



Empowered Voices in Civic Service

Panelists: Angela Lawson, Council Member, Aurora, Brian Wong Mayor Pro Tem, Lafayette, & Shannon Lukeman-Hiromasa, Mayor Pro Tem, Northglenn


Moderator: Tamara Dixon, Director of Human Resources and Chief Diversity Officer, Northglenn



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The Importance of Diversity in Governance

1. Representation Gap

 People of Color:

42% of U.S. population

Only **13%** of local elected officials
(*Reflective Democracy Campaign, 2023*)

2. Gender Disparity

 Women:

50%+ of population


Just **31%** of local government roles
(*Center for American Women and Politics, 2024*)

3. Boards & Commissions

 In many cities:

Less than **20%** of board members reflect community diversity
(*Urban Institute, 2023*)


4. Trust in Local Government

 Trust Levels:

36% of Black Americans

33% of Hispanic Americans
Trust local government to do what's right
(*Pew Research Center, 2022*)


5. The Power of Inclusion

 Diverse leadership:

Boosts innovation

Improves equity in policy outcomes

Builds stronger community trust
(*Harvard Kennedy School, 2021*)

 ***When communities see themselves in government, they're more likely to engage, trust, and lead.***



THANK YOU!

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