2017 Gender Analysis of Commissions and Boards: Executive Summary

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

Gender Analysis Findings

Gender

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

Race and Ethnicity

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


The full report is available at the San Francisco Department on the Status of Women website, [http://sfgov.org/dosw/](http://sfgov.org/dosw/).