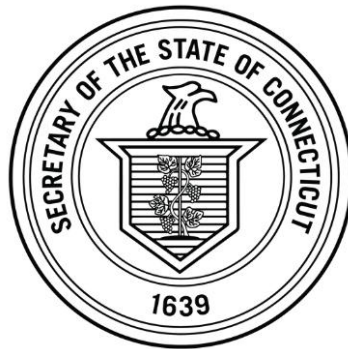


2023 Gender and Racial Composition of Connecticut State Boards, Commissions, Committees and Councils



Office of the Secretary of the State
Hartford, Connecticut
January 1, 2024

Table of Contents

- Table of Contents 2
- Letter from Secretary Thomas 3
- Introduction 4
- Executive Summary 4
- Data Collection 6
- Gender Representation 6
- Racial Diversity 8
- Race by Gender 10
- Conclusion 14
- Appendix A: Path to Appointment 14
- Appendix B: Vacancies 15
- Appendix C: Historical Gender Composition of Boards, Commissions, Committees and Councils 20
- Appendix D: Non-Responses 21
- Appendix E: Inactive Boards & Commissions 22

Letter from Secretary Thomas

Throughout my first year of office, I have been working to educate and promote the importance of engaging with our government. We as citizens have as much responsibility as elected leaders to ensure our government is diverse, inclusive and representative. Through my work with nonprofit organizations, as an active volunteer in my community and when serving as a legislator and now as Secretary of the State, I have experienced the profound impact engaged citizens can have on the shaping of government and its policies. Government functions best when it is made up of the people it serves. Although appointed, members of state boards, commissions, committees and councils are an extension of government and play an important role in helping to create inclusive policies and programs that enrich the diverse communities of Connecticut.

Citizens have the power to make the state a better place not just for themselves, but also their family, friends and neighbors. At the end of this report, there is a list of vacancies on boards, commissions, committees and councils as well as the contact information for those who can provide more information on how to pursue getting involved. I strongly urge you to reach out to become involved, help shape your government and make a difference.

Stephanie Thomas
Secretary of the State

Introduction

For over 25 years, Connecticut law (Connecticut General Statutes Section 4-9b) has required state boards, commissions, committees and councils (“boards and commissions”), which have at least one member appointed by the Governor or a member of the General Assembly, to report the gender and racial composition of their appointed membership. In 2021, the General Assembly passed legislation, with bipartisan support, requiring the Office of the Secretary of the State to produce an analysis of the membership information in the form of a report. The [2021 report is available online at our website](#), and its data is included in this report for comparison.

Executive Summary

Purpose

This report aims to summarize the data collected by the Office of the Secretary of the State pursuant to Connecticut General Statutes Section 4-9b regarding the gender and racial composition of boards and commissions with appointed members in the State of Connecticut.

CGS Section 4-9(b)(2). The Secretary of the State shall receive and maintain the data submitted pursuant to this subsection as public records. In addition, not later than January 1, 2022, and every two years thereafter, the Secretary shall develop and publish, including on the Internet web site of the Office of the Secretary of the State, a report regarding the gender and racial composition of each state appointive board, commission, committee and council described in subsection (a) of this section, and shall conduct an analysis comparing the gender and racial composition of the state according to the most recent United States census population data with the goal of reflecting the most recent United States census population data on such boards, commissions committees and councils by January 1, 2026.

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.

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. The survey used the six (6) main categories for reporting race and ethnicity implemented by the U.S. Census Bureau. The survey options for gender included male, female, prefer not to specify (added in 2021), and non-binary (added in 2023).

Findings

About 11 percent (10.72%) of respondents elected not to specify gender. Male appointees outnumbered female appointees by about seven percent (6.53%) despite census estimates that the female population of Connecticut is about two percent (2%) larger than the male population. Less than one percent (0.06%) of respondents identified as non-binary.

In a change from previous years’ findings, white appointees were not significantly overrepresented on boards and commissions in 2023. However, Hispanic/Latino appointees remained the most underrepresented group. These trends remained largely consistent between male and female respondents. Given that about 16 percent (15.96%)

of respondents chose not to report their race or ethnicity, it is plausible that these findings may overrepresent or underrepresent racial and ethnic group membership in appointive bodies.

Conclusion

Connecticut General Statutes Section 4-9b provides a goal for the membership composition of these boards, commissions and councils to reflect the U.S. Census Bureau estimates of Connecticut's general population by January 1, 2026. Connecticut residents are encouraged to take action and get involved today by pursuing an appointment and can refer to Appendix A of this report for guidance on initiating that process.

Data Collection

Survey Distribution and Response

Several efforts were made in 2023 by the Office of the Secretary of the State to encourage boards and commissions to comply with Connecticut General Statutes Section 4-9b. The reporting survey was available through the Secretary of the State’s website. Data was also accepted when emailed directly to staff representatives from the Office of the Secretary of the State. The result was a 79.43% response rate, with 139 of the 175 qualifying boards and commissions reporting the required information.

Terminology

The U.S. Census Bureau uses six (6) main categories for reporting race and ethnicity: White, Black or African American, American Indian and Alaska Native, Asian, Native Hawaiian and Other Pacific Islander, two or more races, and Hispanic/Latino origin, regardless of race. This report uses the 2022 U.S. Census Bureau estimates as the statutorily designated point of comparison. The term “white” refers to white persons who did not identify as being of Hispanic/Latino origin and the term “Black or African American” refers to Black or African American people who did not identify as being of Hispanic/Latino origin. The term “Hispanic/Latino” refers to persons who identified as being of Hispanic/Latino origin, regardless of their race.

Gender Representation

Section 4-9b of the Connecticut General Statutes requires state appointive bodies to file biennial reports with the Secretary of the State documenting “the composition of the [appointed members of the] body according to the term ‘race/sex,’ as defined in the regulations of the Commission on Human Rights and Opportunities [CHRO].” In other parts of Sec. 4-9b, the word “gender” is used interchangeably with the word “sex,” despite these terms describing different categories of self-identification. The options for reporting gender identity in 2023 were “male,” “female,” “non-binary,” and “prefer not to specify.”

Table 1 shows the percentage of the 2023 appointed members who identified as female, male, or non-binary compared to 2022 U.S. Census Bureau population estimates. Note that census estimates do not include categories for non-binary identification or for individuals who may prefer not to specify their gender. About eleven percent (10.72%) of respondents chose not to list their gender. However, of the appointees who did provide gender information, male appointees outnumber female appointees by about seven percent (6.53%), despite females outnumbering males by about 2% in the general population. Non-binary individuals represented 0.06% of appointees in 2023.

Table 1: Gender Representation

Appointee Gender	2023 Connecticut State Boards and Commissions	2022 Connecticut Population Estimates (U.S. Census Bureau) ¹
Female	41.34%	51.00%
Male	47.87%	49.00%
Non-Binary	0.06%	-
Prefer Not to Answer	10.72%	-

¹ Data taken from the U.S. Census Bureau document titled, “Population Estimates, July 1, 2022, (V2022).” Retrieved November 4, 2023, from <https://www.census.gov/quickfacts/fact/table/CT,US/PST045221>

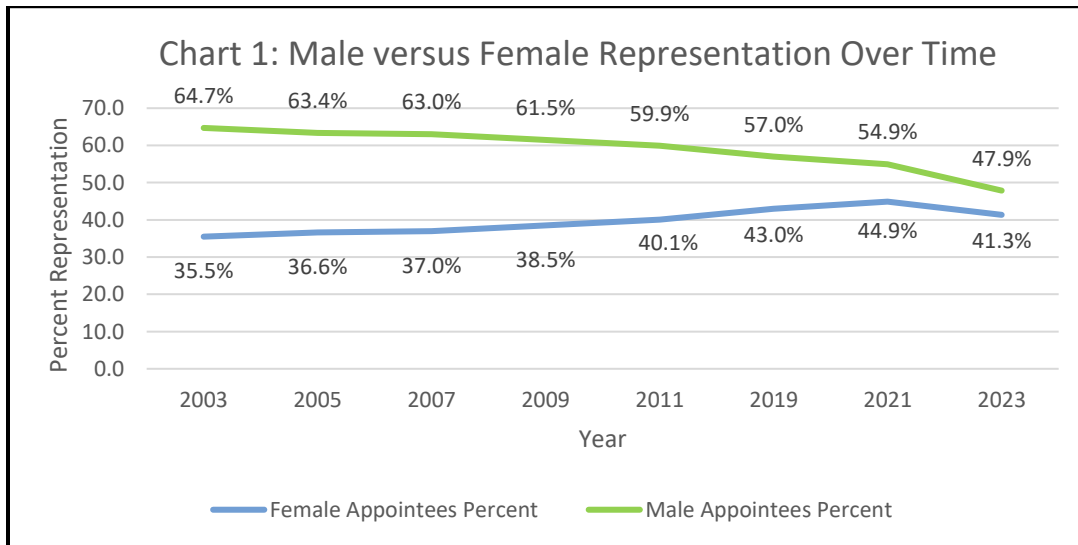
Historical Statistics

While the past few years have seen a trend towards a more equal gender balance of state appointees, parity has not yet been fully achieved. Over nearly 20 years, the population of female appointees on the reporting boards and commissions has increased less than 10%. However, while 2021 saw a full 10% gap between male and female representation, that gap has shrunk in 2023 to only about 7% more male than female appointees, indicating the continuation of the trend toward equal gender representation. Since almost eleven percent (10.72%) of respondents declined to report their gender identity, the data provided here may overestimate or underestimate the apparent gender gap in appointees.

Table 1A: Gender Representation Over Time

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

Chart 1: Gender Representation Over Time



Additional Information

Of the 139 boards and commissions included in this report, ten (10) reported equal numbers of male and female appointees, fourteen (14) reported only male appointed members, and two (2) reported only female appointed members. Fifty-one (51) boards and commissions were majority-female, seventy-seven (77) boards and commissions were majority-male, and one (1) council did not provide any gender data for its members.

The fourteen (14) boards and commissions that reported no female appointees were the Crane Operators Examining Board, State Properties Review Board, Adoption Review Board, Community Investment Fund 2030

Board of Directors, Code Training and Education Fund Board of Control, Fire Marshal Training Council, Building Code Training Council, University of Connecticut Health Center Finance Corporation Board of Directors, Liquor Control Commission, Connecticut Valley Hospital Advisory Board, Fire Protection License Board, Commission On Fire Prevention and Control, Data Analysis and Technology Advisory Board, Connecticut Siting Council, and the Board of Examiners for Professional Engineers and Land Surveyors.

The two (2) boards and commissions that reported no male appointees were the State Council on Educational Opportunities for Military Children and the Connecticut Board of Examiners of Electrologists.

The ten (10) boards and commissions that reported equal male and female representation were the State Elections Enforcement Commission, Connecticut Advisory Council on Housing Matters, Commission on Uniform Legislation (Uniform Law Commission), Board of Control of the Connecticut Agricultural Experiment Station, Connecticut Board of Naturopathic Examiners, Connecticut Board of Examiners for Opticians, State Teachers' Retirement Board, Real Estate Appraisal Commission, Nitrogen Credit Advisory Board, and the Judicial Review Council.

The above data is also available for the years 2019 and 2021 in Appendix C of this report.

Racial Diversity

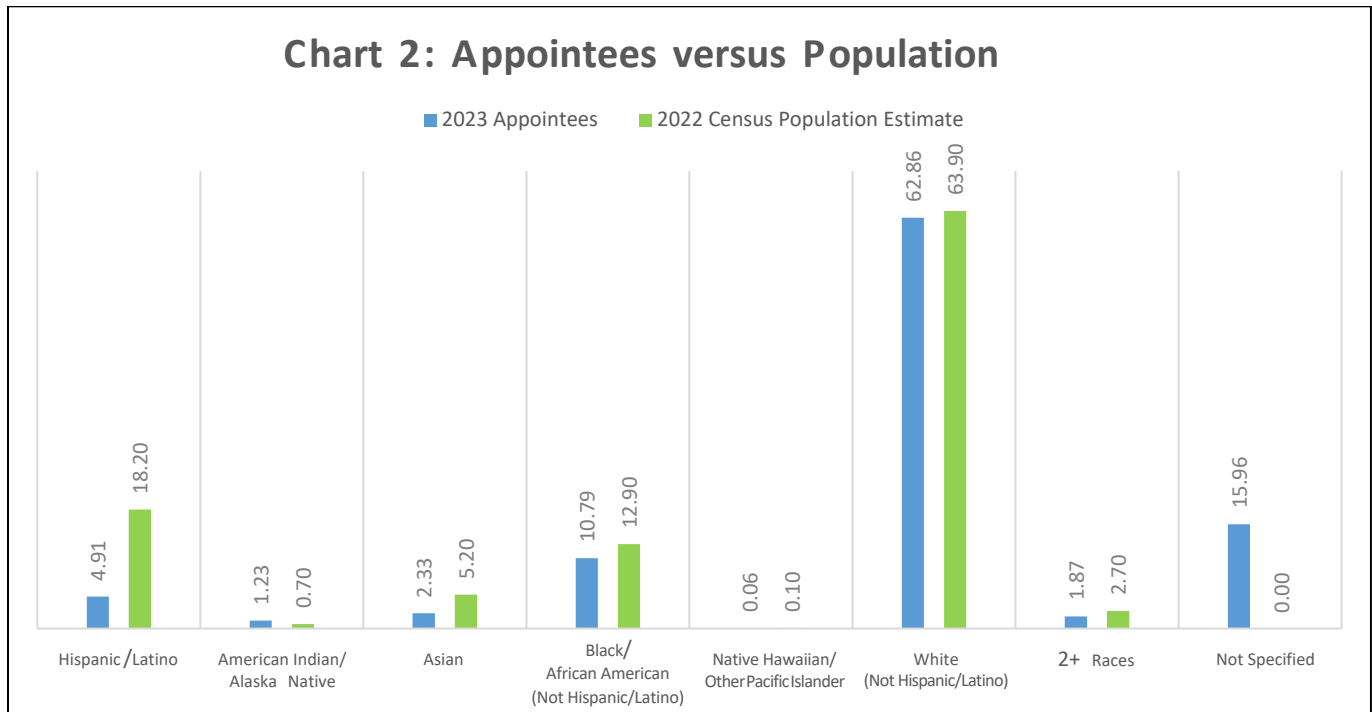
Current Statistics

Unlike in previous years, white appointees were not significantly overrepresented on the boards and commissions based on comparisons to Census estimates. However, Hispanic/Latino appointees remained the most underrepresented group. Table 2 and Chart 2 provide a statistical and visual description of appointee membership by race and Hispanic/Latino origin. Because almost sixteen percent (15.96%) of respondents declined to report their race/ethnicity in 2023, this section may understate or overstate representation of some racial and ethnic groups.

Table 2: Racial Diversity of Appointed Membership versus State Population

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%	-	-

Chart 2: Representation by Race versus State Population



Historical Statistics

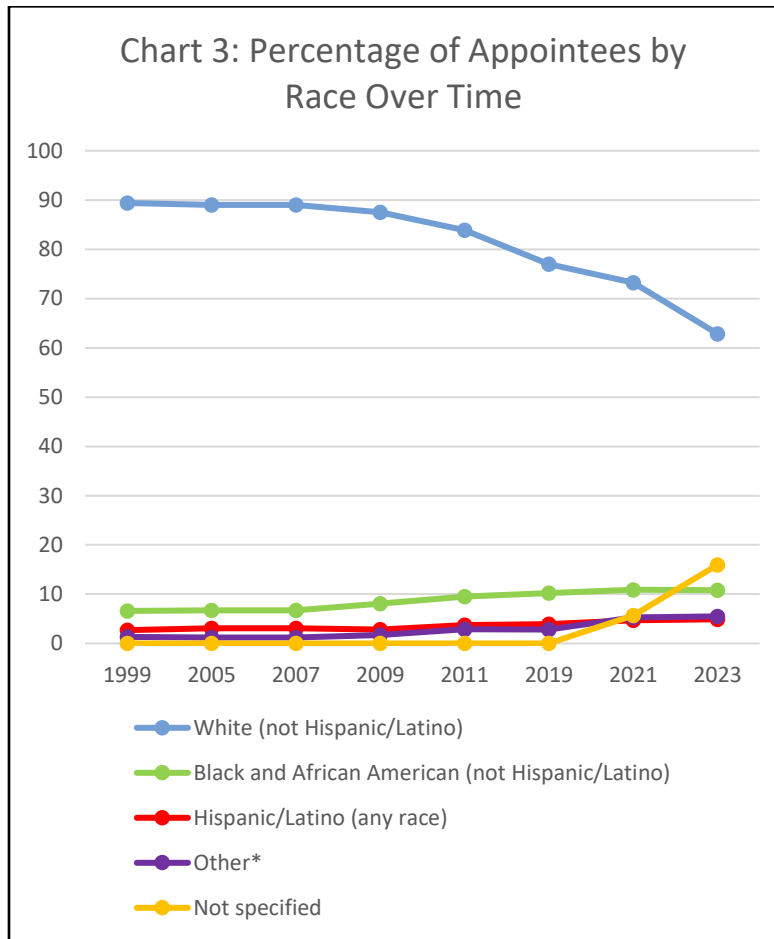
Historically, white appointees have been overrepresented, and appointees of all other races and of Hispanic/Latino origin have been underrepresented on Connecticut’s appointive bodies relative to census estimates. While this trend has decreased over the past few years, Hispanics/Latinos are still significantly underrepresented compared to Connecticut’s general population. These trends are depicted in Table 3 and Chart 3.

Table 3: Percentage of Appointees by Race Over Time

Reporting Year	White (not Hispanic/Latino)	Black or African American (not Hispanic/Latino)	Hispanic/Latino (any race)	Other ²	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%

² In Table 3, for the years 2019 and after, the number in the column titled, “Other,” is the sum of the survey data for Asian, American Indian and Alaska Native, Native Hawaiian and Other Pacific Islander appointees, and appointees of two or more races for the specified year.

Chart 3: Percentage of Appointees by Race Over Time



Race by Gender

Current Statistics

Female: Six hundred forty (640) female appointed members were reported on the 139 state boards and commissions included in this report. About sixty-five percent (65.16%) of female appointees were white. Black and African American women comprised about seventeen percent (16.56%) of the population of female appointees. Only about six percent (6.41%) of female appointees were Hispanic/Latina women.

(See next page)

Table 4A: Racial Diversity of Female Appointees

Race	Number of Female Appointees	Percent of Population of Female Appointees	Percent of Population of All Appointees
Hispanic/Latina (any race)	41	6.41%	2.65%
American Indian and Alaska Native	8	1.25%	0.52%
Asian	18	2.81%	1.16%
Black or African American (not Hispanic/Latina)	106	16.56%	6.85%
Native Hawaiian and Other Pacific Islander	1	0.16%	0.06%
White (not Hispanic/Latina)	417	65.16%	26.94%
2+ races	24	3.75%	1.55%
Not specified	25	3.91%	1.61%

Male: Of the seven hundred forty (740) men serving as appointed members on the 2023 boards and commissions, seventy-five percent (75.00%) were white men. Black or African American men made up the next largest group with about eight percent (8.11%) of male appointees, followed by Hispanic/Latino men at just under five percent (4.73%). About two percent (2.43%) were Asian men.

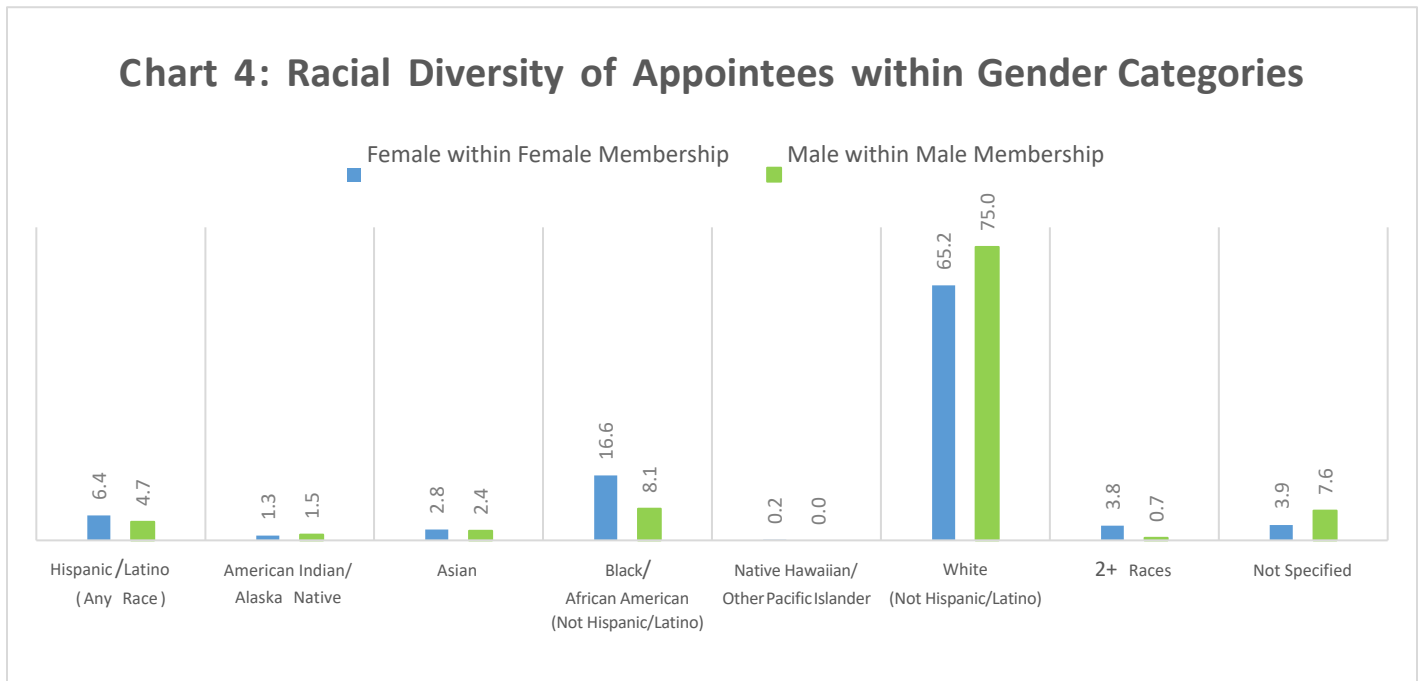
Table 4B: Racial Diversity of Male Appointees

Race	Number of Male Appointees	Percent of Population of Male Appointees	Percent of Population of All Appointees
Hispanic/Latino (any race)	35	4.73%	1.18%
American Indian and Alaska Native	11	1.49%	0.71%
Asian	18	2.43%	1.16%
Black or African American (not Hispanic/Latino)	60	8.11%	3.88%
Native Hawaiian and Other Pacific Islander	0	0.00%	0.00%
White (not Hispanic/Latino)	555	75.00%	35.85%
2+ races	5	0.68%	0.32%
Not specified	56	7.57%	3.62%

(See next page)

Chart 4 reveals that although female appointments were somewhat more racially diverse than male appointments, both gender categories adhere to the same general trends in racial and ethnic appointments.

Chart 4: Racial Diversity of Appointees within Gender Categories³



Frequency of Racial Representation

Percentage representation of appointees by gender and race/ethnicity in the overall appointed membership of the boards and commissions is only one metric for measuring the diversity—or lack of diversity—on boards and commissions. Another approach is to determine how frequently boards and commissions included appointees of race and ethnicity other than non-Hispanic/Latino white appointees.

Table 5 and Chart 5 represent the frequency with which members of each racial and gender group appeared in boards and commissions over time. The figures indicate the percentage of boards having **at least one appointed member** from the reported gender and racial/ethnic groups.

For example, in 2023, 91% of boards and commissions had at least one white male appointed member.

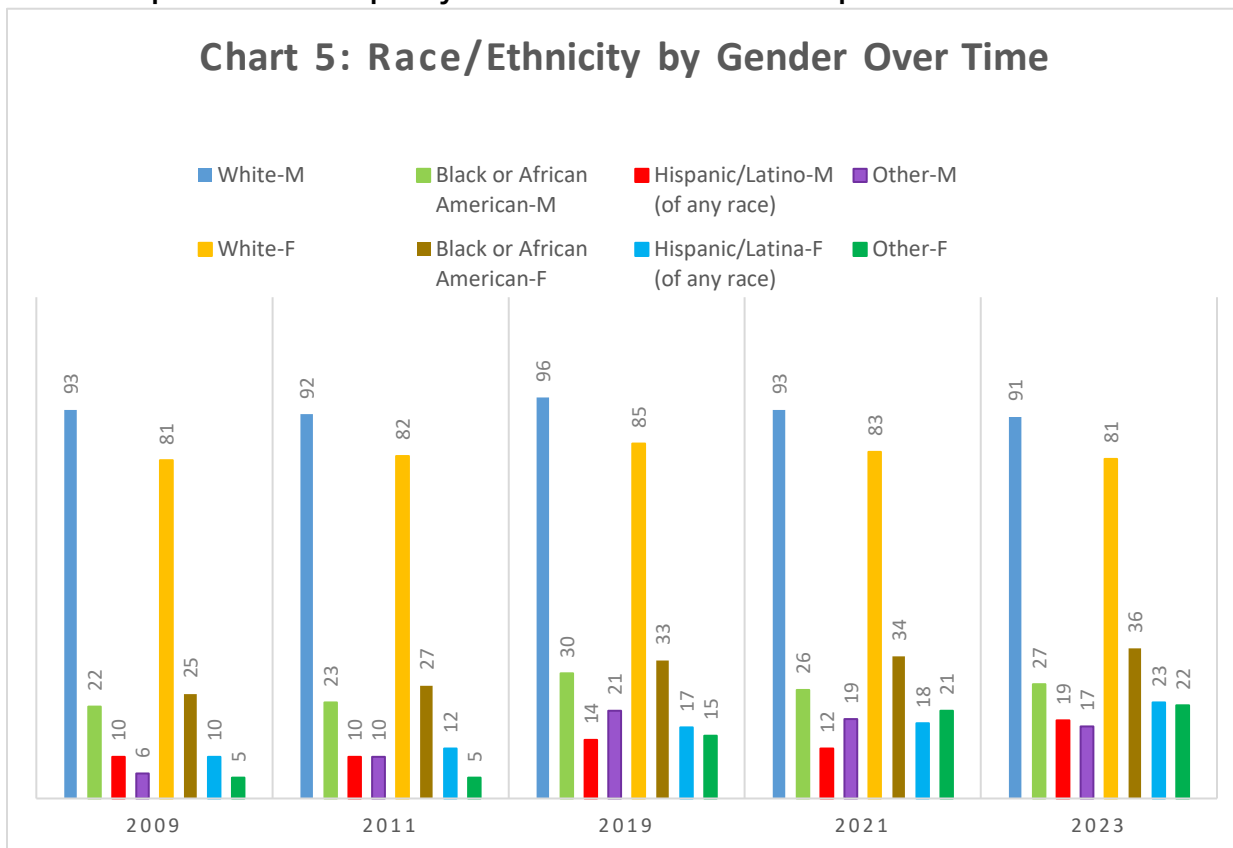
(See next page)

³ “Female w/in Female Membership” indicates the percent of female members who fall under a given racial/ethnic category relative to the entire population of female appointed members. “Male w/in Male Membership” indicates the percent of male members who fall under a given racial/ethnic category relative to the entire population of male appointed members.

Table 5: Representation Frequency of Each Racial & Gender Groups Over Time

Report Year	Gender	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)	2+ races	Not specified	Other ⁴
2023	Male	19%	4%	10%	27%	0%	91%	4%	19%	17%
	Female	23%	4%	10%	36%	1%	81%	8%	10%	22%
2021	Male	12%	2%	11%	26%	1%	93%	5%	11%	19%
	Female	18%	7%	5%	34%	1%	83%	8%	8%	21%
2019	Male	14%	0%	11%	30%	0%	96%	4%	n/a	15%
	Female	17%	2%	4%	33%	1%	85%	5%	n/a	12%
2011	Male	10%	n/a	n/a	23%	n/a	92%	n/a	n/a	10%
	Female	12%	n/a	n/a	27%	n/a	82%	n/a	n/a	5%
2009	Male	10%	n/a	n/a	22%	n/a	93%	n/a	n/a	6%
	Female	10%	n/a	n/a	25%	n/a	81%	n/a	n/a	5%

Chart 5: Representation Frequency of Each Racial & Gender Groups Over Time



⁴ In most earlier reports, Asian, American Indian and Alaska Native, Native Hawaiian and Other Pacific Islanders, and persons of two or more races were reported under the category “Other.” To show change over time, the category of “Other” has been calculated by combining these four categories for all years 2019 and later. The red values in Table 5 indicate that the percentages in the “Other” category have been calculated manually rather than collected as part of survey efforts.

Conclusion

Connecticut General Assembly Statute Sec. 4-9b states a clear goal of ensuring that the most recent U.S. Census Bureau estimates be reflected in the appointed membership of Connecticut boards, commissions, committees and councils by January 1, 2026. We encourage appointing authorities to refer to Public Act 21-19, which incorporates the recommendations of the Governor's Council on Women and Girls and prescribes several implementation strategies and actions for achieving this goal.

We also encourage Connecticut residents of all backgrounds to pursue positions on boards/commissions by making their interest known to those who can help them pursue these opportunities. Guidance for beginning this process can be found in Appendix A of this report. Boards and commissions that include a diversity of backgrounds, perspectives, and experiences benefit all Connecticut residents.

Finally, we encourage officers of the boards and commissions included in this report, as well as any other boards or commissions with appointed members, to ensure their executive teams and successors are educated on this statutory mandate. This will better prepare boards and commissions to comply with the reporting requirements of CGS Sec. 4-9b and support the Office of the Secretary of the State in their biennial data collection efforts.

Appendix A: Path to Appointment

An “appointing authority” is a government position assigned the responsibility of designating an individual to serve in an appointed position. For state boards and commissions, the most common appointing authorities are the Governor, the Speaker of the House, and the President Pro Tempore of the Senate. The House and Senate Majority Leaders and the House and Senate Minority Leaders may also have responsibilities as appointing authorities. The qualifications for a position on an appointive body can vary substantially across boards and commissions.

A list of boards and commissions reporting vacancies is attached as Appendix B of this report.

If you are interested in pursuing an appointment opportunity, one way to start is by contacting your State Representative or State Senator. They often can be helpful in navigating the application process. Additionally, professional associations and trade associations can be a valuable resource in this process.

Lastly, you may also indicate your interest by communicating directly with the appointing authority.

Gubernatorial Appointments

You can submit an application to the governor’s office using the online form on the website of the State Department of Administrative Services at this link:

<https://www.jobapscloud.com/CT/sup/bulpreview.asp?R1=190219&R2=1234BC&R3=BCM>

Legislative Appointments

You can find contact information for legislative leadership at the General Assembly’s website, <https://cga.ct.gov/>.

Here are links for contact information for each legislative leader:

House Democrats: <https://www.housedems.ct.gov/leadership>

House Republicans: <https://www.cthousegop.com/leadership-team/>

Senate Democrats: <http://www.senatedems.ct.gov/senators>

Senate Republicans: <https://ctsenaterepublicans.com/senators/>

Please keep in mind that this report is intended to present the gender and racial composition of appointees to state boards and commissions as reported to the Secretary of the State, not to facilitate the appointment process.

Appendix B: Vacancies

Appointive Body	Enabling Authority	Vacancies	Contact
Autism Spectrum Disorders Advisory Council (ASDAC)	Section 17a-215d of the Connecticut General Statutes	2	Lisa Bonetti (lisa.bonetti@ct.gov)
Advisory Board for Persons who are Blind or Visually Impaired	CT General Statutes Section 10-303	3	Al Sylvestre (alan.sylvestre@ct.gov)
Advisory Board to the Commission on Women, Children, Seniors, Equity and Opportunity	Sec. 2-127	25	Werner Oyanadel (werner.oyanadel@cga.ct.gov)
Advisory Commission on Intergovernmental Relations	2-79a	2	Martin Heft (ACIR@ct.gov)
Behavioral Health Partnership Oversight Council (BHPOC)	CGS 17a-22j	5	David Kaplan (david.kaplan@cga.ct.gov)
Board of Examiners for Embalmers and Funeral Directors	4-9a(c)	1	Tyra Peluso (tyra.peluso@ct.gov)
Board of Examiners for Professional Engineers and Land Surveyors	Chapter 391	3	Jane Hardy (jane.hardy@ct.gov)
Board of Firearms Permit Examiners	29-32b	1	Nancy Lotas (nancy.lotas@ct.gov)
Board of Pardons and Paroles	54-124a	7	Jennifer Zaccagnini (Jennifer.Zaccagnini@ct.gov)
Board of Regents for Higher Education	Section 10a-1a	1	Pamela Heleen (pheleen@commnet.edu)
Building Code Training Council	CGS CH541 29-251b	2	Micheal Fullerton (michael.fullerton@ct.gov)
Camp Harkness Advisory Committee	Sec. 17a - 217a	4	Stan Soby (stansoby@gmail.com)
Children's Behavioral Health Advisory Council	Public Act No. 00-188	7	Stephani Bozak (stephanie.bozak@ct.gov)
Code Training and Education Fund Board of Control	CGS CH541 29-251c	2	Micheal Fullerton (michael.fullerton@ct.gov)
Commission On Fire Prevention and Control	4-1 & 7-323K	1	Kara Oullette (Kara.oulette@ct.gov)
Commission on Racial and Ethnic Disparity in the Criminal Justice System	Public Act 00-154. The Commission's membership was then updated via Public Act 15-109	4	Aileen Keays (Aileen.Keays@uconn.edu)

Appointive Body	Enabling Authority	Vacancies	Contact
Commission on Racial Equity in Public Health	PA 21-23 Sec. 2, Amended in PA 23-204 Sec. 188	9	Pareesa Charmchi Goodwin (pareesa.charmchigoodwin@cga.ct.gov)
Community Economic Development Fund Foundation Board	Public Act Chapter 133a Sec. 8-240k – 8-240s	7	Holly Williams (holly.williams@ct.gov)
Connecticut Board of Examiners for Opticians	4-9a(c)	1	Tyra Peluso (tyra.peluso@ct.gov)
Connecticut Board of Examiners in Podiatry	20-51	2	Tyra Peluso (tyra.peluso@ct.gov)
Connecticut Board of Examiners of Electrologists	4-9a(c)	1	Tyra Peluso (tyra.peluso@ct.gov)
Connecticut Board of Naturopathic Examiners	4-9a(c)	1	Tyra Peluso (tyra.peluso@ct.gov)
Connecticut Commission for Educational Technology	Chapter 61a (https://www.cga.ct.gov/current/pub/chap_061a.htm)	3	Doug Casey (doug.casey@ct.gov)
Connecticut Examining Board for Barbers, Hairdressers & Cosmeticians	4-9a(c)	3	Tyra Peluso (tyra.peluso@ct.gov)
Connecticut Food Policy Council	Sec. 22-456	2	Erin Windham (Erin.Windham@ct.gov)
Connecticut Greenways Council	Chapter 454 Section 23-100 to 23-103	2	Kimberly Bradley (kimberly.bradley@ct.gov)
Connecticut Hate Crimes Advisory Committee	CGS Sec. 51-279f	3	Amy Lin Meyerson (amy@almesq.com)
Connecticut Medical Examining Board	20-8a	4	Tyra Peluso (tyra.peluso@ct.gov)
Connecticut Occupational Safety and Health Review Commission	Sec 31-376	1	John Rosa (john.rosa@ct.gov)
Connecticut Public Transportation Council	State Government	2	Marcellus A. Edwards III (maedwardsiii@yahoo.com)
Connecticut Real Estate Commission	Sec. 20-311a. of the Connecticut General Statutes	1	Joseph B. Castonguay (benc@sentryrealestate.com)
Connecticut Siting Council	Public Utility Environmental Standards Act, Conn. Gen. Stat. Sec. 16-50g, et seq	3	Melanie Bachman (melanie.bachman@ct.gov)
Connecticut State Board of Accountancy	Chapter 389 C.G.S.	2	John Schuyler (john.schuyler71@gmail.com)
Connecticut State Board of Chiropractic Examiners	20-25	3	Tyra Peluso (tyra.peluso@ct.gov)
Connecticut State Board of Examiners for Nursing	4-9a(c)	3	Tyra Peluso (tyra.peluso@ct.gov)

Appointive Body	Enabling Authority	Vacancies	Contact
Connecticut State Capitol Preservation and Restoration Commission	4b-60	1	Elizabeth Conroy (Elizabeth.conroy@ct.gov)
Connecticut State Dental Commission	Chapter 379 Sec.20-103a	2	Tyra Peluso (tyra.peluso@ct.gov)
Connecticut State Emergency Response Commission	CGS 22a-601	1	Diane Duva (Diane.Duva@ct.gov)
CT Arts Council	Legislature	7	Jack Rosenberg (jr@jackrosenberg.com)
CT Arts Council Foundation	Legislature	6	Jack Rosenberg (jr@jackrosenberg.com)
CT Bicycle and Pedestrian Advisory Board	CGS Section 13b-13a	1	Sandra Fry (psfry2016@comcast.net)
CT Council on Soil and Water Conservation	§§ 22a-315-1—22a-315-19	2	Lilian Ruiz (ctcouncilswc@gmail.com)
CT Farm Wine Development Council	Sec 22-26c	1	Rebecca Eddy (Rebecca.Eddy@ct.gov)
CT Teachers' Retirement Board	Chapter 167a of the CGS	1	Charlene Hill (charlene.hill@ct.gov)
Data Analysis and Technology Advisory Board	Chapter 19b Sec. 2-79e	3	Scott Gaul (Scott.Gaul@ct.gov)
Minority Business Initiative Advisory Board	Sec 32-7q	1	Maribel La Luz (maribel.laluz@ct.gov)
E 9-1-1 Commission	Sec. 28-29a	1	John Elsesser (johnelsesser@gmail.com)
Electrical Work Examining Board	CGS Chapter 393	4	Larry Vallieres (larry@ecs-ct.com)
Employee's Review Board	Sec. 5-201 Employee's Review Board	2	Linda Shackett-Blue (linda.shackett-blue@ct.gov)
Employment Security Advisory Board	CGS 31-250a	3	Anne Rugens (anne.rugens@ct.gov)
Fire Marshal Training Council	CGS CH541 29-298a	2	Michael Fullerton (michael.fullerton@ct.gov)
Fire Protection License Board	Chapter 393	3	David Waskowicz (dwaskowicz@snet.net)
Forest Practices Advisory Board	Sec. 23-65g. Forest Practices Advisory Board. Membership. Powers and duties.	2	Christopher Martin (christopher.martin@ct.gov)
GIS Advisory Council	PA 21-2 Section 79, Sec. 4d-92	1	Scott Gaul (Scott.Gaul@ct.gov)
Governor s Advisory Board for Persons Who are Deaf, Deafblind and Hard of Hearing	Public Act No.17-30	2	Barbara J. Cassin (bjcola@comcast.net), Luisa Gasco-Soboleski (luisasoboleski24@gmail.com)

Appointive Body	Enabling Authority	Vacancies	Contact
Health Information Technology Advisory Council	C.G.S. Sect. 17b-59f	7	Amy Tibor (amy.tibor@ct.gov)
Historic Preservation Council	CT Gen Stat § 10-409 (2012)	1	Paul S. Butkus (paul@pirieassociates.com)
Interagency Coordinating Council (ICC)	Sec. 17a-248	4	Micole Cossette (Nicole.Cossette@ct.gov)
Judicial Review Council	CT General Statues 51-51K	4	Kevin Dunn, Kenya Hairston (JRC@ct.gov)
Juvenile Justice Policy and Oversight Committee	PA 14-217, Section 79	3	Erika Nowakowski (enowakowski@newhaven.edu)
Long Island Sound Resource and Use Inventory and Blue Plan Advisory Committee	CGS Section 25-157t(a)	1	Brian Thompson (brian.thompson@ct.gov)
Long Term Care Planning Committee	Sec. 17b-337	3	Melissa Morton (Melissa.Morton@ct.gov)
Long-Term Care Advisory Council	17b-338	12	Micheal Werner (michael.werner@cga.ct.gov)
Manufacturing Innovation Fund Advisory Board	HB05041CE - 032014, Senate and House of Representatives in General Assembly	1	Michelle Hall (michelle.amy.hall@ct.gov)
Martin Luther King Jr. Holiday Commission	Sec. 10-29b Martin Luther King Jr. Holiday Commission	2	Donna Campbell (dcampersonal@gmail.com)
Medical Assistance Program Oversight Council (MAPOC)	CGS 17b-28	10	David Kaplan (david.kaplan@cga.ct.gov)
Mobile Manufactured Home Advisory Council	CGS 21-84a	2	Elizabeth Burdick (lburdick@montville-ct.org)
Municipal Accountability Review Board (MARB)	PA 17-2 Section 367	1	Kimberly Kennison (Kimberly.Kennison@ct.gov)
Municipal Finance Advisory Committee	Section 7-394b	1	Kimberly Kennison (Kimberly.Kennison@ct.gov)
NAHAC Native American Heritage Advisory Council	Chapter 184A Sections 10-382	1	Brenda Geer (nahacct@gmail.com)
Natural Heritage, Open Space and Watershed Land Acquisition Review Board	7-131e	10	Amy Paterson (abpaterson@ctconservation.org)
Nitrogen Credit Advisory Board	Sec. 22a-523 - Nitrogen Credit Advisory Board	7	Iliana Raffa (iliana.raffa@ct.gov)
Nuclear Energy Advisory Council (NEAC)	CGS Sec. 16-11a.	5	Jeffrey Semancik (jeffrey.semancik@ct.gov)
Occupational Health Clinics Advisory Committee	Sec 31-402	6	John Rosa (john.rosa@ct.gov)

Appointive Body	Enabling Authority	Vacancies	Contact
Occupational Safety and Health Review Commission	Statute Section 31-376	1	John Rosa (john.rosa@ct.gov)
Opioid Settlement Advisory Committee	Public Act 22-48	3	Katherine Ramos (Katherine.Ramos@ct.gov)
Personal Care Attendant Workforce Council	Section 17b-706a	3	Melissa Morton (Melissa.Morton@ct.gov)
Psychiatric Security Review Board	Connecticut General Statutes, Sections 17a-580 through 17a-603	1	Vanessa Cardella (Vanessa.Cardella@ct.gov)
Public Defender Services Commission	51-289 et seq	1	Deborah Sullivan (deborah.d.sullivan@pds.ct.gov)
Real Estate Appraisal Commission	CGS 400g, Sec. 20-502. Real Estate Appraisal Commission.	2	Debbie Yanosy (Debbie.Yanosy@ct.gov)
RecycleCT Foundation Council (corrected version)	Chapter 446d - Solid Waste Management - Sec. 22a-229 and PA14-94	8	Sherill Baldwin (sherill.baldwin@ct.gov)
School Based Health Center Advisory Committee	PA 19-118	2	Christine Valesquez (Christine.Velasquez@ct.gov)
Social Equity Council	PA21-1	1	Ginne-Rae Clay (ginne-rae.clay@ct.gov)
State Advisory Council for Special Education	Under the authority of 34 Code of Federal Regulations 300.167 and Section 10-76i of the Connecticut General Statutes	5	Bryan Klimkiewicz (Bryan.Klimkiewicz@ct.gov), Yolanda Medina (Yolanda.Medina@ct.gov)
State Advisory Council on Children and Families	Sec. 17a-4	8	Sarah Lockery (slockery@tccoh.org)
State Apprenticeship Council	31-22n-o	3	Tamara Cypress (tamara.cypress@ct.gov)
State Board of Examiners of Environmental Professionals	Sec. 22a-133v of the General Statutes	2	Elizabeth McAuliffe (Elizabeth.McAuliffe@ct.gov)
State Board of Labor Relations	Section 31-102. State Board of Labor relations	1	Jose A. Santana (jose.a.santana@ct.gov)
State Contracting Standards Board	Conn. Gen. Stat. § 4e-1 et seq.	1	Greg Daniels (greg.daniels@ct.gov)
The University of Connecticut Board of Trustees	10a-103	1	Susan Locke (susan.locke@uconn.edu)
Tobacco and Health Trust Fund Board of Trustees	C.G.S. Sec. 4-28f, as amended by PA 22-118 and PA 23-92	3	Melissa Morton (Melissa.Morton@ct.gov)
Tourism Council	Public Act 19-178	1	Jennifer Haag (jennifer.haag@ct.gov)

Appointive Body	Enabling Authority	Vacancies	Contact
Trafficking In Persons Council	Public Act 23-20	14	Rosemary Lopez (Rosemary.Lopez@cga.ct.gov)
Two-Generational Advisory Board	Connecticut Public Act 19-78	7	Melvette Hill (Melvette.hill@cga.ct.gov)
Workers' Compensation Advisory Board	C.G.S. Sec. 31-280a	2	Richard Eighme (richard.eighme@ct.gov)

Appendix C: Historical Gender Composition of Boards, Commissions, Committees and Councils

2021 Gender Composition Breakdown⁵

Of the 130 active boards and commissions that reported in 2021, there were nine (9) that reported equal numbers of male and female appointees. Three (3) reported female-only appointees; eleven (11) reported male-only appointees. On forty-five (45) of the appointive bodies, female appointed members were in the majority. On seventy-six (76), male appointees were in the majority. About a third of the boards with all-male appointees are associated with occupations that are not traditionally held by women. We would encourage the appointing authorities to consider targeted recruitment efforts or other efforts to achieve some measure of gender diversity on these boards.

The three (3) boards that had no male appointees were the Adoption Review Board, Board of Examiners of Electrologists, and the Tree Examining Board.

The eleven (11) without female appointees were the Building Code Training Council; Connecticut Boxing Commission; Connecticut Milk Promotion Board; Elevator Installation, Repair and Maintenance Work Examining Board; Fire Protection Sprinkler System Work Examining Board; Heating, Piping, Cooling and Sheet Metal Work Examining Board; Home Inspection Licensing Board; Milk Regulation Board; School Building Projects Advisory Council; University of Connecticut Health Center Finance Corporation; and the Whiting Forensic Hospital Advisory Board.

The nine (9) boards and commissions that reported equal numbers of male and female appointees were the Board of Examiners for Opticians, Commission of Pharmacy, Commission on Human Rights and Opportunities, Connecticut Data Analysis and Technology Advisory Board, Connecticut State Capitol Preservation and Restoration Commission, Municipal Finance Advisory Commission, State Board of Naturopathic Examiners, Teachers' Retirement Board, and the Workers' Compensation Commissioners.

2019 Gender Composition Breakdown⁶

Of the 160 entities completing this year's report, there are 11 that consist of equal male-female membership. 59 have a majority female membership; 84 have mostly male membership. In addition, there are five boards that report being 100% female, and 17 that report to be 100% male. Most of the all-

⁵ "2021 Gender and Racial Composition of Connecticut State Boards and Commissions." Retrieved December 11, 2023, from <https://portal.ct.gov/-/media/SOTS/Education/DiversityReport/2021-Gender-and-Racial-Composition-of--State-Boards-and--Commissions.pdf>.

⁶ "Gender and Racial Composition of Connecticut State Boards and Commissions February 2020." Retrieved December 11, 2023, from <https://portal.ct.gov/-/media/SOTS/Education/DiversityReport/2020-Report-on-Gender-and-Racial-Diversity-on-Connecticut-State-Boards-and-Commissions.pdf>.

male board are associated with occupations that are not traditionally held by women, and the State Elections Enforcement and the Victim Compensation Commission. We would encourage the appointing authorities to consider targeted recruitment efforts or efforts to achieve some measure of gender diversity on these boards.

The five (5) 100%-female boards are the Adoption Review Board, the Board of Examiners of Electrologists, the Liquor Control Commission, the Long Island Sound Resource and Use Inventory and Blue Plan Advisory Committee, and the Recycle CT Council.

The seventeen (17) 100%-male boards are the Building Code Training Council, the State Elections Enforcement Commission, the Code Training and Education Board of Control, the Connecticut Boxing Commission, the Crane Operator Examining Board, the Elevator Installation, Repair and Maintenance Work Examining Board, the Fire Protection Sprinkler Systems, the Heating and Cooling Board, the Home Inspection Licensing Board, the Nuclear Energy Advisory Council, the School Building Projects, Advisory Council, the Seafood Advisory Council, the State Board of Examiners for Professional Engineers and Land Surveyors, the State Property Review Board, the Victim Compensation Commission, and the Whiting Forensic Hospital Advisory Board.

The eleven (11) entities that consist of equal male-female membership are the Commission on Human Rights and Opportunities, the Connecticut Board of Veterinary Medicine, the Connecticut Food Policy Council, the Connecticut Trust for Historic Preservation, the Connecticut Greenways Council, the Connecticut State Capitol Preservation and Restoration Commission, the Social and Emotional Learning and School Climate Advisory Collaborative, the State Board of Examiners for Environmental Professionals, the State Board of Naturopathic Examiners, the State Natural Heritage, Open Space, and Watershed Land Acquisition Review Board, and the Workers' Compensation Commission.

Appendix D: Non-Responses

The chart below lists the CT boards and commissions that did not provide gender and racial composition data for 2023.

Name of Board/Commission
Advisory Committee on Medically Contraindicated Vaccinations
Advisory Council for Teacher Professional Standards
Advisory Council on Organ and Tissue Donation Education and Awareness
Automotive Glass Work and Flat Glass Work Board
Board of Mental Health and Addiction Services
Children's Mental, Emotional and Behavioral Health Plan Implementation Advisory Board
Commission for Child Support Guidelines
Commission of Pharmacy
Commission on Community Gun Violence Intervention and Prevention
Commission on Judicial Compensation
Connecticut Boxing Commission
Connecticut Hydrogen and Electric Automobile Purchase Rebate Advisory Board
Connecticut Pilot Commission
Correction Advisory Committee

Council on Developmental Services
Council on Protecting Women's Health
Council on Sexual Misconduct Climate Assessments
Elevator Installation, Repair and Maintenance Board
Emergency Medical Services Advisory Board
Employee Misclassification Advisory Board
Equine Advisory Council
Farmland Preservation Advisory Board
Governor's Workforce Council
Heating, Piping, Cooling and Sheet Metal Work Board
Home Inspection Licensing Board
Invasive Plants Council
Office of the Child Advocate Advisory Committee
Palliative Care Advisory Council
Pharmaceutical and Therapeutics Committee
Plumbing and Piping Work Board
Southbury Training School Board of Trustees
State Board of Landscape Architects
State Marshal Commission
State Tree Protection Examining Board
Technical Education and Career System Board
Whiting Forensic Hospital Oversight Board

Appendix E: Inactive Boards & Commissions

The chart below lists CT boards and commissions that were inactive or had not yet met at the time of data collection.

Name of Board/Commission
Advisory Committee to the Connecticut Homecare Option Program for the Elderly
Advisory Council for School Administrator Professional Standards
Board of Mediation and Arbitration, Alternate Members
Chronic kidney disease advisory committee
Connecticut Law Revision Commission
Connecticut Rare Disease Advisory Council
Connecticut Seafood Development Council
Connecticut-Israel Exchange Commission
Face of Connecticut Steering Committee
Family Violence Model Policy Governing Council
Fuel Oil Conservation Board
Governor's Council for Agricultural Development and Innovation
Head Start and Early Head Start Funds and Programs Advisory Committee
Highway Work Zone Safety Advisory Council
Indian Affairs Council

Level Of Need Assessment System Advisory Committee
Medical Examining Board for Disability Retirements
Milk Regulation Board
Municipal Solid Waste Recycling Program Advisory Council
Natural Area Preserves Advisory Committee
Nursing Home Financial Advisory Committee
Planning Commission for Higher Education
Regenerative Medicine Research Advisory Committee
Results First Policy Oversight Committee
State Employee Campaign Committee
State-Assisted Housing Sustainability Advisory Committee
Stroke Registry Data Oversight Committee
Transportation Policy Advisory Council