

**CITY OF SANTA ROSA**  
**2021 Report of Diversity of City Council Appointees**

Section 11 of the City of Santa Rosa’s Charter requires an annual report on the diversity of Council appointments for boards, commissions, and committees. Additionally, Section 11 states, “The report shall contain, but is not limited to, the total number of appointments in a given year, the total number of applications in a given year, and relevant diversity information including geographic and ethnic diversity. Further, the report will evaluate the progress and success of increasing the diversity of appointments.”

In addition to the specified requirements, this report includes data on gender diversity<sup>1</sup>.

The table below lists the bodies included in the report with the overview of applications received in 2021 and appointments made in 2021.

| <b>2021 Boards, Commissions, Committees</b>           | <b>Applications Received</b> | <b>Appointments Made</b> |
|---|------------------------------|--------------------------|
| <b>Art in Public Places (APPC)</b>                    | 5                            | 5                        |
| <b>Bicycle &amp; Pedestrian Advisory Board (BPAB)</b> | 15                           | 5                        |
| <b>Board of Community Services (BOCS)</b>             | 7                            | 5                        |
| <b>Board of Building Regulation Appeals (BOBRA)</b>   | 0                            | 3                        |
| <b>Board of Public Utilities (BPU)</b>                | 2                            | 4                        |
| <b>Community Advisory Board (CAB)</b>                 | 17                           | 11                       |
| <b>Cultural Heritage Board (CHB)</b>                  | 5                            | 6                        |
| <b>Design Review Board (DRB)</b>                      | 3                            | 5                        |
| <b>Housing Authority</b>                              | 29                           | 4                        |
| <b>Measure "O" Oversight Committee (Mea O)</b>        | 4                            | 5                        |
| <b>Personnel Board</b>                                | 7                            | 3                        |
| <b>Planning Commission (PC)</b>                       | 4                            | 5                        |
| <b>Waterways Advisory Committee (WAC)</b>             | 0                            | 0                        |
| <b>Total</b>  | <b>98</b>                    | <b>61</b>                |

The demographics of applications received (“Applicants”) and appointments made (“Appointees”) for Board, Commission, and Committee members (“Appointees”) are from within the calendar year of 2021. The information provided is based on self-reports:

- 100% of Applicants (84 out of 84) reported gender information

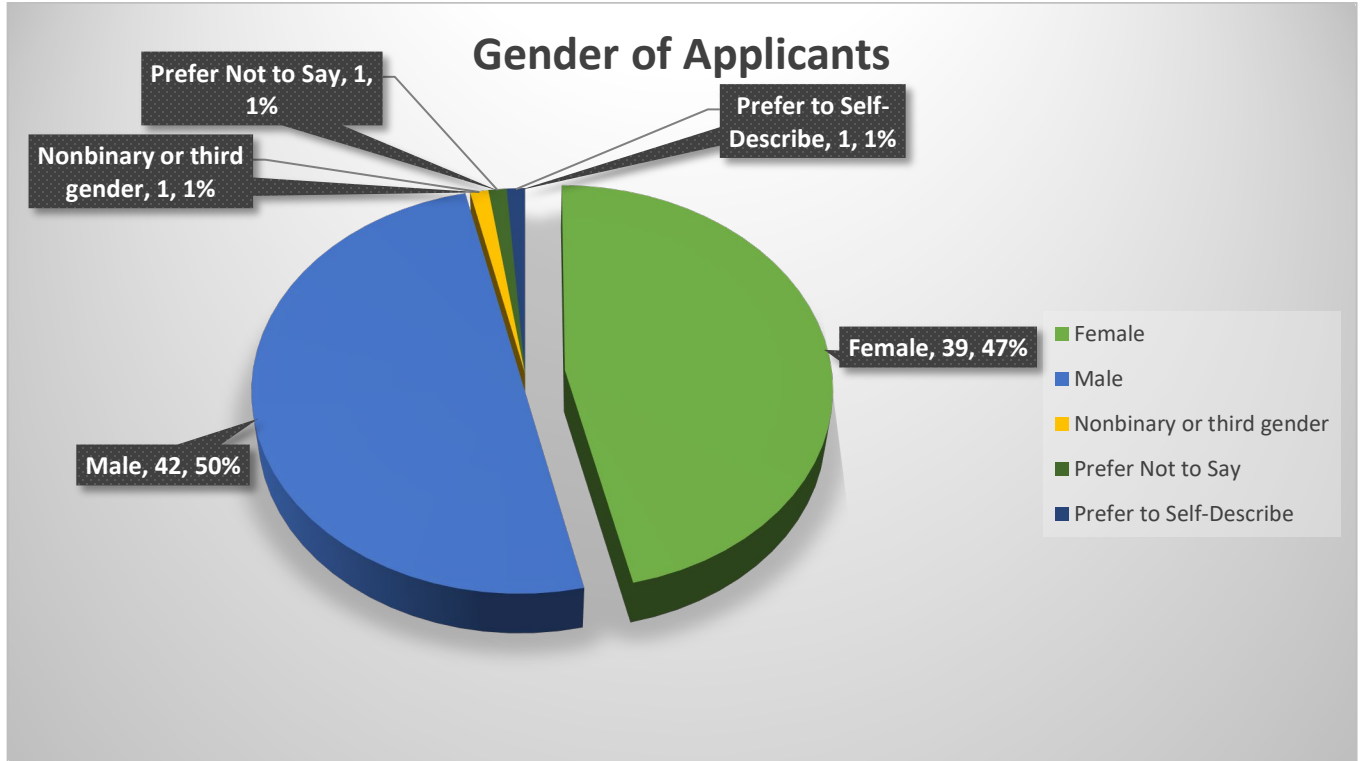
Applicants may submit multiple applications, therefore applications received may be higher than applicants. Total applications received (98), Total unique applicants (84)

- 99% of Applicants (83 out of 84) reported race/ethnicity information
- 98% of Applicants (82 out of 84) provided a home address that could be mapped (e.g. not a P.O. box)

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<sup>1</sup> Gender options include Male, Female, Non-Binary/Third Gender, or Prefer not to say.

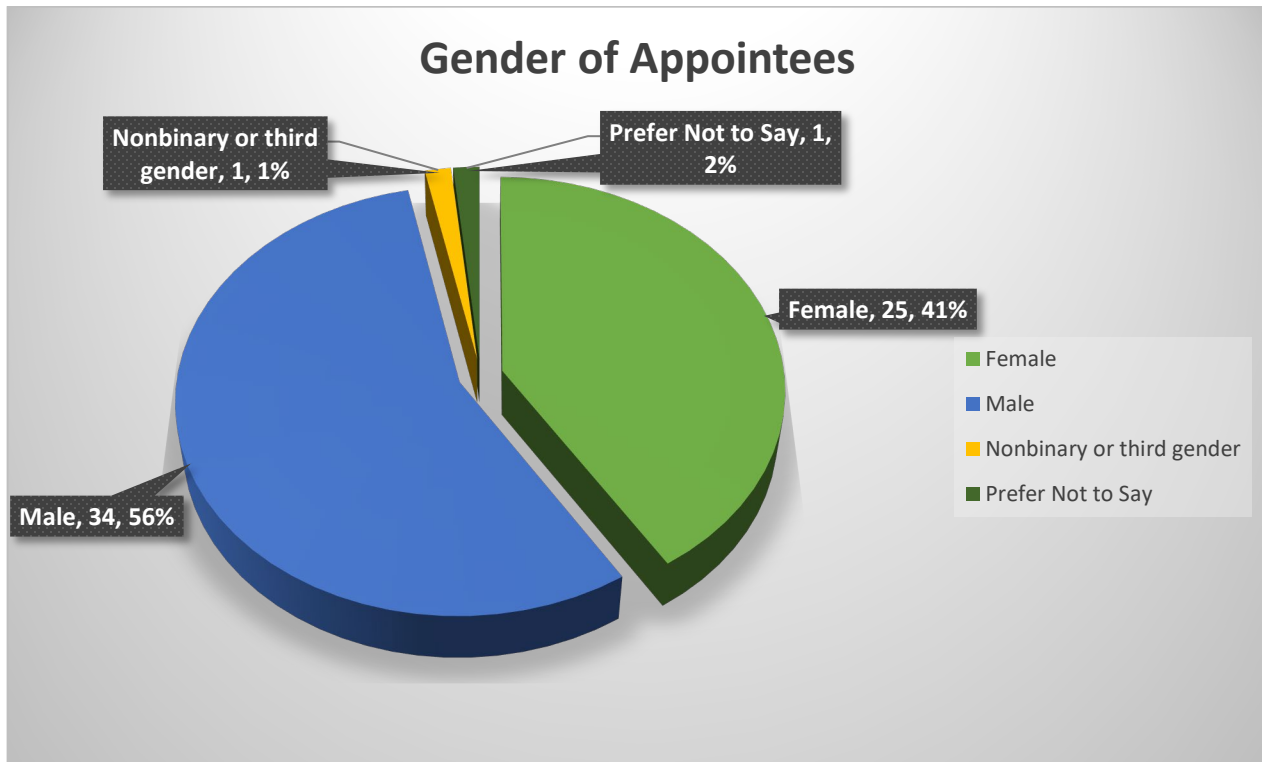
**Gender – Applicants (84)**



**Gender of Applicants by Board (98)**

|                           | 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>   |

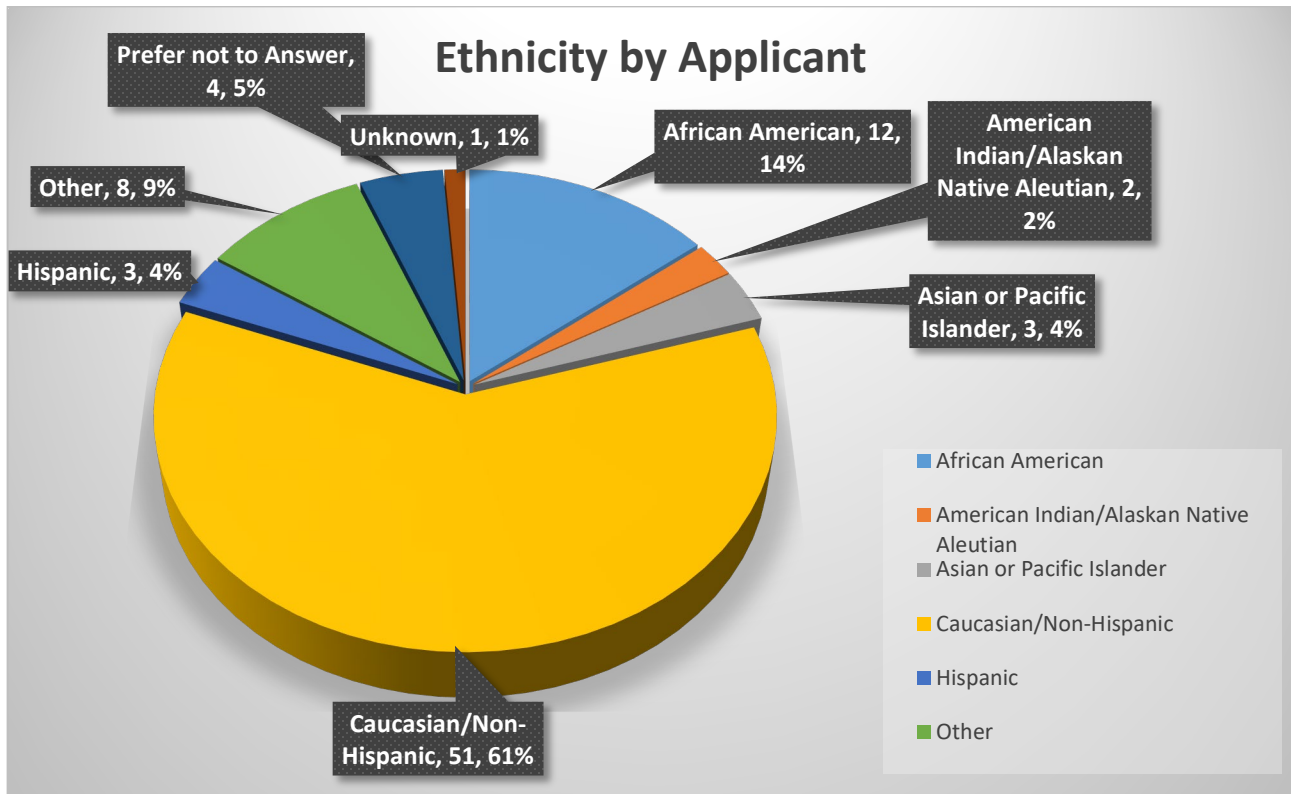
**Gender of Appointees (61)**



**Gender of Appointees by Board (61)**

|                           | 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>   |

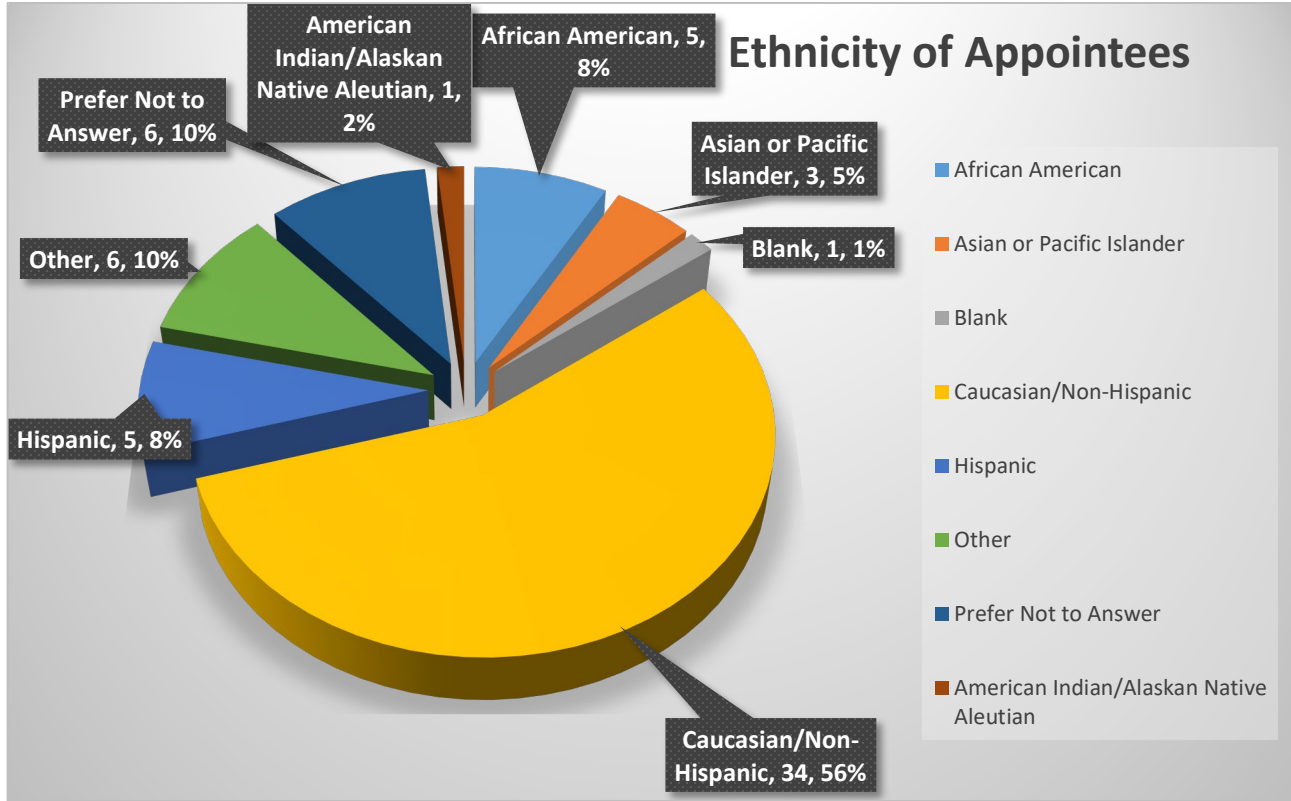
**Ethnicity – Applicants (84)**



**Ethnicity of Applicant by Board (98)**

|   | 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>   |

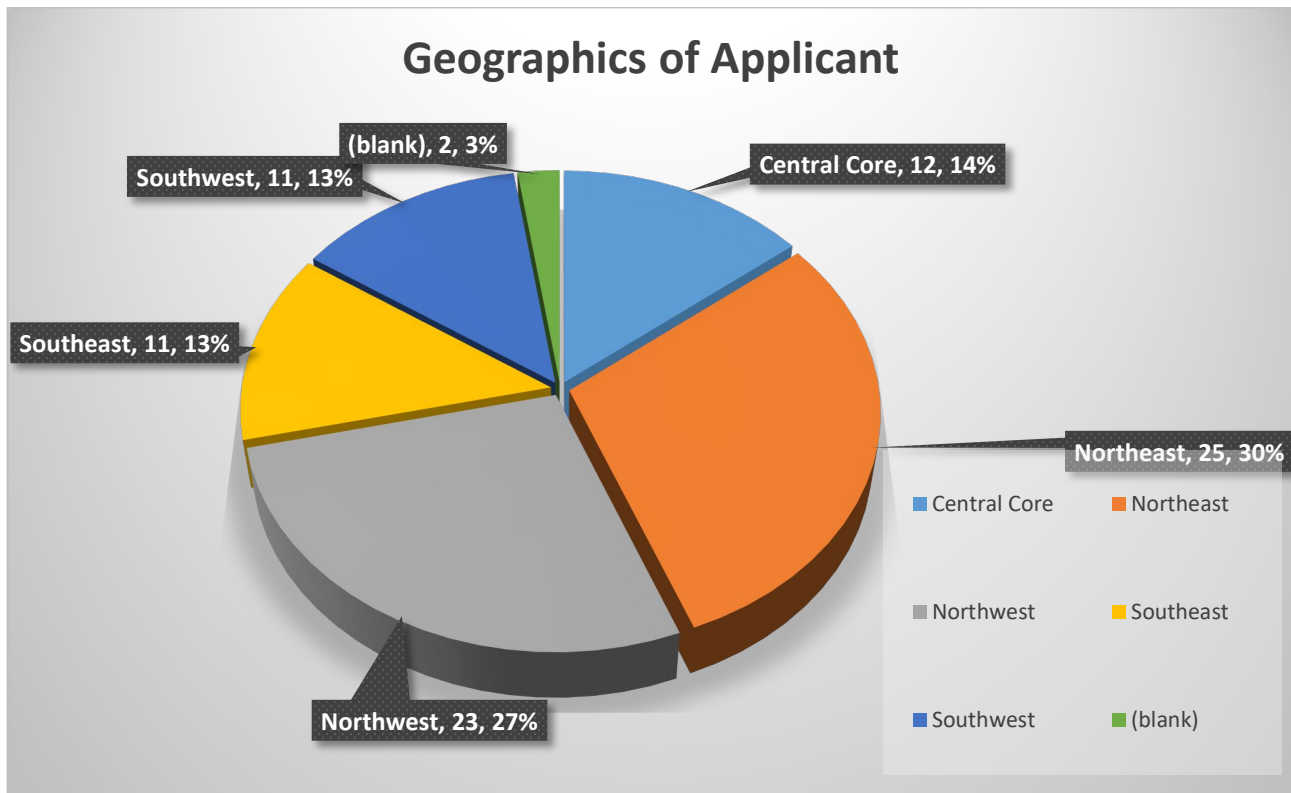
**Ethnicity of Appointees (61)**



**Ethnicity of Appointees by Board (61)**

|   | 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>   |

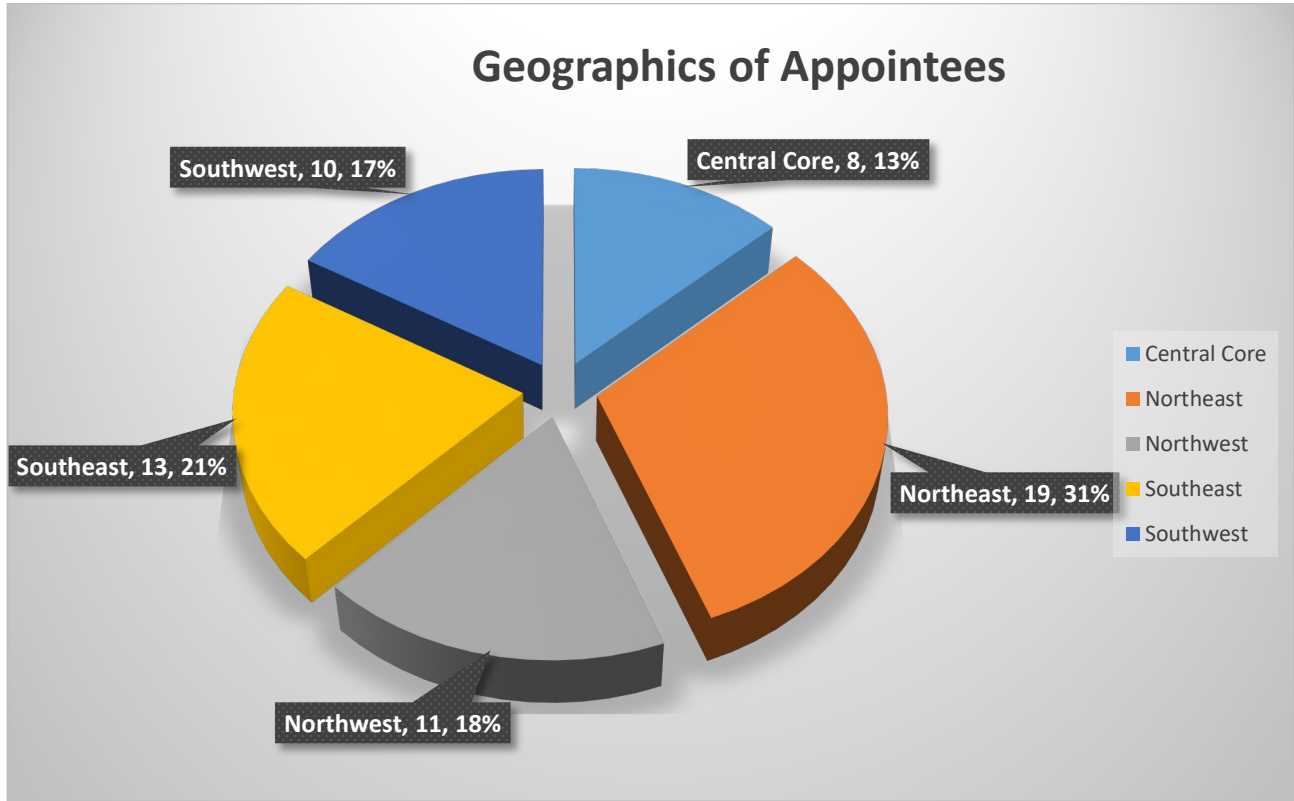
**Geographics of Applicants (84)**



**Geographics of Applicants by Board (98)**

|                    | 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>   |

**Geographics of Appointees (61)**



**Geographics of Appointees by Board (61)**

|                    | APPC     | BPAB     | BOBRA    | BOCS     | BPU      | CAB       | CHB      | DRB      | HA       | Measure "O" | PB       | PC       | Grand Total |
|--------------------|----------|----------|----------|----------|----------|-----------|----------|----------|----------|-------------|----------|----------|-------------|
| Central Core       | 1        |          |          | 1        | 1        | 1         | 1        |          | 1        |             | 1        | 1        | 8           |
| Northeast          |          |          | 2        |          | 1        | 6         | 4        | 3        |          |             | 1        | 2        | 19          |
| Northwest          | 2        | 3        | 1        | 1        |          | 1         | 1        |          | 2        |             |          |          | 11          |
| Southeast          | 2        | 1        |          | 2        | 1        | 1         |          | 2        |          | 2           | 1        | 1        | 13          |
| Southwest          |          | 1        |          | 1        | 1        | 2         |          |          | 1        | 3           |          | 1        | 9           |
| <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>   |





The following table shows trends in Applicant diversity from 2014 to 2021 (based on self-reports). Please note that in 2018, data was collected through the Granicus Boards and Commissions on-line application portal. Prior to 2017, data was gathered manually. 2018 data below shows 52 unique applicants. 2019 data below shows 55 unique applicants. 2020 data below shows 39 unique applicants. 2021 data below shows 84 unique applicants.

| 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   |

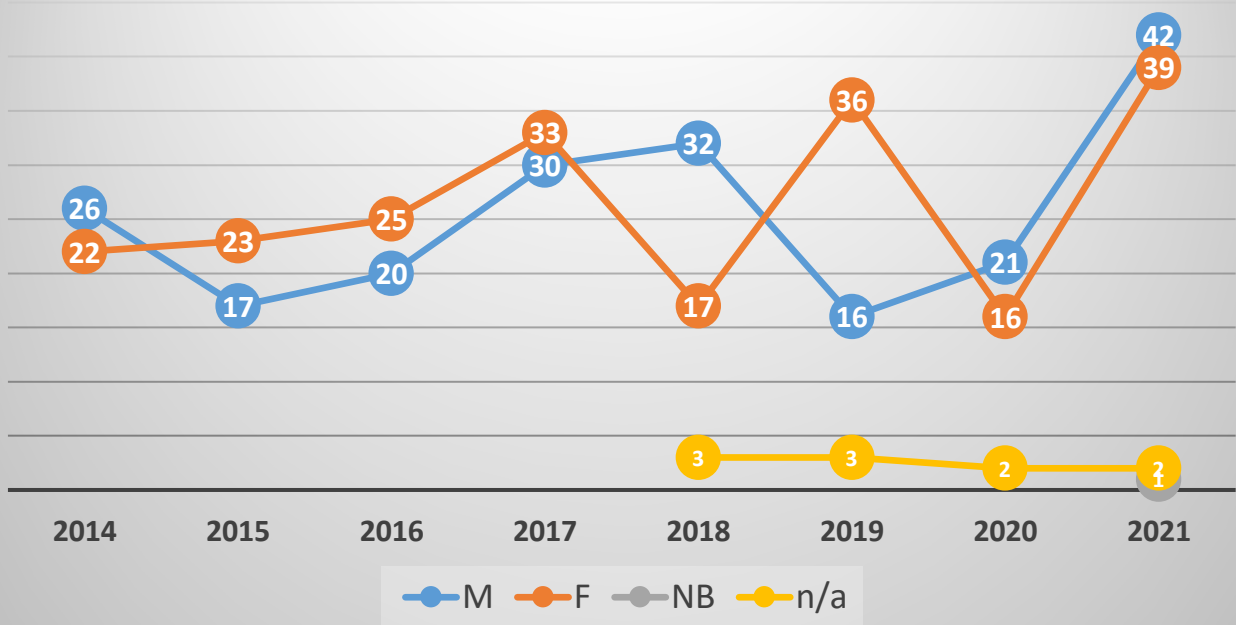
**Abbreviation Key**

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

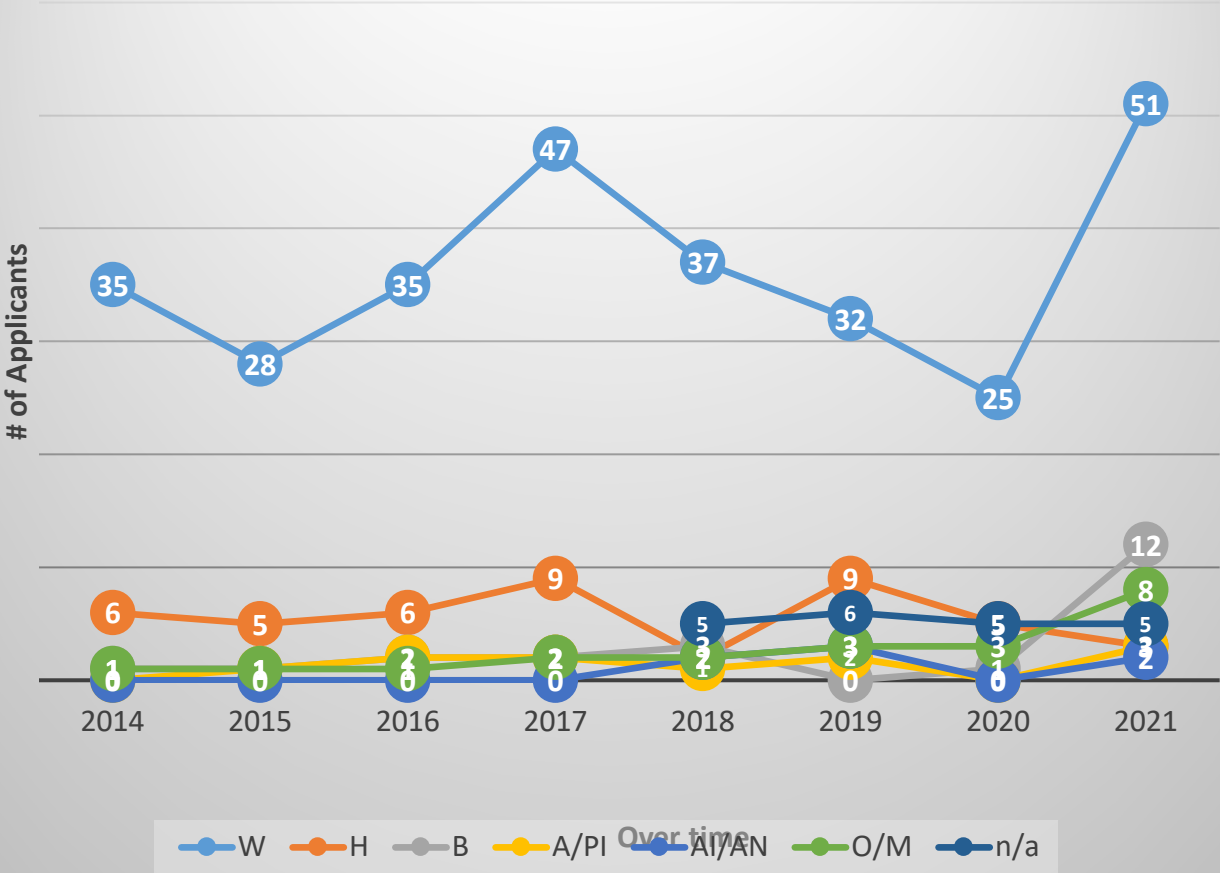
**Race/Ethnicity:** W - White, B- Black/African American, H - Hispanic, A/PI - Asian/Pacific Islander, AI/AN - American Indian/Alaskan Native, O/M - Other/Multi-racial, n/a = Prefer not to answer or blank

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

## Applicants by Gender Over Time



# Ethnicity of Applicants Over Time



## Geographics of Applicants Over Time

