APPOINTMENTS PROJECT®

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Best Practices for Improving the Diversity and Effectiveness of Civic Boards and Commissions

The Gender Gap in Government

Local public officials play a critical role in governance. Local leaders shape public policy, deliver vital services, and make decisions that have an outsize impact on citizens' daily lives. In addition to elected positions, many of these leaders serve on civic boards and commissions, which wield substantial influence over policy implementation and service delivery. Notably, women are significantly underrepresented in government leadership relative to their proportion of the population.

KEY QUESTION

What is the **percentage of women serving** on civic boards and commissions **in my community**?

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PERCENTAGE OF WOMEN AT VARIOUS LEVELS OF US GOVERNMENT

15%

CITY ADMINISTRATORS

21%

MAYORS

25.4%

STATE LEGISLATORS*

19.6%

US CONGRESS*
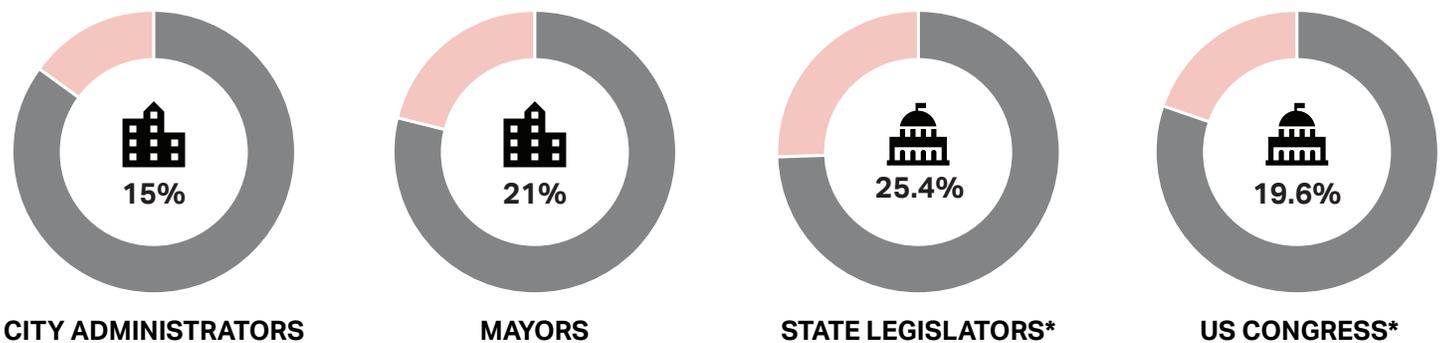
*As of 2018

Why appoint more women?

Research shows that increasing the number of women on civic boards and commissions does the following:

- **Increases public trust in government**
- **Boosts efficiency**
- **Improves the lives of residents**

Solutions

Solution: Appointments Project®

Established in 2014, the Appointments Project® works to empower women and strengthen communities by increasing the gender diversity of civic boards and commissions by:

Educating women on the need and importance of their representation on civic boards and commissions.

Managing a talent bank of women interested in serving on civic boards and commissions. Our database allows us to match expertise, interests, and skills with available openings.

Engaging elected officials on the appointment process and encourage the adoption of best practices.

KEY QUESTION

Do I have a **road map** for improving civic boards and commissions?

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Solution: Best Practices for Improving the Diversity and Effectiveness of Civic Boards and Commissions

Our research identified five best practices for civic boards and commissions to increase and sustain the number of women serving.

☑ **Ease and transparency of applying for positions**
The application process should be easy to navigate and clear to both potential applicants and officials.

☑ **Outreach in the community**
Reaching out to individuals within the community to expand the pool of qualified candidates beyond those who normally seek vacant board positions.

☑ **Professional development and training**
Commitment to professional development and training not only at the time of on boarding, but throughout a member's time on the board, can help make a member more successful, which can translate to a more effective and trusted board.

☑ **Formal policies and procedures**
Developing formal policies and training members in how to implement them is important, but to make it actionable, boards should develop policies that make reporting, investigation, and decision-making processes clear.

☑ **Regularly assessing performance**
Regularly assessing performance can provide boards and commissions with information about how well they are achieving their goals and help motivate improvement.