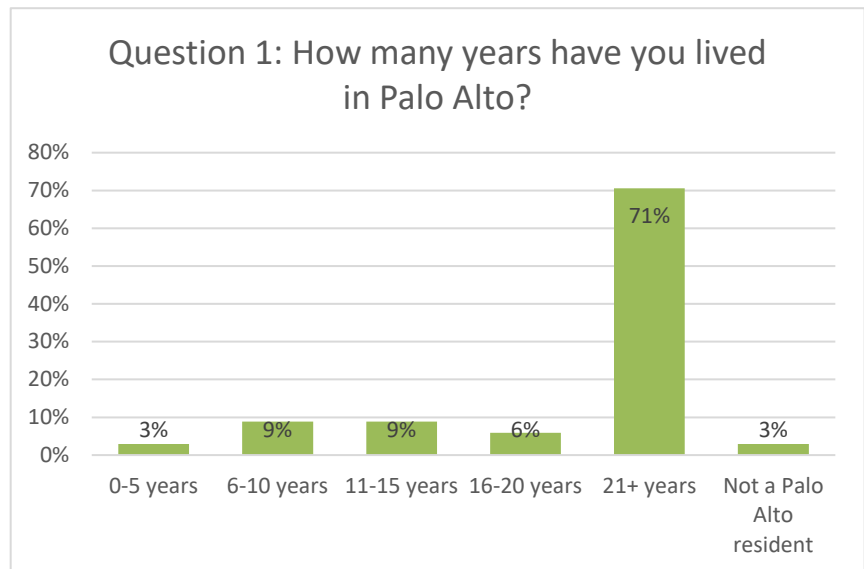


## Palo Alto Boards, Committees, and Commissions Demographic Data Survey 2021 Conducted Summer 2021

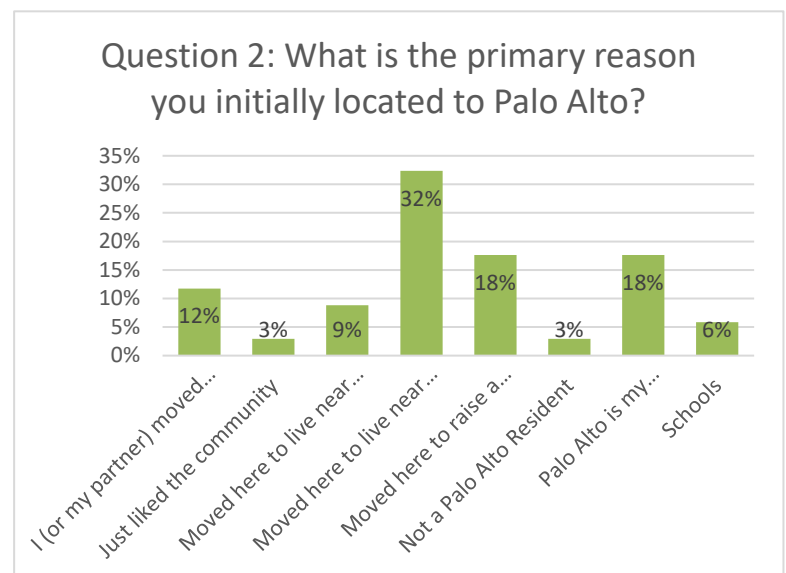
A total of 34 participants responded to the survey. The survey was shared with members of all of Palo Alto's Boards, Committees, and Commissions (BCCs). The results reflect aggregate voluntary information shared from BCC members. Most questions show the table and chart results as percentages.

### Survey Results:

Years	Percent
0-5 years	3%
6-10 years	9%
11-15 years	9%
16-20 years	6%
21+ years	71%
Not a Palo Alto resident	3%
Grand Total	100%



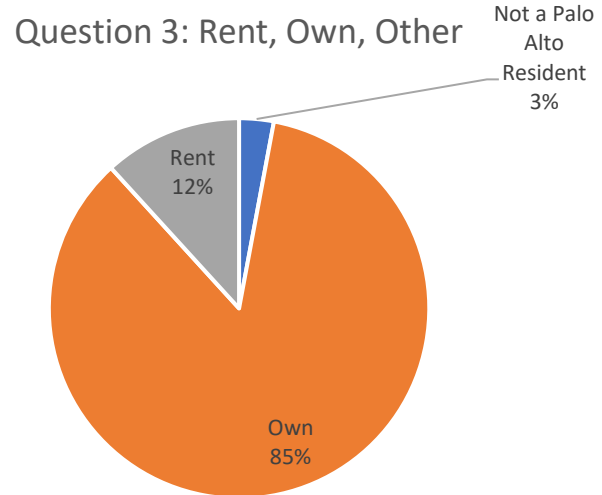
Reason	Percent
I (or my partner) moved here to attend Stanford	12%
Just liked the community	3%
Moved here to live near family*	9%
Moved here to live near work	32%
Moved here to raise a family	18%
Not a Palo Alto Resident	3%
Palo Alto is my hometown (I was born or raised here as a child)*	18%
Schools*	6%
Grand Total	100%



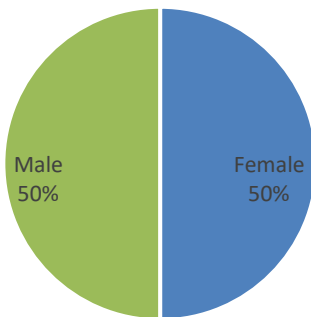
\*Palo Alto as hometown also includes spouses, "Schools" was a written-in response, "Moved here to live with family" also includes one "other" who said they moved here to live near friends.

Question 3: Housing - Do you own or rent your current residence? (For the purpose of the survey, you own your home even if you have an outstanding debt that you owe on your mortgage loan).

Own/Rent	Percent
Own	85%
Rent	12%
Not a Palo Alto Resident	3%
Grand Total	100%

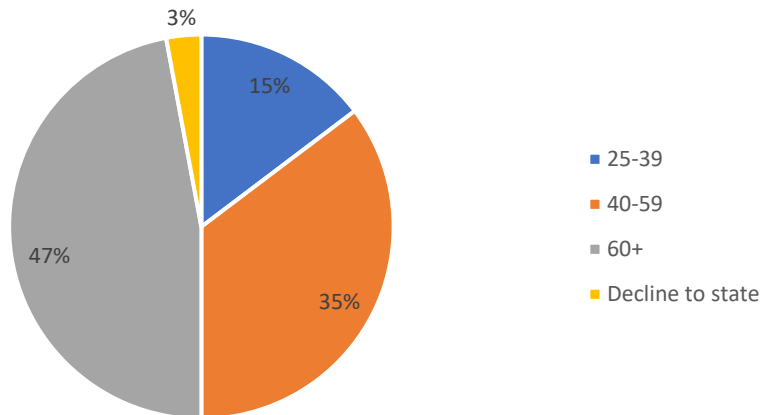


Question 4: What is your Gender?



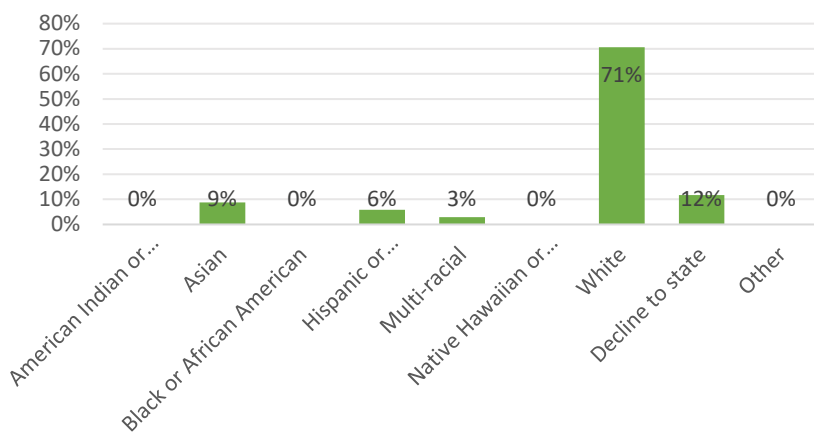
Gender	Percent
Female	50%
Male	50%
Non-binary	0%
Decline to state	0%
Grand Total	100%

## Question 5: What is your age group?



Age Group	Percent
25-39	15%
40-59	35%
60+	47%
Decline to state	3%
Grand Total	100%

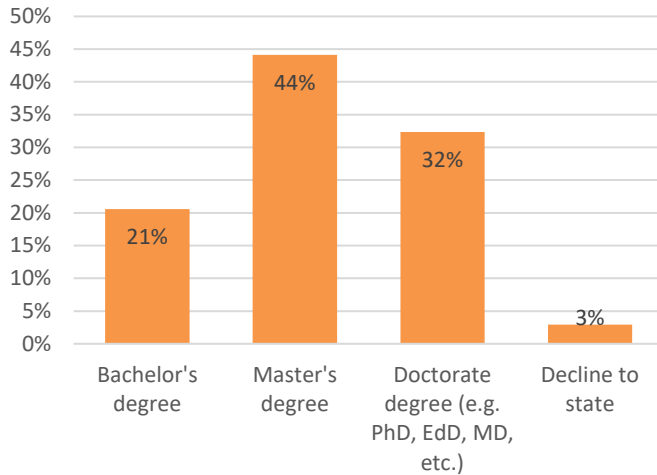
## Question 6: Race and Ethnicity (check all that apply).



Race / Ethnicity	Percent
American Indian or Alaskan Native	0%
Asian	9%
Black or African American	0%
Hispanic or Latino/Latinx and White	6%
Multi-racial	3%
Native Hawaiian or other Pacific Islander	0%
White	71%
Decline to state	12%
Other	0%
Total	100%

Question 7: Education - What is your highest level of school completed? If currently enrolled, mark "Student".

Question 7: Education



Education	Percent
Bachelor's degree	21%
Master's degree	44%
Doctorate degree (e.g. PhD, EdD, MD, etc.)	32%
Decline to state	3%
Grand Total	100%

\* No respondents chose "Student" so it is not listed in this chart.

Question 8: How do you identify your socioeconomic status?  
(Note: this was an open-ended question; answers were coded/tallied)

Self-Described Socioeconomic Status	Percent
Upper Middle Class	29%
N/A	29%
Middle Class	26%
Adequate	3%
Lower Middle Class	3%
Secure	3%
Upper Class	3%
Do Not Understand Question.	3%
<b>Grand Total</b>	<b>100%</b>

Question 9: What is your Employment Status

Status	Percent
Employed full-time	35%
Retired	35%
Employed part-time	15%
Seeking opportunities	9%
A homemaker	3%
Self-employed	3%
Grand Total	100%

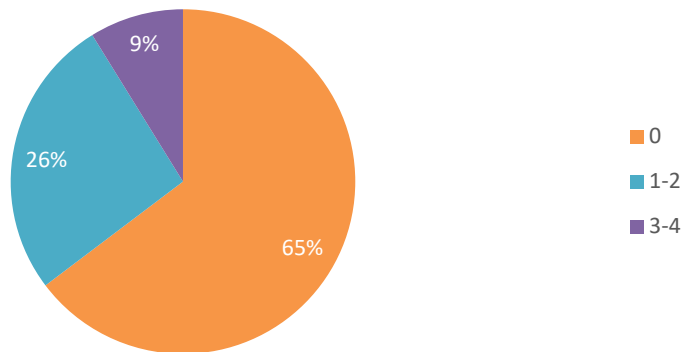
## Question 10: Employer Type: Please Describe Your Work

Employer Type	Percent
Employee of a for-profit company or of an individual, for wages, salary, or commissions	35%
Self-employed	24%
Government employee	12%
Retired	12%
Employee of a not-for-profit, tax-exempt, or charitable organization	6%
Decline to state	3%
Self-employed and Employee of a not-for-profit, tax-exempt, or charitable organization	3%
Self-employed and Employee of a for-profit company or of an individual, for wages, salary, or commissions	3%
Currently not working	3%
Working without pay in family business or farm	0%
Total	100%

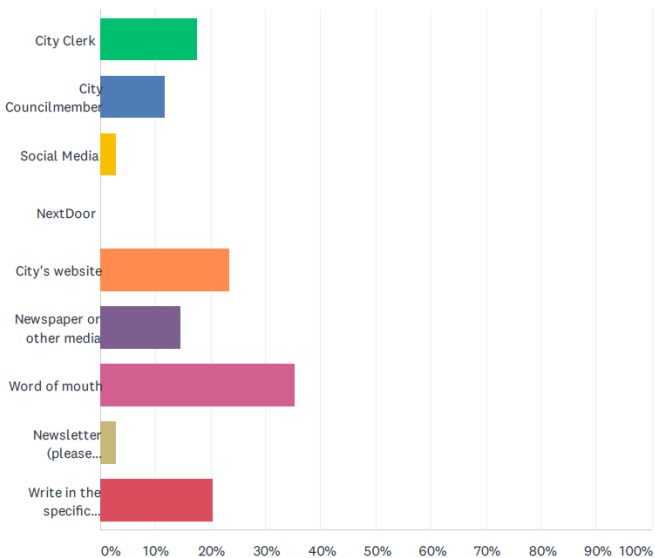
## Question 11: Employment Location – Note the general area in which your employer is located.

Location	Percent
Palo Alto	26%
San Jose or Silicon Valley outside of Palo Alto	21%
N/A	18%
San Francisco	18%
Decline to state	3%
Home	3%
Out of State	3%
San Mateo County	3%
Santa Clara & San Mateo County	3%
Southern California	3%
Grand Total	100%

Question 12: Number of children under the age of 18 live in your household?



Question 13: How did you hear about the opportunity to join your current Board/Commission/Committee? (Check all that apply)



Question 14: Are you a member of a Board/Commission/Committee that conducts quasi-judicial hearings (Architectural Review Board, Historic Resources Board, or Planning Transportation Commission)?

No	68%
Yes	32%
Grand Total	100%

Question 15: Do you have any additional comments? [Open-ended responses are provided below]

Council should appoint the best candidates available at the time there are openings. Do not set up a quasi-quota system to mandate diverse candidate membership.
The HRB needs to hire a Historic Planner. HRB has been without a historic planner for several years. This has had a major impact on the ability of the HRB to function.
It is an honor to serve the City of Palo Alto!
Thank you!
Thank you for gathering this information. It is my hope that our boards and commissions are represented by all people of Palo Alto. A diverse board brings more conversation and better decisions.
The real diversity problem on our b&c's is a diversity of expertise. Too many under qualified individuals without proper knowledge making recommendations.
Retired, but employer was initially in Palo Alto, then Santa Clara, then Cupertino, then SF
It has been an honor to serve
Thanks
Thank You!
Glad you are doing the survey. It seems to be very tough to find folks to serve currently
I am in favor of the new policy limited individuals to two terms on boards and commissions.