



City of  
Santa Rosa

# **Board and Commission Diversity Report**

**City Council  
February 22, 2022**

# City Charter

Section 11 - Requires an annual report on the diversity of Council appointments and applications received for boards, commissions, and committees.

1. Art in Public Places
2. Bicycle & Pedestrian Advisory Board
3. Board of Community Services
4. Board of Building Regulations Appeals
5. Board of Public Utilities
6. Community Advisory Board
7. Cultural Heritage Board
8. Design Review Board
9. Housing Authority
10. Measure O Oversight Committee
11. Personnel Board
12. Planning Commission
13. Waterways Advisory Committee

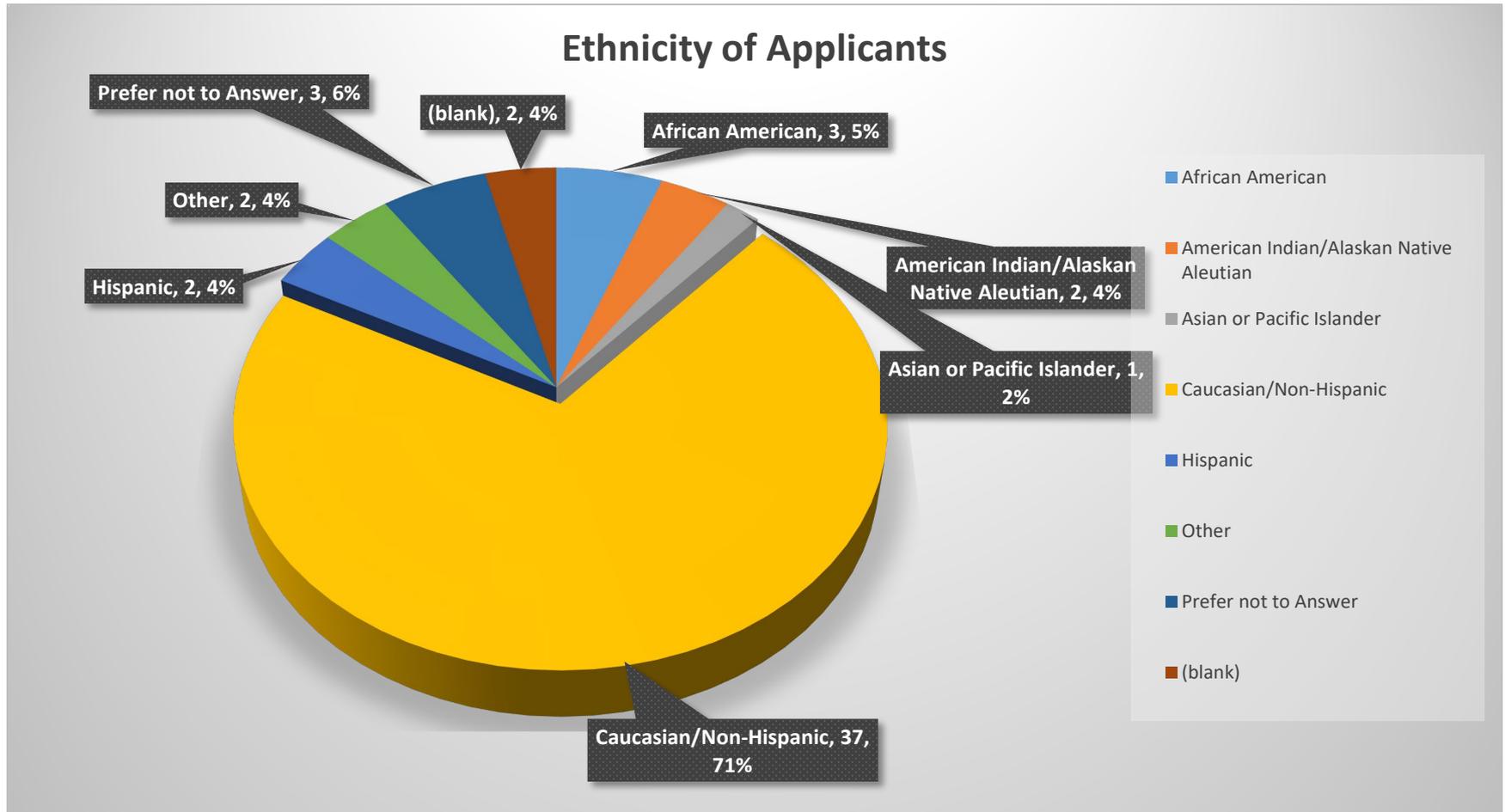
## 2018 Applicants

- 70 applications
- 94% reported gender information
- 90% reported race/ethnicity information
- 100% reported home address that could be mapped

## 2018 Appointees

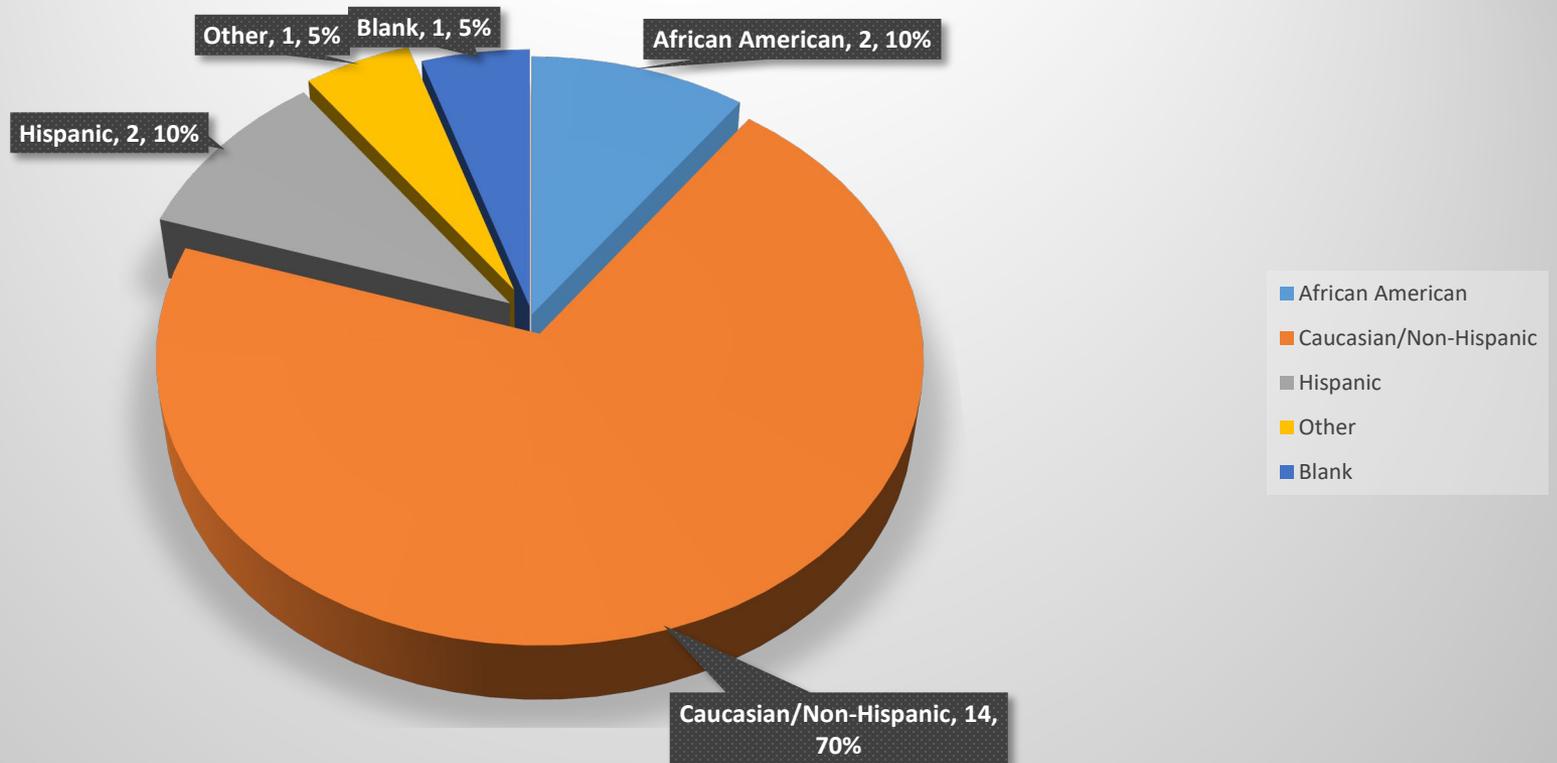
- 20 appointments made
- 19 reported gender information
- 19 reported race/ethnicity information

# 2018 Ethnicity of Applicants

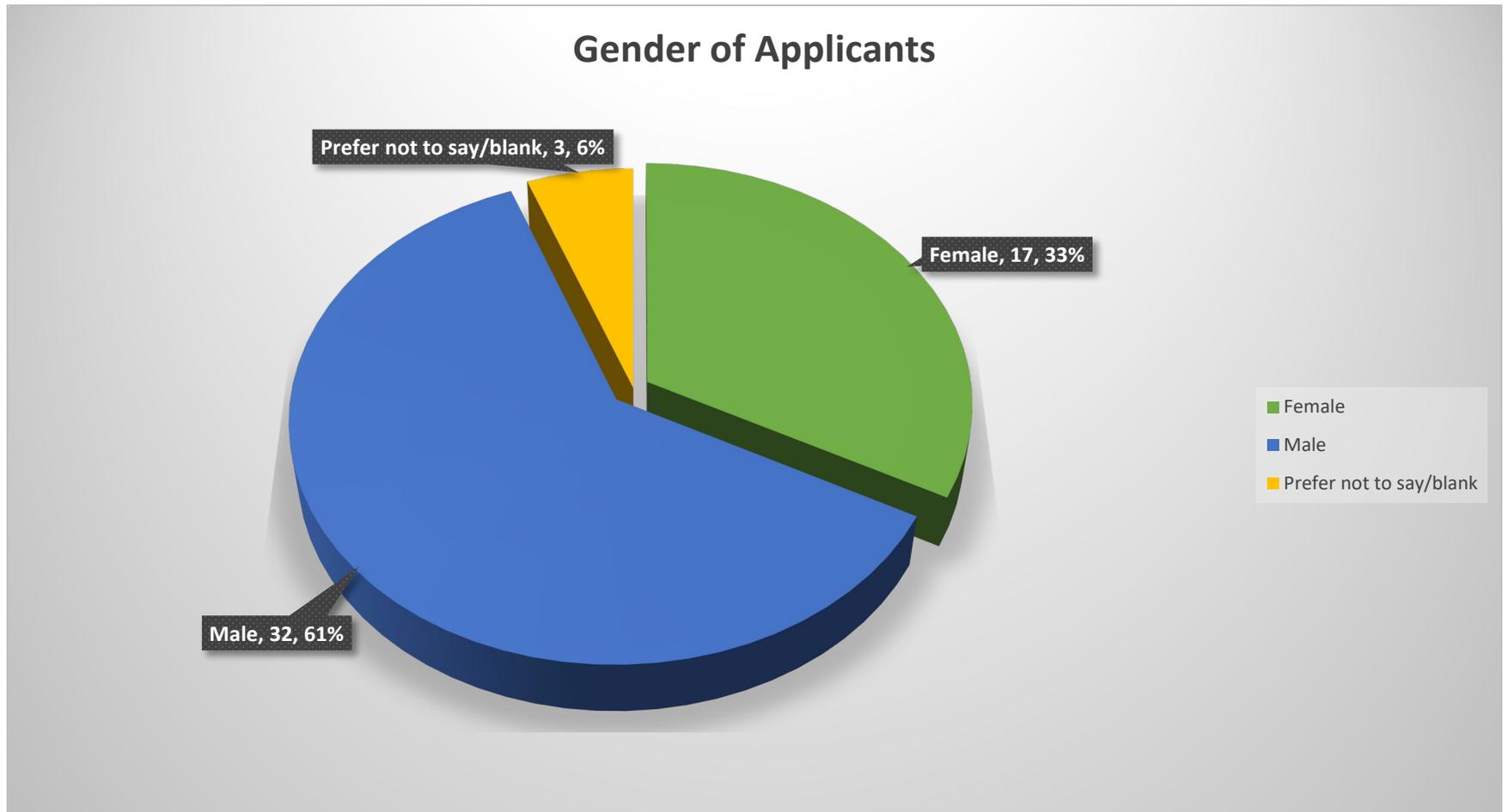


# 2018 Ethnicity of Appointees

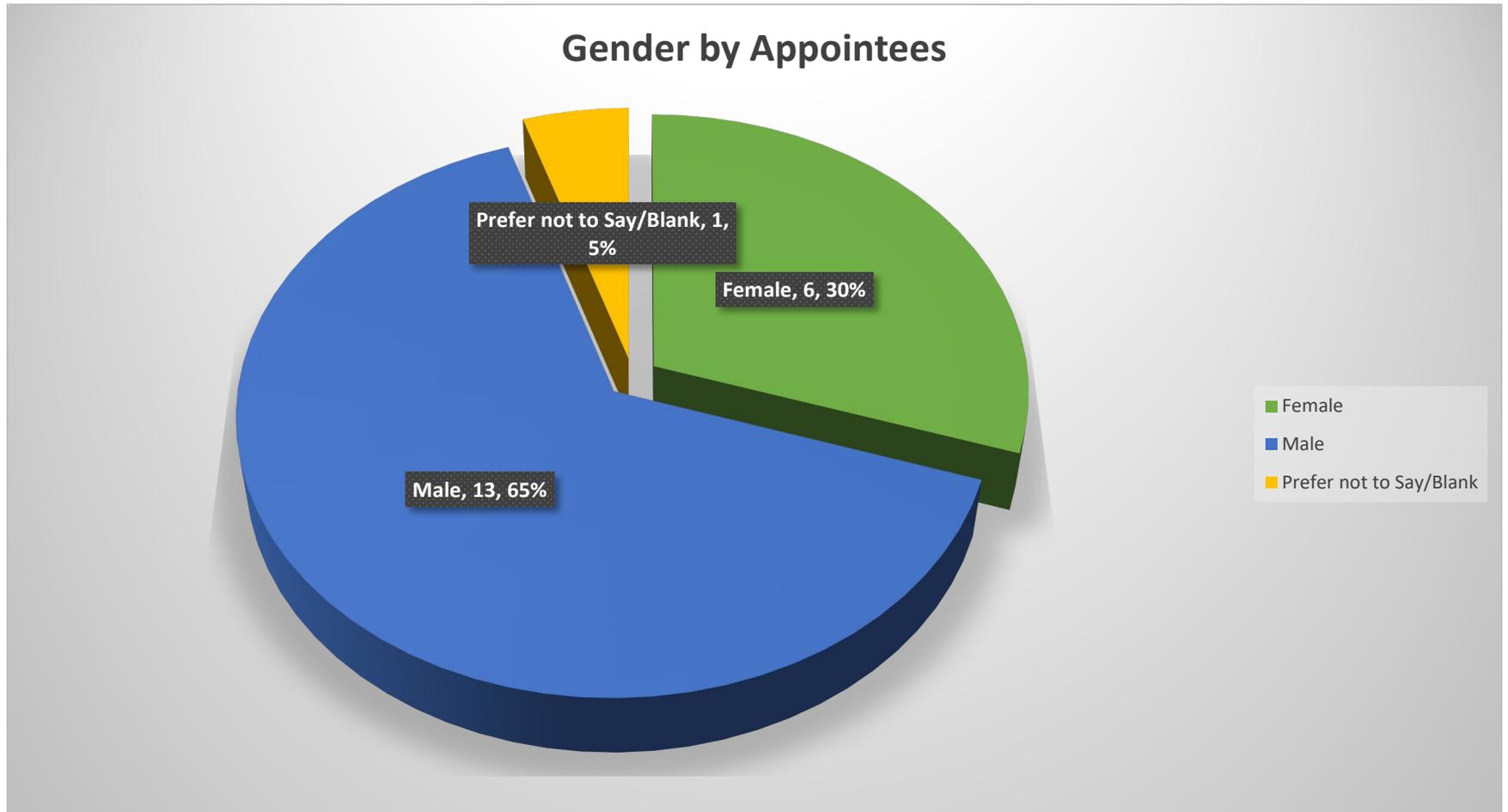
Ethnicity of Appointees



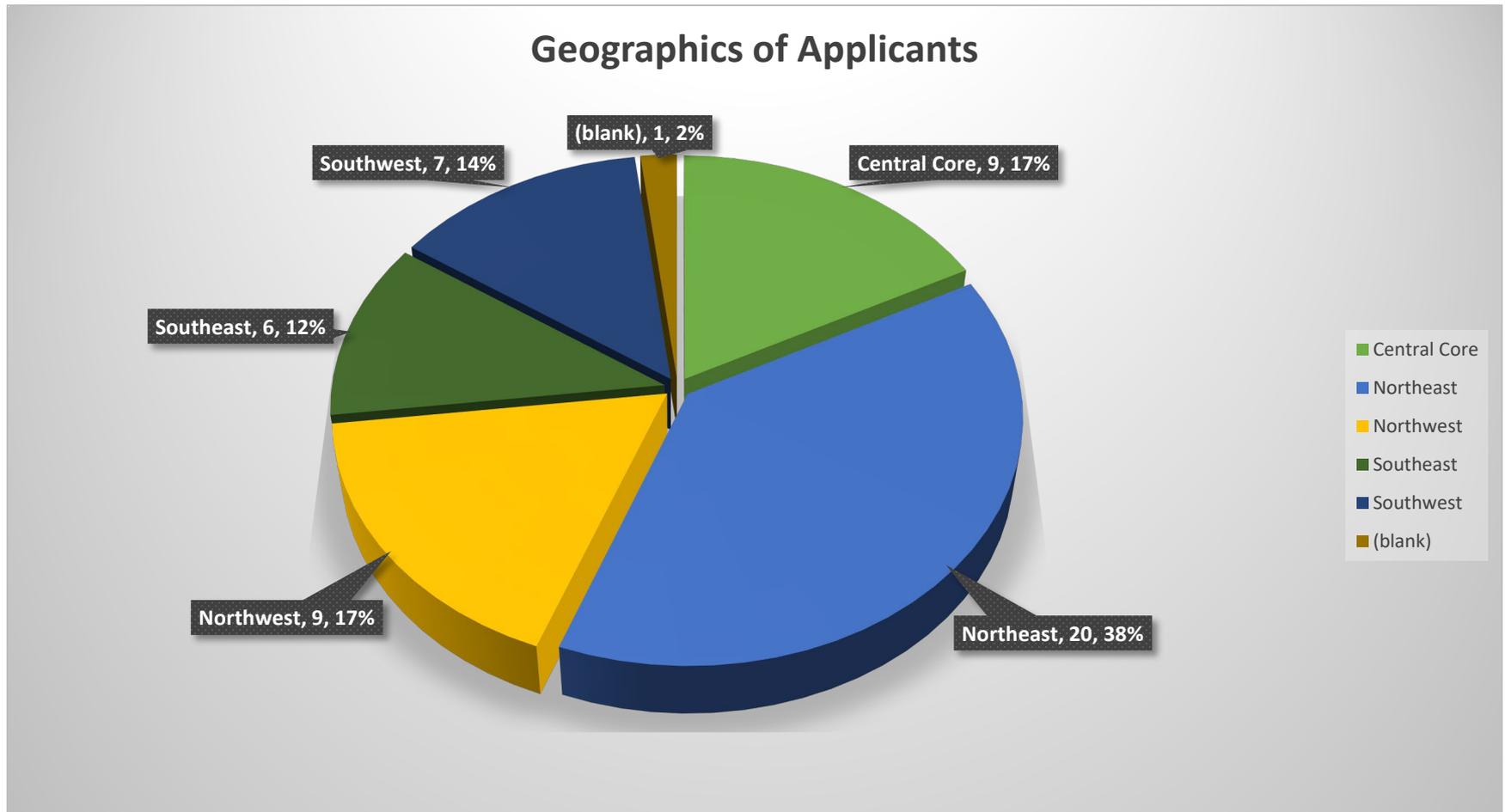
# 2018 Gender of Applicants



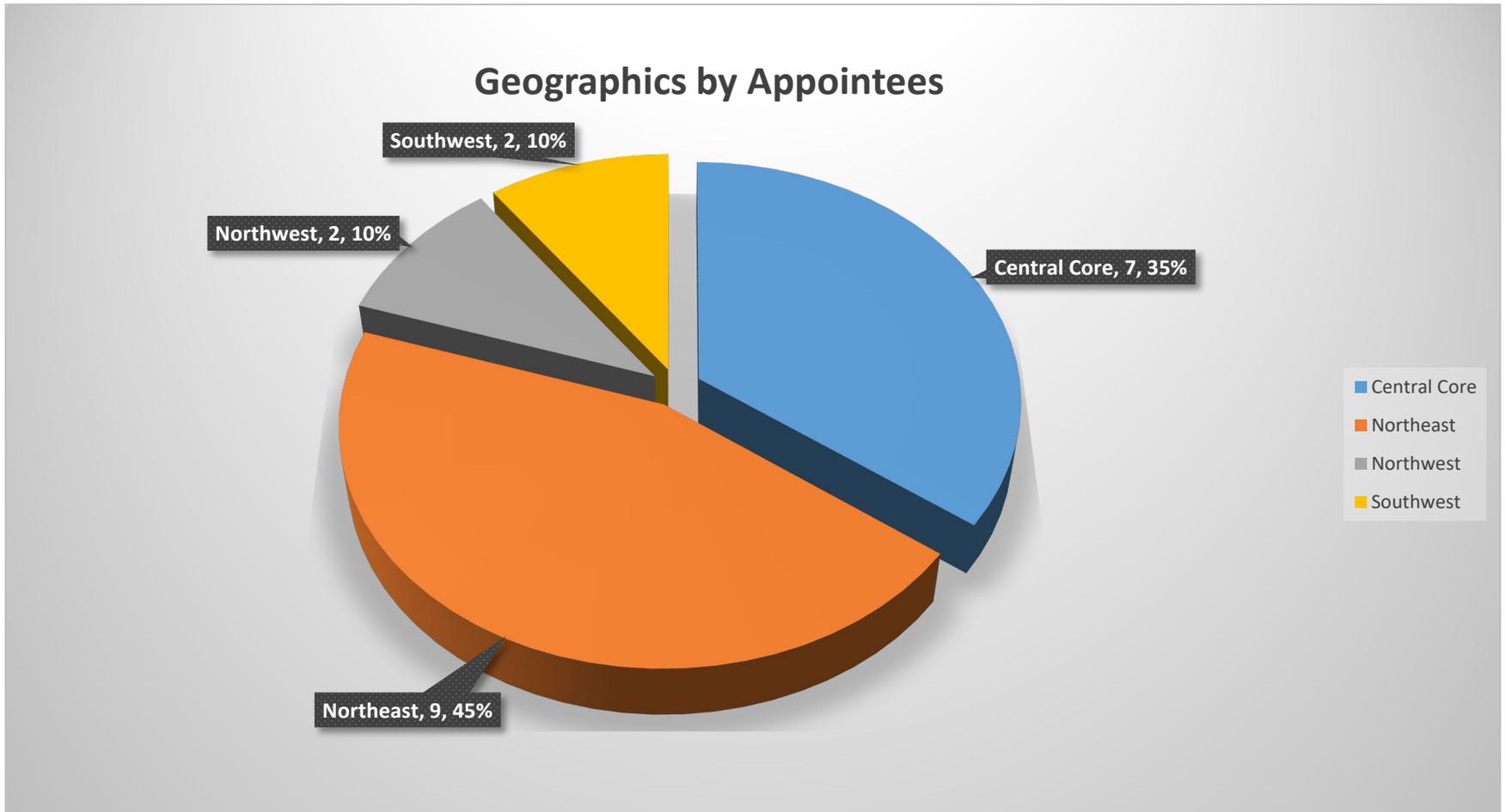
# 2018 Gender of Appointees



# 2018 Geographics of Applicants



# 2018 Geographics of Appointees



# 2018 Ethnicity of Applicants by Board

	APPC	BPAB	BOCS	BPU	CAB	CHB	DRB	HA	Measure "O"	PB	PC	WAC	Grand Total
African American	1		1								1		3
American Indian/Alaskan Native Aleutian			1	1	1		1				1		5
Asian or Pacific Islander			1										1
Caucasian/Non-Hispanic	2	1	11		5		2	5	1	4	2	8	41
Hispanic					2								2
Other	1	1	1		1							1	5
Prefer not to Answer		2			1								3
(blank)		1	1		1	1	1	1	2		1	1	10
<b>Grand Total</b>	<b>4</b>	<b>5</b>	<b>16</b>	<b>1</b>	<b>11</b>	<b>1</b>	<b>4</b>	<b>6</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>10</b>	<b>70</b>

# 2018 Ethnicity of Appointees by Board

	APPC	BPAB	BOCS	BPU	CAB	DRB	HA	Measure "O"	PC	WAC	Grand Total
African American					1		1				2
Caucasian/Non-Hispanic	1	2	1	2		1	1	1	1	4	14
Hispanic				1	1						2
Other					1						1
Blank								1			1
<b>Grand Total</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>4</b>	<b>20</b>

# Gender of Applicants by Board

	APPC	BPAB	BOCS	BPU	CAB	CHB	DRB	HA	Measure O	PB	PC	WAC	Grand Total
Female	1	1	5		4			4			1	5	20
Male	3	2	10	1	6		3	1	1	4	3	4	38
Prefer not to say (blank)		1											1
		1	1		1	1	1	1	2		1	1	10
<b>Grand Total</b>	<b>4</b>	<b>5</b>	<b>16</b>	<b>1</b>	<b>11</b>	<b>1</b>	<b>4</b>	<b>6</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>10</b>	<b>70</b>

# 2018 Gender of Appointees by Board

	APPC	BPAB	BOCS	BPU	CAB	DRB	HA	Measure "O"	PC	WAC	Grand Total
Blank								1			1
Female	1	2	1		1		1				6
Male				3	2	1	1	1	1	4	13
<b>Grand Total</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>4</b>	<b>20</b>

# 2018 Geographics of Applicants by Board

	APPC	BPAB	BOCS	BPU	CAB	CHB	DRB	HA	Measure "O"	PB	PC	WAC	Grand Total
Central Core	1	2	3		2		1	2			2	3	16
Northeast	2	2	3		3		1	2	2	3		2	20
Northwest	1		5								1	2	9
Southeast			3					1		1		1	6
Southwest			1	1	5		1				1	1	10
(blank)		1	1		1	1	1	1	1		1	1	9
<b>Grand Total</b>	<b>4</b>	<b>5</b>	<b>16</b>	<b>1</b>	<b>11</b>	<b>1</b>	<b>4</b>	<b>6</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>10</b>	<b>70</b>

# 2018 Geographics of Appointees by Board

	APPC	BPAB	BOCS	BPU	CAB	DRB	HA	Measure "O"	PC	WAC	Grand Total
Central Core		1		1	1		2	1		1	7
Northeast	1	1		2	2	1		1		1	9
Northwest			1						1		2
Southwest										2	2
<b>Grand Total</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>3</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>1</b>	<b>4</b>	<b>20</b>

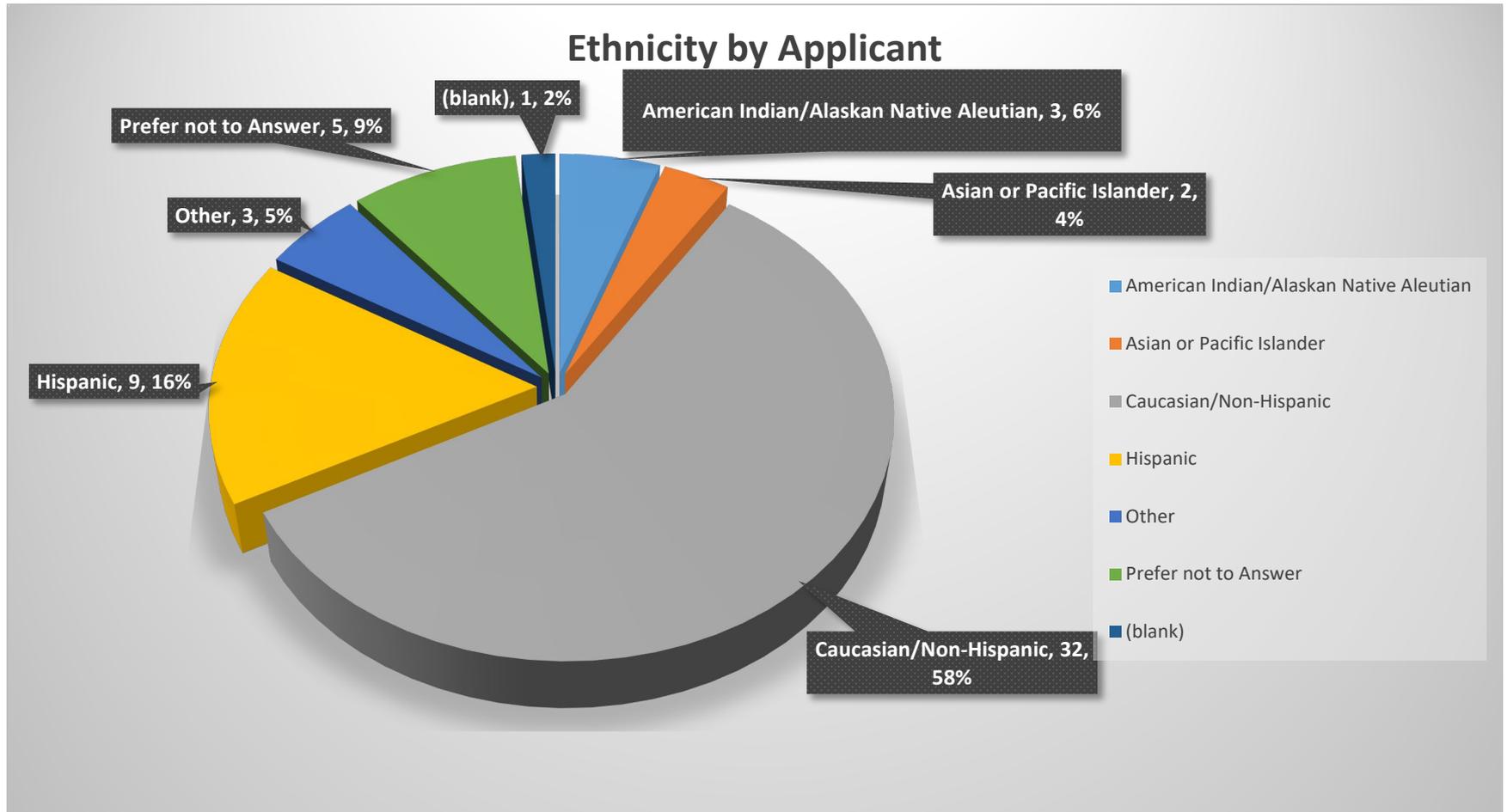
## 2019 Applicants

- 67 applications
- 96% reported gender information
- 89% reported race/ethnicity information

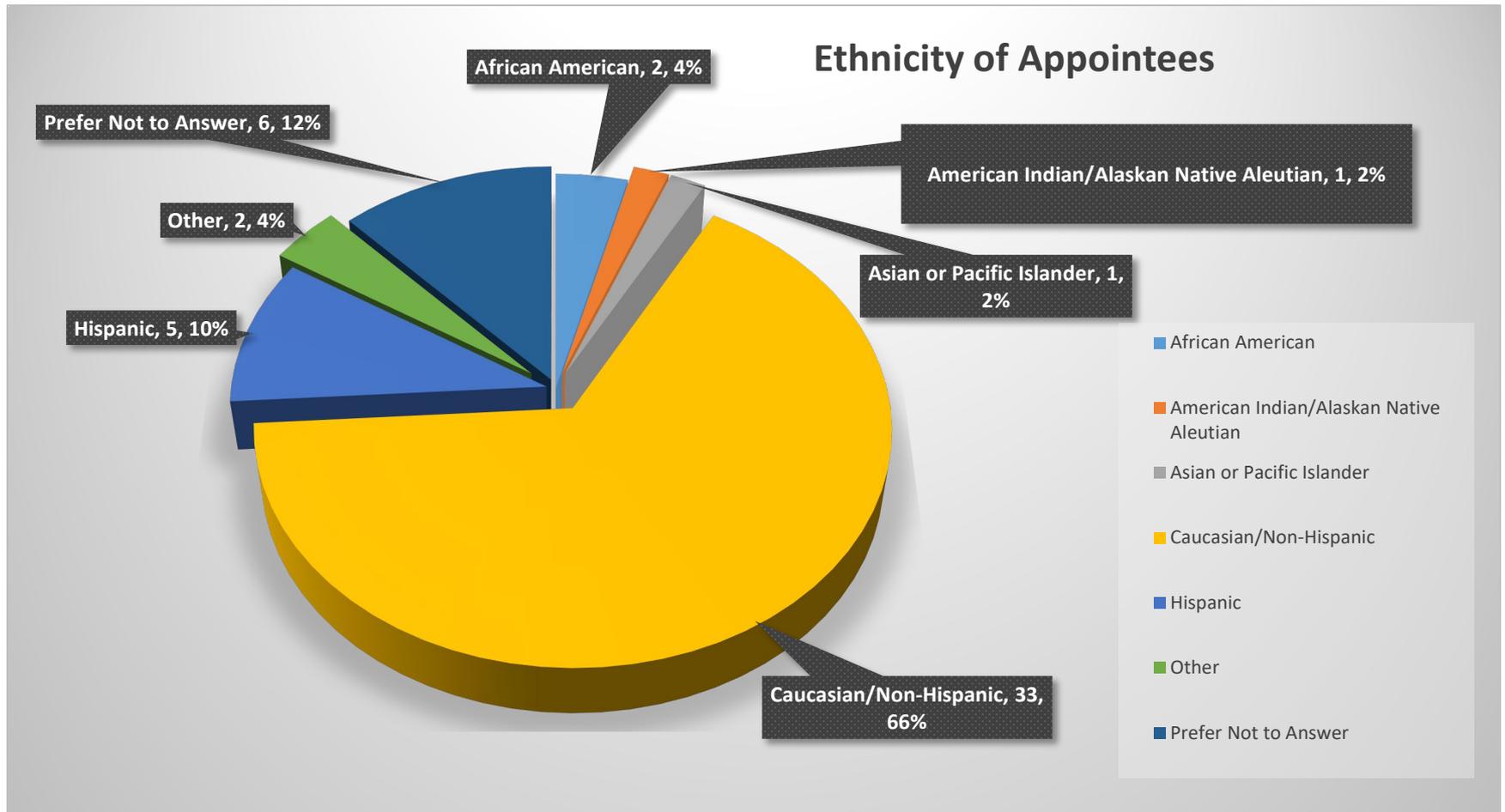
## 2019 Appointees

- 50 appointments made
- 50 reported gender information
- 50 reported race/ethnicity information

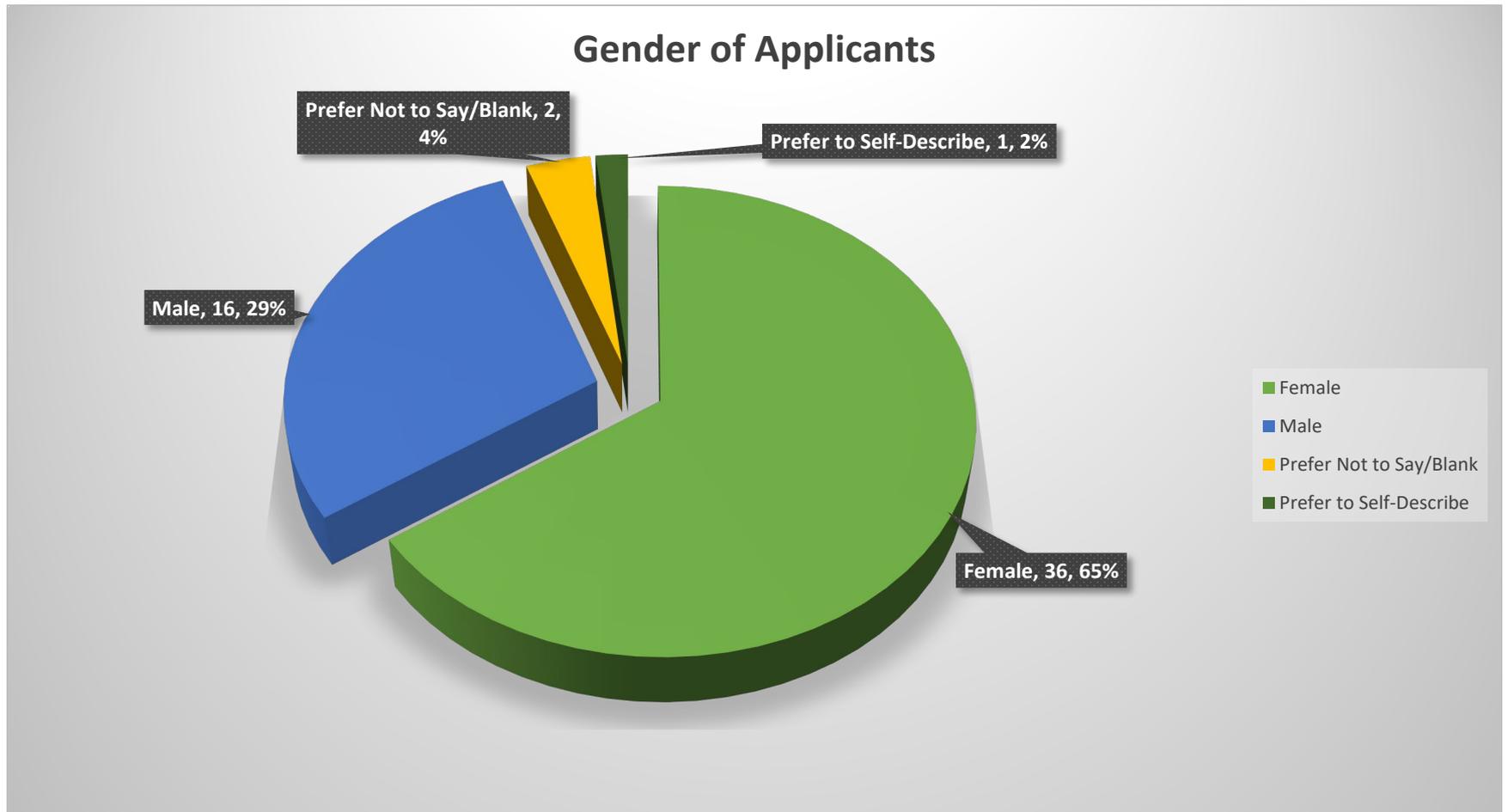
# 2019 Ethnicity of Applicants



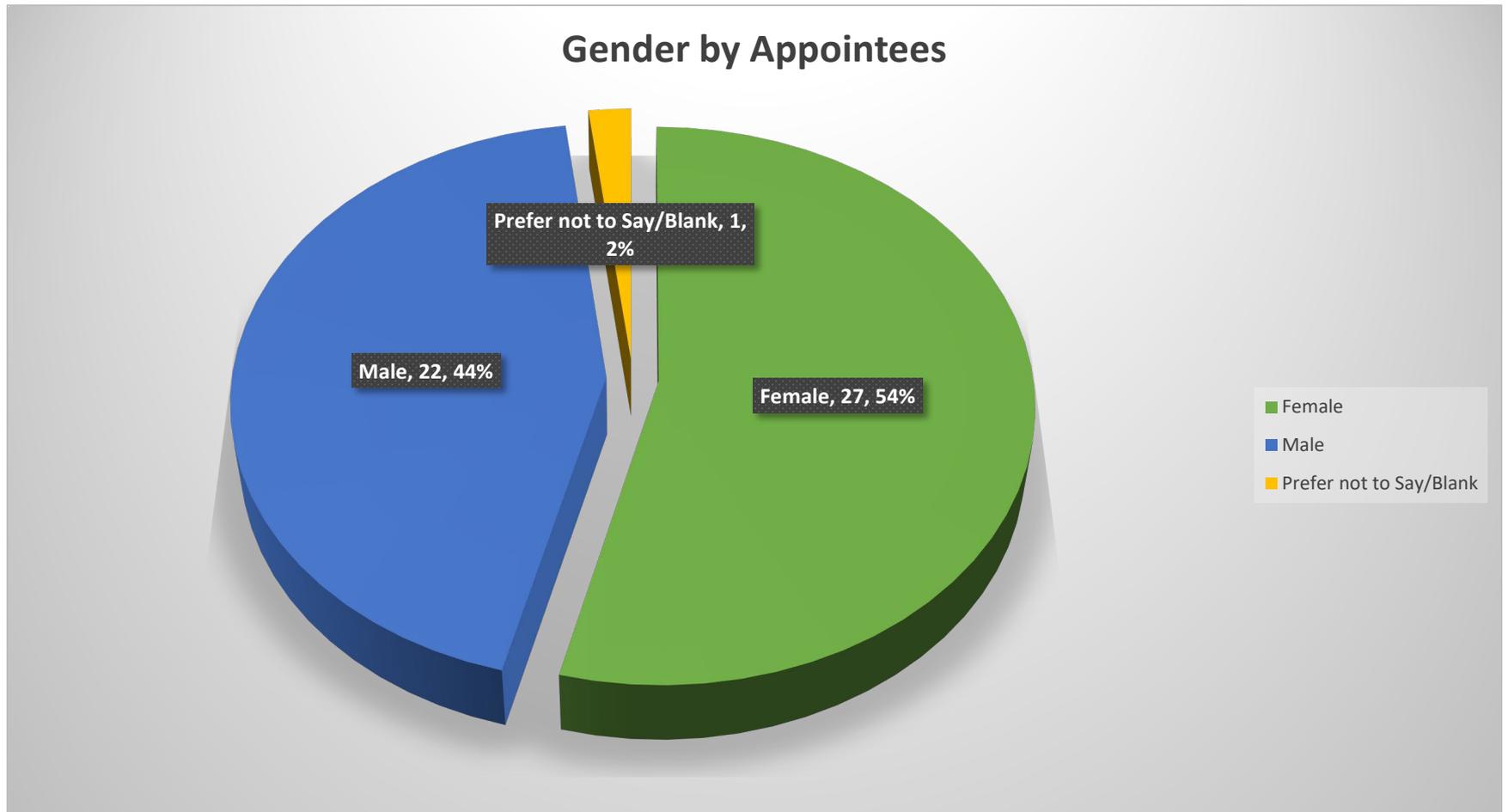
# 2019 Ethnicity of Appointees



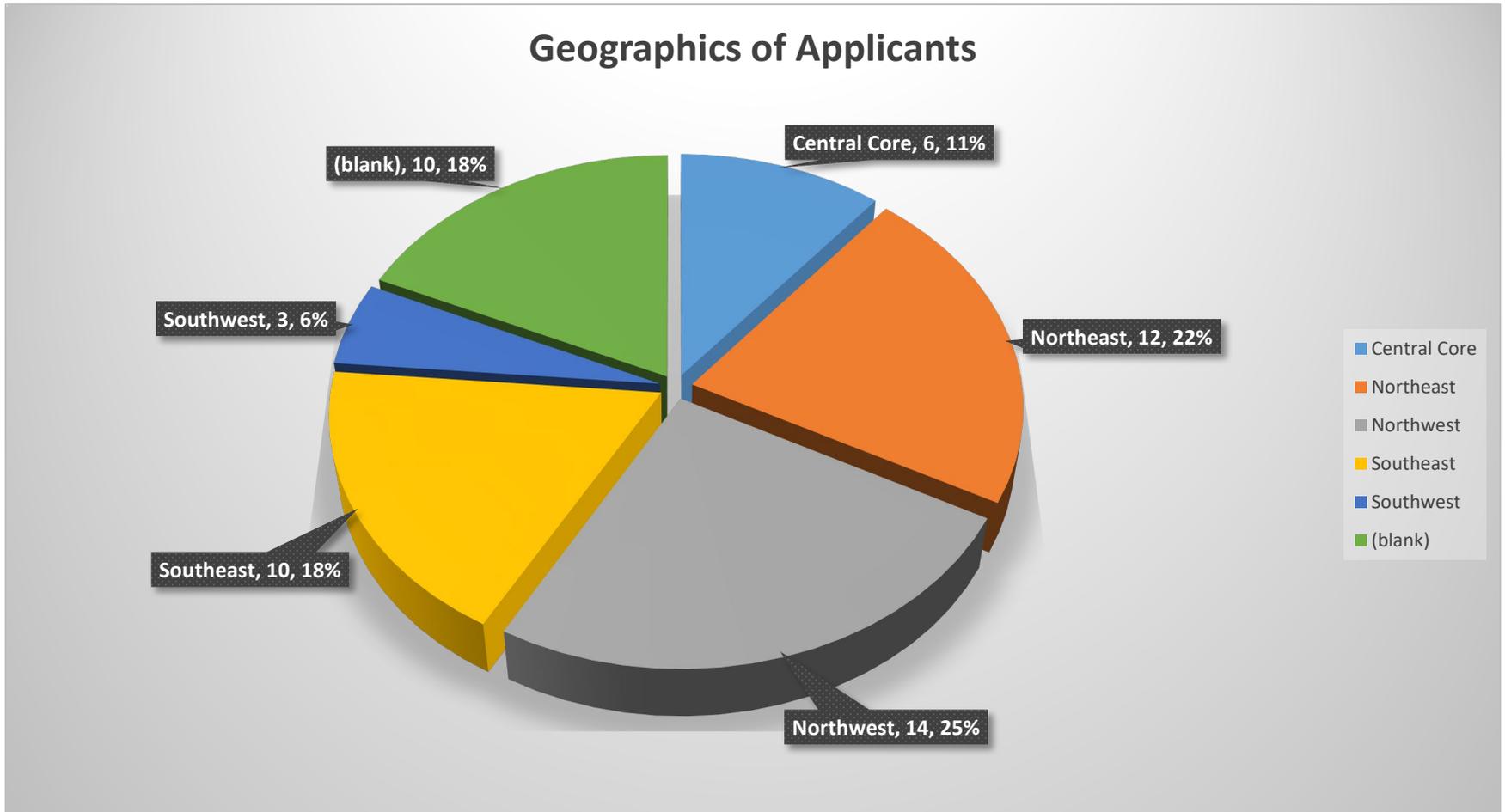
# 2019 Gender of Applicants



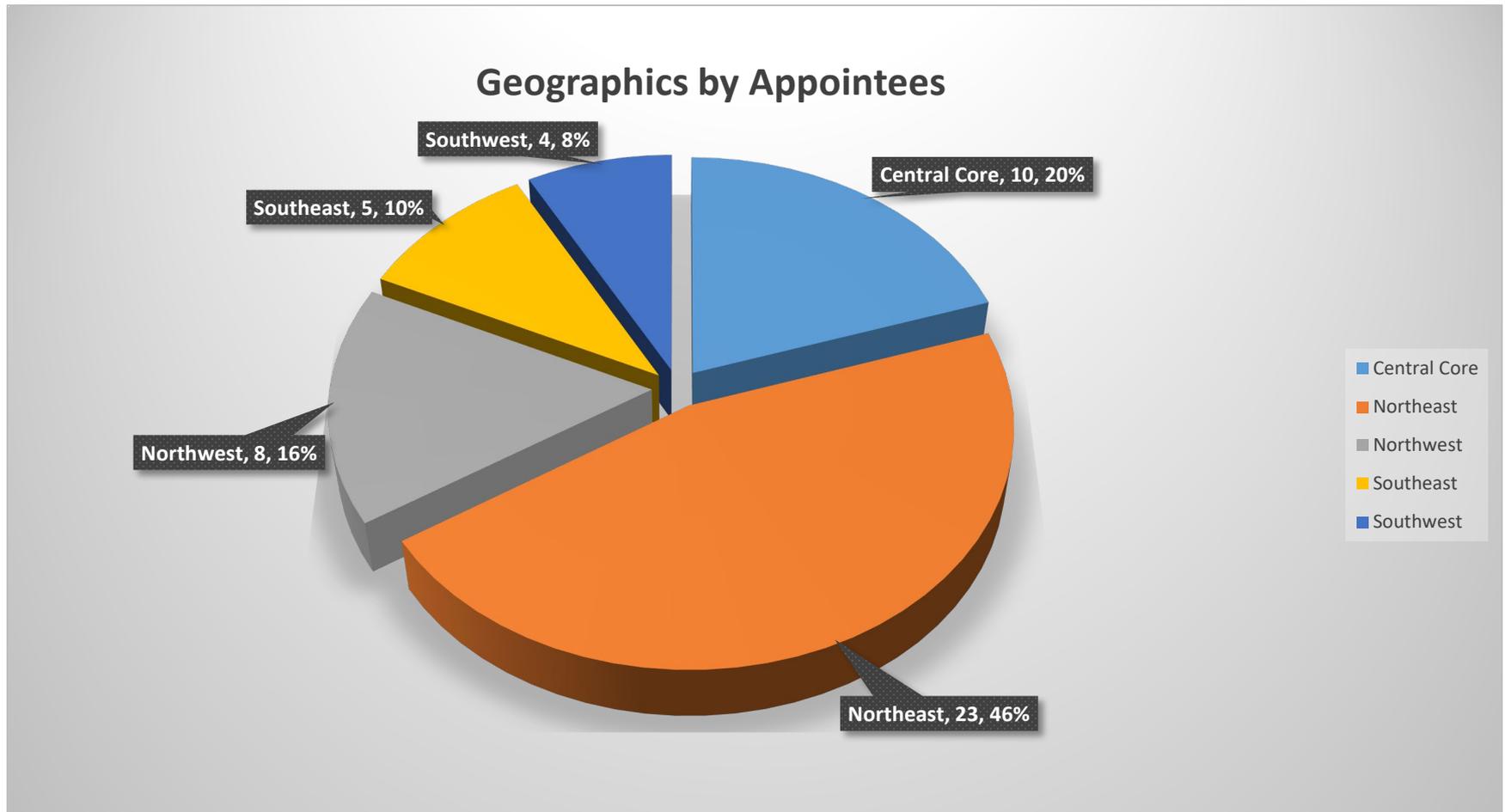
# 2019 Gender of Appointees



# 2019 Geographics of Applicants



# 2019 Geographics of Appointees



# 2019 Ethnicity of Applicants by Board

	APPC	BPAB	BOBRA	BOCS	BPU	CAB	CHB	DRB	HA	Measure "O"	PB	Planning	Grand Total
American Indian/Alaskan Native Aleutian				1		1			1				3
Asian or Pacific Islander						1					1		2
Caucasian/Non-Hispanic	4	4	1	2	1	12	3	2	8	2		1	40
Hispanic	1					4			1		2	1	9
Other		1								1	1		3
Prefer not to Answer (blank)		2	1			2			2	1		1	9
									1				1
<b>Grand Total</b>	<b>5</b>	<b>7</b>	<b>2</b>	<b>3</b>	<b>1</b>	<b>20</b>	<b>3</b>	<b>2</b>	<b>13</b>	<b>4</b>	<b>4</b>	<b>3</b>	<b>67</b>

# 2019 Ethnicity of Appointees by Board

	APPC	BPAB	BOBRA	BOCS	BPU	CAB	CHB	DRB	HA	Measure "O"	PB	PC	Grand Total
African American	1											1	2
American Indian/Alaskan Native Aleutian											1		1
Asian or Pacific Islander											1		1
Caucasian/Non-Hispanic	3	4	2	3	2	4	6	4	3	1		1	33
Hispanic			1			2					2		5
Other										1	1		2
Prefer Not to Answer		1	1			2			1	1			6
<b>Grand Total</b>	<b>4</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>8</b>	<b>6</b>	<b>4</b>	<b>4</b>	<b>3</b>	<b>5</b>	<b>2</b>	<b>50</b>

# 2019 Gender of Applicants by Board

	APPC	BPAB	BOBRA	BOCS	BPU	CAB	CHB	DRB	HA	Measure " O"	PB	PC	Grand Total
Female	4	5		2	1	12	1	1	7	2	3	2	40
Male	1		2	1		8	2	1	5	2	1	1	24
Prefer not to say		1											1
Prefer to self-describe		1											1
(blank)									1				1
<b>Grand Total</b>	<b>5</b>	<b>7</b>	<b>2</b>	<b>3</b>	<b>1</b>	<b>20</b>	<b>3</b>	<b>2</b>	<b>13</b>	<b>4</b>	<b>4</b>	<b>3</b>	<b>67</b>

# 2019 Gender of Appointees by Board

	APPC	BPAB	BOBRA	BOCS	BPU	CAB	CHB	DRB	HA	Measure "O"	PB	PC	Grand Total
Female	3	5		3	1	5	2		2	2	3	1	27
Male	1		4		1	3	4	4	2		2	1	22
Prefer Not to Say/Blank										1			1
<b>Grand Total</b>	<b>4</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>8</b>	<b>6</b>	<b>4</b>	<b>4</b>	<b>3</b>	<b>5</b>	<b>2</b>	<b>50</b>

# 2019 Geographics of Applicants by Board

	APPC	BPAB	BOBRA	BOCS	BPU	CAB	CHB	DRB	HA	Measure "O"	PB	PC	Grand Total
Central Core	1	1					2				1	1	6
Northeast	1			1	1	5		2		1	3	1	15
Northwest	1	2	1	2		10			2	1			19
Southeast	2	3	1			3			3	1		1	14
Southwest		1				1				1			3
(blank)						1	1		8				10
<b>Grand Total</b>	<b>5</b>	<b>7</b>	<b>2</b>	<b>3</b>	<b>1</b>	<b>20</b>	<b>3</b>	<b>2</b>	<b>13</b>	<b>4</b>	<b>4</b>	<b>3</b>	<b>67</b>

# 2019 Geographics of Appointees by Board

	APPC	BPAB	BOBRA	BOCS	BPU	CAB	CHB	DRB	HA	Measure "O"	PB	PC	Grand Total
Central Core		1			1	2	2	2			1	1	10
Northeast	2	2	2	2		2	3	2	2	2	4		23
Northwest	1	1	1	1		2	1		1				8
Southeast	1		1		1				1			1	5
Southwest		1				2				1			4
<b>Grand Total</b>	<b>4</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>8</b>	<b>6</b>	<b>4</b>	<b>4</b>	<b>3</b>	<b>5</b>	<b>2</b>	<b>50</b>

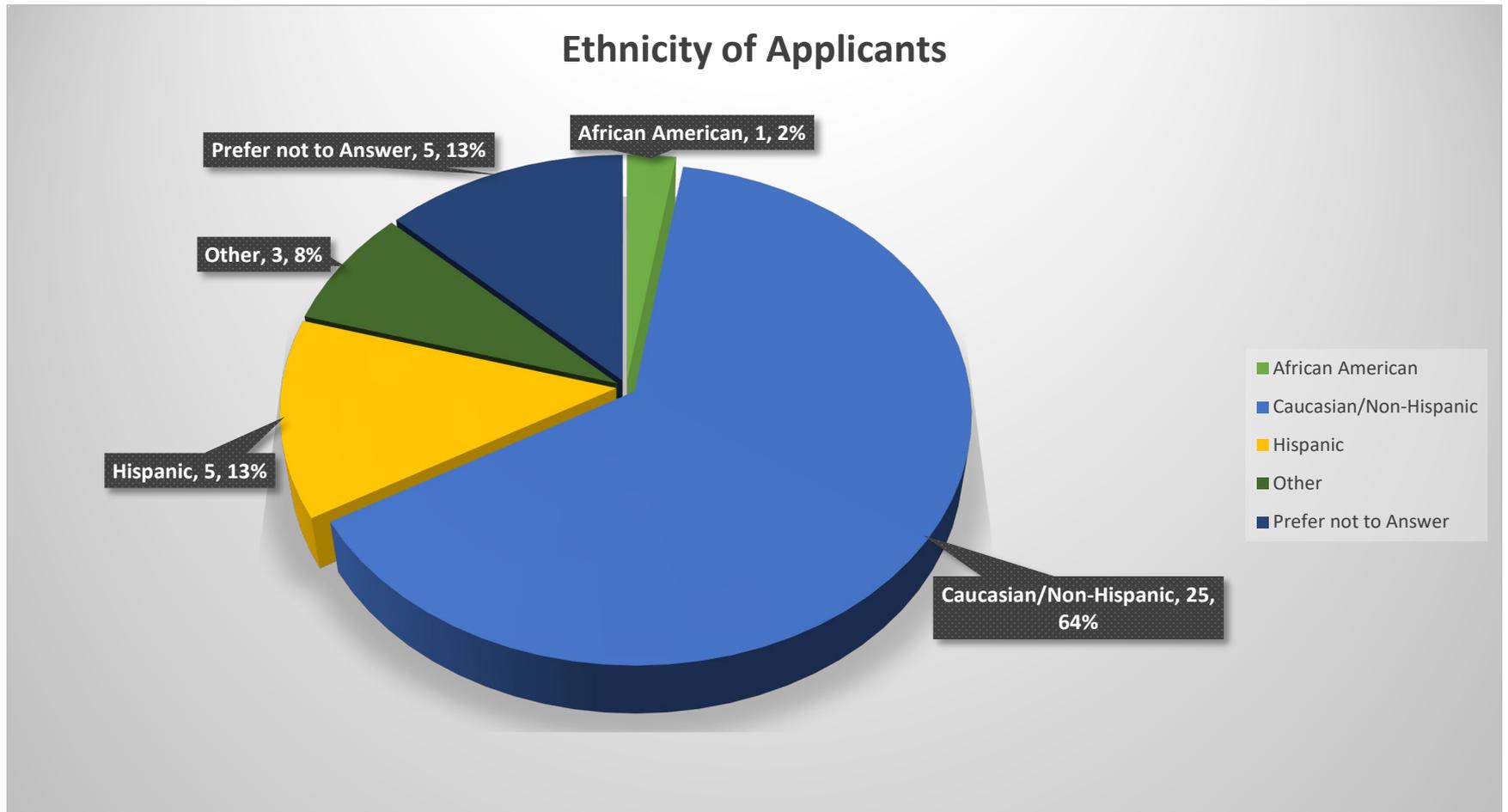
## 2020 Applicants

- 45 applications
- 95% reported gender information
- 87% reported race/ethnicity information

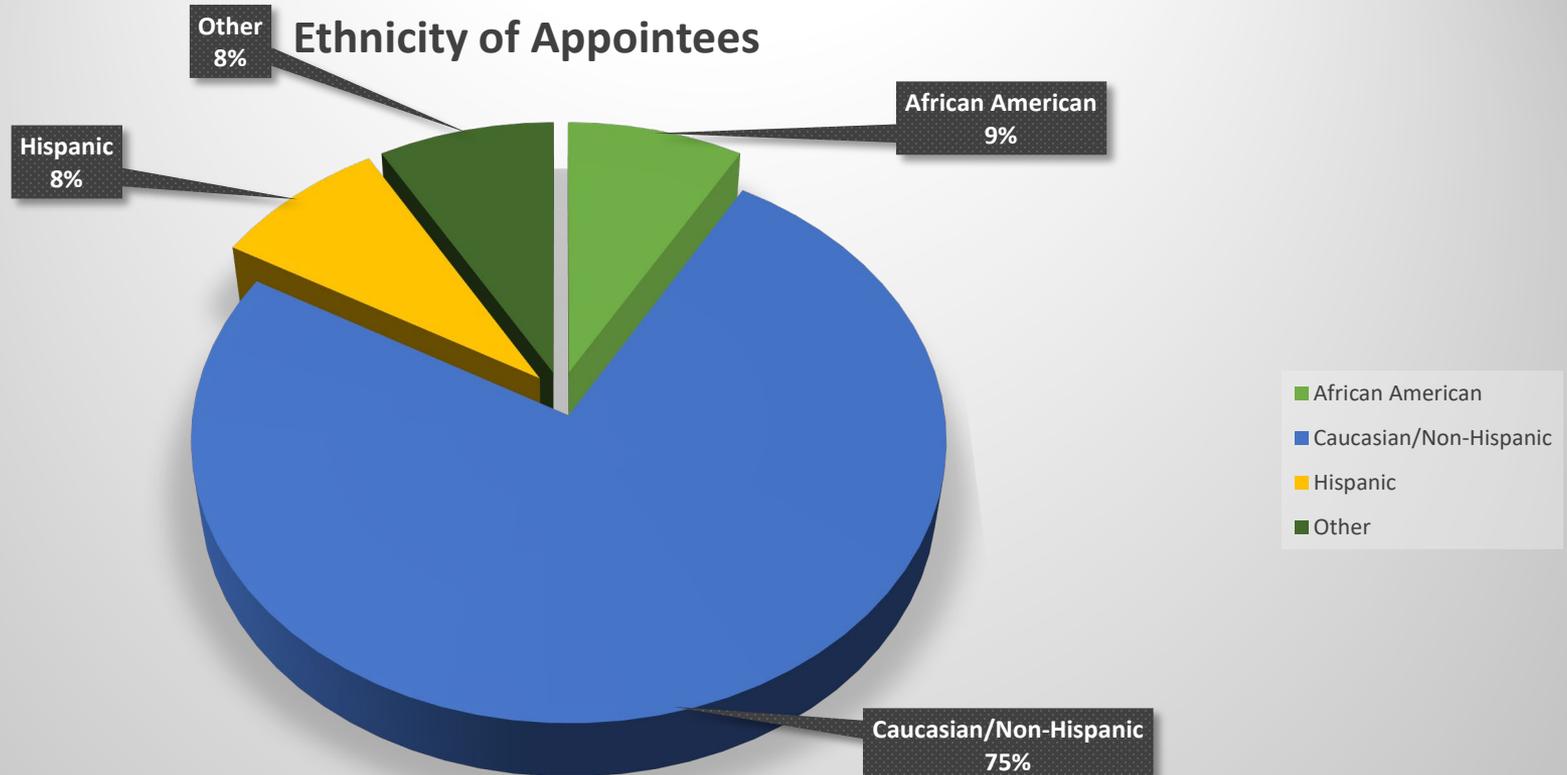
## 2020 Appointees

- 12 appointments made
- 12 reported gender information
- 12 reported race/ethnicity information

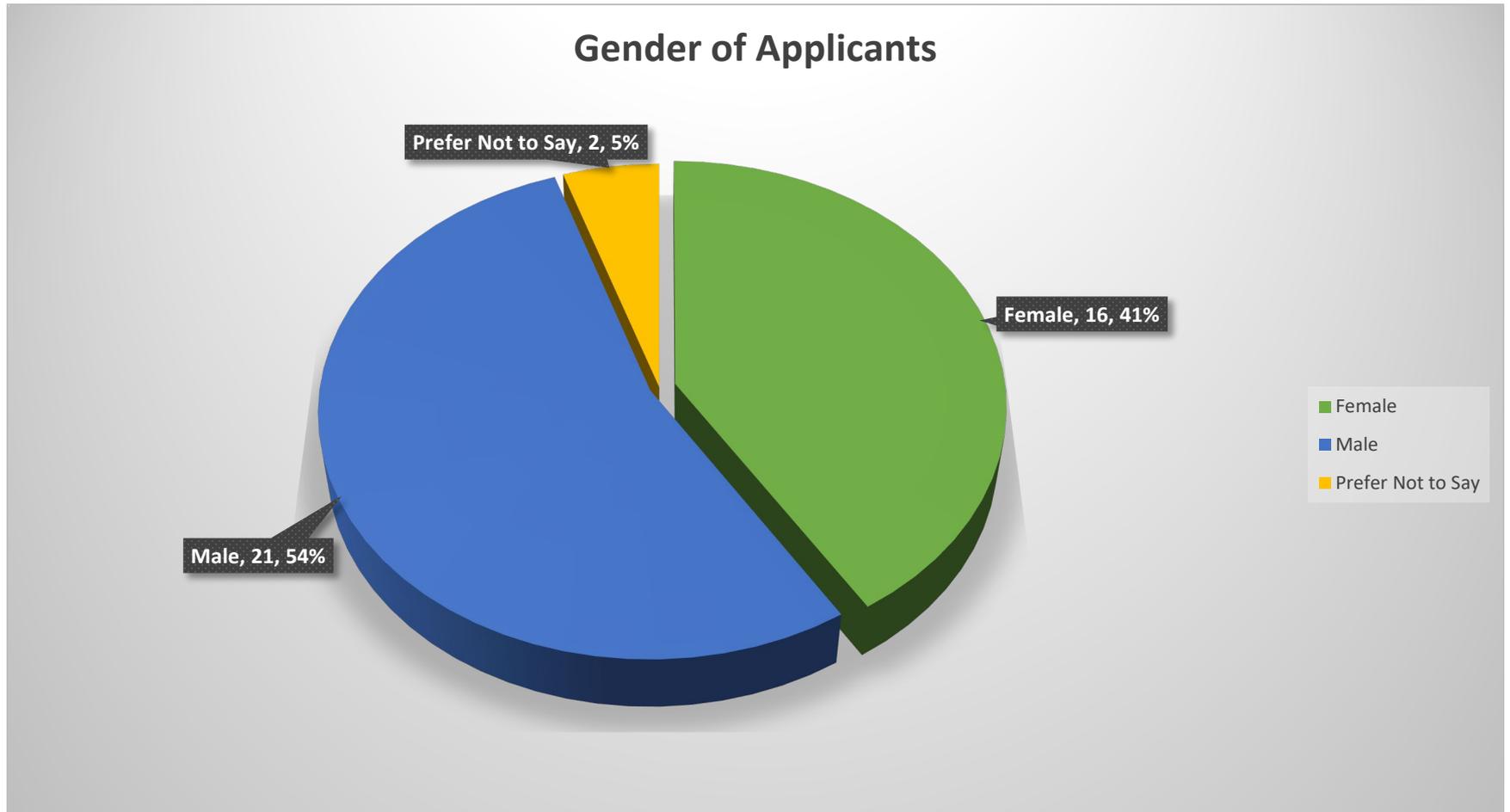
# 2020 Ethnicity of Applicants



# 2020 Ethnicity of Appointees

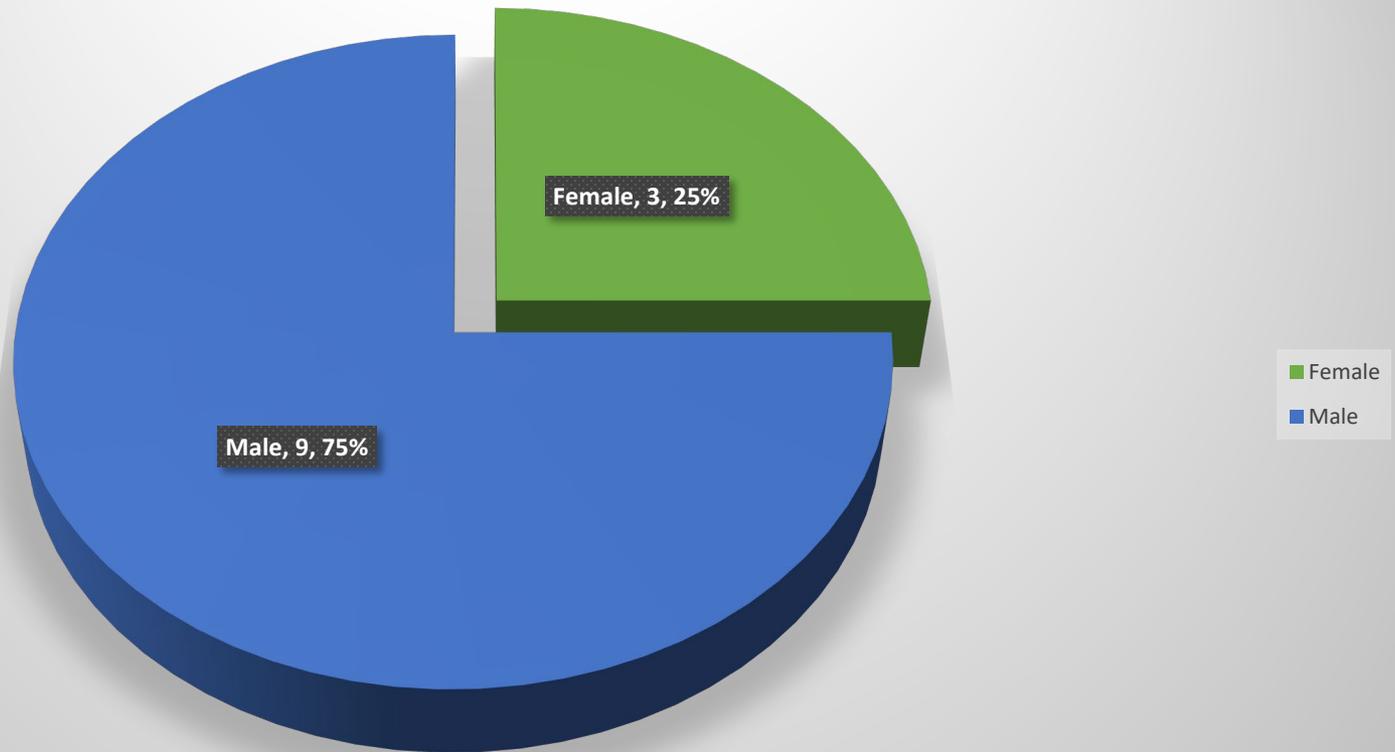


# 2020 Gender of Applicants

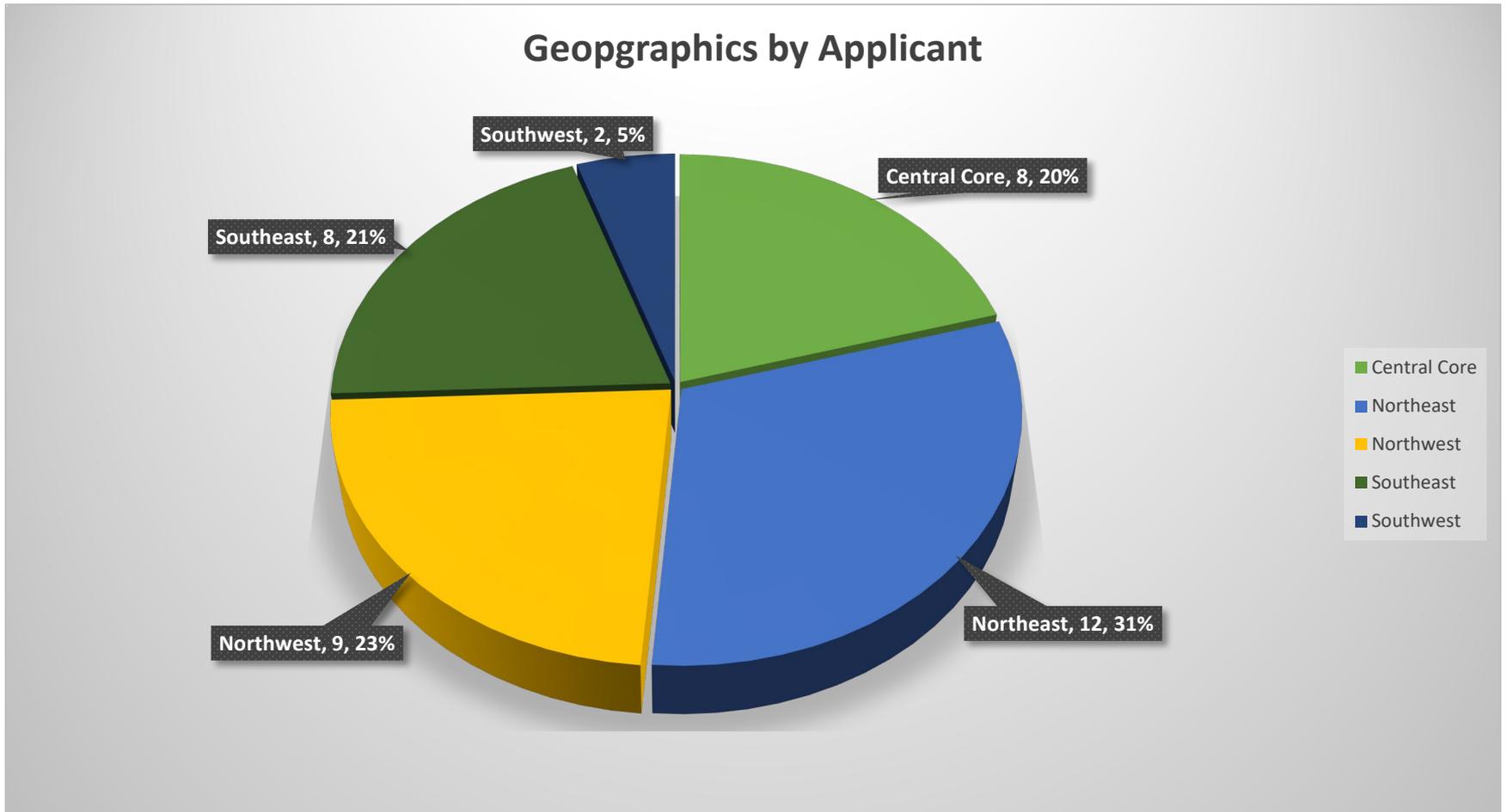


# 2020 Gender of Appointees

Gender by Appointees

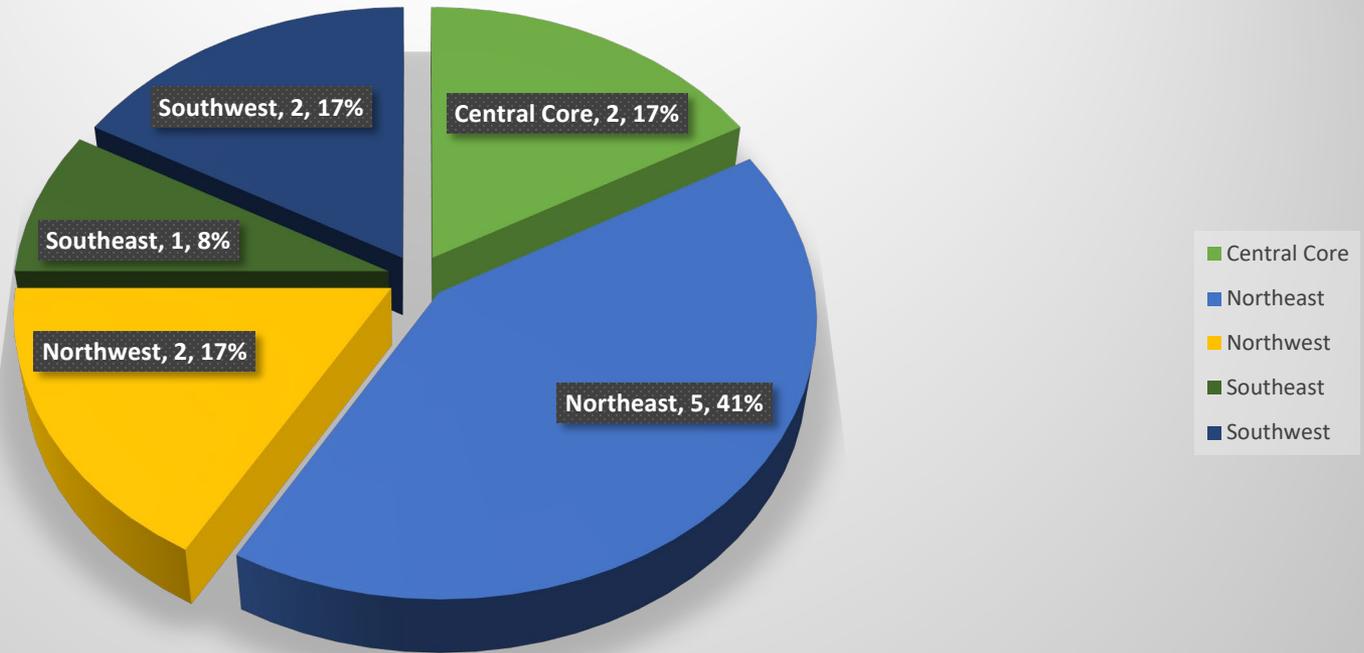


# 2020 Geographics of Applicants



# 2020 Geographics of Appointees

Geographics of Appointees



# 2020 Ethnicity of Applicants by Board

	APPC	BPAB	BOBRA	BOCS	BPU	CAB	CHB	DRB	Measure "O"	PC	WAC	Grand Total
African American									1			1
Caucasian/Non- Hispanic	1	4	5	1	1	9	3		1	1		26
Hispanic		1				4		1		1		7
Other	2	1										3
Prefer not to Answer		3		2		1				1	1	8
<b>Grand Total</b>	<b>3</b>	<b>9</b>	<b>5</b>	<b>3</b>	<b>1</b>	<b>14</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>1</b>	<b>45</b>

# 2020 Ethnicity of Appointees by Board

	APPC	BPAB	BPU	CAB	Measure "O"	WAC	Grand Total
African American					1		1
Caucasian/Non-Hispanic		1	2	1	1	4	9
Hispanic				1			1
Other	1						1
<b>Grand Total</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>4</b>	<b>12</b>

# 2020 Gender of Applicants by Board

	APPC	BPAB	BOBRA	BOCS	BPU	CAB	CHB	DRB	Measure "O"	OC	WAC	Grand Total
Female	2	2	1	2		5	3		1			16
Male	1	6	4		1	8		1	1	2		24
Prefer not to say		1		1		1				1	1	5
<b>Grand Total</b>	<b>3</b>	<b>9</b>	<b>5</b>	<b>3</b>	<b>1</b>	<b>14</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>1</b>	<b>45</b>

# 2020 Gender of Appointees by Board

	APPC	BPAB	BPU	CAB	Measure "O"	WAC	Grand Total
Female		1		1	1		3
Male	1		2	1	1	4	9
<b>Grand Total</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>4</b>	<b>12</b>

# 2020 Geographics of Applicants by Board

	APPC	BPAB	BOBRA	BOCS	BPU	CAB	CHB	DRB	Measure "O"	PC	WAC	Grand Total
Central Core	2	3			1	3						9
Northeast		1	3	1		3	2		2			12
Northwest	1	2	2	2		2				1	1	11
Southeast		3				4	1					8
Southwest						2		1		2		5
<b>Grand Total</b>	<b>3</b>	<b>9</b>	<b>5</b>	<b>3</b>	<b>1</b>	<b>14</b>	<b>3</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>1</b>	<b>45</b>

# 2020 Geographics of Appointees by Board

	APPC	BPAB	BPU	CAB	Measure "O"	WAC	Grand Total
Central Core				1		1	2
Northeast			1	1	2	1	5
Northwest	1	1					2
Southeast			1				1
Southwest						2	2
<b>Grand Total</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>4</b>	<b>12</b>

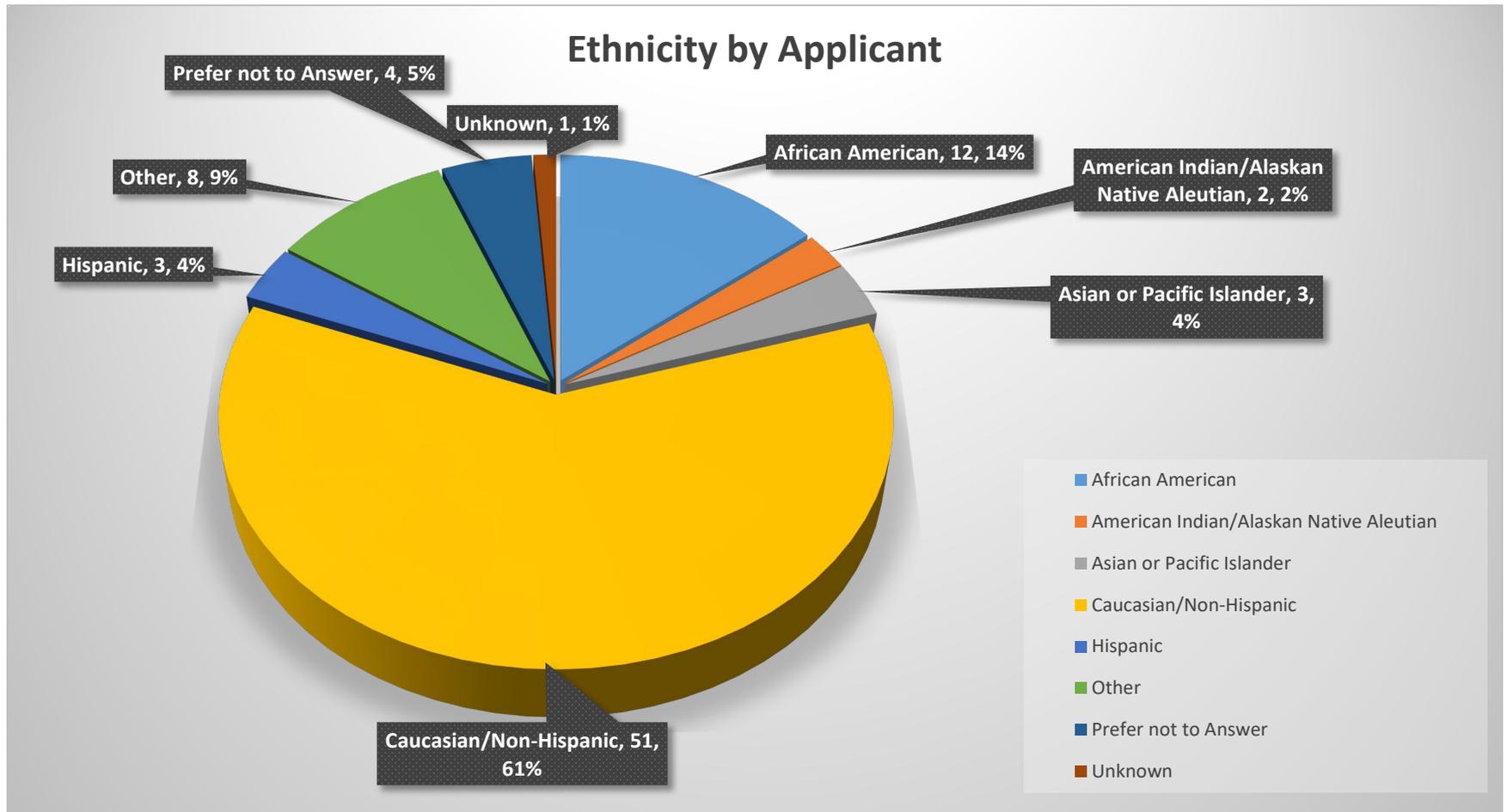
## 2021 Applicants

- 98 applications
- 100% reported gender information
- 99% reported race/ethnicity information

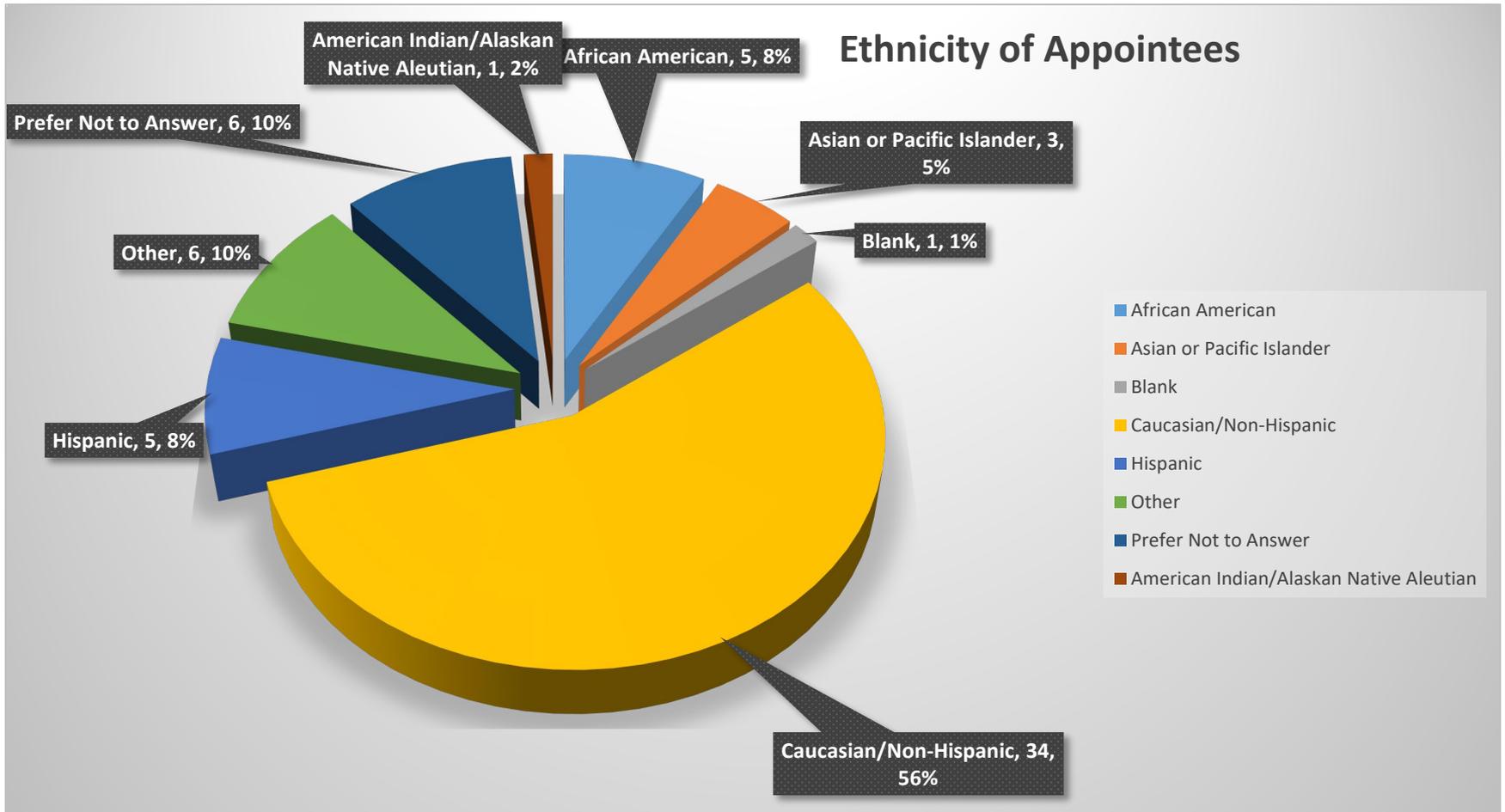
## 2021 Appointees

- 61 appointments made
- 12 reported gender information
- 12 reported race/ethnicity information

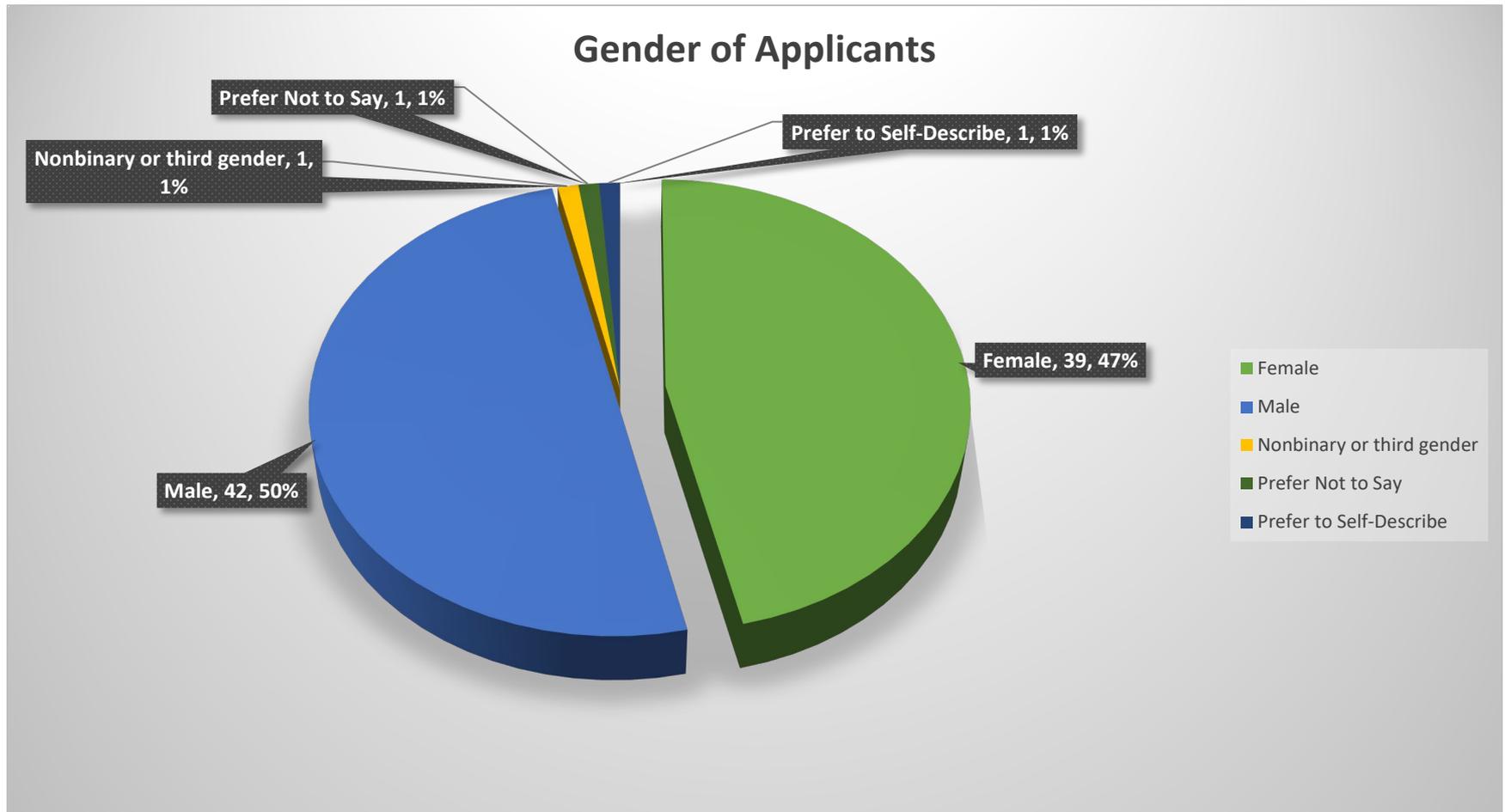
# 2021 Ethnicity of Applicants



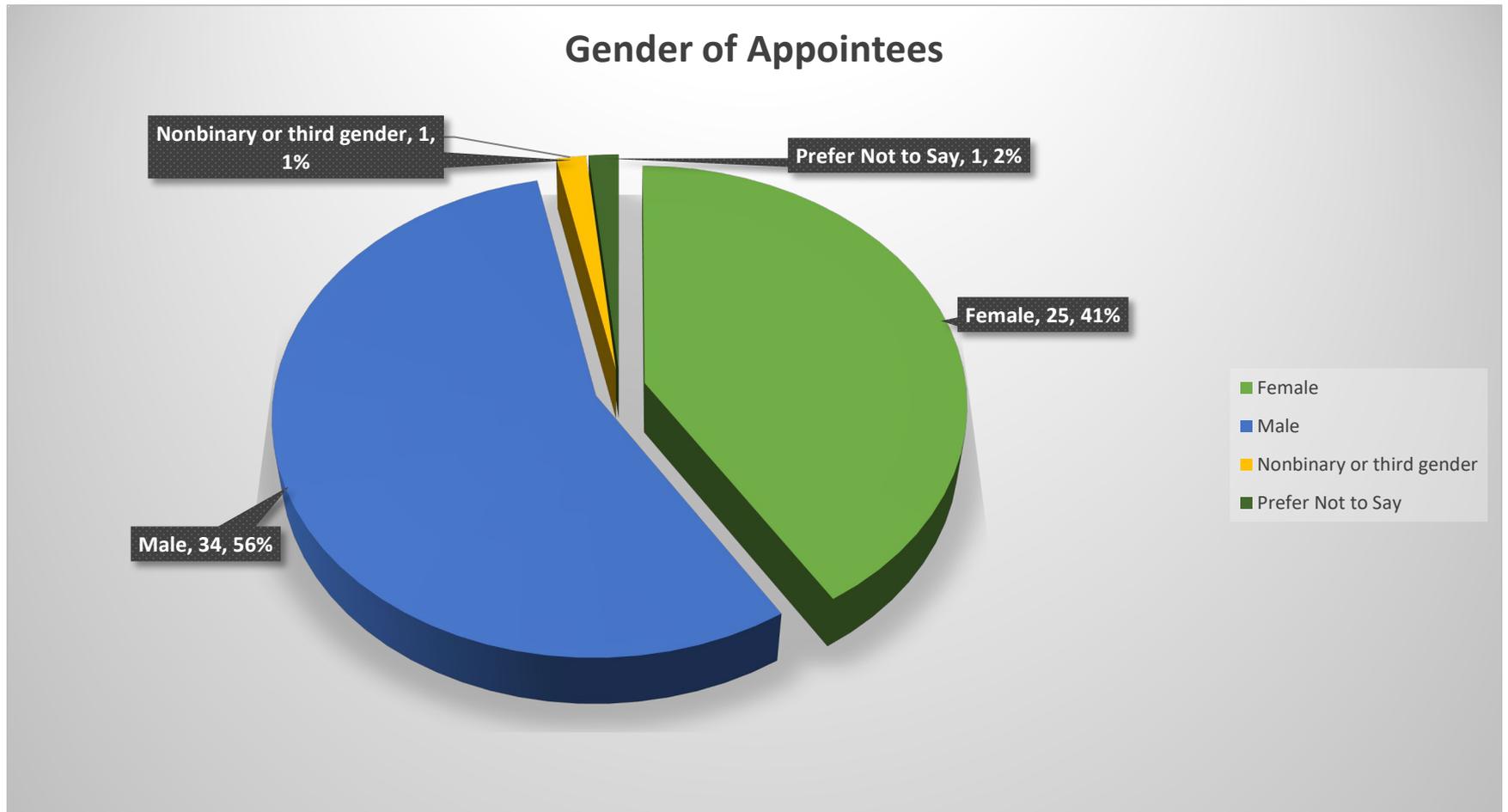
# 2021 Ethnicity of Appointees



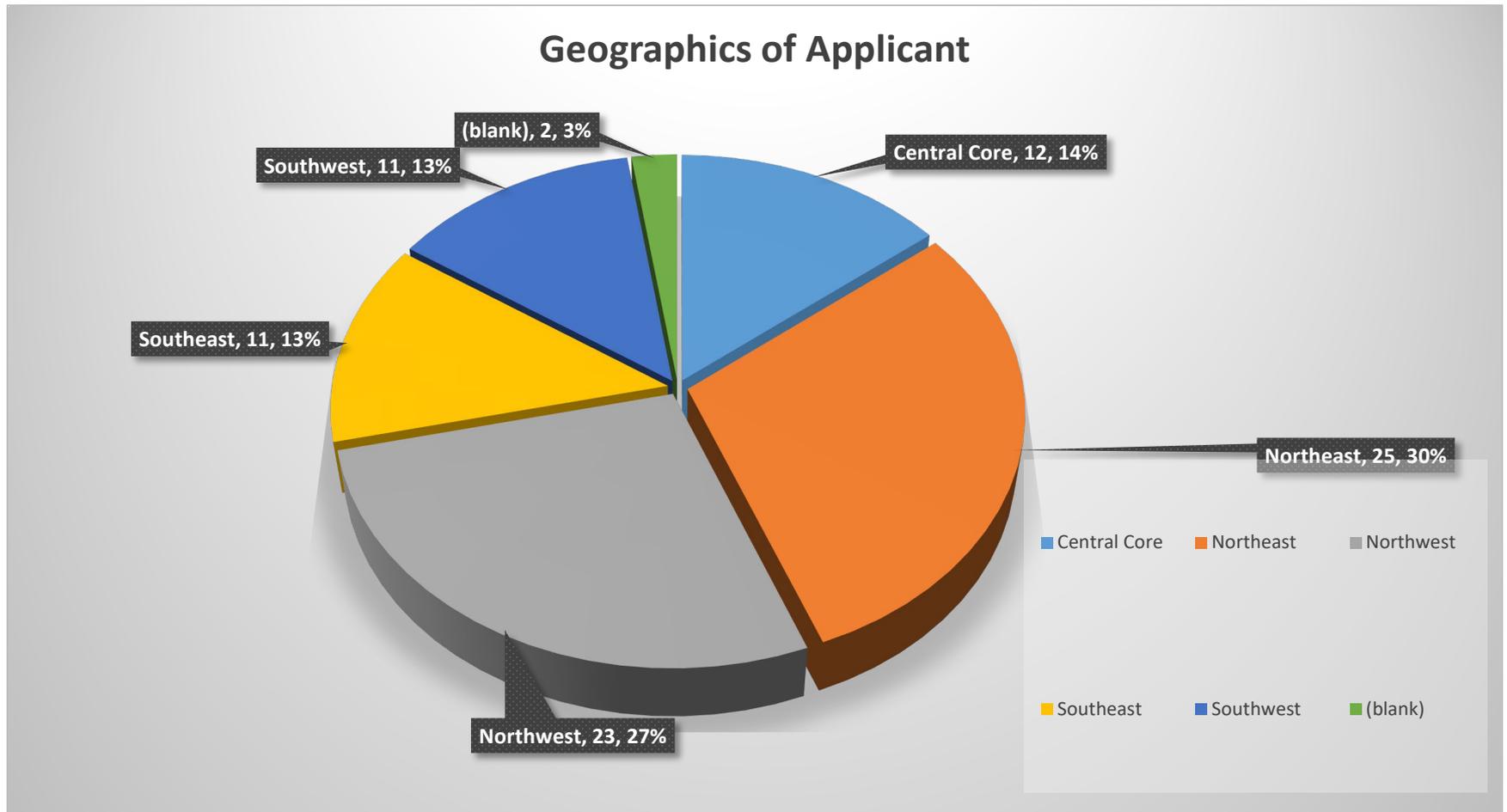
# 2021 Gender of Applicants



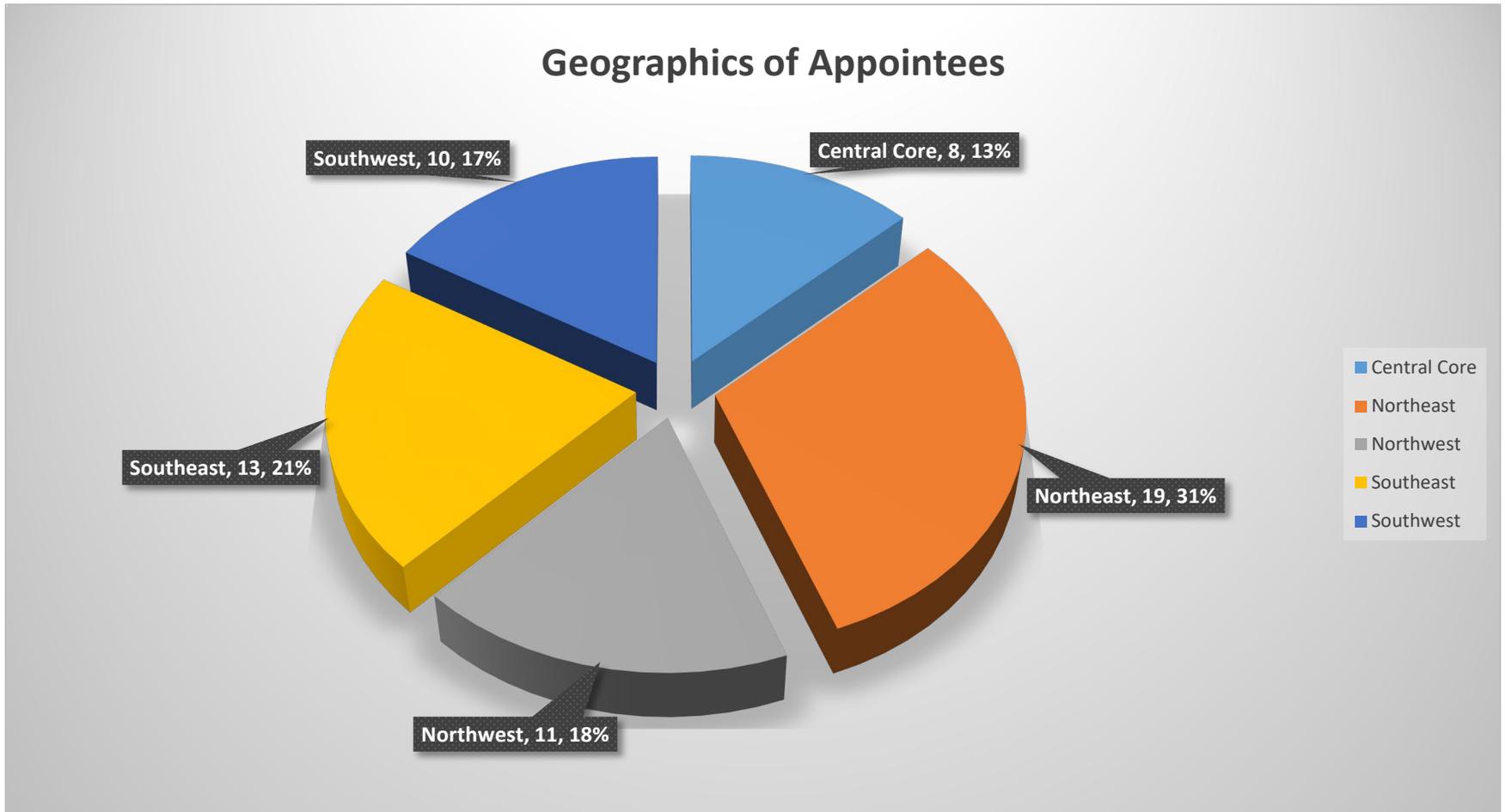
# 2021 Gender of Appointees



# 2021 Geographics of Applicants



# 2021 Geographics of Appointees



# 2021 Ethnicity of Applicants by Board

	APPC	BPAB	BOCS	BPU	CAB	CHB	DRB	HA	Measure "O"	PB	PC	Grand Total
African American		1	2		2	2		4	3	1	1	16
American Indian/Alaskan Native Aleutian			1					1				2
Asian or Pacific Islander					2			1				3
Caucasian/Non-Hispanic	4	13	3	2	12	1	3	13	1	5	2	59
Hispanic					1			2				3
Other		1	1			1		5		1		9
Prefer not to Answer	1				1			2			1	5
Unknown								1				1
<b>Grand Total</b>	<b>5</b>	<b>15</b>	<b>7</b>	<b>2</b>	<b>18</b>	<b>4</b>	<b>3</b>	<b>29</b>	<b>4</b>	<b>7</b>	<b>4</b>	<b>98</b>

# 2021 Ethnicity of Appointees by Board

	APPC	BPAB	BOBRA	BOCS	BPU	CAB	CHB	DRB	HA	Measure "O"	PB	PC	Grand Total
African American				1		1	1		1	1			5
American Indian/Alaskan Native													
Aleutian				1									1
Asian or Pacific Islander					1	1	1						3
Blank						1							1
Caucasian/Non-Hispanic	3	2	3	3	3	4	3	4	2	3	1	3	34
Hispanic	1					3					1		5
Other	1						1		1	1	1	1	6
Prefer Not to Answer		3				1		1				1	6
<b>Grand Total</b>	<b>5</b>	<b>5</b>	<b>3</b>	<b>5</b>	<b>4</b>	<b>11</b>	<b>6</b>	<b>5</b>	<b>4</b>	<b>5</b>	<b>3</b>	<b>5</b>	<b>61</b>

# 2021 Gender of Applicants by Board

	APPC	BPAB	BOCS	BPU	CAB	CHB	DRB	HA	Measure " O"	PB	PB	Grand Total
Female	2	6	3		9	2	2	17	2	2	2	47
Male	2	9	4	2	9	2	1	10	2	4	1	46
Nonbinary or third gender								1		1		2
Prefer not to say	1										1	2
Prefer to self-describe								1				1
<b>Grand Total</b>	<b>5</b>	<b>15</b>	<b>7</b>	<b>2</b>	<b>18</b>	<b>4</b>	<b>3</b>	<b>29</b>	<b>4</b>	<b>7</b>	<b>4</b>	<b>98</b>

# 2021 Gender of Appointees by Board

	APPC	BPAB	BOBRA	BOCS	BPU	CAB	CHB	DRB	HA	Measure "O"	PB	PC	Grand Total
Female	3	1		2	1	7	3	1	1	3	1	2	25
Male	2	4	3	3	3	4	3	4	3	2	1	2	34
Nonbinary or third gender											1		1
Prefer Not to Say												1	1
<b>Grand Total</b>	<b>5</b>	<b>5</b>	<b>3</b>	<b>5</b>	<b>4</b>	<b>11</b>	<b>6</b>	<b>5</b>	<b>4</b>	<b>5</b>	<b>3</b>	<b>5</b>	<b>61</b>

# 2021 Geographics of Applicants by Board

	APPC	BPAB	BOCS	BPU	CAB	CHB	DRB	HA	Measure "O"	PB	PC	Grand Total
Central Core		4	2		2	1		6	2	1		18
Northeast	4	3	2	1	6	1		5	1	2	2	27
Northwest	1	4	1		4	2		11		1	1	25
Southeast		2			3		3	3		2	1	14
Southwest		2	2	1	2			3	1	1		12
(blank)					1			1				2
<b>Grand Total</b>	<b>5</b>	<b>15</b>	<b>7</b>	<b>2</b>	<b>18</b>	<b>4</b>	<b>3</b>	<b>29</b>	<b>4</b>	<b>7</b>	<b>4</b>	<b>98</b>

# Trends Over Years

Year	Gender				Race/Ethnicity							Geographic Location					
	M	F	NB	n/a	W	H	B	A/PI	AI/AN	O/M	n/a	NE	NW	SE	SW	C	n/a
2014	26	22			35	6	1	0	0	1		18	5	6	2	2	
2015	17	23			28	5	1	1	0	1		17	6	4	1	4	
2016	20	25			35	6	2	2	0	1		21	8	6	0	6	
2017	30	33			47	9	2	2	0	2		25	12	11	3	10	
2018	32	17		3	37	2	3	1	2	2	5	20	9	6	7	9	1
2019	16	36		3	32	9	0	2	3	3	6	12	14	10	3	6	10
2020	21	16		2	25	5	1	0	0	3	5	12	9	8	2	8	
2021	42	39	1	2	51	3	12	3	2	8	5	25	23	11	11	12	2

## Abbreviation Key

**Gender:** M - Male, F – Female, NB – Nonbinary or third gender N/A – Prefer Not to Say/Blank/Prefer to Self-Describe

**Race/Ethnicity:** W - White, B- Black/African American, H - Hispanic, A/PI - Asian/Pacific Islander, AI/AN - American Indian/Alaskan Native, O/M - Other/Multi-racial, n/a = Prefer not to answer or blank

**Geographic Location:** NE- Northeast, NW - Northwest, SE - Southeast, SW – Southwest, C - Core

# Final Thoughts

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## The expanded report format

- Responds to Council's ongoing commitment to diversity and inclusion
- Provides more and better data
- Highlights the value of self-reports by appointees

We welcome your feedback and questions.