

# 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



**51%**

Government leaders



**58%**

Nonprofit leaders

## EDUCATION | Minnesota's leaders are primarily made up of college graduates.

**39%** of Minnesotans have a bachelor's degree or higher. The makeup of leaders with this level of education is:



**70%**

Business leaders



**76%**

Government leaders



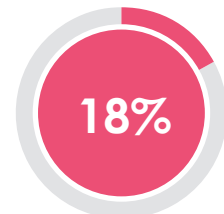
**87%**

Nonprofit leaders

## RACE

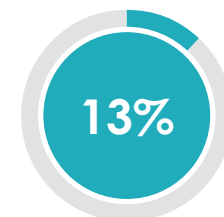
**Black, Indigenous, and People of Color (BIPOC) remain under-represented in leadership positions.**

BIPOC Minnesotans make up:



**18%**

Minnesota



**13%**

Leaders

## REGION | Minnesota's leaders disproportionately reside in the Twin Cities metro.

**55%** of Minnesotans live in the 7-county Twin Cities metro. The makeup of leaders living in the Twin Cities is:



**75%**

Business leaders



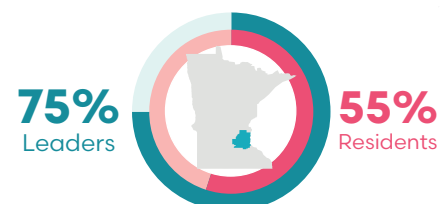
**58%**

Government leaders



**77%**

Nonprofit leaders



**75%**  
Leaders

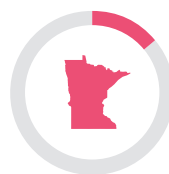
**55%**  
Residents

## 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.

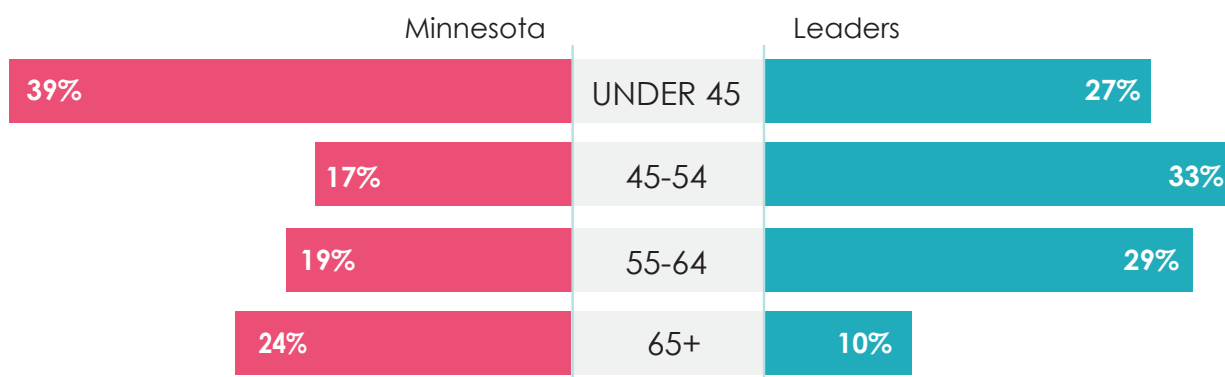


14%  
Minnesota



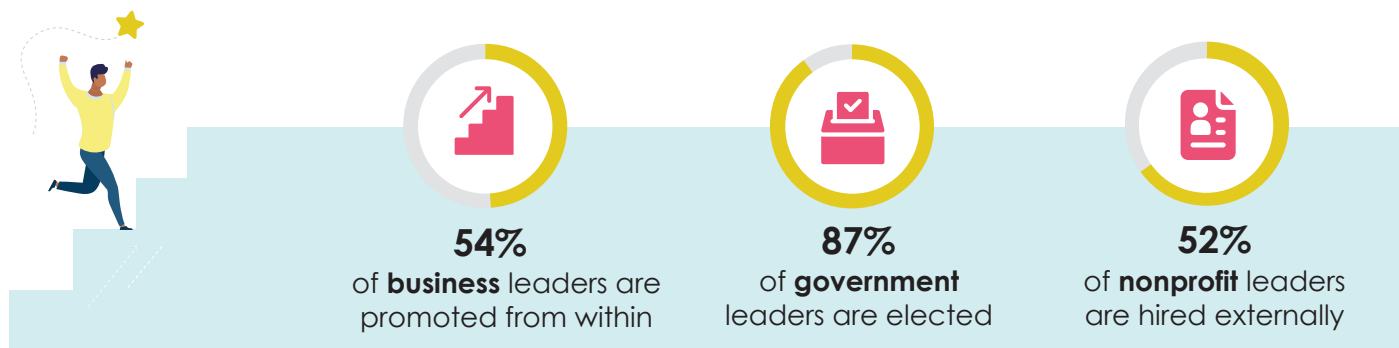
3%  
Leaders

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



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

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



Source: Bush Foundation Leadership 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)