

The background of the slide is a vibrant, abstract composition of human silhouettes in profile, facing right. The silhouettes are rendered in a wide array of colors including teal, orange, yellow, purple, red, and dark blue. They are layered and overlapping, creating a sense of depth and movement. The overall effect is a colorful mosaic representing human diversity.

Leadership Case Study: Diversifying Boards

CHATHAM COUNTY ADVISORY
BOARDS AND COMMITTEES

MEMBERS:

KAITLYN WARREN

HUNTER GLENN

AMY MOORE

MALLORY PETERSON

ADVISORS:

COURTNEY COOPER-LEWTER

LINDSAY RAY

- Chatham County advisory boards and committees lack diversity.
- The goal of this project is to identify successful strategies for recruiting a diverse volunteer population and encouraging elected officials to make diverse appointments.
- Boards must be diverse in gender, age, ethnicity, geographic location (5 commissioner districts), education, socio-economic background, etc.

Define the Terms

- What Boards and Committees are we looking at?
 - Our analysis and recommendations focus on advisory boards and committees in Chatham County whose members are appointed by the Board of Commissioners



Define the Terms

Diversity

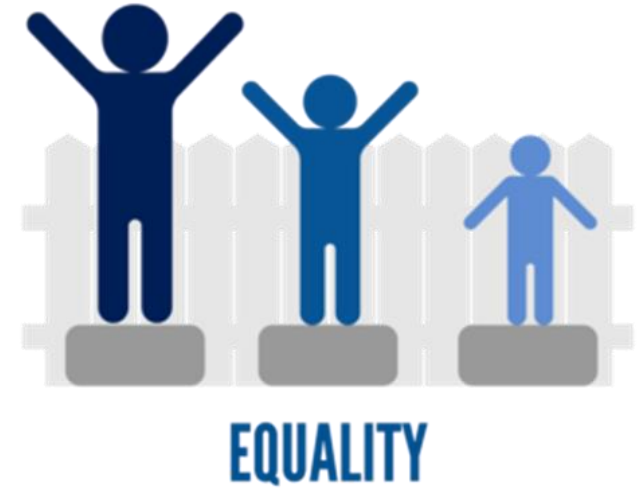
Includes all the ways in which people differ and encompasses all the different characteristics that make one individual or group different from another. It is all-inclusive and recognizes everyone and every group as part of the diversity that should be valued. (ICMA)

Limits of Diversity

Diversity does not equate to equity. It is not enough to focus on creating a diverse group, we must address the barriers that have prevented diversity (Baltimore Racial Justice Action)

Equity

Allocating resources and opportunities as needed to create equal outcomes for all community members (United Way)



Why it matters

- Research demonstrates numerous benefits of a diverse workforce, including:
 - Increased number of perspectives
 - Greater creativity and innovation
 - Faster problem-solving
 - Increased engagement
 - Better decision-making



Barriers to Board Diversity

Measuring Board Diversity

Advertisement of Open Positions

Accessibility of the Application

Diversity of Appointments

Barriers to Commitment

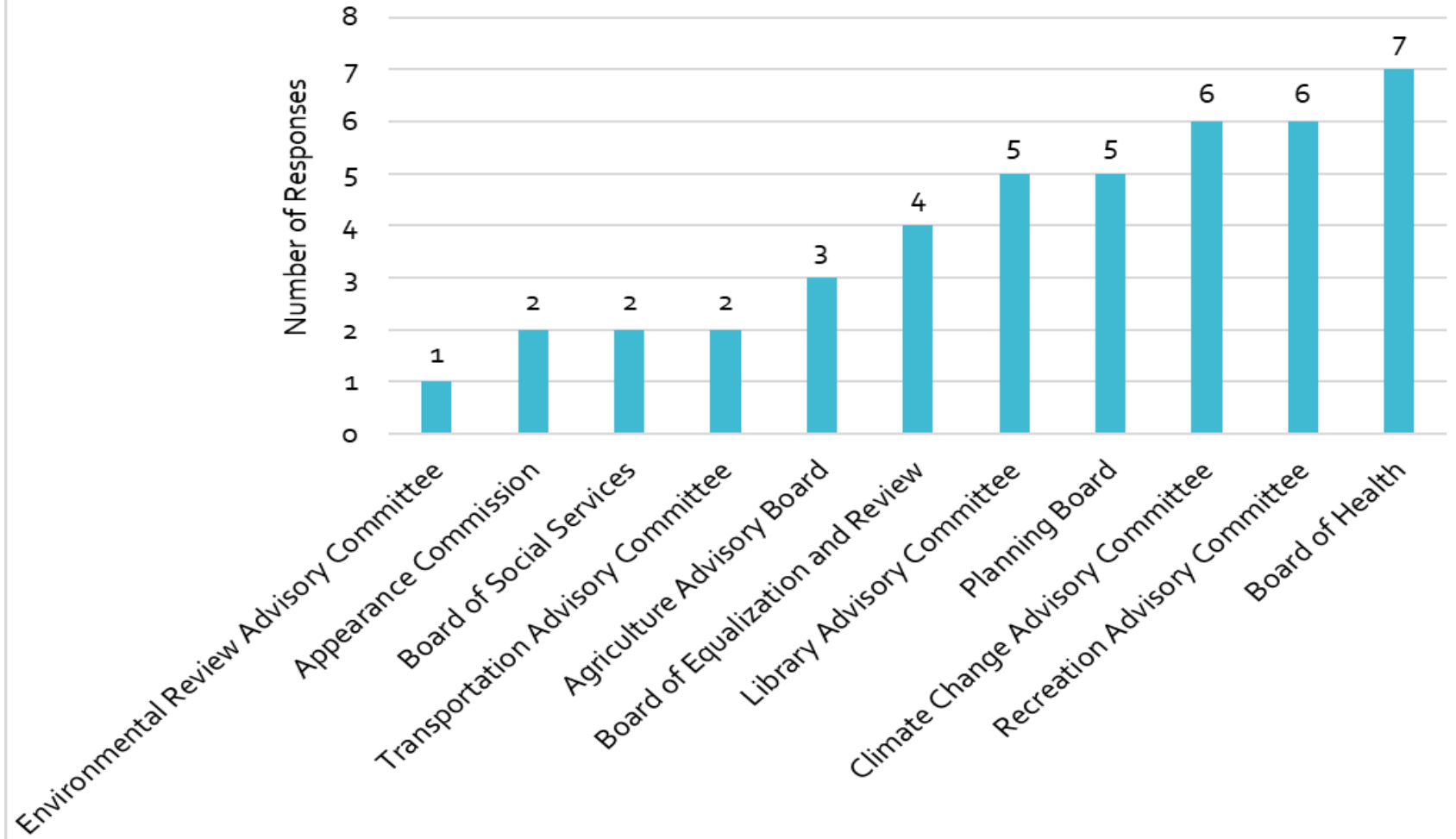
Demographic Data

Survey was sent to 11 Boards

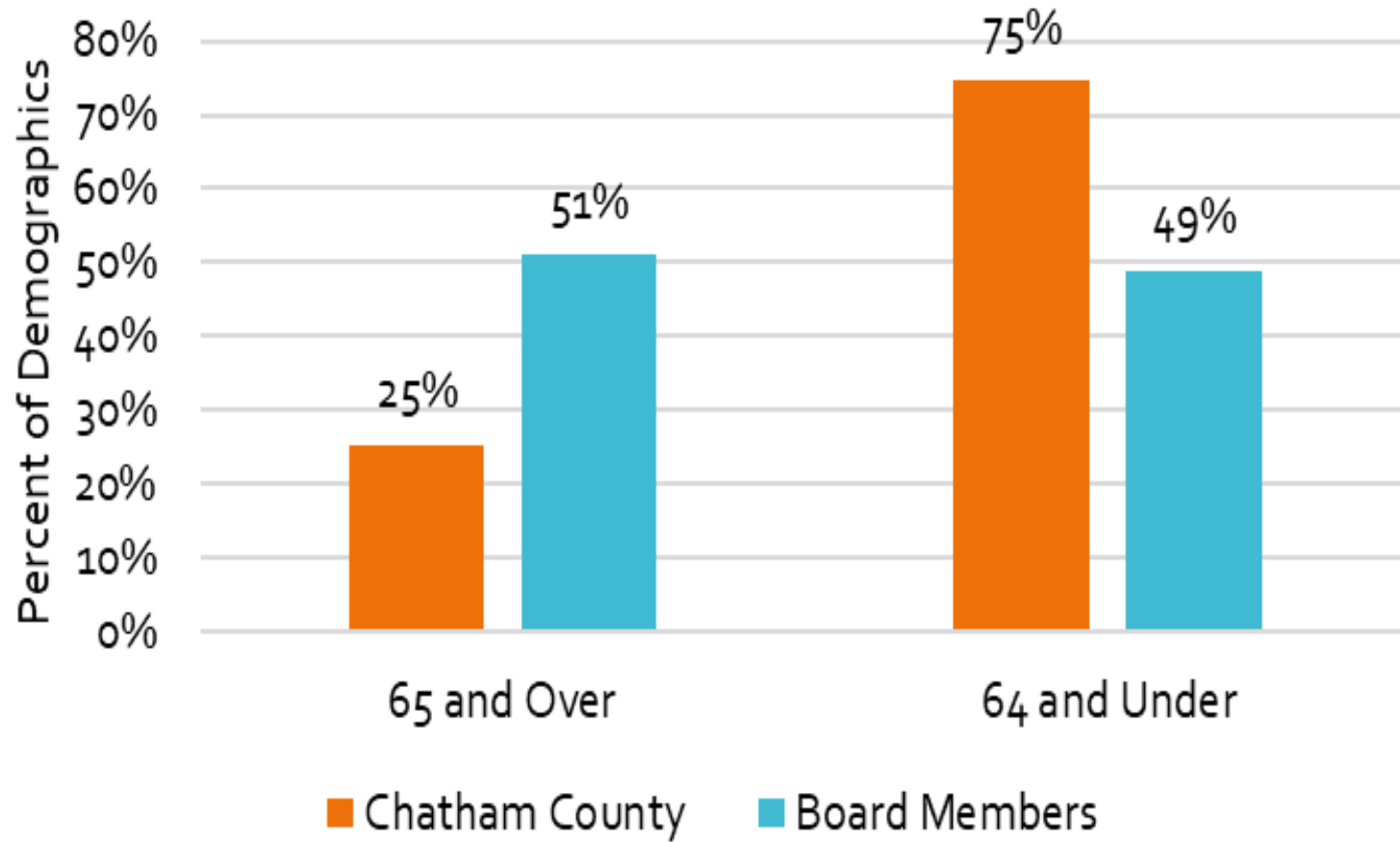
Received 43 Responses

Asked 9 Demographic Questions

Board Participation in Demographic Survey

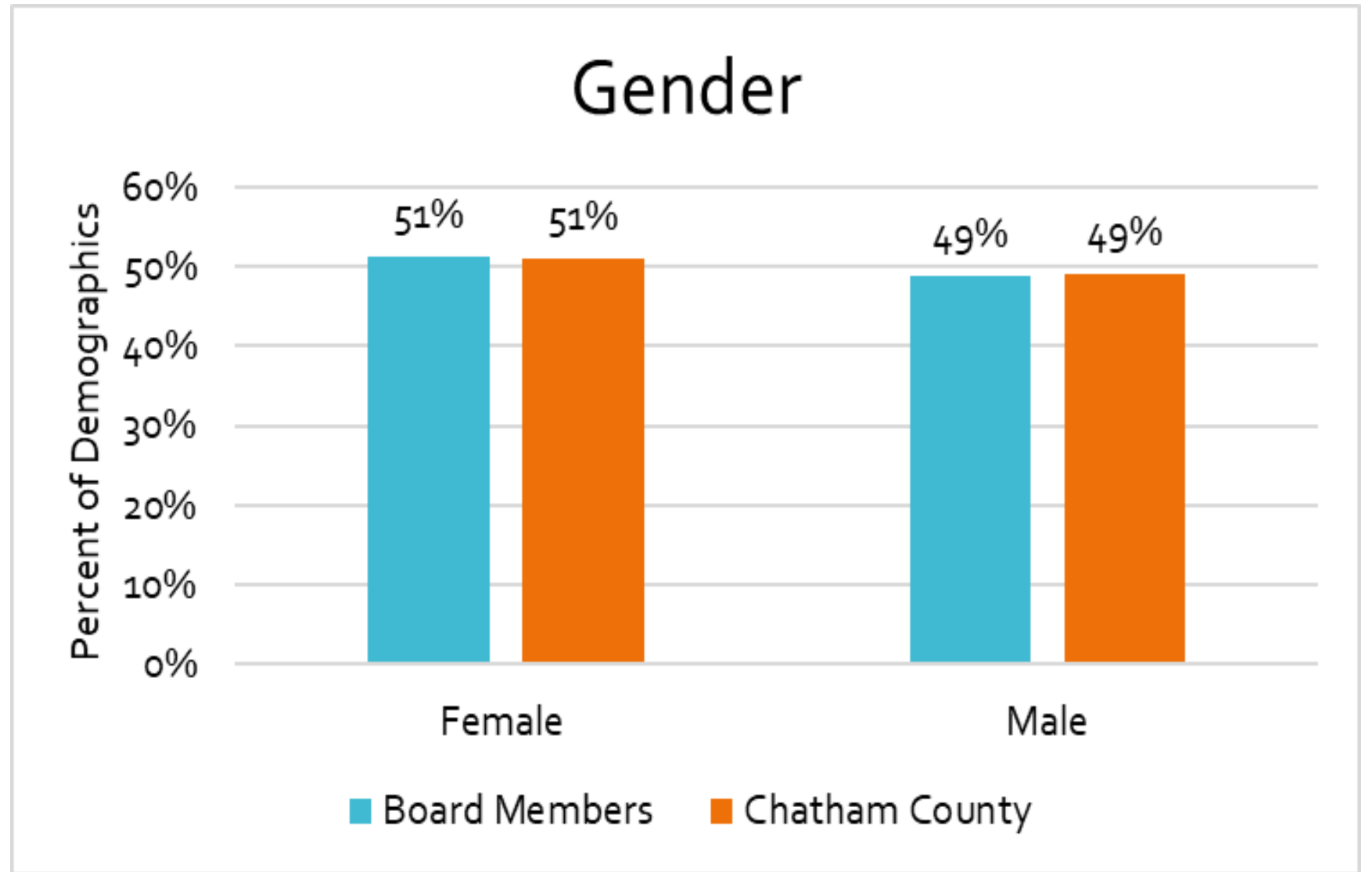


Age

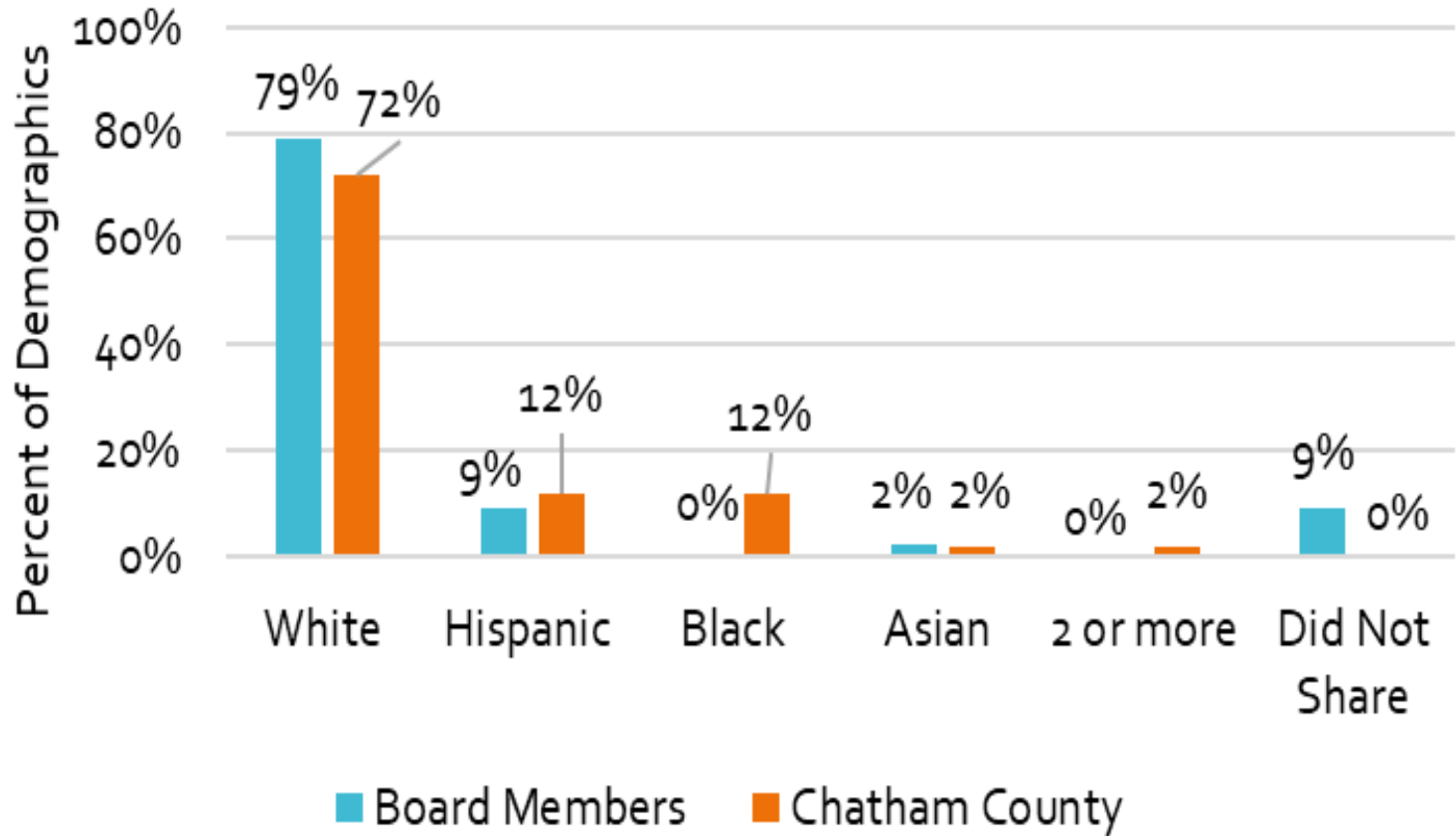


"Please enter the year you were born."

"Please enter your gender."

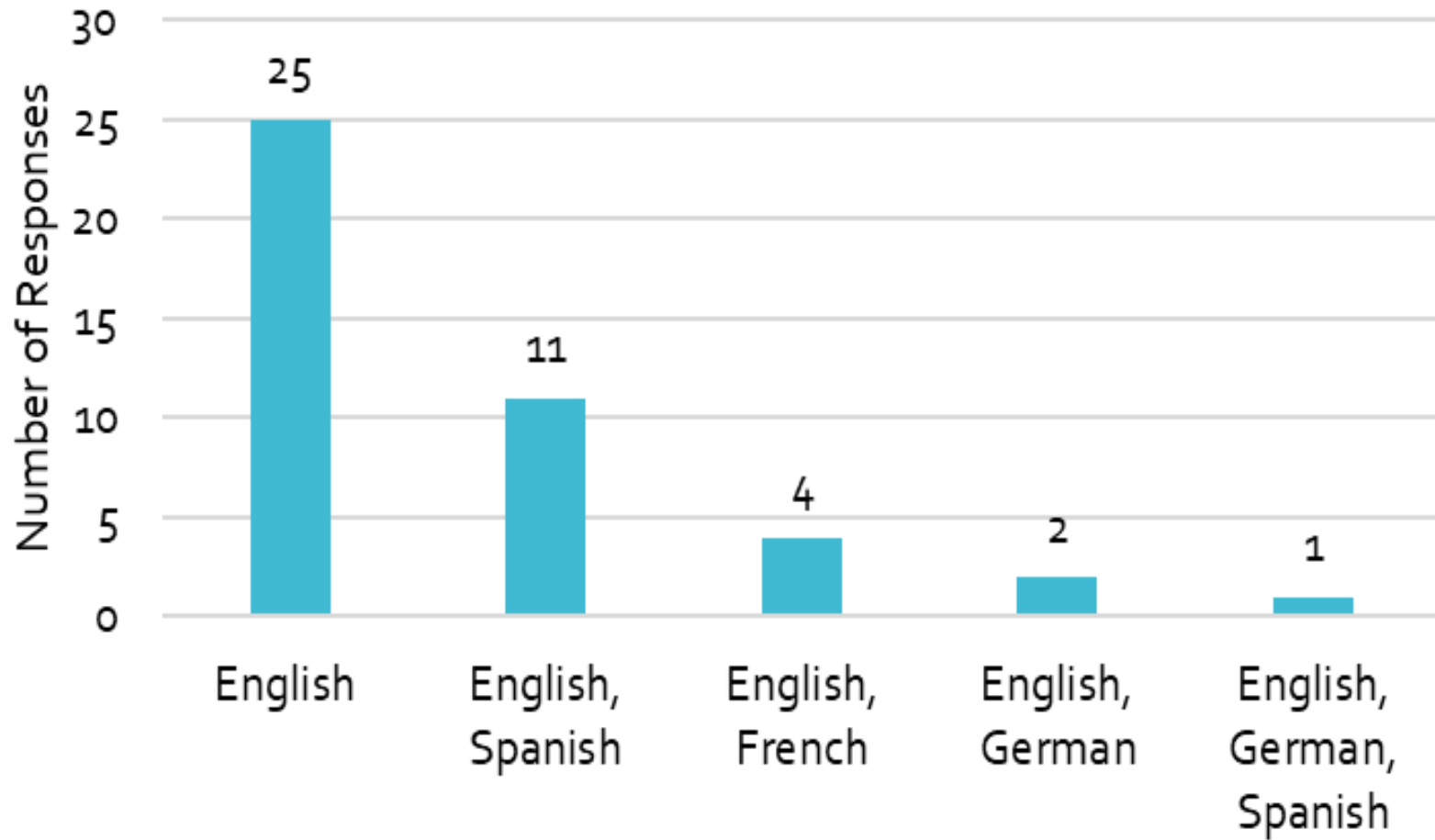


Race and Ethnicity



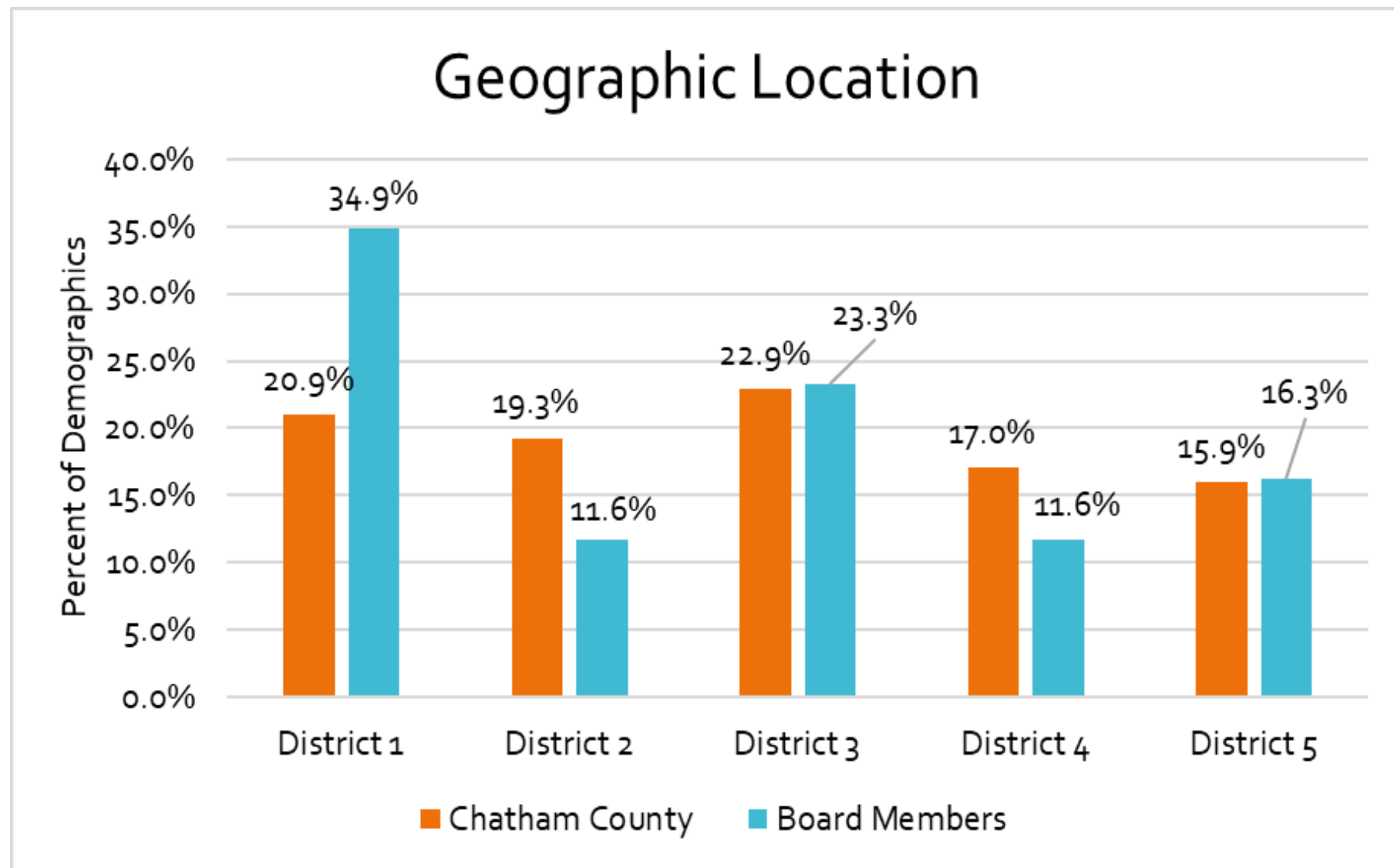
"Please enter the race or ethnicity that best describes you."

Languages Spoken



"Please list all of the languages you speak."

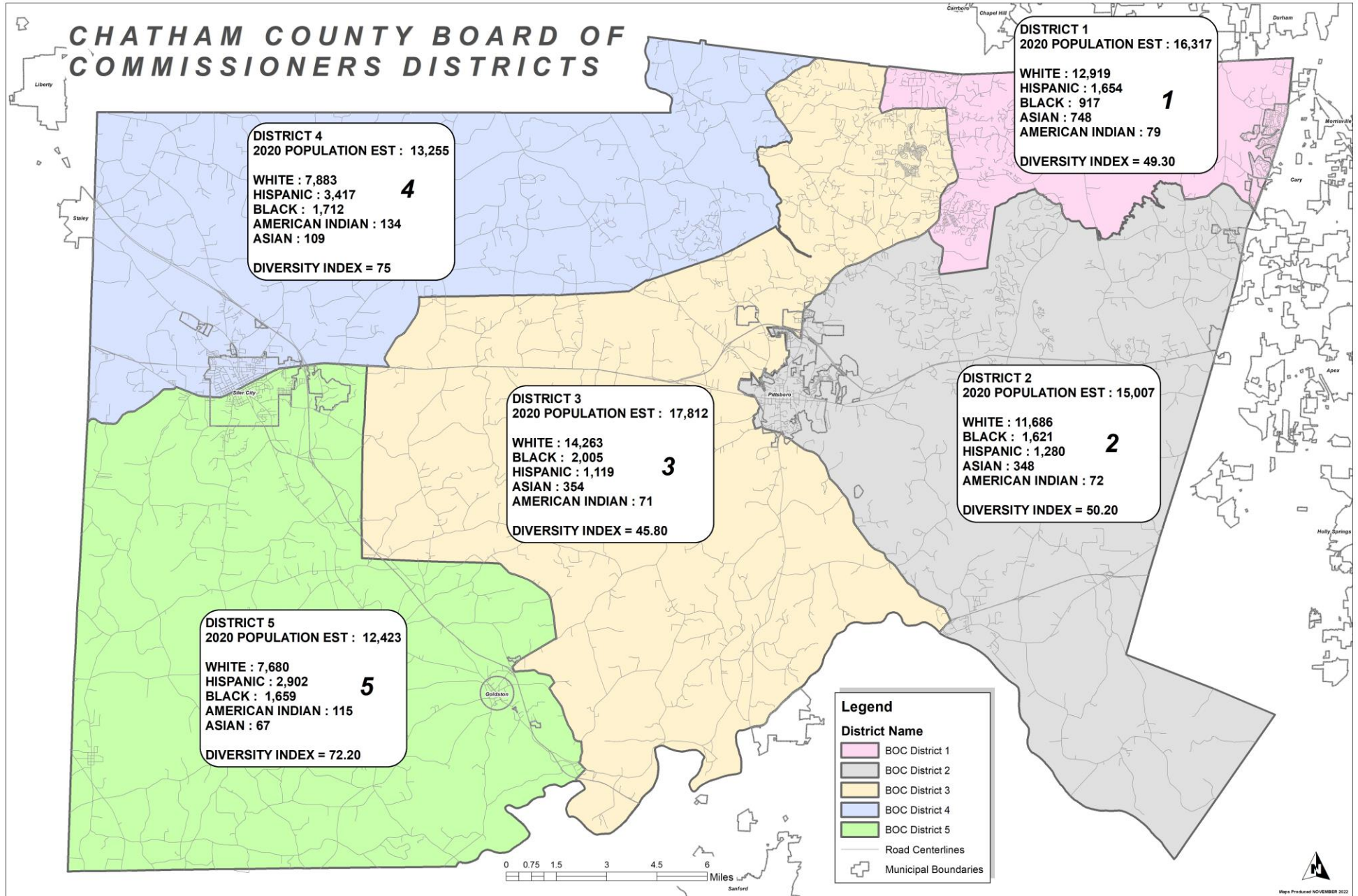
"Please select which Chatham County district you live in."



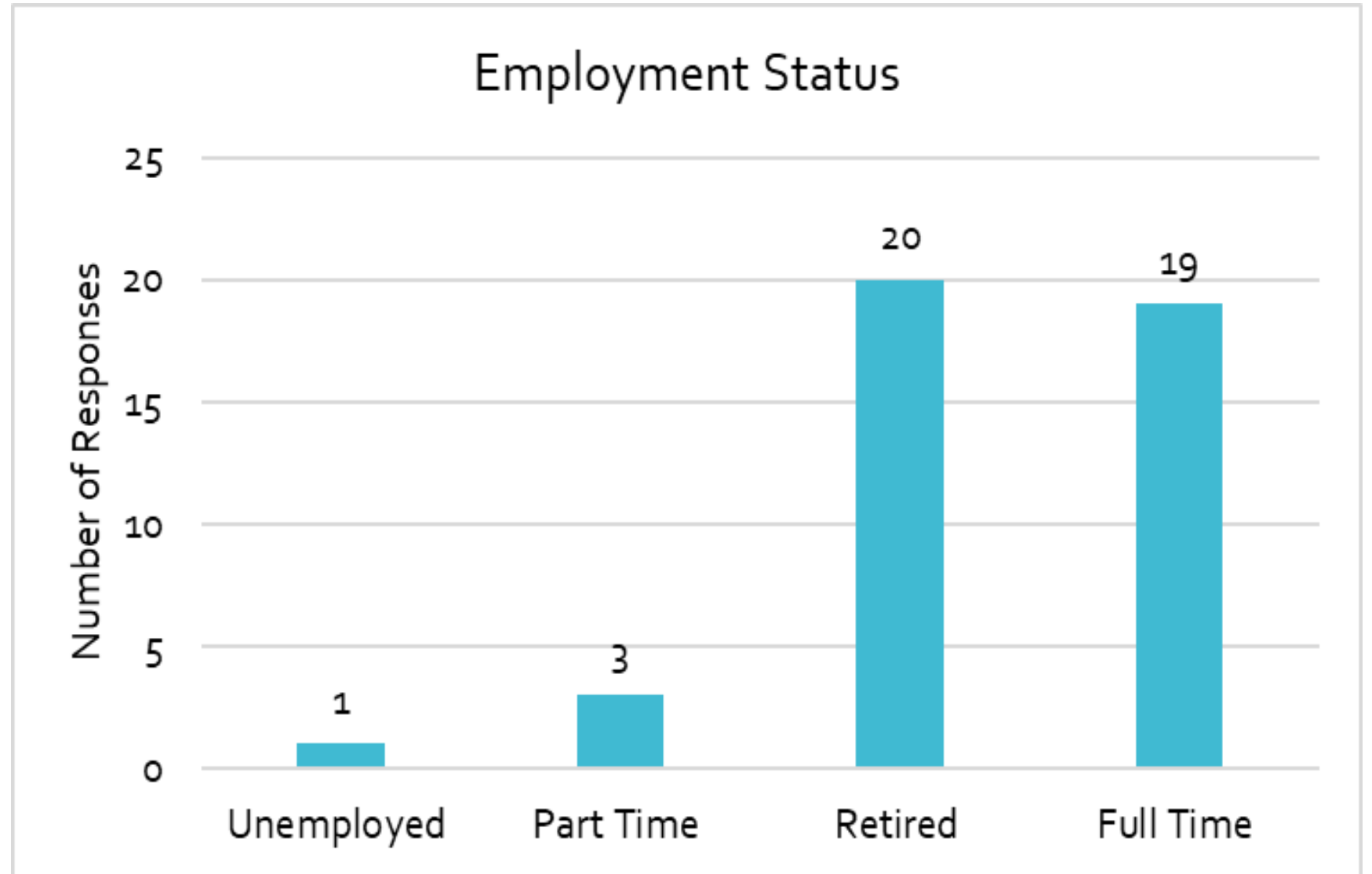
2020 Population Estimates For Each District

Diversity Index

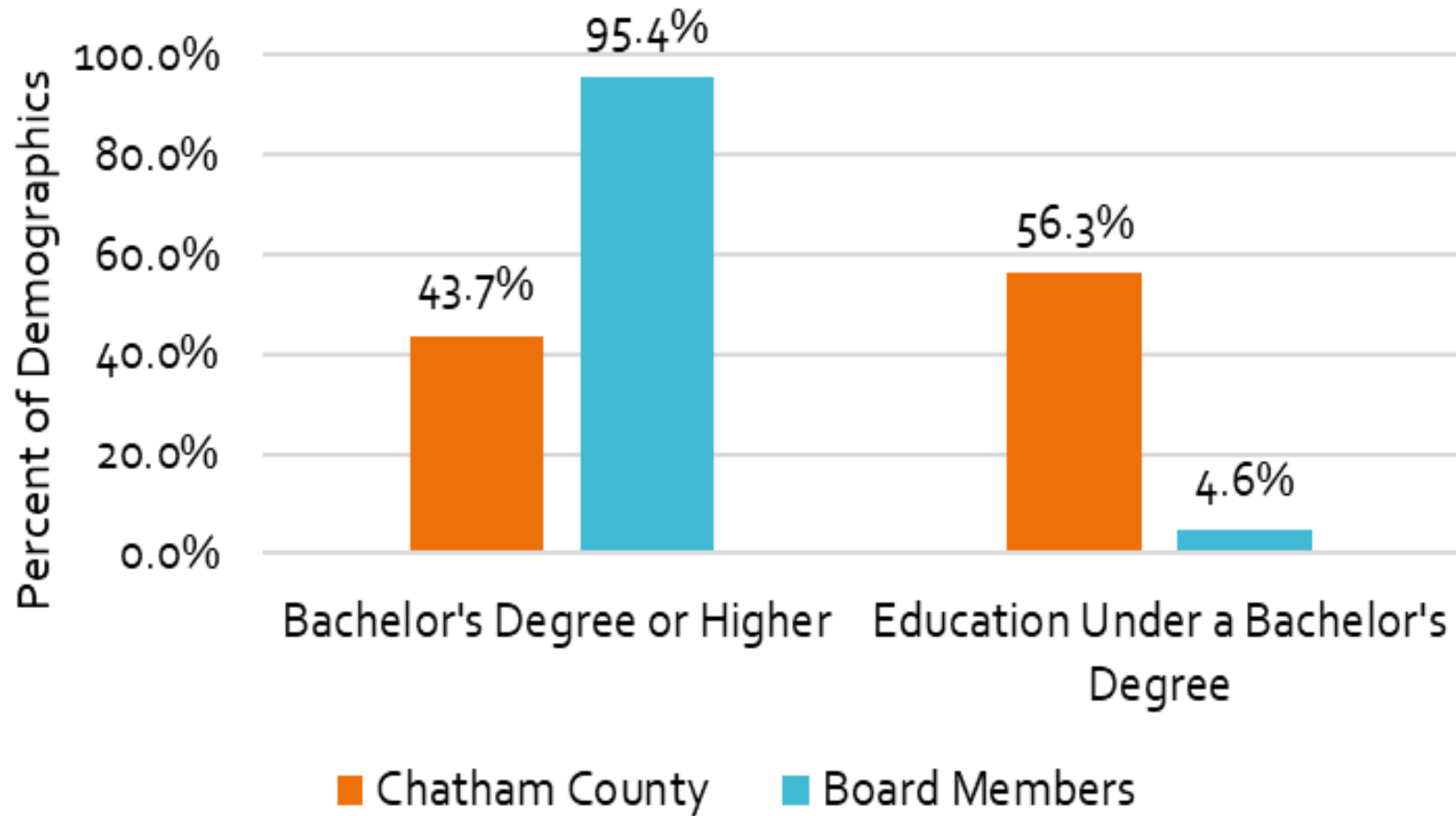
- District 1 – 49.30
- District 2 – 50.20
- District 3 – 45.80
- District 4 – 75.00
- District 5 – 72.20



"Please enter your level of employment."

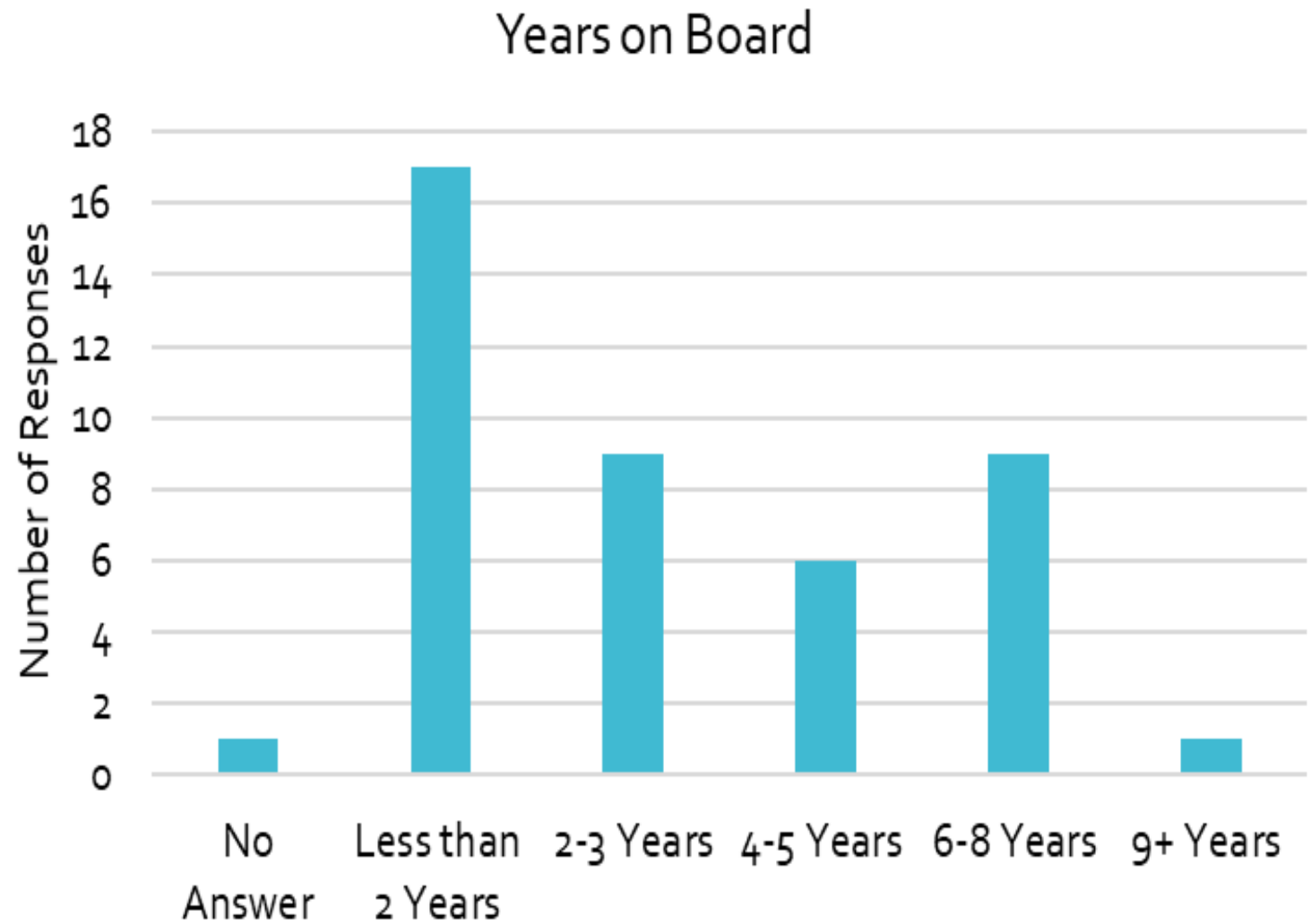


Education Level



"Please enter the highest level of education you have completed."

"How long have you served on this board?"



Explain existing process in Chatham

- Chatham County Citizen Advisory Committees Policy
 - **Membership:** Qualifications, Composition, Selection and Appointment, Terms, Attendance, Resignations, and Vacancies.
 - **Roles and Responsibilities:** Members, Governing Board, Chair, Vice Chair, Secretary Selection, Responsibilities, and Accountability and Reporting.
 - **Organization:** Members attend an orientation.
 - **Meetings:** Public and follow Open Meetings Law, Public Input, Minutes, and Recommendations.
 - **Subcommittees**
 - **Quorum:** one more than one half of the members.
 - **Voting:** Simple Majority votes, only appointed members can vote, no voting by proxy, abstentions only for conflicts of interest.
 - **Authorized Representative:** The Chairperson usually serves as the official representative of the committee.
 - **Conflicts of Interest**
 - **Compensation and Travel**
 - **Limitations of Powers**

COMMISSIONERS DISTRICTS

Explain Existing Process In Chatham

- The Application and Process
 - Select up to 3 Boards to serve on.
 - Why do you want to serve the County?
 - Educational and Employment background?
 - Other civic involvement?
 - Gender, Ethnicity, and Age?

- Residents can apply online with the Survey123 application.






- Vacancies and Committee information is advertised on the website. The PIO lists vacancies on all media outlets, including the chat list.

- County departments will also post information about their boards and committees.

1
WHITE : 12,919
HISPANIC : 1,654
BLACK : 917
ASIAN : 748
AMERICAN INDIAN : 79
DIVERSITY INDEX = 49.30

DISTRICT 3
2020 POPULATION EST : 17,812
WHITE : 14,253
BLACK : 2,005
HISPANIC : 354
ASIAN : 354
AMERICAN INDIAN : 71
DIVERSITY INDEX = 45.80

DISTRICT 2
2020 POPULATION EST : 15,007
WHITE : 11,686
HISPANIC : 1,280
ASIAN : 348
AMERICAN INDIAN : 72
DIVERSITY INDEX = 50.20

Legend	
District Name	
	BOC District 1
	BOC District 2
	BOC District 3
	BOC District 4
	BOC District 5

Other Jurisdictions

- Analyzed seven other counties.
 - Alamance, Caswell, Franklin, Granville, Harnett, Lee, Moore
- Chatham County has a similar policy for applying to boards.
 - More robust application than most
 - Many counties do not collect any demographic information
- None of the counties similar to Chatham have DEI statements on their applications or within policies.

Other Jurisdictions D.E.I. Statements

- Several Municipalities have made expanding diversity on their boards and commissions a priority. Often by including Diversity, Equity, and Inclusion statements in their ordinances and policies.
 - **Charlotte:** "nominees will represent the diversity in our community through their cultural/ethnic background or by being on the board or in the employment of an organization which serves our culturally/ ethnically diverse population."
 - **Greensboro:** "The Greensboro City Council are committed to promoting a culture of diversity and equity throughout our city, therefore we encourage individuals with diverse backgrounds and experiences to apply for our committees." "The composition of the Commission will reflect Greensboro's diversity and ensure representation for key stakeholders in the community"

Updated District Maps and Demographic Resources

New Application

Diversity Equity and Inclusion Statement

Community Engagement Platform

Creation of an Internal Committee


Prioritize Accessibility

Recommendations

Updated District PDF Maps

Add Simple Interactive Mapping Application for Township Districts and Commissioner Districts and other Districts of Interest

"What District Am I In"



- Appointed Boards and Committees
 - Animal Appeals Board
 - Application to Serve & Openings
 - + Adult Care Advisory Committee
 - + Affordable Housing Advisory Committee
 - + Agriculture Advisory Board
 - Appearance Commission
 - Board of Elections
 - Board of Equalization and Review
 - Board of Health
 - + Board of Social Services
 - Chatham-Orange Task Force
 - Climate Change Advisory Committee
 - Economic Development Board
 - Environmental Review Advisory Committee
 - Housing Authority
 - + Juvenile Crime Prevention Council

English

Our Community Government Organizations

Government » Appointed Boards and Committees »

Application to Serve & Openings

Print Feedback Share & Bookmark Font Size: + -

If you are interested in serving on one of the county's volunteer boards or committees, you must complete and submit an application form. It is important to note that some committees or boards may not have vacancies at this time and some require specific qualifications for positions. You must be at least 18 years old to apply.

TOWNSHIP: The application form includes a place to list your township. If you do not know the township in which you reside, [click here](#).

COMMISSIONER DISTRICTS: Some committees or boards require or prefer applicants to live or be appointed by a commissioner based on residing in a specific commissioner district. If so, [click here](#) to view the Board of Commissioner election districts that took effect in 2012.

APPLICATION FORMS:

You can apply online for most committees by completing this form : <https://chathamnc.seamlessdocs.com/f/CommitteeForm>

You can apply for the Agriculture Advisory Board by completing this form: <https://chathamnc.seamlessdocs.com/f/AgBoardApplication>

You can also contact Clerk to the Board Lindsay K. Ray to obtain a printed or emailed copy at lindsay.ray@chathamcountync.gov or 919-545-8302.

If you do not submit the online form, you can mail applications to lindsay.ray@chathamcountync.gov, fax to 919-542-8272 or mail to County Manager's Office, PO Box 1809, Pittsboro, NC 27312.

Chatham County GIS Portal



Featured Maps & Applications

Browse and launch any of Chatham County's GIS web applications based on your user requirements. The Tax & Land Records application is our most heavily utilized application and contains the most functionality for finding property information. If your interests are more focused on a specific task like finding elections information or school locations try our more focused applications designed specifically for those purposes.



2020 Census Demographic Data Map Viewer

Population **Race alone** Race alone or in combination Hispanic Origin Housing Group Quarters

White Black or African American American Indian and Alaska Native Asian Native Hawaiian and Other Pacific Islander Some Other Race Two or More Races

This map shows the percentage of the total population that reported their race as White alone in the 2020 Census at the state, county, and census tract levels. Zoom in to see county- and tract-level data. Click on the map to learn more.

Legend

State (or state equivalent) boundary

County (or county equivalent) boundary

Minor civil division boundary

Census tract boundary

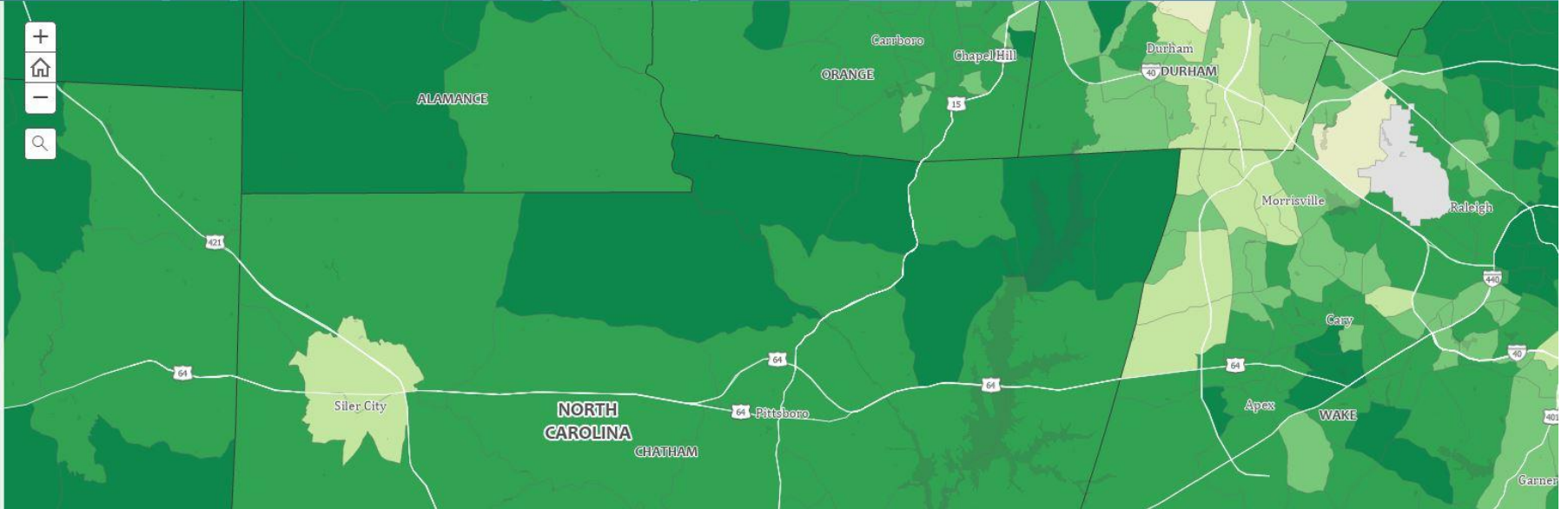
Percent White alone by census tract

80.0 or more

60.0 to 79.9

40.0 to 59.9

20.0 to 39.9



GIS Demographic Web Mapping Application

Application Now

2 Pages



Chatham County Volunteer Application for Boards & Committees

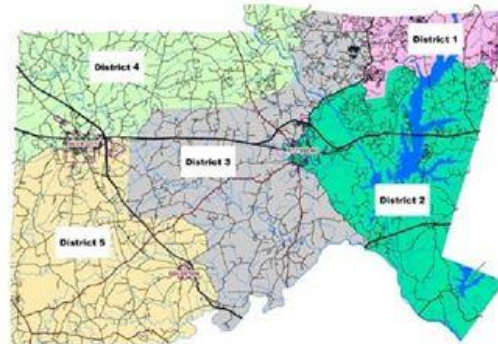
If you have any questions, contact Lindsay Ray at 919-545-8302 or email: lindsay.ray@chathamnc.org

PERSONAL INFORMATION

Name: _____ DATE: _____
MAILING ADDRESS (P. O. Box or Street) _____
Town and Zip Code: _____
HOME ADDRESS (if different than above) _____
Town and Zip Code _____
Home Phone _____ Cell phone: _____
Email Address _____

Which Board of Commissioners district do you reside in? You can use the map below or to look up your voter record, visit]

District 1 District 2 District 3 District 4 District 5



Are you currently serving on a board or committee in Chatham County? Yes No
If yes, which one(s): _____

Select up to THREE boards or committees on which you would be willing to serve:

- | | |
|----------------------------------------------------------------|------------------------------------------------------------------|
| <input type="checkbox"/> Agriculture Advisory Board | <input type="checkbox"/> Library Advisory Committee |
| <input type="checkbox"/> Affordable Housing Advisory Committee | <input type="checkbox"/> Appearance Commission |
| <input type="checkbox"/> Nursing & Adult Care Home Committee | <input type="checkbox"/> Board of Equalization & Review |
| <input type="checkbox"/> Planning Board | <input type="checkbox"/> Board of Health |
| <input type="checkbox"/> Recreation Advisory Committee | <input type="checkbox"/> Board of Social Services |
| <input type="checkbox"/> Transportation Advisory Committee | <input type="checkbox"/> Climate Change Advisory Committee |
| <input type="checkbox"/> Zoning Board of Adjustment | <input type="checkbox"/> Environmental Review Advisory Committee |
| <input type="checkbox"/> OTHER: _____ | |

Why do you wish to serve the county in this capacity? _____

EDUCATION

Please list your educational background. Include names of schools and degrees held. _____

CURRENT OR MOST RECENT EMPLOYMENT

Name of Employer: _____
Address of Employer: _____
Position: _____
Work Phone: _____

CIVIC INVOLVEMENT

Please list the names of the civic organizations in which you currently hold membership: _____

DEMOGRAPHIC INFO (OPTIONAL)

We ask your help in assuring the diversity of membership on our boards and committees. This section is optional, and you may leave it blank.

GENDER:
Male Female

ETHNIC ORIGIN/RACE:
White, non-Hispanic
African-American
Hispanic

Asian or Pacific Islander
Native American
Other

Year of Birth _____

Example of New One Page Application

Fillable PDF

Diversity Equity and Inclusion Statement at the bottom

Chatham County Volunteer Application for Boards and Committees

Date of Application: _____

Committee(s)/Board(s) of Interest: _____

Name of Applicant: _____

Are you 18 years of age or older? Yes No

Home Address: _____ City, State, Zip Code: _____

Phone Number: _____

Email Address: _____

Current Employer: _____ Employer Phone Number: _____

Employer Address: _____ City, State, Zip Code: _____

Educational Background: _____

Are you currently serving on any committees or boards in Chatham County? Yes No

(If yes, please list): _____

Please list any qualifications that you possess that would assist your service on this committee/board: _____

Please list any volunteer or civic activities that you are involved in: _____

What impact do you hope to have by serving on this board/committee? _____

Please provide the following information to ensure balance and diversity:

Gender: _____ Ethnic Origin/Race: _____ Year of Birth: _____

BOC District of Residence: _____ Number of Years as Resident of Chatham County: _____

Return Application To:
Chatham County Clerk to the Board
P.O. Box 1809
Pittsboro, NC 27312
Lindsay.ray@chathamcountync.gov
Fax: 919-542-8272

Signature of Applicant Date

Note: This application will be kept on file for one year at which time the applicant will be required to update the application form.

The Chatham County Board of Commissioners is committed to representing the diversity of the Chatham County community through the lens of gender, age, ethnicity, geographic location, and socio-economic background. The appointments from the Board of Commissioners will reflect Chatham County's diversity and ensure representation for key stakeholders in the community.

Diversity Equity and Inclusion Statement: Recommendation

Correlates to Value Chatham



Website
Policies
Application

Invest In New Software

Community Engagement Platform

Inspire Volunteers

What ArcGIS Hub can do for you



Share open data



Create unlimited websites



Organize around initiatives



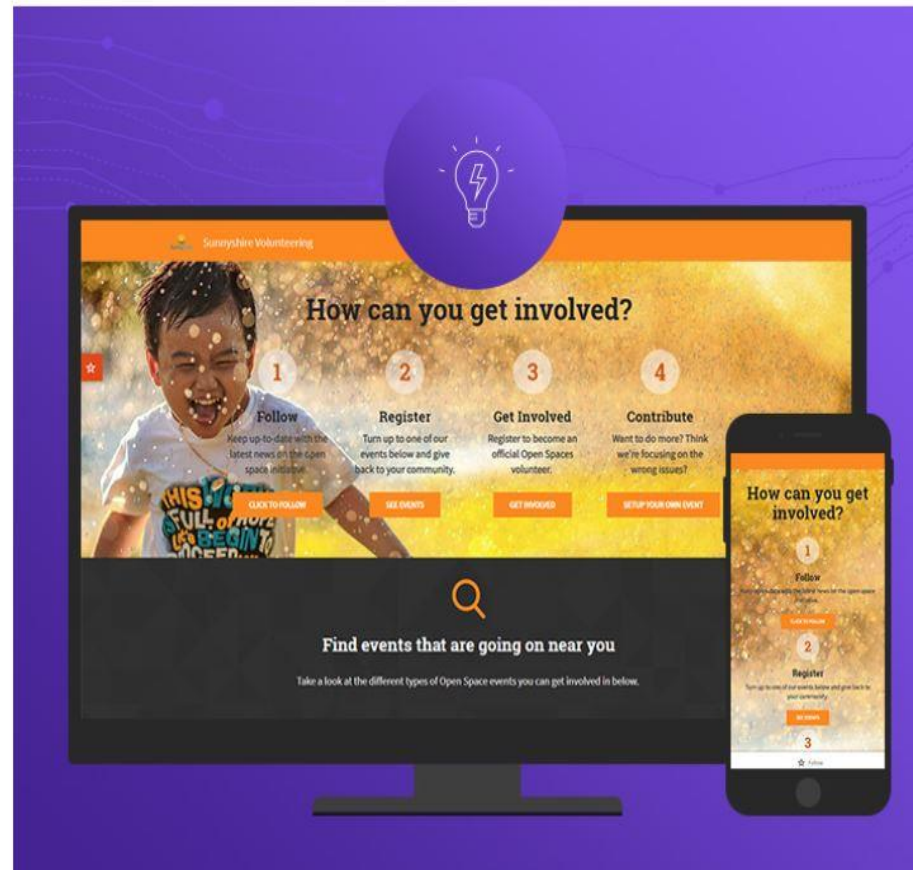
Enable collaboration



Inspire action



Benefit from a full system



Inspire action

Initiatives can drive engagement by giving community members a goal to rally around as well as a focused way to participate. Presenting information via charts, maps, and stories makes it easier for everyone to have a shared understanding of the goal, which can pave the way to action.

Creation of an Internal Committee for Advisory Boards and Committees

- Assist in marketing and advertisement of open positions
- Review applications and update demographic data base
- Contact applicants to gather more information regarding their application

Prioritize Accessibility

Inclusive Marketing

8th grade level language
Language that encourages broad participation

Accessible Application

Available in Spanish
Printed copies available at all Chatham County buildings

Accessible Meetings

Floating Locations
Option for Virtual Meetings

Next Steps

Direct staff to:

- Revise the Advisory Committee Policy and Addendums and the Volunteer Application for Boards and Committees
- Develop strategy for marketing open positions, reviewing applications, and recommending applicants for appointment
- Anticipated implementation in July 2024

QUESTIONS?

