What do our leaders look like in Minnesota?

Leaders shape our institutions. They define organizational culture and make decisions that have long-standing and wide-ranging impact on people and communities. It matters, therefore, that these leaders are reflective of and responsive to the diversity of those they employ and serve.

**SEX** | Minnesota’s leaders are overwhelmingly male.
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In Minnesota males make up 50% of the population, and yet males make up:

- 74% Business leaders
- 61% Government leaders
- 63% Nonprofit leaders

**RACE**
Black, Indigenous, and People of Color (BIPOC) remain under-represented in leadership positions.

BIPOC Minnesotans make up:

- 17% Minnesota
- 12% Leaders

**EDUCATION** | Minnesota’s leaders are primarily made up of college graduates.
---
38% of Minnesotans have a bachelor’s degree or higher. The makeup of leaders with this level of education is:

- 68% Business leaders
- 75% Government leaders
- 92% Nonprofit leaders

**INCOME** | Leaders earn more than Minnesota’s adults, as a whole.
---
10% of Minnesotans are making $100,000 or more. The makeup of leaders earning $100,000 or more is:

- 67% Business leaders
- 51% Government leaders
- 79% Nonprofit leaders

Median income for:
- Minnesota Adults: $46,400
- Leaders: $125,600
### DISABILITY

**Adults with a disability are under-represented as leaders.**

3 out of 20 Minnesotans have a disability.

Yet fewer than 1 in 20 leaders have a disability.

- **Minnesota:** 14%
- **Leaders:** 4%

### AGE

Two-thirds of Minnesota’s leaders are middle-aged, while younger and older adults are under-represented among Minnesota’s leadership.

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Minnesota</th>
<th>Leaders</th>
</tr>
</thead>
<tbody>
<tr>
<td>UNDER 45</td>
<td>39%</td>
<td>28%</td>
</tr>
<tr>
<td>45-54</td>
<td>18%</td>
<td>33%</td>
</tr>
<tr>
<td>55-64</td>
<td>20%</td>
<td>30%</td>
</tr>
<tr>
<td>65+</td>
<td>23%</td>
<td>9%</td>
</tr>
</tbody>
</table>

### PATHWAYS TO LEADERSHIP

The most common pathways to leadership vary across sectors.

- **49%** of business leaders are promoted from within.
- **90%** of government leaders are elected.
- **65%** of nonprofit leaders are hired externally.

Source: Integrated Public Use Microdata Series from the U.S. Census Bureau, American Community Survey

### TAKE ACTION

Find more information, inspiration, and resources to spark change on Who Leads in MN?

[www.mncompass.org/who-leads-mn](http://www.mncompass.org/who-leads-mn)