAW Task Force meetings as a member of the public.
- Martha Knutzen, Commissioner, Human Rights Commission, 25 Van Ness Avenue, San Francisco, CA 94102, (415) 252-2500. Ms. Knutzen is the Human Rights Commission representative to the CEDAW Task Force and is an attorney for the Office of the Attorney General, State of California.
- Shireen Lee, Intern, Coleman Advocates for Children and Youth, 459 Vienna, San Francisco, CA 94112, (415) 239-0161. Ms. Lee is a graduate student, and continues to advocate on behalf of girls and young women in San Francisco's communities. She also commented on the draft guidelines, and participated in a roundtable discussion about the Juvenile Probation Department.
- Daz Lamparas, Field Representative/ Organizer, Service Employees International Union (SEIU) Local 790, Fox Plaza, 1390 Market Street, Suite 118, San Francisco, CA, 94102, (415) 575-1740. Mr. Lamparas is a longtime advocate of organized labor, and is involved with the Asian Pacific American Labor Alliance. He provided useful commentary on this gender analysis report.
- Vitus C.W. Leung, Representative, International Federation of Professional & Technical Engineers (IFPTE), Local 21, Orpheum Theater Building, 1182 Market, Suite 425, San Francisco, CA 94102-

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4921, (415) 864-2100. Mr. Leung represents architects, engineers, and other staff at the Department of Public Works, as well as at other city departments. He commented on the guidelines for gender analysis, and provided other useful input throughout this project.

- Robin Levi, Advocacy Director, Women's Institute for Leadership Development for Human Rights (WILD), 340 Pine Street, Suite 302, San Francisco, CA, 94104, (415) 837-0795. WILD, in partnership with the Commission on the Status of Women, has been the lead force behind San Francisco's implementation of CEDAW. Ms. Levi is also an attorney for WILD. She spent numerous hours commenting on, editing, and even writing portions of this CEDAW report.
- Leslie Lundgren, Civil Engineer/ Project Manager, Public Utilities Commission, 1212 Market Street, 3<sup>rd</sup> Floor, Suite 310, San Francisco, CA 94102, (415) 554-9565. Ms. Lundgren was one of a number of women who testified over glass ceiling issues at the several city departments.
- Cindy Marano, Consultant, Wider Opportunities for Women (WOW), 3240 Kempton Avenue, Oakland, CA 94611, (510) 893-8209. Ms. Marano is a former CEDAW Task Force member for employment and economics.
- Lori McCormick, Youth Program Director, The Standing Against Global Exploitation Project (SAGE), 965 Mission Street, Suite 640, San Francisco, 94103, (415) 905-5050. Ms. McCormick leads gender specific workshops for young women at Juvenile Hall. Ms. McComick and other SAGE Project staff have designed and implemented model programs dealing with homelessness, violence, and sexual exploitation, including prostitution and pornography.
- Janet Medina, Director, Juvenile Hall, Juvenile Probation Department, 375 Woodside Avenue, San Francisco, CA 94127, (415) 753-7503. Ms. Medina has directed Juvenile Hall for years.
- Jessica Nowlan, Program Director, Center for Young Women's Development, 965 Mission Street, Suite 450, San Francisco, CA 94103, (415) 977-1980. Ms. Nowlan serves as a program director of peer education, and conducts gender specific workshops for young women and girls at Juvenile Hall. She also participated in a roundtable discussion about the Juvenile Probation Department.
- Tina Olsen, Office of Financial Management and Adminsitration, Department of Public Works, City Hall, Room 340, # 1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102, (415) 554-4831. Ms. Olsen participated in her deaprtment's response to the analysis, and assists with the department's annual budget process.
- Beth H. Parker, Director of Program and Litigation, Equal Rights Advocates, 1663 Mission Street, Suite 550, San Francisco, CA 94103, (415) 621-0672. Ms. Parker is a long time advocate on behalf of women's economic advancement, and also works in collaboration with Chinese for Affirmative Action.
- Julie Posadas, Community Outreach Coordinator, Statutory Rape Vertical Prosecution Program, Office of the District Attorney, 850 Bryant Street, Third Floor, San Francisco, CA 94103, (415) 551-9503. Ms. Posadas teaches gender specific classes for young women at Juvenile Hall. She is a longstanding advocate of gender specific services for young women, and was a member of the COSW's Out of Sight, Out of Mind Task Force.
- Toni Powell, Probation Officer, Private Placement Division, Juvenile Probation Department, 375 Woodside Avenue, San Francisco, CA 94127, (415) 753-7653. Ms. Powell refers young women and men to out of home placements.
- Mark A. Primeau, Director of Public Works and City Architect, Department of Public Works, City Hall, Room 348, #1 Dr. Carlton B. Goodlett Place, San Francisco, CA, 94102-4645, (415) 554-6920. Director Primeau's leadership ensured that management from all of his department's divisions and

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bureaus participated in the analysis. Director Primeau also himself regularly contributed to the gender analysis.

- Perviz Randeria, Consultant, 40 Lupine Avenue, San Francisco, CA, 94118-2721, (415) 386-6318. Ms. Randeria is a management and diversity consultant who specializes in gender issues.
- Rebecca Rolfe, Executive Director, San Francisco Women Against Rape (SF WAR), 1841 Market Street, 3<sup>rd</sup> Floor, San Francisco, CA 94103, (415) 861-2024. Ms. Rolfe is a longstanding and steadfast advocate in the prevention of violence against women. She and SF WAR have instituted a comprehensive system of services for female survivors of abuse and assault.
- Sandra Ruiz, Aide to Supervisor Ammiano, Board of Supervisors, City Hall, Room 244, #1 Dr. Carlton B. Goodlett Place, San Francisco, CA 94102, (415) 554-6255. Sandra Ruiz is Supervisor Ammiano's representative on the CEDAW Task Force.
- Marlene Sanchez, Community Builder, Center for Young Women's Development, 965 Mission Street, Suite 450, San Francisco, CA 94103, (415) 977-1980. Ms. Sanchez serves as peer educator, and conducts gender specific workshops for young women and girls at Juvenile Hall. She also participated in a roundtable discussion about the Juvenile Probation Department.
- Laurie Schaffner, Educator, University of California, Sociology Department, 410 Barrows Hall, #1980, Berkeley, CA 94720-1980, (510) 261-2339. Ms. Schaffner co-authored the report Out of Sight, Out of Mind and participated in the COSW's Out of Sight/Out of Mind Task Force and currently is completing her Ph.D. thesis, "Worlds of Girls in Trouble: Sex, Anger, and Violence in Everyday Life," at the Sociology Department at the University of California at Berkeley.
- Andrea D. Shorter, Deputy Director, The Names Project, 310 Townsend, Suite 310, San Francisco, CA 94107, (415) 882-5500. Ms. Shorter co-authored the report Out of Sight, Out of Mind, participated in the Out of Sight/Out of Mind Task Force, and was formerly the Director of the Detention Diversion Advocacy Project of the Center on Juvenile and Criminal Justice.
- Andre Spearman, Field Representative, Service Employees International Union (SEIU) Local 790, Fox Plaza, 1390 Market Street, Suite 118, San Francisco, CA, 94102, (415) 575-1740. Mr. Spearman serves as the representative for many staff members at the Juvenile Probation Department, including Counselors at Juvenile Hall. He provided valuable input throughout the analysis.
- Gail Stein, Former Aide to Supervisor Kaufman, City Hall, Room 244, #1 Dr. Carlton B. Goodlett Place, 94102, (415) 554-4880. Ms. Stein was responsible for helping to spearhead the adoption of the CEDAW Ordinance in San Francisco and also for the initial phase of the CEDAW Task Force development.
- Theresa Stricker, Deputy City Attorney, Office of the City Attorney, City Hall, Room 234, #1 Dr. Carlton B. Goodlett Place, San Francisco, CA, 94102-4682, (415) 554-4700. Ms. Stricker specializes in the areas of equal opportunity and affirmative action.
- Patti Tamura, Business Representative, Service Employees International Union (SEIU) Local 790, Fox Plaza, 1390 Market Street, Suite 118, San Francisco, CA, 94102, (415) 575-1740. Ms. Tamura is the CEDAW Task Force member representing the San Francisco Labor Council. She has long been an advocate on behalf of women union members and girls in the areas of employment and education.
- Joseph Tanner, Counselor, Youth Guidance Center, 375 Woodside Avenue, San Francisco, CA 94127, (415) 753-7800. Mr. Tanner is the chapter President of SEIU Local 790, representing counselors at Juvenile Hall. He has worked for years as a Counselor at Juvenile Hall.

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- Kenneth J. Theisen, Private Attorney Involvement Coordinator, San Francisco Neighborhood Legal Assistance Foundation (SFNLAF), 225 Bush 7<sup>th</sup> Floor, San Francisco, CA 94104, (415) 982-8399. Mr. Theisen is the CEDAW task force community member for violence against women. He works for SFNLAF, a legal services agency which provides many services to women survivors of violence.
- Cossette Thompson, Western Regional Director, Amnesty International USA, 500 Sansome Street, Suite 615, San Francisco, CA 94111, (415) 291-9233. Ms. Thompson is a community member of the CEDAW Task Force for that works in the area of international human rights and is knowledgeable about CEDAW. Amnesty International USA was part of the core group of community organizations that was the force behind San Francisco's adoption of CEDAW.
- George Thoppil, Manager, Administration and Facilities, Bureau of Constuction Management, 1680 Mission Street, San Francisco, CA 94103, (415) 554-8356. Mr. Thoppil participated in his department's gender analysis.
- Gwendolyn B. Tucker, Assistant Chief Probation Officer, Juvenile Probation Department (JVP), 375 Woodside Avenue, San Francisco, CA 94127, (415) 753-7558. Ms. Tucker is the Juvenile Probation Department's liaison to the CEDAW Task Force for the gender analysis, and is an expert in the field of criminal justice.
- Pansy Waller, Compliance Officer, Human Rights Commission, 25 Van Ness Avenue, 8<sup>th</sup> Floor, San Francisco, CA 94103, (415) 252-2519. Ms. Waller is staff to the Employment Committee of the Human Rights Commission.
- Ted Hsien Wang, Policy Director, Chinese For Affirmative Action (CAA), 1155 Market Street, 2<sup>nd</sup> Floor, San Francisco, CA 94103, (415) 554-1575. Mr. Wang is a specialist in the area of discrimination and equal opportunity, city contracting, and nontraditional employment opportunities for people of color and other diverse communities.
- Kate Washburn, Youth Program Coordinator, Women's Institute for Leadership Development for Human Rights (WILD), 340 Pine Street, Suite 302, San Francisco, CA 94104, (415) 837-0795. Ms. Washburn is an expert in the area of international human rights and the leadership of young women. She co-facilitated a roundtable discussion about the Juvenile Probation Department, commented on this report, and frequently attends CEDAW Task Force meetings.
- Jesse Williams, Chief Probation Officer and Director, Juvenile Probation Department, 375 Woodside Avenue, San Francisco, CA 94127, (415) 753-7556. Chief Williams ensured that his relatively small staff conducted the gender analysis within a limited time frame, he himself providing valuable input throughout the gender analysis. Under his leadership, the Department has made providing services to girls a top priority.
- Maurice S. Williams, Deputy Bureau Chief, Bureau of Constuction Management, 1680 Mission Street, San Francisco, CA 94103, (415) 554-8362. Mr. Williams participated in his department's gender analysis.
- Robert Wertz, Director, Probation Services Division, Juvenile Probation Department, 375 Woodside Avenue, San Francisco, CA 94127, (415) 753-7547. In addition to participating in his department's gender analysis, Mr. Wertz is responsible for managing the Probation Services Division.
- Nancy Yalon, Probation Services Division, Juvenile Probation Department, 375 Woodside, Room 328, San Francisco, CA 94127, (415) 753-7652. Ms. Yalon works with youth and mental health within the Juvenile Probation Department, with a focus in the area of girls' mental health.
- Dorothy Yee, Manager, Equal Employment Opportunity Programs, Department of Human Resources, 44 Gough Street, San Francisco, CA 94103, (415) 557-4982. Ms. Yee represents the Department of

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Human resources on the CEDAW Task Force. She has worked with the city for many years, and is knowledgeable in the city's equal opportunity, affirmative action, and other personnel policies.

- Dot Y. Yee, Manager, Administration and Facilities, Bureau of Constuction Management, 1680 Mission Street, San Francisco, CA 94103, (415) 554-8356. Mr. Yee participated in his department's gender analysis.