

# ***DRAFT***

## **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  
April 21, 2009

## **Introduction**

The Mayor's Office, Affirmative Action Commission and Department of Civil Rights believes that the City of Madison is best served by the full participation of residents in the governing process. This goal can be achieved by ensuring that the composition of the City of Madison's various committees, commissions and boards represents the diversity found in the broader Madison community.

The City of Madison Common Council passed a resolution, on June 19, 2007, which requested a study with recommendations to improve the representation of women, racial/ethnic minorities, and people with disabilities on the City of Madison's committees, commissions and boards.

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 2007 American Community Survey (ACS) data for the Madison Metro area and compares it with the 2009 City of Madison Commissions, Committees and Boards, 563 members of the 87 bodies (2008 ACS data set is not available until summer of 2009).

## **Executive Summary**

The City of Madison's commissions, committees and boards play a major role in shaping the critical decisions regarding priorities, scope and policy levels of City of Madison services. Therefore it is the City of Madison's goal to have equal representation of women, racial/ethnic minorities and people with disabilities on these bodies.

The City of Madison's 2009 data analysis shows that women, racial/ethnic minorities and people with disabilities are under-represented on these bodies. Therefore this report recommends that the City of Madison continue outreach strategies to reach a target goal of 50.5 percent of Women, 23.7 percent of racial/ethnic minorities and 10.8 percent of people with disabilities on these bodies. Further the City of Madison should increase and target representation of women, racial/ethnic minorities and people with disabilities on each commission, committee and board.

## **Findings - Representation of Women**

The 2007 American Community Survey estimates that the City of Madison residents are almost evenly split by gender (see Table 1). In 2009, the representation of women on the City of Madison commissions, committees and boards indicates that there is a 9.7 percent gap in representation of women.

<i>Table 1</i>					
<b>Gender Breakdown of City of Madison Committee, Commission and Board Members &amp; Comparison to Overall City of Madison Population</b>					
<b>Gender</b>	<b>2007 American Community Survey (ACS) Census</b>		<b>2009 Committee, Commission &amp; Board Members</b>		<b>Difference between Population and Membership(+ or -)</b>
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>%</b>
Male	110,149	49.5%	333	59.1%	9.7%
Female	112,576	50.5%	230	40.9%	-9.7%
<b>Total</b>	<b>222,725</b>		<b>563</b>		

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, but is spread throughout the numerous commissions, committees and boards. It is found that 95.4 percent of these bodies have women representation (see Table 2).

<i>Table 2</i>		
<b>Women on Commission, Committee or Board</b>	<b>83</b>	<b>95.4%</b>
<b>Total Committees</b>	<b>87</b>	

## **Conclusions – Representation of Women**

The City of Madison has been successful in their outreach to ensure that women are represented on the majority of our commissions, committees and boards. However, the City of Madison must continue their efforts to increase the representation on all of these bodies.

## Findings - Representation of Racial/Ethnic Minorities

The 2007 American Community Survey estimates that there are 23.7 percent of racial/ethnic minority residents in the City of Madison. The representation of racial/ethnic minorities on committees, commissions and boards is at 11.0 percent. When the City of Madison's population and representation on these bodies is compared there is a 12.7 percent gap of racial/ethnic minority representation (see Table 3).

<b>Race/Ethnicity Breakdown for City of Madison Committee, Commission and Board Members &amp; Comparison to Overall City Population</b>					
	<b>2007 American Community Survey (ACS) Census</b>		<b>2009 Committee, Commission &amp; Board Members</b>		<b>Difference between Population and Membership (+ or -)</b>
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>%</b>
<b>Ethnicity</b>					
<b>Hispanic or Latino:</b> A person of Cuban, Mexican, Puerto Rican, South or Central American, or other Spanish culture or origin, regardless of race	15,098	6.8%	18	3.2%	-3.6%
<b>Race</b>					
<b>White:</b> A person having origins in any of the original peoples of Europe, the Middle East, or North Africa	170,003	76.3%	501	89.0%	12.7%
<b>Black or African American:</b> A person having origins in any of the Black racial groups of Africa	14,646	6.6%	45	8.0%	1.4%
<b>Asian:</b> A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam	18,121	8.1%	13	2.3%	-5.8%
<b>American Indian or Alaskan Native:</b> A person having origins in any of the original peoples of North and South American (including Central America) and who maintains tribal affiliation or community attachment.	1,000	0.4%	3	0.5%	0.1%
<b>Native Hawaiian or Other Pacific Islander:</b> A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands	40	0%			
<b>Other (not of Hispanic origin)</b>	3,817	1.7%	1	0%	-1.5%
<b>Total</b>	222,725	100%	563	100%	
<b>Total Race/Ethnicity Minorities</b>	52,722	23.7%	62	11.0%	-12.7%

A detailed analysis was completed to determine whether racial/ethnic minorities are spread throughout the numerous commissions, committees and boards. It is found that 63.2 percent have racial/ethnic minority representation (see Table 4).

<i>Table 4</i>		
<b>Racial/Ethnic Minority Members on Commission, Committee or Board</b>	55	<b>63.2%</b>
<b>Total Committees</b>	<b>87</b>	

### **Conclusions - Representation of Racial/Ethnic Minorities**

The findings of the representation of racial/ethnic minorities on commissions, committees and boards indicates that continued outreach is needed to reach all racial/ethnic minorities with a targeted outreach strategy for increased Latino and Asian members.

### **Findings - Representation of People with Disabilities**

The 2007 American Community Survey estimates that the City of Madison residents with disabilities at 10.8 percent. The representation of people with disabilities on our committees, commissions and boards is at 6.6 percent. Comparing these two indicates that there is a 4.2 percent gap of members on these bodies requiring continue outreach efforts (see Table 5).

<i>Table 5</i>					
<b>Disability Breakdown for City of Madison Committee, Commission and Board Members &amp; Comparison to Overall City of Madison Population</b>					
	<b>2007 American Community Survey (ACS) Census</b>		<b>2009 Committee, Commission &amp; Board Members</b>		<b>Difference between Population and Membership (+ or -)</b>
	<b>#</b>	<b>%</b>	<b>#</b>	<b>%</b>	<b>%</b>
Disability	19,728	<b>10.8%</b>	39	<b>6.6%</b>	<b>-4.2%</b>
<b>Total *</b>	<b>183,231</b>		<b>595</b>		
*Population Over 16 years old					

In 2009, we analyzed the representation on an individual committee, commission and board level to determine the number of people with disabilities on these bodies. Only 32.2 percent of the City of Madison's committees, commissions and boards have people with disabilities (see Table 6).

<i>Table 6</i>		
<b>People with Disabilities on Commission, Committee or Board</b>	28	<b>32.2%</b>
<b>Total Committees</b>	<b>87</b>	

## **Conclusions - Representation of People with Disabilities**

The representation of people with disabilities needs to be increased and there is a strong need for targeted recruitment representation on these bodies.

### COMMITTEE, COMMISSION AND BOARD APPOINTMENT APPLICATION

The Mayor's Office and Department of Civil Rights have implemented recommendations and created the revised Board, Commission and or Committee Appointment Application (*Attachment #1- Board, Commission and/or Committee Appointment Application*).

In November 2008, the Mayor's Office and City Clerk sent a letter to all committee, commission and board members requesting an update of the committee application form and self-identification data. The updated self-identification form notifies applicants that the demographic information is voluntary and will be used to track and enhance diversity in our commissions, committees and boards.

The updated Self-Identification form encourages applicants to self-identify their racial/ethnic minority and disability status to better enable the City of Madison to track whether the diversity in the City of Madison's population is in fact being reflected in committee, commission and board appointments.

Additionally, the updated appointment application form allows the applicant to specify at least three, or up to five, committees that he/she is interested in serving on and has removed the question asking whether an individual is a registered voter. Also, this updated form adds questions to learn how the applicant learned about the vacancy to help track outreach efforts and provide valuable information on who/where most applicants are learning of City of Madison committees, commissions and boards.

### OUTREACH FOR INCREASED REPRESENTATION

The Mayor's Office, Department of Civil Rights and its three commissions (AAC, EOC, CPD), share the goal of ensuring diversity in all of our critically important governing bodies. The Mayor's Office and the Department of Civil Rights have coordinated the creation of two brochures that encourages residents to apply for appointments. (See *Attachment #2 – Make a Difference, City of Madison Boards, Commissions and Committees* and *Attachment #3 - Department of Civil Rights Commission and Committee.*)

The City of Madison's website was revamped and updated which communicates opportunities for participation. The Department of Civil Rights provides applications and brochures promoting participation in committees, commissions and boards at summer festivals, to reach a diverse audience. Department of Civil Rights, Madison City Channel and the Mayor's Office are creating a Public Service Announcement that encourages increase representation on Committees, Commissions and Boards.

## **Attachments**

Attachment 1: Board, Commission and/or Committee Appointment Application

Attachment 2: Make a Difference; City of Madison, Boards, Commissions and Committees

Attachment 3: Department of Civil Rights Commissions and Committees