

Kriss Worthington

Councilmember, City of Berkeley, District 7
2180 Milvia Street, 5th Floor, Berkeley, CA 94704
PHONE 510-981-7170, FAX 510-981-7177,
EMAIL kworthington@cityofberkeley.info



CONSENT CALENDAR

November 27, 2018

To: Honorable Mayor and Members of the City Council
From: Councilmember Kriss Worthington and Councilmember Cheryl Davila
Subject: Pledge to Actively Support Diversity Recruitment for the City’s Boards and Commissions

RECOMMENDATION:

That the Council pledges to actively support diversity recruitment by creating their own plan-of-action to increase diversity in the City’s Boards and Commissions. This pledge aims to transform the Boards and Commissions to achieve full representation of Asian, Latino, Black, and indigenous individuals relative to the Berkeley population.

BACKGROUND:

The City has over thirty-five Boards and Commissions on which more than 350 Berkeley residents serve as members. The Commissions are crucial to providing agency to and elevating the voices of the appointed citizens and undocumented immigrants who advise the Council on numerous subjects such as community health, human welfare, housing, and more. These issues, in addition to many others, impact the entire city population, including multiple marginalized and underprivileged groups. However, among these appointed members who have discretion over such issues, there is an extreme lack of representation of Asian, Latino, Black, and indigenous individuals serving the Berkeley community.

For the last 30 years, every study conducted on the diversity of each Commission appointments have shown that these underrepresented ethnic groups do not reflect their representation in the Berkeley population. With the passing of midterm elections, it is the perfect time for continuing and new councilmembers to create their own plan-of-action to increase diversity in the Commissions by actively publicizing the availabilities of vacancies to and recruiting commissioners and board members from all communities.

This item aims to transform the inclusion landscape in the field of public service by recommending each Councilmember to pledge to take action on diversity recruitment. By working together toward diversity within the Commissions, diversity recruitment can change the face of the Commissions and cultivate meaningful change for Berkeley.

FISCAL IMPACTS OF RECOMMENDATION: Minimal.

ENVIRONMENTAL SUSTAINABILITY: Consistent with Berkeley’s Environmental Sustainability Goals and no negative impact.

CONTACT PERSON

Kriss Worthington 510-981-7170
Katie Ly 510-599-1231

