

2022 Audit of City Board, Committee, and Commission Diversity

Report# 2023/24-14 | May 2024

City of
SACRAMENTO
Office of the City Auditor

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Table of Contents

Audit Fact Sheet	4
Introduction	5
Background	5
City of Sacramento Boards, Committees, and Commissions.....	6
Process for Collecting Demographic Information.....	9
Process for Appointing Board, Committee, and Commission Members	9
Objectives, Scope, and Methodology	10
Discovery of Insufficient Evidence After Report Release.....	10
Chapter 1: Demographics of City of Sacramento Residents	12
Chapter 2: Analysis of Board, Committee, and Commission Applicants	15
Chapter 3: Analysis of Board, Committee, and Commission Members	21

2022 Audit of City Board, Committee, and Commission Diversity

Background

32 Boards, committees, and commissions for the City of Sacramento as of September 2022.

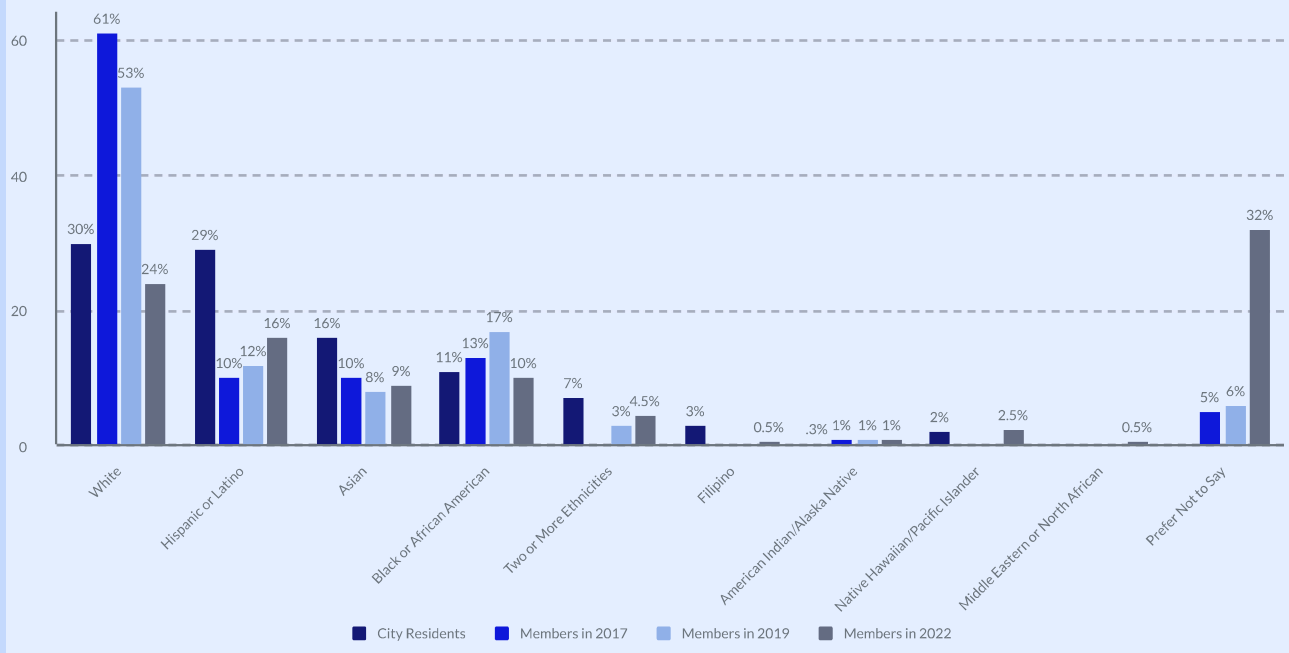
558 Applications received for the City's boards, committees, and commissions between January 1, 2020 and July 7, 2022.

202 Appointed members to the City's board, committee, and commission seats as of March 2022.

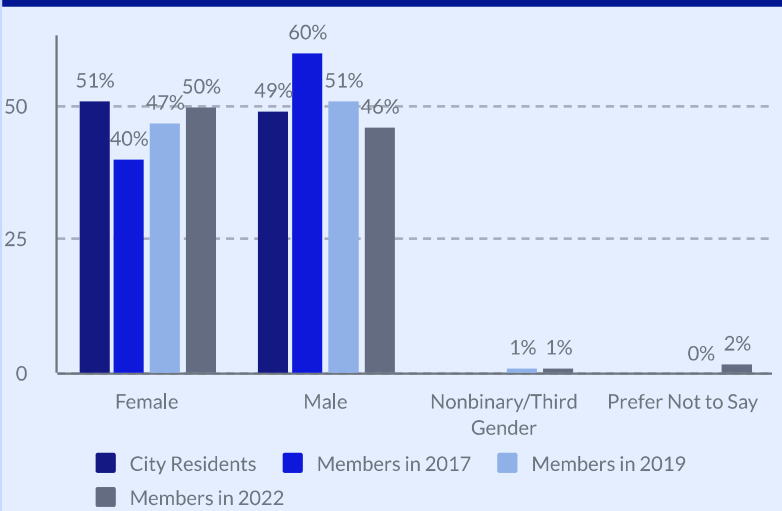
Objective, Scope, and Methodology

Our analysis relied on reports provided by the City Clerk's Office in March and July 2022. In addition, we used data from the United States Census Bureau and our 2022 Community Survey to conduct our analysis of City residents.

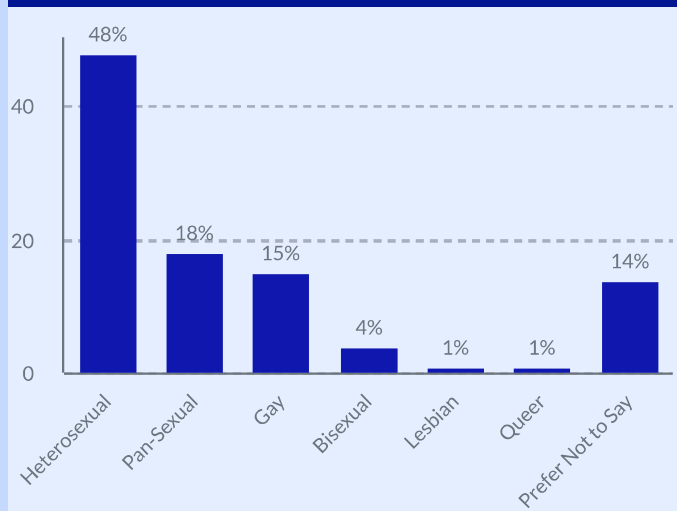
Ethnic/Racial Composition of Appointed Members



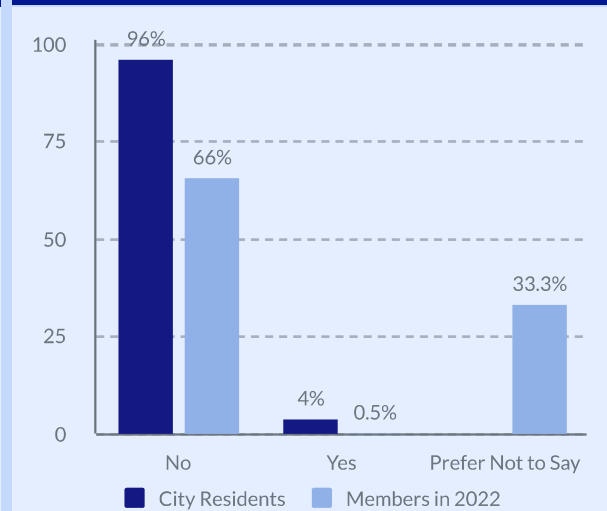
Gender Composition of Appointed Members



2022 Sexual Orientation of Appointed Members



Transgender Status of Appointed Members



Introduction

In accordance with the City Auditor's 2023/24 Audit Plan, we have completed the *2022 Audit of City Board, Committee, and Commission Diversity*.

After initially publishing this report in July 2023, we realized our analysis had overlooked an initial dataset provided by the City Clerk's Office in March 2022 that contained enough detail to render our finding and recommendation of our published report inaccurate. As a result, the audit report released in July 2023 should not be relied upon for assessing the diversity of the City's Boards and Commissions. As required by auditing standards, we removed the previously released audit from our public website, posted a notification of its need for revision, and have disclosed details of the discovery of insufficient evidence after report release in the Objectives, Scope, and Methodology section of this updated report. We regret this oversight, and sincerely apologize to the City Clerk, the City Council, and the public for having issued a report with inaccurate information.

Having updated the report, we believe this update to be in accordance with Generally Accepted Government Auditing Standards. We believe this report meets our objective of providing an informative overview of the composition of the board, committee and commission applicants and appointed members, in accordance with Generally Accepted Government Auditing Standards Section 8.116 and 8.128. We did not seek to test internal controls, such as those related to the City's recruitment, development, and retention of board, committee, and commission members. 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 for their cooperation during the audit process and their review of this updated report.

Background

We published the first City Auditor's Diversity Assessment of Boards, Committees, and Commissions 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 for the Office of the City Auditor to regularly report on the gender and ethnic diversity of City board, committee, and commission members. We released our second report on the

diversity of City board, committee, and commission members in December 2019 and this is our third report. As we continue to assess the diversity of board, committee, and commission members, we will review trends over the years.

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....” As of September 2022, there were a total of 32 boards, committees, and commissions for the City of Sacramento¹. The City has 26 boards that are required by the Sacramento City Charter or City Code or are established by resolution or ordinance of the Sacramento City Council. We refer to these legislative bodies as “City Boards” in that the board seats are comprised entirely of appointments confirmed by the City Council or by virtue of their position (for example, the seat is for the City Manager or Finance Director). The City participates and makes appointments to six other multi-jurisdictional boards. These boards are comprised of members appointed by the Mayor and confirmed by the 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, non-City members or their selection.

City Staff provides administrative support to the following boards, committees, and commissions that are considered City boards:

1. Active Transportation Commission
2. Administration, Investment, & Fiscal Management Board
3. Aggie Square Public Financing Authority
4. Animal Care Services Citizens Advisory Committee
5. Ann Land and Bertha Henschel Memorial Funds Commission
6. Board of Plumbing Examiners
7. Civil Service Board
8. Compensation Commission
9. Construction Code Board of Appeals
10. Ethel MacLeod Hart Trust Fund Advisory Committee
11. Housing Code Advisory and Appeals Board
12. Measure U Community Advisory Committee

¹ Boards, committees, and commissions consisting solely of the Mayor and/or City Councilmembers were excluded from this analysis.

13. Parks and Community Enrichment Commission
14. Planning and Design Commission
15. Preservation Commission
16. Retirement Hearing Commission
17. Sacramento Arts, Culture, and Creative Economy Commission
18. Sacramento Community Police Review Commission
19. Sacramento Disabilities Advisory Commission
20. Sacramento Ethics Commission
21. Sacramento Heritage, Inc. Board of Directors
22. Sacramento Independent Redistricting Commission
23. Sacramento Relocation Appeals Board
24. Sacramento Youth Commission
25. Stadium Area Enhanced Infrastructure Financing District Public Financing Authority²
26. 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. Sacramento Environmental Commission
5. Sacramento Housing and Redevelopment Commission
6. Sacramento Yolo Mosquito and Vector Control District

Figure 1 below identifies the City's boards, committees, and commissions and the number of City and non-City seats on each as of September 2022.

² Also known as the Stadium Area Public Financing Authority.

Figure 1: City Board, Committee, and Commission Seats as of September 2022

Board, Committee, or Commission	City Seats Filled	City Seats Vacant	Total City Seats	Non-City Seats	Total Seats
Active Transportation Commission	11	0	11	0	11
Administration, Investment, & Fiscal Management Board	5	0	5	0	5
Aggie Square Public Financing Authority	4	1	5	0	5
Animal Care Services Citizens Advisory Committee	7	0	7	0	7
Ann Land and Bertha Henschel Memorial Funds Commission	9	0	9	0	9
Board of Plumbing Examiners	0	5	5	0	5
Capitol Area Development Authority Governing Board	2	0	2	3	5
Civil Service Board	5	0	5	0	5
Compensation Commission	4	1	5	0	5
Construction Code Board of Appeals	0	5	5	0	5
Downtown/Riverfront Streetcar Policy Study Steering Committee	0	5	5	7	12
Ethel MacLeod Hart Trust Fund Advisory Committee	6	1	7	0	7
Housing Code Advisory and Appeals Board	5	0	5	0	5
Measure U Community Advisory Committee	13	2	15	0	15
Natomas Basin Conservancy Board of Directors	5	0	5	7	12
Parks and Community Enrichment Commission	12	0	12	0	12
Planning and Design Commission	11	2	13	0	13
Preservation Commission	7	0	7	0	7
Retirement Hearing Commission	3	2	5	0	5
Sacramento Arts, Culture, and Creative Economy Commission	12	0	12	0	12
Sacramento Community Police Review Commission	11	1	12	0	12
Sacramento Disabilities Advisory Commission	8	1	9	0	9
Sacramento Environmental Commission	3	0	3	6	9
Sacramento Ethics Commission	5	0	5	0	5
Sacramento Heritage, Inc. Board of Directors	9	2	11	0	11
Sacramento Housing and Redevelopment Commission	5	0	5	6	11
Sacramento Independent Redistricting Commission	14	0	14	0	14
Sacramento Relocation Appeals Board	3	2	5	0	5
Sacramento Yolo Mosquito and Vector Control District	1	0	1	12	13
Sacramento Youth Commission	13	6	19	0	19
Sacramento Area Public Financing Authority	5	0	5	0	5
Utilities Rate Advisory Commission	6	1	7	0	7
Grand Total	204	37	241	41	282

Source: Auditor compiled with data gathered from the City of Sacramento website at <https://boards.cityofsacramento.org/>.

Process for Collecting Demographic Information

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 <https://boards.cityofsacramento.org/apply/>. The City Clerk’s office uses a software program called OnBoard to manage the applications.³ The application documents general information, such as name, address, and contact information. The application also includes questions regarding occupation, gender, ethnicity, sexual orientation, and transgender status.

Process for Appointing Board, Committee, and Commission Members

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, many applicants interview with the P&PE Committee that nominates members for the various boards, committees, and commissions. As of April 2024, the P&PE Committee was made up of four City councilmembers and consisted of Lisa Kaplan, Caity Maple, Karina Talamantes, and Katie Valenzuela.

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

³ OnBoard is an online hosted web portal for the administrative management and tracking of boards, committees, and commissions; applications; board members; and term expirations.

Objectives, Scope, and Methodology

The objective of this assessment was to review the diversity of City board, committee, and commission members over time 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. In addition, our objective was to analyze the diversity of applicants for City board, committee, and commission seats. Our analysis focused on applications submitted for board, committee, and commission seats between January 1, 2020, and July 7, 2022. Our analysis also assessed the diversity of City-appointed members of City boards, commissions, and committees as of March 2022. We also analyzed the sexual orientation and transgender status of appointed members as of July 2022 (the March 2022 dataset did not have this data available). To conduct this assessment, we used applicant and appointed member demographic data provided by the City Clerk's Office and board, committee, and commission information publicly available on the City of Sacramento's website.⁴

To determine the demographics for City of Sacramento residents, we used projections from the United States Census Bureau (Census). Since the Census did not have data on the sexual orientation of the City's population, we used data from our 2022 Community Survey regarding the sexual orientation and transgender status of the City's residents.

Discovery of Insufficient Evidence After Report Release

Generally Accepted Government Auditing Standards (GAGAS) developed by the Government Accountability Office require that auditors reissue the audit report if it is discovered that auditors did not have sufficient, appropriate evidence to support the reported findings or conclusions. Specifically, the standards state:

Section 9.68: *If, after the report is issued, the auditors discover that they did not have sufficient, appropriate evidence to support the reported findings or conclusions, they should communicate in the same manner as that used to originally distribute the report to those charged with governance, the appropriate officials of the audited entity, the appropriate officials of the entities requiring or arranging for the audits, and other known users, so that they do not continue to rely on the findings or conclusions that were not supported. If the report was previously posted to the auditors' publicly accessible website, the auditors should remove the report and post a public notification that the report was removed. The auditors should then determine whether to perform the*

⁴ We did not conduct data reliability testing on applicant information, transgender status, or sexual orientation information as identity information was not available.

additional audit work necessary to either reissue the report, including any revised findings or conclusions, or repost the original report if the additional audit work does not result in a change in findings or conclusions.

As stated in the introduction section of this report, in July 2023, we issued a report that contained the following finding: “Disassociating Demographic Data from Board, Committee, and Commission Applications in the New OnBoard System Created Audit Limitations.” Subsequent to the report’s publication and presentation, we realized that we had not taken into consideration a dataset we had received in March 2022 that contained enough detail to render the finding and recommendation of our published report inaccurate. Having taken this information into consideration, we have removed the finding and recommendation made in the original report and used the March 2022 data to conduct our analysis in Chapter 3. We regret this oversight, and sincerely apologize to the City Clerk, the City Council, and the public for having issued a report with inaccurate information.

Chapter 1: Demographics of City of Sacramento Residents

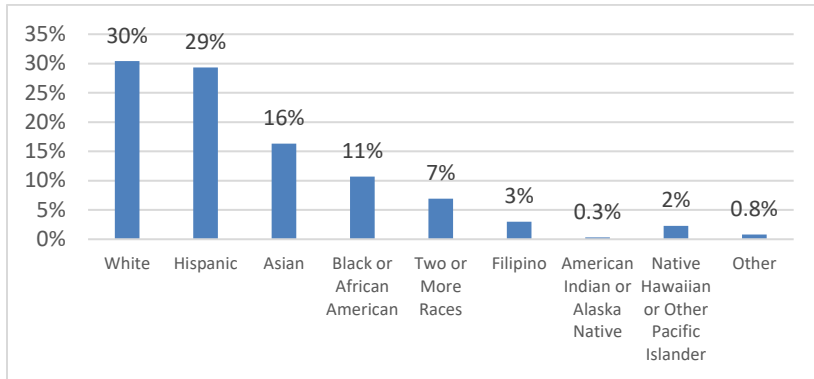
In this chapter, we provide some demographic information such as the ethnicity/race, sex, and household income of City residents. To determine Sacramento residents' demographics in this and subsequent chapters, we relied on data from the United States (U.S.) Census Bureau for 2021. The U.S. Census Bureau provides data on the nation's people and economy. Its Population and Housing Census counts every resident within the U.S. every ten years. The U.S. Census Bureau also conducts other surveys, such as the American Community Survey and Current Population Survey, on a more regular basis to gather vital information about the United States and its residents. The following are some key statistics related to the City of Sacramento's estimated population as of 2021:

- The total population is estimated to be 525,028 residents;
- The three most populous ethnic/racial groups in the City population are White (30 percent), Hispanic or Latino (29 percent), and Asian, including Filipino (19 percent);
- Females comprise 51 percent of the City population, while males comprise 49 percent;
- The median household income is \$75,311 while the average household income is \$97,415; and
- The median age is 36.

This chapter provides ethnicity/race and gender demographics related to Sacramento residents that can be compared to City board, committee, and commission member demographics in the remaining chapters. This chapter also includes data regarding the City's projected lesbian, gay, bisexual, and/or transgender populations as estimated by our 2022 City of Sacramento National Community Survey.

Figure 2 below shows Sacramento’s 2021 population estimate by ethnicity/race based on data from the U.S. Census Bureau’s 2021 American Community Survey 1-Year Estimates Data Profiles.⁵

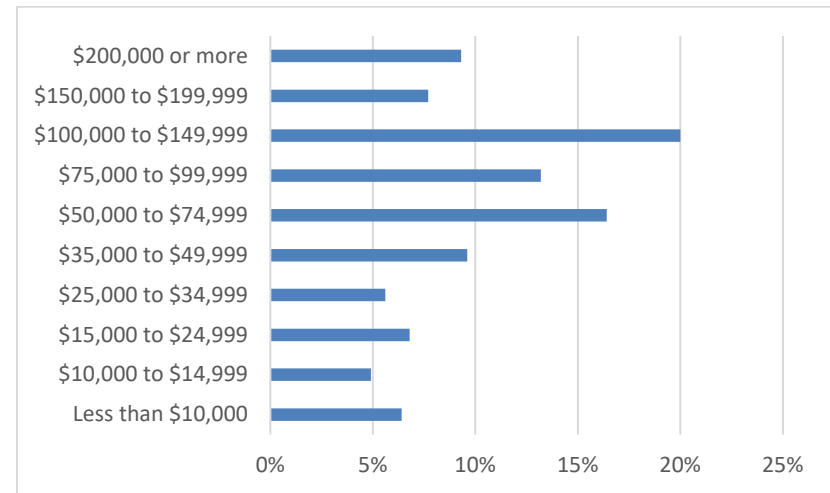
Figure 2: Estimated Population of Sacramento Residents by Ethnicity/Race (525,028 Total)



Note: Percentages may not precisely total 100% due to rounding.
 Source: 2021 American Community Survey 1-Year Estimates Data Profiles.

Figure 3 shows Sacramento’s household income statistics based on the 2021 American Community Survey.

Figure 3: Estimated Population of Sacramento Residents by Household Income (202,093 Total Households)



Source: 2021 American Community Survey 1-Year Estimates Data Profiles.

⁵ The U.S. Census Bureau does not have ethnic categories for Middle Eastern or North African (MENA). In the data provided by the Census Bureau, MENA is combined with White.

The Office of the City Auditor conducts community surveys of residents to understand how they feel about the quality of services provided, facets of livability, use of resources, and present and future needs of the community. The survey also includes demographic questions such as age, sex, sexual orientation, and transgender status. The 2022 National Community Survey report provided the opinions of a representative sample of 700 residents of the City of Sacramento. The survey had a 95 percent confidence level and margin of error of plus or minus four percentage points. The following figure identifies the sexual orientation of survey respondents of the City's 2022 National Community Survey.

Figure 4: Sexual Orientation of the 2022 City of Sacramento National Community Survey Respondents

Sexual Orientation	Percent
Asexual	6%
Bisexual	3%
Gay/Lesbian	9%
Heterosexual	73%
Pansexual	3%
Questioning	1%
Other	5%

Source: 2022 City of Sacramento National Community Survey.

The following figure identifies the transgender status of survey respondents of the City's 2022 National Community Survey.

Figure 5: Transgender Status of the 2022 City of Sacramento National Community Survey Respondents

Transgender Status	Percent
No	96%
Yes	4%

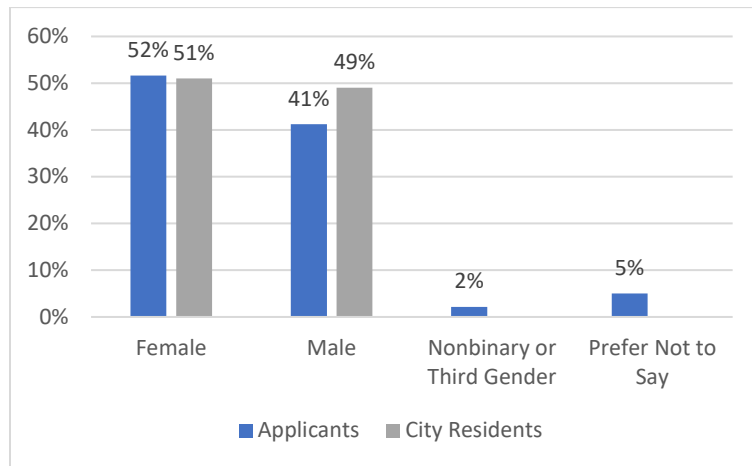
Source: 2022 City of Sacramento National Community Survey.

Chapter 2: Analysis of Board, Committee, and Commission Applicants

Our previous audits of the diversity of board, committee, and commission members did not analyze the diversity of the applicants for the boards, committee, and commissions. This is our first report that analyzes the diversity of applicants for the City’s boards, committees, and commissions and compares it to the diversity of City residents. As previously noted, we did not conduct data reliability testing on the data used to conduct the analysis in this chapter as the identity of applicants was not available.

According to records provided by the City Clerk’s Office, the City received 558 applications for the City’s board, committee, and commission seats between January 1, 2020, and July 7, 2022.⁶ Figure 6 below compares the gender composition of the applicants to the gender composition of the City’s residents. At least 52 percent of the applicants were female, and 41 percent were male. The gender of five percent of applicants were not disclosed.

Figure 6: Gender Composition of Applicants Compared to City Residents

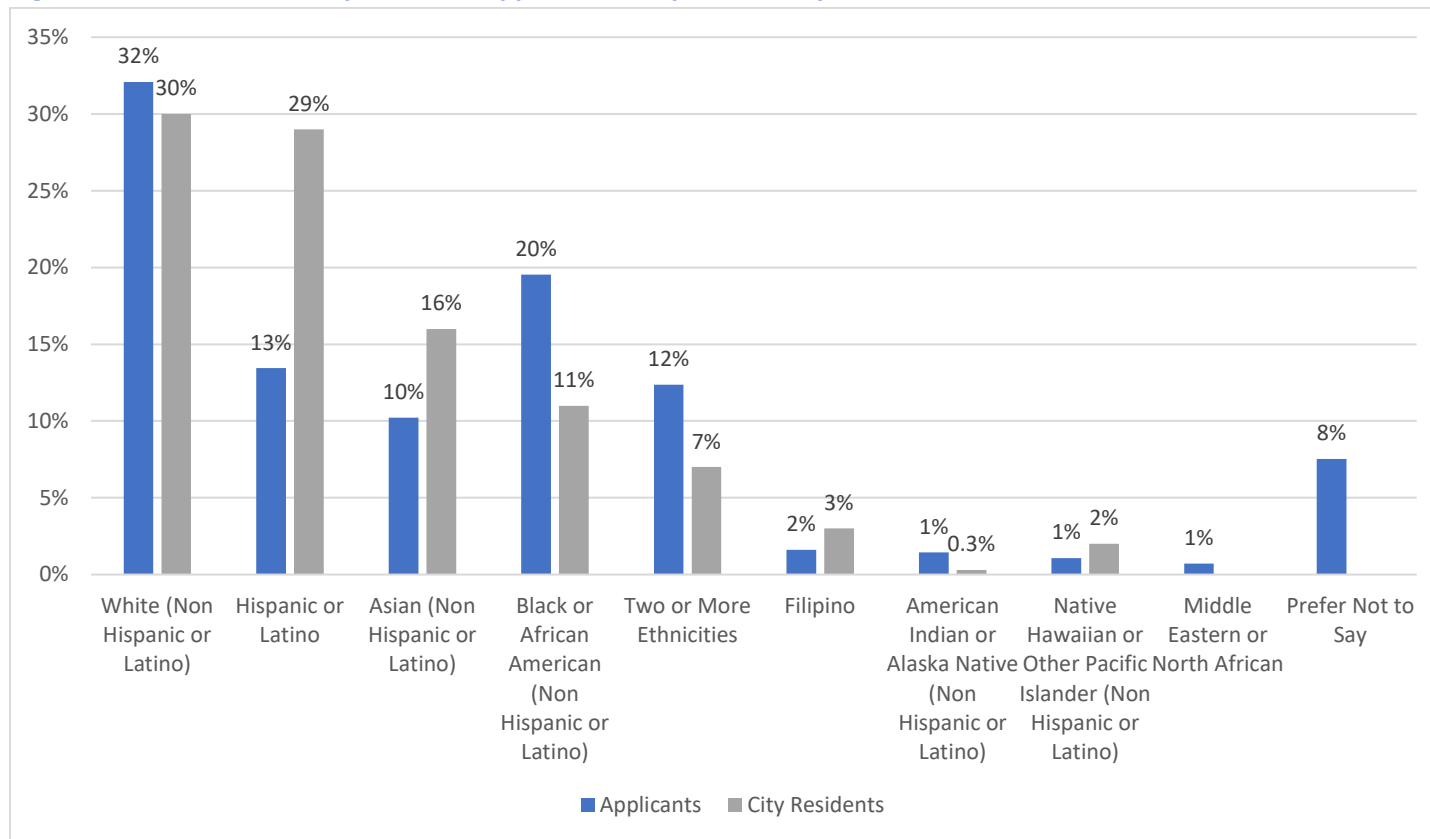


Source: Auditor generated from City board, committee, and commission applicant data provided by the City Clerk’s Office and City resident data from the 2021 American Community Survey 1-Year Estimates Data Profiles.

⁶ Multiple applications may have been submitted by the same person; therefore one person may be analyzed as many times as they have submitted applications either for the seats on the same board, committee, or commission or on different boards, committees, or commissions. Due to limitations in the data, we were not able to analyze the number of duplicate applications that may have been submitted by the same person.

Figure 7 below compares the ethnic/racial composition of the applicants to the ethnic/racial composition of the City’s residents. The largest variation between the applicants and City residents were the Hispanic or Latino category. As shown in the figure below, 13 percent of the applicants were Hispanic or Latino while 29 percent of the City’s residents are Hispanic or Latino. The ethnicity/race of 8 percent of the applicants were not disclosed.

Figure 7: Ethnic/Racial Composition of Applicants Compared to City Residents

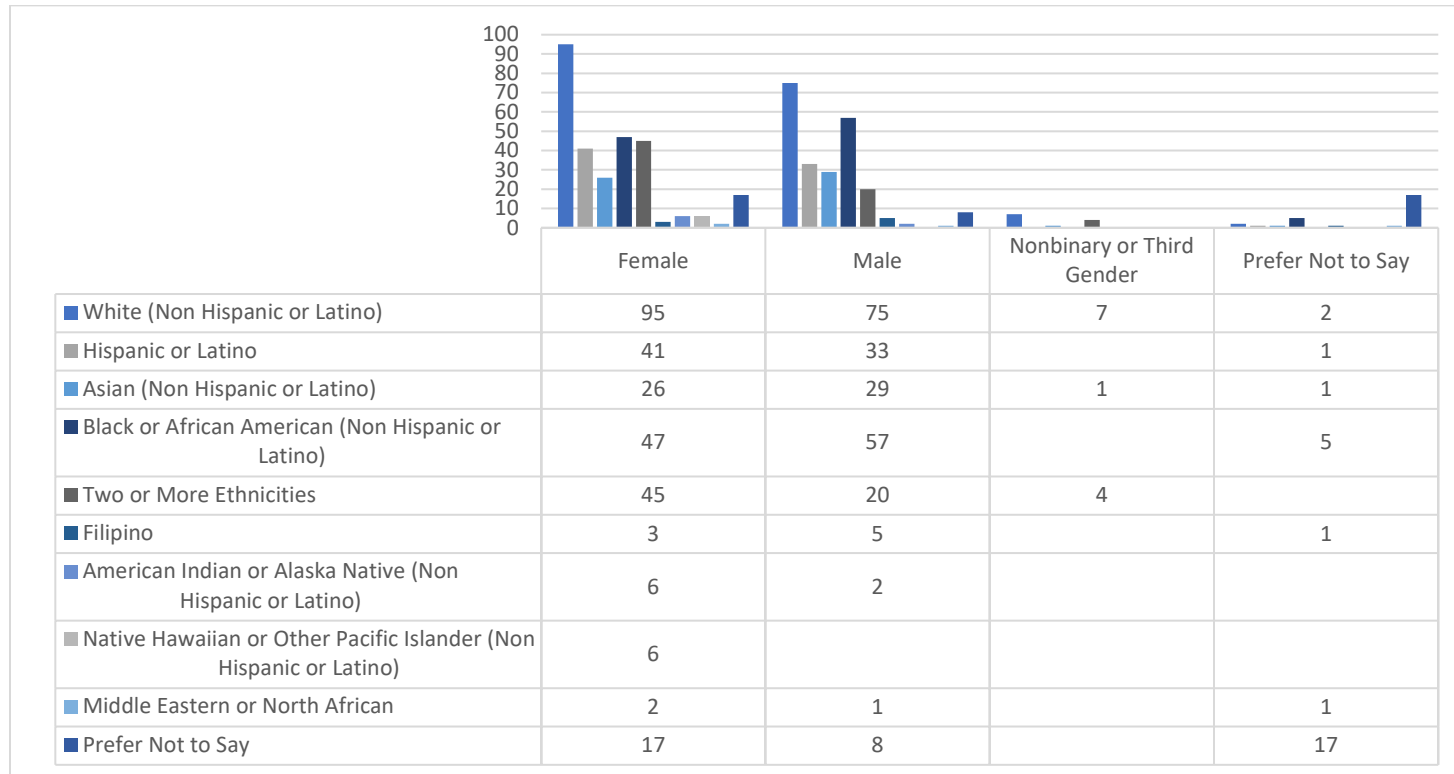


Note: Percentages may not precisely total 100% due to rounding.

Source: Auditor generated from City board, committee, and commission applicant data provided by the City Clerk’s Office and City resident data from the 2021 American Community Survey 1-Year Estimates Data Profiles.

Figure 8 below analyzes the gender and ethnic/racial composition of applicants.

Figure 8: Gender and Ethnic/Racial Composition of Applicants



Source: Auditor generated from City board, committee, and commission applicant data provided by the City Clerk's Office.

Figure 9 analyzes the gender of applicants by board, committee, or commission compared to City residents. As shown below, the applicants of some boards, committees, and commissions were more evenly split between the genders while others were not. In addition, some of the boards, committees, and commissions had a large number of applicants (such as the Sacramento Youth Commission) and others had a very small number of applicants (such as the Ann Land and Bertha Henschel Memorial Funds Commission). This may be due in part to the number of seats that were available to be filled on each board, committee, and commission during the timeframe of our audit: January 1, 2020, through July 7, 2022.

Figure 9: Gender of Applicants by Board, Committee, or Commission Compared to City Residents

Board, Committee, or Commission	Female	Male	Nonbinary or Third Gender	Prefer Not to Say	Grand Total
Active Transportation Commission	56%	44%	0%	0%	16
Administration, Investment, & Fiscal Management Board	33%	56%	0%	11%	9
Aggie Square Public Financing Authority	60%	30%	0%	10%	10
Animal Care Services Citizens Advisory Committee	71%	17%	0%	12%	41
Ann Land and Bertha Henschel Memorial Funds Commission	67%	0%	0%	33%	3
Capitol Area Development Authority Governing Board	50%	50%	0%	0%	4
Civil Service Board	57%	43%	0%	0%	7
Compensation Commission	29%	71%	0%	0%	7
Ethel MacLeod Hart Trust Fund Advisory Committee	67%	33%	0%	0%	9
Housing Code Advisory and Appeals Board	22%	78%	0%	0%	9
Measure U Community Advisory Committee	45%	38%	10%	7%	29
Natomas Basin Conservancy Board of Directors	14%	86%	0%	0%	7
Parks and Community Enrichment Commission	49%	46%	0%	5%	39
Planning and Design Commission	40%	56%	0%	4%	25
Preservation Commission	33%	60%	0%	7%	15
Sacramento Arts, Culture, and Creative Economy Commission	57%	35%	4%	4%	51
Sacramento Community Police Review Commission	43%	45%	0%	12%	51
Sacramento Disabilities Advisory Commission	50%	42%	0%	8%	12
Sacramento Environmental Commission	50%	50%	0%	0%	12
Sacramento Ethics Commission	57%	36%	0%	7%	14
Sacramento Heritage, Inc. Board of Directors	50%	50%	0%	0%	8
Sacramento Housing and Redevelopment Commission	42%	58%	0%	0%	19
Sacramento Independent Redistricting Commission	59%	41%	0%	0%	29
Sacramento Relocation Appeals Board	0%	100%	0%	0%	1
Sacramento Yolo Mosquito and Vector Control District	0%	100%	0%	0%	1
Sacramento Youth Commission	59%	32%	5%	3%	115
Utilities Rate Advisory Commission	47%	47%	7%	0%	15
Grand Total	52%	41%	2%	5%	558
City Residents	51%	49%	N/A	N/A	525,028

Note: Percentages may not precisely total 100% due to rounding.

Source: Auditor generated from City board, committee, and commission applicant data provided by the City Clerk's Office and 2021 American Community Survey 1-Year Estimates Data Profiles.

Figure 10 analyzes the ethnicity/race of applicants by board, committee, or commission compared to City residents. Similar to the gender analysis of applicants, the ethnic/racial composition of applicants for some boards, committees, and commissions appeared more closely aligned with the ethnic/racial composition of City residents while others did not. The composition of boards, committees, and commissions with the higher number of applicants appear to be more ethnically/racially diverse.

Figure 10: Ethnicity/Race of Applicants by Board, Committee, or Commission Compared to City Residents

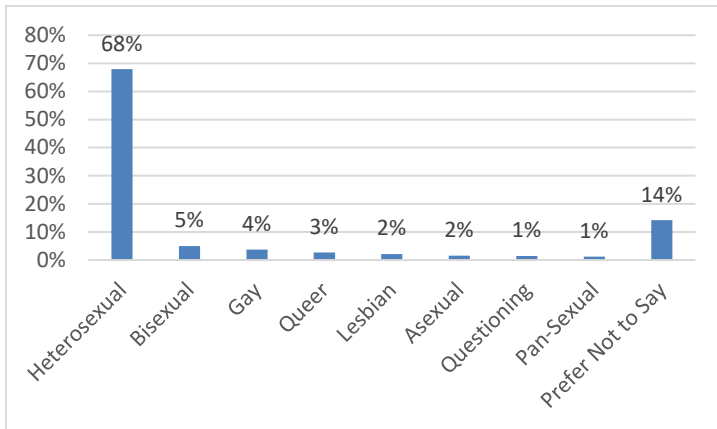
Board, Committee, or Commission	White	Hispanic or Latino	Asian	Black or African American	Two or More Ethnicities	Filipino	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Middle Eastern or North African	Prefer Not to Say	Grand Total
Active Transportation Commission	69%	13%	0%	13%	6%	0%	0%	0%	0%	0%	16
Administration, Investment, & Fiscal Management Board	56%	11%	11%	0%	0%	0%	0%	0%	0%	22%	9
Aggie Square Public Financing Authority	20%	40%	0%	10%	0%	0%	0%	0%	0%	30%	10
Animal Care Services Citizens Advisory Committee	56%	7%	5%	0%	20%	0%	0%	0%	0%	12%	41
Ann Land and Bertha Henschel Memorial Funds Commission	33%	0%	0%	33%	0%	0%	0%	0%	0%	33%	3
Capitol Area Development Authority Governing Board	50%	0%	0%	25%	0%	0%	0%	0%	0%	25%	4
Civil Service Board	71%	0%	0%	14%	0%	14%	0%	0%	0%	0%	7
Compensation Commission	43%	14%	14%	14%	0%	0%	0%	0%	0%	14%	7
Ethel MacLeod Hart Trust Fund Advisory Committee	56%	22%	0%	11%	11%	0%	0%	0%	0%	0%	9
Housing Code Advisory and Appeals Board	33%	11%	0%	33%	11%	0%	0%	0%	0%	11%	9
Measure U Community Advisory Committee	28%	17%	3%	45%	7%	0%	0%	0%	0%	0%	29
Natomas Basin Conservancy Board of Directors	71%	0%	14%	14%	0%	0%	0%	0%	0%	0%	7
Parks and Community Enrichment Commission	18%	21%	15%	18%	18%	0%	3%	0%	0%	8%	39
Planning and Design Commission	20%	24%	12%	24%	8%	0%	0%	4%	0%	8%	25
Preservation Commission	60%	20%	0%	13%	0%	7%	0%	0%	0%	0%	15
Sacramento Arts, Culture, and Creative Economy Commission	24%	10%	12%	25%	16%	0%	2%	2%	2%	8%	51
Sacramento Community Police Review Commission	24%	18%	6%	22%	18%	0%	4%	0%	2%	8%	51
Sacramento Disabilities Advisory Commission	25%	17%	0%	17%	8%	8%	0%	0%	0%	25%	12
Sacramento Environmental Commission	67%	0%	17%	0%	17%	0%	0%	0%	0%	0%	12
Sacramento Ethics Commission	29%	7%	7%	36%	14%	7%	0%	0%	0%	0%	14
Sacramento Heritage, Inc. Board of Directors	75%	13%	0%	0%	13%	0%	0%	0%	0%	0%	8
Sacramento Housing and Redevelopment Commission	26%	11%	5%	42%	11%	0%	0%	0%	0%	5%	19
Sacramento Independent Redistricting Commission	24%	21%	17%	21%	0%	0%	0%	0%	3%	14%	29
Sacramento Relocation Appeals Board	0%	0%	0%	100%	0%	0%	0%	0%	0%	0%	1
Sacramento Yolo Mosquito and Vector Control District	0%	0%	0%	0%	0%	100%	0%	0%	0%	0%	1
Sacramento Youth Commission	15%	10%	21%	18%	18%	3%	3%	3%	1%	6%	115
Utilities Rate Advisory Commission	73%	7%	0%	13%	7%	0%	0%	0%	0%	0%	15
Grand Total	32%	13%	10%	20%	12%	2%	1%	1%	1%	8%	558
City Residents	30%	29%	16%	11%	7%	3%	0.3%	2%	N/A	N/A	525,028

Note: Percentages may not precisely total 100% due to rounding.

Source: Auditor generated from City board, committee, and commission applicant data provided by the City Clerk's Office and 2021 American Community Survey 1-Year Estimates Data Profiles.

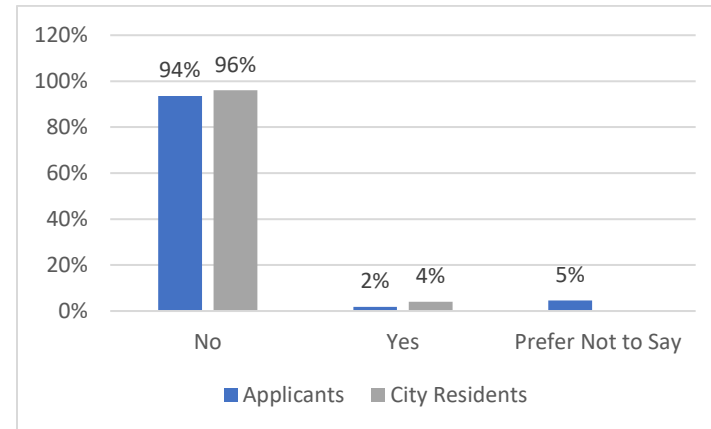
Figures 11 and 12 below analyze the sexual orientation and transgender status of applicants, respectively. Due to the different categories of sexual orientation between the application to be appointed to a board, committee, or commission and the City’s 2022 National Community Survey, we did not compare the sexual orientation of applicants with those of the City’s residents in one chart. For reference, the sexual orientation of City residents was analyzed in Figure 4 in Chapter 1.

Figure 11: Sexual Orientation of Applicants



Source: Auditor generated from City board, committee, and commission applicant data provided by the City Clerk’s Office.

Figure 12: Transgender Status of Applicants



Note: Percentages may not precisely total 100% due to rounding.
 Source: Auditor generated from City board, committee, and commission applicant data provided by the City Clerk’s Office and the City’s 2022 National Community Survey.

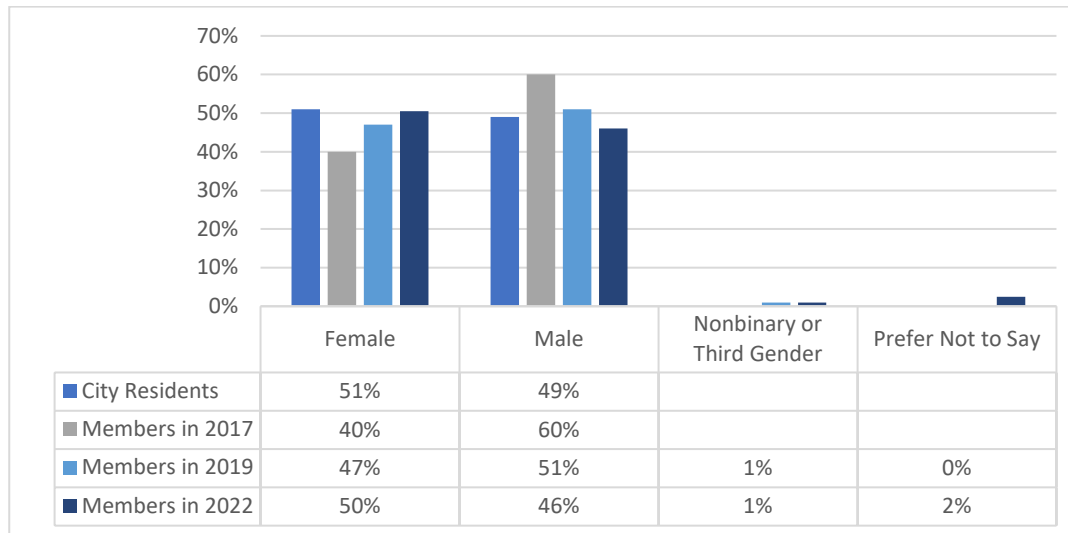
To ensure the confidentiality of City applicants, we did not analyze the sexual orientation or transgender status of applicants by board, committee, or commission.

Chapter 3: Analysis of Board, Committee, and Commission Members

The Office of the City Auditor has previously conducted two assessments of the City’s board, committee, and commission members’ diversity: one in 2017 and one in 2019. This chapter analyzes the diversity of the City’s board, committee, and commission members as of March 2022 and compares it to the diversity of City residents and board, committee, and commission members reported in the 2017 and 2019 reports.

According to records provided by the City Clerk’s Office, the City had 202 appointed members to the City’s board, committee, and commission seats as of March 2022. Figure 13 below compares the gender composition of appointed members in 2017, 2019, and 2022 with the composition of the City’s residents.

Figure 13: Gender Composition of Appointed Members in 2017, 2019, and 2022 Compared to City Residents

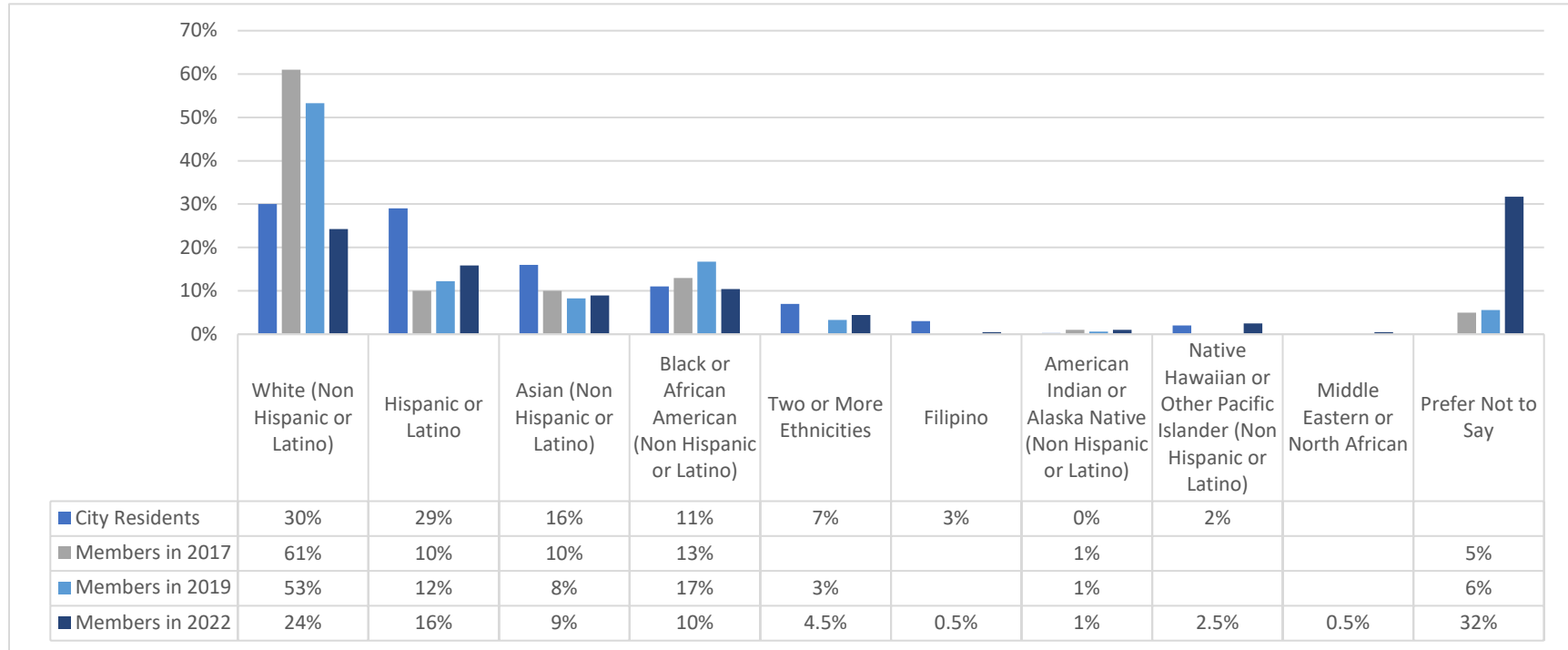


Note: Percentages may not precisely total 100% due to rounding.

Source: Auditor generated from City board, committee, and commission appointed members data provided by the City Clerk’s Office; 2021 American Community Survey 1-Year Estimates Data Profiles; and the City Auditor’s 2019 Audit of Diversity, Equity, and Inclusion of Boards, Committees, and Commissions.

Figure 14 below compares the ethnic/racial composition of appointed members in 2017, 2019, and 2022 with the ethnic/racial composition of the City’s residents. The largest change in the ethnic/racial composition of members appears to be in the White (Non Hispanic or Latino) category. However, it is important to note that during the 2022 period, the ethnic/racial composition of 32 percent of members was not disclosed. The high percentage of members with unknown ethnicity/race affects the ability to compare over the years.

Figure 14: Ethnic/Racial Composition of Appointed Members in 2017, 2019, and 2022 Compared to City Residents

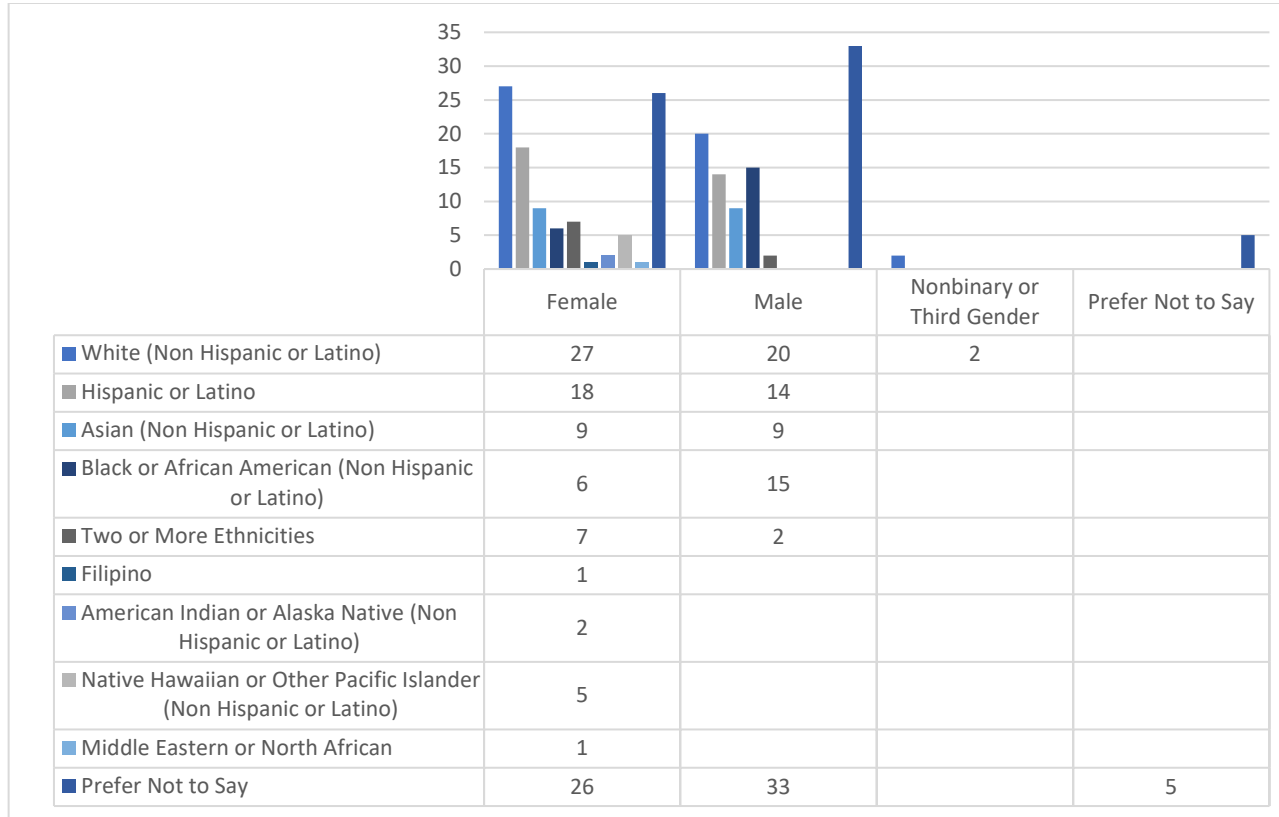


Note: Percentages may not precisely total 100% due to rounding.

Source: Auditor generated from City board, committee, and commission appointed members data provided by the City Clerk’s Office; 2021 American Community Survey 1-Year Estimates Data Profiles; and the City Auditor’s 2019 Audit of Diversity, Equity, and Inclusion of Boards, Committees, and Commissions.

Figure 15 below identifies the number of appointed members in March 2022 by gender and ethnicity/race.

Figure 15: March 2022 Appointed Members by Gender and Ethnicity/Race



Source: Auditor generated from City board, committee, and commission appointed members data provided by the City Clerk's Office.

Figure 16 analyzes the gender of appointed members by board, committee, or commission compared to City residents as of March 2022.

Figure 16: March 2022 Gender of Appointed Members by Board, Committee, or Commission Compared to City Residents

Board, Committee, or Commission	Female	Male	Nonbinary or Third Gender	Prefer Not to Say	Grand Total
Active Transportation Commission	50%	50%	0%	0%	10
Administration, Investment, & Fiscal Management Board	20%	60%	0%	20%	5
Aggie Square Public Financing Authority (ASPFA)	40%	20%	0%	40%	5
Animal Care Services Citizens Advisory Committee	71%	29%	0%	0%	7
Ann Land and Bertha Henschel Memorial Funds Commission	57%	43%	0%	0%	7
Capitol Area Development Authority Governing Board	100%	0%	0%	0%	1
Civil Service Board	80%	20%	0%	0%	5
Compensation Commission	20%	80%	0%	0%	5
Ethel MacLeod Hart Trust Fund Advisory Committee	33%	67%	0%	0%	6
Housing Code Advisory and Appeals Board	0%	100%	0%	0%	5
Measure U Community Advisory Committee	71%	21%	7%	0%	14
Natomas Basin Conservancy Board of Directors	20%	80%	0%	0%	5
Parks and Community Enrichment Commission	58%	42%	0%	0%	12
Planning and Design Commission	46%	54%	0%	0%	13
Preservation Commission	29%	71%	0%	0%	7
Retirement Hearing Commission	67%	33%	0%	0%	3
Sacramento Arts, Culture, and Creative Economy Commission	64%	36%	0%	0%	11
Sacramento Community Police Review Commission	36%	64%	0%	0%	11
Sacramento Disabilities Advisory Commission	50%	50%	0%	0%	8
Sacramento Environmental Commission	67%	33%	0%	0%	3
Sacramento Ethics Commission	100%	0%	0%	0%	4
Sacramento Heritage, Inc. Board of Directors	63%	25%	0%	13%	8
Sacramento Housing and Redevelopment Commission	25%	75%	0%	0%	4
Sacramento Independent Redistricting Commission	36%	64%	0%	0%	14
Sacramento Relocation Appeals Board	67%	33%	0%	0%	3
Sacramento Yolo Mosquito and Vector Control District	0%	100%	0%	0%	1
Sacramento Youth Commission	79%	14%	7%	0%	14
Stadium Area Public Financing Authority	0%	80%	0%	20%	5
Utilities Rate Advisory Commission	67%	33%	0%	0%	6
Grand Total	50%	46%	1%	2%	202
City Residents	51%	49%	N/A	N/A	525,028

Note: Percentages may not precisely total 100% due to rounding.

Source: Auditor generated from City board, committee, and commission appointed members data provided by the City Clerk's Office.

Figure 17 analyzes the ethnicity/race of appointed members by board, committee, or commission compared to City residents as of March 2022.

Figure 17: March 2022 Ethnicity/Race of Appointed Members by Board, Committee, or Commission Compared to City Residents

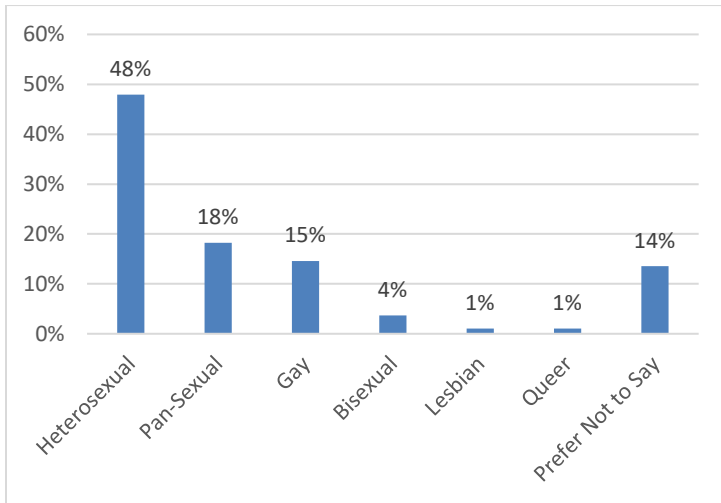
Board, Committee, or Commission	White	Hispanic or Latino	Asian	Black or African American	Two or More Ethnicities	Filipino	American Indian or Alaska Native	Native Hawaiian or Other Pacific Islander	Middle Eastern or North African	Prefer Not to Say	Grand Total
Active Transportation Commission	30%	40%	0%	0%	0%	0%	0%	0%	0%	30%	10
Administration, Investment, & Fiscal Management Board	40%	0%	0%	0%	0%	0%	0%	0%	0%	60%	5
Aggie Square Public Financing Authority (ASPPFA)	0%	40%	0%	0%	0%	0%	0%	0%	0%	60%	5
Animal Care Services Citizens Advisory Committee	86%	0%	0%	0%	14%	0%	0%	0%	0%	0%	7
Ann Land and Bertha Henschel Memorial Funds Commission	0%	14%	57%	0%	0%	0%	0%	0%	0%	29%	7
Capitol Area Development Authority Governing Board	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	1
Civil Service Board	40%	0%	0%	20%	0%	20%	0%	0%	0%	20%	5
Compensation Commission	40%	20%	40%	0%	0%	0%	0%	0%	0%	0%	5
Ethel MacLeod Hart Trust Fund Advisory Committee	33%	17%	0%	0%	0%	0%	0%	0%	0%	50%	6
Housing Code Advisory and Appeals Board	20%	0%	0%	40%	0%	0%	0%	0%	0%	40%	5
Measure U Community Advisory Committee	14%	29%	7%	7%	14%	0%	0%	0%	0%	29%	14
Natomas Basin Conservancy Board of Directors	40%	0%	20%	0%	0%	0%	0%	0%	0%	40%	5
Parks and Community Enrichment Commission	8%	17%	8%	0%	17%	0%	0%	0%	0%	50%	12
Planning and Design Commission	8%	15%	8%	15%	8%	0%	0%	8%	0%	38%	13
Preservation Commission	71%	14%	0%	0%	0%	0%	0%	0%	0%	14%	7
Retirement Hearing Commission	33%	0%	33%	33%	0%	0%	0%	0%	0%	0%	3
Sacramento Arts, Culture, and Creative Economy Commission	18%	18%	9%	18%	0%	0%	0%	18%	0%	18%	11
Sacramento Community Police Review Commission	9%	27%	0%	27%	9%	0%	9%	0%	0%	18%	11
Sacramento Disabilities Advisory Commission	25%	13%	13%	0%	0%	0%	0%	0%	0%	50%	8
Sacramento Environmental Commission	67%	0%	0%	0%	33%	0%	0%	0%	0%	0%	3
Sacramento Ethics Commission	50%	0%	0%	0%	0%	0%	0%	0%	0%	50%	4
Sacramento Heritage, Inc. Board of Directors	25%	25%	0%	0%	0%	0%	0%	0%	0%	50%	8
Sacramento Housing and Redevelopment Commission	0%	0%	25%	50%	0%	0%	0%	0%	0%	25%	4
Sacramento Independent Redistricting Commission	29%	14%	14%	21%	0%	0%	0%	0%	7%	14%	14
Sacramento Relocation Appeals Board	0%	0%	33%	0%	0%	0%	0%	0%	0%	67%	3
Sacramento Yolo Mosquito and Vector Control District	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	1
Sacramento Youth Commission	7%	14%	7%	21%	7%	0%	7%	14%	0%	21%	14
Stadium Area Public Financing Authority	20%	20%	0%	20%	0%	0%	0%	0%	0%	40%	5
Utilities Rate Advisory Commission	33%	17%	0%	0%	0%	0%	0%	0%	0%	50%	6
Grand Total	24%	16%	9%	10%	4%	0%	1%	2%	0%	32%	202
City Residents	30%	29%	16%	11%	7%	3%	0%	2%	N/A	N/A	525,028

Note: Percentages may not precisely total 100% due to rounding.

Source: Auditor generated from City board, committee, and commission appointed members data provided by the City Clerk's Office.

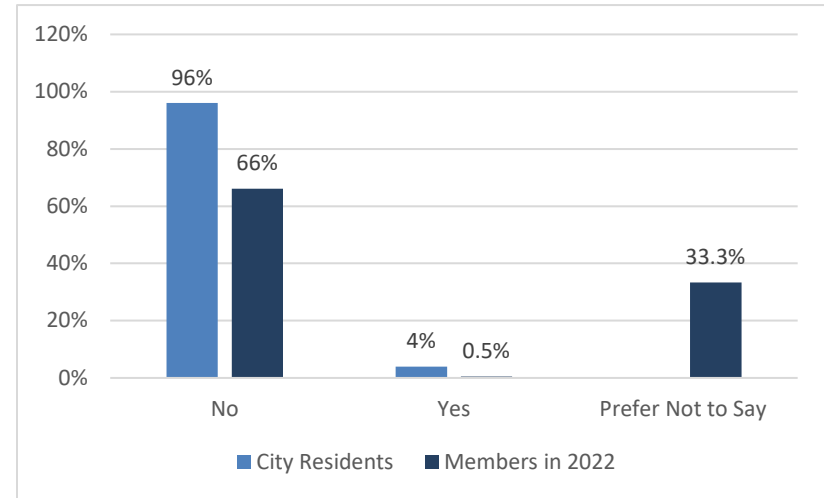
Figure 18 below analyzes the sexual orientation of appointed members in July 2022 (the March 2022 data did not include sexual orientation or transgender status data). Due to the different categories of sexual orientation between the board applications, the 2022 Community Survey, and our previous years' audit reports, we did not compare the sexual orientation of the different data in one chart. For reference, the sexual orientation of City residents was analyzed in Figure 4 in Chapter 1. Figure 19 below compares the transgender status of the appointed members in July 2022 with the City's residents.

Figure 18: July 2022 Sexual Orientation of Appointed Members



Note: Percentages may not precisely total 100% due to rounding.
Source: Auditor generated from City board, committee, and commission appointed members data provided by the City Clerk's Office.

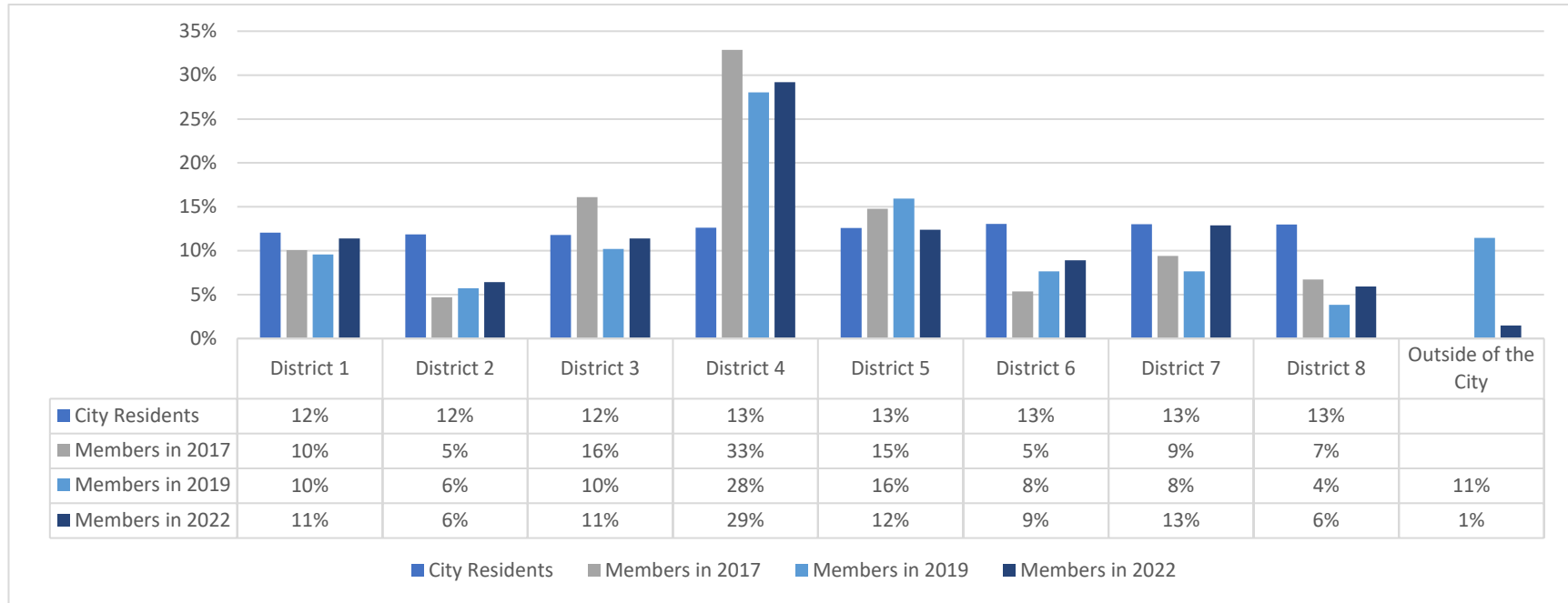
Figure 19: July 2022 Transgender Status of Appointed Members



Note: Percentages may not precisely total 100% due to rounding.
Source: Auditor generated from City board, committee, and commission appointed members data provided by the City Clerk's Office and the 2022 National Community Survey.

Figure 20 below compares the composition of appointed members by City Council district in 2017, 2019, and 2022 with the composition of the City’s residents by City Council district.

Figure 20: Composition of Appointed Members in 2017, 2019, and 2022 with City Residents by City Council District



Note: Percentages may not precisely total 100% due to rounding.

Source: Auditor generated from City board, committee, and commission appointed members data provided by the City Clerk’s Office; data from a Sacramento Independent Redistricting Commission report; 2017 City Auditor’s Assessment of Boards, Committees, and Commissions; and the City Auditor’s 2019 Audit of Diversity, Equity, and Inclusion of Boards, Committees, and Commissions.

In December 2021, the Sacramento Independent Redistricting Commission updated the City’s Council Districts based on the 2020 federal census data. Therefore, the district boundaries for City residents in the figure above do not reflect the same boundaries for members in the 2017 and 2019 report. In addition, the member data is mixed in 2022 as some members were appointed prior to the district boundaries changing and some were appointed after the boundaries changed.