
Boards, Commissions, and Committees Diversity Report - 2024

Presenter: Dina Manis, City Clerk
August 5, 2025



Today's Highlights

- Charter Requirements for annual report
- Overview of 2024 report
- New Portal for Diversity Data



Charter Requirements



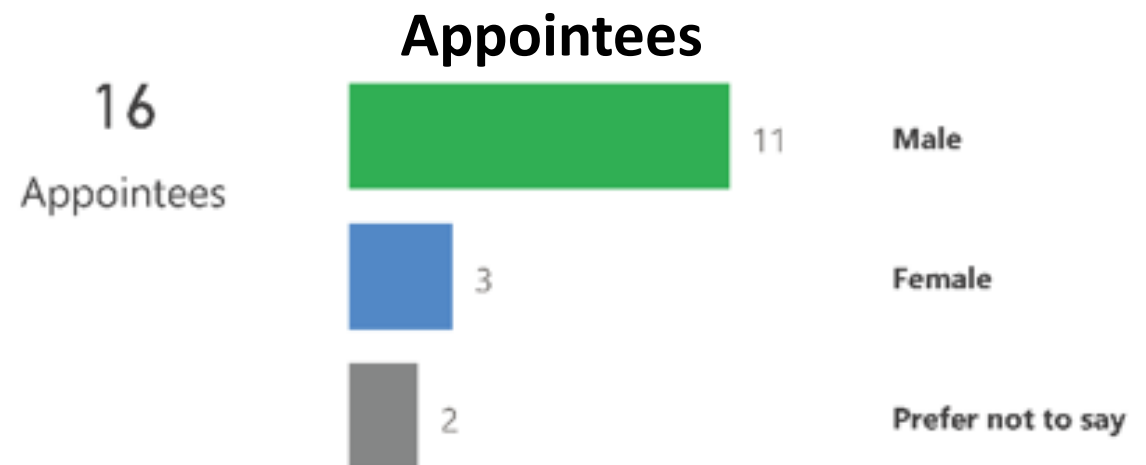
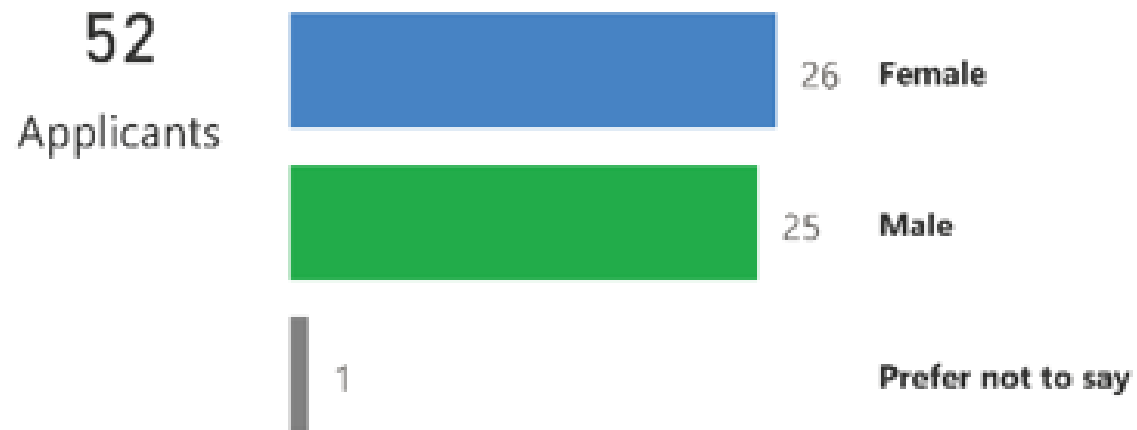
Section 11 - Requires an annual report on the diversity of Council appointments and applications received for boards, commissions, and committees.

- 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)
- Public Safety and Prevention Oversight Committee
- Personnel Board (Full Council)
- Planning Commission
- Waterways Advisory Committee (Full Council)

2024 Overview

- 2024 Applicants
 - 81 Applications (52 unique)
 - 98% reported gender information
 - 92% reported ethnicity information
 - 94% reported age range information
 - 100% reported home address that could be mapped
- 2024 Appointees
 - 16 appointments made
 - 88% reported gender information
 - 88% reported ethnicity information
 - 88% reported age range information
 - 100% reported home address that could be mapped

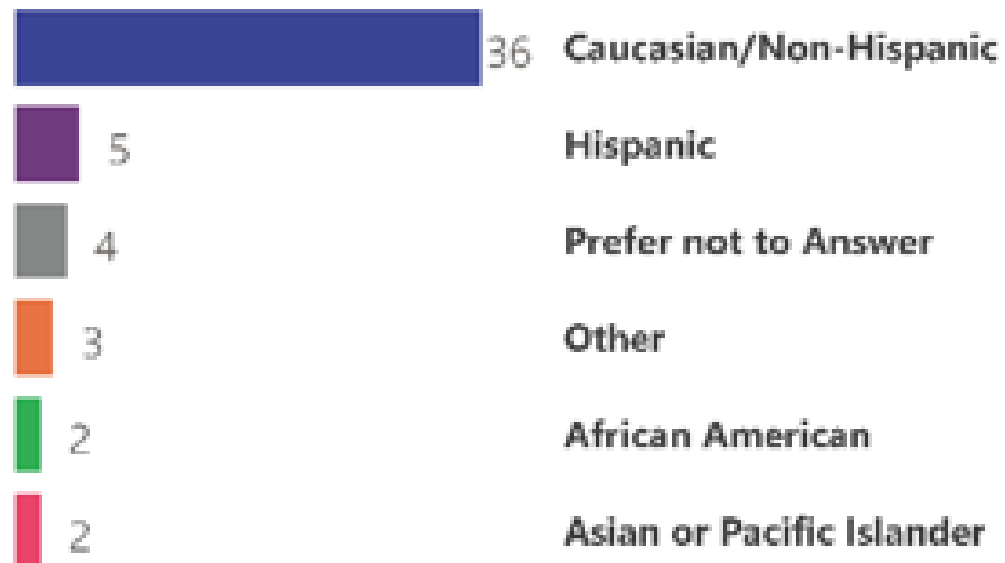
Analysis and Conclusions on Gender



Analysis on Ethnicity

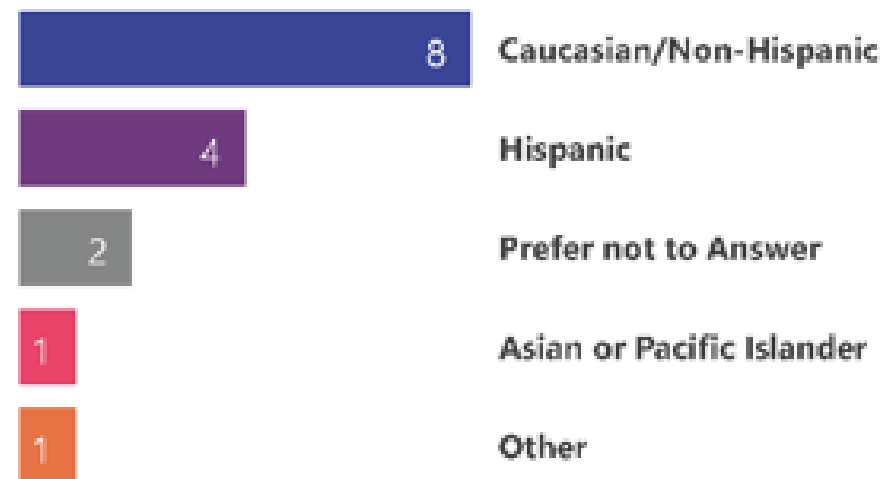
52

Applicants



16

Appointees



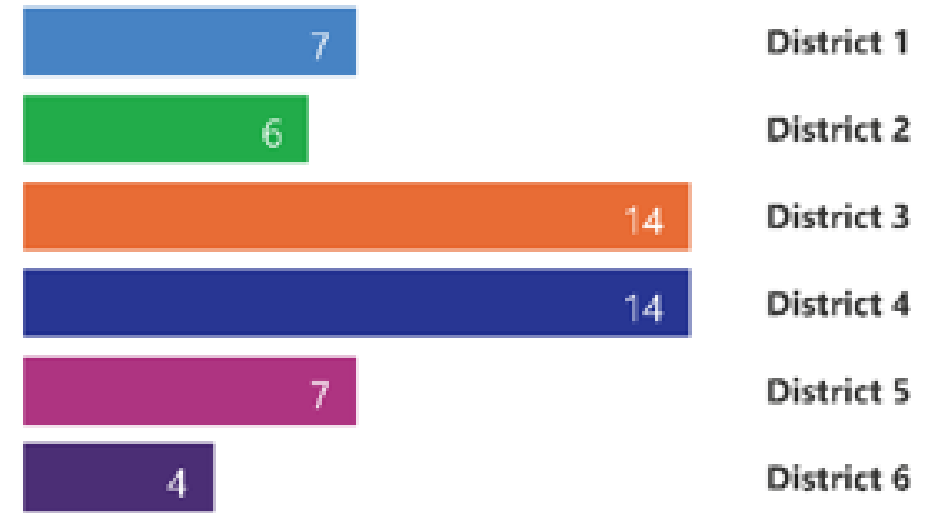
Ethnicity
Diversity
Conclusion

Ethnicity	Applicant	Appointments	Community
Caucasian	69%	50%	51%
Hispanic	10%	25%	35.8%
African Amer.	4%	0%	1.9%
Asian/Pac Islander	4%	6%	7.1%
Other	6%	6%	2.8%

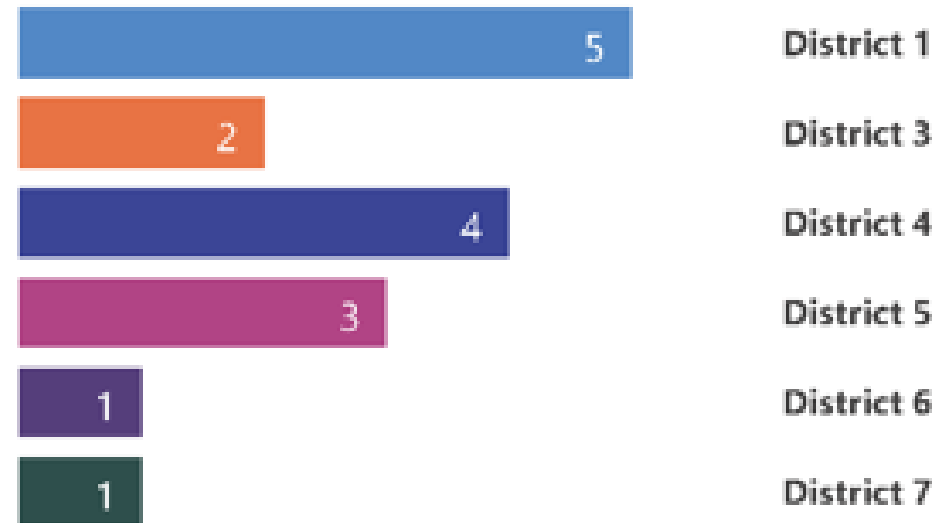
District (Geographics) Analysis



52
Applicants



16
Appointees





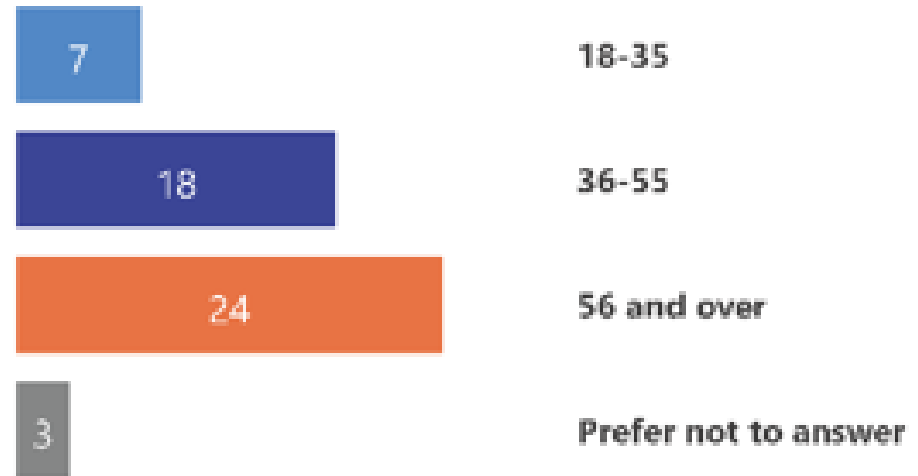
District Diversity Conclusion

- **District 1** had (7) applicants, the highest appointment rate (71%) and the largest share of total appointees (31%).
- **District 2** had (6) applicants, but no appointees
- **District 3 and 4** had the most applicants (14 each), but District 4 had twice as many appointees.
- **District 7** had no applicants but still had one appointee due to a prior application.

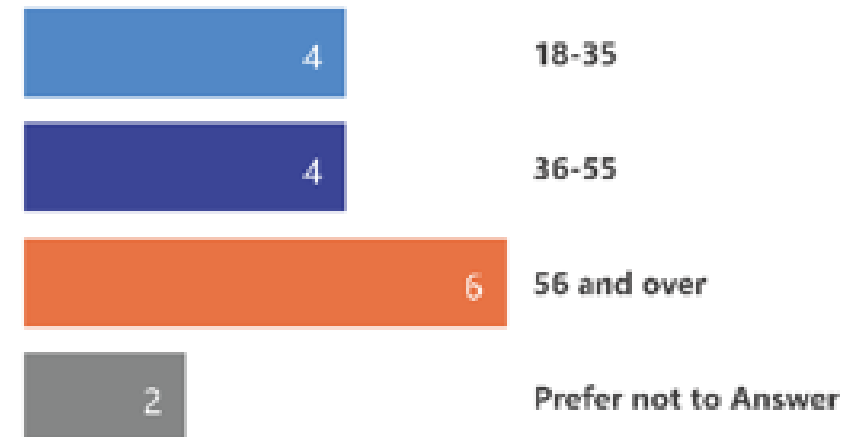
Age Diversity Analysis



52
Applicants

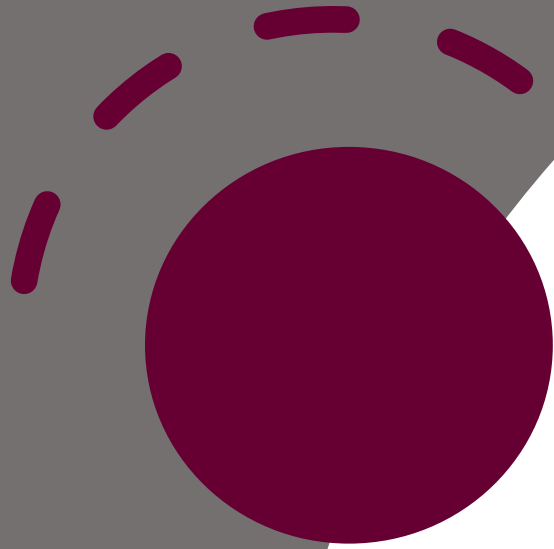


16
Appointees



Age Diversity Conclusion

Age (52) unique	Applicant	Appointments (16) % of total appointment	Community
56+ (24 apps)	46%	38%	32%
36-55 (18 apps)	34%	25%	26.5
18-35 (7 apps)	13%	25%	21.5%
Undisclosed (3 apps)	6.7%	13%	n/a



2024 Synopsis

Recruitment Efforts



Recruitment Efforts – *looking forward*

- Started Tracking Recruitment Data in Application Portal
- Recruitment Videos from the Community Engagement Team
- Increased outreach at community events

Current Vacancies

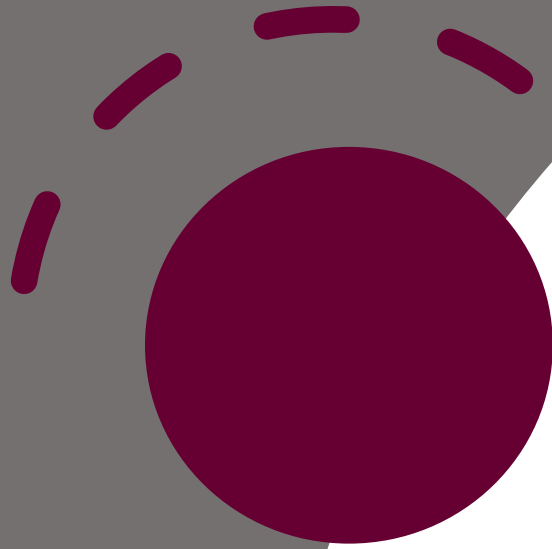
- Art in Public Places
- Bicycle and Pedestrian Advisory Board
- Board of Building Regulation Appeals
- Board of Parks and Recreation
- Personnel Board
- Public Safety and Prevention Tax
Citizens' Oversight Committee





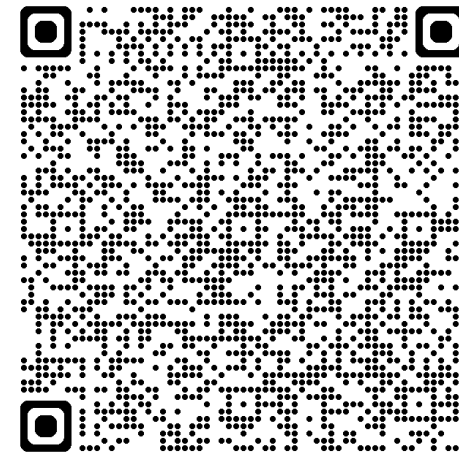
Apply Now!
[Srcity.org/boards](https://srcity.org/boards)





NEW PORTAL FOR DIVERSITY DATA

Luke Faser, Administrative Analyst



[City of Santa Rosa – 2024 Boards and Commissions Diversity Report](#)



Recommendation

It is recommended by the City Clerk's Office that Council, by motion, accept the 2024 Annual Report of Diversity of City Council Appointees and provide feedback to staff on future reports.

QUESTIONS?

