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# Boards, Commissions, and Committees Diversity Report - 2023

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Presenter: Dina Manis, City Clerk  
May 21, 2024



# Report to Include

- Charter Requirements for annual report
  - 2023 Overview of total number of applications and appointments
  - Diversity data related to applicant and appointee ethnicity, gender, and geographics
  - Progress and success of increasing the diversity of appointments
  - Additional data requested by City Council in 2022 and 2023 now included are:
    - Individual appointment data by Council Member
    - Full-Council appointment data
    - Age diversity data



# *Charter Requirements*

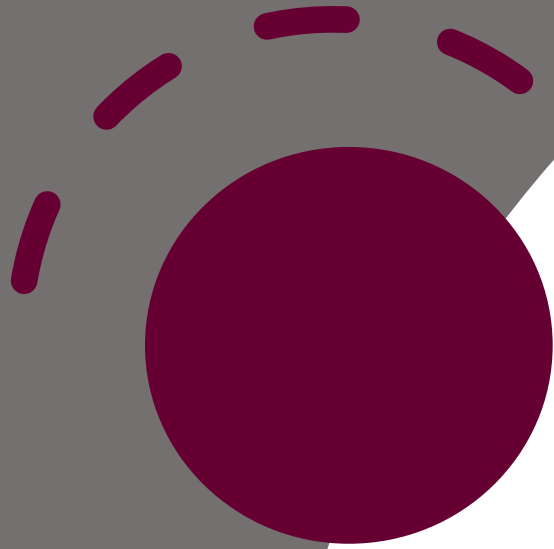


Section 11 - Requires an annual report on the diversity of Council appointments and applications received for boards, commissions, and committees.

- 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)
- Measure O Oversight Committee
- Personnel Board (Full Council)
- Planning Commission
- Waterways Advisory Committee (Full Council)

# 2023 Overview

- 2023 Applicants
  - 79 Applications (57 unique)
  - 100% reported gender information
  - 96% reported race/ethnicity information
  - 96% reported age range information
  - 100% reported home address that could be mapped
- 2023 Appointees
  - 54 appointments made
  - 100% reported gender information
  - 95% reported race/ethnicity information
  - 67% reported age range information



# GENDER DIVERSITY PROGRESS SUMMARY

Gender of  
Appointees  
by District  
(54)

	D-1	D-2	D-3	D-4	D-5	D-6	D-7	Total
Female		5	3	10	1	3	3	25
Male	2	4	7	11	1	2	2	29
Total	2	9	10	21	2	5	5	54

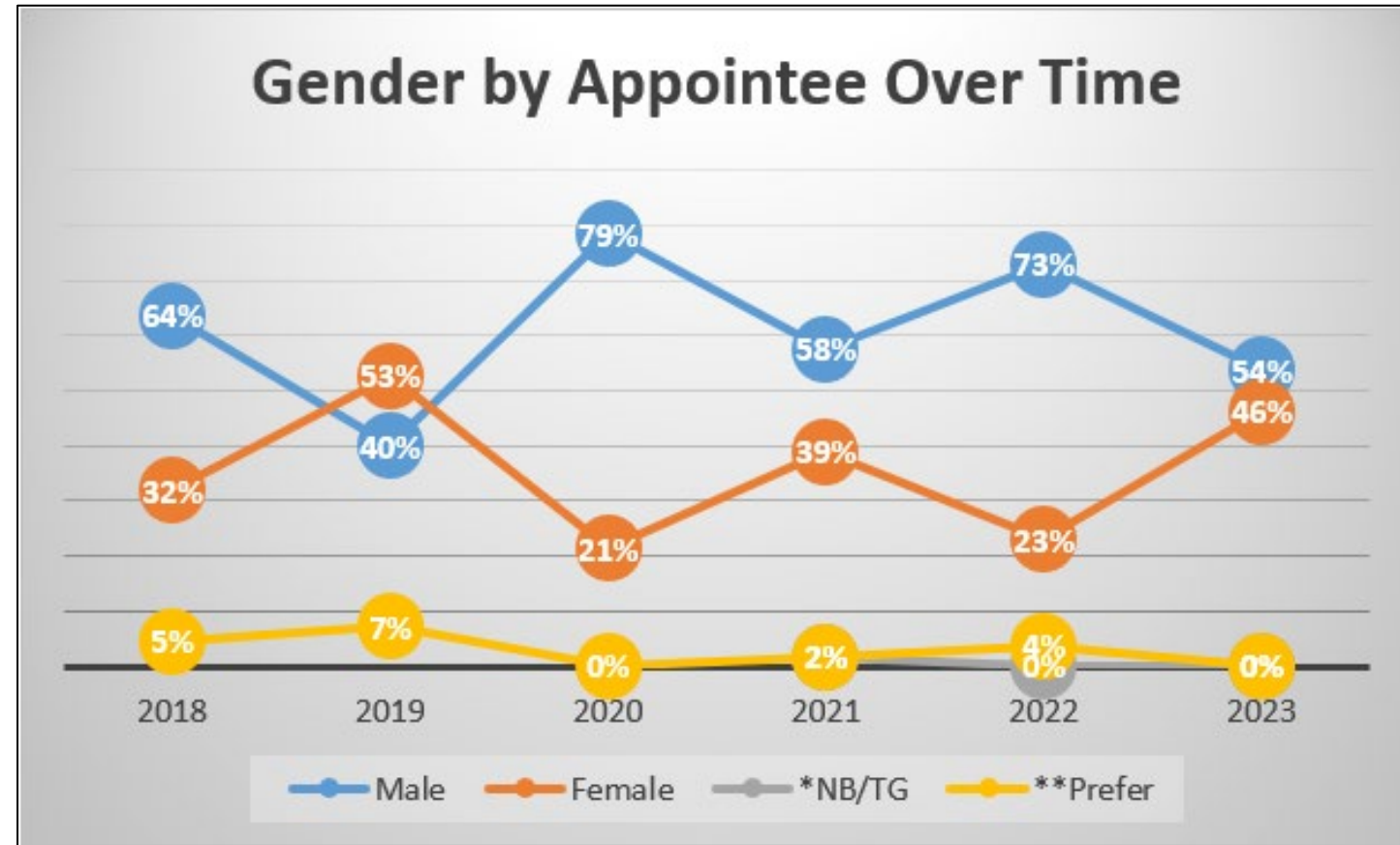


## Gender of Appointees by Appointing Authority (54)

	C. Rogers	City Council	D. MacDonald	E. Alvarez	J. Okrepkie	M. Stapp	N. Rogers	W. Fleming	Total
Female	1	1	4	2	1	8	2	6	25
Male		11	5	2	3	2	1	5	29
<b>Total</b>	<b>1</b>	<b>12</b>	<b>9</b>	<b>4</b>	<b>4</b>	<b>10</b>	<b>3</b>	<b>11</b>	<b>54</b>



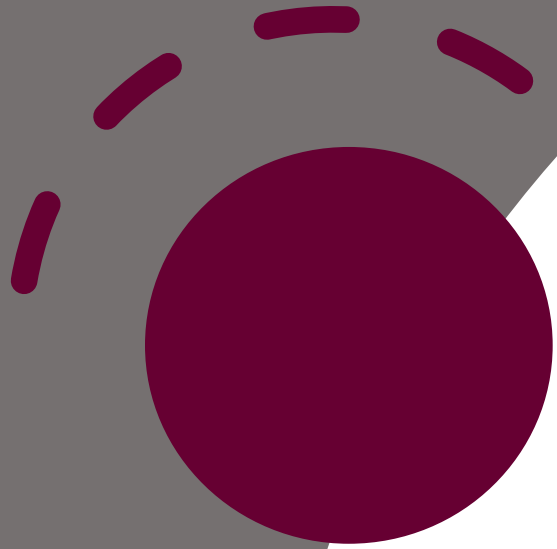
# Gender Diversity Summary





**Gender  
Diversity  
Summary**

<b>Active Board Members - Gender</b>				
<b>Date</b>	<b>Male</b>	<b>Female</b>	<b>Non-Binary or Third Gender</b>	<b>Prefer Not to Say / Blank</b>
<b>Aug. 2023 (Vacancy-5)</b>	<b>59%</b>	<b>40%</b>	<b>0</b>	<b>1%</b>
<b>Mar. 2024 (Vacancy-5)</b>	<b>57%</b>	<b>41%</b>	<b>0</b>	<b>2%</b>



# ETHNICITY DIVERSITY PROGRESS SUMMARY

# Ethnicity of Appointees by District (54)

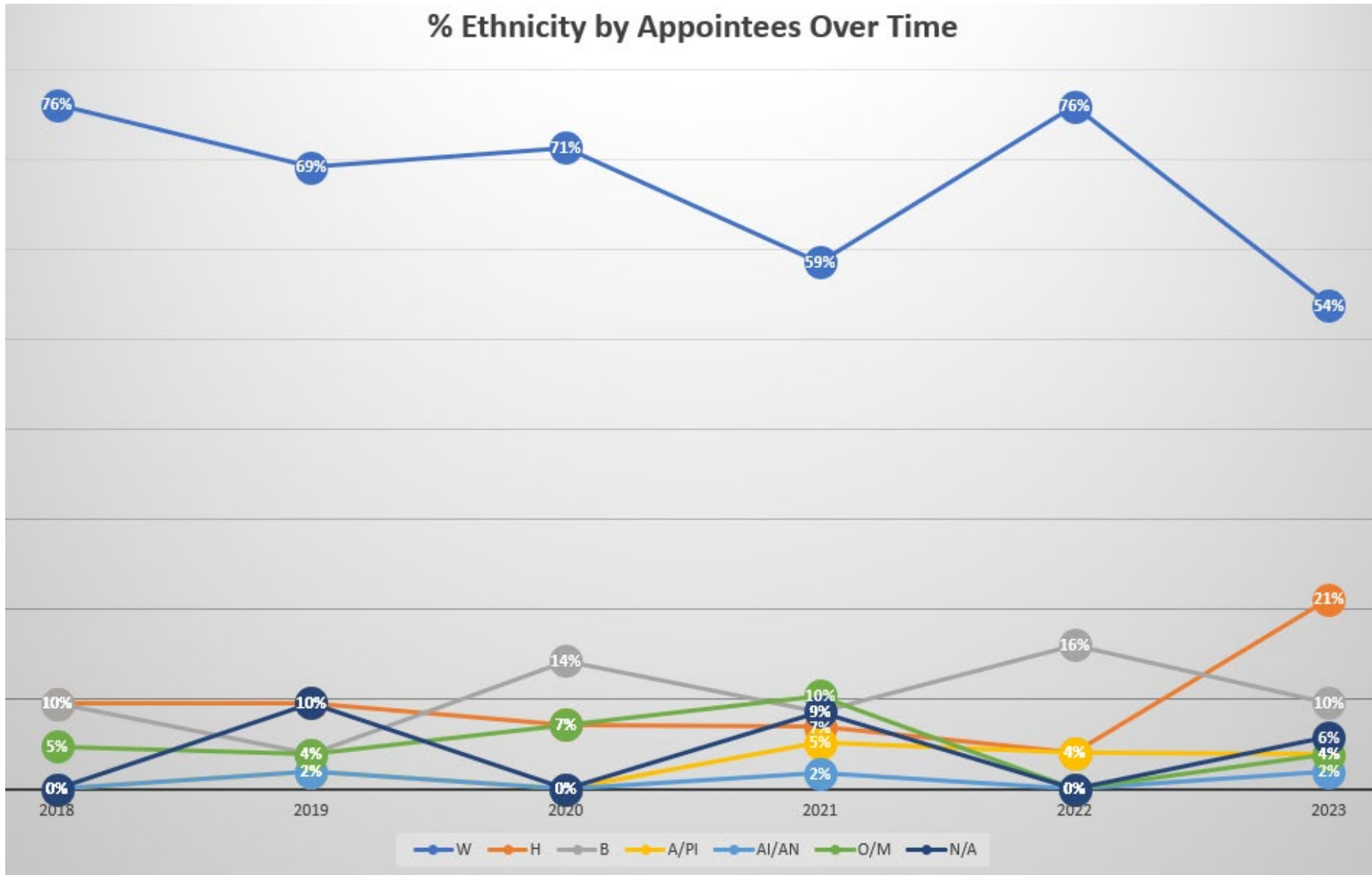
	D-1	D-2	D-3	D-4	D-5	D-6	D-7	Total
African American				5		1		6
American Indian/Alaskan Native Aleutian			1					1
Asian or Pacific Islander			1	1				2
Caucasian/Non-Hispanic		6	7	10	1	2	3	29
Hispanic	2	3	1	3	1		1	11
Other				1		1		2
Prefer not to Answer				1		1	1	3
<b>Total</b>	<b>2</b>	<b>9</b>	<b>10</b>	<b>21</b>	<b>2</b>	<b>5</b>	<b>5</b>	<b>54</b>



## Ethnicity of Appointees by Appointing Authority (54)

	C. Rogers	City Council	D. MacDonald	E. Alvarez	J. Okrepkie	M. Stapp	N. Rogers	V. Fleming	Total
African American			1			1		4	6
American Indian/Alaskan Native Aleutian				1					1
Asian or Pacific Islander			1				1		2
Caucasian/Non-Hispanic	1	9	4	2	1	5	1	6	29
Hispanic		1	2	1	2	3	1	1	11
Other		1			1				2
Prefer not to Answer		1	1			1			3
<b>Total</b>	<b>1</b>	<b>12</b>	<b>9</b>	<b>4</b>	<b>4</b>	<b>10</b>	<b>3</b>	<b>11</b>	<b>54</b>



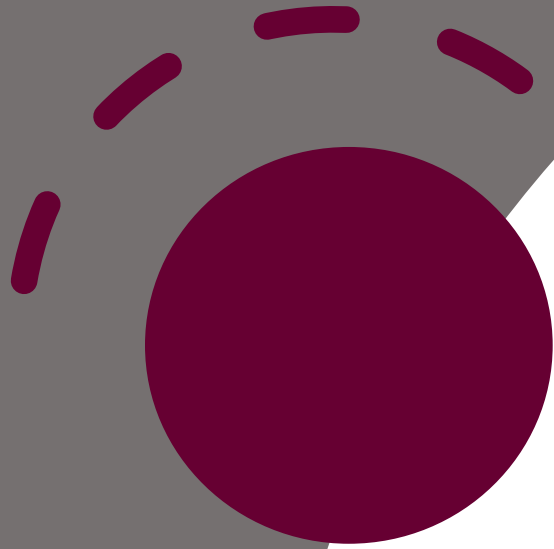


# Ethnicity Diversity Summary

Active Board Members - Race/Ethnicity							
Date	Caucasian / Non- Hispanic	Hispanic	African American	Asian / Pacific Islander	American Indian / Alaskan Native Aleutian	Other / Multi- Racial	Prefer Not to Say / Blank
Aug. 2023 (Vacancy-5)	60%	14%	7%	4%	3%	4%	7%
Mar. 2024 (Vacancy-5)	59%	14%	7%	4%	2%	4%	9%

# *Ethnicity Census Data Comparison*

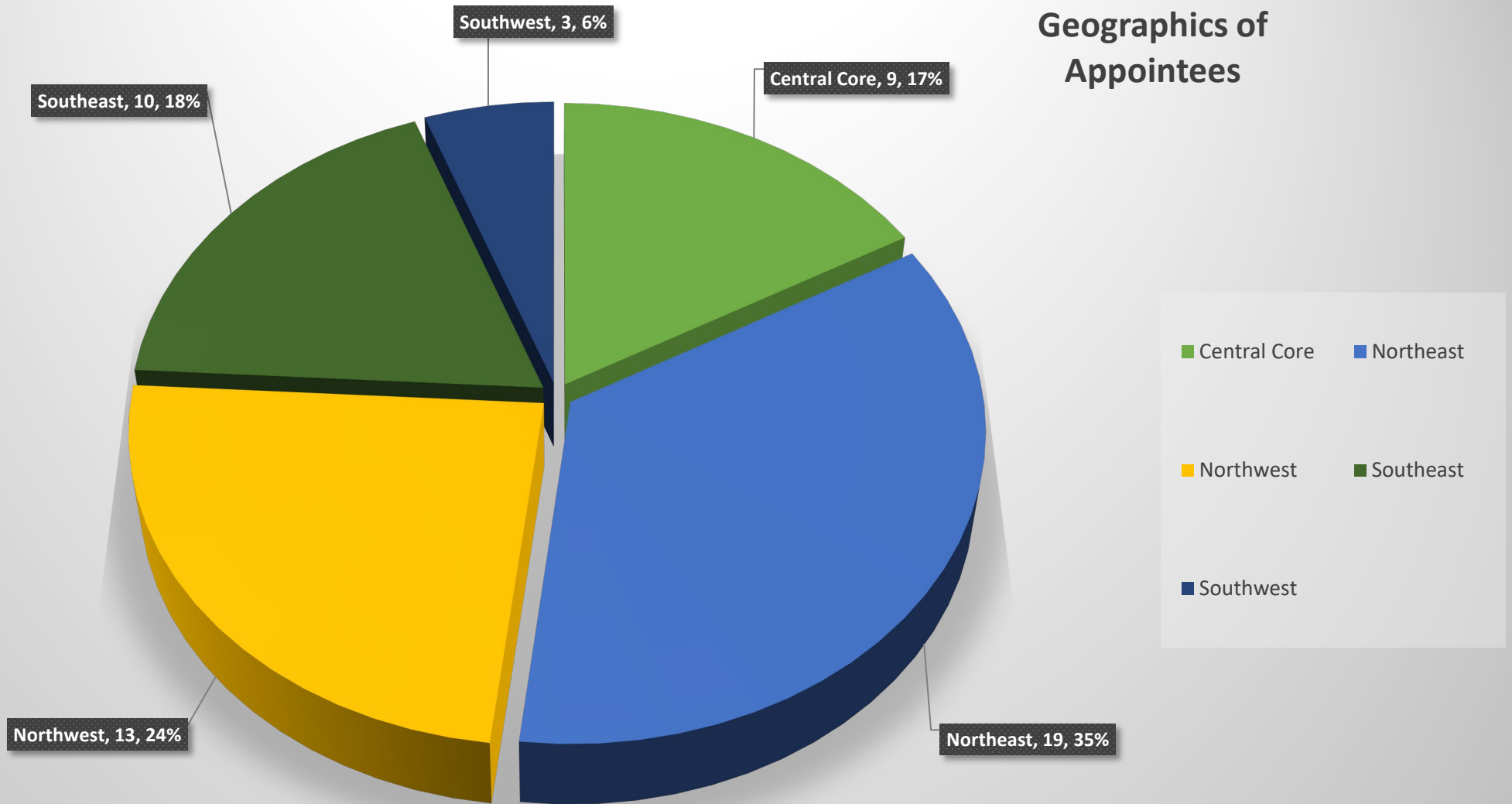
	<b>3-year Average of Applicants</b>	<b>2022 Census Ethnicity Data</b>	<b>2023 Appointees</b>	<b>Active Board Member Composition</b>
Caucasian/Non-Hispanic	65%	60.1%	54%	59%
Hispanic	9%	34%	20%	14%
Black or African American Alone	7%	1.8%	11%	7%
API	4%	Asian Alone =6.2% Other Pacific Islander at .4%	4%	4%
American Indian/Alaskan Native Aleutian	2%	1.1%	2%	2%
Other/Multi-Racial	9%	11%	4%	4%
Prefer not to say or no response	5%		5%	9%



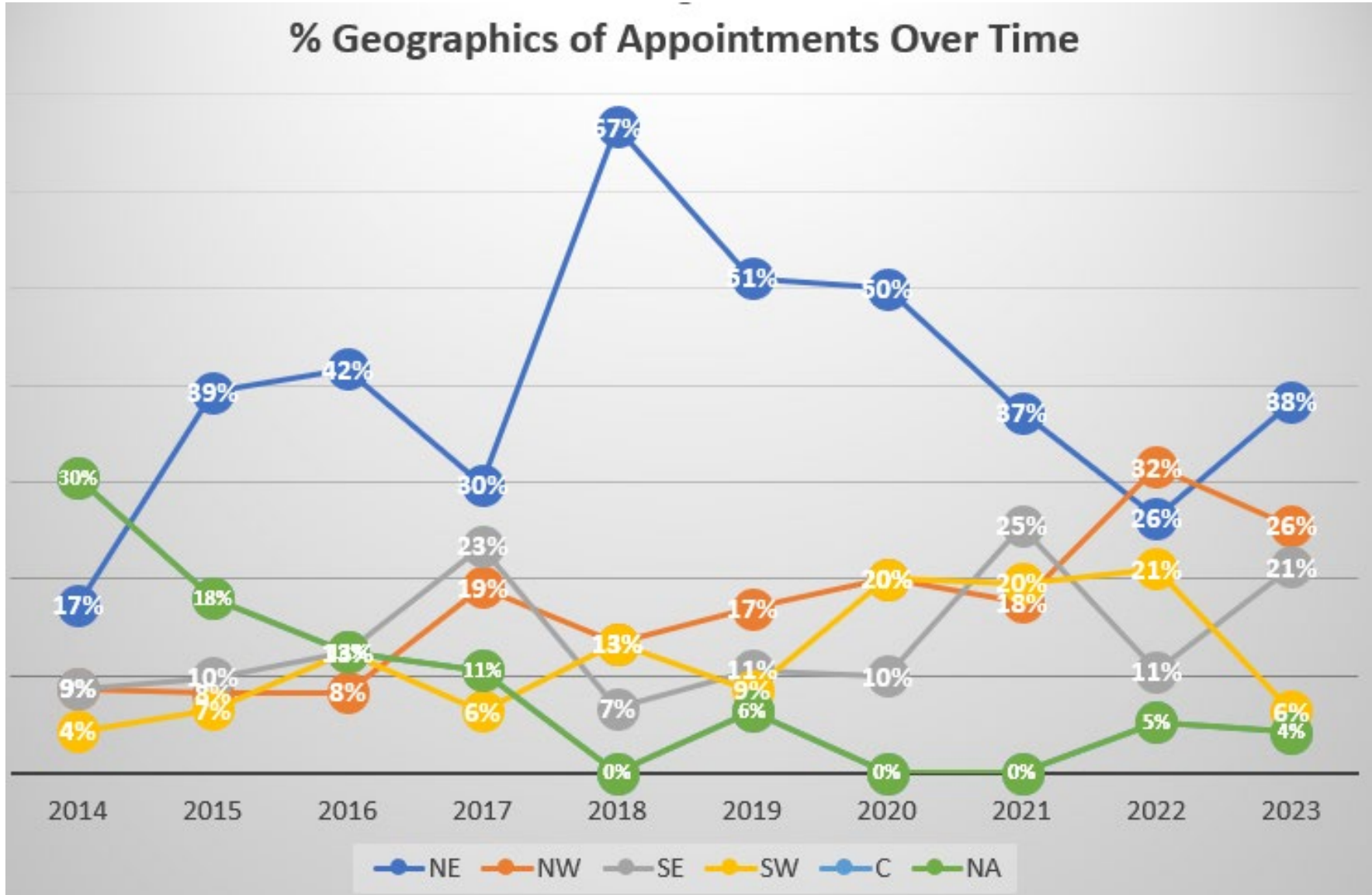
# GEOGRAPHIC DIVERSITY PROGRESS SUMMARY

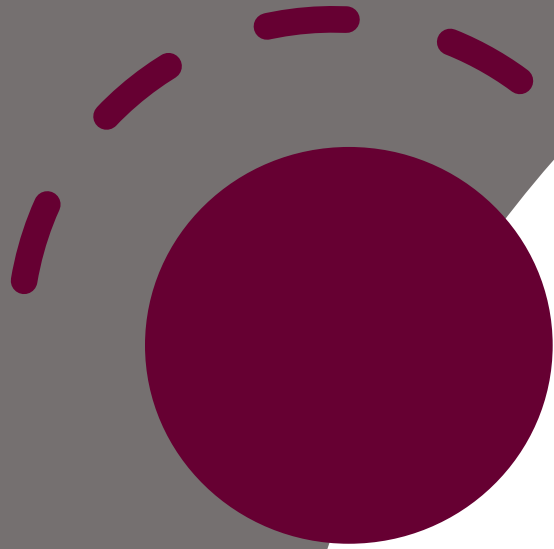


## Geographics of Appointees



### % Geographics of Appointments Over Time





# AGE DIVERSITY PROGRESS SUMMARY

**Age  
Diversity  
Summary**

<b>Active Board Members - Age Ranges</b>				
<b>Date</b>	<b>Age</b>			
	<b>18-35</b>	<b>36-55</b>	<b>56+</b>	<b>Prefer Not To Say / Blank</b>
<b>Aug. 2023 (Vacancy-5)</b>	<b>7%</b>	<b>16%</b>	<b>16%</b>	<b>62%</b>
<b>Mar. 2024 (Vacancy-5)</b>	<b>9%</b>	<b>19%</b>	<b>23%</b>	<b>49%</b>



*Council  
Member  
Snapshots*



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

Date	Gender				Race/Ethnicity							District							Age			
	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	18-35	36-55	56+	Prefer Not To Say / Blank
Aug. 2023 (Vacancy-0)	5	5	0	0	5	1	0	0	3	1	0	2	0	2	3	3	0	0	0	2	1	7
Mar. 2024 (Vacancy-1)	3	6	0	0	4	1	0	0	2	1	1	2	0	1	4	2	0	0	2	0	2	5

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

Date	Gender				Race/Ethnicity							District							Age			
	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	18-35	36-55	56+	Prefer Not To Say / Blank
Aug. 2023 (Vacancy-0)	2	8	0	0	5	3	1	0	0	0	1	0	4	1	3	0	1	1	3	1	3	3
Mar. 2024 (Vacancy-0)	2	8	0	0	5	3	1	0	0	0	1	0	4	1	3	0	1	1	3	1	3	3

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

Date	Gender				Race/Ethnicity							District							Age			
	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	18-35	36-55	56+	Prefer Not To Say / Blank
Aug. 2023 (Vacancy-0)	5	5	0	0	5	2	1	1	0	0	1	1	2	4	1	0	1	1	1	2	3	4
Mar. 2024 (Vacancy-0)	5	5	0	0	5	2	1	1	0	0	1	1	2	4	1	0	1	1	1	2	3	4

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

Date	Gender				Race/Ethnicity							District							Age			
	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	18-35	36-55	56+	Prefer Not To Say / Blank
Aug. 2023 (Vacancy-1)	4	5	0	0	5	1	3	0	0	0	0	1	0	0	7	1	0	0	0	2	2	5
Mar. 2024 (Vacancy-1)	4	5	0	0	5	1	3	0	0	0	0	1	0	0	7	1	0	0	0	3	2	4

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

Date	Gender				Race/Ethnicity							District							Age			
	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	18-35	36-55	56+	Prefer Not To Say / Blank
Aug. 2023 (Vacancy-0)	6	4	0	0	7	0	0	1	0	0	2	0	2	1	2	1	1	3	0	1	0	9
Mar. 2024 (Vacancy-0)	6	4	0	0	7	0	0	1	0	0	2	0	2	1	2	1	1	3	0	1	0	9

**J. OKREPKE (DISTRICT 6) – ACTIVE BOARD MEMBER SNAPSHOT**

Date	Gender				Race/Ethnicity							District							Age			
	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	18-35	36-55	56+	Prefer Not To Say / Blank
Aug. 2023 (Vacancy-0)	7	3	0	0	6	3	0	0	0	1	0	1	1	0	2	1	4	1	1	3	1	5
Mar. 2024 (Vacancy-0)	7	3	0	0	6	3	0	0	0	1	0	1	1	0	2	1	4	1	1	3	1	5



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

Date	Gender				Race/Ethnicity							District							Age			
	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	18-35	36-55	56+	Prefer Not To Say / Blank
Aug. 2023 (Vacancy-0)	6	3	0	1	6	1	1	1	0	0	1	0	1	1	5	0	0	3	1	1	0	8
Mar. 2024 (Vacancy-1)	5	3	0	1	5	1	1	1	0	0	1	0	1	1	4	0	0	3	1	2	1	5

**FULL COUNCIL – ACTIVE BOARD MEMBER SNAPSHOT**

Date	Gender				Race/Ethnicity							District							Age			
	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	18-35	36-55	56+	Prefer Not To Say / Blank
Aug. 2023 (Vacancy-4)	18	3	0	0	15	2	0	1	0	2	1	1	2	3	8	1	1	4	0	2	4	15
Mar. 2024 (Vacancy-2)	19	3	0	1	16	2	0	1	0	2	2	1	2	5	9	1	1	4	0	5	9	9

# Recruitment Efforts



The banner features the City of Santa Rosa logo on the left, which includes a stylized rose icon and the text "City of Santa Rosa". To the right of the logo, the word "VOLUNTEER!" is written in large, bold, white capital letters. Below this, in smaller white text, it says "Board, Commission, and Committee". The central part of the banner is a photograph of a man with glasses and a beard, wearing a grey sweater over a light blue shirt, sitting at a long conference table in a meeting room. Other people are visible in the background, also seated at the table. The room has wood-paneled walls and several colorful framed pictures or posters. At the bottom of the banner, there is a dark teal bar containing the text "MORE INFO" in white, followed by a yellow arrow pointing to the right, and then the URL "SRCity.org/Boards" in white.

City of Santa Rosa **VOLUNTEER!**  
Board, Commission, and Committee

MORE INFO  [SRCity.org/Boards](https://srcity.org/boards)

Recruitment  
Efforts –  
*looking  
forward*

**BOARDS,  
COMMISSIONS,  
AND COMMITTEES  
OUTREACH**

INFORMATION MEETING

FALL 2024

5:00 P.M. – 6:30 P.M.

# Current Vacancies



OPEN POSITIONS	
Board of Building Regulation Appeals	(2) At-large
Community Advisory Board	(1) Southeast
Design Review Board	(1) At-large
Marin Sonoma Mosquito & Vector Control District	(1) At-large
Planning Commission	(1) At-large
Santa Rosa Tourism Business Improvement Area Board	(1) Full Service Hotel Operator



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





*Recommendation*

It is recommended by the City Clerk's Office that Council, by motion, accept the 2023 Annual Report of Diversity of City Council Appointees and provide feedback to staff on future reports.

# QUESTIONS?

