

2011

Annual Report



Representation of Women,
Racial/Ethnic Minorities, and
People with Disabilities
within the City of Madison's
**Committees, Commissions,
and Boards**

Respectfully submitted to the Common Council
In Response to Resolution # 06424
Prepared by Department of Civil Rights

Affirmative Action Commission
Department of Civil Rights

March 2012



The City of Madison Department of Civil Rights

Vision

We see the City of Madison as a dynamic place,
where the inherent worth of each individual is esteemed and fostered,
enabling them to reach their full potential.

Mission

The City of Madison's Department of Civil Rights, as a catalyst for change, strives to improve the quality of life for all people. We promote equality and the prevention and elimination of discrimination through education and enforcement.

Values

- Integrity
- Compassion
- Equality
- Courage

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Dear Mayor and Common Council:

It is our great pleasure to present the 2011 Annual Report on the representation of Women, Racial/Ethnic Minorities and People with Disabilities on the City of Madison Committees, Commissions, and Boards. The Mayor's Office, Affirmative Action Commission, and Department of Civil Rights are committed to promoting the goal of full participation of residents in the governing process.

The City of Madison's Committees, Commissions, and Boards play a major role in shaping the critical decisions concerning the priorities, as well as the scope and policy levels, of the city's services. We hope you will find this Report a useful resource as we work together to ensure our goal of equal representation of women, racial/ethnic minorities, and people with disabilities on these bodies.

Sincerely,

Lucía Nuñez
Director

Theola Carter
AAC Chair

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EXECUTIVE SUMMARY

This report serves several purposes:

It provides statistics to make comparisons of the representation of Women, Racial/Ethnic minorities and people with disabilities on the City of Madison Committees, Commissions and Boards with the City of Madison population.

Data Sources:

The American Community Survey (ACS) produces population, demographic estimates of the population for the nation, states, counties, cities and towns. This report compares the U. S. Census 2009 American Community Survey (ACS) data for the Madison Metro area with the City of Madison Committees, Commissions, and Boards data as of February 14, 2011. At this time, there were 64 vacancies and 562 filled positions on the 84 bodies. We do not collect applicant data as this time.

Additionally, this report compares the U. S. Census 2010 American Community Survey (ACS) data for the Madison Metro area with the City of Madison Committees, Commissions, and Boards data as of February 14, 2011. At this time, there were 101 vacancies and 522 filled positions on the 79 bodies. The source for the disabilities statistic in the US Census 2009 & 2010 American Community Survey and includes civilized noninstitutionalized populations 18 to 64 years.

Conclusion & Recommendations:

The City of Madison's Committees, Commissions, and Boards play a major role in shaping the critical decisions concerning the priorities, as well as the scope and policy levels, of the city's services. Therefore, it is the city's goal to have equal representation of women, racial/ethnic minorities, and people with disabilities on these bodies. The City of Madison's [Committee Information Center website](#) contains a diverse [Public Service Announcement](#) that encourages community participation from all members of our community. The Department of Civil Rights provides applications and brochures promoting participation in Committees, Commissions and Boards at summer festivals to help reach a diverse audience. Lucía Nuñez, Director of the Department of Civil Rights, attends Mayoral Appointment meetings to provide input and ensure diversity for all committees, commissions, and boards.

The Madison community is continuing to become more diverse so we must double of efforts to keep diversity of representation.

REPRESENTATION OF WOMEN

The representation of women on the City of Madison's Committees, Commissions, and Boards is at 40.4 percent. The City of Madison population and target goal for representation of women is 50.5 percent. In 2011, by comparing the population to current membership of women, women are under-represented by 10.1 percent. The City will have to continue to monitor and use outreach strategies the appointments on these bodies to increase representation of women.

TABLE 1

Representation of Women on City of Madison Committees, Commissions and Boards Comparison to Overall City of Madison Population					
Gender	People on Committees, Commissions & Boards as of December 12, 2011		City of Madison Population from US Census: 2010 American Community Survey		Under-represented
	# of People	% of Total	# of People	% of Total	
Women	211	40.4%	118,033	50.5%	10.1%
Men	311	59.6%	115,744	49.5%	
Total	522	100.0%	233,777	100.0%	

Source: City of Madison Committee Database (Data from 12/12/2011 does not include 101 vacancies) & US Bureau of Census, 2010 American Community Survey

Comparison of Representation of Women from 2011 & 2010

The population indicates a 0.2 percent decrease in the population of women in the City of Madison. The under-representation of women on Committees, Commissions, and Boards is 10.1 percent that is the same percentage from last year. This is a troubling that we have not increased the percentage of women on our boards and we will continue to make this a high priority. The high vacancy rate will provide opportunities to increase applicants and appointments, which will increase representation of women.

TABLE 2

Gender	People on Committees, Commissions & Boards as of December 12, 2011		People on Committees, Commissions & Boards as of February 14, 2011		Under-represented	City of Madison Population from US Census: 2010 American Community Survey		City of Madison Population from US Census: 2009 American Community Survey	
	# of People	% of Total	# of People	% of Total		# of People	% of Total	# of People	% of Total
Women	211	40.4%	228	40.6%	10.1%	118,033	50.5%	119,395	50.7%
Men	311	59.6%	334	59.4%		115,744	49.5%	116,015	49.3%
Total	522	100.0%	562	100.0%		233,777	100.0%	235,410	50.7%

Source: City of Madison Committee Database (Data from 12/12/2011 does not include 101 vacancies) & US Bureau of Census, 2010 American Community Survey

REPRESENTATION OF RACIAL/ETHNIC MINORITIES

The representation of racial/ethnic minorities on the City of Madison's Committees, Commissions, and Boards is at 15.5 percent. The City of Madison population and target goal for representation of racial/ethnic minorities is 25.3 percent. In 2011, by comparing the population to current membership on the of racial/ethnic minorities on the bodes there is under-representation at 9.8 percent. The City will have to continue to monitor the appointments on these government bodies and utilize outreach strategies to increase racial/ethnic representation.

TABLE 3

Race	People on Committees, Commissions & Boards as of December 12, 2011		City of Madison Population from US Census: 2010 American Community Survey		Under-Represented
	# of People	% of Total	# of People	% of Total	
White	462	88.5%	188,677	80.7%	
Black	35	6.7%	18,063	7.7%	1.0%
Asian	15	2.9%	16,738	7.2%	4.3%
American Indian	5	1.0%	645	0.3%	
Pacific Islander	0	0.0%	0	0.0%	
Other & 2 or More Races	5	1.0%	9,654	4.1%	3.2%
Total Minority Group Members	60	11.5%	45,100	19.3%	19.3%
Total	522	100.0%	233,777	100.0%	
Ethnicity	People on Committees, Commissions & Boards as of December 12, 2011		City of Madison Population from US Census: 2010 American Community Survey		Under-Represented
	# of People	% of Total	# of People	% of Total	
Hispanic or Latino	21	4.0%	14,062	6.0%	2.0%
Non-Hispanic or Latino	501	96.0%	219,715	94.0%	
Total	522	100.0%	233,777	100.0%	
Race /Ethnicity	People on Committees, Commissions & Boards as of December 12, 2011		City of Madison Population from US Census: 2010 American Community Survey		Under-Represented
	# of People	% of Total	# of People	% of Total	
Racial Minorities Total	60	11.5%	45,100	19.3%	7.8%
Ethnicity Latino/Hispanic Total	21	4.0%	14,062	6.0%	2.0%
Racial/Ethnicity Total	81	15.5%	59,162	25.3%	9.8%

Source: City of Madison Committee Database & US Bureau of Census, 2010 American Community Survey

Comparison of Representation of Racial/Ethnic Minorities 2011 & 2010

The population indicates a 2.7 percent increase in the population of racial/ethnic minorities in the population of the City of Madison. The under-representation of racial/ethnic minorities on Committees, Commission and Boards for 2010 is 9.8 percent. It was 7.1 percent in 2009; this is a 2.7 percent increase from 2010. This is a troubling that we have not increased the percentage of racial/ethnic minorities on our boards and we will continue to make this a high priority. The high vacancy rate will provide opportunities to increase applicants and appointments of the percentage of women.

TABLE 4

ETHNICITY	People on Committees, Commissions & Boards as of December 12, 2011		People on Committees, Commissions & Boards as of February 14, 2011		City of Madison Population from US Census: 2010 American Community Survey		Under-Represented	City of Madison Population from US Census: 2009 American Community Survey		Under-Represented
	# of People	% of Total	# of People	% of Total	# of People	% of People		# of People	% of People	
Hispanic or Latino	21	4.0%	20	3.6%	14,062	6.0%	2.0%	12,895	5.5%	2.0%
Non-Hispanic or Latino	501	96.0%	542	96.4%	219,715	94.0%		222,515	94.5%	
Total	522	100.0%	562	100.0%	233,777	100.0%		235,410	100.0%	
RACE										
White	462	88.5%	495	88.1%	188,677	80.7%		195,269	82.9%	
Black	35	6.7%	45	8.0%	18,063	7.7%		16,103	6.8%	
Asian	15	2.9%	13	2.3%	16,738	7.2%		14,700	6.2%	
American Indian	5	1.0%	5	0.9%	645	0.3%		798	0.3%	
Pacific Islander	0	0.0%	0	0.0%	0	0.0%		0	0.0%	
Other & 2 or More Races	5	1.0%	4	0.7%	9,654	4.1%		8,540	3.6%	
Total	522	100.0%	562	100.0%	233,777	100.0%		235,410	100.0%	
Ethnicity-Latino/Hispanic Total	21	4.0%	20	3.6%	14,062	6.0%	2.0%	12,895	5.5%	2.0%
Racial Minorities Total	60	11.5%	67	11.9%	45,100	19.3%	7.8%	40,141	17.1%	5.1%
Ethnicity & Racial Minorities Total	81	15.5%	87	15.5%	59,162	25.3%	9.8%	53,036	22.6%	7.1%

Source: City of Madison Committee Database & US Bureau of Census, 2009 & 2010 American Community Survey

REPRESENTATION OF PEOPLE WITH DISABILITIES

The US Census 2010 American Community Survey estimates that there are 6.1 percent of residents with disabilities in the City of Madison. The representation on the City of Madison Committees, Commissions, and Boards is at 5.6 percent. The goal is to reach 6.1 percent representation of people with disabilities on these bodies.

TABLE 5

Disability Breakdown for City of Madison Committee, Commission and Board Members & Comparison to Overall City of Madison Population					
	People on Committees, Commissions & Boards as of December 12, 2011		City of Madison Population from US Census: 2010 American Community Survey		Under-Represented
	# of People with a Disability	% People with a Disability	# of People with a Disability	% People with a Disability	
Disability	29	5.6%	14,141	6.1%	0.5%
Total	522		233,777		

Source: City of Madison Committee Database & US Bureau of Census, 2009 & 2010 American Community Survey

The population indicates a 2.2 percent decrease using the 2010 Employment Status population of people with disabilities of the City of Madison. The under-representation of people with disabilities has increased representation by 2.5 percent.

TABLE 6

	People on Committees, Commissions & Boards as of December 12, 2011		People on Committees, Commissions & Boards as of February 14, 2011		City of Madison Population from US Census: 2010 American Community Survey		Under-Represented	City of Madison Population from US Census: 2009 American Community Survey		Under-Represented
	# of People	% People	# of People	% People	# of People	% People		# of People	% People	
People with a Disability	29	5.6%	31	5.5%	14,141	6.1%	0.5%	19,140	8.2%	2.7%
Total	522		562		233,777			233,522		

Source: City of Madison Committee Database & US Bureau of Census, 2009 & 2010 American Community Survey (Employment Status Civilized noninstitutionalized population 18 to 64 years)

COMMITTEES THAT DO NOT INCLUDE UNDER-REPRESENTED GROUPS

In 2011 & 2010, there are three committees without women. Therefore, the majority of the city's committees, commissions and boards include women members. It is a high priority to ensure that more committees, commissions and boards include racial/ethnic and people with disabilities members. Our goal is to ensure that every committee, commission or board throughout the city have diverse members to best serve our community.

	2011		2010	
	# of government bodies	% of government bodies	# of government bodies	% of government bodies
Committees without representation of Women	3	3.8%	3	3.6%
Committees without representation of Racial/Ethnic Minorities	35	44.3%	39	46.4%
Committees without representation of People with Disabilities	59	74.7%	63	75.0%
Total Committees	79		84	