

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



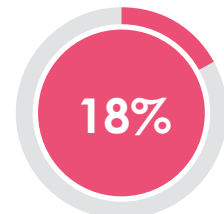
87%

Nonprofit leaders

RACE

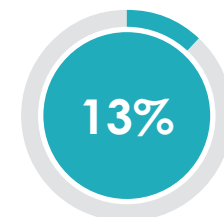
Black, Indigenous, and People of Color (BIPOC) remain under-represented in leadership positions.

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



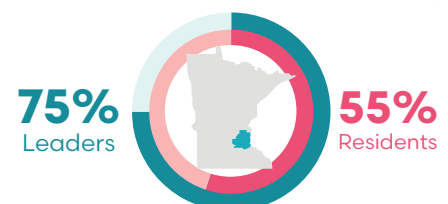
58%

Government leaders



77%

Nonprofit leaders



75%
Leaders

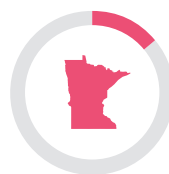
55%
Residents

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.

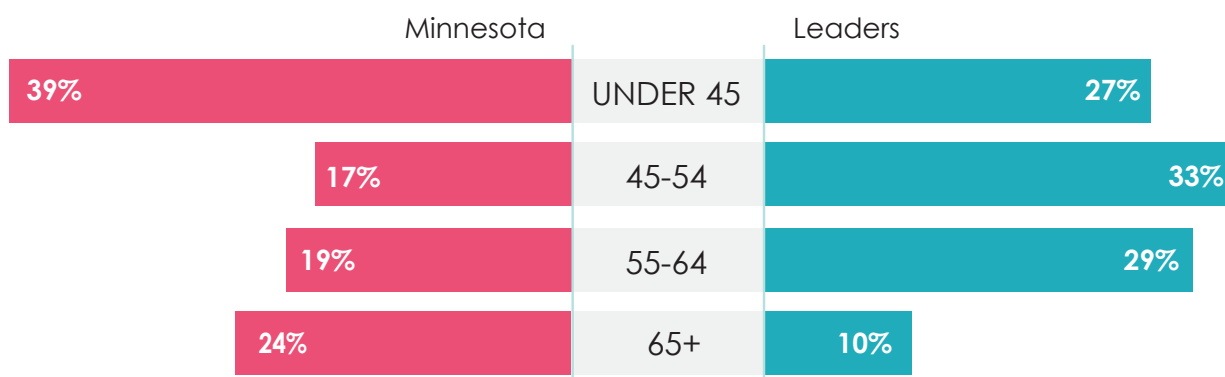


14%
Minnesota



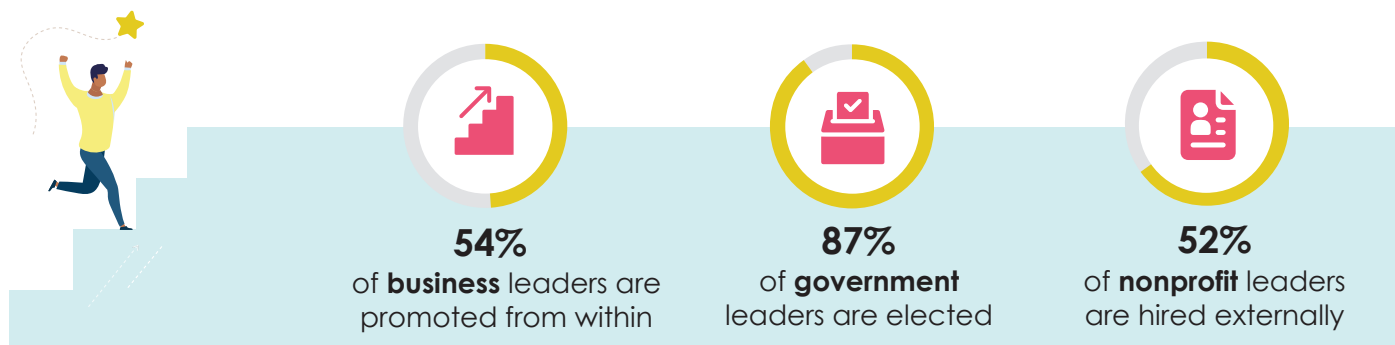
3%
Leaders

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