

Sample Redistricting Commission Interview Questions

1. If you are selected, you will be one of 15 Commissioners tasked with working together to create maps of the new districts. In the supplemental questionnaire, we asked you to describe a situation where you had to work collaboratively with others on a project to achieve a common goal.
 - a. Tell us a little more about the project you described in your questionnaire and your role within the group.
 - b. If you did not provide an example in your supplemental questionnaire, tell us about a specific project where you had to work collaboratively with others, and tell us your role within the group.
2. A considerable amount of the Commission's work will involve meeting with people throughout the City. If you are selected, what skills and attributes will make you effective at interacting, understanding and appreciating people from different backgrounds and who have a variety of perspectives?
3. As a Commissioner, you may hear constructive feedback and/or criticism regarding a decision you made while serving on the Commission. Please describe a time when you received constructive feedback and how it impacted your work.
4. A situation may arise where you feel strongly about a specific proposal or recommendation but the majority of Commissioners vote against it. How would you react to this situation and would this impact your future work as a Commissioner?
5. Since you applied, has there been any changes to your or your immediate family's work situation that would be considered a conflict of interest? An example would be working on a campaign for a local candidate, working for a redistricting consultant, or financially supporting a candidate for local office beyond the allowed \$400 amount.
6. Work on the Commission requires members of different political backgrounds to work together. Since the 2010 Commission was selected and formed, the American political conversation has become increasingly polarized, whether in the press, on social media, and even in our own families.
 - a. What characteristics do you possess – and what characteristics should your fellow Commissioners possess—that will protect against hyperpartisanship?
 - b. What will you do to ensure that the work of the Commission is not seen as polarized or hyperpartisan and avoid perceptions of political bias and conflict?
7. What is the greatest problem the Commission could encounter, and what actions would you take to avoid or respond to this problem?
8. If you are selected, you will be one of fourteen members of the Commission which is charged with working together to create maps of the new districts. Please describe a situation where you had to work collaboratively with others on a project to achieve a common goal.
 - a. Tell us the goal of the project, what your role in the group was, and how the group worked through any conflicts that arose.
 - b. What lessons would you take from this group experience to the Commission if selected?
9. What specific qualities do you have that you feel will make you a good Independent Redistricting Commission member?
10. What is your interest in becoming involved in the City's Independent Redistricting Commission?

Independent Redistricting Commission Applicant Interview Pool Demographic Information

Race/Ethnicity	Total Applicants	Interview Pool %	Citywide %	Census Reporter Category
American Indian or Alaskan Native	0	0%	0%	Native
Asian / Pacific Islander	5	11%	13%	Asian
Black or African American	9	20%	13%	Black
Hispanic / Latinx	11	24%	41%	Hispanic
White / Caucasian	12	27%	29%	White
Multiple ethnicity / Other	8	18%	1%	Other
			2%	Two+
			1%	Islander
Multiple ethnicity / Other responses:				
Caucasian, African descent, Latinx				
Hispanic/Asian				
Hispanic, White				
Hong Kong and Taiwanese				
White / Caucasian American Indian				
South Asian				
white/Latina				
white, Black, Spanish				

Sexual Orientation	Total Applicants	Interview Pool %	Citywide %	Census Reporter Category
Asexual	1	2%	N/A	
Bisexual	3	7%	N/A	
Heterosexual / Straight	31	69%	N/A	
Homosexual / Gay or Lesbian	8	18%	N/A	
Pansexual	0	0%	N/A	
Prefer to Self-Describe	2	4%	N/A	
Prefer to Self-Describe Response:				
Queer				
Queer/Demisexual				
Age	Total Applicants	Interview Pool %	Citywide %	Census Reporter Category
18-29	7	16%	17%	(20-29)
30-39	9	20%	16%	
40-49	10	22%	13%	
50-59	4	9%	14%	
60-69	9	20%	11%	
70-79	6	13%	5%	
80-89	0	0%	3%	(80+)
Income	Total Applicants	Interview Pool %	Citywide %	Census Reporter Category
Under \$35,000	8	18%	41%	Under \$50,000
\$35,000 - \$74,999	11	24%	31%	\$50,000-\$100,000
\$75,000 - \$124,999	16	36%		
\$125,000 - \$250,000	9	20%	21%	\$100,000-\$200,000
Over \$250,000	1	2%	7%	Over \$200,000

Gender	Total Applicants	Interview Pool %	Citywide %	Census Reporter Category
Male	20	44%	49%	
Female	23	51%	51%	
Non-Binary	2	4%	N/A	
Male/Non-Binary	0	0%	N/A	
Education	Total Applicants	Interview Pool %	Citywide %	Census Reporter Category
High School or Less	1	2%	19%	No degree
College Experience	17	38%	17%	High School
Graduate School Experience	17	38%	34%	Some College
Doctoral or Professional Degree	10	22%	20%	Bachelor's
			11%	Post-grad