

2010

Annual Report



Representation of Women,
Racial/Ethnic Minorities, and
People with Disabilities
on City of Madison Committees,
Commissions, and Boards

The Mayor's Office
Affirmative Action Commission
Department of Civil Rights

Respectfully submitted to the Common Council
In Response to Resolution # 06424

March 2011

CONTENTS

INTRODUCTION.....	3
EXECUTIVE SUMMARY.....	3
COMPARISON OF LAST THREE YEARS.....	4
FINDINGS.....	4
REPRESENTATION OF WOMEN	5
FINDINGS.....	5
CONCLUSIONS.....	6
REPRESENTATION OF RACIAL/ETHNIC MINORITIES.....	7
FINDINGS.....	7
CONCLUSIONS.....	9
REPRESENTATION OF PEOPLE WITH DISABILITIES	10
FINDINGS.....	10
CONCLUSIONS.....	11



INTRODUCTION

The Mayor's Office, Affirmative Action Commission, and Department of Civil Rights believe that the full participation of residents in the governing process best serves the City of Madison. To achieve this goal, the composition of the City of Madison's various Committees, Commissions, and Boards need to correlate with the diversity found in the broader Madison community.

On June 19, 2007, the Common Council passed a resolution that requested a study along with recommendations in order to improve the representation of women, racial/ethnic minorities, and people with disabilities on the city's Committees, Commissions, and Boards.

Subsequently, the Department of Civil Rights and Information Technology Department have created data reports to analyze the gender, racial/ethnic minority, and disability status of those currently serving on all City of Madison Committees, Commissions, and Boards.

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.

EXECUTIVE SUMMARY

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'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. A successful outreach meeting was held at Urban League to target and increase racial/ethnic minorities participation. Additional outreach meetings will continue in the future.

The City of Madison's 2011 Committees, Commissions, and Boards data analysis shows that women, racial/ethnic minorities, and people with disabilities are under-represented on these bodies. As a result, this report recommends that the City of Madison continue outreach strategies to reach a target goal of **50.7%** of women, **5.5%** of ethnic minorities, **17.1%** of racial minorities, and **8.2%** of people with disabilities. In addition, the City of Madison should increase and target representation of women, racial/ethnic minorities, and people with disabilities on each Committee, Commission, and Board.

COMPARISON OF LAST THREE YEARS

FINDINGS

The following information compares number of men, women, racial/ethnic minorities, and people with disabilities on the City's commissions, committees, and boards from 2008-2010.

Breakdown for City of Madison Committee, Commission and Board Members & Comparison to Overall City of Madison Population from the Last Three Years									
	2008			2009			2010		
	% of Members	% of Population	Under-represented	% of Members	% of Population	Under-represented	% of Members	% of Population	Under-represented
Men	59.8%	48.8%		59.4%	49.5%		59.4%	49.3%	
Women	40.2%	51.2%	11.0%	40.6%	50.5%	9.9%	40.6%	50.7%	10.1%
Hispanic or Latino	3.8%	5.5%	1.7%	3.7%	5.6%	1.9%	3.6%	5.5%	1.9%
White (Non-Hispanic)	78.2%	74.1%		84.9%	79.4%		88.1%	82.9%	
Black (Non-Hispanic)	8.0%	7.1%		6.7%	6.3%		8.0%	6.8%	
Asian (Non-Hispanic)	1.7%	6.0%	4.3%	3.0%	6.4%	3.4%	2.3%	6.2%	3.9%
Native American (Non-Hispanic)	0.3%	0.3%		1.1%	0.1%		0.9%	0.3%	
Pacific Islander (Non-Hispanic)	0.0%	0.0%		0.0%	0.0%		0.0%	0.0%	
Other & 2 or More Races (Non-Hispanic)	1.5%	2.3%	0.8%	0.6%	2.2%	1.6%	0.7%	3.6%	2.9%
Disability	6.8%	9.7%	2.9%	5.7%	10.5%	4.8%	5.5%	8.2%	2.7%

Representation of Women, Racial/Ethnic Minorities, and People with Disabilities on the City of Madison Committees, Commissions, and Boards from the Last Two Years				
	2009		2010	
	# of Committees, Commissions, Boards	% of Committees, Commissions, Boards	# of Committees, Commissions, Boards	% of Committees, Commissions, Boards
Women Representation	84	96.6%	81	96.4%
Total	87	100%	84	100%
Racial/Ethnic Minority Representation	49	56.3%	45	53.6%
Total	87	100%	84	100%
People with Disability Representation	28	32.2%	21	25.0%
Total	87	100%	84	100%

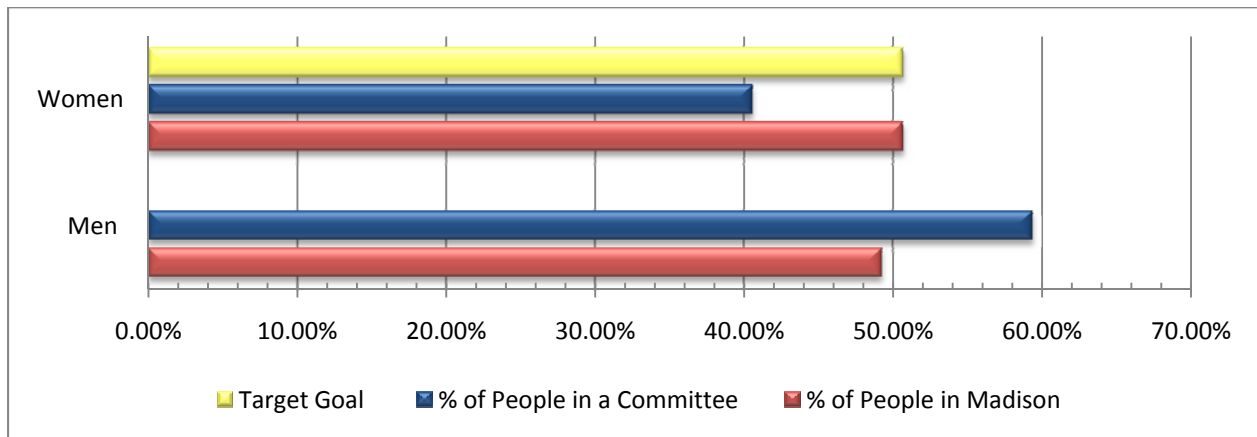
REPRESENTATION OF WOMEN

FINDINGS

The US Census 2009 American Community Survey estimates that City of Madison residents are almost evenly split by gender (Table 1). In 2011, the representation of women on the city's Committees, Commissions, and Boards is at **40.6%**. The goal is to reach **50.7%** representation of women on these bodies.

Table 1

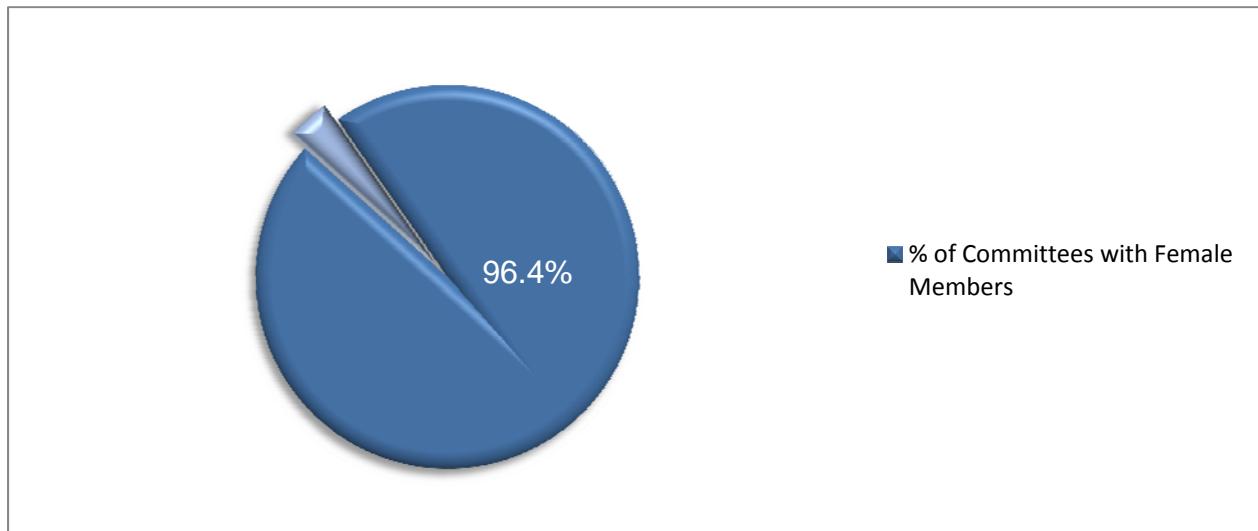
Gender Breakdown for City of Madison Committee, Commission and Board Members & Comparison to Overall City of Madison Population					
Gender	US Census: 2009 American Community Survey		Committee, Commission & Boards as of February 14, 2011 (Does not include 64 vacancies)		Targeted Goal for parity of Women
	# of People	% of Total	# of People	% of Total	
Men	116,015	49.3%	334	59.4%	
Women	119,395	50.7%	228	40.6%	50.7%
Total	235,410	100.0%	562	100.0%	



The Department of Civil Rights (DCR) worked with Information Technology to create a report that shows whether certain bodies have a higher representation of women, racial/ethnic minorities, or people with disabilities. This detailed analysis will ensure that diverse committee composition is not just occurring on a few of the City of Madison's Committees, Commissions, and Boards, but are distributed throughout. In this report, it has found that **96.4%** of these bodies have women representation (Table 2).

Table 2

Women on Commission, Committee or Board (Does not include 64 vacancies)	Committee, Commission, & Boards as of February 14, 2011		Targeted Goal for parity of Women
		81	96.4%
Total Committees	84	100%	



CONCLUSIONS

The City of Madison has been successful in their outreach to ensure the representation of women on the majority of our Committees, Commissions, and Boards. However, the City of Madison must continue their efforts to increase the overall number of women serving on all of these bodies.

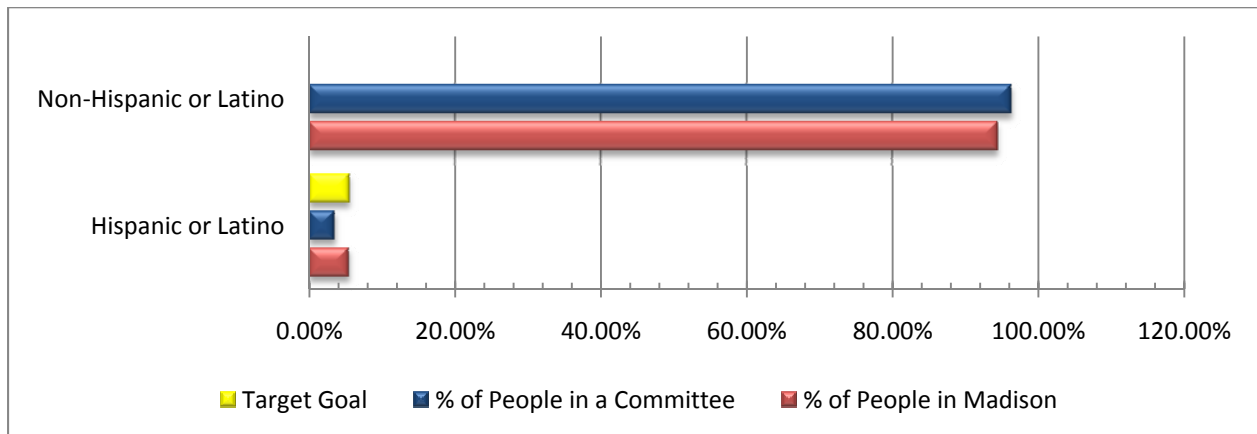
REPRESENTATION OF RACIAL/ETHNIC MINORITIES

FINDINGS

The US Census 2009 American Community Survey estimates that there are **5.5%** of Hispanic or Latino residents in the City of Madison. The representation of Hispanic or Latino members on Committees, Commissions, and Boards is at **3.6%**. The goal is to reach **5.5%** representation of Hispanic or Latino Ethnicity. (Table 3).

Table 3

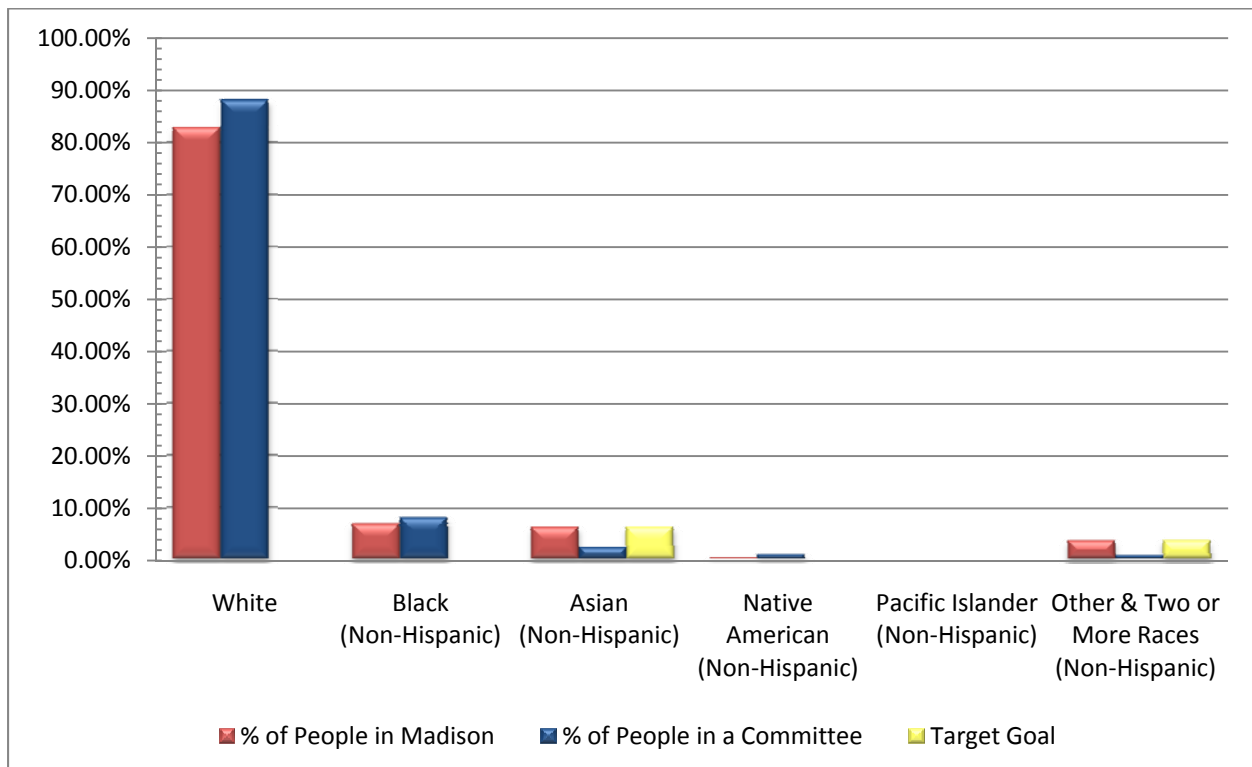
Ethnicity Breakdown for City of Madison Committee, Commission and Board Members & Comparison to Overall City of Madison Population					
Ethnicity	US Census: 2009 American Community Survey		Committee, Commission & Boards as of February 14, 2011 (Does not include 64 vacancies)		
	# of People	% of Total	# of People	% of Total	Targeted Goal for parity of Ethnicity
Hispanic or Latino	12,895	5.5%	20	3.6%	5.5%
Non-Hispanic or Latino	222,515	94.5%	542	96.4%	
Total	235,410	100.0%	562	100.0%	



The US Census 2009 American Community Survey estimates that there are **22.6%** of racial/ethnic minority residents in the City of Madison. The representation of racial/ethnic minorities on Committees, Commissions, and Boards is at **15.5%**. The goal is to reach **17.1%** representation for racial group members on these bodies. (Table 4).

Table 4

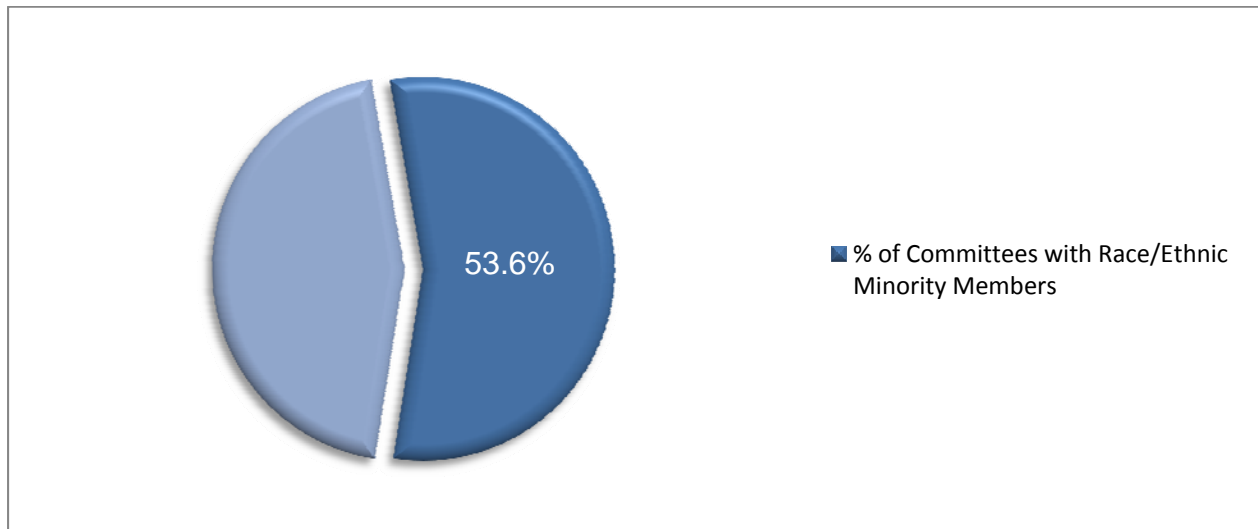
Race Breakdown for City of Madison Committee, Commission and Board Members & Comparison to Overall City of Madison Population					
Race	US Census: 2009 American Community Survey		Committee, Commission & Boards as of February 14, 2011 (Does not include 64 vacancies)		
	Persons	% of Total	Persons	% of Total	Targeted Goal for parity of Race
White	195,269	82.9%	495	88.1%	
Black (Non-Hispanic)	16,103	6.8%	45	8.0%	6.8%
Asian (Non-Hispanic)	14,700	6.2%	13	2.3%	6.2%
Native American (Non-Hispanic)	798	0.3%	5	0.9%	0.3%
Pacific Islander (Non-Hispanic)	0	0.0%	0	0.0%	0.0%
Other & 2 or More Races (Non-Hispanic)	8,540	3.6%	4	0.7%	3.6%
Total Minority Group Members	40,141	17.1%	67	11.9%	17.1%
Total	235,410	100.0%	562	100.0%	



The Commissions, Committees, and Boards representation analysis was used to determine the representation of racial/ethnic minorities throughout the numerous bodies. It reveals that **53.6%** have racial/ethnic minority representation. The goal is to reach 100% parity of ethnic/racial group members on all commissions, committees, or boards (Table 5).

Table 5

Racial/Ethnic Minority Members on Commission, Committee or Board (Does not include 64 vacancies)	Committee, Commission & Boards as of February 14, 2011		Targeted Goal for parity of Ethnicity/Race
		45	53.6%
Total Committees	84	100%	



CONCLUSIONS

The findings of the representation of racial/ethnic minorities on Committees, Commissions, and Boards indicates that continued outreach is needed to reach all racial/ethnic minorities, with a targeted outreach strategy for increasing Latino and Asian members.

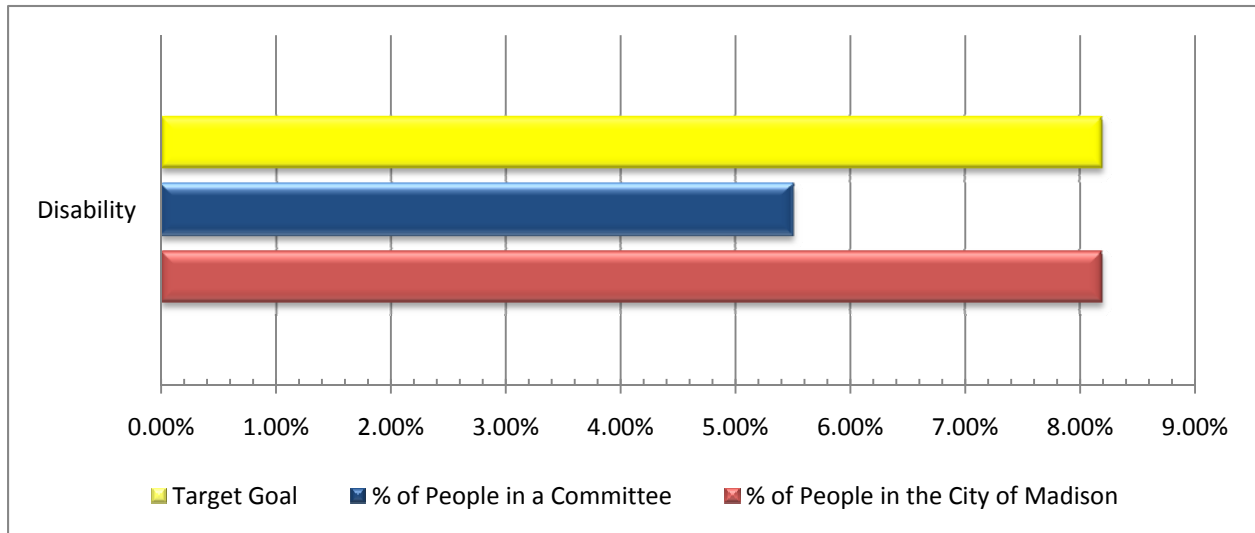
REPRESENTATION OF PEOPLE WITH DISABILITIES

FINDINGS

The US Census 2009 American Community Survey estimates that there are **8.2%** of residents with disabilities in the City of Madison. The representation on the city's Committees, Commissions, and Boards is at **5.5%**. The goal is to reach **8.2%** representation of people with disabilities on these bodies (Table 6).

Table 6

Disability Breakdown for City of Madison Committee, Commission and Board Members & Comparison to Overall City of Madison Population					
Disability	US Census: 2009 American Community Survey (Population 18 to 64 years)		Committee, Commission & Boards as of February 14, 2011 (Does not include 64 vacancies)		
	# of People with a Disability	% People with a Disability	# of People with a Disability	% People with a Disability	Targeted Goal for People with Disabilities
		19,140	8.2%	31	5.5%
Total	233,552*		562		

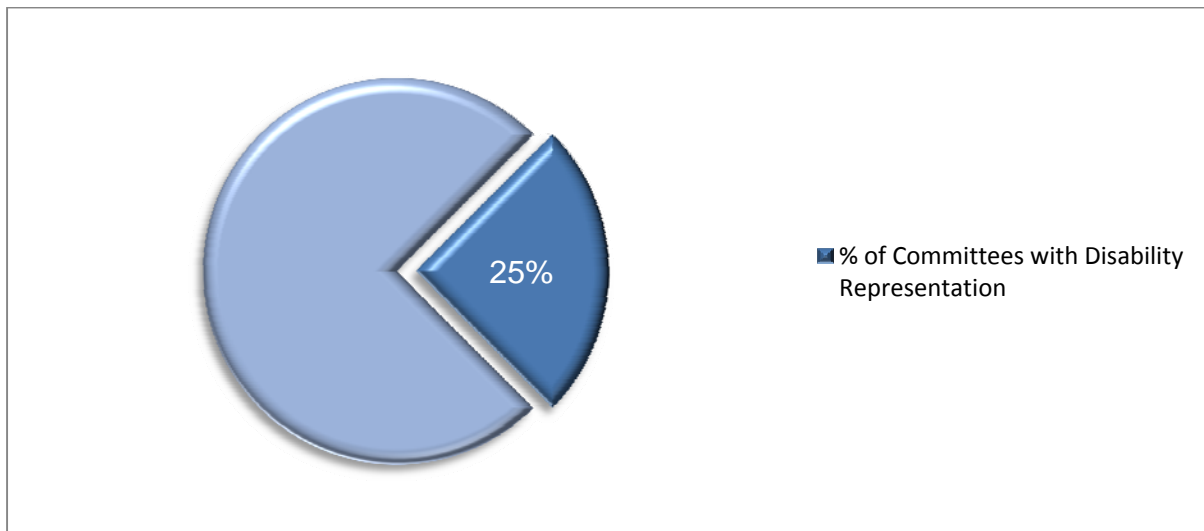


*Total civilian non-institutionalized population

A detailed analysis was completed to determine the representation of people with disabilities throughout the city's Commissions, Committees, and Boards. It was determined that only **25%** of these bodies had representation of people with disabilities (see Table 7).

Table 7

People with Disabilities on Commission, Committee or Board	Committee, Commission & Boards as of February 14, 2011		Targeted Goal for parity of Ethnicity/Race
		21	25%
Total Committees	84	100%	



CONCLUSIONS

The representation of people with disabilities needs to be increased and there is a strong need for targeted recruitment in these bodies. While this number is extremely low, it is important to note that information on people with disabilities is self-reported. Thus, the amount of representation is probably somewhat higher than is evident from the available information.