

2009

Annual Report



On the 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

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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 2008 American Community Survey (ACS) data for the Madison Metro area with the City of Madison Committees, Commissions, and Boards data as of January 13, 2010. At this time, there were 60 vacancies and 630 filled positions on the 87 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.

The City of Madison's 2009 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 **50.5%** of women, **20.6%** of racial/ethnic minorities, and **10.5%** 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.

REPRESENTATION OF WOMEN

FINDINGS

The 2008 American Community Survey estimates that City of Madison residents are almost evenly split by gender (Table 1). In 2010, the representation of women on the city's Committees, Commissions, and Boards is at **40.6%**; however, when compared with the population, women are under-represented by **9.9%**. The goal is to reach **50.5%** representation of women on these bodies.

Table 1

Gender Breakdown of City of Madison Committee, Commission, and Board Members & Comparison to Overall City of Madison Population					
Gender	Population from Census 2008 American Community Survey (ACS)		Persons on Committee, Commission & Boards as of January 13, 2010		
	Persons	% of Total	Persons	% of Total	Population % compared to Members as of January 13, 2010
Male	110,731	49.5%	374	59.4%	9.9%
Female	113,164	50.5%	256	40.6%	-9.9%
Total*	223,895	100.0%	630	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 diffuses throughout. In this report, it has found that **96.6%** of these bodies have women representation (Table 2).

Table 2

Committees, Commissions, or Boards with Women Representation	84	96.6%
Total Committees	87	

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.

* This Total does not include the 60 vacancies as of 1/13/2010

REPRESENTATION OF RACIAL/ETHNIC MINORITIES

FINDINGS

The 2008 American Community Survey estimates that there are **20.6%** of racial/ethnic minority residents in the City of Madison. The representation of racial/ethnic minorities on Committees, Commissions, and Boards is at **15.1%**; when compared, there is an under-representation of **5.5%**. The goal is to reach **20.6%** racial/ethnic group members on these bodies (Table 3 & 4).

Table 3

Race/Ethnicity Breakdown of City of Madison Committee, Commission, and Board Members & Comparison to Overall City of Madison Population					
Race/Ethnicity	Population from Census 2008 American Community Survey (ACS)		Persons on Committee, Commission & Boards as of January 13, 2010		
	Persons	% of Total	Persons	% of Total	Population % compared to Members as of January 13, 2010
White (Non-Hispanic)	177,780	79.4%	535	84.9%	-5.5%
Minority	46,115	20.6%	95	15.1%	5.5%
Total*	223,895	100.0%	630	100.0%	

Table 4

Race/Ethnicity Breakdown of City of Madison Committee, Commission, and Board Members & Comparison to Overall City of Madison Population					
Race/Ethnicity	Population from Census 2008 American Community Survey (ACS)		Persons on Committee, Commission & Boards as of January 13, 2010		
	Persons	% of Total	Persons	% of Total	Population % compared to Members as of January 13, 2010
White (Non-Hispanic)	177,780	79.4%	535	84.9%	-5.5%
Hispanic	12,615	5.6%	23	3.7%	1.9%
Black (Non-Hispanic)	14,103	6.3%	42	6.7%	-0.4%
Asian (Non-Hispanic)	14,399	6.4%	19	3.0%	3.4%
Native American (Non-Hispanic)	183	0.1%	7	1.1%	-1.0%
Other & 2 or More Races (Non-Hispanic)	4,815	2.2%	4	0.6%	1.6%
Pacific Islander (Non-Hispanic)	0	0.0%	0	0.0%	0.0%
Total*	223,895	100.0%	630	100.0%	

* This Total does not include the 60 vacancies as of 1/13/2010

The Commissions, Committees, and Boards were examined to determine the diffuseness of racial/ethnic minorities throughout the numerous bodies. It showed that **56.3%** have racial/ethnic minority representation (Table 5).

Committees, Commissions, or Boards with Racial/Ethnic Minority Members Representation	49	56.3%
Total Committees	87	

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 2008 American Community Survey estimates that there are **10.5%** of residents with disabilities in the City of Madison. However, the representation on the city's Committees, Commissions, and Boards is at **5.7%**. Comparing these two indicates that there is a **4.8%** under-representation. The goal is to reach **10.5%** 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					
	Population from Census 2008 American Community Survey (ACS)		Population % compared to Members as of January 13, 2010*		
	Persons	% of Total	Persons	% of Total	Population % compared to Members as of January 13, 2010
Disability	19,267	10.5%	36	5.7%	4.8%
Total **	183,057		630		

A detailed analysis was completed to find out how diffused are people with disabilities in the city's Commissions, Committees and Boards. It was determined that only **32.2%** of these bodies had representation of people with disabilities (see Table 7).

Table 7

Committees, Commissions, or Boards With People with Disabilities Representation	28	32.2%
Total Committees	87	

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.

* Population 18 to 64 years

**This Total data does not include the 106 vacancies as of 3/20/2009