

**Achieving diversity on Massachusetts public boards**

Dear REPRESENTATIVE OR SENATOR,

As a resident of your district, I hope you will cosponsor [**HD 2082**](https://malegislature.gov/Bills/192/HD2082) OR [**SD 521**](https://malegislature.gov/Bills/192/SD521) “An Act to Ensure Gender Parity and Racial and Ethnic Diversity on Public Boards and Commissions" filed by Rep. Patricia Haddad OR Senator Jason Lewis.

This legislation would require that the 700+ public boards and commissions in Massachusetts have gender parity and are racially and ethnically reflective of the communities they are representing. The bill includes language specifically advancing the public leadership of women of color in the Commonwealth.

Currently women and people of color are vastly underrepresented on our public boards and commissions. A 2019 study from the EOS foundation found that on the state's 50 most prominent public boards and commissions, women are just 22% of CEOs, 34% of board chairs, and 39% of board members. Only 6% of board chair positions are held by women of color. Updated data from 2021 found that in the past two years white women and men of color have made leadership gains in boards while not a single woman of color has been appointed to a board leadership position. The intersectional nature of this legislation is crucial and urgent.

We know that board service is a major pathway to other careers in public service or running for elected office at a variety of levels. This commitment to parity on our boards now will have an exponential effect on increasing the number of women and people of color committing their careers to the people of Massachusetts in the future as YW Boston CEO Beth Chandler wrote in [the Boston Globe](https://urldefense.com/v3/__https:/www.bostonglobe.com/opinion/2019/08/14/state-needs-catch-racial-and-gender-equity/7iwwe7fWqsOGjGJchRevRN/story.html__;!!CUhgQOZqV7M!zHDbOjc8mC2Uf1GzLA_ieDKLfQFM6Ny6DrBt7WPWPbhKGV_wDbCMuOGoq9q--TL-h3Xoj4wb$).

[Please feel free to add a personal anecdote about how this legislation would impact you or your organization]

We hope you will join Rep. Haddad OR Senator Lewis by cosponsoring **HD 2082 OR SD 521**. If you have any additional questions please contact Elaine O’Reilly at [eoreilly@governmentalstrategies.com](mailto:eoreilly@governmentalstrategies.com), Beth Chandler at [bchandler@ywboston.org](mailto:bchandler@ywboston.org), Mary Ann Walsh at [mawalsh@governmentalstrategies.com](mailto:mawalsh@governmentalstrategies.com) or Jordan Ziese at [jziese@ywboston.org](mailto:jziese@ywboston.org).

Thank you.

Tweet:

We cannot wait for parity in our public leadership. [@your senator or representative] I urge you to cosponsor HD. 2082/SD. 521 “An Act to Ensure Gender Parity and Racial and Ethnic Diversity on Public Boards and Commissions" #ParityonBoard