

2016 Neighborhood Board Diversity Survey Report

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Executive Summary

Approach

To complete its second Neighborhood Board Diversity Survey, the Neighborhood and Community Relations Department (NCR) focused on increasing participation to lend more validity and credibility to the results. Neighborhood Support Specialists reached out to and attended nearly every 70 City-funded neighborhood organization board meetings this fall to distribute and explain the confidential survey to attending board members. An online version of the survey as well as a mail-in paper survey were made available as options. The following analysis reviews survey findings and compares them, where possible, to data from the 2014 American Community Survey (ACS) or other data where appropriate.




Key Findings

- **74% response rate for the 2016 Survey**, which is a 22% increase over the 2014 Survey. 569 of an estimated 770 neighborhood organization board members participated in the survey.
- **Between the 2014 and 2016 surveys there was little significant demographic changes city-wide in board representation** in the areas of: gender, Gay, Lesbian, Bisexual, Transgender (GLBT) status, marital status, length of service, age, or housing status. While some of these areas currently reflect the overall city demographics, others need to shift to more accurately reflect the populations within the communities.
- Within 80% of City demographics benchmark
 - **Age** is 91% of the City demographics benchmark though we see under-representation in people under 24 years of age
 - **Gender** is 94% of the City demographics benchmark
 - **Income** is 97% of the City demographics benchmark
- Under 80% of City demographics benchmark
 - **People with disabilities** is 73% of the City demographics benchmark
 - **Education** is 73% of the City demographics benchmark
 - **People of Color** is 49% of the City demographics benchmark as 81% of survey participants identified as White or Caucasian alone compared to 61% of Minneapolis residents.
 - **Own/Rent** is 29% of the City demographics benchmark
- **The City's Demographic shifts in board representation require a long term approach.** The City's appointed boards and commissions saw little change for a couple cycles before shifts began to happen.
- **American Indian representation in neighborhoods is higher than the city-wide representation.**
- **The survey results showed a slight increase for those with a High School degree or GED serving on neighborhood boards compared to 2014**, a 2% decrease for those with Some Post-Secondary compared to 2014, and an 18% decrease for those with Post Graduate education attainment.
- **Board member turnover and open seats provide opportunities to significantly increase diverse board member representation.**
 - 26% of Board members had a tenure of less than 1 year creating approximately 200 open seats per year.
- **57% of survey participants have lived in their neighborhood for over 7 years.**

Diversity Measure Dashboard

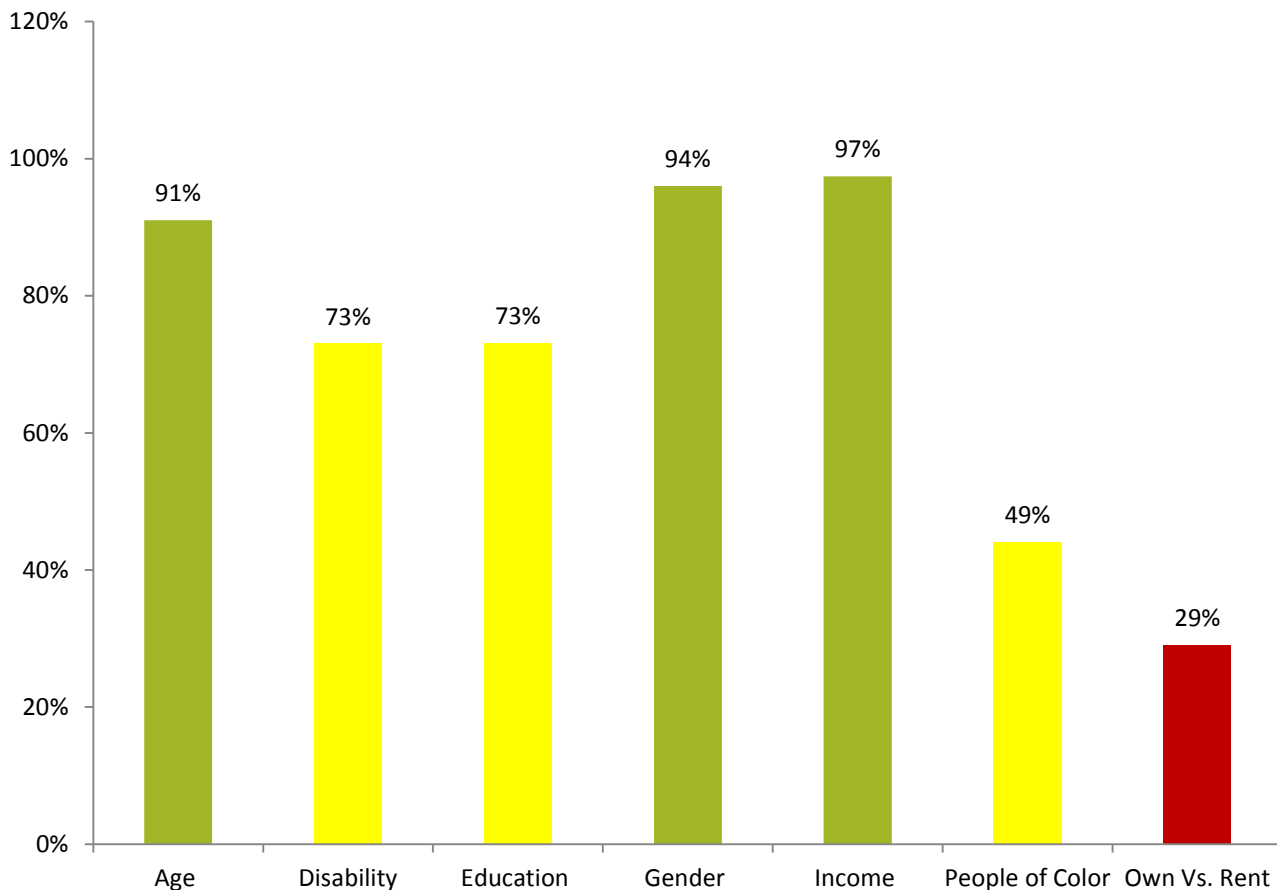
The diversity measure dashboard is used to set benchmarks on how the seven diversity measures tracked in this report stack up to the City demographics. It is intended for the readers of this report to quickly make comparisons on the results using a scale from 0% to 100% with 100% being exact representation. A breakdown of this information by Community is provided later in this report. Recognizing that exact representation is not a realistic goal, the report establishes a range of 80-120% as the target (Green)

Understanding the Dashboard

-  Survey results within 80% of the benchmark are displayed as a green bar. (Target)
-  Survey results within 40-79% of the benchmark are displayed as a yellow bar. (Needs Attention)
-  Survey results below 39% of the benchmark are displayed as a red bar. (Needs Improvement)

Survey results are compared to the City population demographics, according to the 2014 American Community Survey (ACS) to create a benchmark in each category to create a percent out of 100. In the dashboard below, the categories of Income, Age, and Education Level are calculated using the Shannon Diversity Index. Further explanation is available in the Methodology section.

2016 Survey Dashboard



Age

This diversity measure is at 91% of the City benchmark and is green.

2014 City demographic and benchmark: See Survey Findings for more detailed city age demographic.

People with disabilities

This diversity measure is at 73% of the City benchmark and is yellow.

2014 City demographic benchmark: 11% of Minneapolis residents are People with disabilities. 2016 Survey results indicated 8% of survey respondents are People with disabilities.

Educational attainment

This diversity measure is at 73% of the City benchmark and is yellow.

2014 City demographics and benchmark: See Survey Findings for detailed city educational attainment demographic.

Gender

This diversity measure is at 94% of the City benchmark and is green.

2014 City demographic benchmark: the City of Minneapolis population in terms of genders is split 50/50. 2016 Survey results indicated 47% women and 52% male.

Income

This diversity measure is at 97% of the City benchmark and is green.

2014 City demographics and benchmark: See Survey Findings for detailed city income demographic.

People of Color

This diversity measure is at 49% of the City benchmark and is yellow.

2014 City demographics and benchmark: The City of Minneapolis population is 61% white and 39% persons of color. 2016 survey results indicate 81% of survey respondents were white alone and 19% of survey respondents were persons of color.

Own/Rent

This diversity measure is at 29% of the City benchmark and is red.

2014 City demographics and benchmark: forty-nine percent of the City population owns their home, while 51% of the City population rents. 2016 survey results indicate 82% of survey respondents own their home and 15% of survey respondents rent.

Recommendations

Achieving equitable representation on neighborhood organization boards is crucial to fulfilling the One Minneapolis goal: “Disparities are eliminated so all Minneapolis residents can participate and prosper.” The following survey results and analysis provide insights on how best to move forward to achieve equitable representation. The current findings and related questions lead to the following recommendations for further development.

NCR works with 70 independent, non-profit neighborhood organizations. Achieving these representation goals requires a collaborative effort between the NCR Department and the 70 neighborhood organizations. The City has already removed some barriers to participating in Neighborhood organization boards through the Community Participation Program Guidelines. Listed below are some additional recommendations:

- The 2016 Neighborhood Board Diversity Survey findings can be used as baseline data for neighborhoods to work with NCR on targeted engagement and provide a clear snapshot for neighborhood residents.
- Neighborhoods should share active recruitment strategies that work well with other neighborhoods where there are significant gaps in diverse representation.
- NCR should establish an ongoing training program for residents interested in becoming board members at neighborhood organizations. This includes intentional work around the One Minneapolis Fund, Community Innovation Fund, Learning Labs and other initiatives.
- NCR should work with individual neighborhoods to establish strategies to eliminate representation gaps on their respective boards.
- NCR should share best practices for diverse board recruitment with all neighborhoods and provide on-going support to potential, existing and new board members via Neighborhoods 101, Board Trainings, Open Houses, etc.
- The 22% gap in representation of People of Color would be closed by 170 to 278 People of Color joining neighborhood boards in areas where there is under-representation. Providing ongoing training city-wide is one way to ensure a pipeline of interested and qualified candidates is available.
- NCR should work with neighborhood organizations to establish trainings for current staff and boards around cultural competency and implicit bias where necessary.
- NCR should host a series of focus groups with current board members from under-represented groups to learn what barriers and incentives exist to participating in neighborhood boards as well as focus groups with over-represented groups to glean best practices.

NCR will continue, every two years, to conduct a similar survey of neighborhood organization boards to identify trends and provide insights for decision makers and neighborhood organization leaders about inclusion and diverse representation. The survey process should be regularly evaluated to improve participation from as many board members as possible, and should be used in conjunction with other metrics that assess overall neighborhood participation and who truly benefits from this specific use of public funds.

Introduction

The City of Minneapolis benefits from the volunteer efforts of more than 700 residents who serve on 70 neighborhood organization boards across the City of Minneapolis. The City provides annual funding allocation to these neighborhood organizations to identify and act on neighborhood priorities, to influence City decisions and priorities, and to increase involvement in the community.

Most board members are directly elected by residents and other community stakeholders, while a very small number may be appointed to fill vacancies between annual meetings. The Community Participation Program guidelines require funded neighborhood organizations be open to participation by all residents, and conduct activities that promote the inclusion of all age, ethnic and economic groups in the neighborhood's community participation efforts and in the decision-making processes of the organization.

The diversity of neighborhood organization boards is only one indicator of how effective neighborhood organizations are in broad community engagement and empowerment activities. However, this is an important indicator as Boards determine resource allocation and programming for neighborhood organizations. Second, board members should be representative of the communities they serve. This survey is not designed to measure overall participation in neighborhood organizations which occurs through a number of other activities such as door knocking, community events, focus groups, committees, etc.

The 2016 Neighborhood Organization Board Diversity Survey is the second survey conducted by NCR to examine the demographic makeup of neighborhood organization boards. The survey design and analysis is intended to:

- Create a baseline and characterize, as accurately as possible, the current makeup of neighborhood organization boards
- Provide a basis for recommendations
- Identify possible questions for further study

This 2016 Neighborhood Organization Board Diversity Survey Report introduces Community Dashboards that provide a more detailed analysis of each of the diversity factors that are surveyed and expresses a clearer picture of where there is room for growth in diverse representation across the city. Minneapolis consists of 11 communities made up of anywhere between 4 and 13 neighborhoods and a varying amount of neighborhood organizations. The Communities are made up of the following neighborhoods:

- **Calhoun-Isles:** Bryn Mawr, CARAG, Cedar-Isles-Dean, East Calhoun, East Isles, Kenwood, Lowry Hill, Lowry Hill East, West Calhoun
- **Camden:** Cleveland, Folwell, Lind-Bohanon, McKinley, Shingle Creek, Victory, Webber-Camden
- **Central:** Downtown East, Downtown West, Elliot Park, Loring Park, North Loop, Stevens Square/Loring Heights
- **Longfellow:** Cooper, Hiawatha, Howe, Longfellow, Seward
- **Near North:** Harrison, Hawthorne, Jordan, Near North, Sumner-Glenwood, Willard Hay
- **Nokomis:** Diamond Lake, Ericsson, Field, Hale, Keewaydin, Minnehaha, Morris Park, Northrop, Page, Regina, Wenonah
- **Northeast:** Audubon Park, Beltrami, Bottineau, Columbia Park, Holland, Logan Park, Marshall Terrace, Northeast Park, Sheridan, St. Anthony East, St. Anthony West, Waite Park, Windom Park
- **Phillips:** East Phillips, Midtown Phillips, Phillips West, Ventura Village
- **Powderhorn:** Bancroft, Bryant, Central, Corcoran, Lyndale, Powderhorn Park, Standish, Whittier
- **Southwest:** Armatage, East Harriet, Fulton, Kenny, King Field, Linden Hills, Lynnhurst, Tangletown, Windom
- **University:** Cedar-Riverside, Como, Marcy-Holmes, Nicollet Island/East Bank

Methodology

The Neighborhood Organization Board Diversity Survey was distributed to neighborhood organization boards during September - October 2016 timeframe. Of approximately 770 neighborhood organization board members, 569 participated from 69 of the 70 funded neighborhood organizations for an overall response rate of 74 percent. While most neighborhood organizations had at least one participant, participation varied widely from neighborhood organization to neighborhood organization.

For the purposes of this report, diversity includes gender, race/ethnicity, disability, home ownership status, formal educational attainment, age and income. Additionally, the term “Persons of Color” is used in this report to describe any person who is white or non-diverse.

Participation in the Neighborhood Board Diversity Survey is voluntary. Respondents’ participation was neither compulsory nor random. As a result, the survey is not scientific. Any propensity for one demographic group to participate or not participate is not weighted in the results. The validity of the survey is based on the response rate.

While participants were asked to report what neighborhood organization they represented on the survey, this data was used only to encourage participation from all neighborhoods. This data was separated from individual surveys during analysis to help protect confidentiality of individual participants and neighborhood organizations. Otherwise, all data from individual surveys was aggregated to the community and city-wide level.

Data has been aggregated at both the community and city-wide level to provide a more nuanced analysis of where gaps exist and to identify areas of opportunity. Data aggregated at the community level is primarily compared via percentages of the totals rather than actual counts as the number of board members, neighborhoods and overall populations vary significantly by community.

Demographic Source

Data from the survey was compared to data from the 2014 American Community Survey (ACS) 1-year estimate (and 5-year estimate when necessary) and broken down to individual categories and aggregated to the Community and city-wide level.

Benchmark Calculations

To tabulate the benchmarks, the percent representation from the survey results was divided by the percent representation from the ACS data to provide a benchmark where 100% would be a representation level that perfectly reflects the demographics of that community. The formula is: $2016 \text{ survey result } \% / 2014 \text{ ACS } \% \text{ goal} = \text{Benchmark } \%$. With this formula, percentages that are significantly above or below 100% are an indication of an over or under-represented demographic. For example 8% of survey respondents were People with disabilities divided by 11% of Minneapolis residents are People with disabilities equals 73%. ($8 / 11 = .73$)

Shannon Diversity Index

On the Survey Dashboard in the Executive Summary the Shannon Diversity Index is used on Age, Education, and Income where there is a range of options within a benchmark category. The Shannon Diversity Index is a statistical formula commonly used in population studies to weigh the relative diversity of a community. In all other dashboard benchmark calculations in the report the previously mentioned calculation is used.

Survey Findings

Identifying where gaps in Representation Exist

The intent of the Neighborhood Organization Board Diversity Survey is to provide a snapshot of the resident leadership at city-funded neighborhood organizations across the city. This snapshot allows us to assess how neighborhood boards compare to the demographics of their respective neighborhoods to identify where under-representation exists at decision-making tables.

RACE FINDINGS

The map to the right highlights the areas where gaps in representation of People of Color exist. The maps show the 11 Minneapolis communities color coded from blue shades which nearly parallel their demographic profile to red shades that show increasing difference between board representation and community demographics.

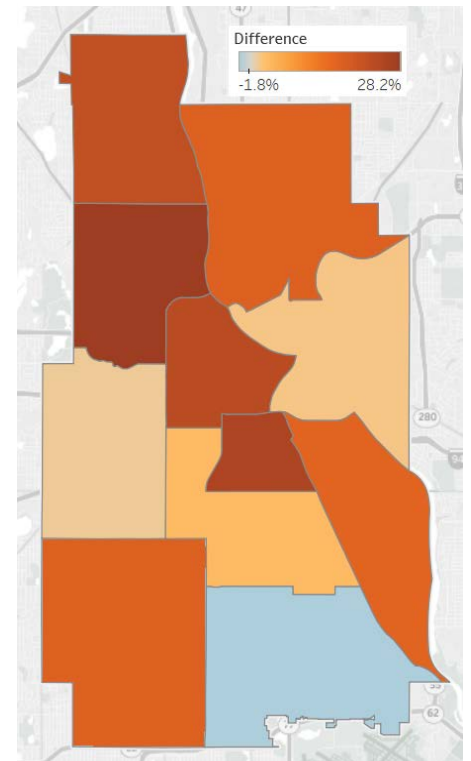
- In no part of the city are white/Caucasian residents under-represented in neighborhood leadership.
- In nearly every part of the city, People of Color are under-represented in neighborhood leadership relative to their population
- Communities with the most racial diversity have the greatest representation of People of Color on their boards, but also an under-representation relative to the overall population of the Community. For example, Near North has 50% People of Color serving on neighborhood boards, but 82% People of Color in the overall population, signifying a 32% gap in representation.

RENTER- HOMEOWNER FINDINGS

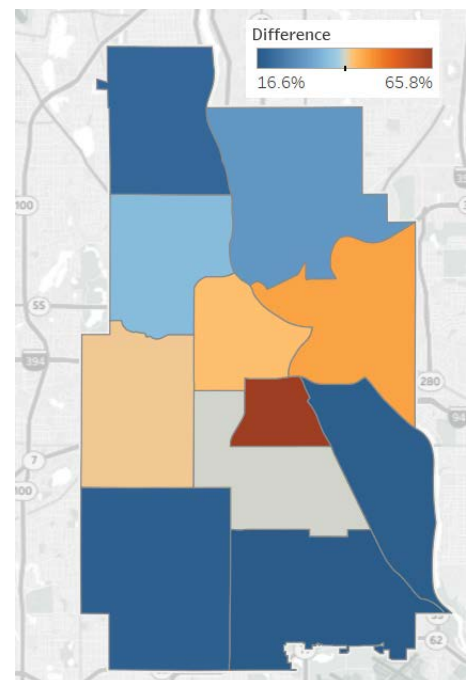
The map to the right highlights the areas where gaps in representation of Renters exist. The maps show the 11 Minneapolis communities color coded from blue shades which most closely parallel their demographic profile (16.6% gap) to red shades that show increasing difference between board representation and community demographics.

- Renters serve on neighborhood boards in nearly every part of Minneapolis
- Renters are under-represented in nearly every community in the city.

Gap in Representation of People of Color



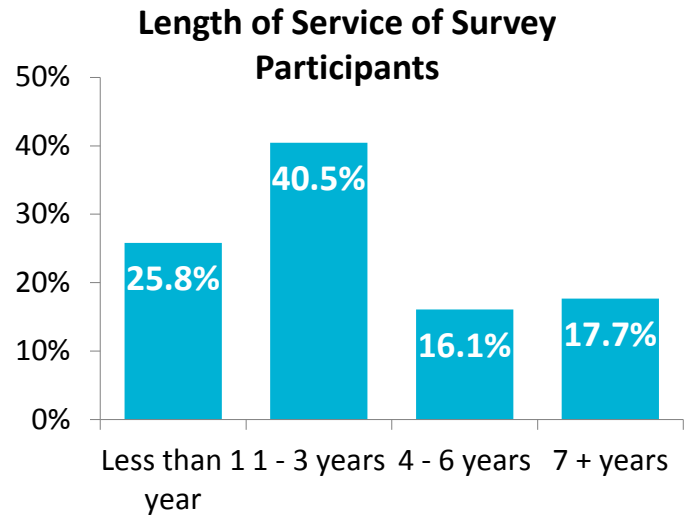
Gap in Representation of Renters



Analysis

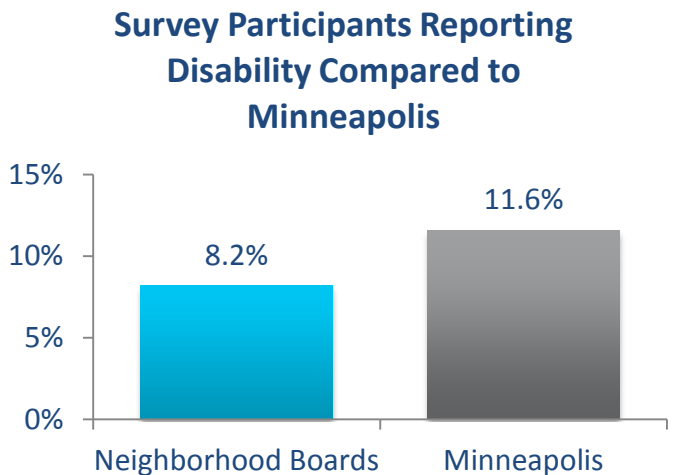
Length of Service

While a small number of board members have served on their neighborhood board for more than seven years, 66% have served for three years or less.



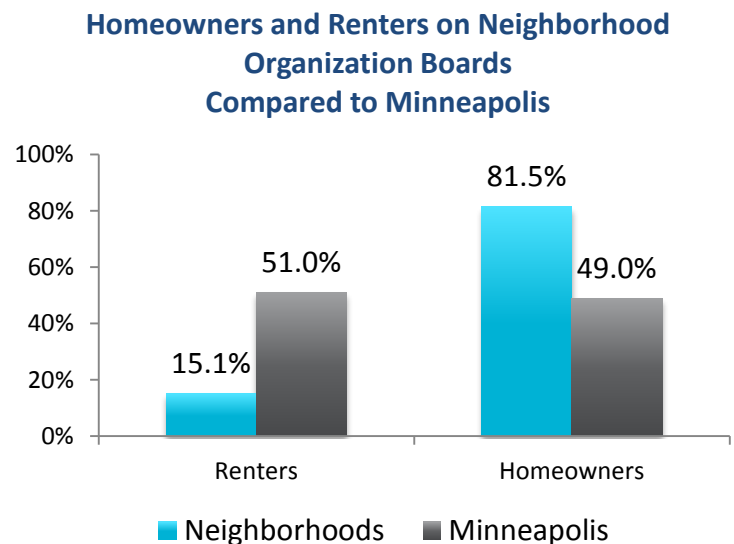
Disability

8.2% of survey participants in the survey reported People with disabilities, compared to 11.6% of Minneapolis residents with a disability.



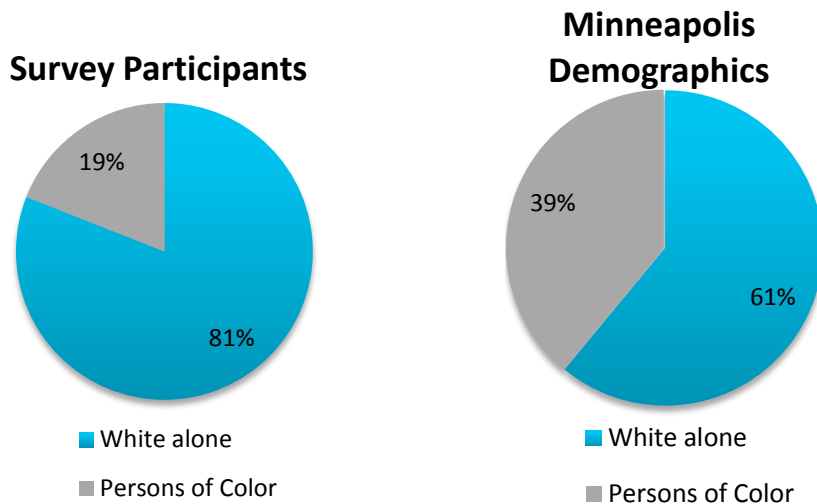
Homeowners and Renters

15.1% of survey participants reported they are renters, compared to 51% of renters across the City. Other neighborhood board members reported they are property or business owners, students, or workers. Property and business owners, students and workers made up another 8.5% of neighborhood organization boards.

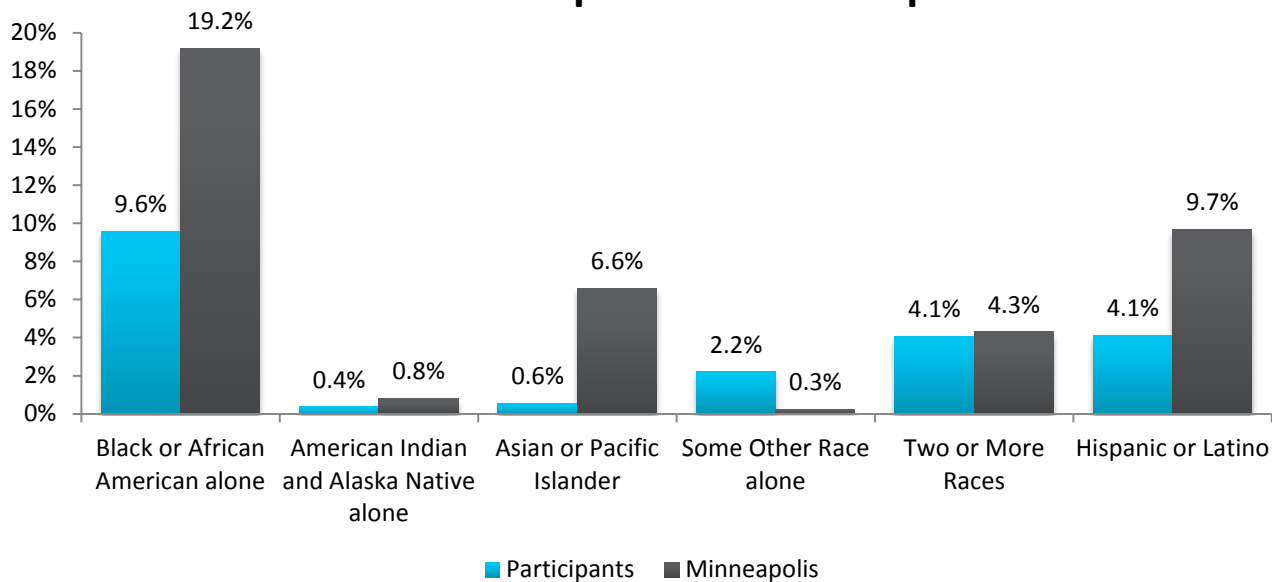


Survey Participants by Race and Ethnicity

Survey participants were more likely to report race as White/European than Minneapolis residents as a whole (81% compared to 61%). Every other race and ethnicity was under-represented in the survey sample compared to representation in Minneapolis overall. A breakdown of race/ethnicity of Persons of Color compared to the city of Minneapolis demographic data is shown below.



Persons of Color: Survey Participants Compared to Minneapolis

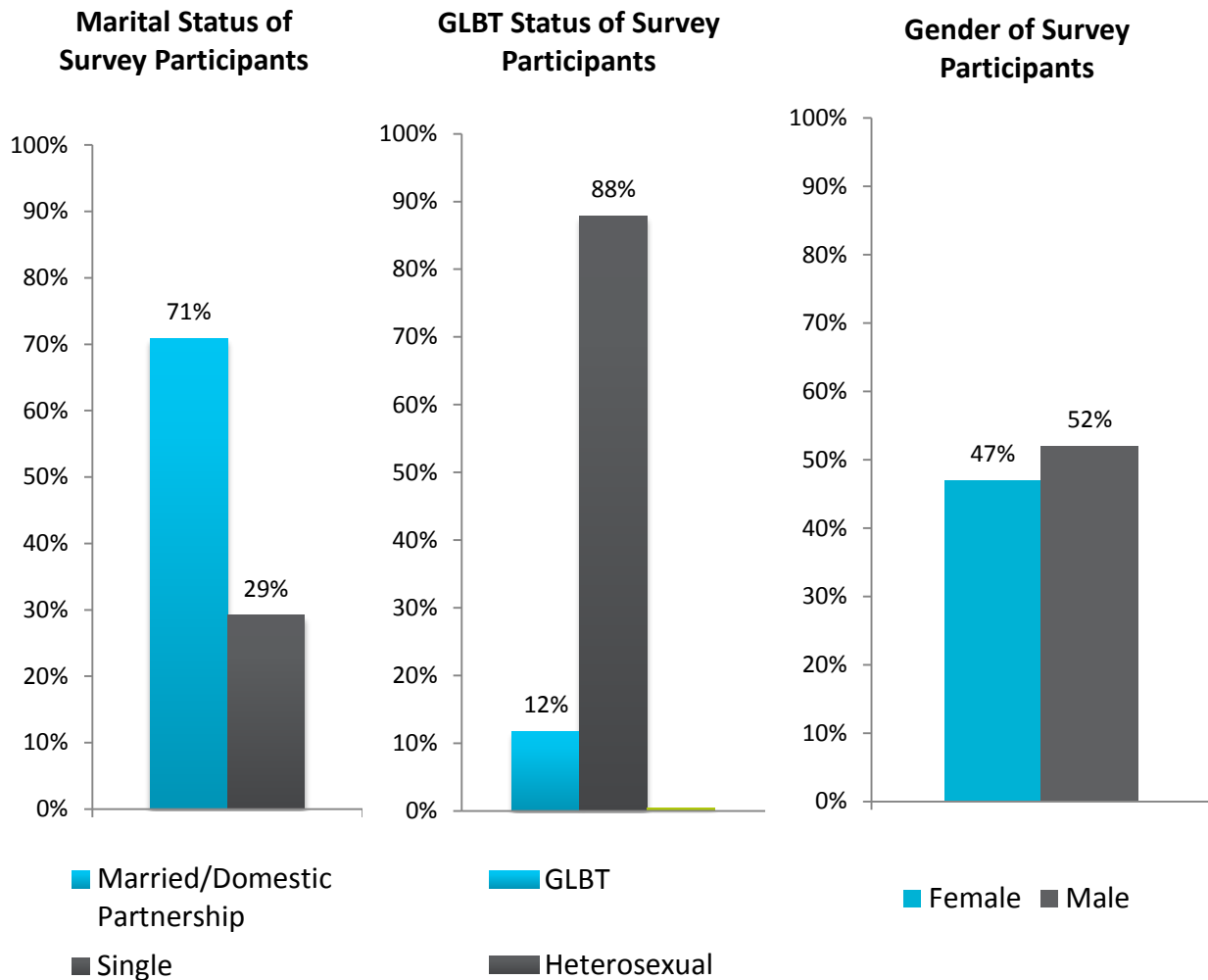


American Indian

Overall 2.7% of participants reported to be American Indian heritage, 2.3% noted two or more races and 0.4% identified as American Indian alone. Those noting American Indian identified membership in several tribes, including Inca, Leech Lake, Lenape, Mendowakaton Sioux, Mille Lacs, Pegan, Red Lake, Turtle Mt. Ojibwe, Oneida, and White Earth.

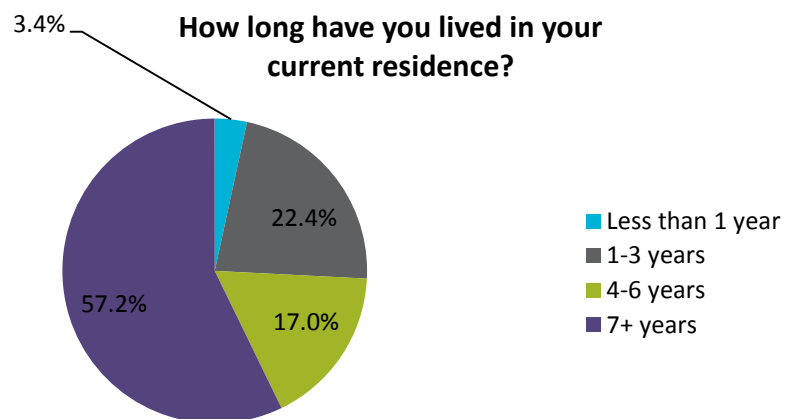
Gender, Marital Status, Sexual Orientation

52% of participants were male and 71% of survey participants indicated they were married or in a domestic partnership. Most reported being heterosexual, with 12% reporting as gay, lesbian, bisexual, or Queer, and 0.4% reporting as Asexual



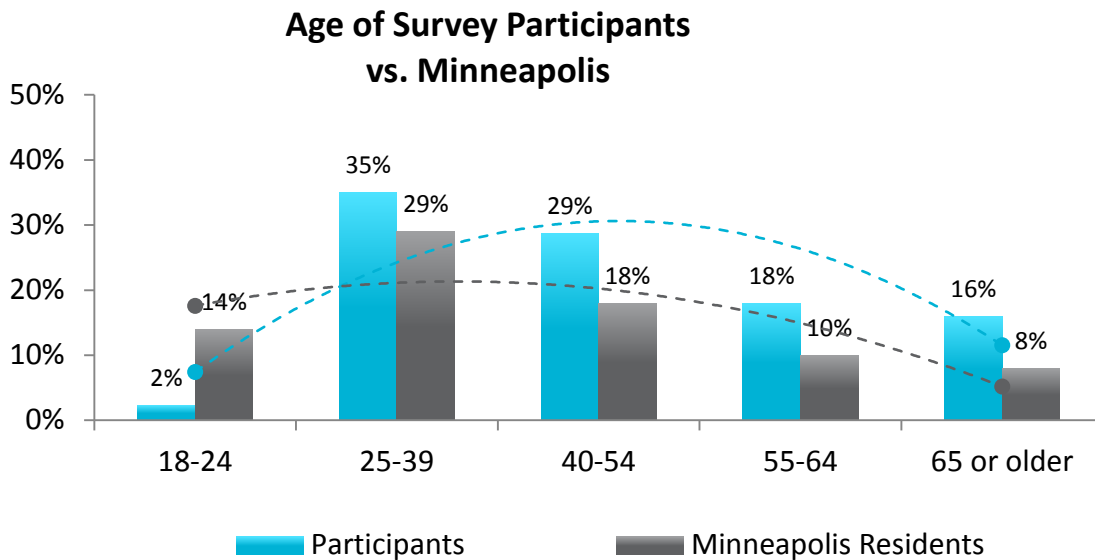
Length of Residence

57% of survey participants have lived at their current residence for over 7 years. 25.8% of survey participants have lived in their current residence less than 3 years.



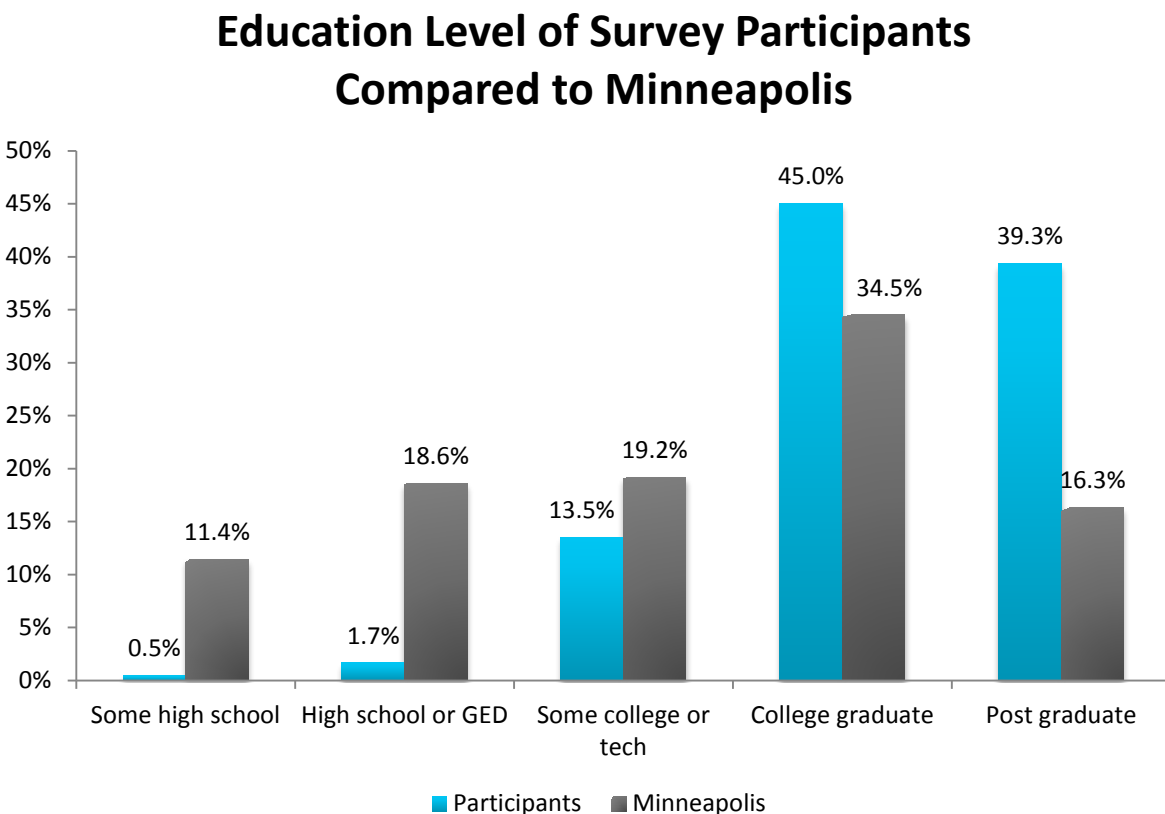
Age of Survey Participants Compared to Minneapolis

35% of survey participants fell into the 25-39 age group. Participants in the survey tended to over-represent categories of age 25 and above. Overall, the age of survey participants aligns closely with the City population profile, though significant under-representation in the 18-24 age group.



Educational Level of Survey Participants Compared to Minneapolis

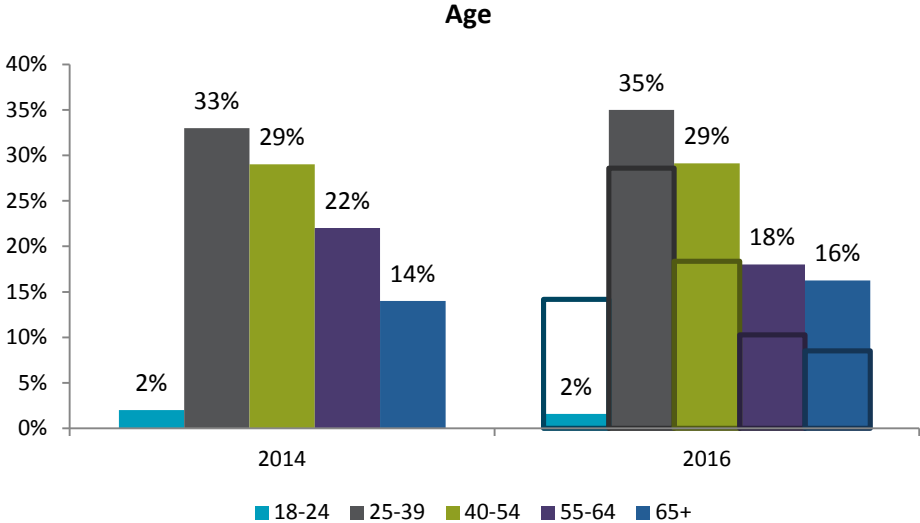
Survey participants tended to have a higher education attainment compared to residents of Minneapolis.



Comparison to 2014

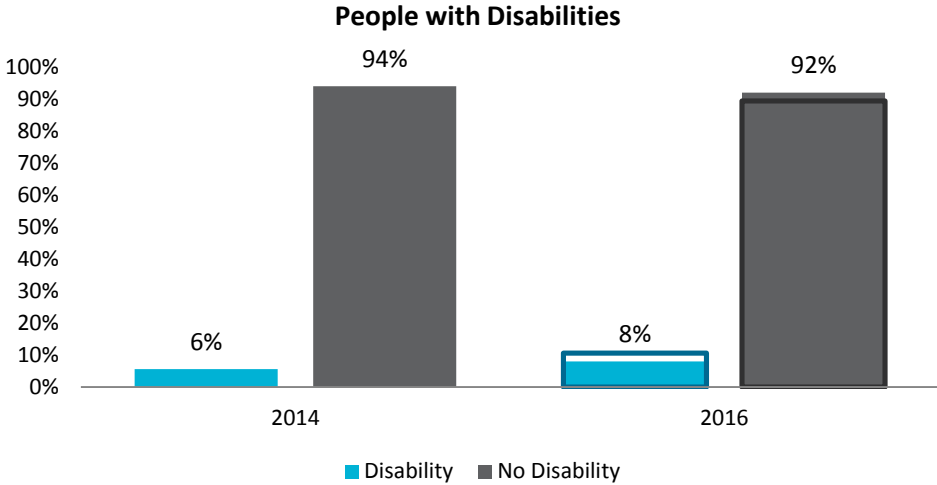
A similar demographic survey of neighborhood boards was conducted in 2014 and published in March of 2015. The charts below compare the survey results of the 2014 and 2016 surveys. The 2016 visuals have outlines noting the City of Minneapolis demographics from the ACS data.

Age



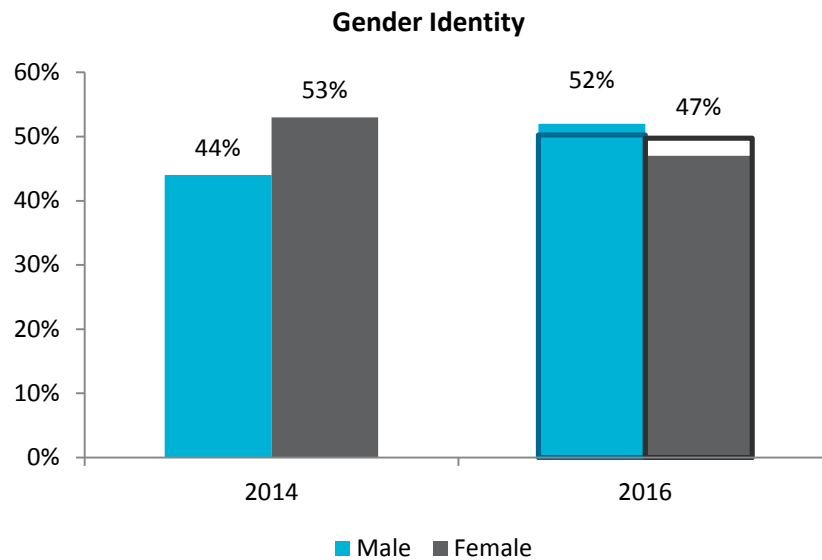
The age of respondents in most cases tend to be older than city’s average population, there is significant under-representation in the age range of 18 to 24 year olds and over-representation in each other age group. This has not changed significantly since 2014.

People with disabilities



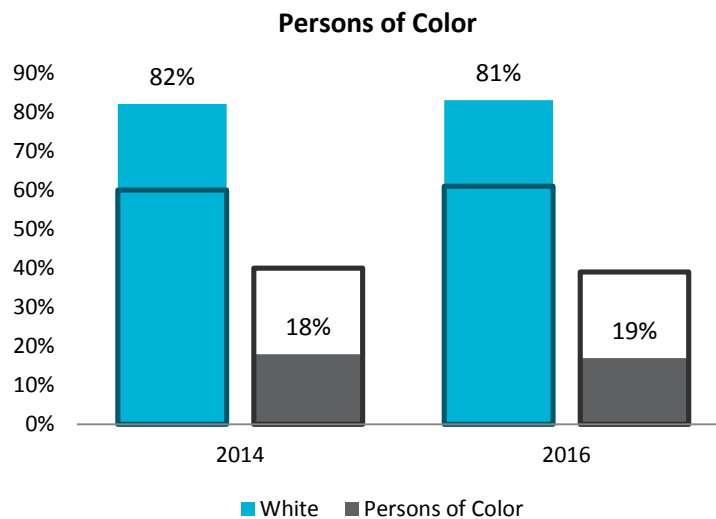
Survey results from the 2016 survey show that we are 3% under the City’s population of people with disabilities (11%). These results have increased 2% from the 2014 survey.

Gender Identity



Gender representation between male and female is closer to city demographics this year compared to 2014. In 2016 NCR added Transgender as an option on Gender Identity, though not noted on the graph, those choosing Transgender made up .02% of respondents

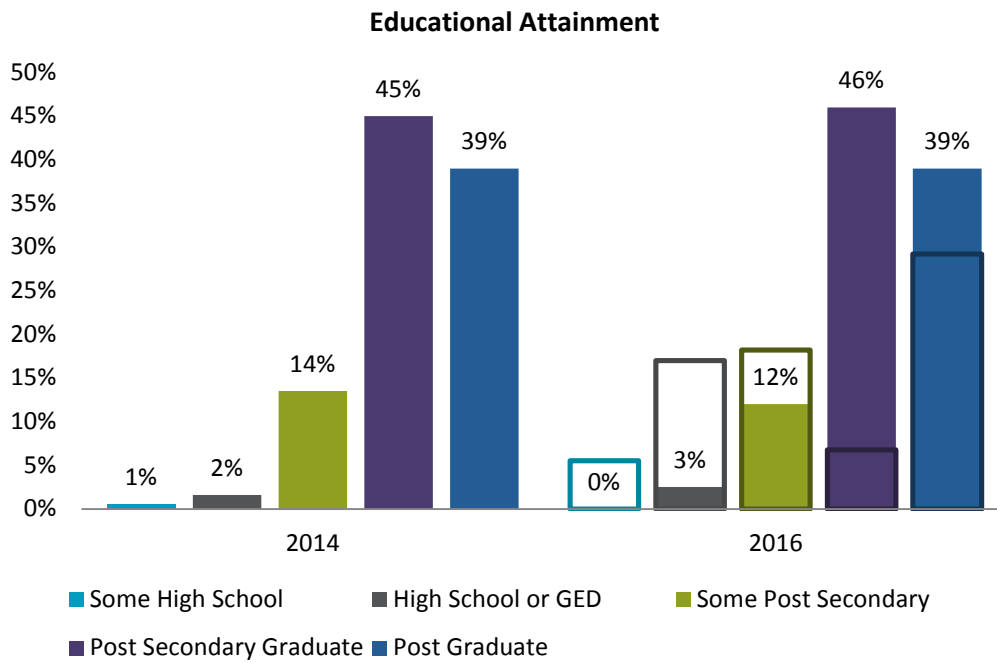
Race/Ethnicity



The 2016 survey shows a 1% shift compared to 2014. Compared to city demographics the graphs show an under-representation of Persons of Color and an over-representation of white persons.

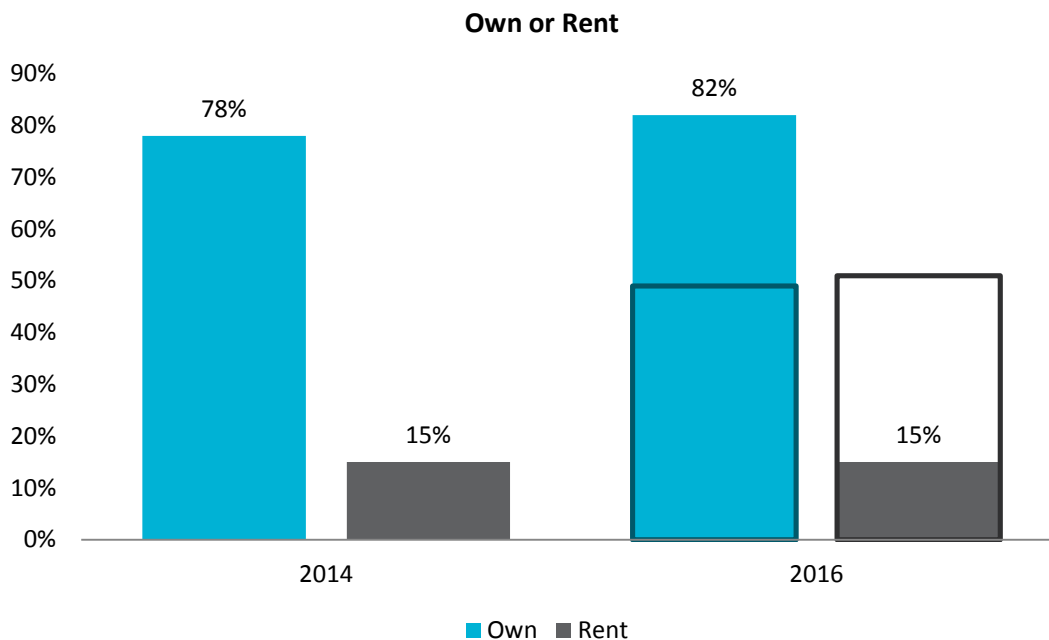
Note: In the 2014 report, the data included "skipped question" (2%), it has been adjusted above to follow the 2016 methodology of removing the "non-responses" and recalculated based only on data from those who answered the survey question. This allows a direct comparison of the results.

Educational Attainment



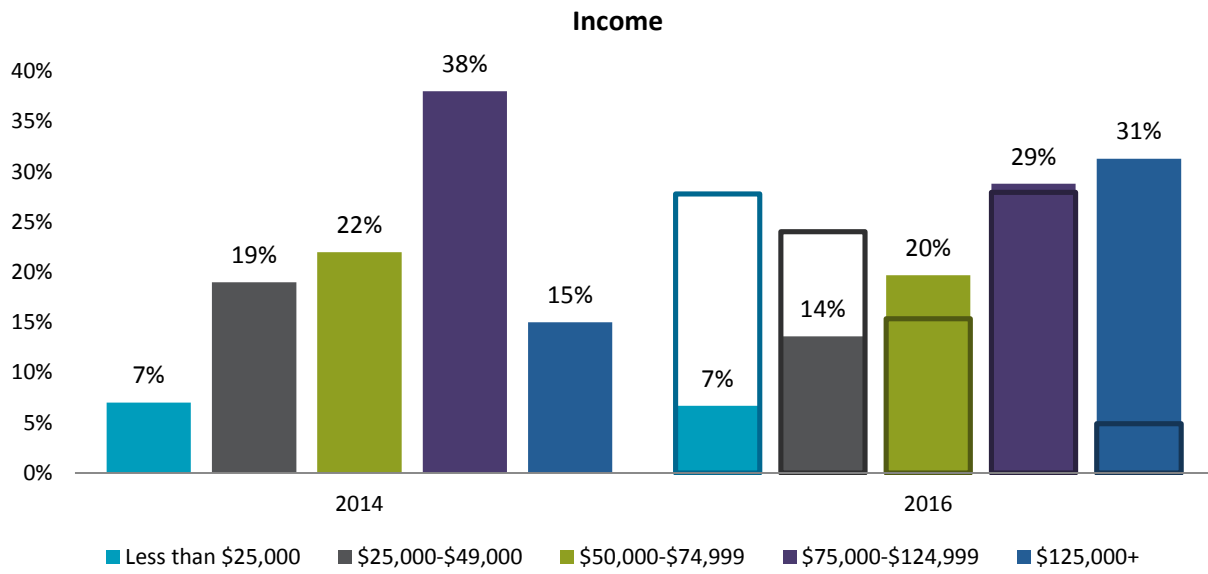
The survey results showed a 1% decrease of those with some High School and a 1% increase for those with a High School degree or GED serving on neighborhood boards compared to 2014. There was a 2% decrease for those with Some Post-Secondary compared to 2014 and a 1% increase for those with Post Graduate education attainment.

Own or Rent



The survey results showed nearly identical representation between 2016 and 2014 in terms of housing tenure. The calculations factors in those who are property and business owners, students and workers and therefore do not add up to a 100% total.

Income



The survey results showed a 5% decrease for those in the \$25,000-\$49,000 income range serving on neighborhood boards compared to 2014, a 9% decrease for those in the \$50,000-\$75,000 income range compared to 2014, and a 16% increase for those in the \$125,000+ income range.

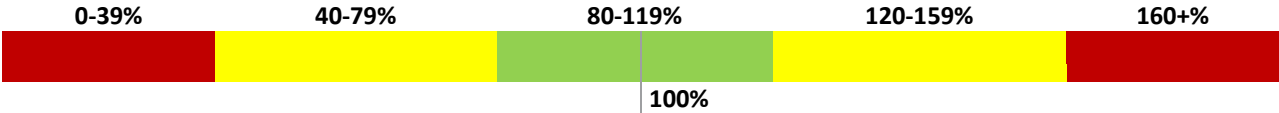
Community Dashboards

In line with the One Minneapolis Goal: “Disparities are eliminated so all Minneapolis residents can participate and prosper,” it is a priority for neighborhood leadership to mirror the diversity composition of Minneapolis residents. The dashboard system provides a summary of the overall status of each measure in comparison with City-wide and community demographics.

Survey results are compared to the city population and community demographics, according to the 2014 American Community Survey. To determine the proximity to the benchmark, each diversity measure is for this survey period.

Understanding the Dashboard

- Survey results within 80-119% of benchmark are in the green zone and considered acceptable.
- Survey results within 40-79% and 120-159% of the benchmark are in the yellow zone and need improvement.
- Survey results below 39% or above 160% of the benchmark are in the red zone and need serious attention.



The chart highlights outliers, and factors in both under and over representation. On the one hand, under-representation is a concern as it limits participation from the groups defined. On the other hand, over-representation is also a concern because it can overstate the impact from a particular demographic.

Minneapolis City-Wide – Demographic Benchmark Dashboard

Gender

94%	<p>Community: 50% men, 50% women</p> <p>Survey: 52% men, 47% women</p> <p>This diversity measure is at 94% of the benchmark and is Green</p>
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Latino Origin

41%	<p>Community: 10% Hispanic/Latino Origin</p> <p>Survey: 4% are of Hispanic/Latino Origin</p> <p>This diversity measure is at 41% of the benchmark and is Red</p>
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People with disabilities

73%	<p>Community: 11% People with disabilities</p> <p>Survey: 8% are People with disabilities</p> <p>This diversity measure is at 73% of the benchmark and is Yellow</p>
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Own or Rent

29%	<p>Community: 51% rent</p> <p>Survey: 15% rent</p> <p>This diversity measure is at 29% of the benchmark and is Red</p>
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People of Color

49%	<p>Community: 39% are people of color</p> <p>Survey: 19% are people of color</p> <p>This diversity measure is at 49% of the benchmark and is Yellow</p>
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Formal Education Attainment

4%	Some High School Benchmark	See Appendix for detailed Education profiles
15%	High School or GED Benchmark	
66%	Some College Benchmark	
6%	Technical School Benchmark	
151%	College Graduate Benchmark	
217%	Post-Graduate Benchmark	

Age

11%	Age 18-24 Benchmark	See Appendix for detailed Age profiles
122%	Age 25-39 Benchmark	
158%	Age 40-54 Benchmark	
175%	Age 55-64 Benchmark	
192%	Over 65 Benchmark	

Household Income

36%	Under \$50k Benchmark
112%	\$50-75k Benchmark
161%	Over \$75k Benchmark

Calhoun Isles Community – Demographic Benchmark Dashboard

Gender

109%	<p>Community: 54% men, 46% women</p> <p>Survey: 59% men, 41% women</p> <p>This diversity measure is at 109% of the benchmark and is Green</p>
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Latino Origin

0%	<p>Community: 3% Hispanic/Latino Origin</p> <p>Survey: 0% are of Hispanic/Latino Origin</p> <p>This diversity measure is at 0% of the benchmark and is Red</p>
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People with disabilities

57%	<p>Community: 7% People with disabilities</p> <p>Survey: 4% are People with disabilities</p> <p>This diversity measure is at 57% of the benchmark and is Yellow</p>
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Own or Rent

29%	<p>Community: 65% rent</p> <p>Survey: 19% rent</p> <p>This diversity measure is at 29% of the benchmark and is Red</p>
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People of Color

80%	<p>Community: 14% are people of color</p> <p>Survey: 11% are people of color</p> <p>This diversity measure is at 80% of the benchmark and is Green</p>
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Formal Education Attainment

0%	Some High School Benchmark	See Appendix for detailed Education profiles
14%	High School or GED Benchmark	
7%	Some College Benchmark	
0%	Technical School Benchmark	
100%	College Graduate Benchmark	
187%	Post-Graduate Benchmark	

Age

0%	Age 18-24 Benchmark	See Appendix for detailed Age profiles
50%	Age 25-39 Benchmark	
147%	Age 40-54 Benchmark	
194%	Age 55-64 Benchmark	
348%	Over 65 Benchmark	

Household Income

32%	Under \$50k Benchmark
81%	\$50-75k Benchmark
135%	Over \$75k Benchmark

Camden Community – Demographic Benchmark Dashboard

Gender

106%	<p>Community: 49% men, 51% women</p> <p>Survey: 52% men, 48% women</p> <p>This diversity measure is at 106% of the benchmark and is Green</p>
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Latino Origin

77%	<p>Community: 5% Hispanic/Latino Origin</p> <p>Survey: 4% are of Hispanic/Latino Origin</p> <p>This diversity measure is at 77% of the benchmark and is Yellow</p>
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People with disabilities

85%	<p>Community: 13% People with disabilities</p> <p>Survey: 11% are People with disabilities</p> <p>This diversity measure is at 85% of the benchmark and is Green</p>
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Own or Rent

11%	<p>Community: 35% rent</p> <p>Survey: 4% rent</p> <p>This diversity measure is at 11% of the benchmark and is Red</p>
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People of Color

55%	<p>Community: 58% are people of color</p> <p>Survey: 32% are people of color</p> <p>This diversity measure is at 58% of the benchmark and is Yellow</p>
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Formal Education Attainment

26%	Some High School Benchmark	See Appendix for detailed Education profiles
32%	High School or GED Benchmark	
75%	Some College Benchmark	
51%	Technical School Benchmark	
228%	College Graduate Benchmark	
290%	Post-Graduate Benchmark	

Age

20%	Age 18-24 Benchmark	See Appendix for detailed Age profiles
91%	Age 25-39 Benchmark	
174%	Age 40-54 Benchmark	
252%	Age 55-64 Benchmark	
189%	Over 65 Benchmark	

Household Income

37%	Under \$50k Benchmark
127%	\$50-75k Benchmark
183%	Over \$75k Benchmark

Central Community – Demographic Benchmark Dashboard

Gender

85%	<p>Community: 55% men, 45% women</p> <p>Survey: 47% men, 53% women</p> <p>This diversity measure is at 85% of the benchmark and is Green</p>
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Latino Origin

0%	<p>Community: 5% Hispanic/Latino Origin</p> <p>Survey: 0% are of Hispanic/Latino Origin</p> <p>This diversity measure is at 0% of the benchmark and is Red</p>
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People with disabilities

71%	<p>Community: 14% People with disabilities</p> <p>Survey: 10% are People with disabilities</p> <p>This diversity measure is at 71% of the benchmark and is Yellow</p>
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Own or Rent

28%	<p>Community: 75% rent</p> <p>Survey: 21% rent</p> <p>This diversity measure is at 28% of the benchmark and is Red</p>
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People of Color

22%	<p>Community: 36% are people of color</p> <p>Survey: 8% are people of color</p> <p>This diversity measure is at 22% of the benchmark and is Red</p>
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Formal Education Attainment

0%	Some High School Benchmark	See Appendix for detailed Education profiles
20%	High School or GED Benchmark	
49%	Some College Benchmark	
0%	Technical School Benchmark	
125%	College Graduate Benchmark	
199%	Post-Graduate Benchmark	

Age

19%	Age 18-24 Benchmark	See Appendix for detailed Age profiles
80%	Age 25-39 Benchmark	
144%	Age 40-54 Benchmark	
197%	Age 55-64 Benchmark	
164%	Over 65 Benchmark	

Household Income

42%	Under \$50k Benchmark
73%	\$50-75k Benchmark
190%	Over \$75k Benchmark

Longfellow Community – Demographic Benchmark Dashboard

Gender

84%	<p>Community: 49% men, 51% women</p> <p>Survey: 41% men, 59% women</p> <p>This diversity measure is at 84% of the benchmark and is Green</p>
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Latino Origin

67%	<p>Community: 6% Hispanic/Latino Origin</p> <p>Survey: 4% are of Hispanic/Latino Origin</p> <p>This diversity measure is at 67% of the benchmark and is Yellow</p>
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People with disabilities

0%	<p>Community: 10% People with disabilities</p> <p>Survey: 0% are People with disabilities</p> <p>This diversity measure is at 0% of the benchmark and is Red</p>
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Own or Rent

47%	<p>Community: 38% rent</p> <p>Survey: 18% rent</p> <p>This diversity measure is at 47% of the benchmark and is Yellow</p>
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People of Color

26%	<p>Community: 27% are people of color</p> <p>Survey: 7% are people of color</p> <p>This diversity measure is at 26% of the benchmark and is Red</p>
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Formal Education Attainment

0%	Some High School Benchmark	See Appendix for detailed Education profiles
0%	High School or GED Benchmark	
23%	Some College Benchmark	
0%	Technical School Benchmark	
113%	College Graduate Benchmark	
292%	Post-Graduate Benchmark	

Age

0%	Age 18-24 Benchmark	See Appendix for detailed Age profiles
169%	Age 25-39 Benchmark	
96%	Age 40-54 Benchmark	
104%	Age 55-64 Benchmark	
158%	Over 65 Benchmark	

Household Income

37%	Under \$50k Benchmark
150%	\$50-75k Benchmark
147%	Over \$75k Benchmark

Near North Community – Demographic Benchmark Dashboard

Gender

136%	<p>Community: 47% men, 53% women</p> <p>Survey: 64% men, 36% women</p> <p>This diversity measure is at 136% of the benchmark and is Yellow</p>
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Latino Origin

74%	<p>Community: 9% Hispanic/Latino Origin</p> <p>Survey: 7% are of Hispanic/Latino Origin</p> <p>This diversity measure is at 74% of the benchmark and is Yellow</p>
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People with disabilities

88%	<p>Community: 16% People with disabilities</p> <p>Survey: 14% are People with disabilities</p> <p>This diversity measure is at 88% of the benchmark and is Green</p>
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Own or Rent

35%	<p>Community: 63% rent</p> <p>Survey: 22% rent</p> <p>This diversity measure is at 35% of the benchmark and is Red</p>
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People of Color

61%	<p>Community: 82% are people of color</p> <p>Survey: 50% are people of color</p> <p>This diversity measure is at 61% of the benchmark and is Yellow</p>
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Formal Education Attainment

0%	Some High School Benchmark	See Appendix for detailed Education profiles
25%	High School or GED Benchmark	
165%	Some College Benchmark	
54%	Technical School Benchmark	
259%	College Graduate Benchmark	
285%	Post-Graduate Benchmark	

Age

0%	Age 18-24 Benchmark	See Appendix for detailed Age profiles
133%	Age 25-39 Benchmark	
158%	Age 40-54 Benchmark	
396%	Age 55-64 Benchmark	
237%	Over 65 Benchmark	

Household Income

54%	Under \$50k Benchmark
238%	\$50-75k Benchmark
157%	Over \$75k Benchmark

Nokomis Community – Demographic Benchmark Dashboard

Gender

108%	<p>Community: 50% men, 50% women</p> <p>Survey: 54% men, 46% women</p> <p>This diversity measure is at 108% of the benchmark and is Green</p>
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Latino Origin

36%	<p>Community: 8% Hispanic/Latino Origin</p> <p>Survey: 3% are of Hispanic/Latino Origin</p> <p>This diversity measure is at 36% of the benchmark and is Red</p>
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People with disabilities

67%	<p>Community: 9% People with disabilities</p> <p>Survey: 6% are People with disabilities</p> <p>This diversity measure is at 67% of the benchmark and is Yellow</p>
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Own or Rent

0%	<p>Community: 17% rent</p> <p>Survey: 0% rent</p> <p>This diversity measure is at 0% of the benchmark and is Red</p>
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People of Color

87%	<p>Community: 229% are people of color</p> <p>Survey: 20% are people of color</p> <p>This diversity measure is at 87% of the benchmark and is Green</p>
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Formal Education Attainment

0%	Some High School Benchmark	See Appendix for detailed Education profiles
0%	High School or GED Benchmark	
58%	Some College Benchmark	
0%	Technical School Benchmark	
136%	College Graduate Benchmark	
200%	Post-Graduate Benchmark	

Age

0%	Age 18-24 Benchmark	See Appendix for detailed Age profiles
170%	Age 25-39 Benchmark	
169%	Age 40-54 Benchmark	
41%	Age 55-64 Benchmark	
105%	Over 65 Benchmark	

Household Income

17%	Under \$50k Benchmark
50%	\$50-75k Benchmark
160%	Over \$75k Benchmark

Northeast Community – Demographic Benchmark Dashboard

Gender

100%	<p>Community: 51% men, 49% women</p> <p>Survey: 51% men, 49% women</p> <p>This diversity measure is at 100% of the benchmark and is Green</p>
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Latino Origin

25%	<p>Community: 12% Hispanic/Latino Origin</p> <p>Survey: 3% are of Hispanic/Latino Origin</p> <p>This diversity measure is at 25% of the benchmark and is Red</p>
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People with disabilities

82%	<p>Community: 11% People with disabilities</p> <p>Survey: 9% are People with disabilities</p> <p>This diversity measure is at 82% of the benchmark and is Green</p>
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Own or Rent

27%	<p>Community: 45% rent</p> <p>Survey: 12% rent</p> <p>This diversity measure is at 27% of the benchmark and is Red</p>
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People of Color

26%	<p>Community: 31% are people of color</p> <p>Survey: 8% are people of color</p> <p>This diversity measure is at 26% of the benchmark and is Red</p>
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Formal Education Attainment

0%	Some High School Benchmark	See Appendix for detailed Education profiles
5%	High School or GED Benchmark	
91%	Some College Benchmark	
33%	Technical School Benchmark	
200%	College Graduate Benchmark	
191%	Post-Graduate Benchmark	

Age

0%	Age 18-24 Benchmark	See Appendix for detailed Age profiles
130%	Age 25-39 Benchmark	
153%	Age 40-54 Benchmark	
135%	Age 55-64 Benchmark	
85%	Over 65 Benchmark	

Household Income

22%	Under \$50k Benchmark
126%	\$50-75k Benchmark
174%	Over \$75k Benchmark

Phillips Community – Demographic Benchmark Dashboard

Gender

45%	<p>Community: 49% men, 51% women</p> <p>Survey: 22% men, 78% women</p> <p>This diversity measure is at 45% of the benchmark and is Yellow</p>
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Latino Origin

23%	<p>Community: 26% Hispanic/Latino Origin</p> <p>Survey: 6% are of Hispanic/Latino Origin</p> <p>This diversity measure is at 23% of the benchmark and is Red</p>
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People with disabilities

69%	<p>Community: 16% People with disabilities</p> <p>Survey: 11% are People with disabilities</p> <p>This diversity measure is at 69% of the benchmark and is Yellow</p>
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Own or Rent

14%	<p>Community: 77% rent</p> <p>Survey: 11% rent</p> <p>This diversity measure is at 14% of the benchmark and is Red</p>
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People of Color

44%	<p>Community: 80% are people of color</p> <p>Survey: 35% are people of color</p> <p>This diversity measure is at 44% of the benchmark and is Yellow</p>
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Formal Education Attainment

0%	Some High School Benchmark	See Appendix for detailed Education profiles
24%	High School or GED Benchmark	
62%	Some College Benchmark	
148%	Technical School Benchmark	
118%	College Graduate Benchmark	
918%	Post-Graduate Benchmark	

Age

0%	Age 18-24 Benchmark	See Appendix for detailed Age profiles
104%	Age 25-39 Benchmark	
167%	Age 40-54 Benchmark	
318%	Age 55-64 Benchmark	
318%	Over 65 Benchmark	

Household Income

36%	Under \$50k Benchmark
93%	\$50-75k Benchmark
417%	Over \$75k Benchmark

Powderhorn Community – Demographic Benchmark Dashboard

Gender

81%	<p>Community: 53% men, 47% women</p> <p>Survey: 43% men, 57% women</p> <p>This diversity measure is at 81% of the benchmark and is Green</p>
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Latino Origin

114%	<p>Community: 14% Hispanic/Latino Origin</p> <p>Survey: 16% are of Hispanic/Latino Origin</p> <p>This diversity measure is at 114% of the benchmark and is Green</p>
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People with disabilities

90%	<p>Community: 10% People with disabilities</p> <p>Survey: 9% are People with disabilities</p> <p>This diversity measure is at 90% of the benchmark and is Green</p>
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Own or Rent

27%	<p>Community: 67% rent</p> <p>Survey: 18% rent</p> <p>This diversity measure is at 27% of the benchmark and is Red</p>
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People of Color

70%	<p>Community: 41% are people of color</p> <p>Survey: 29% are people of color</p> <p>This diversity measure is at 70% of the benchmark and is Yellow</p>
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Formal Education Attainment

0%	Some High School Benchmark	See Appendix for detailed Education profiles
18%	High School or GED Benchmark	
16%	Some College Benchmark	
67%	Technical School Benchmark	
167%	College Graduate Benchmark	
213%	Post-Graduate Benchmark	

Age

23%	Age 18-24 Benchmark	See Appendix for detailed Age profiles
139%	Age 25-39 Benchmark	
188%	Age 40-54 Benchmark	
93%	Age 55-64 Benchmark	
38%	Over 65 Benchmark	

Household Income

41%	Under \$50k Benchmark
94%	\$50-75k Benchmark
201%	Over \$75k Benchmark

Southwest Community – Demographic Benchmark Dashboard

Gender

109%	<p>Community: 47% men, 53% women</p> <p>Survey: 51% men, 49% women</p> <p>This diversity measure is at 109% of the benchmark and is Green</p>
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Latino Origin

72%	<p>Community: 4% Hispanic/Latino Origin</p> <p>Survey: 3% are of Hispanic/Latino Origin</p> <p>This diversity measure is at 72% of the benchmark and is Yellow</p>
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People with disabilities

71%	<p>Community: 7% People with disabilities</p> <p>Survey: 5% are People with disabilities</p> <p>This diversity measure is at 71% of the benchmark and is Yellow</p>
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Own or Rent

30%	<p>Community: 27% rent</p> <p>Survey: 8% rent</p> <p>This diversity measure is at 30% of the benchmark and is Red</p>
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People of Color

25%	<p>Community: 16% are people of color</p> <p>Survey: 4% are people of color</p> <p>This diversity measure is at 25% of the benchmark and is Red</p>
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Formal Education Attainment

0%	Some High School Benchmark	See Appendix for detailed Education profiles
0%	High School or GED Benchmark	
36%	Some College Benchmark	
14%	Technical School Benchmark	
125%	College Graduate Benchmark	
161%	Post-Graduate Benchmark	

Age

0%	Age 18-24 Benchmark	See Appendix for detailed Age profiles
175%	Age 25-39 Benchmark	
131%	Age 40-54 Benchmark	
103%	Age 55-64 Benchmark	
112%	Over 65 Benchmark	

Household Income

40%	Under \$50k Benchmark
41%	\$50-75k Benchmark
125%	Over \$75k Benchmark

University Community – Demographic Benchmark Dashboard

Gender

137%	<p>Community: 52% men, 48% women</p> <p>Survey: 71% men, 29% women</p> <p>This diversity measure is at 137% of the benchmark and is Yellow</p>
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Latino Origin

0%	<p>Community: 3% Hispanic/Latino Origin</p> <p>Survey: 0% are of Hispanic/Latino Origin</p> <p>This diversity measure is at 0% of the benchmark and is Red</p>
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People with disabilities

129%	<p>Community: 7% People with disabilities</p> <p>Survey: 9% are People with disabilities</p> <p>This diversity measure is at 129% of the benchmark and is Yellow</p>
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Own or Rent

33%	<p>Community: 79% rent</p> <p>Survey: 26% rent</p> <p>This diversity measure is at 33% of the benchmark and is Red</p>
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People of Color

87%	<p>Community: 35% are people of color</p> <p>Survey: 31% are people of color</p> <p>This diversity measure is at 87% of the benchmark and is Green</p>
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Formal Education Attainment

0%	Some High School Benchmark	See Appendix for detailed Education profiles
0%	High School or GED Benchmark	
52%	Some College Benchmark	
43%	Technical School Benchmark	
126%	College Graduate Benchmark	
200%	Post-Graduate Benchmark	

Age

17%	Age 18-24 Benchmark	See Appendix for detailed Age profiles
77%	Age 25-39 Benchmark	
256%	Age 40-54 Benchmark	
510%	Age 55-64 Benchmark	
579%	Over 65 Benchmark	

Household Income

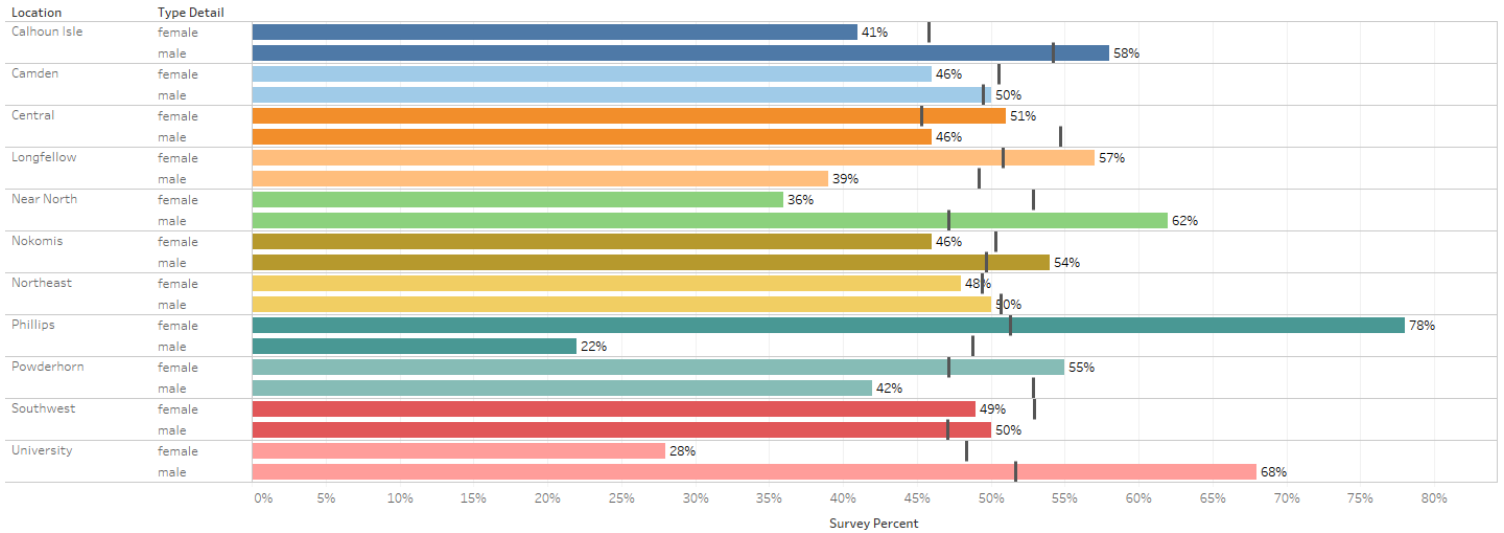
30%	Under \$50k Benchmark
174%	\$50-75k Benchmark
289%	Over \$75k Benchmark

Appendix

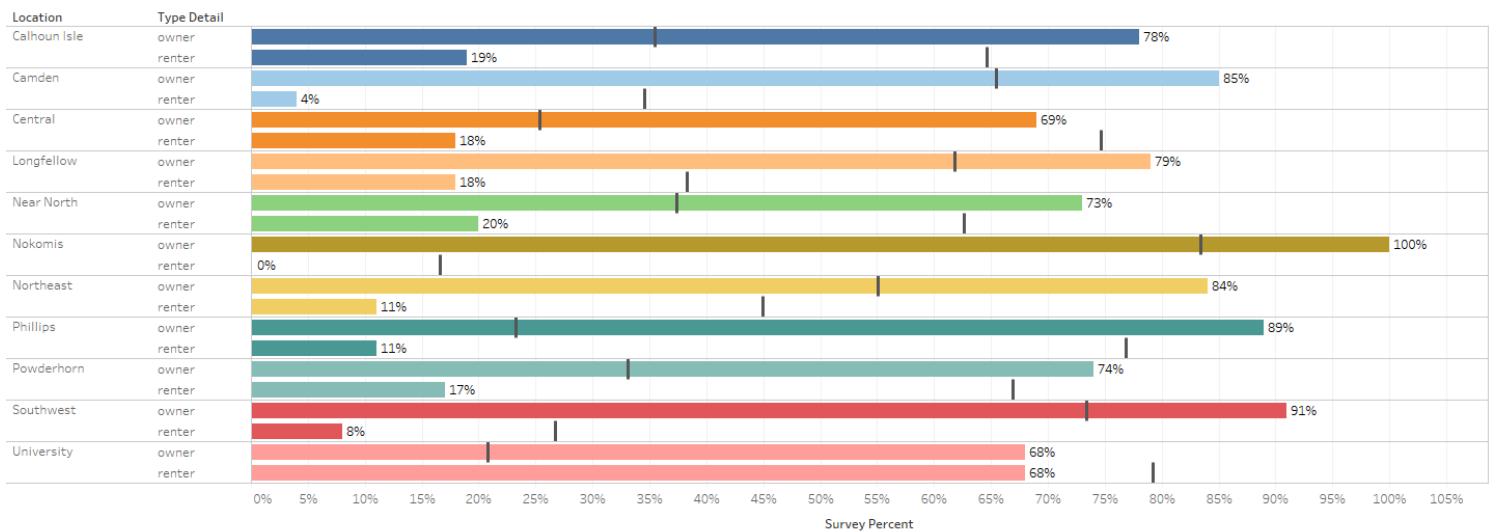
Who Serves on Neighborhood Boards

Below are some snapshots of the city-wide demographics of neighborhood board members from the 2016 Neighborhood Organization Board Diversity Survey

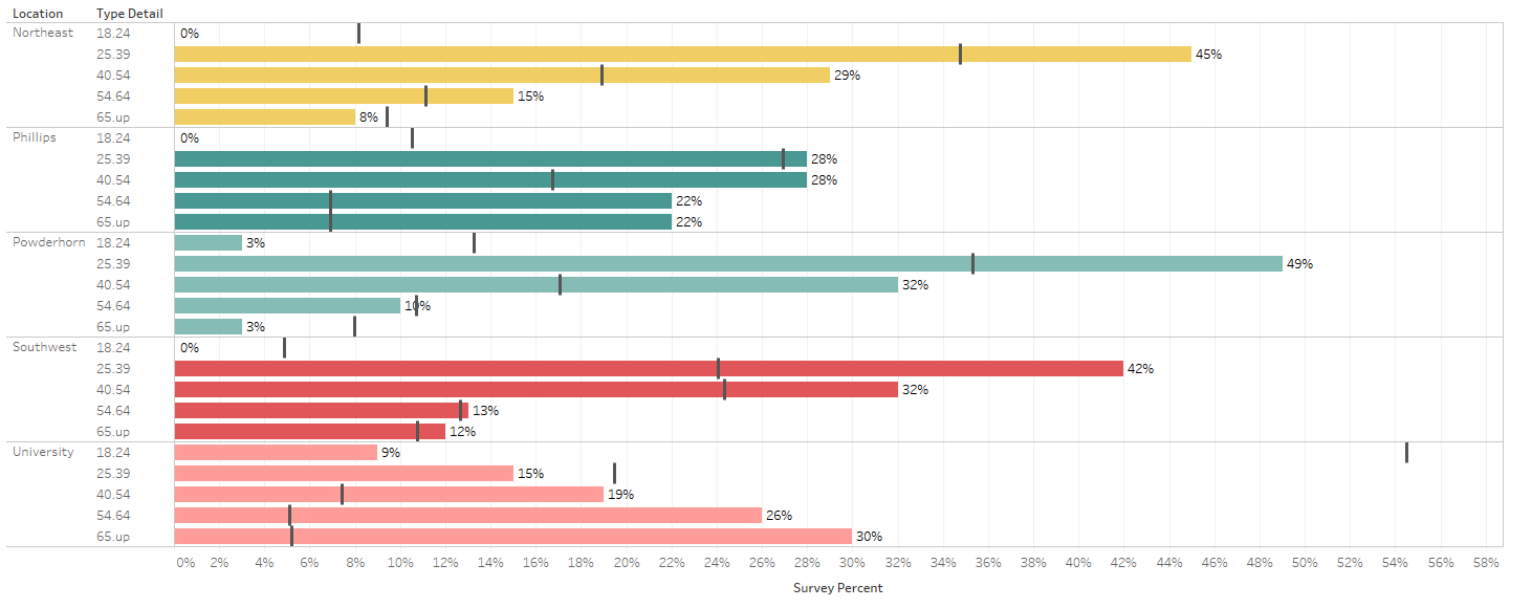
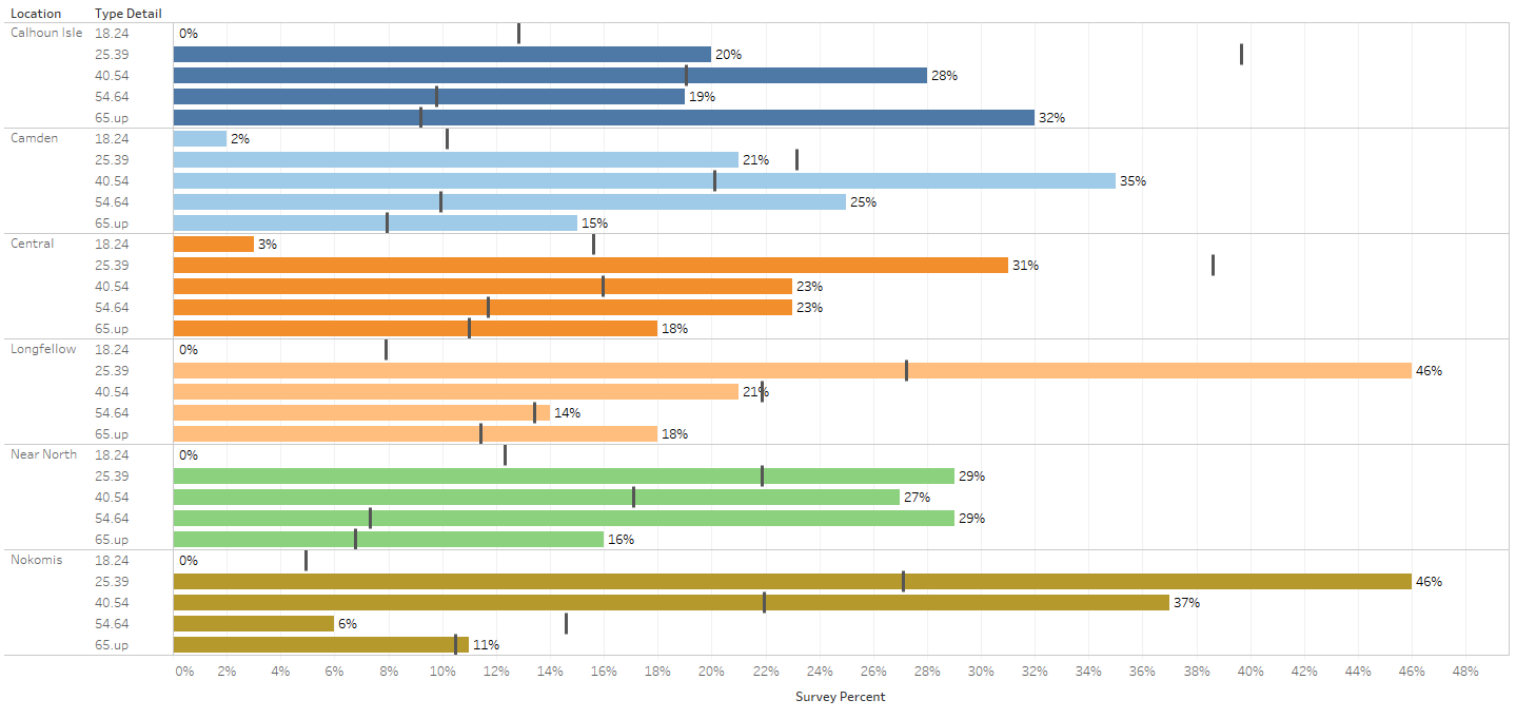
Gender



Renter / Owner



Age



Education Attainment

