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# Boards, Commissions, and Committees Diversity Report - 2022

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Presenter: Dina Manis, City Clerk  
August 22, 2023



# Report to Include

- Charter Requirements for annual report
- 2022 Overview of total number of applications and appointments
- Diversity data related to applicants and appointees ethnicity, gender, and geographics
- Additional data requested by City Council in 2022



# *Charter Requirements*

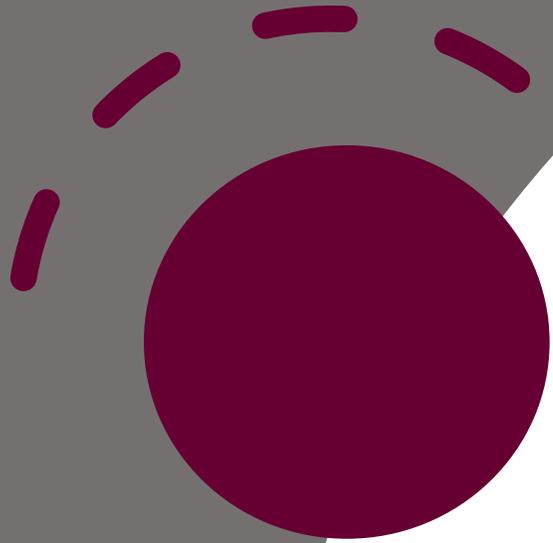


Section 11 - Requires an annual report on the diversity of Council appointments and applications received for boards, commissions, and committees.

- Art in Public Places
- Bicycle & Pedestrian Advisory Board
- Board of Community Services
- Board of Building Regulations Appeals (Full Council)
- Board of Public Utilities
- Community Advisory Board
- Cultural Heritage Board
- Design Review Board
- Housing Authority (Full Council)
- Measure O Oversight Committee
- Personnel Board (Full Council)
- Planning Commission
- Waterways Advisory Committee (Full Council)

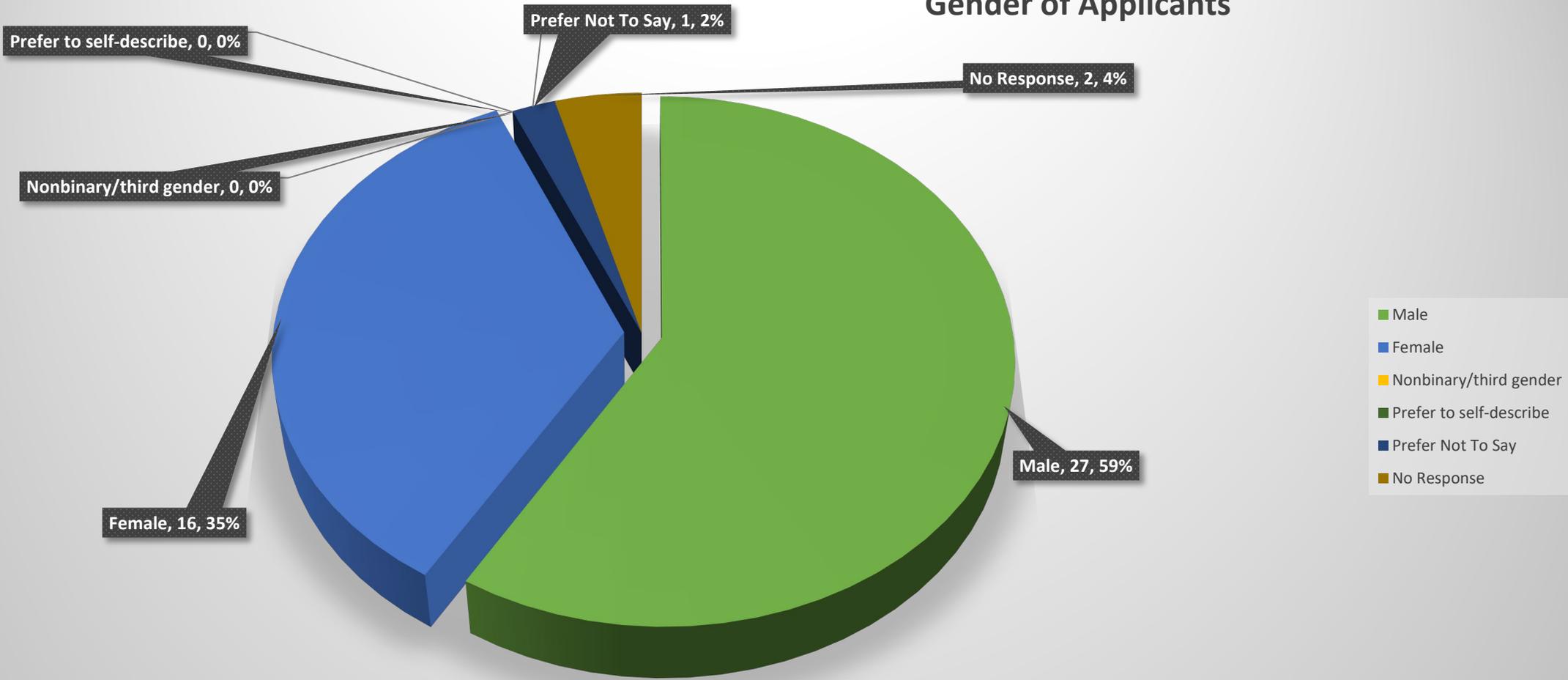
# 2022 Overview

- 2022 Applicants
  - 66 Applications (46 unique)
  - 93% reported gender information
  - 96% reported race/ethnicity information
  - 96% reported home address that could be mapped
- 2022 Appointees
  - 23 appointments made
  - 100% reported gender, race/ethnicity, and geographical information

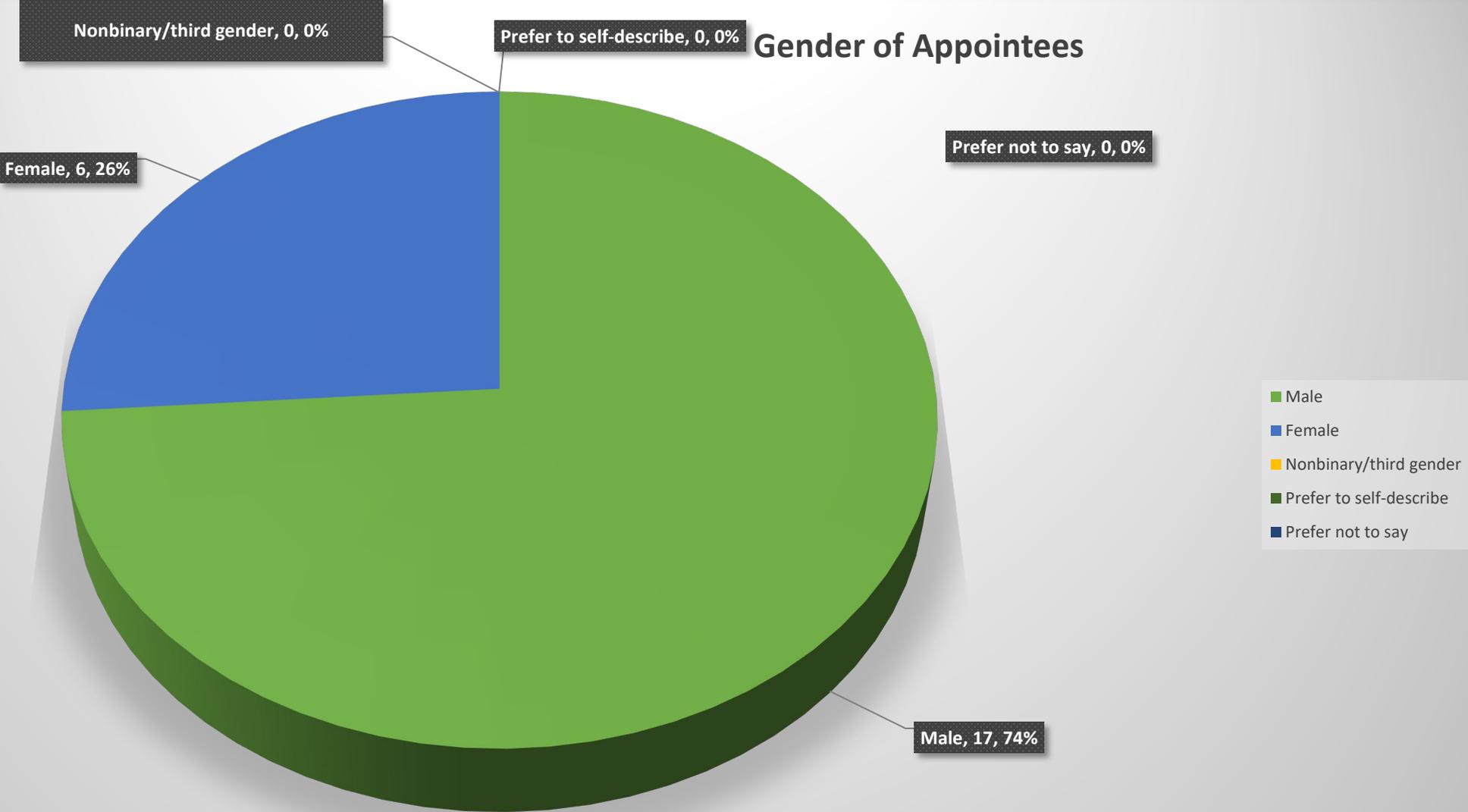


# DIVERSITY DATA

# Gender of Applicants



# Gender of Appointees



## Gender of Appointees by District (23)

	D-1	D-2	D-3	D-4	D-5	D-6	D-7	Total
Female	1		1		1	1	2	6
Male	1	1	1	6	2	2	4	17
<b>Total</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>6</b>	<b>3</b>	<b>3</b>	<b>6</b>	<b>23</b>

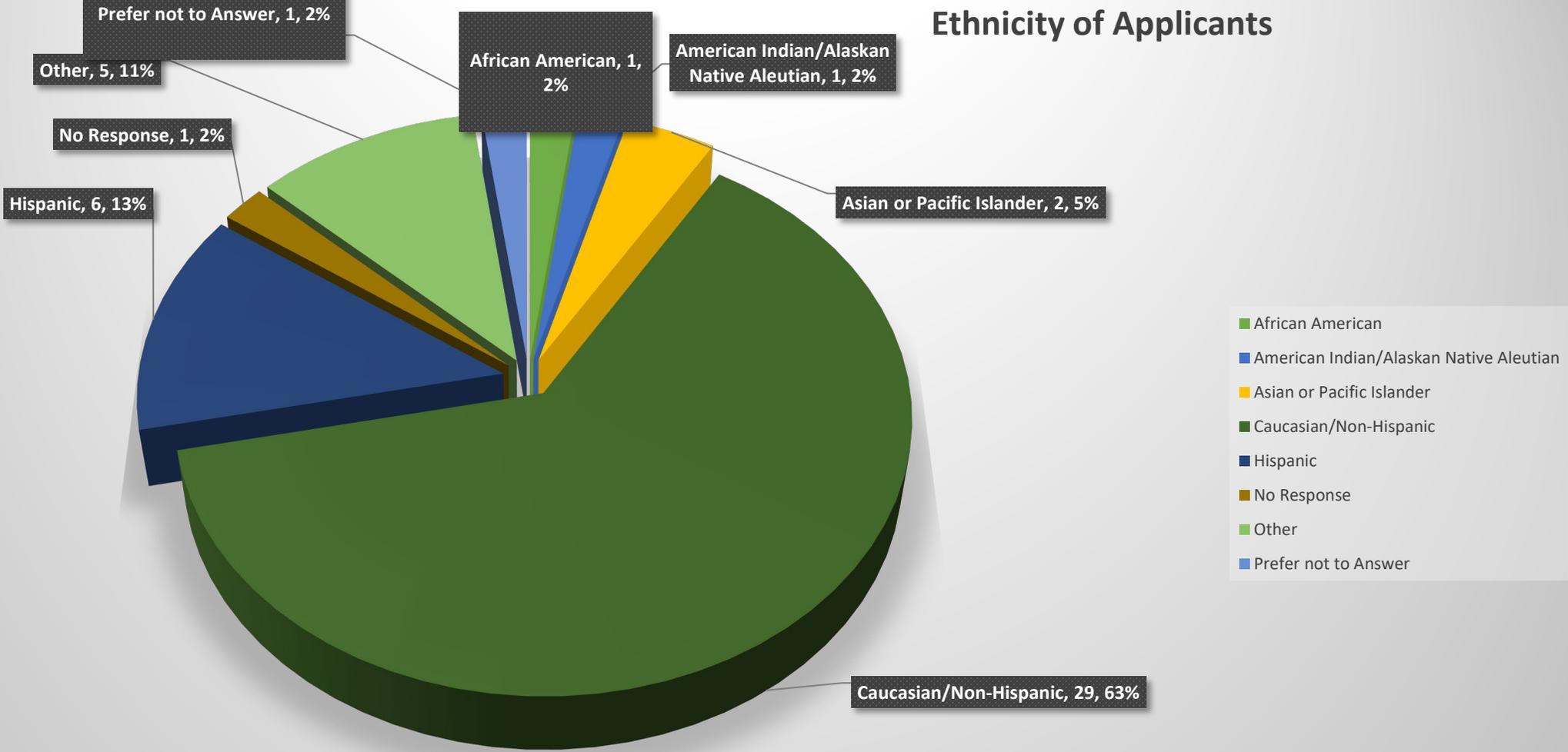


## Gender of Appointees by Appointing Authority (23)

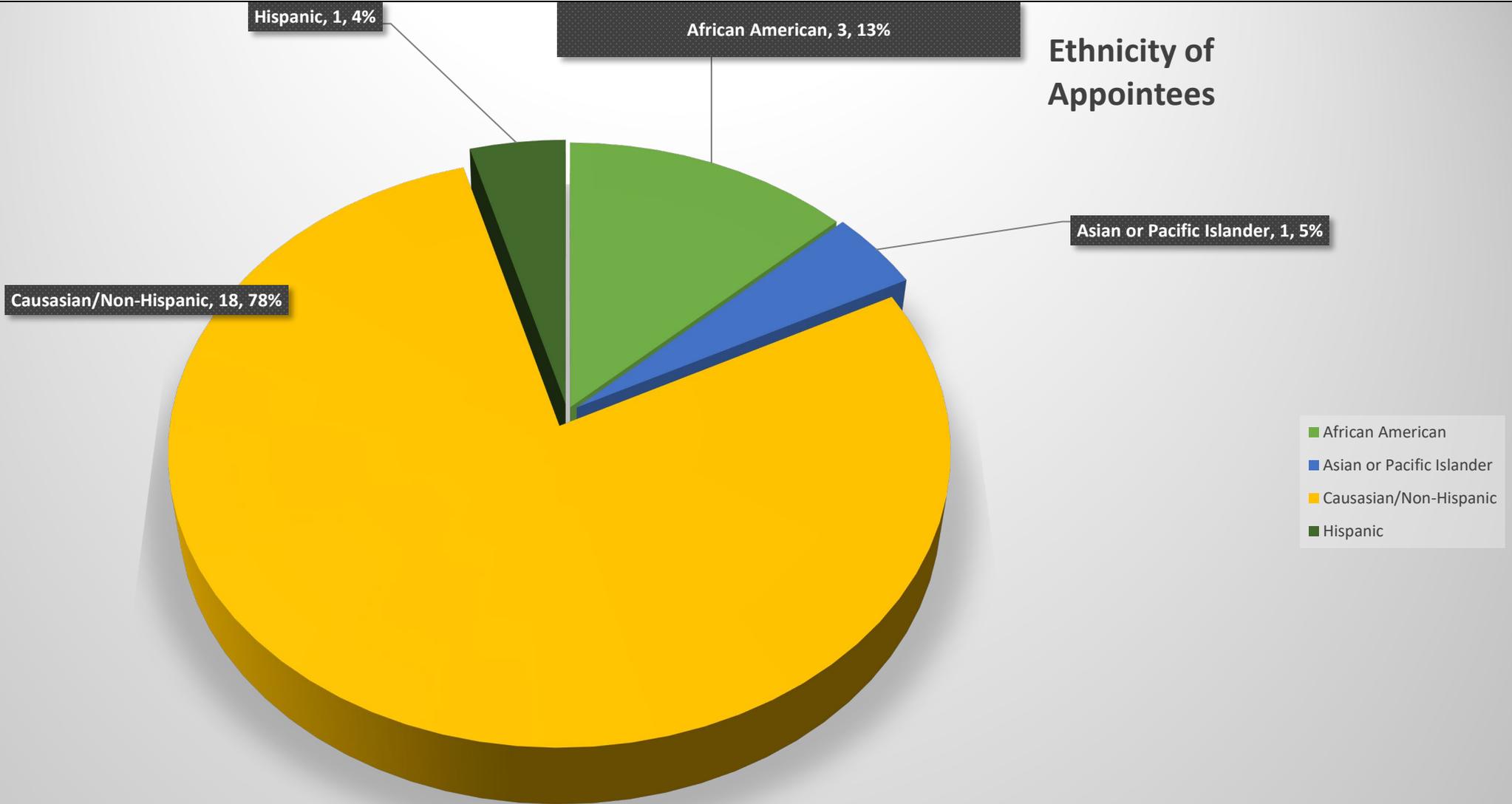
	C. Rogers	City Council	D. MacDonald	E. Alvarez	J. Okrepkie	J. Sawyer	N. Rogers	Plan. Comm.	T. Schwedhelm	Total
Female		1	1	1	2	1				6
Male	1	5		1	5	2	1	1	1	17
<b>Total</b>	<b>1</b>	<b>6</b>	<b>1</b>	<b>2</b>	<b>7</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>23</b>



# Ethnicity of Applicants



## Ethnicity of Appointees



# Ethnicity of Appointees by District (23)

	D-1	D-2	D-3	D-4	D-5	D-6	D-7	Total
African American				2		1		3
Asian or Pacific Islander							1	1
Causasian/Non-Hispanic	2	1	2	4	3	1	5	18
Hispanic						1		1
<b>Total</b>	<b>2</b>	<b>1</b>	<b>2</b>	<b>6</b>	<b>3</b>	<b>3</b>	<b>6</b>	<b>23</b>

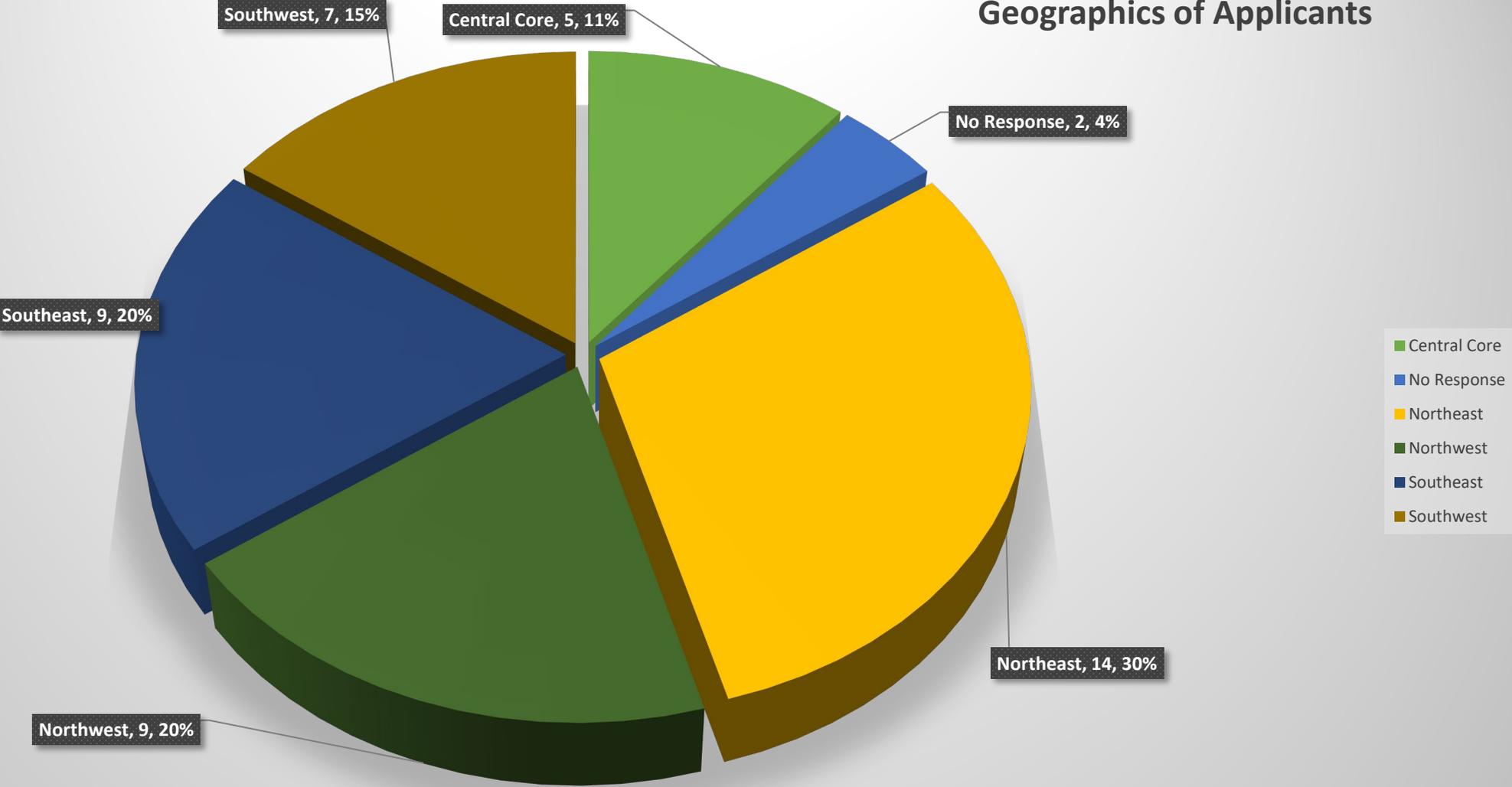


## Ethnicity of Appointees by Appointing Authority (23)

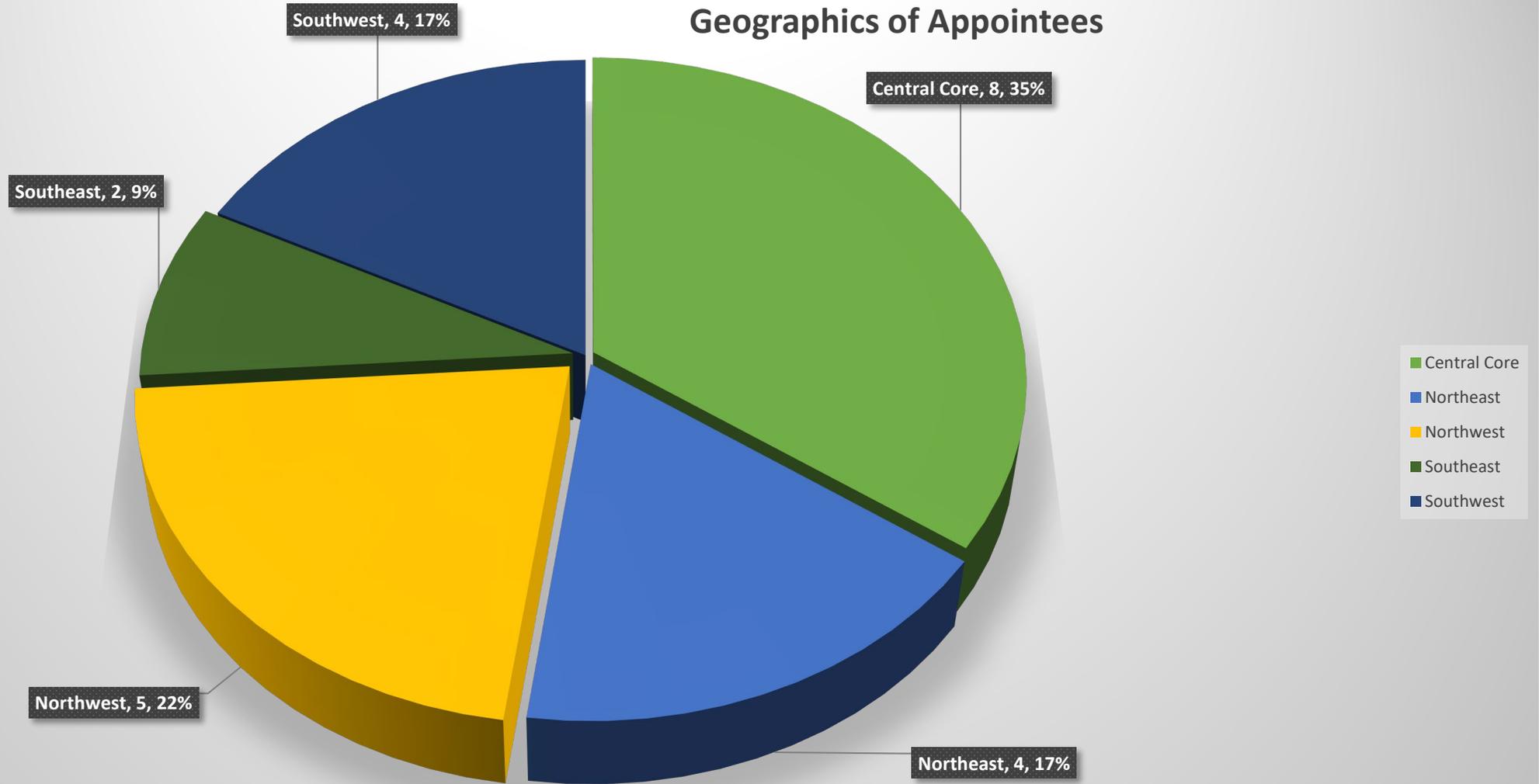
	C. Rogers	City Council	D. MacDonald	E. Alvarez	J. Okrepkie	J. Sawyer	N. Rogers	Plan. Comm.	T. Schwedhelm	Total
African American					1	1		1		3
Asian or Pacific Islander		1								1
Causasian/Non-Hispanic	1	5	1	2	5	2	1		1	18
Hispanic					1					1
<b>Total</b>	<b>1</b>	<b>6</b>	<b>1</b>	<b>2</b>	<b>7</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>23</b>



# Geographics of Applicants



## Geographics of Appointees



# Geographics of Appointees by Board (23)

	APPC	BPAB	BOCS	BPU	CAB	CHB	DRB	Meas. "O"	PB	PC	WAC	Total
Central Core	1	1			2	1				1	2	8
Northeast				1				1	1		1	4
Northwest			1		3				1			5
Southeast					1		1					2
Southwest								2			2	4
<b>Total</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>6</b>	<b>1</b>	<b>1</b>	<b>3</b>	<b>2</b>	<b>1</b>	<b>5</b>	<b>23</b>





*Council  
Member  
Snapshots*



**E. ALVAREZ (DISTRICT 1) – ACTIVE BOARD MEMBERS SNAPSHOT**

Date	Gender				Race/Ethnicity							District						
	Male	Female	Non-Binary or Third Gender	Prefer Not to Say / Blank	Caucasian / Non-Hispanic	Hispanic	African American	Asian / Pacific Islander	American Indian / Alaskan Native Aleutian	Other / Multi-Racial	Prefer Not to Say / Blank	One	Two	Three	Four	Five	Six	Seven
Aug. 2023 (0 vacancies)	5	5	0	0	5	1	0	0	3	1	0	2	0	2	3	3	0	0

**M. STAPP (DISTRICT 2) – ACTIVE BOARD MEMBERS SNAPSHOT**

DATE	Gender				Race/Ethnicity							District						
	Male	Female	Non-Binary or Third Gender	Prefer Not to Say / Blank	Caucasian / Non-Hispanic	Hispanic	African American	Asian / Pacific Islander	American Indian / Alaskan Native Aleutian	Other / Multi-Racial	Prefer Not to Say / Blank	One	Two	Three	Four	Five	Six	Seven
Aug. 2023 (0 vacancies)	2	8	0	0	5	3	1	0	0	0	1	0	4	1	3	0	1	1

**D. MACDONALD (DISTRICT 3) – ACTIVE BOARD MEMBERS SNAPSHOT**

Date	Gender				Race/Ethnicity							District						
	Male	Female	Non-Binary or Third Gender	Prefer Not to Say / Blank	Caucasian / Non-Hispanic	Hispanic	African American	Asian / Pacific Islander	American Indian / Alaskan Native Aleutian	Other / Multi-Racial	Prefer Not to Say / Blank	One	Two	Three	Four	Five	Six	Seven
Aug. 2023 (0 vacancies)	5	5	0	0	5	2	1	1	0	0	1	1	2	4	1	0	1	1

**V. FLEMING (DISTRICT 4) – ACTIVE BOARD MEMBERS SNAPSHOT**

Date	Gender				Race/Ethnicity							District						
	Male	Female	Non-Binary or Third Gender	Prefer Not to Say / Blank	Caucasian / Non-Hispanic	Hispanic	African American	Asian / Pacific Islander	American Indian / Alaskan Native Aleutian	Other / Multi-Racial	Prefer Not to Say / Blank	One	Two	Three	Four	Five	Six	Seven
Aug. 2023 (1 vacancy)	4	5	0	0	5	1	3	0	0	0	0	1	0	0	7	1	0	0

**C. ROGERS (DISTRICT 5) – ACTIVE BOARD MEMBERS SNAPSHOT**

DATE	Gender				Race/Ethnicity							District						
	Male	Female	Non-Binary or Third Gender	Prefer Not to Say / Blank	Caucasian / Non-Hispanic	Hispanic	African American	Asian / Pacific Islander	American Indian / Alaskan Native Aleutian	Other / Multi-Racial	Prefer Not to Say / Blank	One	Two	Three	Four	Five	Six	Seven
Aug. 2023 (0 vacancies)	6	4	0	0	7	0	0	1	0	0	2	0	2	1	2	1	1	3

**J. OKREPKIE (DISTRICT 6) – ACTIVE BOARD MEMBERS SNAPSHOT**

DATE	Gender				Race/Ethnicity							District						
	Male	Female	Non-Binary or Third Gender	Prefer Not to Say / Blank	Caucasian / Non-Hispanic	Hispanic	African American	Asian / Pacific Islander	American Indian / Alaskan Native Aleutian	Other / Multi-Racial	Prefer Not to Say / Blank	One	Two	Three	Four	Five	Six	Seven
Aug. 2023 (0 vacancies)	7	3	0	0	6	3	0	0	0	1	0	1	2	4	1	0	1	1

**N. ROGERS (DISTRICT 7) – ACTIVE BOARD MEMBERS SNAPSHOT**

DATE	Gender				Race/Ethnicity							District						
	Male	Female	Non-Binary or Third Gender	Prefer Not to Say / Blank	Caucasian / Non-Hispanic	Hispanic	African American	Asian / Pacific Islander	American Indian / Alaskan Native Aleutian	Other / Multi-Racial	Prefer Not to Say / Blank	One	Two	Three	Four	Five	Six	Seven
<b>Aug. 2023</b> (0 vacancies)	6	3	0	1	6	1	1	1	0	0	1	0	1	1	5	0	0	3

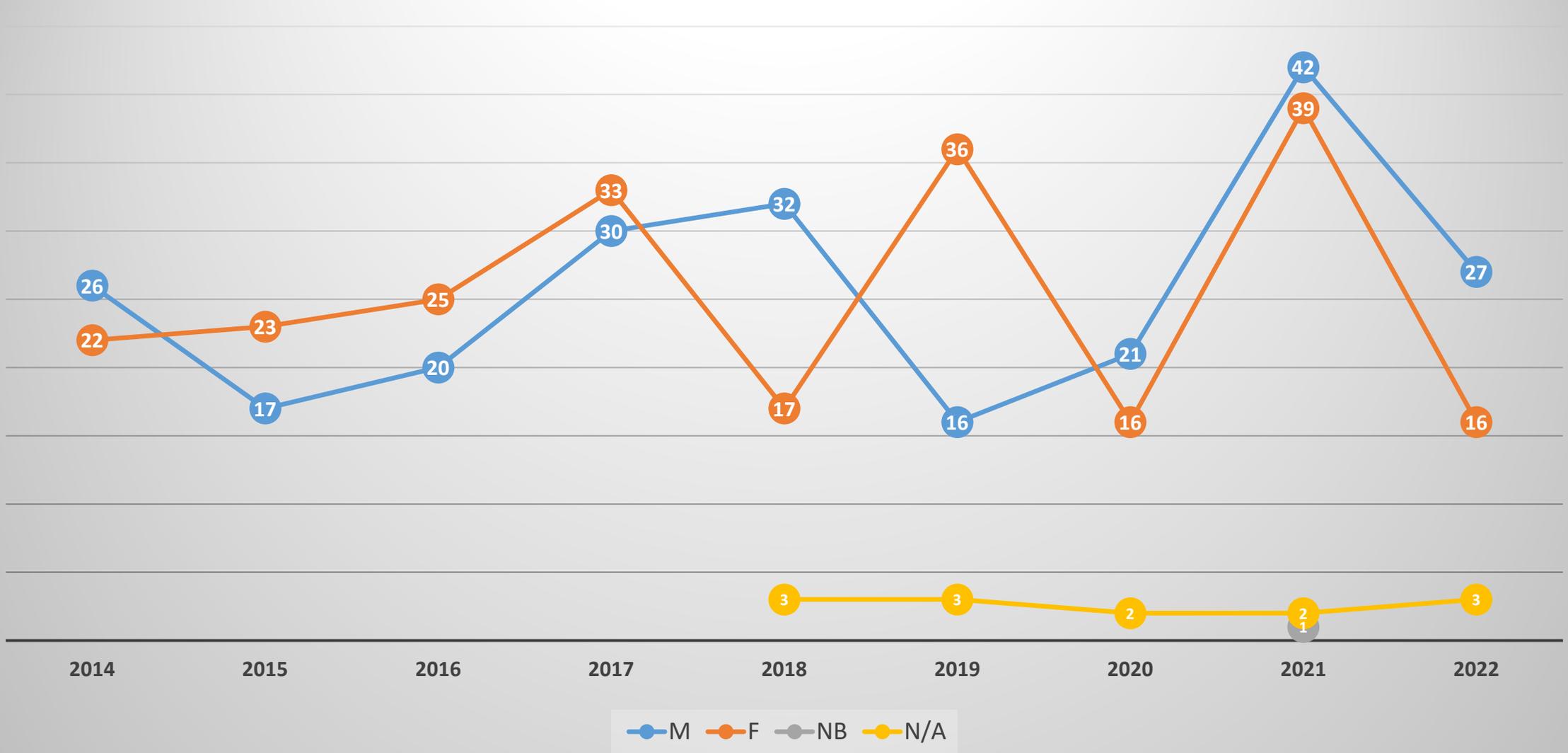
**FULL COUNCIL – ACTIVE BOARD MEMBERS SNAPSHOT**

DATE	Gender				Race/Ethnicity							District						
	Male	Female	Non-Binary or Third Gender	Prefer Not to Say / Blank	Caucasian / Non-Hispanic	Hispanic	African American	Asian / Pacific Islander	American Indian / Alaskan Native Aleutian	Other / Multi-Racial	Prefer Not to Say / Blank	One	Two	Three	Four	Five	Six	Seven
<b>Aug. 2023</b> (4 vacancies)	18	3	0	0	15	2	0	1	0	2	1	1	2	4	8	1	1	4

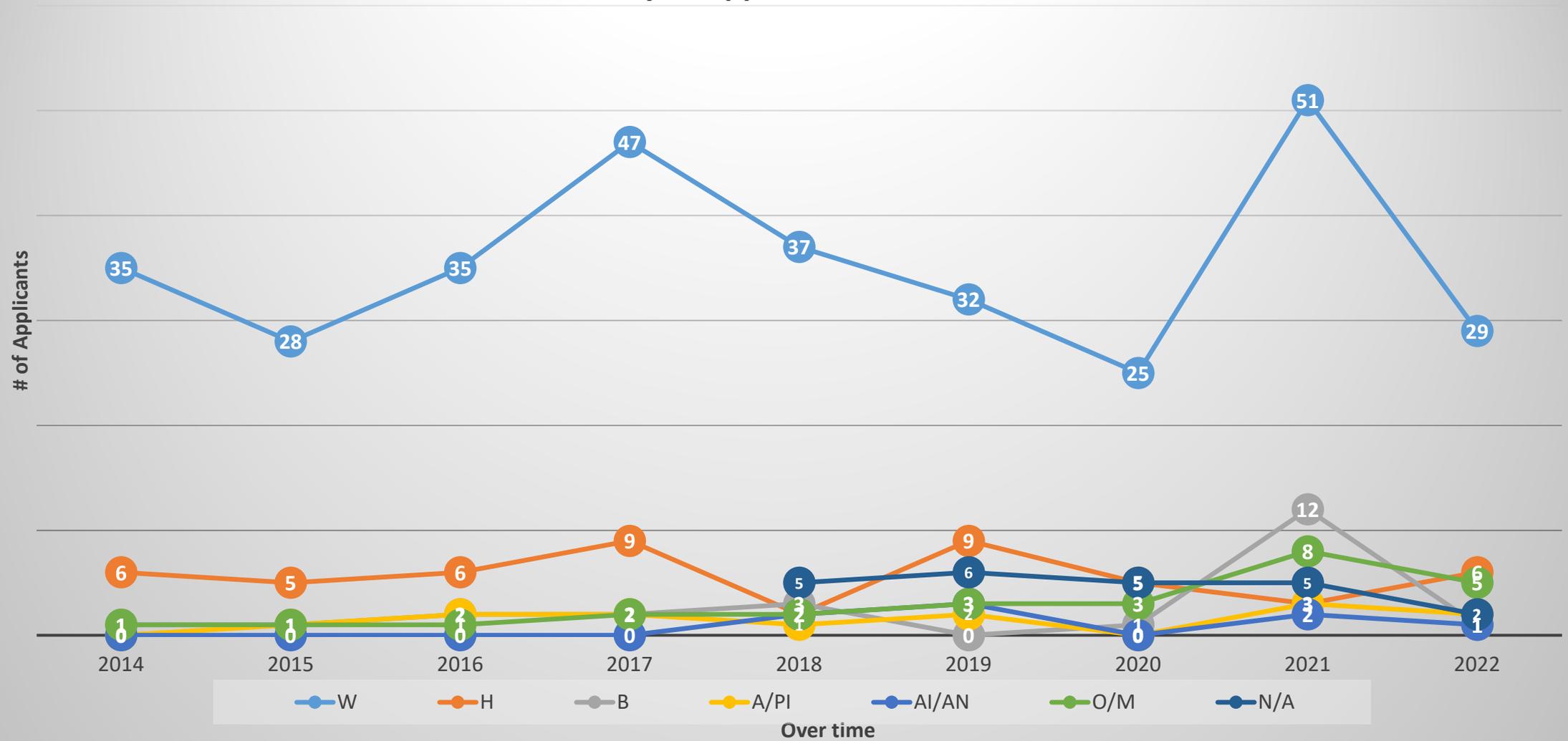
# Trends Over Years

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
2022	27	16		3	29	6	1	2	1	5	2	14	9	9	7	5	2

### Gender of Applicants Over Time



## Ethnicity of Applicants Over Time

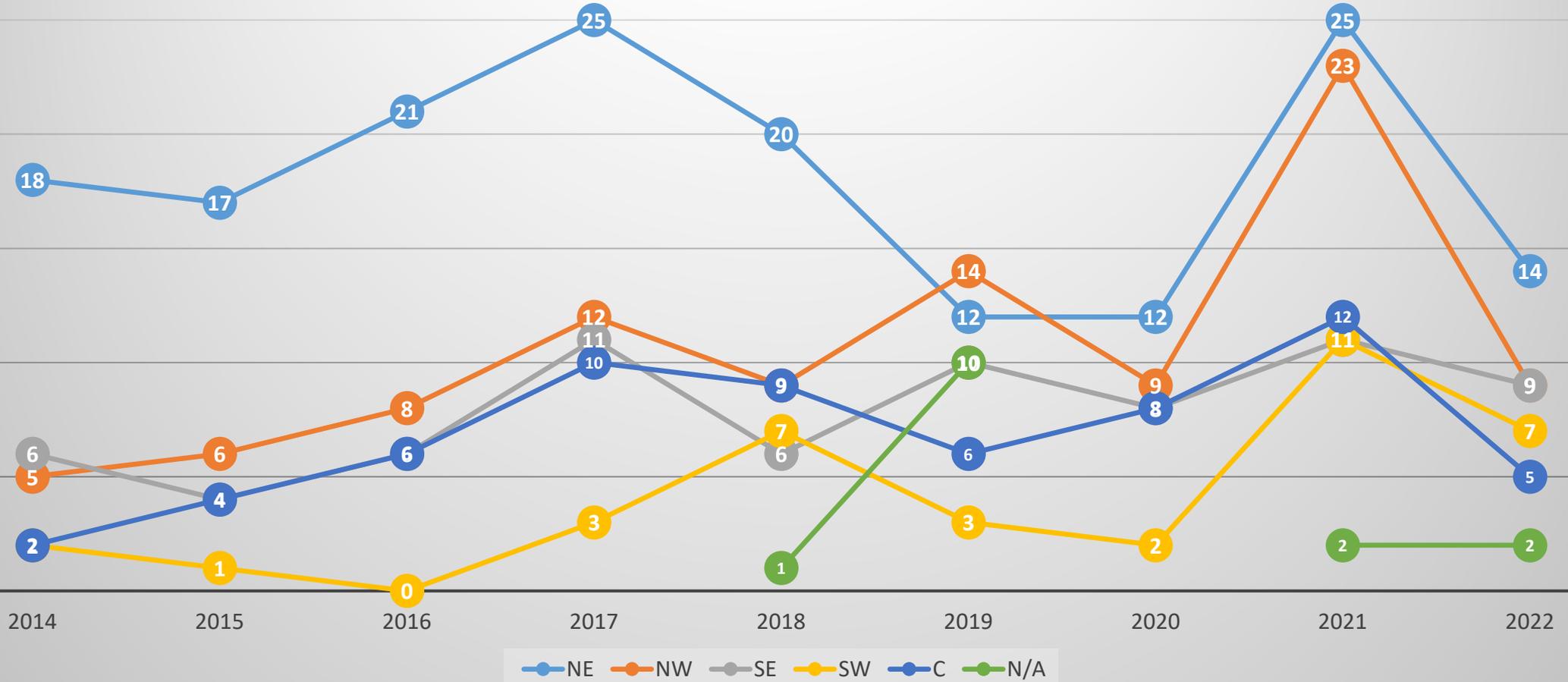


# Comparison to Census Data - Ethnicity

	3-year Average of Applicants	2020 Census Ethnicity Data
Caucasian/Non-Hispanic	63%	62.3%
Hispanic	10%	34%
Black or African American Alone	6%	2%
API	3%	Asian Alone =5.9% Other Pacific Islander at .4%
American Indian/Alaskan Native Aleutian	1%	1.2%
Other/Multi-Racial	10%	8.9%
Prefer not to say or no response	7%	



## Geographics of Applicants Over Time



# *Final Thoughts*

## The expanded report format

- Highlights the value of self-reports by appointees
- Provides additional data as requested at the 2022 report catch-up
- Responds to Council's ongoing commitment to diversity and inclusion, and need for continued efforts by all



*Recommendation*

It is recommended by the City Clerk's Office that Council, by motion, accept the 2022 Annual Report of Diversity of City Council Appointees and provide feedback to staff on future reports.

QUESTIONS?

