

FIERCE Advisory Panel Charter

Background

The San Francisco Elections Commission (SFEC) has been engaged in a Redistricting Initiative project to upgrade its local redistricting processes to current best practices since June 2022. It would like to refer a final set of reform recommendations to the Board of Supervisors to amend the Charter in 2024. In order to meet the tight timeline for a ballot measure, the Commission would like to leverage the assistance of good government groups to advise it on how to customize best practice recommendations for San Francisco. This is the genesis of the Fair, Independent, and Effective Redistricting for Community Engagement (FIERCE) Advisory Panel.

Membership

In addition to Redistricting Initiative leads Commissioners Cynthia Dai and Renita LiVolsi, the following individuals have volunteered to lend their expertise to the FIERCE Advisory Panel:

Russia Chavis Cardenas, *Voting Rights & Redistricting Program Manager*, [California Common Cause](#)



Russia Chavis Cardenas is the Voting Rights & Redistricting Program Manager with California Common Cause. Russia brings almost 15 years of experience in public policy and advocacy. She was previously the Senior Vice President of Policy and Government Affairs at Community Health Councils in Los Angeles as well as Deputy Secretary for Budget and Finance at the California State Transportation Agency in Sacramento. Russia is based in LA and is leading work focused on LA redistricting, implementation of the Voters Choice Act, Election Protection, and other projects pertaining to voting rights and redistricting.

Lauren Girardin (she/her), *Redistricting Team*, [League of Women Voters of San Francisco](#)



Lauren Girardin is a communications consultant, storyteller, and plain language writer with expertise in community engagement and digital communications. She works with nonprofits, foundations, government agencies, and companies. Lauren has been a member of the League of Women Voters of San Francisco since 2014, volunteering on its Communications Committee, and has co-led LWVSF's work on the San Francisco redistricting process with Jenny Tse since 2020. She served on the San Francisco Department of Elections' Ballot Simplification Committee from 2019 to 2021.

Sietse Goffard, *Senior Program Coordinator, Voting Rights*, [Asian Americans Advancing Justice – Asian Law Caucus](#)



Sietse Goffard specializes in voting rights, fair redistricting, and civic engagement at the Asian Law Caucus (ALC). He runs ALC's nonpartisan election observation program and serves on the San Francisco Department of Elections' Language Access Advisory Committee. Sietse previously worked at the Consumer Financial Protection Bureau (CFPB) in Washington DC leading projects to promote fair housing and lending. Sietse holds an MPP from Harvard Kennedy School and a BA from Harvard College, where he served as class president and co-led a citizenship mentoring program for older immigrants.

Chema Hernández Gil, Member, [2021-2022 Redistricting Task Force](#)



Appointed by the Board of Supervisors to the last Redistricting Task Force, Chema Hernández Gil has been a champion of political and civic engagement in San Francisco for more than a decade. He first worked as an organizer and then as a board director at the SF Bicycle Coalition, one of the largest member-based organizations in the city. Later, at the San Francisco Rising Alliance, he managed civic engagement programs focused on political education and engagement of working-class communities of color across the city. Most recently, he has dedicated his time to political organizing for a labor union, with a focus on political education and increasing electoral engagement.

Jenny Tse, Advocacy Chair, [League of Women Voters of San Francisco](#)



Jenny Tse is the League of Women Voters of San Francisco's Advocacy Committee Chair. She has been a member of LWVSF since 2016 and a director on its board since 2017. Jenny has co-led LWVSF's work on the San Francisco redistricting process with Lauren Girardin since 2020. She is the Contract and Grievance Secretary for UNITE HERE! Local 2.

Mission/Scope

To analyze and recommend acceptable options to the SFEC on how to improve San Francisco's redistricting processes based on best practices. This includes assessing the potential impact of pending state legislation which may serve as models to emulate or simply abide by.

Transparency

As a passive policy body under San Francisco's Sunshine Ordinance, the FIERCE Advisory Panel will hold its meetings at City Hall or other publicly accessible locations and provide advance notice by posting scheduled meetings on the SFEC website. Discussions and recommendations will also be summarized at SFEC meetings.

Governance

As a purely advisory body, the FIERCE Advisory Panel will provide its recommendations, pros and cons, and other insights after discussion to inform decisions by SFEC.

Timeline

The FIERCE Advisory Panel has tentatively scheduled its first official meeting for May 24 at 7pm, with additional meetings planned in June as needed prior to SFEC's June meeting. At that meeting, preliminary recommendations will be presented for SFEC's consideration and vote. If additional recommendations or feedback require more discussion by FIERCE, it will schedule more meetings as needed in time for SFEC's July meeting. This should give the Commission time to consider any final recommendations and vote on the package of reforms for the City Attorney's office to review in August, allowing referral to the Board of Supervisors by September.