



2012 Boards and Commissions Diversity Survey

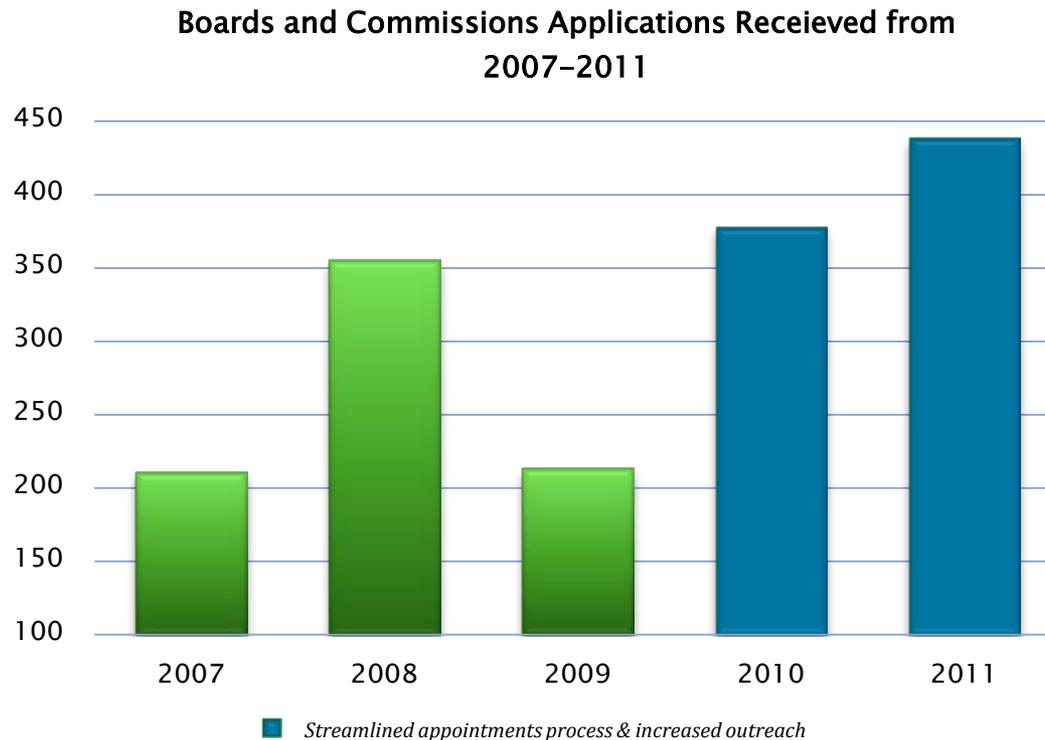
City Council Committee of the Whole
Thursday, August 30, 2012

Actions Implemented to Date

- ▶ Streamlined appointment process
 - ▶ Outreach and Education
 - ▶ Boards and Commissions Diversity Survey
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Overall Conclusions of the Survey

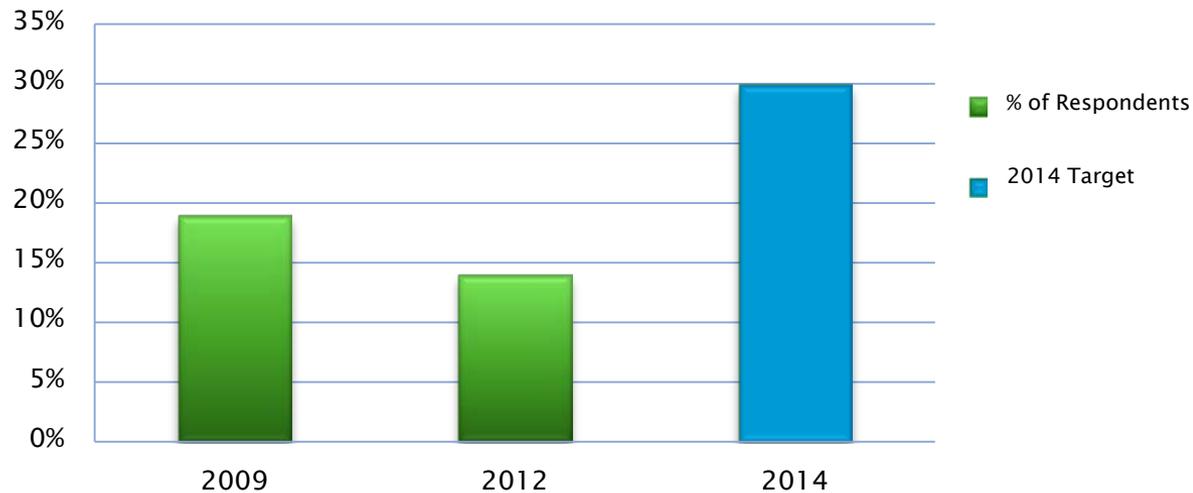
Actions implemented to date have significantly increased the size of the applicant pool. More people are applying for vacancies on our boards and commissions than previously.



Overall Conclusions of the Survey

Actions implemented to date have not resulted in greater diversity of our boards and commissions.

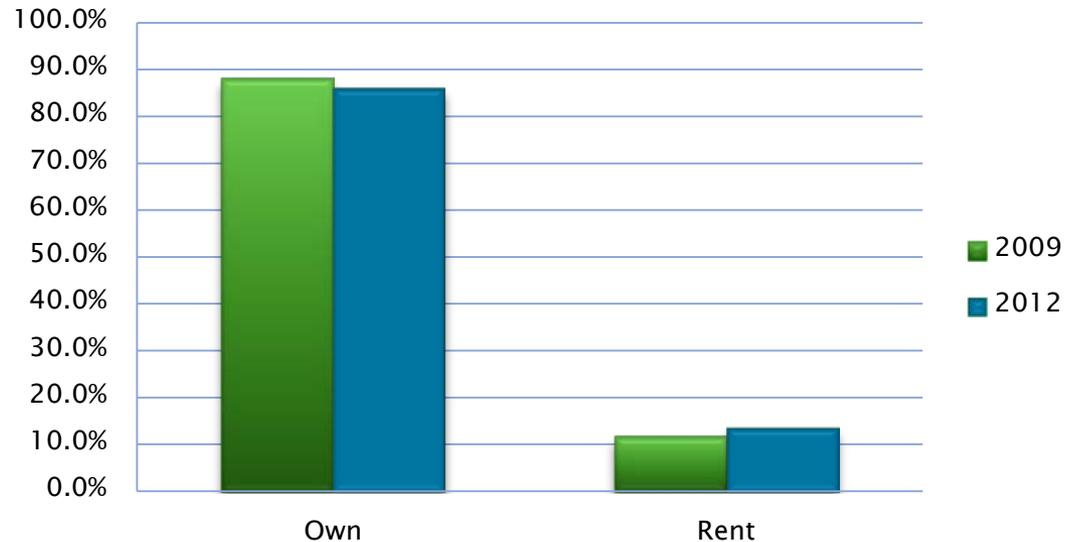
Percent of Minneapolis Boards and Commission Members who are non-white



Overall Conclusions of the Survey

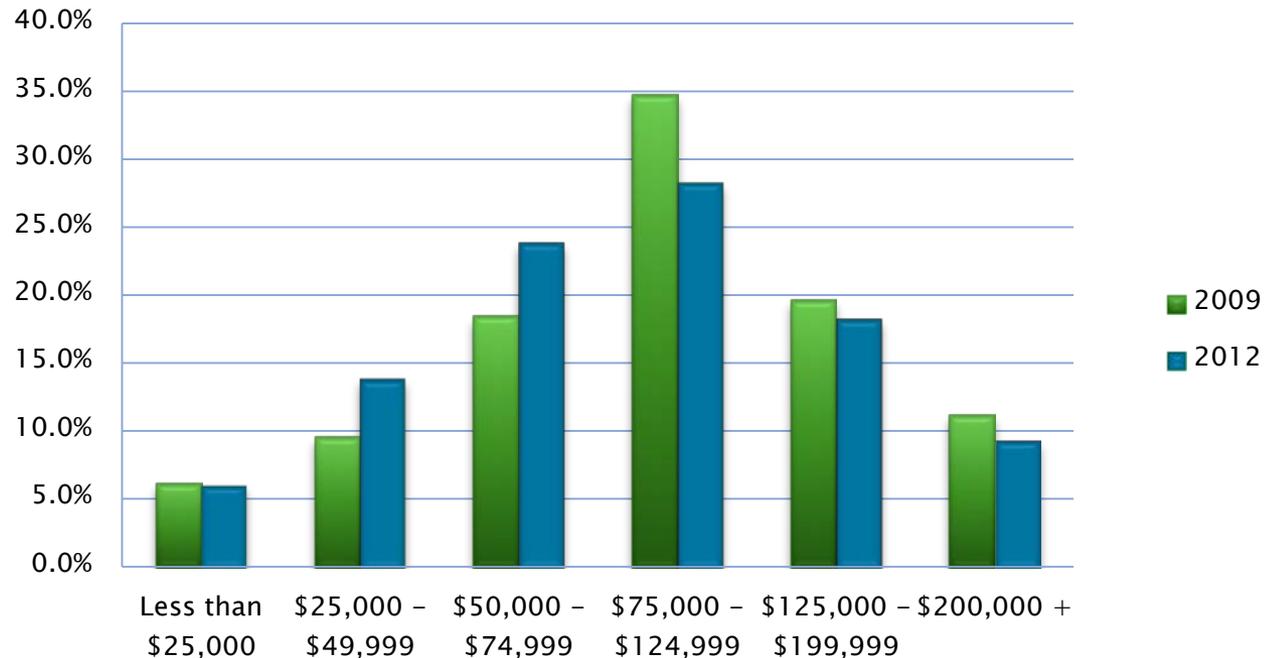
Additional review and changes to the appointment process are needed to increase the diversity of our boards and commissions.

Own Vs. Rent



Most of our boards and commission members own their home.
In Minneapolis, about 50% of our households are rental.

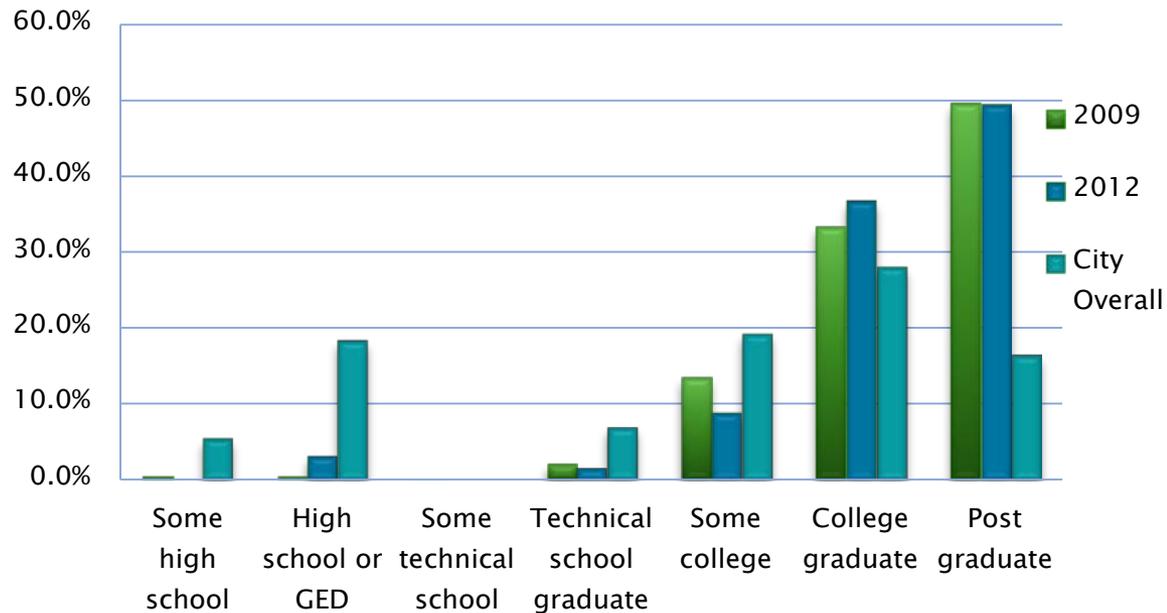
Household Income



Board and commission members have considerably higher household incomes than the city median income of \$46,508/year.

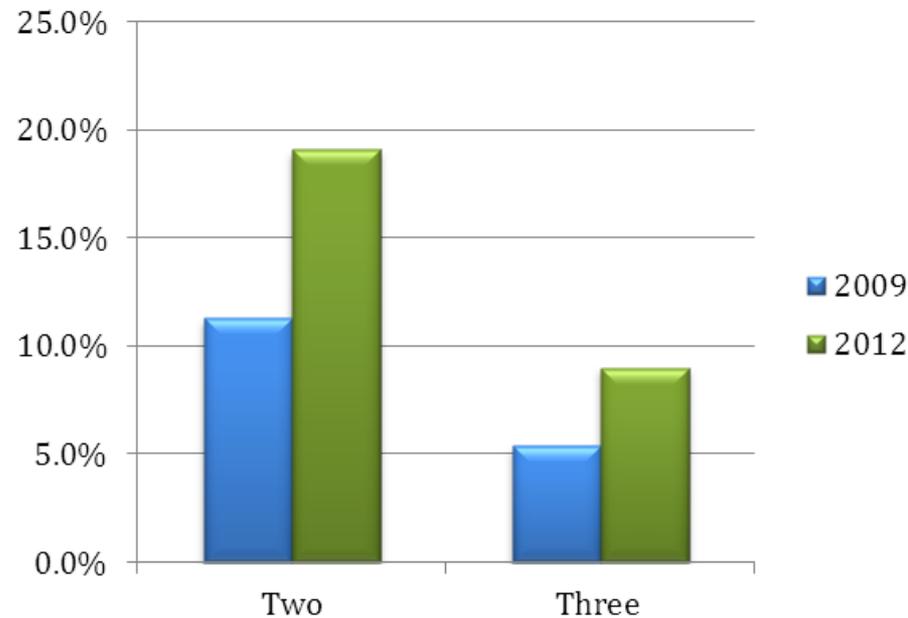
Education

The education level of people serving on the City's boards and commissions is much higher than the city overall.

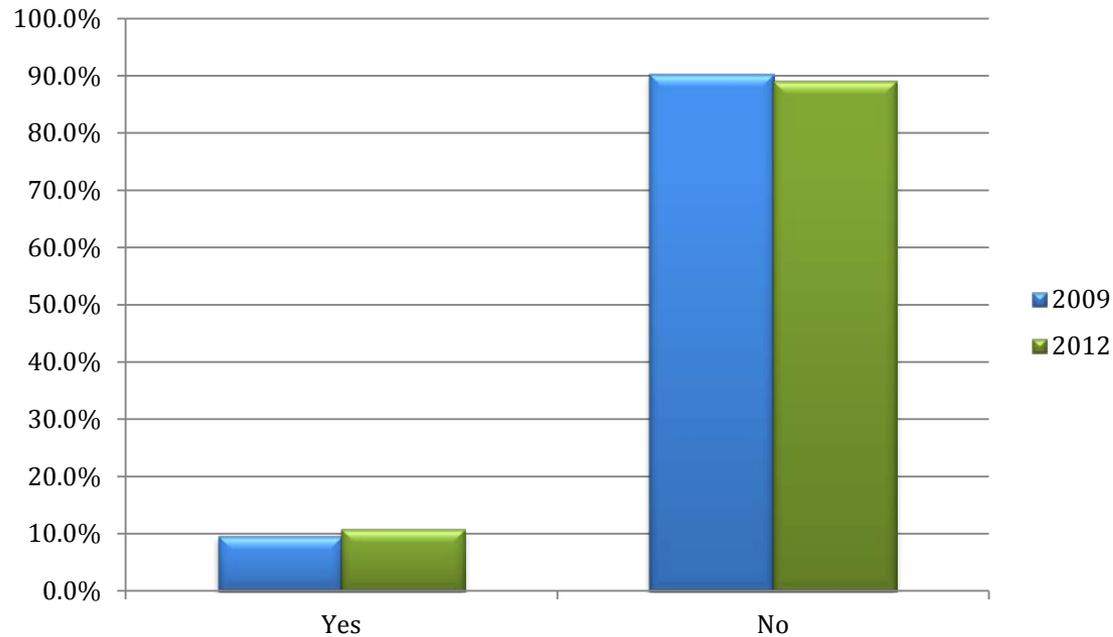


Multiple Boards and Commissions

Over 25% of 2012 survey respondents serve on two or more City boards and commissions. This has almost doubled since 2009.



Living with a Disability



Ten percent of people who serve on the City's boards and commissions are living with a disability

Recommendations

- ▶ Develop principles/guidelines for the appointing authorities to consider when filling vacancies
 - ▶ Review Current Selection Practices
 - ▶ Increase opportunities for more participation
 - ▶ Implement Leadership Training Supported with Cultural Outreach
 - ▶ Increase Staff Involvement
 - ▶ Collect Demographic Data
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