

Diversity of Boards & Commissions

General Government & Social Services Committee
February 12, 2019



LEXINGTON



Working Group:

- The working group developed shortly after the *Diversity Officer's Involvement in Appointments of Boards and Commissions* item was placed in committee in April, 2018
 - Susan Lamb, 4th District Council Member
 - James Brown, 1st District Council Member
 - Arthur Lucas, Diversity & Inclusion Officer
 - Melissa McCartt-Smyth, Office of the Mayor, Boards & Commissions
 - Glenn Brown, Deputy Chief Administrative Officer
 - Craig Cammack, Office of the Mayor, Community Outreach Liaison
 - Kenny Bishop, 4th District Council Office, Legislative Aide
 - Tiffany Tatum, 1st District Council Office, Legislative Aide
 - Hilary Angelucci, Council Office, Research Analyst



Recommendations

- The working group reported 8 recommendations to improve diversity for Lexington's Boards and Commissions to the General Government & Social Services Committee in October, 2018
 - Diversity Statement
 - Review of Application
 - Demographic Survey of Current Members
 - Communicate Initiative to Existing Members
 - Nomination Letter
 - PSA Announcements
 - Distribution List
 - Recruitment Fair



Our Progress

Internal Updates
and Materials
[completed]

Communication
[in progress]

2019 Projects
[next steps]

Internal Updates and Materials

- Diversity Statement; updated after feedback and posted on the website
- Nomination Letter; updated to match diversity statement, and is being utilized by the Mayor's Office
- PSA Announcements; flyers and announcement materials are complete and translated into Spanish
- Distribution List for Vacancy Notifications; website has a place to sign-up for notifications, anyone can sign up



Diversity Statement

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.



www.lexingtonky.gov/become-boards-or-commissions-member

Become a boards or commissions member

Thank you for your interest in volunteering for one of the Lexington-Fayette Urban County Government's boards or commissions. It is citizens like you that make Lexington a great place to live.

We have [70 boards and commissions](#) with many areas of interest from which to choose; land use and planning, parks, the environment, public safety and public health are all areas of importance to our community.

Please fill out an application to be considered for a board or commission by clicking "apply" below. We will contact you when your interests and qualifications match specific vacancies.

LFUCG Boards and Commissions Membership Diversity Statement

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Vacancy notifications

Interested in being on our vacancy notification list? Please send us your information.

Sign-up



Contact

Boards and commissions

200 E. Main st.
Lexington, KY

Hours:

Monday – Friday: 9 a.m. – 5 p.m.

Melissa McCartt-Smyth, Administrative
Specialist Senior

[Email us](#)

(859) 258-3155



Communication

- Communicated to existing board members and LFUCG staff, including division directors
- Distribution List; initial communication emailed on January 17 to a list of about 130 groups or individuals explaining the intent to spread the word about vacancies
- Press Release; to be sent following this update
- Newsletters, social media, other media outlets; outreach coordinated with press release

2019 Projects: Recruitment Fair

- Saturday, April 13, 2019 at the Lexington Senior Center, 9 – 12 p.m.
- Project Coordinator: Melissa McCartt-Smyth, Arthur Lucas, Kenny Bishop
- Goal: provide an opportunity for people to learn about all of LFUCG boards and commissions and speak with representatives who are involved
- Details:
 - Coordinate with On The Table (March 27); this year will focus on cities that foster belonging and creating a more welcoming and inclusive community
 - Incorporate Get on Board, a 9-week comprehensive board service training program provided by The Plantory



2019 Projects: Demographic Survey

- Summer/Fall of 2019
- Project Coordinator: Craig Cammack, Hilary Angelucci
- Goal: collect a thorough understanding of the demographic representation on our boards and commissions and to measure the effectiveness
- Details:
 - Conduct a voluntary survey of current members; information requested would be similar to information collected in the census
 - Should be done every 2 years to keep up with membership rotations
 - Example: Confidential & Voluntary Demographic Questionnaire in Minneapolis, MN



QUESTIONS?