

EQUITY IMPACT ASSESSMENT ON BOARDS AND COMMISSIONS

Community Health and
Equity Committee

October 2, 2018



OFFICE OF THE CITY CLERK



CITY OF SAN ANTONIO
OFFICE OF EQUITY



AGENDA

- Background
- Purpose
- Data Findings
- Outcomes and Goals
- Recommended Strategies
- Performance Measures

BACKGROUND

Equity Impact Assessment

- Series of questions
- Disaggregated data
- Community engagement
- Purpose, goals, measurable outcomes and strategies
- Accountable to our most residents' needs and priorities



BACKGROUND

- January 2018 – Councilmember Viagran Council Consideration Request (CCR):
 - Complete equity impact assessment
 - Review existing processes and outreach strategies
 - Assess the diversity of past and current Council appointments
 - Develop recommendations:
 - Community outreach and engagement
 - Increase diversity and representation, and
 - Reduce implicit bias
- May 2018 - CCR was discussed at Governance Committee
 - Final report to be presented to the Community Health and Equity Committee



PURPOSE

Boards and commissions comprised of diverse perspectives better inform the City's service delivery, policies, and produce more equitable outcomes.



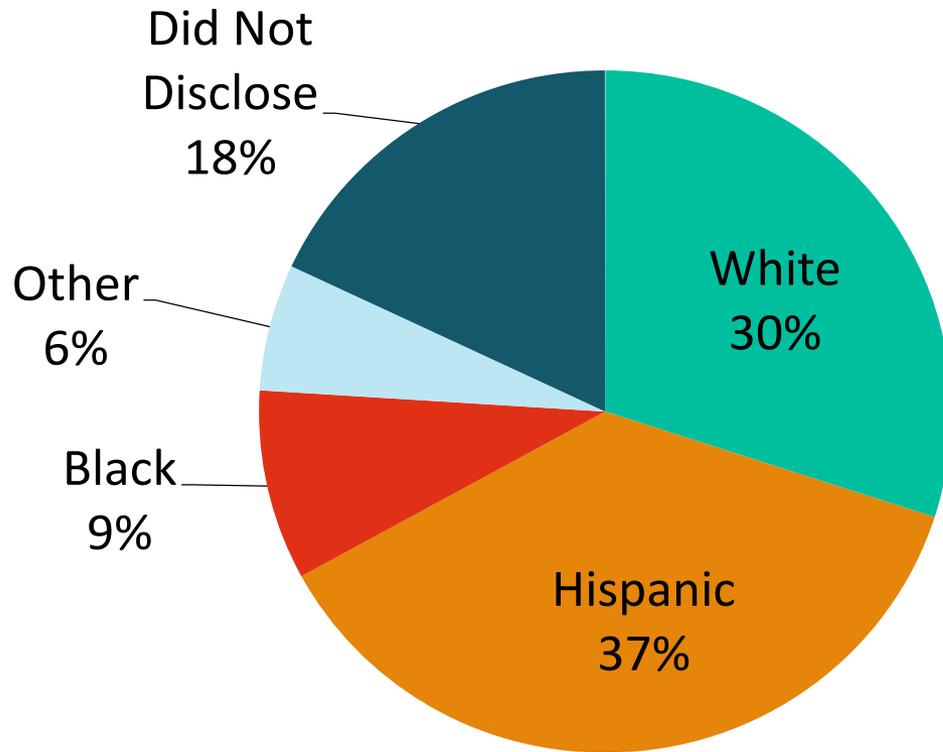
DATA REVIEWED FOR BEST PRACTICES

- Current Recruitment Strategies
- Cities Surveyed Related to Addressing Under Representation/Ethnic Diversity



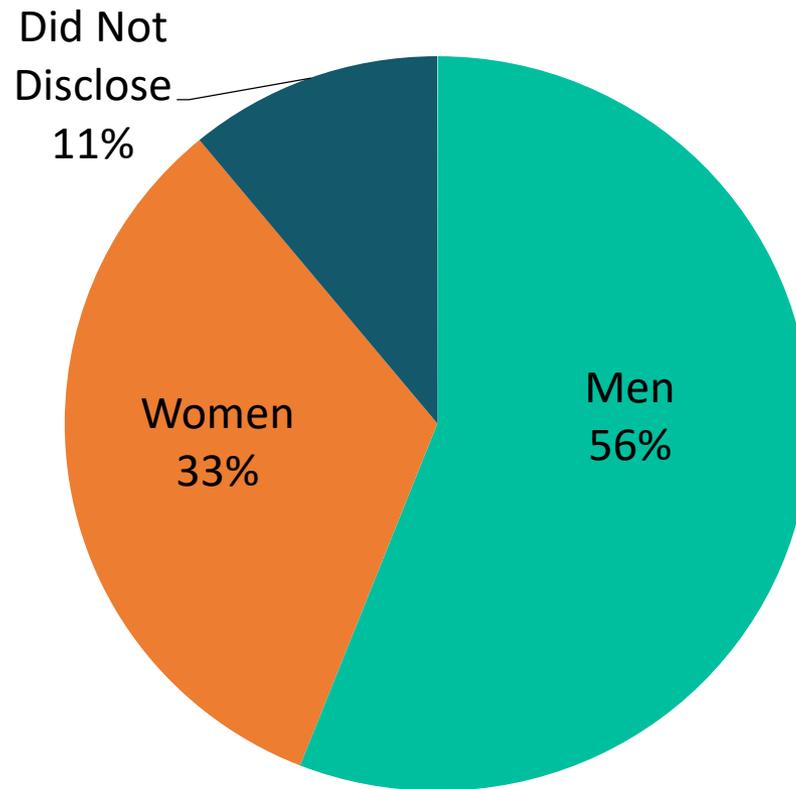
DATA FINDINGS

86 Boards and Commissions – Race/Ethnicity



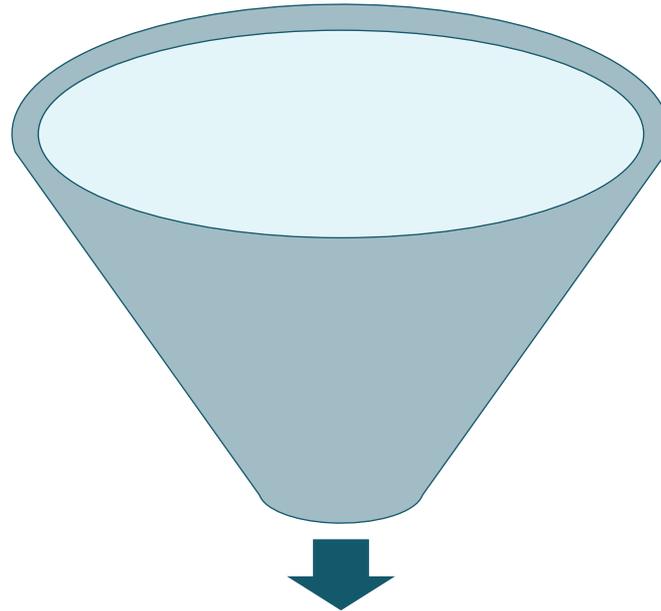
DATA FINDINGS

86 Boards and Commissions – Gender



DATA FINDINGS

86 Boards and Commissions



52 Boards and Commissions



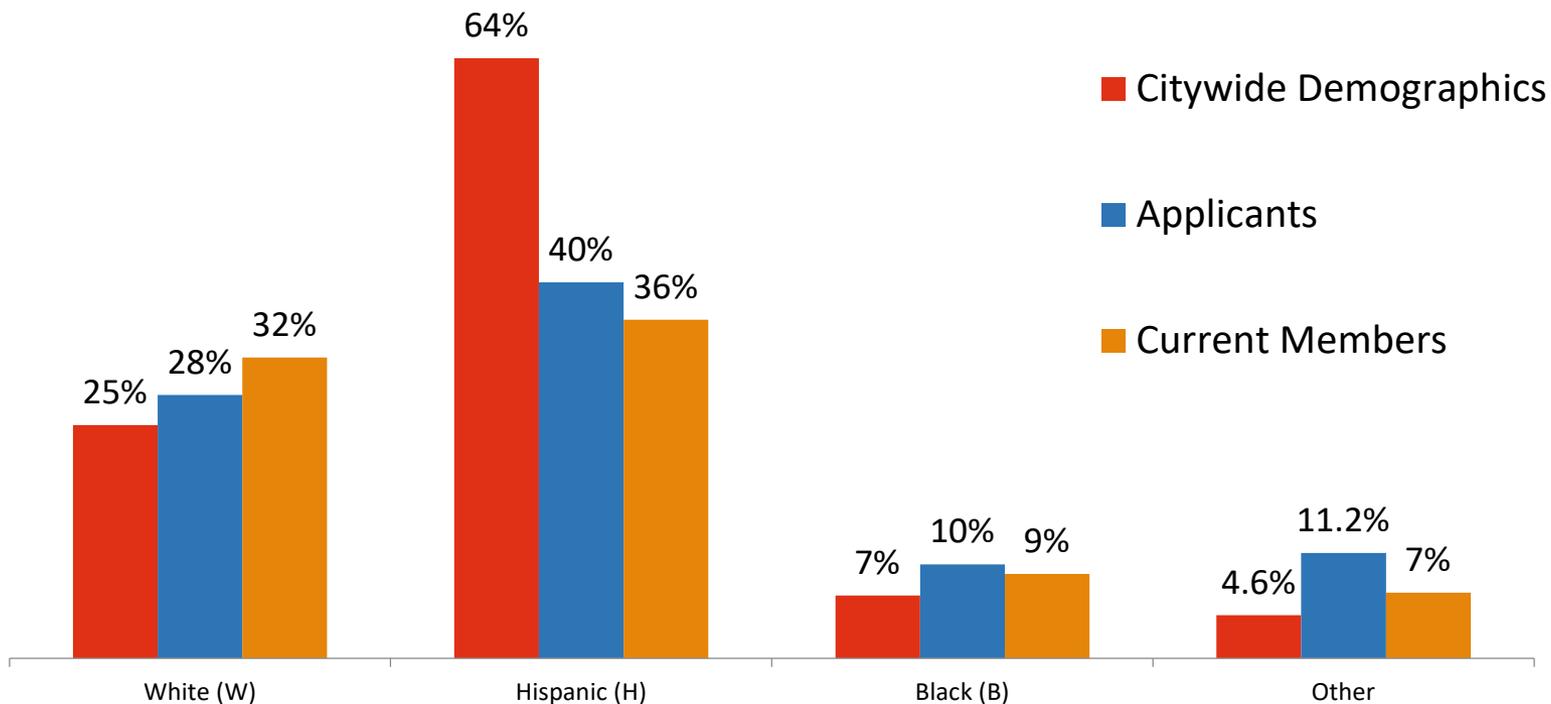


DATA FINDINGS

- Women and people of color are appointed to boards and commission similar to the percentages in which they apply.
- Women and Hispanics do not apply to serve on boards and commissions in proportion to their composition of the San Antonio population.

DATA FINDINGS

52 Boards and Commissions - Race/Ethnicity



11% of applicants and 16% of current members did not disclose race/ethnicity



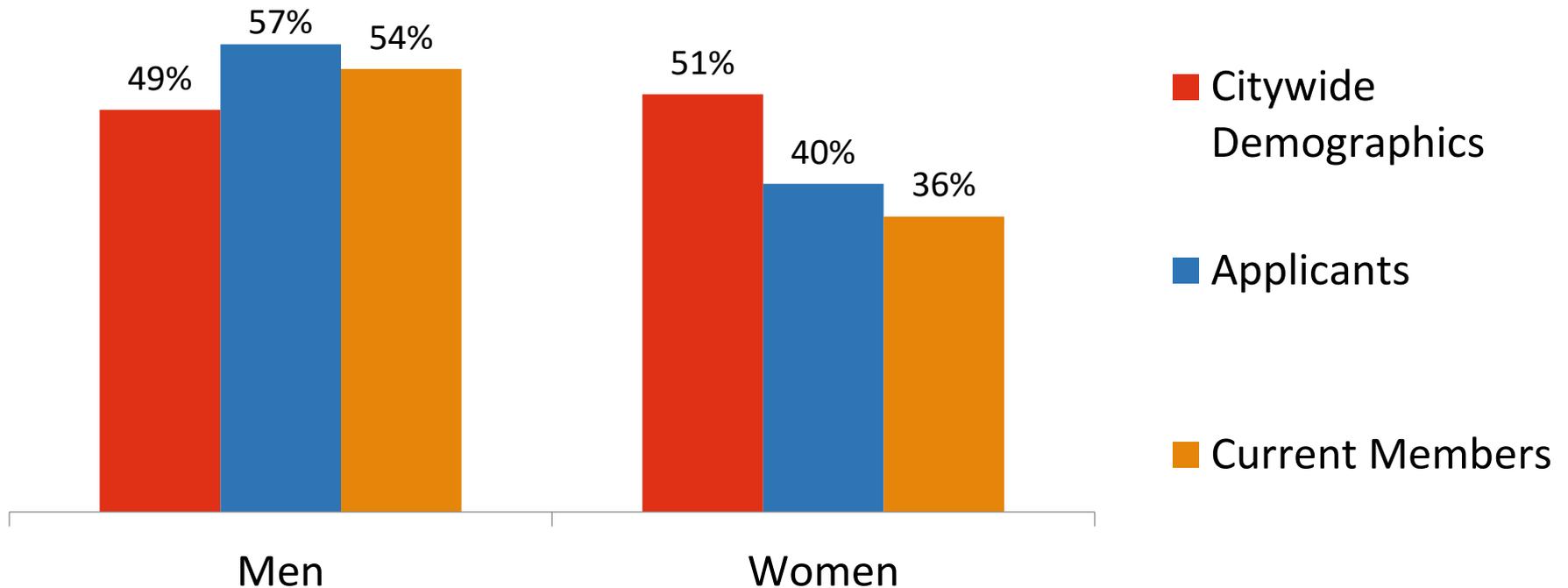
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DATA FINDINGS

52 Boards and Commissions – Gender



3% of applicants and 7% of current members did not disclose gender



OUTCOMES



1. Board and commission members are representative of the city demographic (by race, gender, and district).
2. Boards and commissions are culturally responsive to the unique needs of marginalized communities.
3. Residents trust that participation on City boards and commissions informs service delivery and City policy.



GOALS

- 
1. Promote the service of women and people of color on Council-appointed boards and commissions
 2. Promote service on boards and commission as a tangible example of civic engagement.



RECOMMENDED STRATEGIES

Targeted Outreach

- Identify and execute targeted outreach and recruitment strategies, appropriate to the specific board or commission, and with emphasis on reaching more women and people of color
 - Identify barriers that may prevent women and people of color from applying to boards and commissions
 - Develop short video(s) highlighting the purpose of boards and commissions, impact, and opportunities to serve
- Promote service on boards and commissions among Neighborhood Leadership Academy applicants, current members, and alumni
- Continue collaboration with respective departments and chambers of commerce, neighborhood associations, universities, employers, faith-based community, civic and business groups."



RECOMMENDED STRATEGIES

Promote Civic Participation

- Implement technology improvements to the boards and commissions website, application, and database, including:
 - Making race/ethnicity and gender required fields
 - Capturing reasons for resignation, how applicants heard about the opportunity to serve, and language preference
 - Translating the application to Spanish and potentially other languages
 - Develop a single location to list all opportunities to serve
 - Highlight key accomplishments/achievements
 - Develop ad hoc reports to inform Mayor and Council on board and commission diversity composition when making appointment



RECOMMENDED STRATEGIES

Promote Civic Participation

- Survey current and previous board members and board applicants on design improvements to the online application process
- Survey board and commission members annually to identify challenges to participation and work with assigned departments to address issues identified
- Review resignations and work with assigned departments to address identified challenges, with specific culturally responsive recommendations for resignations from marginalized groups



RECOMMENDED STRATEGIES

Training

- Train board and commission members on:
 - Implicit bias
 - Social equity
 - Role as a board member in advancing equity



PERFORMANCE MEASURES



Outputs

- Number of recruitment presentation to various groups, including business, civic, or neighborhood groups
- Percentage of presentations to groups focused on reaching underrepresented populations (i.e. women and people of color)

PERFORMANCE MEASURES



Outcomes

- Number of applications received
- Percentage of applications from women
- Percentage of applications from people of color
- Number of boards and commissions with an underrepresentation of women
- Number of board and commissions with an underrepresentation of people of color

REPORTING

Starting October 2019 –
Annual Reports on
Recruitment Efforts and
Performance Measures





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THANK YOU



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