



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



London N. Breed
Mayor

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San Francisco Department on the Status of Women Releases an Encouraging Gender Analysis Report for Participation of People of Color Women of Color and Underrepresented Communities on San Francisco Boards and Commissions

San Francisco, CA – The San Francisco Department on the Status of Women is pleased to release the *2021 Gender Analysis of Commissions and Boards Report* and share that under Mayor London Breed's leadership, representation of women, people of color, and women of color on policy bodies continues to increase. As evidenced by the data in the report, the Department applauds Mayor Breed and the Board of Supervisors for remaining committed to diversifying policy body appointments across all diversity categories, including for positions of influence and authority.

"Diversity and equity in representation is the secret sauce to good policy outcomes, and San Francisco is leading the way to ensure that all voices are heard at the City's decision-making tables," said Kimberly Ellis, Director of the Status of Women. "Mayor Breed and the Board of Supervisors should be very proud of their collective work, but there's more San Francisco can do to truly level the playing field and invite those missing voices to our policy work - like guaranteeing more female representation on bodies with the largest budgets and ensuring Latinx and Asian people, especially men, are better represented in the future."

Key Findings of the Report:

1. Mayoral appointments include 60 percent women, 59 percent people of color, and 37 percent women of color, which is more diverse by gender and race compared to both Supervisorial appointments and total appointments.
2. Fiscal year 2020-2021 saw the largest increase in representation of women on policy bodies since 2009. Most notably, women of color have the highest representation of appointees to date, and the Commission on the Status of Women holds the highest representation of people of color at 86 percent.
3. Commissions that oversee the largest budgets have members of the LGBTQIA+ community, people with disabilities, and Veterans represented at higher percentages than the general population.
4. Black and African American women and men are well-represented on San Francisco policy bodies. Black women are 8 percent of appointees compared to 2.4 percent of

the population, and Black men are 4 percent of appointees compared to 2.5 percent of the population.

5. Latinx and Asian groups are underrepresented on San Francisco policy bodies compared to the population. Latinx individuals are 15 percent of the population but make up only 9 percent of appointees. Asian individuals are 36 percent of the population but make up only 26 percent of appointees.
6. Although women are half of all appointees, those commissions and boards with the largest budgets have fewer women, and especially fewer women of color. Meanwhile, representation of women on Boards and Commissions with the smallest budgets are near parity with the San Francisco population.

Data was collected from 92 policy bodies and from a total of 349 members, mostly appointed by the Mayor and Board of Supervisors. The report includes policy bodies, such as task forces, committees, and advisory bodies, in addition to commissions and boards. Due to the pandemic, data collection methods were limited as compared to previous years, including the inability to conduct paper surveys and perform in-person collection. Reliance on online surveying significantly reduced the level of participation; however the 2021 Gender Analysis Report is the most inclusive report to date.

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

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

Vacancies and applications to apply for Boards, Commissions, and Task Forces can be found at the San Francisco Board of Supervisors website, <https://sfbos.org/vacancy-boards-commissions-task-forces>.

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