

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.

In Minnesota males make up **50%** of the population, and yet males make up:



73%

Business leaders



58%

Government leaders



60%

Nonprofit 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



68%

Government leaders



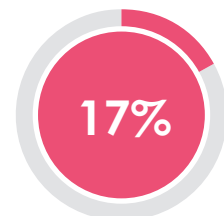
91%

Nonprofit leaders

RACE

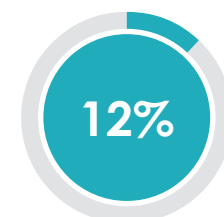
Black, Indigenous, and People of Color (BIPOC) remain under-represented in leadership positions.

BIPOC Minnesotans make up:



17%

Minnesota



12%

Leaders

INCOME | Leaders earn more than Minnesota's adults, as a whole.

12% of Minnesotans are making \$100,000 or more. The makeup of leaders earning \$100,000 or more is:



71%

Business leaders



41%

Government leaders



83%

Nonprofit leaders

Median income for:

Minnesota Adults **\$63,000**

Leaders **\$149,200**

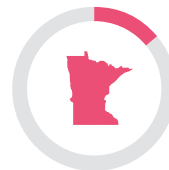


DISABILITY | Adults with a disability are under-represented as leaders.

3 out of 20 Minnesotans have a disability.



Yet fewer than 1 in 20 leaders have a disability.

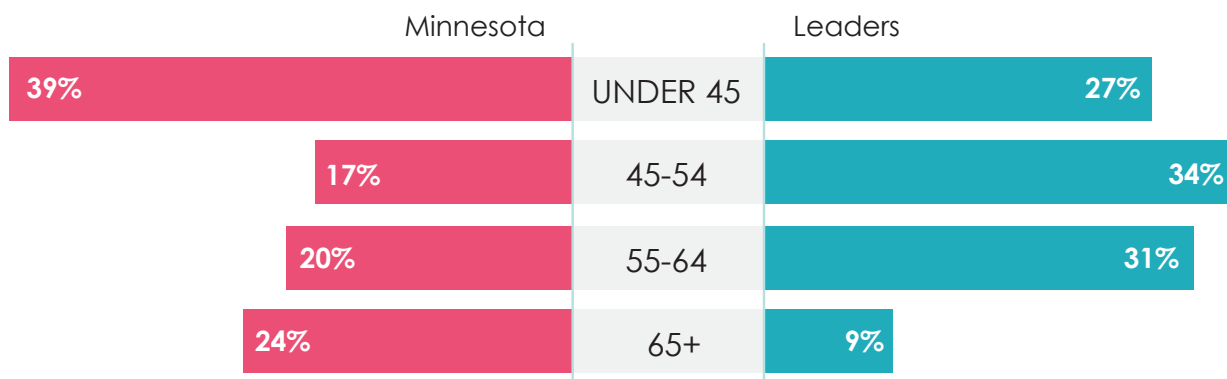


14%
Minnesota

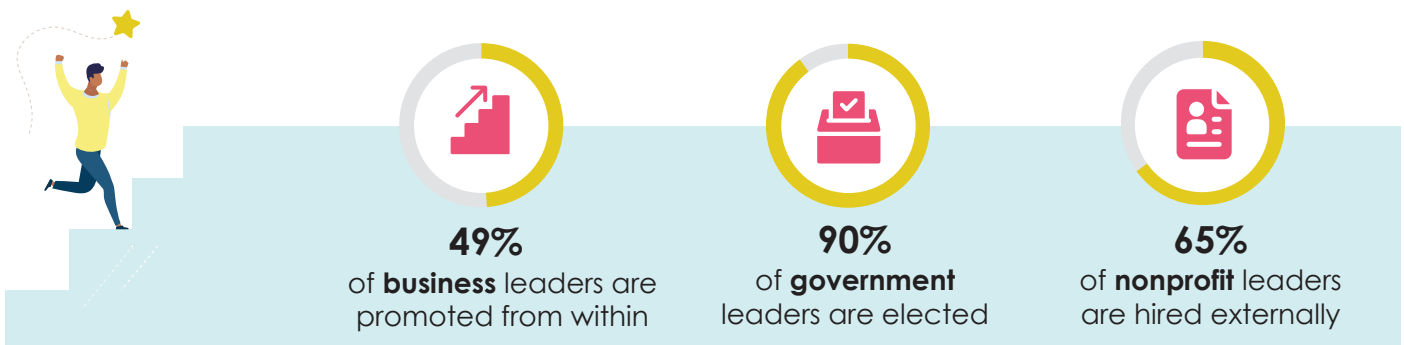


4%
Leaders

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



PATHWAYS TO LEADERSHIP | The most common pathways to leadership vary across sectors.



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



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

www.mncompass.org/who-leads-mn