

Bill Wells
Mayor



City of Murray



June 10, 2014

Mayor Bill Wells
City of Murray
104 N 5th Street, Suite B
Murray, KY 42071

Dear Mayor Wells:

As you are aware in May, the City of Murray Human Rights Commission requested a study be done regarding diverse representation in appointments to Boards and Commissions made by the City. In summary, the results of the study found that the City has a total of 83 appointments to Boards and Commissions. The study found that currently, the 83 appointments consist of six individuals that are traditionally defined minorities (race/ethnicity) which represents 7% of all the appointments made by the City to Boards and Commissions. However, traditionally defined minorities equate to 13% of the total population of the City of Murray. The study also found that among the appointments, 53 are males comprising 64% of appointments. Males represent 46% of the total population of the City of Murray. Lastly among the appointments, 29 are female comprising 35% of appointments. Females represent 54% of the City's population.

The Commission believes this to be an important issue and passed a resolution regarding this.

While appointment authority to Boards and Commissions rests with the Mayor and the City Council, the City of Murray Human Rights Commission recommends corrective action be made to increase the number of appointments of traditionally defined minorities and females, while reducing the number of male appointments during the 2014-2015 fiscal year (July 1, 2014-June 30, 2015) when 18 appointments are planned. The Commission encourages diversity on these Boards and Commissions beyond race, ethnicity, and sex. The Mayor and City Council should continue to appoint people with varying age, gender, gender identity, gender expression, religion, sexual orientation, and socio-economic status. We request that the City Administration provide an update to the Commission on the progress made to appoint additional diversity to Boards and Commission in December 2014 and June 2015.

- Adopted June 9, 2014
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The Commission notes that among the Boards and Commissions there are several that include no minority and/or female appointments made by the City. The Commission believes they be given heightened attention. These include Boards and Commissions such as: Ethics Board (no minorities/no females), Housing Authority (no minorities), Architectural Review Board (no minorities/no females), and the Board of Zoning Adjustments (no minorities). The Commission notes that some Boards and Commission have stipulations and eligibility requirements within their respective ordinances, charges, and bylaws, but the appointment power still rests with the Mayor and City Council. For Boards and Commissions that actively recommend candidates to the Mayor and City Council for appointment, a communication to them may be necessary that calls on them to note the need for more diverse representation on our Boards and Commissions. The communication may need to request they join us in this effort to identify the very best candidates possible, while ensuring diverse representation is met. The Commission can help with this education work with other Boards and Commission if that will be helpful.

If you and/or the City Administration develop other ways that the Commission can be helpful in this work, please do not hesitate to let us know. In a municipality such as ours, Boards and Commission are responsible for a wide-range of issues and make decisions that impact us all. Those decisions must be made by Boards and Commissions that are representative of our City's diversity. Lastly, it is important for us to note how far the diversity of our appointees on Boards and Commissions has progressed in Murray in recent years. For this we are thankful and know that together we can continue the trend.

Submitted on behalf of the Commission,

A handwritten signature in black ink, appearing to be 'Jody Cofer Randall', written in a cursive style.

Jody Cofer Randall, Chair
City of Murray Human Rights Commission

C: Matt Mattingly, City Administrator