

From: [Sophia Andary \[she/her\]](#)
To: [Ethics Commission, \(ETH\)](#)
Cc: [Sophia Andary \[she/her\]](#)
Subject: Comment regarding December 12, 2025 Agenda Item: In the Matter of Sophia Andary, SFEC Case No. 25-1001"
Date: Thursday, December 11, 2025 2:38:02 PM

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Regarding: ***Discussion and Possible Action Regarding Proposed Stipulation, Decision and Order In the Matter of Sophia Andary, SFEC Case No. 25-1001***

Hello Commissioners,

My name is Sophia Andary, and I would like to ensure my statement is entered into the public record.

As the co-founder and former chair of Women's March San Francisco, I was asked to develop a civic engagement and organizing workshop for a Women's Summit hosted by the department I oversee. At our first meeting on March 29, 2024, we discussed the workshop, and I was informed that I would receive a stipend. I immediately stated that I was willing to forgo any compensation if it created a conflict of interest, and I was told at that time that there was no conflict. This was the first and only discussion of a stipend, and no specific amount was mentioned.

As a commissioner, I had previously approved a grant for the Women's Summit before I was ever made aware of a stipend or my full involvement in the summit. On April 29, 2024, I received a \$1,000 stipend. I disclosed this on my 2024 Form 700.

On March 28, 2025, the stipend was publicly reported as a potential conflict of interest. As soon as I saw the article, I immediately contacted the Ethics Commission and submitted a General Guidance Request to clarify the timeline and to emphasize that there was no malintent. I also offered to return the funds. I sought guidance from my assigned City Attorney and the Mayor's Chief of Staff, reiterating my desire to return the stipend and my understanding that this was not a violation at the time. Unfortunately, I did not receive directions on how to return the funds.

In September 2025, I fully cooperated with the Ethics Commission's investigation, including meeting with investigators and providing all relevant information and timelines.

I believe in transparency, accountability, and the integrity of this process. I accepted the stipulation because I have always intended to return the funds once I learned it was a conflict, and because I believe in taking responsibility.

Thank you,
Sophia Andary