Boards, Commissions, and Committees Diversity Report - 2022

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

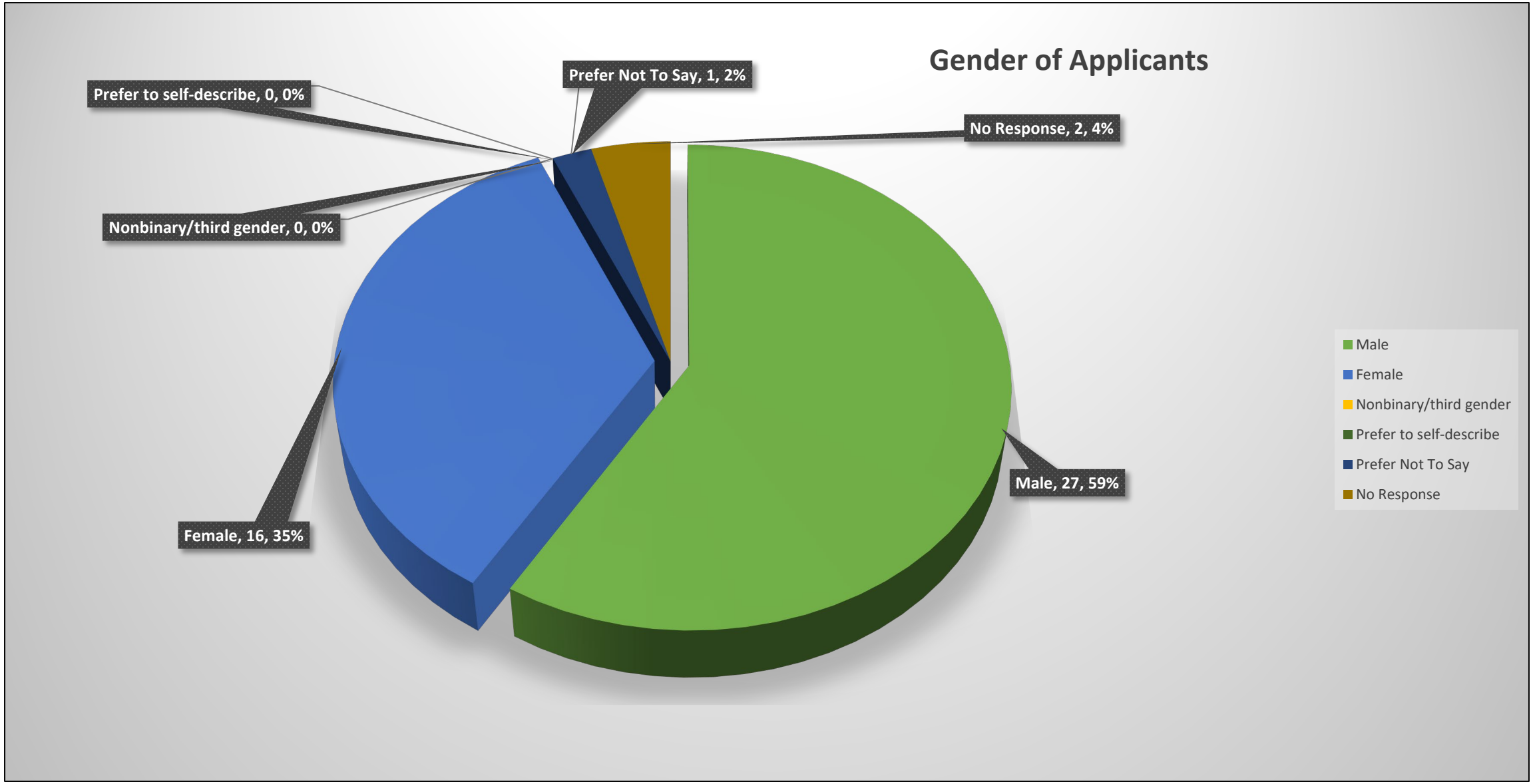
Section 11 - Requires an annual report on the diversity of Council appointments and applications received for boards, commissions, and committees.

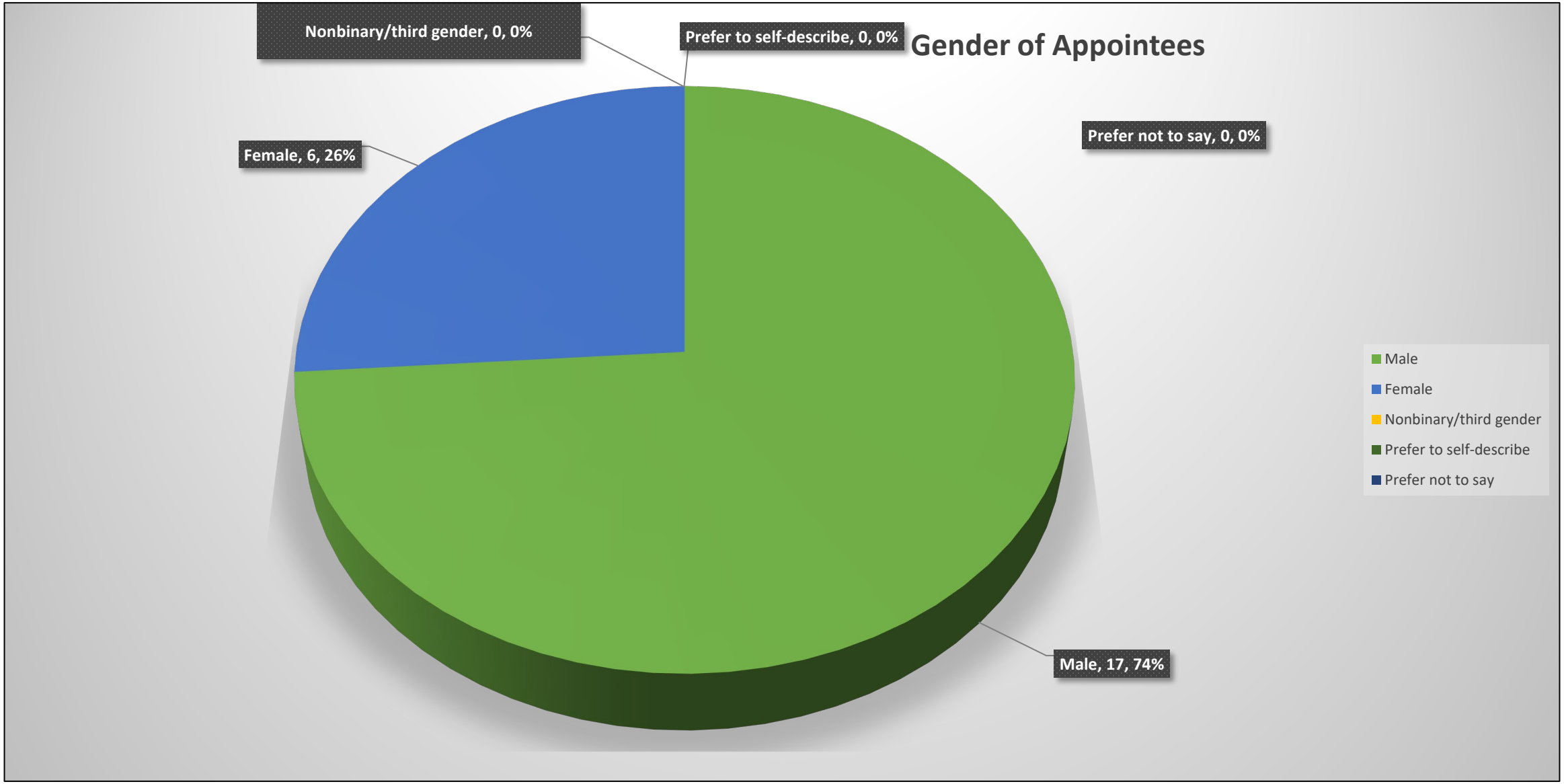
- Art in Public Places
- Bicycle & Pedestrian Advisory Board
- Board of Community Services
- Board of Building Regulations Appeals (Full Council)
- Board of Public Utilities
- Community Advisory Board
- Cultural Heritage Board
- Design Review Board
- Housing Authority (Full Council)
- Measure O Oversight 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
Prefer to self-describe, 0, 0%
Prefer Not To Say, 1, 2%
No Response, 2, 4%
Nonbinary/third gender, 0, 0%
Female, 16, 35%
Male, 27, 59%
Male
Female
Nonbinary/third gender
Prefer to self-describe
Prefer Not To Say
No Response

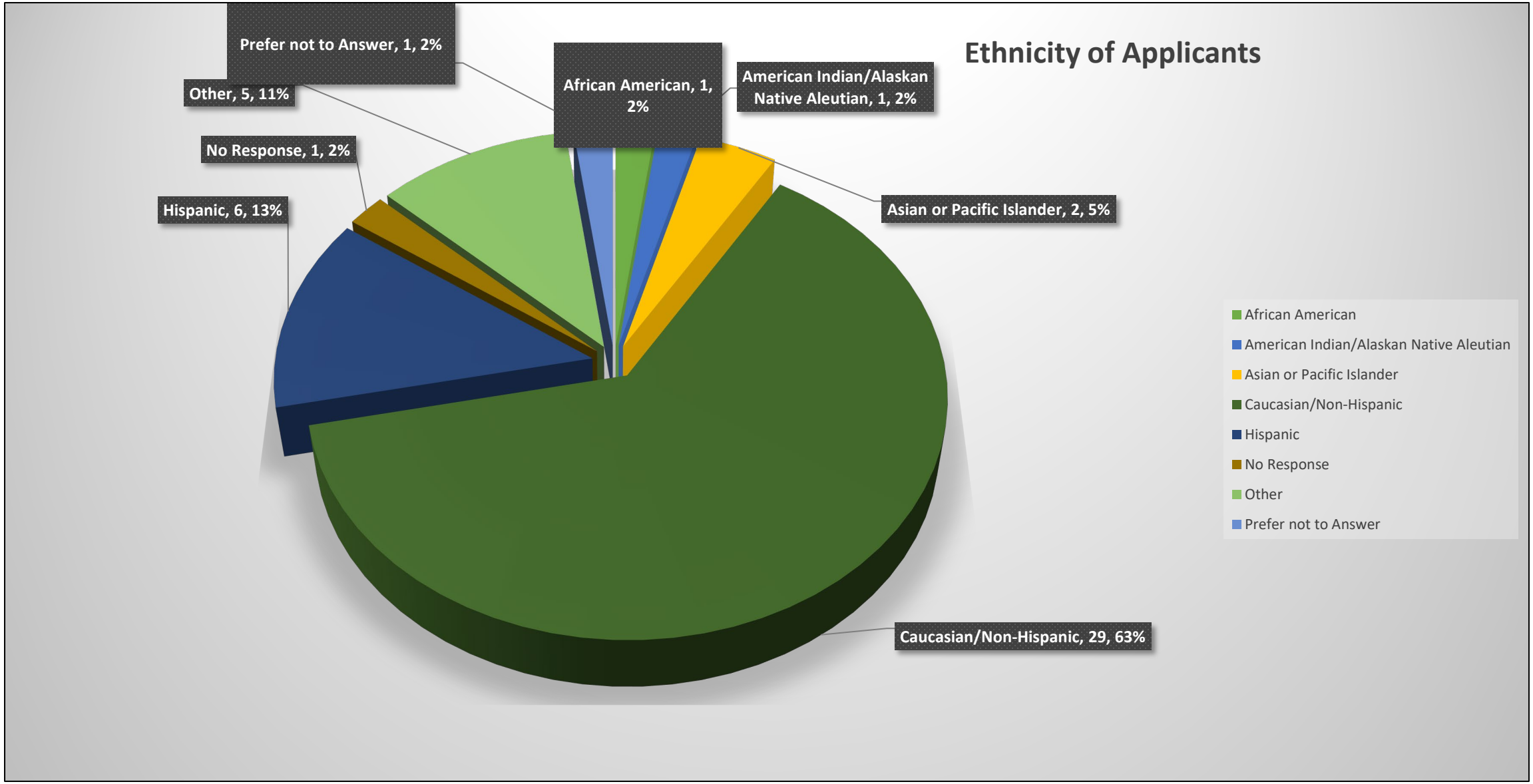

Gender of Appointees
Nonbinary/third gender, 0, 0%
Prefer to self-describe, 0, 0%
Prefer not to say, 0, 0%
Female, 6, 26%
Male, 17, 74%
Male
Female
Nonbinary/third gender
Prefer to self-describe
Prefer not to say

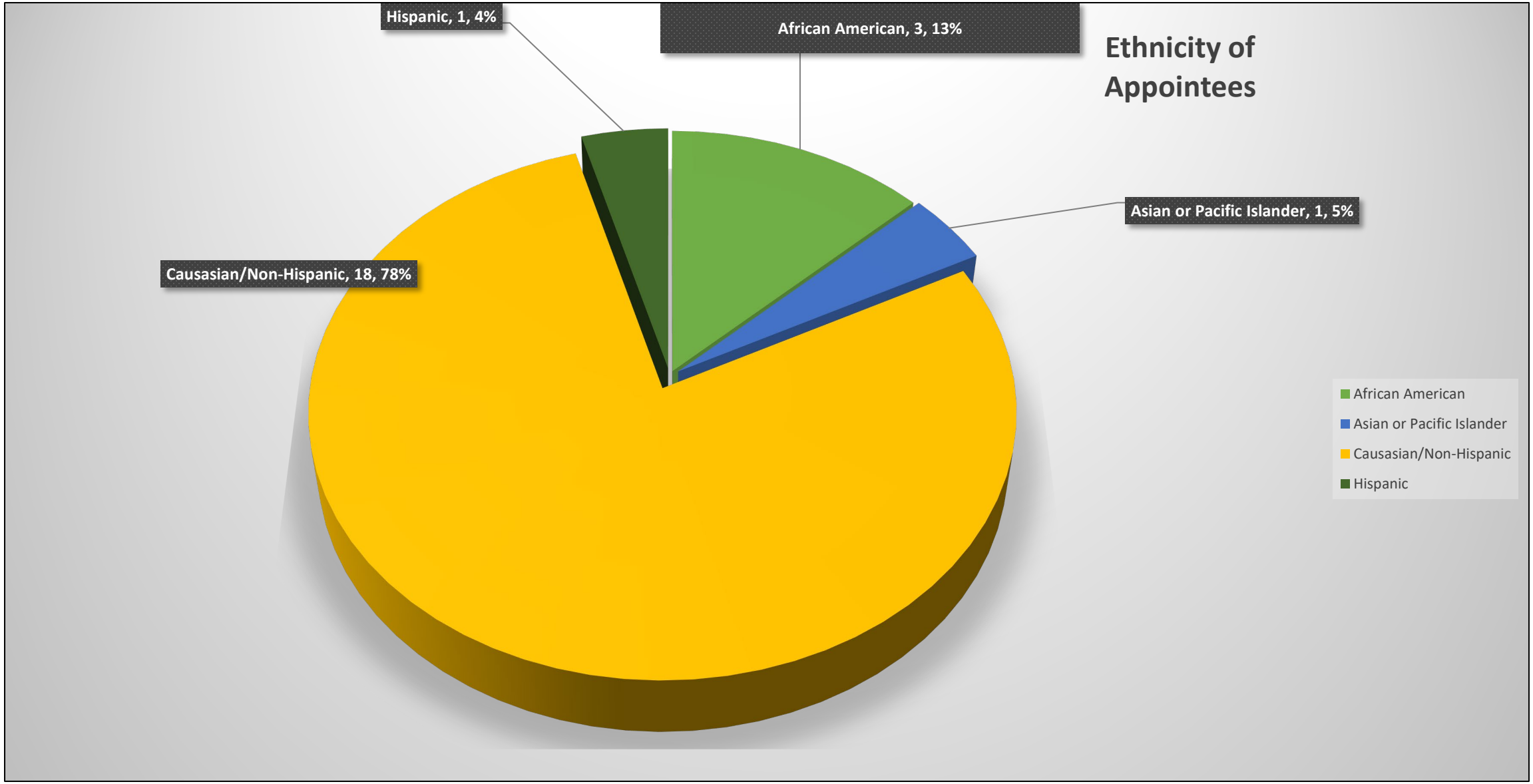
Gender of Appointees by District (23)

	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
Total	**2**	**1**	**2**	**6**	**3**	**3**	**6**	**23**

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
Total	**1**	**6**	**1**	**2**	**7**	**3**	**1**	**1**	**1**	**23**


Ethnicity of Applicants
Prefer not to Answer, 1, 2%
Other, 5, 11%
African American, 1, 2%
American Indian/Alaskan Native Aleutian, 1, 2%
No Response, 1, 2%
Hispanic, 6, 13%
Asian or Pacific Islander, 2, 5%
Caucasian/Non-Hispanic, 29, 63%
African American
American Indian/Alaskan Native Aleutian
Asian or Pacific Islander
Caucasian/Non-Hispanic
Hispanic
No Response
Other
Prefer not to Answer

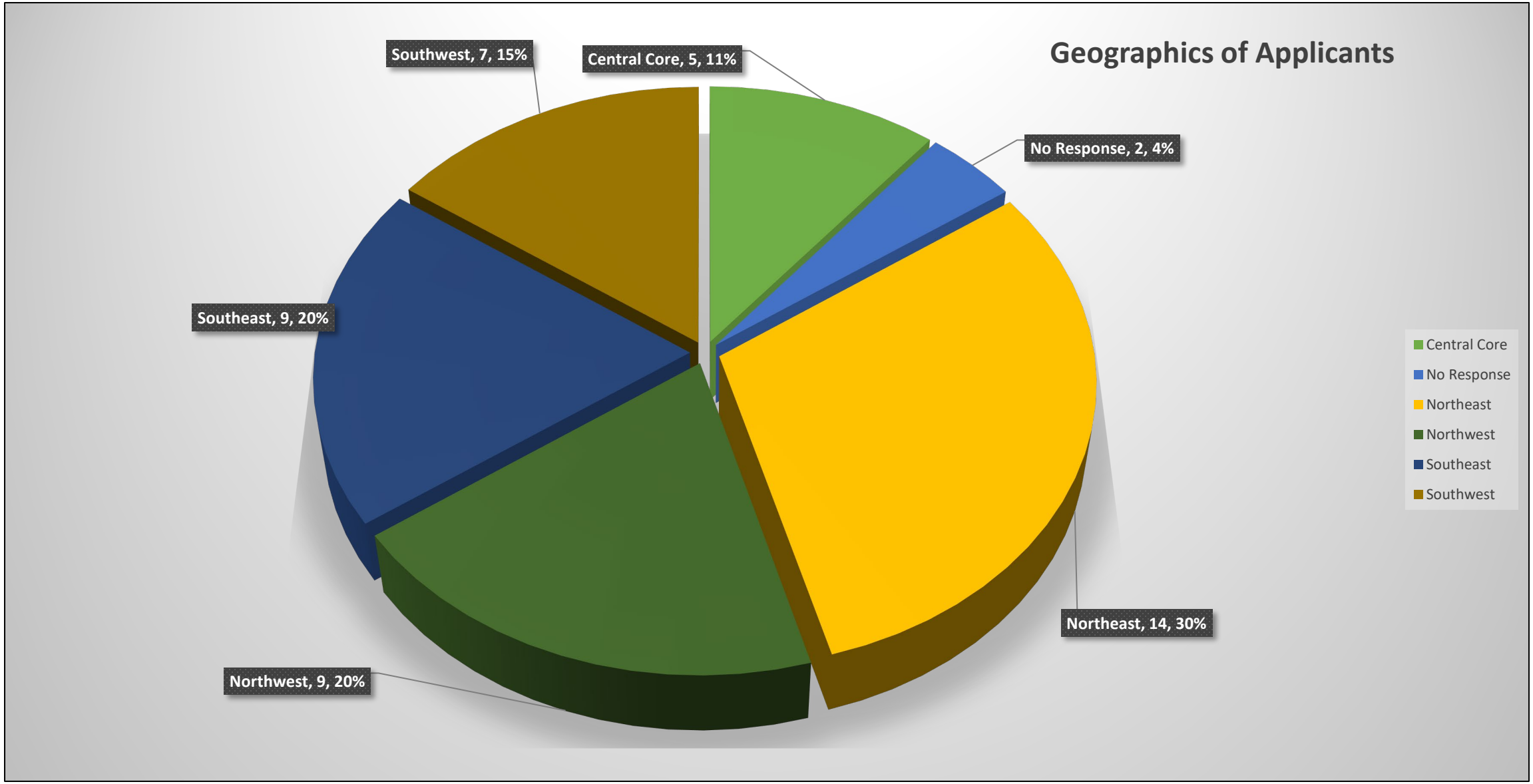

Hispanic, 1, 4%
African American, 3, 13%
Ethnicity of Appointees
Asian or Pacific Islander, 1, 5%
Causasian/Non-Hispanic, 18, 78%
African American
Asian or Pacific Islander
Causasian/Non-Hispanic
Hispanic

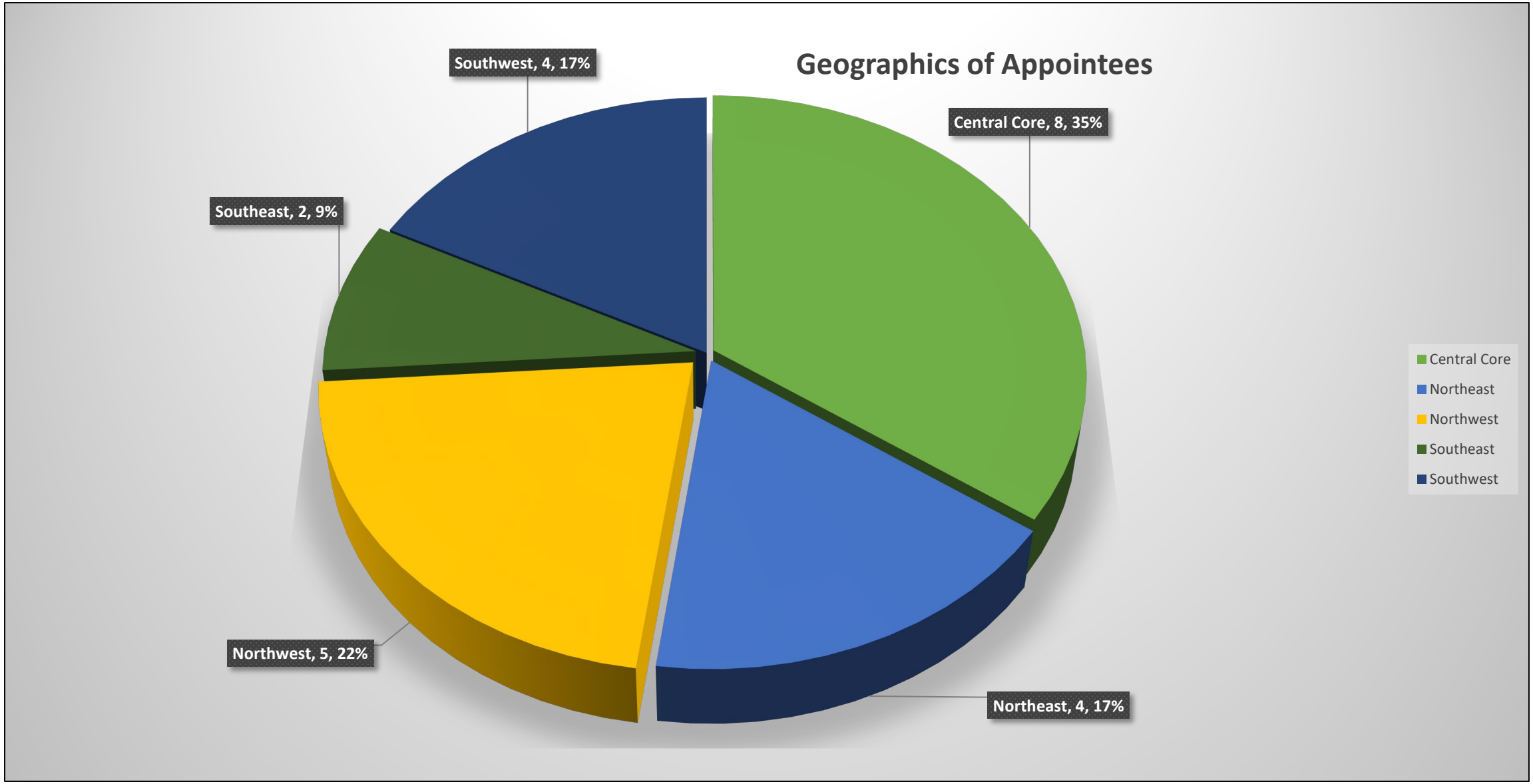
Ethnicity of Appointees by District (23)

	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
Total	**2**	**1**	**2**	**6**	**3**	**3**	**6**	**23**

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
Total	**1**	**6**	**1**	**2**	**7**	**3**	**1**	**1**	**1**	**23**


Geographics of Applicants
Southwest, 7, 15%
Central Core, 5, 11%
No Response, 2, 4%
Southeast, 9, 20%
Northeast, 14, 30%
Northwest, 9, 20%
Central Core
No Response
Northeast
Northwest
Southeast
Southwest


Geographics of Appointees
Southwest, 4, 17%
Central Core, 8, 35%
Southeast, 2, 9%
Northwest, 5, 22%
Northeast, 4, 17%
Central Core
Northeast
Northwest
Southeast
Southwest

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
Total	**1**	**1**	**1**	**1**	**6**	**1**	**1**	**3**	**2**	**1**	**5**	**23**

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

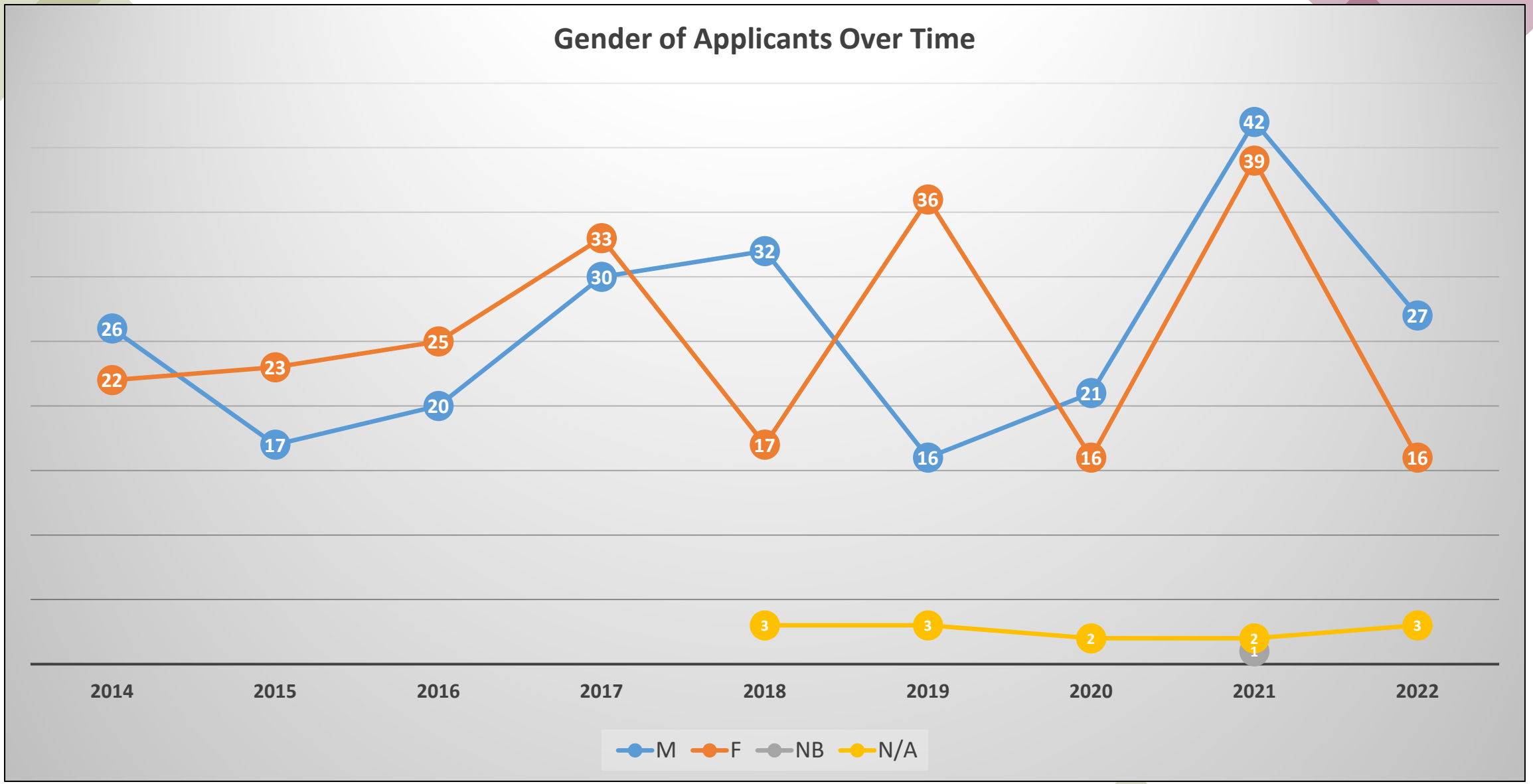
J. OKREPKIE (DISTRICT 6) – ACTIVE BOARD MEMBERS SNAPSHOT																		
DATE	Gender				Race/Ethnicity							District						
	Male	Female	Non-Binary or Third Gender	Prefer Not to Say / Blank	Caucasian / Non-Hispanic	Hispanic	African American	Asian / Pacific Islander	American Indian / Alaskan Native 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

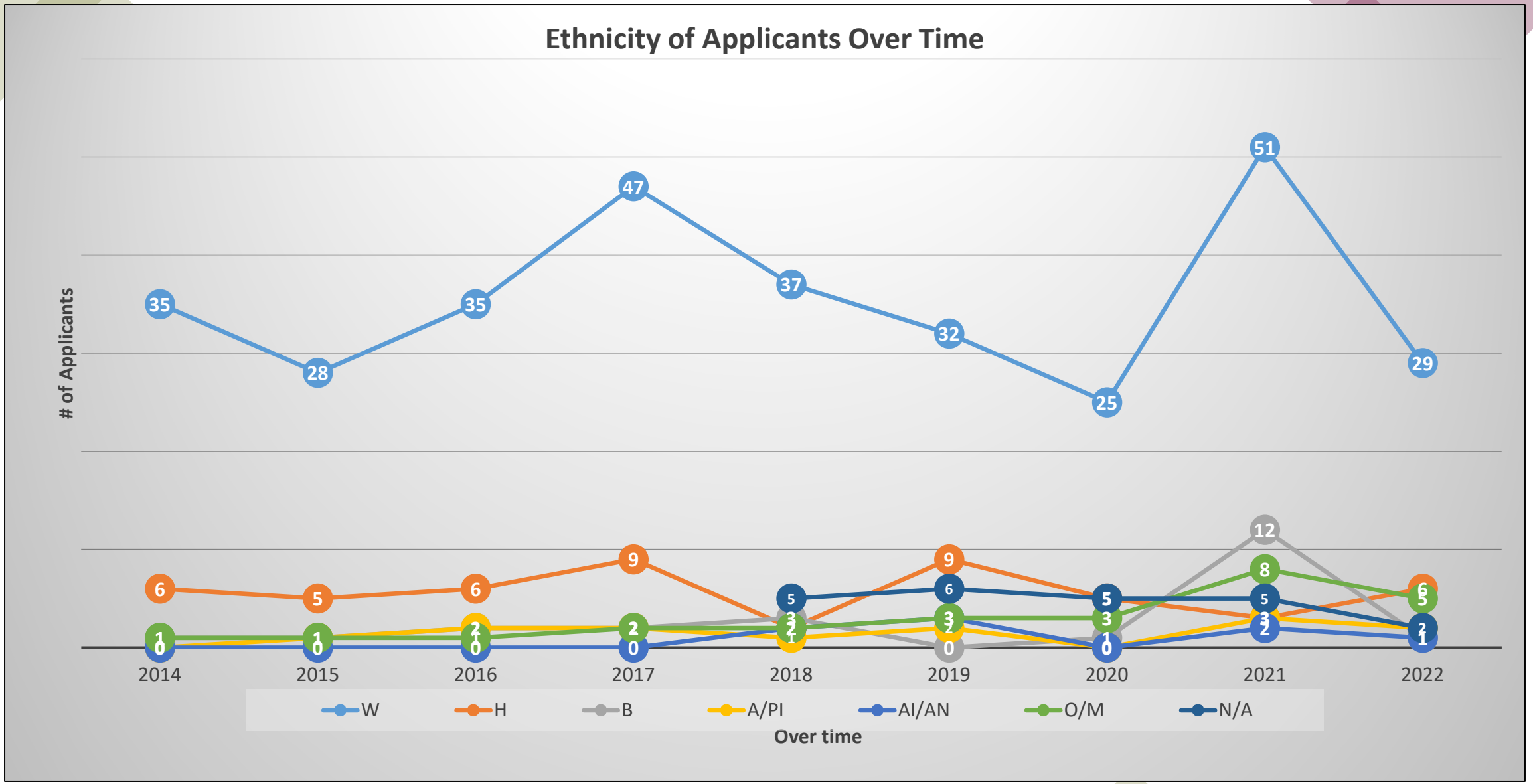
N. ROGERS (DISTRICT 7) – ACTIVE BOARD MEMBERS SNAPSHOT																		
DATE	Gender				Race/Ethnicity							District						
	Male	Female	Non-Binary or Third Gender	Prefer Not to Say / Blank	Caucasian / Non-Hispanic	Hispanic	African American	Asian / Pacific Islander	American Indian / Alaskan Native Aleutian	Other / Multi-Racial	Prefer Not to Say / Blank	One	Two	Three	Four	Five	Six	Seven
Aug. 2023 (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
Aug. 2023 (4 vacancies)	18	3	0	0	15	2	0	1	0	2	1	1	2	4	8	1	1	4

Trends Over Years

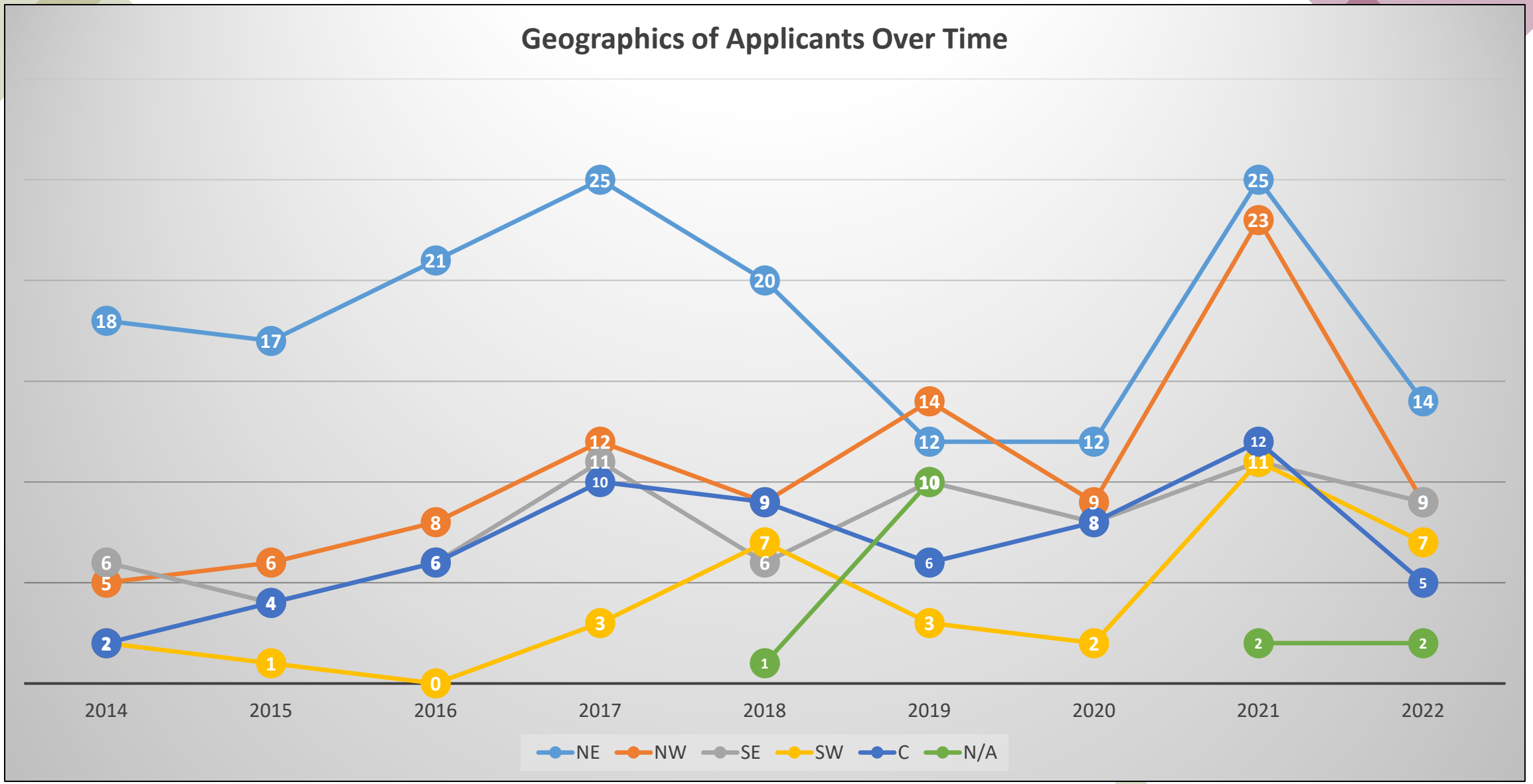
Year	Gender				Race/Ethnicity							Geographic Location					
	M	F	NB	N/A	W	H	B	A/PI	AI/AN	O/M	N/A	NE	NW	SE	SW	C	N/A
2014	26	22			35	6	1	0	0	1		18	5	6	2	2	
2015	17	23			28	5	1	1	0	1		17	6	4	1	4	
2016	20	25			35	6	2	2	0	1		21	8	6	0	6	
2017	30	33			47	9	2	2	0	2		25	12	11	3	10	
2018	32	17		3	37	2	3	1	2	2	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
26
17
20
30
32
16
21
42
27
22
23
25
33
17
36
16
39
16
3
3
2
2
1
3
2014
2015
2016
2017
2018
2019
2020
2021
2022
M
F
NB
N/A


Ethnicity of Applicants Over Time
# of Applicants
35
28
35
47
37
32
25
51
29
2014
2015
2016
2017
2018
2019
2020
2021
2022
W
H
B
A/PI
AI/AN
O/M
N/A
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
2014
2015
2016
2017
2018
2019
2020
2021
2022
NE
NW
SE
SW
C
N/A

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?