

## Diversity of Boards and Commissions

Recommendations come from a working group directed from the item in the General Government & Social Services Committee regarding the Diversity's Officers involvement in the appointments of Lexington's boards and commissions.

### RECOMMENDATIONS:

- Diversity Statement: Include the following diversity statement on the city's website.  
  
The City of Lexington seeks diversity among the membership of its volunteer boards and commissions through inclusive efforts that are reflective of our community. Diverse board membership encourages the exchange of different perspectives and supports social equity in communities. Therefore, it is a priority of the City of Lexington to increase diversity among the membership of its boards and commissions.
- Review of Application: The working group reviewed the current application and does not recommend any changes to the demographics at this time. The application now includes the diversity statement.
- Demographic Survey: Conduct a voluntary survey of the current boards and commissions members in 2019. The information requested would be similar to the information collected in the census. The initial survey will be used to measure the effectiveness of these recommendations but it should be conducted on a routine basis, about every 2 years, to monitor the diversity of the city's boards and commission.
- Communicate initiative to existing members: Inform all existing members of this diversity initiative, as well LFUCG division directors and staff associated with boards and commissions.
- Nomination Letter, Diversity Statement: Include the diversity statement in the nomination letter that is used by the Mayor to request nominations from organizations.
- PSA Announcements: Create materials to bring awareness to the city's boards and commissions and encourage people to apply. The flyer and other materials are ready to share; they outline 3 easy steps to get involved.
- Distribution List: Create a vacancy notification distribution list to broaden the recruiting base, making the list open to anyone that is interested. Include a place on the website to sign up for periodic notifications. About 130 organizations are included in the initial list to get it started.
- Recruitment Fair: Host a recruitment fair to provide an opportunity for people to learn about the different boards and commissions in 2019.

\*Recommendations were originally presented to the General Government & Social Services Committee in October, 2018. The recommendations were amended slightly based on feedback collected since that time. These recommendations are approved as of February 12, 2019.