

2019 Audit of Diversity, Equity, and Inclusion of Boards, Committees, and Commissions

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City of
SACRAMENTO
Office of the City Auditor



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2019 Audit of Diversity, Equity, and Inclusion of Boards, Committees, and Commissions



Objective, Scope, Methodology

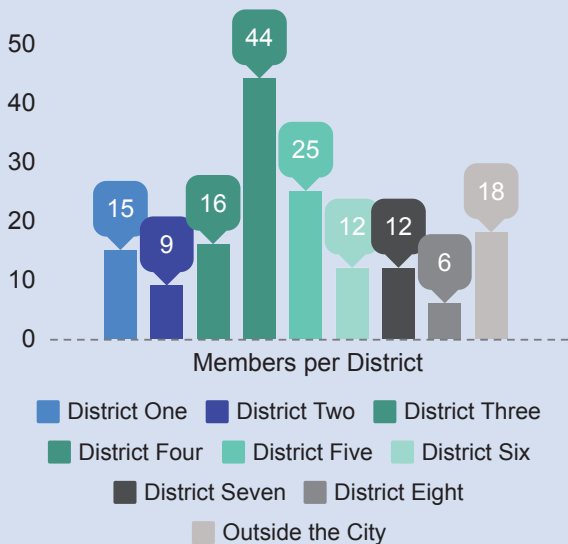
Report on Gender and Ethnicity of City board, committee, and commission members

215 Active Members

196 Members surveyed

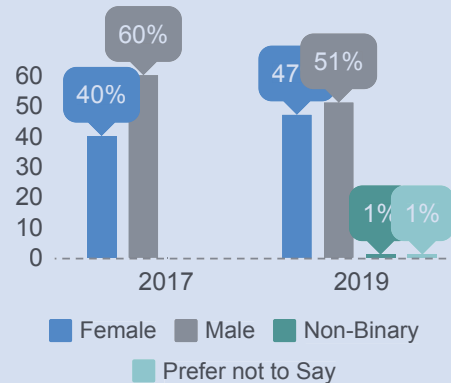
Added and Expanded survey Questions from 2017 survey

2019 Members by City District



Comparison of 2017 and 2019 Board, Committee, and Commission Members' Gender

Gender Breakdown

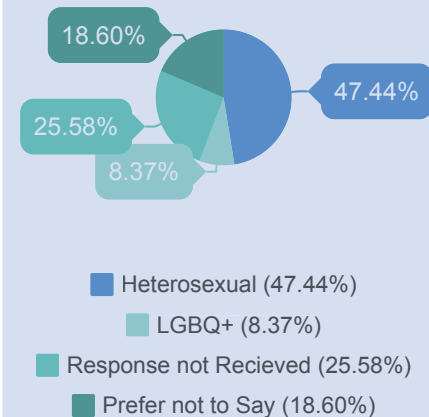


Most respondents had at least a bachelor's degree

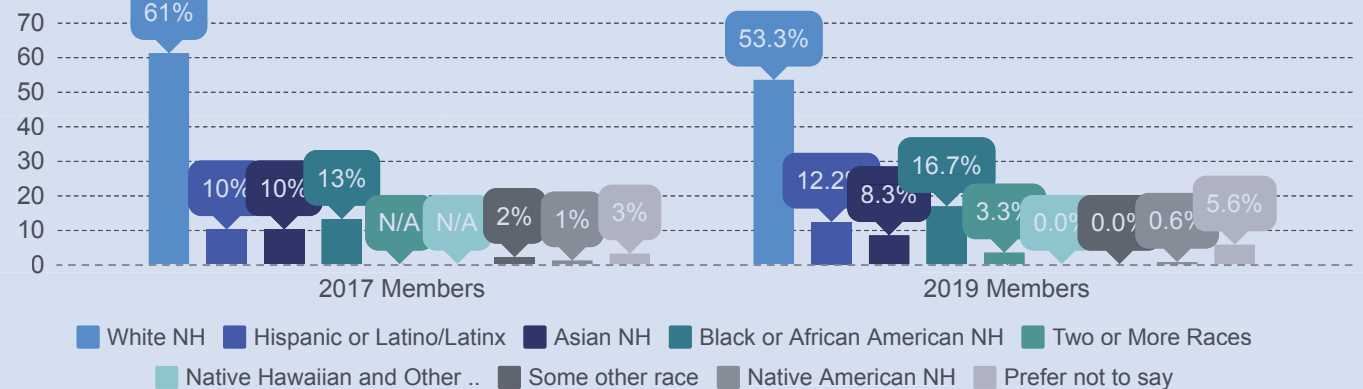


34% of respondents heard about the position from the City website

Responses to Sexual Orientation Question



2017 and 2019 Board, Committee, and Commission Member Ethnicity Breakdown*



*NH means not of Hispanic origin

Introduction

In accordance with the City Auditor's 2019/20 Audit Plan, we have completed the *2019 Audit of Diversity, Equity, and Inclusion of Boards, Committees, Commissions*. We believe this report meets our objective of providing an informative overview of the current composition of the board, commission, and committee members, in accordance with Generally Accepted Government Auditing Standards Section 6.73. We did not seek to test internal controls, such as those related to the City's hiring, development, and retention of board, commission, and committee members.

We conducted this audit in accordance with Generally Accepted Government Auditing Standards. Those standards require that we plan and perform the audit to obtain sufficient, appropriate evidence to provide a reasonable basis for our findings and conclusions based on our audit objectives. We believe that the evidence obtained provides a reasonable basis for our findings and conclusions based on our audit objectives.

The City Auditor's Office would like to thank the City Clerk's Office; the City Manager's Office; the Information Technology Department; and board, committee, and commission members for their cooperation during the audit process.

Background

We published the first *City Auditor's Diversity Assessment of Boards, Commissions, and Committees* in April 2017 under the direction of the City Council. The report assessed the diversity of City of Sacramento boards, committees, and commissions and compared them to the demographics of the City of Sacramento's residents. The initial report included the City's board, committee, and commission members' demographics related to age, ethnicity, gender, and sexual orientation. The City Council expressed a desire to regularly report on the gender and ethnic diversity of City board, committee, and commission members. As we continue to conduct the audit, we will review trends and compare data.

City of Sacramento Boards, Committees, and Commissions

Article XV section 230 of the City of Sacramento Charter states, "The city council shall provide by ordinance for such boards and commissions as may be required by law or deemed desirable, shall prescribe their functions, and may prescribe qualifications and conditions of service on such boards and commissions." There are a total of 33 boards, commissions, and committees. The City Clerk's Office explains, "The City has 23 boards that are required by the Sacramento City Charter or are established by resolution or ordinance of the Sacramento City Council. We refer to these legislative bodies as "City Boards," in that the boards are comprised entirely of appointments made by the Mayor and subsequently confirmed by the full City Council. Additionally, administrative support for these bodies are provided by City staff." The City Clerk's Office also explains,

“The City participates and makes appointments to 10 other boards. These boards are comprised of members appointed by the Mayor and confirmed by the full City Council in addition to members that are appointed by other authorities. The City has little or no authority over the selection process of the other members or their selection; and does not traditionally provide administrative support to the board.”

City Staff provides administrative support to the following boards, committees, and commissions that are City boards comprised entirely of appointments made by the Mayor and confirmed by the City Council:

1. Active Transportation Commission
2. Administration, Investment & Fiscal Management Board
3. Animal Care Services Citizens Advisory Committee
4. Ann Land and Bertha Henschel Memorial funds Commission
5. Boards of Plumbing Examiners
6. Civil Service Board
7. Compensation Commission
8. Construction Code Board of Appeals
9. Ethel MacLeod Hart Trust Fund Advisory Committee
10. Housing Code Advisory and Appeals Board
11. Measure U Community Advisory Committee
12. Parks and Community Enrichment Commission
13. Planning and Design Commission
14. Preservation Commission
15. Retirement Hearing Commission
16. Sacramento Arts, Culture, and Creative Economy Commission (newly formed, has not yet been seated)
17. Sacramento Community Police Review Commission
18. Sacramento Disabilities Advisory Commission
19. Sacramento Ethics Commission
20. Sacramento Heritage, Inc. Board of Directors
21. Sacramento Youth Commission
22. Stadium Area Public Financing Authority
23. Utilities Rate Advisory Commission

City Staff does not traditionally provide administrative support to the following boards, committees, and commissions that are non-City boards comprised of members appointed by the City and other authorities:

1. Capitol Area Development Authority Governing Board
2. Downtown/Riverfront Streetcar Policy Study Steering Committee
3. Natomas Basin Conservancy Board of Directors
4. Paratransit Inc. Board of Directors
5. Sacramento Environmental Commission
6. Sacramento Housing and Redevelopment Commission
7. Sacramento Metropolitan Arts Commission (Disbanding in December 2019)
8. Sacramento Regional Transit Board¹
9. Sacramento Relocation Appeals Board
10. Sacramento Yolo Mosquito and Vector Control

¹ The Sacramento Regional Transit Board was not included in the audit. This board has a different appointment process and currently does not have any non-elected persons appointed to the board.

Figure 1 below identifies the City’s boards, commissions, and committees and identifies the number of City and non-City seats on each.

Figure 1: City Board, Committee, and Commission Seats as of September 2019²

Board, Committee, or Commission	City Seats	Non-City Seats	Total Seats	City Seats Filled	Non-City Seats Filled	Total Seats Filled
Active Transportation Commission	11	0	11	11	0	11
Administration, Investment, & Fiscal Management Board	5	0	5	5	0	5
Animal Care Services Citizens Advisory Committee	7	0	7	3	0	3
Ann Land and Bertha Henschel Memorial Funds Commission	9	0	9	8	0	8
Board of Plumbing Examiners	5	0	5	0	0	0
Capitol Area Development Authority Governing Board	2	3	5	2	3	5
Civil Service Board	5	0	5	4	0	4
Compensation Commission	5	0	5	5	0	5
Construction Code Board of Appeals	5	0	5	0	0	0
Downtown/Riverfront Streetcar Policy Study Steering Committee	5	7	12	5	7	12
Ethel MacLeod Hart Trust Fund Advisory Committee	7	0	7	4	0	4
Housing Code Advisory and Appeals Board	5	0	5	5	0	5
Measure U Citizens Oversight Committee	15	0	15	14	0	14
Natomas Basin Conservancy Board of Directors	5	5	10	5	5	10
Paratransit Inc. Board of Directors	3	6	9	2	6	8
Parks and Recreation Commission	11	0	11	11	0	11
Planning and Design Commission	13	0	13	12	0	12
Preservation Commission	7	0	7	7	0	7

² The following boards had no current appointments: Boards of Plumbing Examiners and Construction Code Board of Appeals. The Sacramento Youth Commission and Sacramento Arts, Culture, and Creative Economy Commission was rebranding during the time of the audit. Appointments were made for the Stadium Area Public Financing Authority after the audit period.

Retirement Hearing Commission	5	0	5	4	0	4
Sacramento Arts, Culture, and Creative Economy Commission	11	0	11	0	0	0
Sacramento Community Police Review Commission	11	0	11	10	0	10
Sacramento Disabilities Advisory Commission	9	0	9	8	0	8
Sacramento Environmental Commission	3	6	9	3	6	9
Sacramento Ethics Commission	5	0	5	5	0	5
Sacramento Heritage, Inc. Board of Directors	11	0	11	8	0	8
Sacramento Housing and Redevelopment Commission	5	6	11	5	6	11
Sacramento Metropolitan Arts Commission	6	5	11	6	5	11
Sacramento Relocation Appeals Board	5	0	5	5	0	5
Sacramento Yolo Mosquito and Vector Control District	1	12	13	1	12	13
Sacramento Youth Commission	19	0	19	0	0	0
Stadium Area Public Financing Authority	5	0	5	0	0	0
Utilities Rate Advisory Commission	7	0	7	7	0	7
Total	228	50	278	165	50	215

Source: Auditor compiled with data gathered from the City of Sacramento website and City Clerk's Office.

Process for Appointing Board, Committee, and Commission Members

Individuals interested in filling a City appointed seat on a board, committee, or commission are required to submit applications to the City Clerk via the City's website at: <http://www.cityofsacramento.org/Clerk/Legislative-Bodies/Boards-and-Commissions>. The application documents general information, such as name, address, and contact information. The application also includes questions regarding education, gender, ethnicity, and sexual orientation. Applications are submitted through the Granicus module on the City of Sacramento's website³.

The City Charter Article XV, Section 230 states "except as otherwise expressly provided in this Charter, the mayor shall appoint all members of boards and commissions, subject to the concurrence of a majority of the city council." According to the Office of the City Clerk, members are appointed to serve on City boards, committees, and commissions in one of the following ways:

- By virtue of their position (for example, the seat is for the City Manager or Finance Director);
- Nominated by the Personnel and Public Employees Committee (P&PE), appointed by the mayor, and confirmed by the City Council;
- Nominated by a councilmember, appointed by the mayor, and confirmed by the City Council; or
- In a different manner outlined in the formation documents of the board, committee, or commission (for example, the seat may be jointly appointed by the City Council and another agency).

According to the Office of the City Clerk, most applicants interview with the P&PE Committee that nominates members for the various boards, committees, and commissions. As of July 2019, the P&PE Committee is made up of three City councilmembers, and consisted of Larry Carr, Angelique Ashby, and Steve Hansen.

Once appointed, the member roster is updated on the City Clerk's website for board, commission, and committee members appointed by the City. The City Clerk's Office uses the data from Granicus to update the member roster. Since disclosure of gender, ethnic, and sexual orientation information on the application is voluntary, the gender, ethnicity, and sexual orientation of some members of City boards, commissions, and committees was unavailable.

³Granicus is a cloud-based company used by the City Clerk's Office to manage legislative and meeting and agenda information. The Granicus Board and Commission Module is used to accept member applications on the City Clerk's website.

Process for Collecting Demographic Information

In our last diversity audit of the board, commission, and committee members, we collected demographic information from data provided by the City Clerk's Office and surveys completed by members. The survey's format was a portable document file (PDF) and allowed board members to fill in responses. Our survey requested the following information from members: length of service, address, employment information, highest education degree earned, age, gender, sexual orientation, and ethnicity.

This year, we worked with the City Manager's Office (CMO) to create an online survey to send to all active members. We sent surveys to members asking for their address, employment information, length of service, how they heard about the position, highest educational degree earned, age, household income, if they ever served on active duty in the U.S. armed forces, gender, ethnicity, sexual orientation, and if they identify as transgender. We improved the 2017 survey by adding more questions and response choices, including the option to self-describe. We also consulted with the Diversity and Equity Manager and the Sacramento LGBT Center for questions related to gender identity and sexual orientation.

In August 2019, we asked each board contact to distribute the survey link to all active board members. We gave the boards members over a month to complete the online survey. We received 103 responses out of 215 active members.

We did not receive responses from every active board, commission, and committee member. We used additional resources to obtain demographic information of board members that did not respond. Resources we utilized include surveys completed in the last diversity audit, Electronic Citywide Accounting and Personnel System (eCAPS) reports for active members that are City employees, and board members' application data provided by the Office of the City Clerk⁴. We solely reported members' responses. We did not assign gender, ethnicity, sexual orientation, and any other demographic information to any members.

⁴ When completing an employment application for the City of Sacramento, prospective employees are asked to disclose their ethnicity, gender, and other demographic information. Once hired, the Human Resources Department inputs the new employee's ethnic information into the Electronic Citywide Accounting and Personnel System (eCAPS). Additionally, eCAPS provide the salary of the City employee. City employees' household income documented in the survey may not include additional incomes in their household.

Some board positions are appointed by virtue of their position within the City of Sacramento. For these City employees who did not respond to the survey, we utilized the City’s payroll system (eCAPS) to obtain demographic information. We used “Response not Received” for data we were not able to gather from any of our sources or were blank.

The following data was either collected or unavailable:

Figure 2: City Employee Data Available in eCAPS

Data Available ⁵	Data Unavailable
Name	Length of Service on the Board, Committee, or Commission
Household Income	How did you hear about the position?
Job Title	Have you ever served on active duty in the U.S. armed force?
Ethnicity	Sexual Orientation
Sex	Would you describe yourself as transgender?
Birthdate	Seat Filled
Highest Education Level	
Address	

Source: Auditor generated.

⁵ eCAPS stores City employees sex as female, male, or unknown.

Some current members did not participate in the 2019 survey but participated in the *2017 Diversity Assessment of Boards, Committees, and Commissions*. We used “Response not Received” for survey responses we did not receive. The 2017 survey also allowed board members to select “Decline to State” for some questions. For consistency throughout our data collection process, we used “Prefer not to Say” when respondents selected “Decline to State”.

The following data was either collected or unavailable:

Figure 3: 2017 Diversity Assessment of Boards, Committees, and Commissions Survey Data Available

Data Available ⁶	Data Unavailable
Name	How did you hear about the position?
Length of Service on the Board, Committee, or Commission	Household Income
Address	Have you ever served on active duty in the U.S. armed force?
Employment Information	Would you describe yourself as transgender?
Highest Education Level	Seat Filled
Age	
Gender	
Sexual Orientation	
Ethnicity	

Source: Auditor generated.

⁶ The *2017 Diversity Assessment of Boards, Committees, and Commissions* survey asked members to provide an age. If the respondent provided an age, we added two years to the age and recorded the data in the results. We added two years to the ages since the survey was conducted two years ago. The 2017 survey also asked the member how long have the served on the board. Although the data was available, we did not assume that they have been active since the last time the audit was conducted. We coded this information as “Response not Received”.

The Office of the City Clerk keeps track of application information on City-appointed board members and does not have applications of members appointed by other agencies. We used application information for members who did not participate in the survey, are not City employees, and did not participate in the *2017 Diversity Assessment of Boards, Committees, and Commissions* survey. We used “Response not Received” for data we did not have available from the City Clerk’s applications or for responses that were blank.

The following data was either collected or unavailable:

Figure 4: Active Members’ Application Data Available

Data Collected	Data Unavailable
Name	Household Income
Address	Length of Service on the Board, Committee, or Commission
Employment Information	Have you ever served on active duty in the U.S. armed force?
How did you hear about the position?	Would you describe yourself as transgender?
Highest Education Level	Age
Gender	
Ethnicity	
Sexual Orientation	
Seat Filled	

Source: Auditor generated.

Figure 5 below shows the number of responses from City and non-City appointed members. Of the total 215 seats filled, we collected demographic information of 196 City and non-City appointed members.

Figure 5: Responses received by City and non-City Appointed Members

Method of Collecting Data	Number of Members' Data Collected
Data Collected from Online Survey	103
Data Collected from eCAPS	11
Data Collected from 2017 Assessment	38
Data Collected from Board Members Application Data	44
Total	196

Source: Auditor compiled with data gathered from the City Clerk’s Office, member surveys, and eCAPS reports.

Online Survey Questions

The City Manager's Office (CMO) assisted us in creating an online survey to distribute to active board members. We drafted the survey language and the CMO used the survey software Crowdsignal to create the online survey. The CMO provided survey results in PDF and excel format for our office to review.

See Appendix A for the language included in the survey. We asked the following questions in the survey:

- Name of appointed member
- Address
- Employment information
- Board, commission, or committee served
- Seat filled
- Length of service
- How did you hear about the position?
- Highest educational degree earned
- Age
- Household Income
- Have you served on active duty in the U.S. armed forces?
- Gender
- Ethnicity
- Sexual Orientation
- Would you describe yourself as transgender?

Data Limitations

The City Clerk's Office only keeps track of application information on City-appointed board members and did not have applications of members appointed by other agencies. Therefore, the City did not have demographic information for all non-City appointed members of the Boards, Commissions, and Committees of interest. Some of the City-appointed members' information was incomplete due to some of the information categories being voluntary. Demographic questions such as ethnicity, sexual orientation, gender, and date of birth are optional to complete.

In order to analyze more complete information, we surveyed members to gather the missing information. However, our survey was voluntary and, as a result, we did not receive responses from every board member. We originally gave the members three weeks to complete the survey but because of a low response rate, we extended the time that members could complete the survey. The members had over a month to complete the survey.

Our final dataset consisted of information gathered from various sources such as survey results from the online survey responses, survey responses from the *2017 City Auditor's Diversity Assessment of Boards, Commissions, and Committees*, eCAPS reports, and Granicus data. We should note that due to the number of "Response not Received", it is possible that the percentages could shift if more complete information were available. The figure below identifies the number of members from whom we collected information on their length of service, how they heard about the position, their highest educational degree earned, their household income, whether they have served on active duty in the U.S., their gender, their ethnicity, their age, their sexual orientation, and whether they identify as transgender.

Figure 6: Number of Responses Received for each Question by Board, Committee, or Commission

Board, Committee, and Commission	Seats Filled	Residential Addresses Collected	Length of Service	How Did You Hear About the Position?	Highest Educational Degree Earned	Age	Household Income	Served on Active Duty in the U.S. Armed Forced	Gender	Ethnicity	Sexual Orientation	Would You Describe Yourself as Transgender?
Active Transportation Commission	11	9	11	11	11	11	11	11	11	11	11	11
Administration, Investment, & Fiscal Management Board	5	4	0	0	4	4	3	0	5	5	1	0
Animal Care Services Citizens Advisory Committee	3	3	0	3	3	0	0	0	3	3	3	0
Ann Land and Bertha Henschel Memorial Funds Commission	8	7	5	6	7	6	6	5	8	8	7	5
Board of Plumbing Examiners	0	0	0	0	0	0	0	0	0	0	0	0
Capitol Area Development Authority Governing Board	5	4	2	2	4	4	2	2	4	4	2	2
Civil Service Board	4	4	2	3	4	2	2	2	4	4	4	2
Compensation Commission	5	5	1	4	5	1	1	1	5	5	5	1
Construction Code Board of Appeals	0	0	0	0	0	0	0	0	0	0	0	0
Downtown/Riverfront Streetcar Policy Study Steering Committee	12	5	0	0	2	4	3	0	5	5	2	0
Ethel MacLeod Hart Trust Fund Advisory Committee	4	4	1	2	4	3	1	1	4	4	4	1

Housing Code Advisory and Appeals Board	5	4	3	3	5	5	3	3	5	5	5	3
Measure U Community Advisory Committee	14	13	7	13	12	7	7	7	13	13	13	7
Natomas Basin Conservancy Board of Directors	10	5	2	2	5	5	3	2	8	6	4	2
Paratransit Inc. Board of Directors	8	6	4	4	4	5	5	4	6	6	4	4
Parks and Community Enrichment Commission	11	11	9	10	11	10	9	9	11	11	11	9
Planning and Design Commission	12	12	9	10	12	11	9	9	12	12	12	9
Preservation Commission	7	7	6	6	7	6	6	6	7	7	7	6
Retirement Hearing Commission	4	3	2	2	4	4	4	2	4	4	2	2
Sacramento Arts, Culture, and Creative Economy Commission	0	0	0	0	0	0	0	0	0	0	0	0
Sacramento Community Police Review Commission	10	8	5	8	9	6	5	5	10	10	10	5
Sacramento Disabilities Advisory Commission	8	7	6	7	6	6	6	6	8	8	8	6
Sacramento Environmental Commission	9	5	4	5	7	4	4	4	7	5	5	4
Sacramento Ethics Commission	5	5	2	5	5	2	2	2	5	5	5	2
Sacramento Heritage, Inc. Board of Directors	8	7	3	6	8	5	3	3	8	8	7	3
Sacramento Housing and Redevelopment Commission	11	8	6	8	8	6	6	6	9	8	8	6
Sacramento Metropolitan Arts Commission	11	10	7	7	10	10	7	7	10	10	7	7

Sacramento Relocation Appeals Board	5	5	3	5	5	3	3	3	5	5	5	3
Sacramento Yolo Mosquito and Vector Control District	13	1	1	1	1	1	1	1	11	1	1	1
Sacramento Youth Commission	0	0	0	0	0	0	0	0	0	0	0	0
Stadium Area Public Financing Authority	0	0	0	0	0	0	0	0	0	0	0	0
Utilities Rate Advisory Commission	7	7	2	6	6	3	7	7	7	7	7	7
Total	215	169	103	139	169	134	119	108	195	180	160	108

Source: Auditor compiled with data gathered from the City Clerk's Office, member surveys, and eCAPS reports.

Objective, Scope, and Methodology

The objective of this assessment was to review the diversity of City board, committee, and commission members as it compares to the diversity of City of Sacramento residents. The City Council expressed a desire to regularly report on the gender and ethnic diversity of City board, committee, and commission members. Our analysis focused on all members of City boards, commission, and committees as of September 2019 including members who were not appointed by the city. To conduct this assessment, we created a dataset of board, committee, and commission members based on Granicus data, current survey responses, eCAPS, and previous survey responses.

We received requests to revise previously asked questions and add new demographic questions to the survey by a City Council member and the public. This year, we added new demographic questions and expanded the survey response options. As we continue to regularly report on the gender and ethnic diversity of City board, committee, and commission members, we can expand our survey questions to examine more diverse groups.

To determine the demographics for City of Sacramento residents, we used projections from the American Community Survey (ACS). ACS is an ongoing survey that is conducted by the Census Bureau. ACS produces population, demographic and other estimates throughout the decade. In this report, we used the most recent ACS data for the ethnic breakdown, gender, and age demographics of Sacramento residents. Since the United States Census does not collect data on the sexual orientation of the population, we used a Gallup poll released in 2015 to estimate the percent of the population that identifies as lesbian, gay, bisexual, transgender, queer, and other communities in the Sacramento metropolitan areas.

Chapter 1: Trend Analysis

The Office of the City Auditor released the first Diversity Assessment of Board, Committees, and Commissions in April 2017. The following figures below compares demographic information of the 2017 and 2019 diversity audits. There were 229 seats filled in 2017 and 215 seats filled in 2019.

During this audit, the following boards had no current appointments: Boards of Plumbing Examiners and Construction Code Board of Appeals. The Sacramento Youth Commission and Sacramento Arts, Culture, and Creative Economy Commission had no current appointments since it was rebranding during the audit. Members were appointed to the Stadium Area Public Financing Authority after the audit period. We did not include boards that had no current appointments in our analysis since there were no members on the board, committee, or commission. We should note that it is possible that the gender percentages could shift once the boards become active.

Figure 7 below lists the percent of members within their respective ethnic groups compared to the demographics of the City of Sacramento residents. The largest ethnic groups among City of Sacramento residents are white, Hispanic or Latino/Latinx, and Asian. Based on the data below, the largest ethnic groups among boards, committees, and commissions are white, black or African American, and Hispanic or Latino/Latinx in 2017 and 2019. We did not include board members for which we did not have ethnic information.

Figure 7: 2017 and 2019 Board, Committee, and Commission Member Ethnicity Breakdown Compared to City Residents⁷

Group	White NH	Hispanic or Latino/Latinx	Asian NH ⁸	Black or African American NH	Two or More Races	Native Hawaiian and Other Pacific Islander NH	Some other Race	Native American NH	Prefer not to Say
City of Sacramento Resident (2018 American Community Survey)	31.1%	29.2%	19.1%	12.7%	5.4%	1.9%	0.4%	0.1%	N/A
Board, Committee, and Commission Members 2017 (Based on 178 responses Received)	61.0%	10.0%	10.0%	13.0%	N/A	N/A	2.0%	1.0%	3.0%
Board, Committee, and Commission Members 2019 (Based on 180 responses Received)	53.3%	12.2%	8.3%	16.7%	3.3%	0.0%	N/A	0.6%	5.6%

Source: Auditor compiled with data gathered from the City Clerk's Office, member surveys, eCAPS reports, and American Community Survey.

Figure 8 below lists the percent of members within their respective gender groups compared to the demographics of the City of Sacramento residents. Given this information, females appear to make up 47 percent of the members in 2019 while they make up approximately 51 percent

⁷ Percentages may not add to 100% due to rounding. Additionally, some percentages may be attributed to that category or a combination of two categories.

⁸ Census classifies Asian as, "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. To be consistent with Census' results, we combined the percentage results for Asian and Filipino. During the 2017 City Auditor's Diversity Assessment of Boards, Commissions, and Committees, Asian and Pacific Islander was combined.

of the City’s population. Compared to the 2017 results, the gender distribution of board members in 2019 reflects more closely to the gender distribution of Sacramento residents.

This year we added a gender identity and allowed members to self-describe. One percent of members identified as non-binary. University of California San Francisco defines non-binary as “a gender identity that embraces full universe of expressions and ways of being that resonate with an individual. It may be an active resistance to binary gender expectations and/or an intentional creation of new unbounded ideas of self within the world”.

Figure 8: 2017 and 2019 Board, Committee, and Commission Member Gender Breakdown Compared to City Residents

Group	Female	Male	Non-Binary	Prefer not to Say
City of Sacramento Residents (2018 ACS)	51%	49%	N/A	N/A
2017 Board, Committee, and Commission Members (Based on 217 Collected Members' Gender)	40%	60%	N/A	N/A
2019 Board, Committee, and Commission Members (Based on 195 Collected Members' Gender)	47%	51%	1%	1%

Source: Auditor compiled with data gathered from the City Clerk’s Office, member surveys, eCAPS reports, and American Community Survey.

Figure 9 below lists the percent of members within their respective age groups compared to the demographics of the City of Sacramento residents. Based on the given information, the largest percentage increase was among members of age group Age 65+.

The Sacramento Youth Commission had no current appointments and did not have members during the audit period due to an issuance of a new ordinance. Ordinance 2019-0010 came into effect June 1, 2019. This commission requires that all members be at least 14 years of age and not older than 22 years of age at the time of appointment.

Figure 9: Board, Committee, and Commission Member Age Breakdown Compared to City Residents

Group	Age <24	Age 25 - 34	Age 35 - 44	Age 45 - 54	Age 55 - 64	Age 65+
City of Sacramento Residents (2018 ACS)	32%	19%	14%	12%	10%	13%
2017 Board, Committee, and Commission Members (Based on 126 Responses Received)	9%	15%	21%	17%	22%	15%
2019 Board, Committee, and Commission Members (Based on 134 Responses Received)	0%	14%	25%	15%	23%	23%

Source: Auditor compiled with data gathered from the City Clerk’s Office, member surveys, eCAPS reports, 2017 City Auditor’s Diversity Assessment of Boards, Commissions, and Committees and American Community Survey.

In 2015, Gallup conducted a survey to determine the highest LGBT population by metropolitan area. Gallup published a poll in 2018 which found that the percentage of U.S. Adults identifying as LGBT in the United States increased from 3.5 percent in 2012 to 4.5 percent in 2017. Figure 10 below compares the responses to the sexual orientation question from members during the 2017 and 2019 audit. After adding the sexual orientation question to the application and expanding on the options in the survey, we received a higher amount of responses during this audit. During this reporting period, we received responses from 160 members.

Figure 10: Compares the Responses to the Sexual Orientation Question

Group	Heterosexual	LGBQ+	Prefer not to Say
2017 Board, Committee, and Commission Members (Based on 54 Responses Received)	39	11	4
2019 Board, Committee, and Commission Members (Based on 160 Responses Received)	102	18	40

Source: Auditor compiled with data gathered from the City Clerk’s Office and member surveys.

Chapter 2: Data Collection Improvements since Last Audit

During the last audit, we highlighted that certain demographic information for the City's appointed board, commission, and committee members was not readily available or complete. We recommended that the City Clerk's Office work with the City Attorney's office to determine how best to capture, document, and retain desired information regarding City and non-City appointed board, commission, and committee members.

Since the last audit, the City's Clerk Office worked with Granicus to improve the collection portion of the application module and added new categories for sexual orientation and date of birth. All applicants are now presented with a sexual orientation question. Applicants have the option to select straight/heterosexual, gay or lesbian, bisexual, prefer to self-describe, or prefer not to say. Language was also added to the application form that explains why this information is being asked and how the information may be used by the City. Adding new demographic questions allows the City to analyze and monitor trends and changes in the overall composition of the City's boards, commissions, and committees.

Chapter 3: City of Sacramento Resident Demographics:

For this chapter, we used the most recent projections from American Community Survey (ACS) and Gallup to acquire the data related to the City of Sacramento's residents. ACS is a nationwide survey conducted by the United States Census Bureau that collects housing, social, and economic information of the population throughout the decade.

As of the most recent United States Census completed in 2010, the City of Sacramento had a population of 466,488. According to ACS data, Sacramento was projected to have 508,517 residents in 2018.

The following are some key ACS statistics for the ethnic breakdown of the City of Sacramento residents forecasted for 2018.

- The top three most populous ethnic groups in the City of Sacramento are White (not of Hispanic origin) at 31.1 percent, Hispanic 29.2 at percent, and Asian (not of Hispanic origin) at 19.1 percent;
- 51 percent of the population is female and 49 percent of the population is male;
- The median age is 34.3.

According to a Gallup poll released in March 2015, 3.9 percent of the population of the Sacramento metropolitan areas (including areas such as the City of Roseville and Arden-Arcade) identifies as LGBT. The following section of the report provides age, ethnicity, gender, and other demographics related to City of Sacramento residents that can be compared to the demographics of board, committee, and commission members.

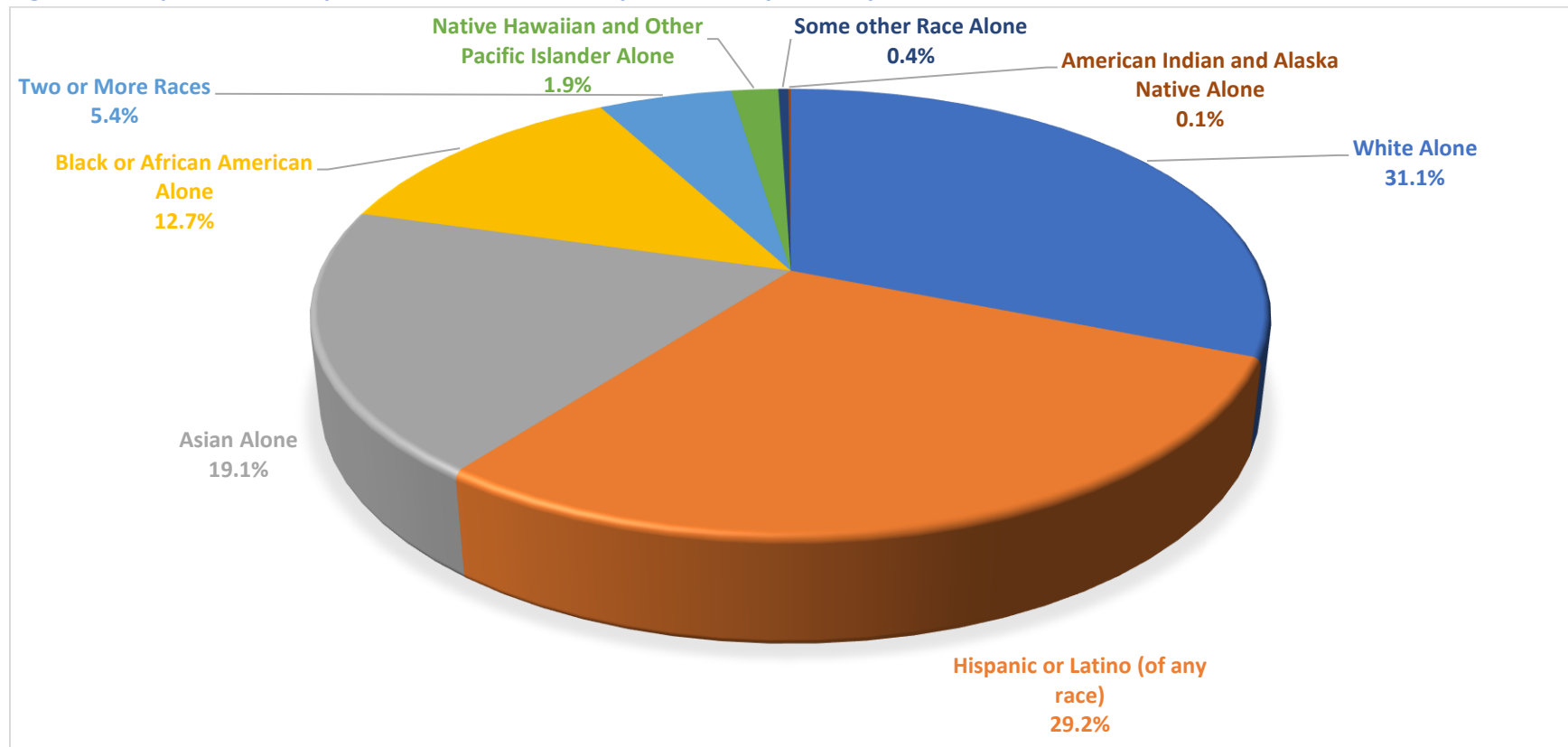
The Census Bureau states, “It is important to recognize that this system treats race and ethnicity as separate and independent categories. This means that within the federal system everyone is classified as both a member of one of the four race groups and also as either Hispanic or non-Hispanic.” We used data that separated Hispanic and non-Hispanic ethnic groups.

We will abbreviate the ethnic categories as follow:

- Asian (Not of Hispanic Origin) - Asian (NH)
- Black or African American (Not of Hispanic Origin) - Black or African (NH)
- Filipino (Not of Hispanic Origin) – Filipino (NH)
- Hispanic or Latino/Latinx
- Native American (Not of Hispanic Origin) – Native American (NH)
- Native Hawaiian and Other Pacific Islander (Not of Hispanic Origin) - Native Hawaiian and Other Pacific Islander (NH)
- White (Not of Hispanic Origin) - White (NH)

Figure 11 displays Sacramento’s population by ethnicity based on 2018 estimates. White (NH) represents the largest ethnic category within the City at approximately 31.1 percent of the City’s residents. The next largest category is Hispanic or Latino with 29.2 percent of the City’s residents.

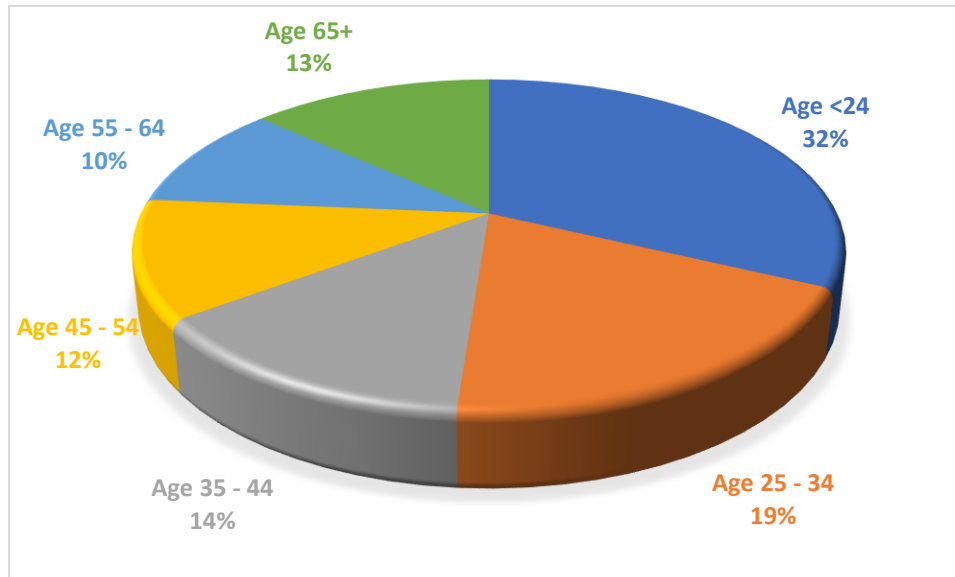
Figure 11: Projected 2018 Population of Sacramento City Residents by Ethnicity



Source: American Community Survey

Figure 12 displays the breakdown of Sacramento residents by age. As seen in the chart below, slightly more than half of the population are less than 35 years of age.

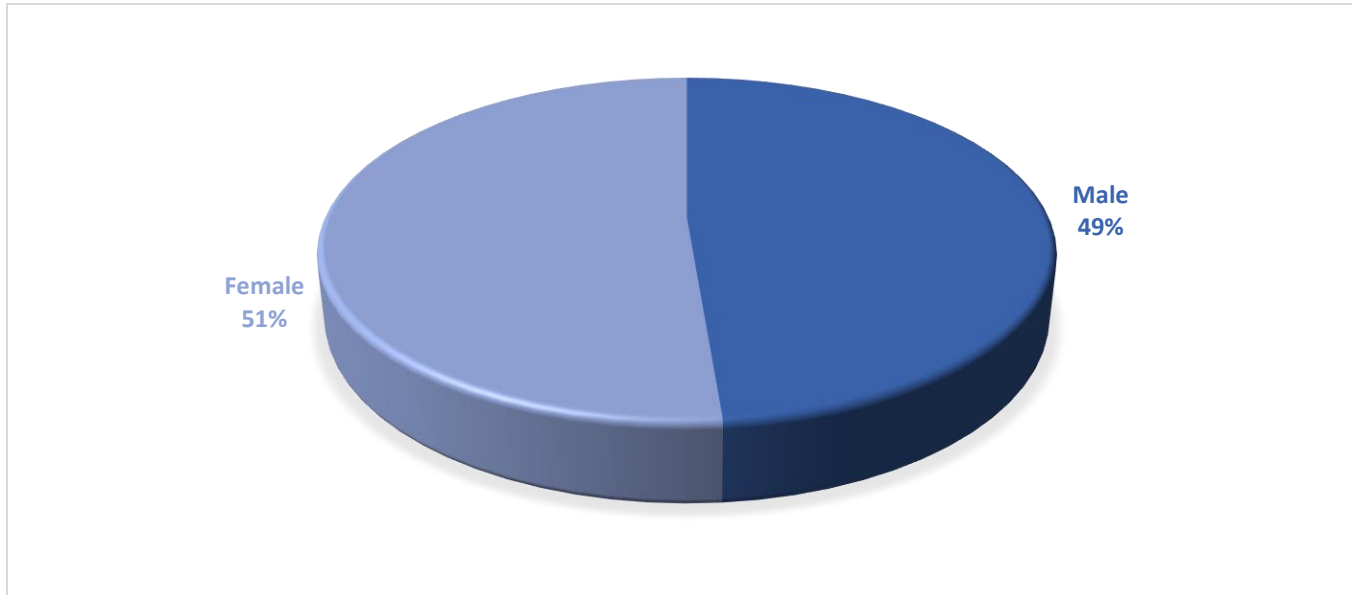
Figure 12: Projected 2018 Population of City Residents by Age



Source: American Community Survey

Figure 13 displays the breakdown of Sacramento residents by sex. As seen in the chart below, there are slightly more females than males in the City of Sacramento. The 2010 Census form captures a person’s sex and not gender.

Figure 13: Projected 2018 Population of City Residents by Sex⁹



Source: American Community Survey

⁹ The Census explains the difference between sex and gender as the following: “sex is based on the biological attributes of men and women (chromosomes, anatomy, hormones), while gender is a social construction whereby a society or culture assigns certain tendencies or behaviors to the labels of masculine or feminine”.

Chapter 4: City of Sacramento Board, Committee, Commission Member Demographics

The Sacramento City Council has formed a variety of boards, commissions, and committees to assist the City in information gathering and the deliberative process. Boards and Commissions are vital to the operation of the City and ensure public involvement in the governmental process. City Board and Commission members are generally members of the public appointed by the Mayor and confirmed by the City Council. The City of Sacramento currently has 33 boards, committees, and commissions that have either been created by the City and only contain City-appointments or are joint with other agencies and contain both City and non-City appointments. In this Chapter, we will provide some of the baseline demographic information regarding the ethnic, gender, age, sexual orientation, household income, and other demographic information distribution we gathered of the City’s board, committee, and commission members. As previously mentioned, because members are not required to provide the City with such information, we did not receive demographic information from all members and were only able to evaluate data that we were able to collect in the limited time we had to perform this review.

Figure 14 lists all City boards, committees, and commissions, and details the number of members within their respective ethnic groups. Based on the information available to us, the largest ethnic groups among members appear to be white at 96 members out of the 170 members whose ethnicities we were able to collect. Ethnic information for 45 members was unavailable as we either did not receive a response or they preferred to not state their ethnicity.

Figure 14: Ethnicity of Members by Board, Committee, and Commission

Board, Commission, and Committee	White	Black or African American	Hispanic or Latino/Latinx	Asian	Prefer not to Say	Two or more Ethnicities	Filipino	Native American	Response not Received	Total Seats Filled	Total Seats Available
Active Transportation Commission	7	3	0	0	0	0	1	0	0	11	11
Administration, Investment, & Fiscal Management Board	3	0	2	0	0	0	0	0	0	5	5
Animal Care Services Citizens Advisory Committee	3	0	0	0	0	0	0	0	0	3	7
Ann Land and Bertha Henschel Memorial Funds Commission	5	1	1	1	0	0	0	0	0	8	9
Board of Plumbing Examiners	0	0	0	0	0	0	0	0	0	0	5
Capitol Area Development Authority Governing Board	2	1	0	0	1	0	0	0	1	5	5
Civil Service Board	2	0	0	1	1	0	0	0	0	4	5

Compensation Commission	2	1	1	1	0	0	0	0	0	5	5
Construction Code Board of Appeals	0	0	0	0	0	0	0	0	0	0	5
Downtown/Riverfront Streetcar Policy Study Steering Committee	5	0	0	0	0	0	0	0	7	12	12
Ethel MacLeod Hart Trust Fund Advisory Committee	2	0	2	0	0	0	0	0	0	4	7
Housing Code Advisory and Appeals Board	5	0	0	0	0	0	0	0	0	5	5
Measure U Community Advisory Committee	4	3	1	0	5	0	0	0	1	14	15
Natomas Basin Conservancy Board of Directors	5	0	0	1	0	0	0	0	4	10	10
Paratransit Inc. Board of Directors	5	1	0	0	0	0	0	0	3	9	9
Parks and Community Enrichment Commission	4	1	3	2	0	1	0	0	0	11	11
Planning and Design Commission	6	2	2	2	0	0	0	0	0	12	13
Preservation Commission	5	1	0	0	0	1	0	0	0	7	7
Retirement Hearing Commission	3	1	0	0	0	0	0	0	0	4	5
Sacramento Arts, Culture, and Creative Economy Commission	0	0	0	0	0	0	0	0	0	0	11
Sacramento Community Police Review Commission	1	2	5	1	1	0	0	0	0	10	11
Sacramento Disabilities Advisory Commission	2	0	2	1	1	1	1	0	0	8	9
Sacramento Environmental Commission	5	0	0	0	0	0	0	0	4	9	9
Sacramento Ethics Commission	2	1	0	2	0	0	0	0	0	5	5
Sacramento Heritage, Inc. Board of Directors	5	1	1	0	0	1	0	0	0	8	11
Sacramento Housing and Redevelopment Commission	2	5	0	0	0	1	0	0	3	11	11

Sacramento Metropolitan Arts Commission	4	3	2	0	0	1	0	0	0	10	11
Sacramento Relocation Appeals Board	2	3	0	0	0	0	0	0	0	5	5
Sacramento Yolo Mosquito and Vector Control District	0	0	0	0	0	0	1	0	12	13	13
Sacramento Youth Commission	0	0	0	0	0	0	0	0	0	0	19
Stadium Area Public Financing Authority	0	0	0	0	0	0	0	0	0	0	5
Utilities Rate Advisory Commission	5	0	0	0	1	0	0	1	0	7	7
Total	96	30	22	12	10	6	3	1	35	215	278

Source: Auditor compiled with data gathered from the City Clerk's Office, member surveys, and eCAPS reports.

Figure 15 below presents the ethnicity data in Figure 14 as a percentage. Based on the information available to us, the largest ethnic group among members appears to be white at approximately 45 percent while 31 percent of the City's population is white. However, we should note, that due to the number of "Response not Received" and "Prefer not to say" responses, it is possible that the ethnic percentages could shift if more complete information was available.

Figure 15: Member Percent Ethnicity Breakdown by Board, Committee, and Commission

Board, Commission, and Committee	White	Black or African American	Hispanic or Latino/Latinx	Asian	Prefer not to say	Two or more Ethnicities	Filipino	Native American	Response not Received	Total Seats Filled	Total Seats Available
Active Transportation Commission	64%	27%	0%	0%	0%	0%	9%	0%	0%	11	11
Administration, Investment, & Fiscal Management Board	60%	0%	40%	0%	0%	0%	0%	0%	0%	5	5
Animal Care Services Citizens Advisory Committee	100%	0%	0%	0%	0%	0%	0%	0%	0%	3	7

Ann Land and Bertha Henschel Memorial Funds Commission	63%	13%	13%	13%	0%	0%	0%	0%	0%	0%	8	9
Board of Plumbing Examiners	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0	5
Capitol Area Development Authority Governing Board	40%	20%	0%	0%	20%	0%	0%	0%	0%	20%	5	5
Civil Service Board	50%	0%	0%	25%	25%	0%	0%	0%	0%	0%	4	5
Compensation Commission	40%	20%	20%	20%	0%	0%	0%	0%	0%	0%	5	5
Construction Code Board of Appeals	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0	5
Downtown/Riverfront Streetcar Policy Study Steering Committee	42%	0%	0%	0%	0%	0%	0%	0%	0%	58%	12	12
Ethel MacLeod Hart Trust Fund Advisory Committee	50%	0%	50%	0%	0%	0%	0%	0%	0%	0%	4	7
Housing Code Advisory and Appeals Board	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	5	5
Measure U Community Advisory Committee	29%	21%	7%	0%	36%	0%	0%	0%	0%	7%	14	15
Natomas Basin Conservancy Board of Directors	50%	0%	0%	10%	0%	0%	0%	0%	0%	40%	10	10
Paratransit Inc. Board of Directors	56%	11%	0%	0%	0%	0%	0%	0%	0%	33%	9	9
Parks and Community Enrichment Commission	36%	9%	27%	18%	0%	9%	0%	0%	0%	0%	11	11

Planning and Design Commission	50%	17%	17%	17%	0%	0%	0%	0%	0%	0%	12	13
Preservation Commission	71%	14%	0%	0%	0%	14%	0%	0%	0%	0%	7	7
Retirement Hearing Commission	75%	25%	0%	0%	0%	0%	0%	0%	0%	0%	4	5
Sacramento Arts, Culture, and Creative Economy Commission	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0	11
Sacramento Community Police Review Commission	10%	20%	50%	10%	10%	0%	0%	0%	0%	0%	10	11
Sacramento Disabilities Advisory Commission	25%	0%	25%	13%	13%	13%	13%	0%	0%	0%	8	9
Sacramento Environmental Commission	56%	0%	0%	0%	0%	0%	0%	0%	0%	44%	9	9
Sacramento Ethics Commission	40%	20%	0%	40%	0%	0%	0%	0%	0%	0%	5	5
Sacramento Heritage, Inc. Board of Directors	63%	13%	13%	0%	0%	13%	0%	0%	0%	0%	8	11
Sacramento Housing and Redevelopment Commission	18%	45%	0%	0%	0%	9%	0%	0%	0%	27%	11	11
Sacramento Metropolitan Arts Commission	40%	30%	20%	0%	0%	10%	0%	0%	0%	0%	10	11
Sacramento Relocation Appeals Board	40%	60%	0%	0%	0%	0%	0%	0%	0%	0%	5	5

Sacramento Yolo Mosquito and Vector Control District	0%	0%	0%	0%	0%	0%	8%	0%	92%	13	13
Sacramento Youth Commission	0%	0%	0%	0%	0%	0%	0%	0%	0%	0	19
Stadium Area Public Financing Authority	0%	0%	0%	0%	0%	0%	0%	0%	0%	0	5
Utilities Rate Advisory Commission	71%	0%	0%	0%	14%	0%	0%	14%	0%	7	7
Total	44.65%	13.95%	10.23%	5.58%	4.65%	2.79%	1.40%	0.47%	16.28%	215	278

Source: Auditor compiled with data gathered from the City Clerk's Office, member surveys, and eCAPS reports.

Figure 16 shows the gender breakdown of the various City boards, committees, and commissions as a percent of the number of filled seats. We collected the genders of 195 of the 215 seats that are currently filled. As shown below, there are more male board members than female board members. Two members identified as non-binary and represent one percent of total seats filled. Their data was not included below to respect their confidentiality.

Figure 16: Gender of Member by Board, Committee, and Commission

Board, Committee, and Commission	Female	Male	Prefer not to Say	Response not Received	Total Seats Filled	Total Seats Available
Active Transportation Commission	64%	36%	0%	0%	11	11
Administration, Investment, & Fiscal Management Board	20%	80%	0%	0%	5	5
Animal Care Services Citizens Advisory Committee	33%	67%	0%	0%	3	7
Ann Land and Bertha Henschel Memorial Funds Commission	63%	38%	0%	0%	8	9
Board of Plumbing Examiners	0%	0%	0%	0%	0	5
Capitol Area Development Authority Governing Board	20%	60%	0%	20%	5	5
Civil Service Board	50%	50%	0%	0%	4	5
Compensation Commission	40%	60%	0%	0%	5	5
Construction Code Board of Appeals	0%	0%	0%	0%	0	5

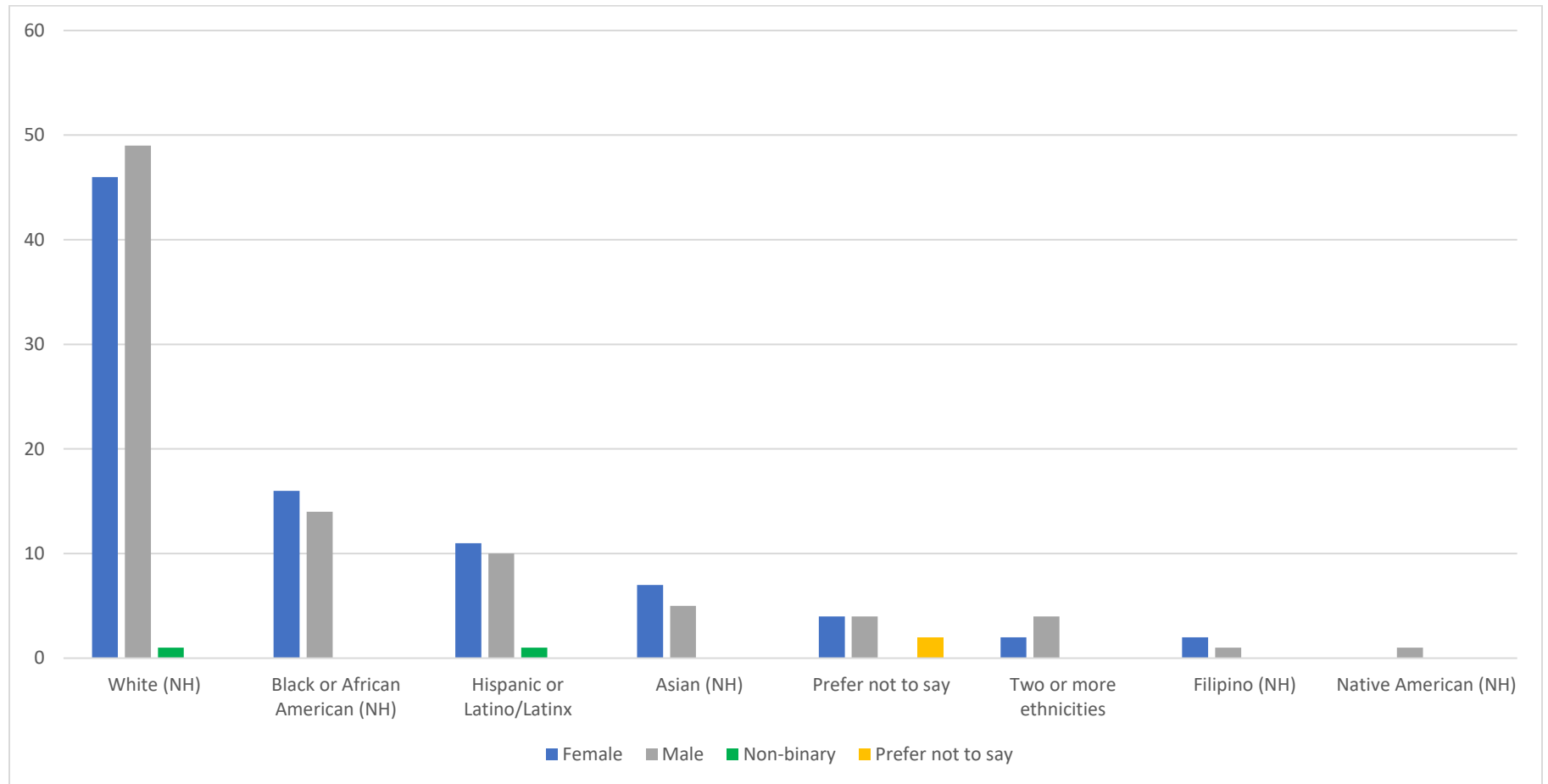
Downtown/Riverfront Streetcar Policy Study Steering Committee	0%	42%	0%	58%	12	12
Ethel MacLeod Hart Trust Fund Advisory Committee	75%	25%	0%	0%	4	7
Housing Code Advisory and Appeals Board	20%	80%	0%	0%	5	5
Measure U Community Advisory Committee	75%	25%	0%	7%	14	15
Natomas Basin Conservancy Board of Directors	10%	70%	0%	20%	10	10
Paratransit Inc. Board of Directors	33%	33%	0%	33%	9	9
Parks and Community Enrichment Commission	45%	55%	0%	0%	11	11
Planning and Design Commission	42%	58%	0%	0%	12	13
Preservation Commission	57%	43%	0%	0%	7	7
Retirement Hearing Commission	75%	25%	0%	0%	4	5
Sacramento Arts, Culture, and Creative Economy Commission	0%	0%	0%	0%	0	11
Sacramento Community Police Review Commission	40%	50%	10%	0%	10	11
Sacramento Disabilities Advisory Commission	50%	38%	13%	0%	8	9
Sacramento Environmental Commission	22%	56%	0%	22%	9	9
Sacramento Ethics Commission	100%	0%	0%	0%	5	5
Sacramento Heritage, Inc. Board of Directors	71%	29%	0%	0%	8	11
Sacramento Housing and Redevelopment Commission	36%	45%	0%	18%	11	11
Sacramento Metropolitan Arts Commission	40%	60%	0%	0%	10	11
Sacramento Relocation Appeals Board	80%	20%	0%	0%	5	5
Sacramento Yolo Mosquito and Vector Control District	23%	62%	0%	15%	13	13
Sacramento Youth Commission	0%	0%	0%	0%	0	19
Stadium Area Public Financing Authority	0%	0%	0%	0%	0	5
Utilities Rate Advisory Commission	57%	43%	0%	0%	7	7
Total	43%	46%	1%	9%	215	278

Source: Auditor compiled with data gathered from the City Clerk's Office, member surveys, and eCAPS reports.

Scale	0%	10%	20%	30%	40%	50%	60%	70%	80%	90%	100%
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Figure 17 below shows the breakdown of the 170 members for whom we had gender information by ethnicity.

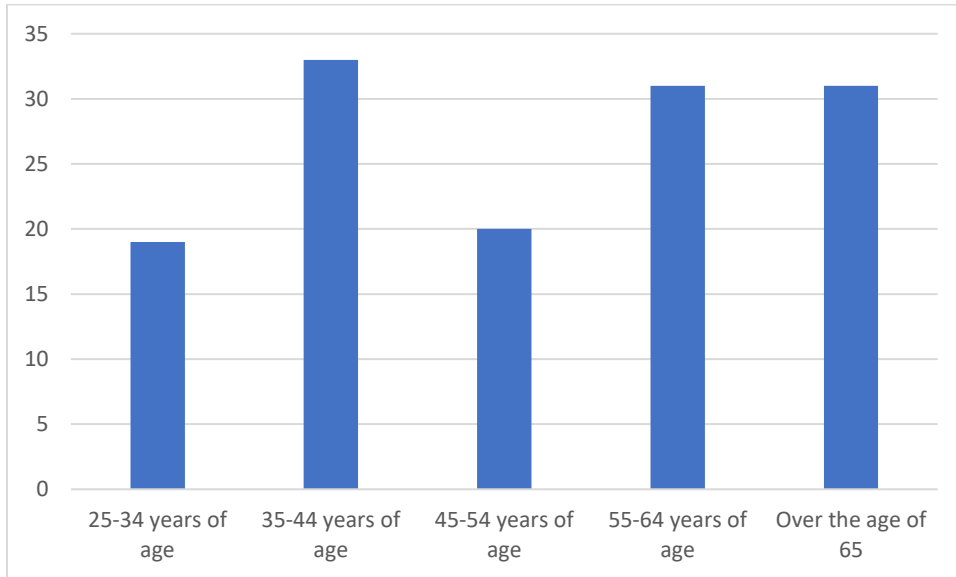
Figure 17: Ethnicity of Members by Gender



Source: Auditor compiled with data gathered from the City Clerk's Office, member surveys, and eCAPS reports.

Figure 18 shows the age breakdown of the active members. We received responses from 134 members. We should also note that some boards, committees, and commissions have specific age requirements such as the Ethel MacLeod Hart Trust Fund Advisory Committee that requires all members to be at least 60 years of age.

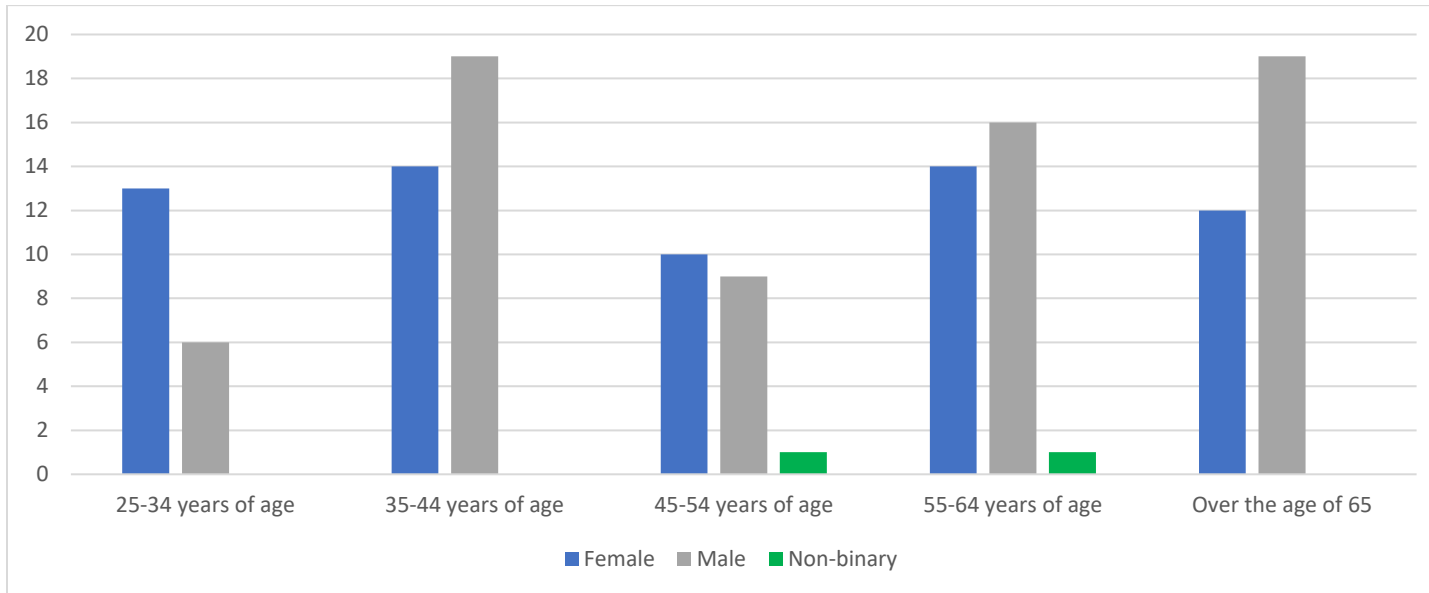
Figure 18: Age Breakdown of Members



Source: Auditor compiled with data gathered from the City Clerk's Office, member surveys, and eCAPS reports.

Figure 19 below breaks down the age range of the members by gender. We did not receive responses from 81 members.

Figure 19: Age Breakdown of Members by Gender



Source: Auditor compiled with data gathered from the City Clerk's Office, member surveys, and eCAPS reports.

Figure 20 shows the age breakdown of the members using information provided by the survey or that we collected from eCAPS reports.

Figure 20: Age Breakdown of Members by Board, Committee, and Commission¹⁰

Board, Committee, and Commission	25-34 years of age	35-44 years of age	45-54 years of age	55-64 years of age	Over the age of 65	Response not Received	Total Seats Filled	Total Seats Available
Active Transportation Commission	3	4	1	2	1	0	11	11
Administration, Investment, & Fiscal Management Board	0	2	1	1	0	1	5	5
Animal Care Services Citizens Advisory Committee	0	0	0	0	0	3	3	7
Ann Land and Bertha Henschel Memorial Funds Commission	2	0	1	3	0	2	8	9
Board of Plumbing Examiners	0	0	0	0	0	0	0	5
Capitol Area Development Authority Governing Board	0	1	0	2	1	1	5	5
Civil Service Board	0	0	1	1	0	2	4	5
Compensation Commission	0	0	1	0	0	4	5	5
Construction Code Board of Appeals	0	0	0	0	0	0	0	5
Downtown/Riverfront Streetcar Policy Study Steering Committee	0	2	0	1	1	8	12	12
Ethel MacLeod Hart Trust Fund Advisory Committee	0	0	0	0	3	1	4	7
Housing Code Advisory and Appeals Board	0	2	1	1	1	0	5	5
Measure U Community Advisory Committee	0	2	1	3	1	7	14	15
Natomas Basin Conservancy Board of Directors	0	1	0	0	4	5	10	10
Paratransit Inc. Board of Directors	1	1	0	2	1	4	8	9
Parks and Community Enrichment Commission	3	4	3	0	0	1	11	11
Planning and Design Commission	3	3	0	1	4	1	12	13
Preservation Commission	0	3	1	0	2	1	7	7
Retirement Hearing Commission	0	0	1	3	0	0	4	5

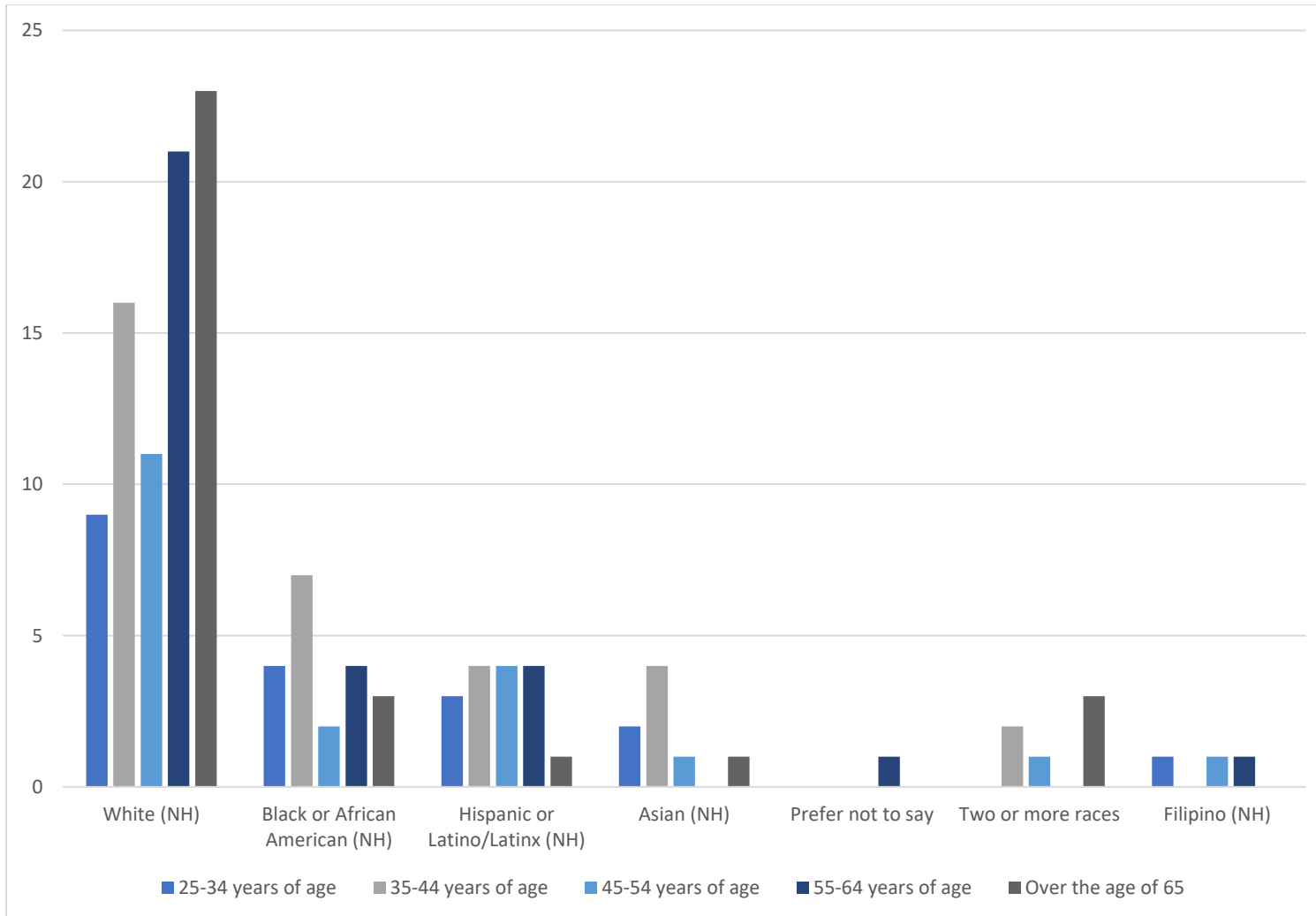
¹⁰ Boards and commissions such as Ethel MacLeod Hart Trust Fund Advisory Committee, Measure U Community Advisory Committee, Sacramento Youth Commission requires members to be of certain age ranges.

Sacramento Arts, Culture, and Creative Economy Commission	0	0	0	0	0	0	0	11
Sacramento Community Police Review Commission	1	3	0	2	0	4	10	11
Sacramento Disabilities Advisory Commission	0	2	2	2	0	2	8	9
Sacramento Environmental Commission	0	0	0	2	2	5	9	9
Sacramento Ethics Commission	1	0	0	0	1	3	5	5
Sacramento Heritage, Inc. Board of Directors	0	0	3	0	2	3	8	11
Sacramento Housing and Redevelopment Commission	1	0	0	2	3	5	11	11
Sacramento Metropolitan Arts Commission	1	3	2	1	3	0	11	11
Sacramento Relocation Appeals Board	1	0	0	1	1	2	5	5
Sacramento Yolo Mosquito and Vector Control District	0	0	0	1	0	12	13	13
Sacramento Youth Commission	0	0	0	0	0	0	0	19
Stadium Area Public Financing Authority	0	0	0	0	0	0	0	5
Utilities Rate Advisory Commission	2	0	1	0	0	4	7	7
Total	19	33	20	31	31	81	215	278

Source: Auditor compiled with data gathered from the City Clerk's Office, member surveys, and eCAPS reports.

Figure 21 below breaks down the members' ethnicities by age groups.

Figure 21: Breakdown of the Members' Ethnicity by Age Group



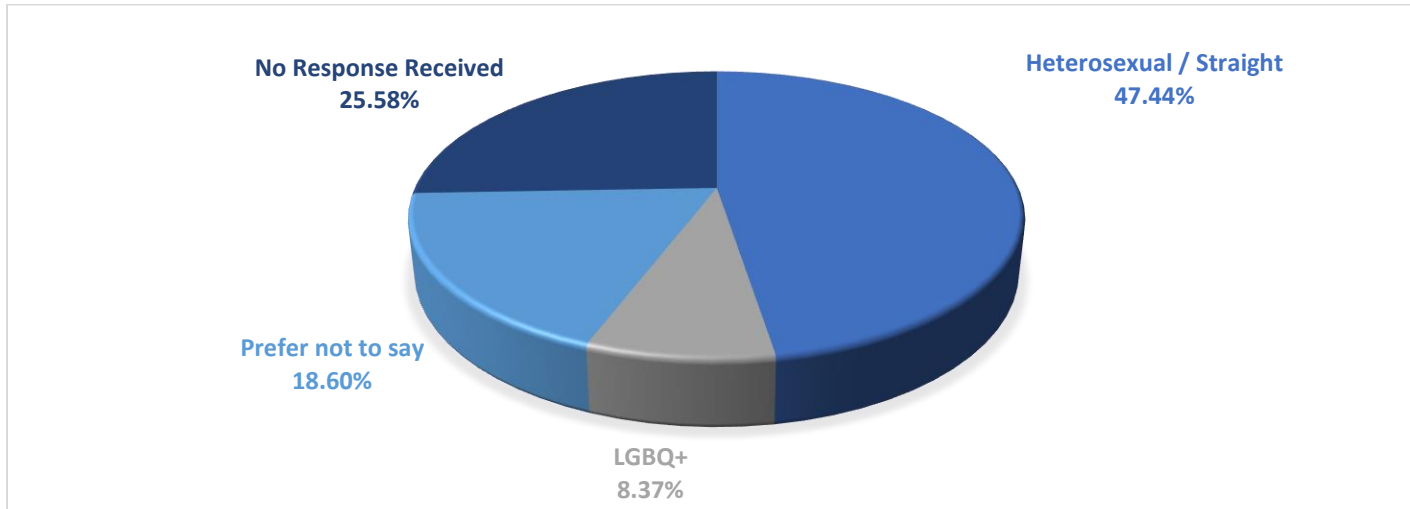
Source: Auditor compiled with data gathered from the City Clerk's Office, member surveys, and eCAPS reports.

We added more sexual orientation options to this year's survey. We included the following options for the question in this year's survey. The Human Rights Campaign, It Gets Better Project, Sacramento LGBT Community Center, University of California San Francisco LGBT Resource Center, and Merriam-Webster dictionary defines the options as follows:

- Asexual – Having a lack of (or low level of) sexual attraction to others.
- Bisexual – A person emotionally, romantically or sexually attracted to more than one sex, gender or gender identity though not necessarily simultaneously, in the same way or to the same degree.
- Heterosexual or Straight – A word to describe women who are attracted to men and men who are attracted to women. This is not exclusive to those who are cisgender. For example, some transgender men identify as straight because they are attracted to women.
- Homosexual – An outdated term to describe a sexual orientation in which a person feels physically and emotionally attracted to people of the same gender.
- Gay or Lesbian – Gay is defined as a person who is emotionally, romantically or sexually attracted to members of the same gender. Lesbian is defined as a woman who is emotionally, romantically or sexually attracted to other women.
- Pansexual – Term used to describe people who have romantic, sexual or affectional desire for people of all genders and sexes.
- Prefer Not to Say
- Prefer to Self-Describe: _____

Figure 22 shows the responses to our survey question on sexual orientation. Almost 8.4 percent of members identified as asexual, bisexual, gay, lesbian, pansexual, or queer (LGBQ+). This means that approximately 8.4 percent of the 215 filled seats were self-reported as being filled by individuals that identify as LGBQ+.

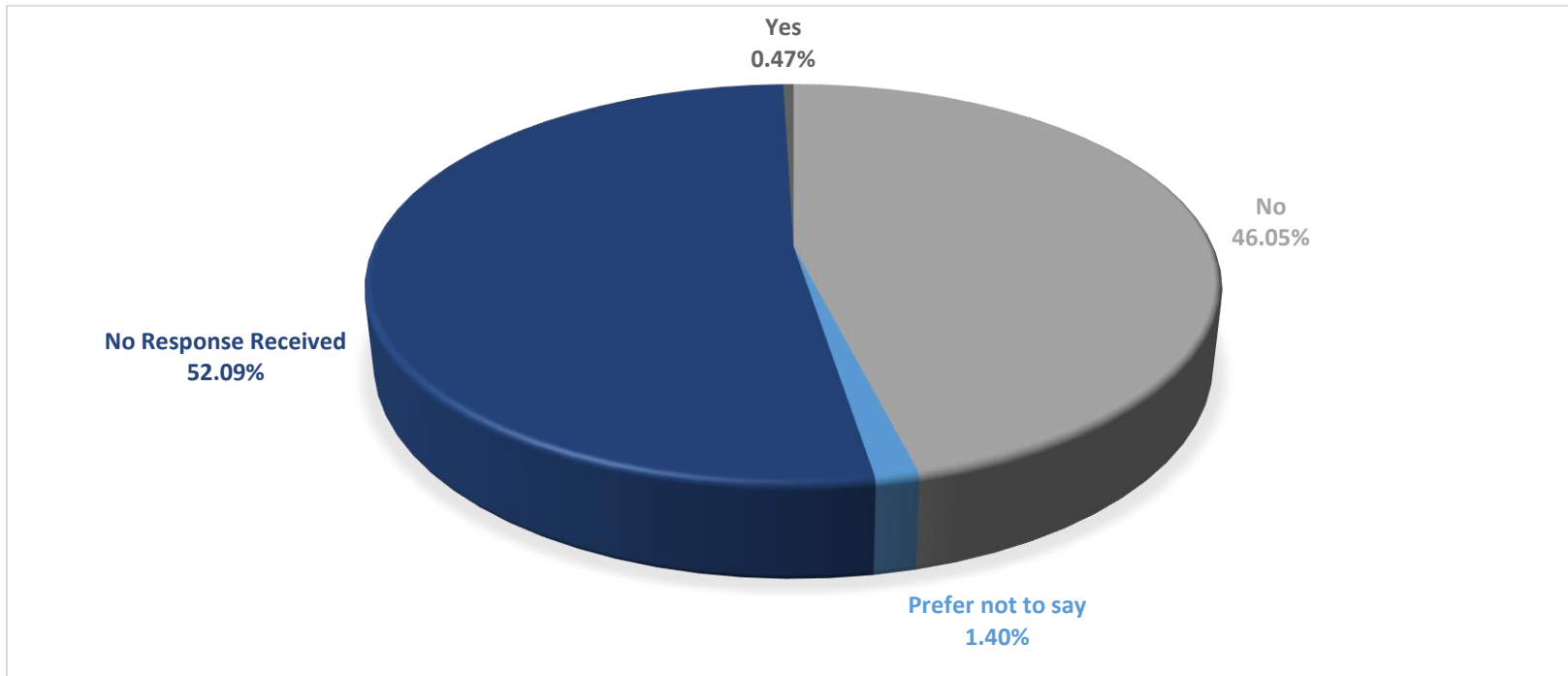
Figure 22: Sexual Orientation Breakdown of Members



Source: Auditor compiled with data gathered from the City Clerk's Office and member surveys.

Figure 23 below details the percentage of responses by members to our survey question about transgender identification. The Human Rights Campaign defines transgender as, “An umbrella term for people whose gender identity and/or expression is different from cultural expectations based on the sex they were assigned at birth. Being transgender does not imply any specific sexual orientation. Therefore, transgender people may identify as straight, gay, lesbian, bisexual, etc.” We received 103 responses to the survey question and one member identified as transgender.

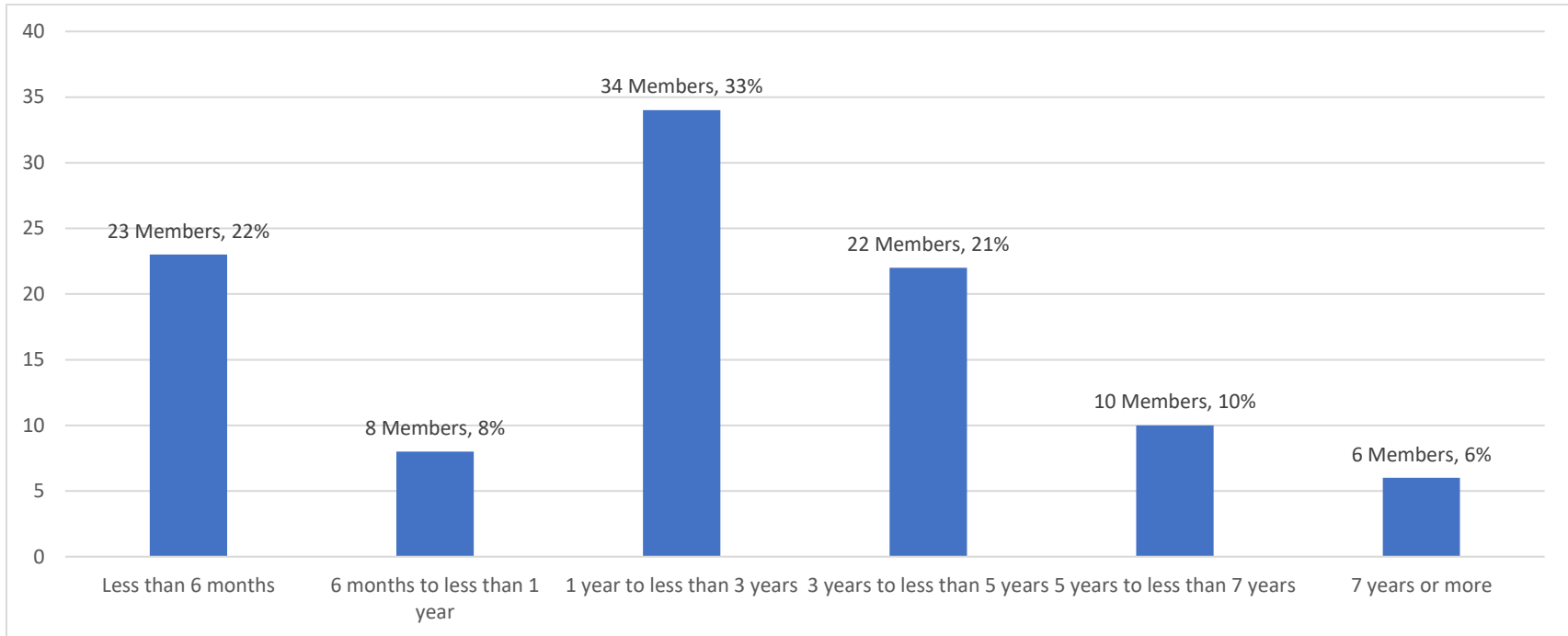
Figure 23: Breakdown of Members’ Responses to the Question, “Would you describe yourself as transgender?”



Source: Auditor compiled with data gathered from the City Clerk’s Office and member surveys.

Figure 24 below details the responses by members to our survey question on length of service as a board, committee, or commission member. We received responses from 103 members.

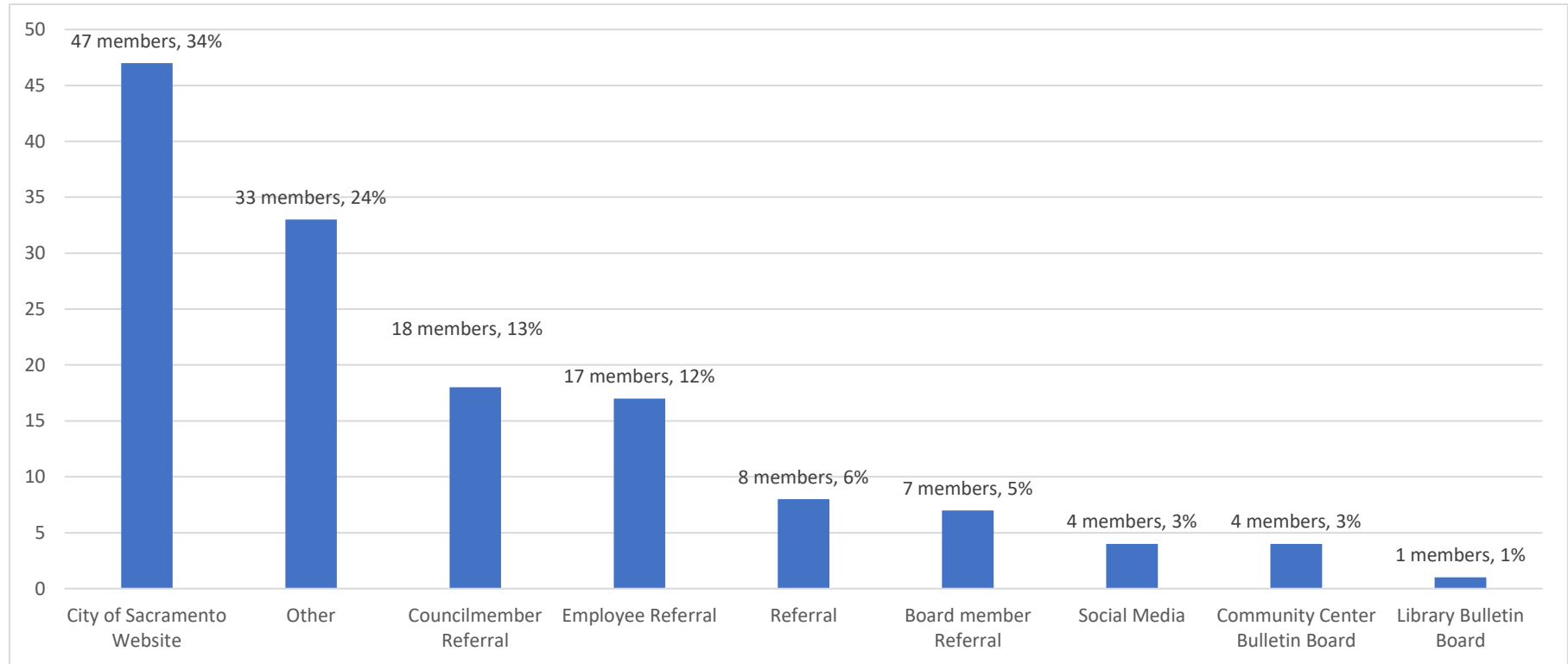
Figure 24: Length of Service Breakdown of Members



Source: Auditor compiled with data gathered from the City Clerk's Office, member surveys, and eCAPS reports.

Figure 25 below lists members’ responses to the survey question regarding how they heard about the position. Based on the information below, most of the members heard about their position through the City of Sacramento Website. We received responses from 139 members.

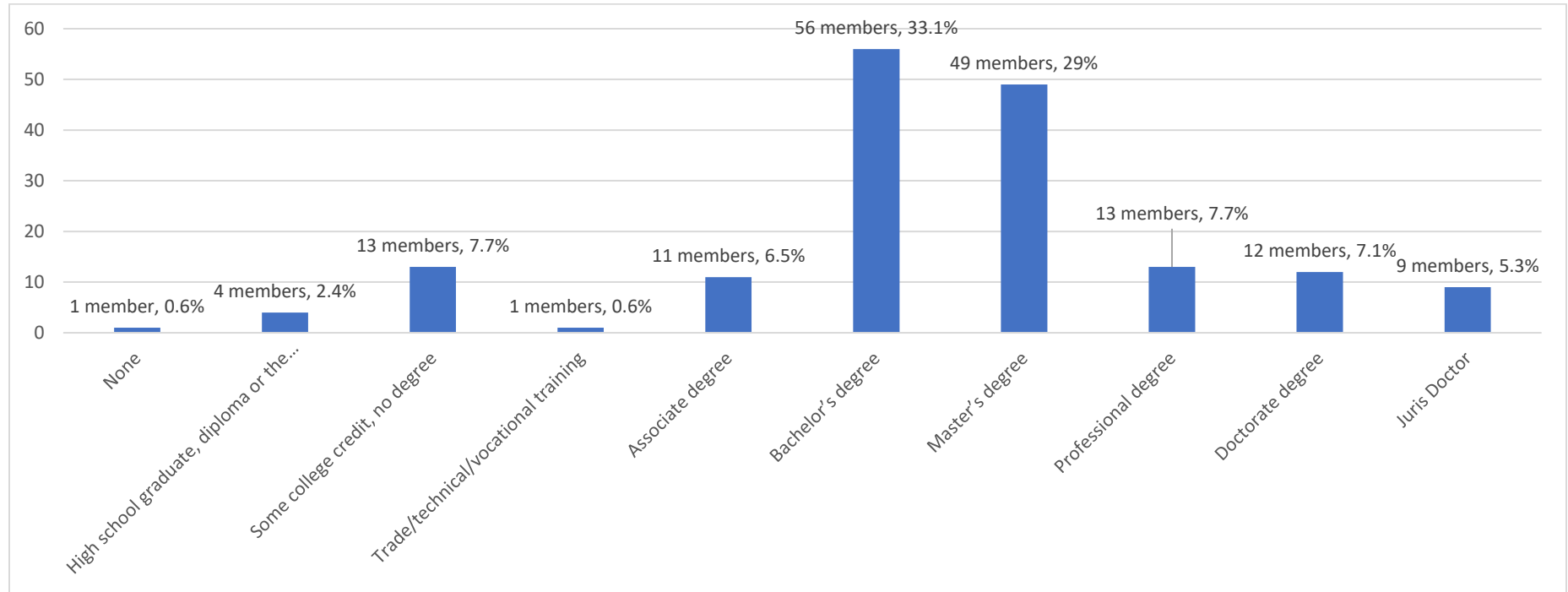
Figure 25: How Members Heard about the Position



Source: Auditor compiled with data gathered from the City Clerk’s Office, member surveys, and eCAPS reports.

Figure 26 below breaks down the highest education earned of all the members. We received responses from 169 members.

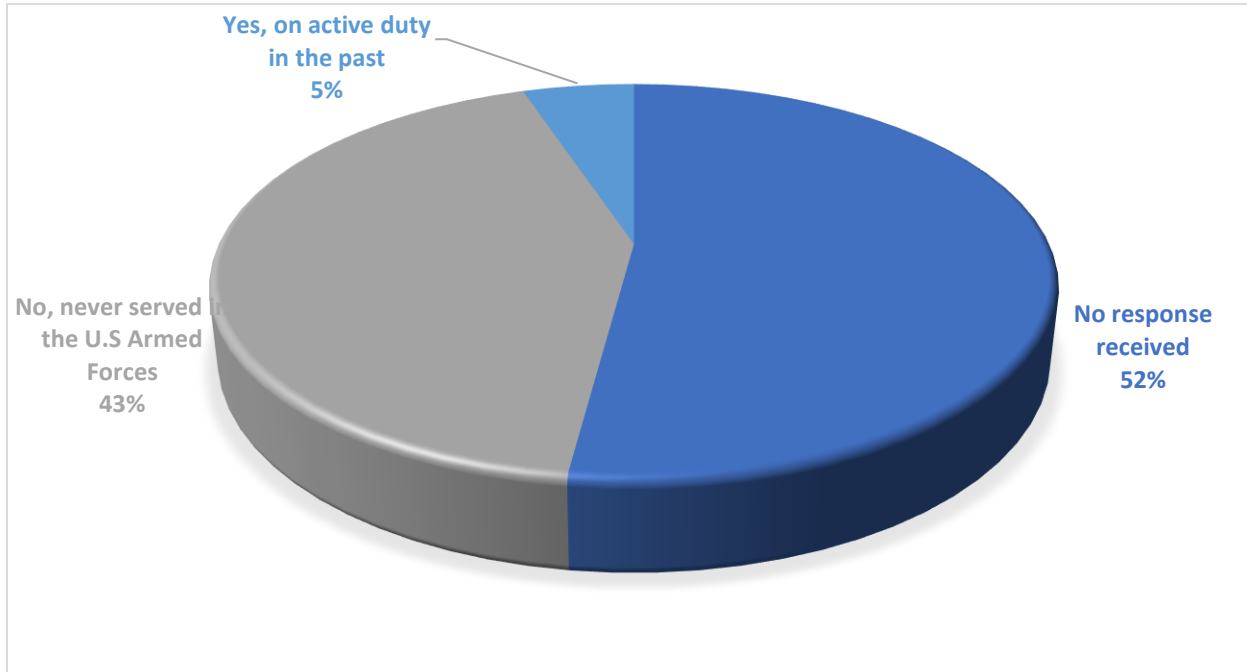
Figure 26: Highest Educational Degree Earned



Source: Auditor compiled with data gathered from the City Clerk's Office, member surveys, and eCAPS reports.

Figure 27 below details the responses to our survey question on serving in U.S. Active Duty. Based on the information below, five percent of members have served on active duty in the past. We received responses from 103 members.

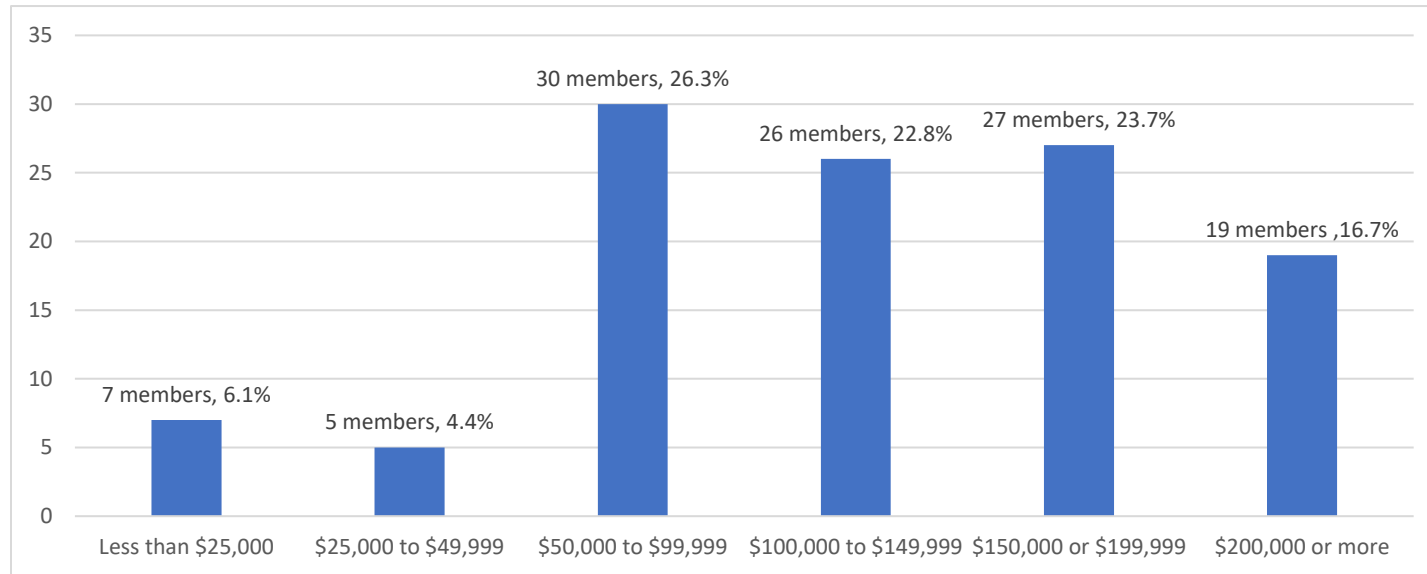
Figure 27: Breakdown of Members Responses to, “Have you served on active duty in the U.S. Armed Forces?”



Source: Auditor compiled with data gathered from member surveys.

Figure 28 shows the breakdown of household income of members that participated in the survey. Based on the information below, more than half of the board members have a household income of \$50,000 or more. According to the most recent ACS data available, the median household income in 2017 was \$56,943. We received responses from 114 members.

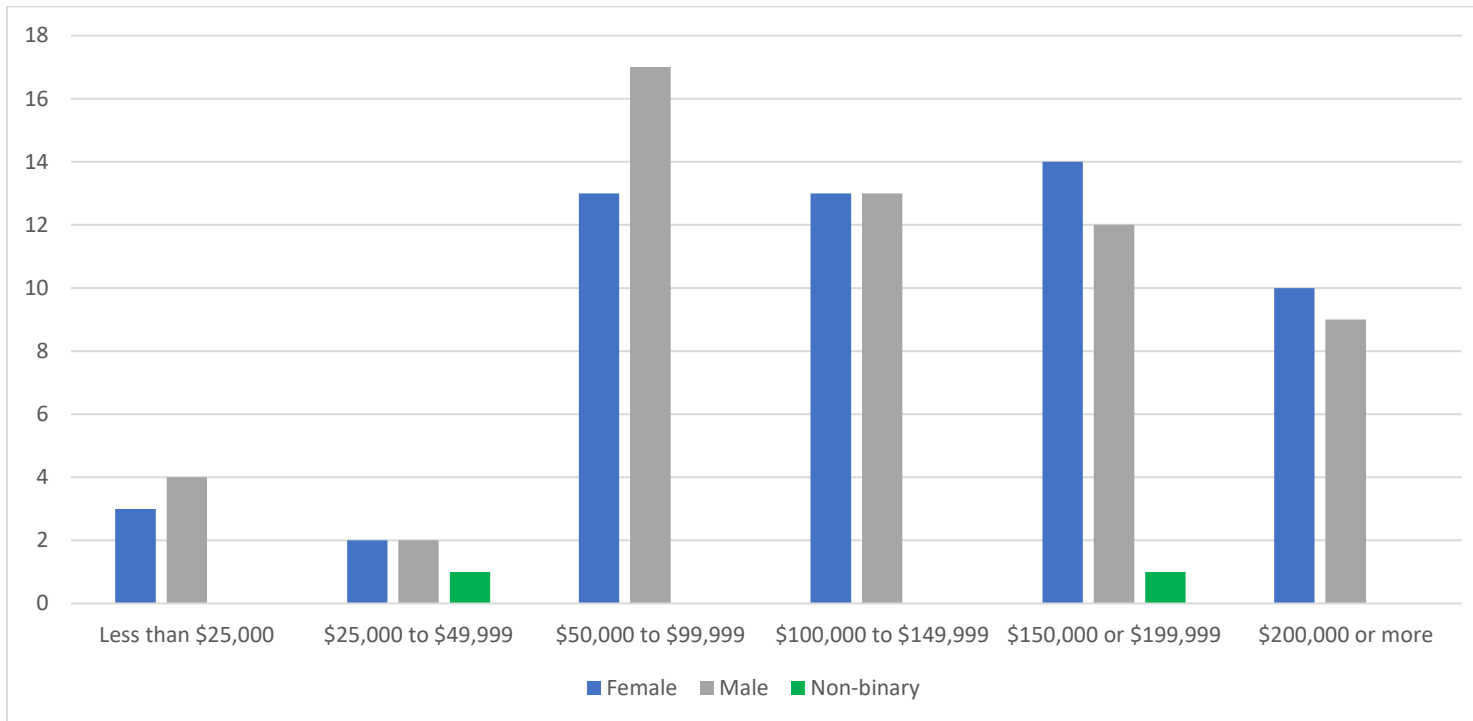
Figure 28: Household Income Breakdown of Members



Source: Auditor compiled with data gathered from member surveys and eCAPS reports.

Figure 29 breaks down the household income of members by gender.

Figure 29: Household Income Breakdown of Members by Gender



Source: Auditor compiled with data gathered from the City Clerk's Office, member surveys, and eCAPS reports.

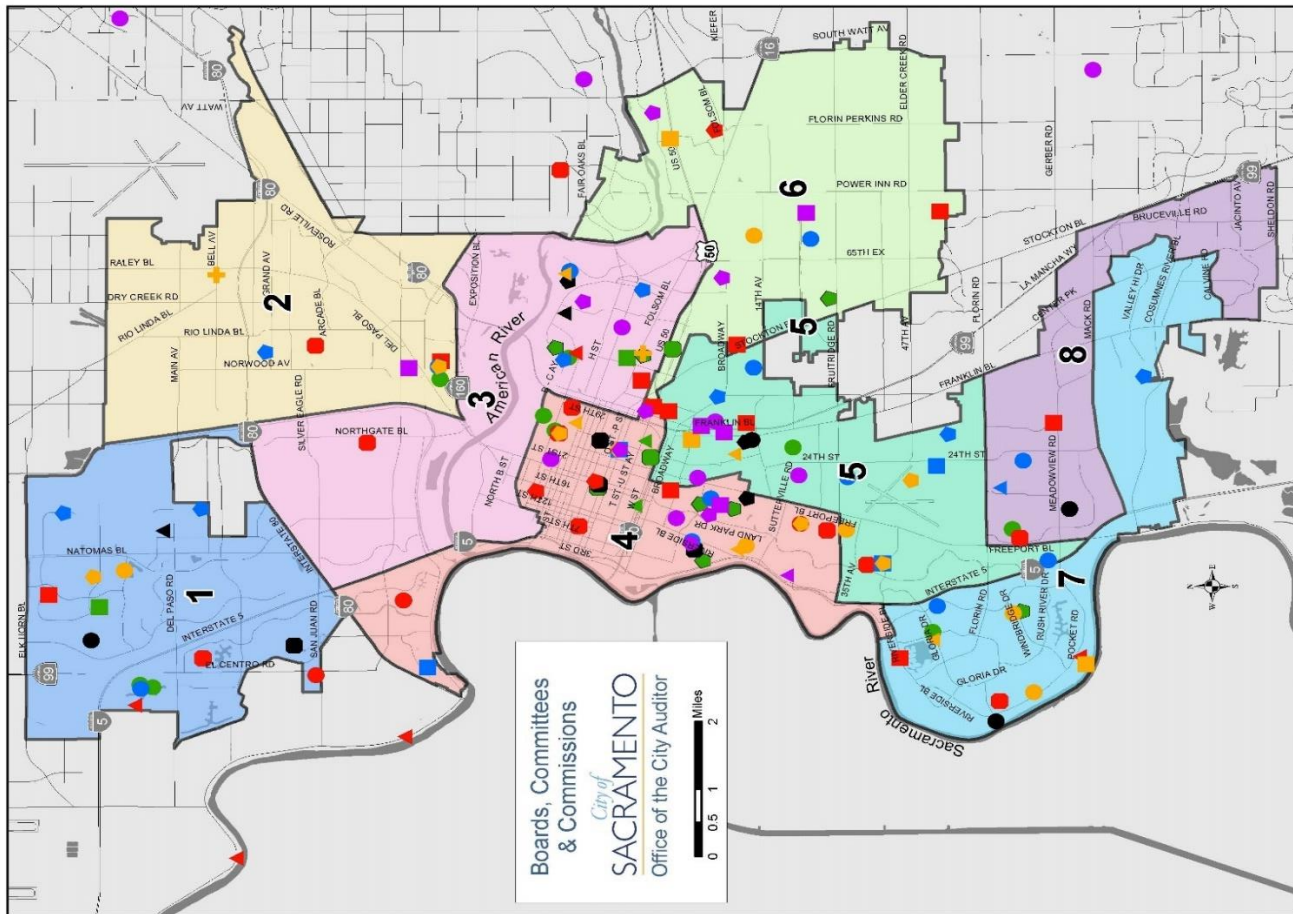
Chapter 5: City of Sacramento Board, Committee, Commission Members by District

The City of Sacramento is rich with diverse neighborhoods with a variety of lifestyle choices and collaborative opportunities among neighborhood groups. By conducting this audit regularly, we can continue to monitor the composition of the various boards, commissions, and committees to determine if adequate neighborhood representation exist. This chapter provides an overview of the members by City Council district. To gather the addresses of the members, we used the addresses provided on the members' survey responses, addresses provided on the applications to the City Clerk's Office, and eCAPS reports. Similar to last year, we performed an online search of all addresses provided to identify any addresses that may be work or business and excluded them from the data. Of the 215 filled seats, we received and were able to gather residential address information for 157 members - 142 which were City appointments and 15 were non-City appointments.

The following maps provide an overview of the City Council districts in which the members reside. Twelve members are appointed to two City boards and are identified twice in the maps.

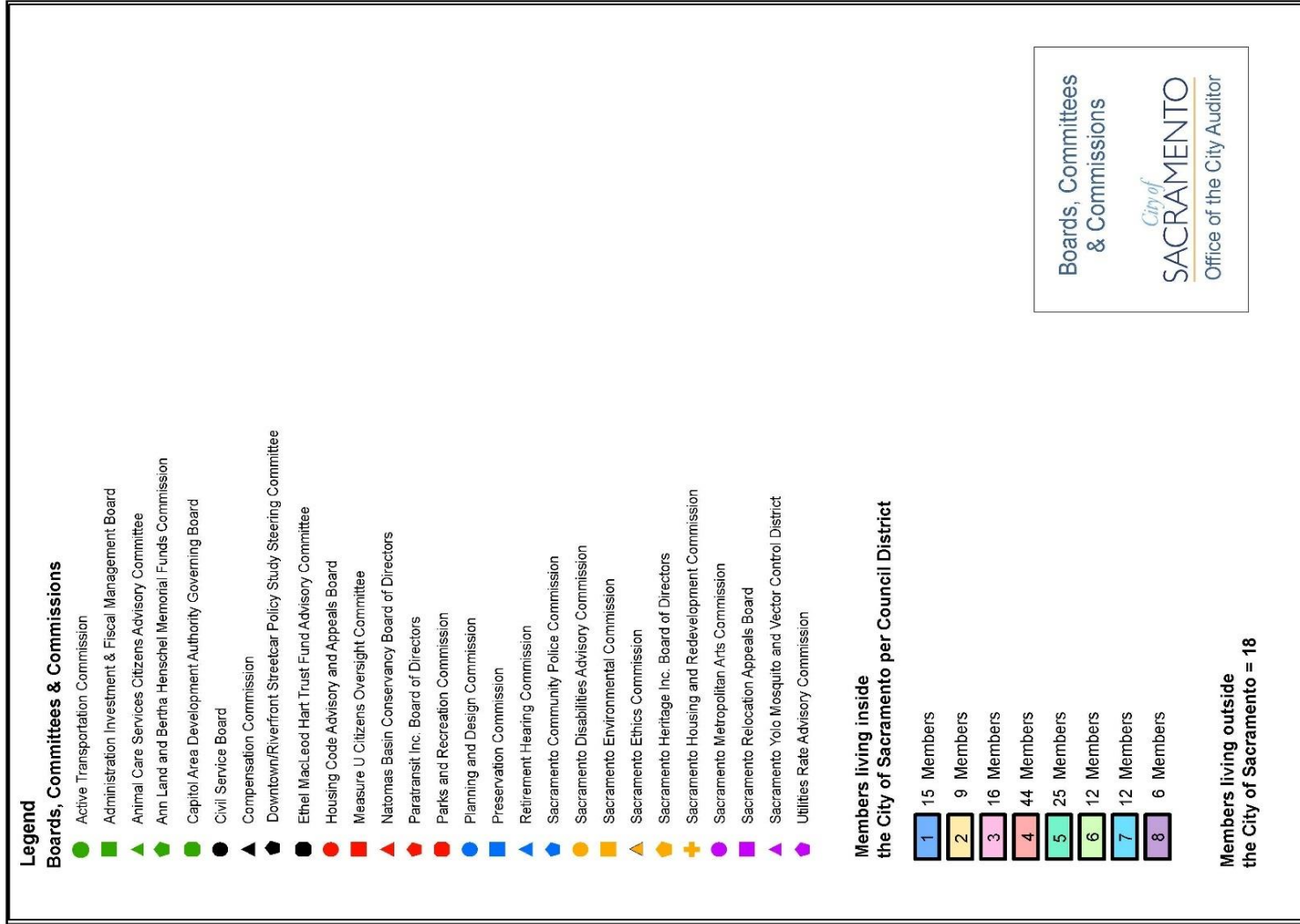
Figure 30 below shows the 157 members for which we had residential addresses; 18 of them lived outside the City of Sacramento.¹¹ Some members' addresses are outside of the geographic scope of the map that is listed below.

Figure 30: Board, Committee, and Commission Members by City Council District Overview (legend is on the following page)



Source: Compiled by the Information Technology Department using address data collected by the Auditor's Office from the City Clerk's Office, member surveys, and the City's payroll system (eCAPS).

¹¹ There is not a mandate that all members live in the jurisdiction. The 18 seats could represent individuals appointed to a board by virtue of position or boards that do not require residency as a criteria to serve.

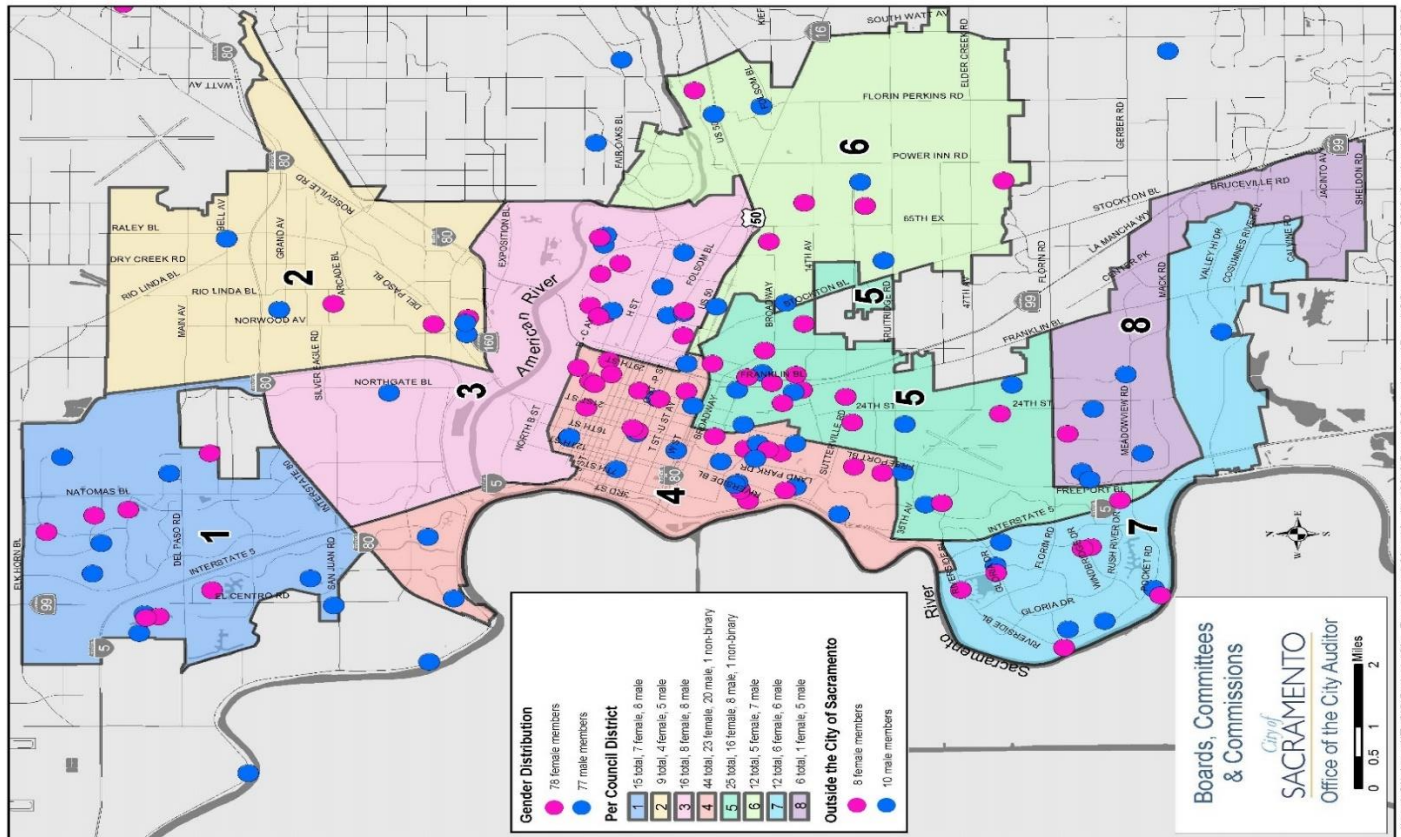


\\gis01\shares\IT_GIS\Projects\City_Department_Maps\Auditor\2019\Boards&Commissions\Boards&Commissions_2019a_legend.mxd D:\Wlcox 11-12-19

Source: Compiled by the Information Technology Department using address data collected by the Auditor's Office from the City Clerk's Office, member surveys, and the City's payroll system (eCAPS).

The following map in Figure 31 identifies the members' genders by City Council District. The map plots out the 155 addresses and identifies the gender of each of the members to identify areas and City Council Districts that may have gender inequality in terms of board members. Two members identified as non-binary. Their data was not included below to respect their confidentiality. For a more detailed account of the gender breakdown by board, committee, and commission, see Figure 16 above.

Figure 31: Gender Breakdown of Members by City Council District



Source: Compiled by the Information Technology Department using address data collected by the Auditor's Office from the City Clerk's Office, member surveys, and the City's payroll system (eCAPS).

The following five maps breakdown the data in Figure 32 below into groups of five or six boards, committees, and commissions to more easily identify which City Council districts members of the specific boards reside. The map legends identify the boards, committees, and commissions plotted on each map.

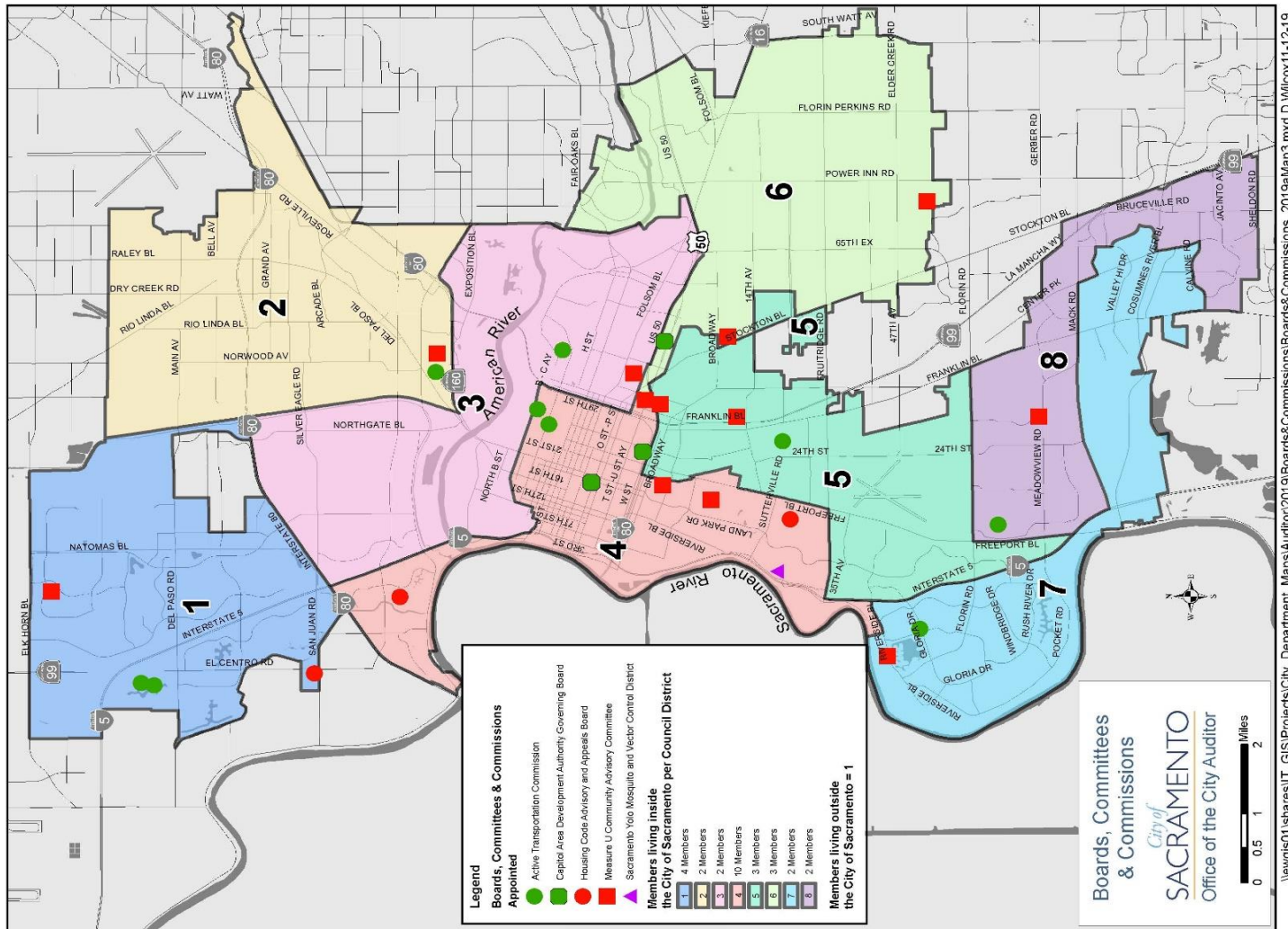
Figure 32: Maps A-E Key¹²

Map A	Map B	Map C	Map D	Map E
Active Transportation Commission	Administration, Investment, & Fiscal Management Board	Animal Care Services Citizens Advisory Committee	Ann Land and Bertha Henschel Memorial Funds Commission	Civil Service Board
Capitol Area Development Authority Governing Board	Compensation Commission	Downtown/Riverfront Streetcar Policy Study Steering Committee	Planning and Design Commission	Paratransit Inc. Board of Directors
Housing Code Advisory and Appeals Board	Parks and Community Enrichment Commission	Ethel MacLeod Hart Trust Fund Advisory Committee	Sacramento Disabilities Advisory Commission	Retirement Hearing Commission
Measure U Citizens Oversight Committee	Sacramento Ethics Commission	Natomas Basin Conservancy Board of Directors	Sacramento Housing and Redevelopment Commission	Sacramento Community Police Review Commission
Sacramento Yolo Mosquito and Vector Control District	Sacramento Metropolitan Arts Commission	Preservation Committee	Utilities Rate Advisory Commission	Sacramento Environmental Commission
		Sacramento Relocation Appeals Board		Sacramento Heritage, Inc. Board of Directors

Source: Auditor generated.

¹² The following boards had no current appointments: Boards of Plumbing Examiners, Construction Code Board of Appeals, Sacramento Youth Commission, and Sacramento Arts, Culture, and Creative Economy Commission had no current appointments.

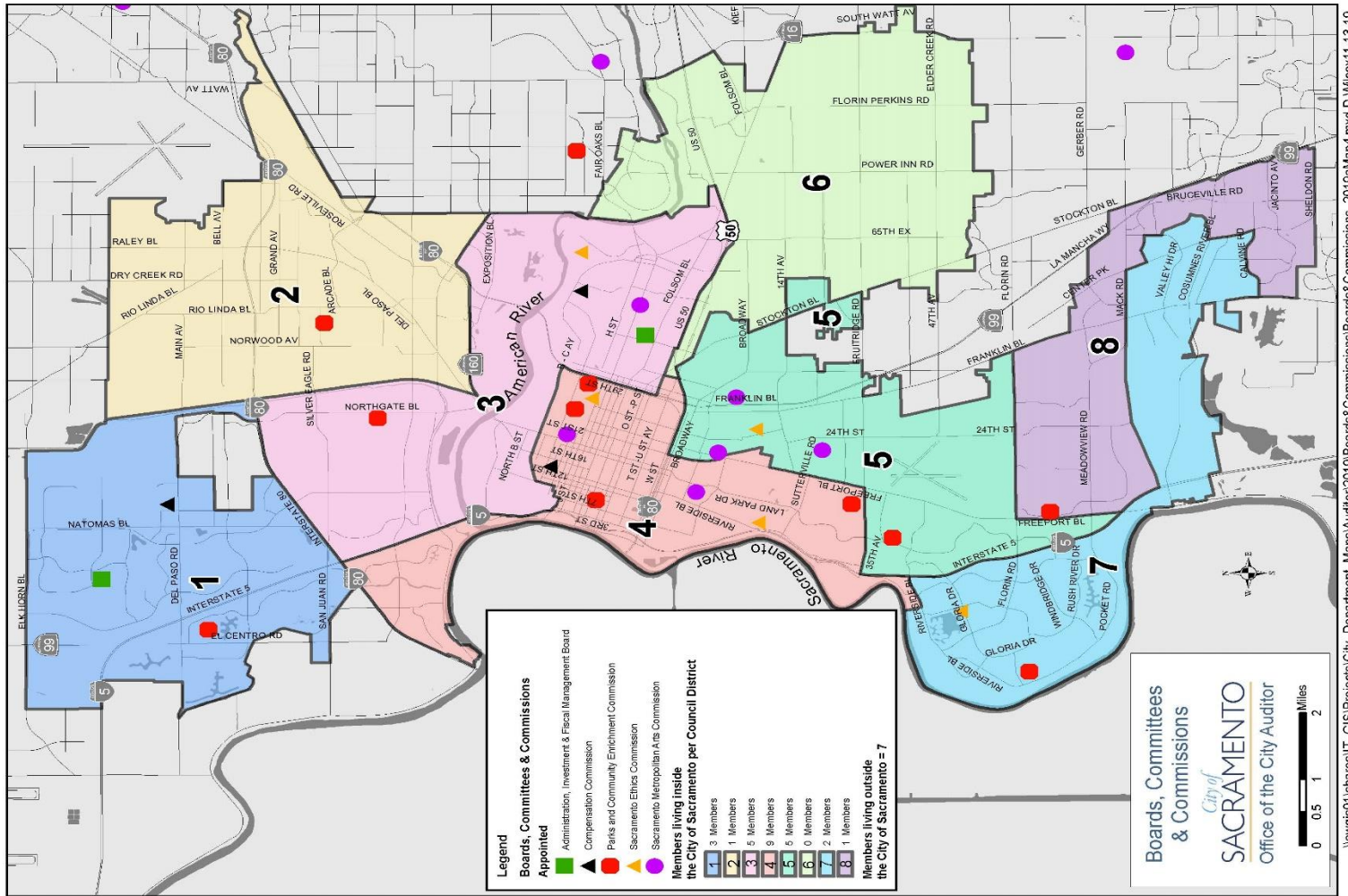
Figure 33: Board, Committee, and Commission Members by City Council District Map A¹³



Source: Compiled by the Information Technology Department using address data collected by the Auditor's Office from the City Clerk's Office, member surveys, and the City's payroll system (eCAPS).

¹³ We collected addresses of 29 members on these boards and one member lived outside the City of Sacramento boundaries.

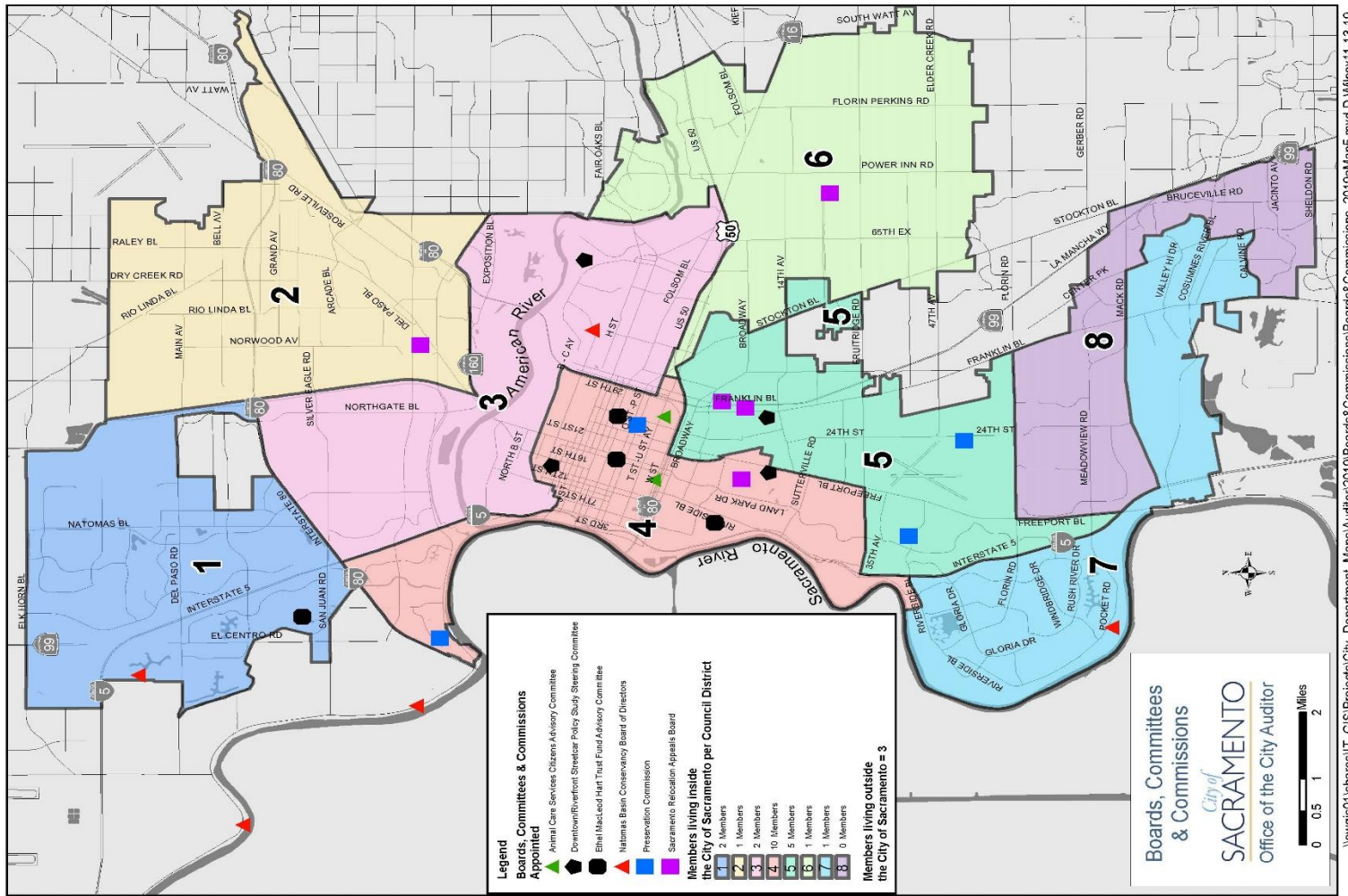
Figure 34: Board, Committee, and Commission Members by City Council District Map B¹⁴



Source: Compiled by the Information Technology Department using address data collected by the Auditor's Office from the City Clerk's Office, member surveys, and the City's payroll system (eCAPS).

¹⁴ We collected addresses of 33 members on these boards and seven members lived outside the City of Sacramento boundaries.

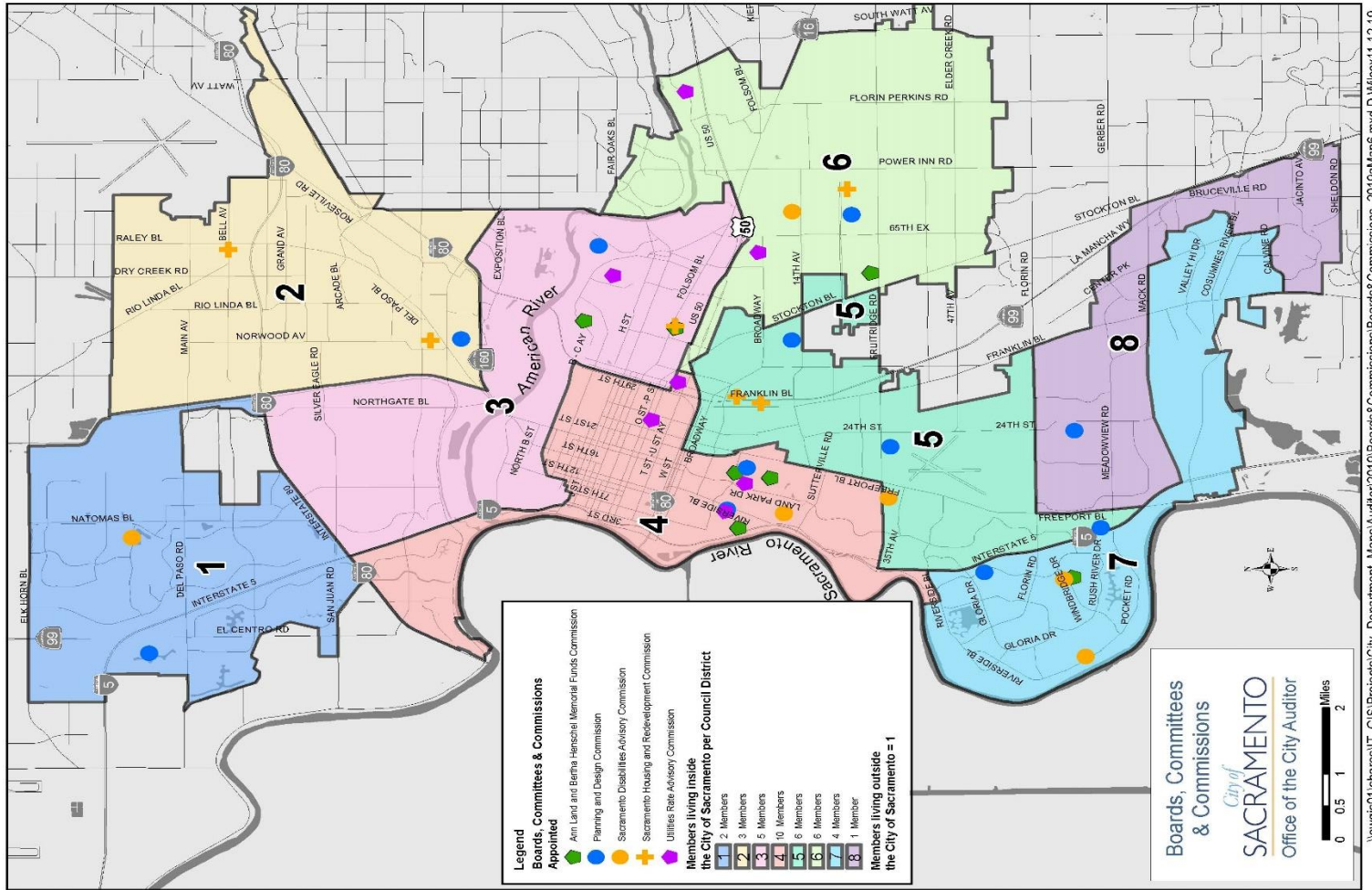
Figure 35: Board, Committee, and Commission Members by City Council District Map C¹⁵



Source: Compiled by the Information Technology Department using address data collected by the Auditor's Office from the City Clerk's Office, member surveys, and the City's payroll system (eCAPS).

¹⁵ We collected addresses of 25 members on these boards and three members lived outside the City of Sacramento boundaries.

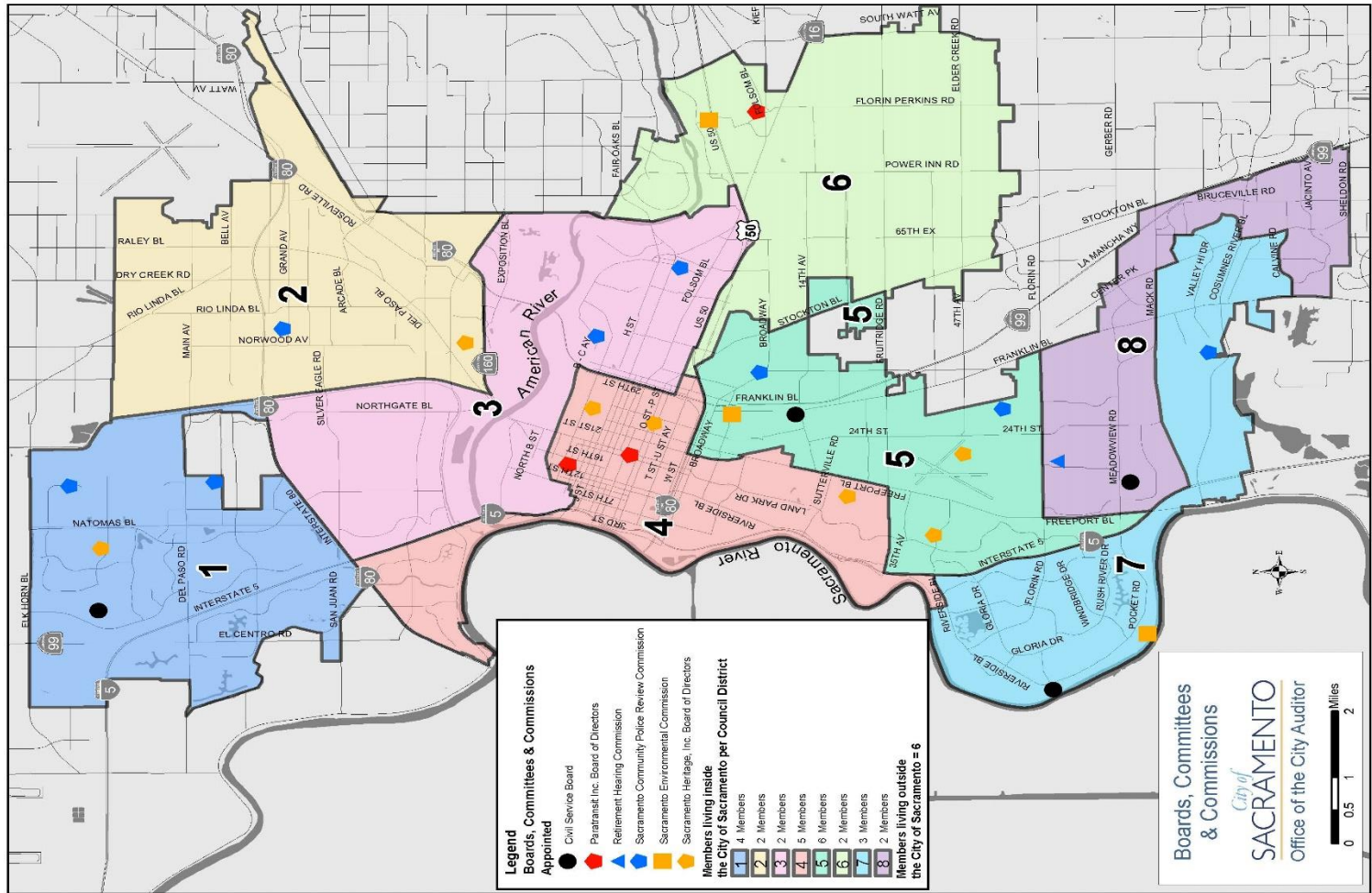
Figure 36: Board, Committee, and Commission Members by City Council District Map D¹⁶



Source: Compiled by the Information Technology Department using address data collected by the Auditor's Office from the City Clerk's Office, member surveys, and the City's payroll system (eCAPS).

¹⁶ We collected addresses of 38 members on these boards and one member lived outside the City of Sacramento boundaries.

Figure 37: Board, Committee, and Commission Members by City Council District Map E¹⁷



Source: Compiled by the Information Technology Department using address data collected by the Auditor's Office from the City Clerk's Office, member surveys, and the City's payroll system (eCAPS).

¹⁷ We collected addresses of 32 members on these boards and six members lived outside the City of Sacramento boundaries.

Department Response

In the first quarter of 2020 the City Clerk's Office will be launching a new product to manage the City's appointments to the various boards, committees, and commissions. This new product has significantly superior demographic collection and reporting capabilities. The new system will give the City Clerk greater ability to present applicants with a broader range of descriptions to choose from when presented with demographic related questions. For the first time the Clerk will be able to provide demographic data on both applicants and appointees via the City's Online Data Portal.

Appendix A: Questions included in the 2019 Audit of Diversity, Equity, and Inclusion of Boards, Committees, and Commissions Survey



CITY OF SACRAMENTO
CALIFORNIA

Office of the City Auditor
Jorge Oseguera, City Auditor

City of Sacramento - City Auditor's Board and Commission Diversity Assessment Survey

To whom this may concern:

The City of Sacramento strives to be a diverse and inclusive agency that is representative of the entire community. The Sacramento City Council directed the City Auditor to regularly perform a review of the diversity of the City's board, commission, and committee members to ensure community members from various genders, age groups, ethnicities, educational backgrounds, sexual orientations and locations have an opportunity to serve. The Auditor's Office released the first *Diversity Assessment of Boards, Committees, and Commissions* in April 2017. To assist the Office of the City Auditor in performing another review, please complete the following survey. Although the survey response is voluntary, your response will greatly assist the City Council in reviewing the gender and ethnic makeup of the City's boards, commissions, and committees. Survey responses will assist the City Council in identifying underrepresented groups that may benefit from increased outreach efforts as vacancies become available on boards, commissions, and committees.

Please complete the survey as soon as possible and no later than August 29, 2019.

Your participation in this survey is voluntary. You may refuse to participate in the assessment. Your information will be kept confidential and used for the sole purpose of the survey.

NAME OF APPOINTED MEMBER:

ADDRESS:

EMPLOYMENT INFORMATION:

Company:

Position:

HISTORIC CITY HALL - SECOND FLOOR
915 I STREET, SACRAMENTO, CA 95814-2604
PH 916-808-7270 • FAX 916-264-7680 • EMAIL - joseguera@cityofsacramento.org

BOARD, COMMISSION, OR COMMITTEE SERVED (PLEASE SELECT ONE):

IMPORTANT: If you serve on multiple boards, please complete a survey for each board you serve.

- Active Transportation Commission
- Administration, Investment, & Fiscal Management Board
- Animal Care Services Citizens Advisory Committee
- Ann Land and Bertha Henschel Memorial Funds Commission
- Board of Plumbing Examiners
- Capitol Area Development Authority Governing Board
- Civil Service Board
- Compensation Commission
- Construction Code Board of Appeals
- Downtown/Riverfront Streetcar Policy Study Steering Committee
- Ethel MacLeod Hart Trust Fund Advisory Committee
- Housing Code Advisory and Appeals Board
- Measure U Community Advisory Committee
- Natomas Basin Conservancy Board of Directors
- Paratransit Inc. Board of Directors
- Parks and Community Enrichment Commission
- Planning and Design Commission
- Preservation Commission
- Retirement Hearing Commission
- Sacramento Community Police Review Commission
- Sacramento Disabilities Advisory Commission
- Sacramento Environmental Commission
- Sacramento Ethics Commission
- Sacramento Heritage, Inc. Board of Directors
- Sacramento Housing and Redevelopment Commission
- Sacramento Metropolitan Arts Commission
- Sacramento Regional Transit Board
- Sacramento Relocation Appeals Board
- Sacramento Yolo Mosquito and Vector Control District
- Sacramento Youth Commission
- Utilities Rate Advisory Commission
- Other. *Please describe*

SEAT FILLED:

LENGTH OF SERVICE (PLEASE SELECT ONE):

- Less than 6 months
- 6 months to less than 1 year
- 1 year to less than 3 years
- 3 years to less than 5 years
- 5 years to less than 7 years
- 7 years or more

HOW DID YOU HEAR ABOUT THE POSITION? (PLEASE SELECT ONE):

- City of Sacramento Website
- Community Center Bulletin Board
- Channel 14
- Library Bulletin Board
- Social Media
- Employee Referral
- Other. *Please describe*

HIGHEST EDUCATIONAL DEGREE EARNED (PLEASE SELECT ONE):

- No schooling completed
- Nursery school to 8th grade
- Some high school, no diploma
- High school graduate, diploma or the equivalent (for example: GED)
- Some college credit, no degree
- Trade/technical/vocational training
- Associate degree
- Bachelor's degree
- Master's degree
- Professional degree
- Doctorate degree
- Other. *Please describe*

AGE (PLEASE SELECT ONE):

- Under 18 years of age
- 18-24 years of age
- 25-34 years of age
- 35-44 years of age
- 45-54 years of age
- 55-64 years of age
- Over the age of 65

HOUSEHOLD INCOME (PLEASE SELECT ONE):

- Less than \$25,000
- \$25,000 to \$49,999
- \$50,000 to \$99,999
- \$100,000 to \$149,999
- \$150,000 or \$199,999
- \$200,000 or more

HAVE YOU EVER SERVED ON ACTIVE DUTY IN THE U.S. ARMED FORCES? (PLEASE SELECT ONE):

- Yes, on active duty in the past
- Yes, now on active duty
- No, never served in the U.S Armed Forces

GENDER (PLEASE SELECT ONE):

- Female
- Male
- Nonbinary
- Prefer not to say
- Prefer to self-describe

ETHNICITY (PLEASE SELECT ONE):

- Asian
- Black or African American (not of Hispanic origin)
- Filipino
- Hispanic or Latino/Latinx
- Middle Eastern or North African
- Native American or Alaska Native
- Native Hawaiian or other Pacific Islander
- White (not of Hispanic origin)
- Prefer not to answer
- Prefer to self-describe

SEXUAL ORIENTATION (PLEASE SELECT ONE):

- Asexual
- Bisexual
- Heterosexual / Straight
- Homosexual / Gay or Lesbian
- Pansexual
- Prefer not to say
- Prefer to self-describe

WOULD YOU DESCRIBE YOURSELF AS TRANSGENDER?

- Yes
- No
- Prefer not to say

Thank you for taking the time to complete this survey. We value the information you have provided.

Source: Auditor generated.