

2023 Gender & Racial Composition of CT State Boards, Commissions, Committees and Councils



Office of the Connecticut Secretary of the State

Statutory Requirement

Connecticut General Statutes Section 4-9b requires:

state boards and commissions with members appointed by the governor or the General Assembly to report the gender and racial makeup of their appointed membership in writing to the Office of the Secretary of the State; and

appointing authorities for the state's boards and commissions to make a good faith effort for their appointees to reflect diversity.



Creation of Report

In 2021, the General Assembly passed legislation requiring the Office of the Secretary of the State to produce a report that analyzes the membership data in comparison with the most recent United States census population data.

The goal of this report is to provide insight on how well the membership of these boards and commissions reflect Connecticut's diverse population.



2023 Report Methods

The data is statutorily required to be reported by the chief executive officer or chairperson some time from September 1 through October 1 of any reporting year; however, for this report, data was accepted after October 1 to allow for maximum inclusion.

Data collection worksheets were created and provided to boards and commissions to support their efforts in obtaining information from their members.



2023 Report Methods: Race Categories

The survey used the six (6) main categories for reporting race and ethnicity implemented by the U.S. Census Bureau

- Hispanic / Latino (any race)
- American Indian and Alaska Native
- Asian
- Black or African American (not Hispanic/Latino)
- Native Hawaiian and Other Pacific Islander
- White (not Hispanic/Latino)
- Two or More Races
- Prefer Not to Say



2023 Report Methods: Gender Categories

The survey options for gender included:

Male

Female

Non-Binary

Prefer Not to Specify



2023 Report Methods: Data Collection

139 of the 175 qualifying boards and commissions reported data through an online survey made available through the Secretary of the State's website (sots.ct.gov) or directly to office staff via email.



2023 Report Data Highlights

Race of appointees is becoming more diverse and moving toward reflecting population percentages.

Different from previous years, white appointees were not overrepresented on boards and commissions in 2023.

Of all the categories, Hispanic/Latino appointees are most underrepresented.

Male appointees outnumbered females by 6.5% but the gender gap shrank when compared to 2021 report.



2023 Racial Diversity of Appointed Membership vs. State Population

Table 2 in the 2023 Report

Race	2023 Appointees	2022 Census Population Estimate	Point Difference
Hispanic/Latino (any race)	4.91%	18.20%	-13.29
American Indian and Alaska Native	1.23%	0.70%	0.53
Asian	2.33%	5.20%	-2.87
Black or African American (not Hispanic/Latino)	10.79%	12.90%	-2.11
Native Hawaiian and Other Pacific Islander	0.06%	0.10%	-0.04
White (not Hispanic/Latino)	62.86%	63.90%	-1.04
Two or More Races	1.87%	2.70%	-0.83
Not specified	15.96%	-	-



Percentage of Appointees by Race over Time

Table 3 in the 2023 Report

Year	White (not Hispanic/Latino)	Black or African American (not Hispanic/Latino)	Hispanic/ Latino (any race)	Other	Not specified
1999	89.4%	6.6%	2.7%	1.3%	-
2005	89%	6.7%	3.1%	1.2%	-
2007	89%	6.7%	3.1%	1.2%	-
2009	87.5%	8.1%	2.8%	1.7%	-
2011	83.9%	9.5%	3.7%	2.9%	-
2019	77%	10.2%	3.9%	2.8%	-
2021	73.2%	10.9%	4.7%	5.3%	5.7%
2023	62.9%	10.8%	4.9%	5.5%	16.0%



2023 Gender Diversity of Appointed Membership vs. State Population

Table 1 in the 2023 Report

Appointee Gender	2023 Connecticut State Boards and Commissions	2022 Connecticut Population Estimates (U.S. Census Bureau)
Female	41.34%	51.00%
Male	47.87%	49.00%
Non-Binary	0.06%	-
Prefer Not to Answer	10.72%	-



Percentage of Appointees by Gender over Time

Table 1A in the 2023 Report

Year	Female Appointees Percent	Male Appointees Percent
2003	35.5	64.7
2005	36.6	63.4
2007	37.0	63.0
2009	38.5	61.5
2011	40.1	59.9
2019	43.0	57.0
2021	44.9	54.9
2023	41.3	47.9

For 2023, about 11% of respondents did not specify gender



Conclusion

Existing vacancies can help the appointing authorities to reach the statutory goal of appointees reflecting the Connecticut population by January 1, 2023. They are listed at the end of the report.

Education of the statutory requirement to report this data should be done continuously with all boards and commissions so that knowledge of the responsibility is not lost with changing membership.

