



Achieving diversity on Massachusetts public boards

Dear REPRESENTATIVE OR SENATOR,

I am reaching out to urge you to communicate your support of "An Act to Ensure Gender Parity and Racial and Ethnic Diversity on Public Boards and Commissions" H. 3157/S.2077 to Senate Chair Pacheco OR House Chair Cabral and ask for a quick and favorable report from the Joint Committee on State Administration and Regulatory Oversight.

If passed, the composition of appointed public boards and commissions will broadly reflect the general public of Massachusetts. Composition will not exceed 50% of one gender. Racial and ethnic composition of each board and commission will, at minimum, reflect the percentage of racial and ethnic minorities in the general population. There will be a focused effort to appoint women of color to boards and commissions. Current board members' terms will not be affected.

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. A 2021 follow up study revealed that in the past two years white women and men of color made board leadership gains while not a single woman of color has been appointed to a position of board leadership.

As YW Boston President and CEO Beth Chandler said at the bill's hearing "we must take swift and purposeful action now to make our boards and commissions better. The passage of this legislation has the potential to cultivate a new, diverse generation of public servants and future leaders of Massachusetts."

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

We hope you will express your support of H.3157/S.2077 to Senator Pacheco OR Representative Cabral. If you have any additional questions please contact Elaine O'Reilly at [eoreilly@governmentalstrategies.com](mailto:eoreilly@governmentalstrategies.com) or Mary Ann Walsh at [mawalsh@governmentalstrategies.com](mailto:mawalsh@governmentalstrategies.com).

Thank you.

Tweet:

We cannot wait for parity in our public leadership. [@your senator or representative] I urge you to communicate your support of H.3157/S.2077 "An Act to Ensure Gender Parity and Racial and Ethnic Diversity on Public Boards and Commissions" to Chair Pacheco and Chair Cabral #ParityonBoard