



ON
PARITY
BOARD

Promoting Diversity on Massachusetts Public Boards

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Why?

- Public boards and commissions have substantial impact on policies and initiatives on education, health and human services, housing and economic development, labor and workforce development, public safety, and more.
- We need more diverse representation in membership, leadership, and governance that broadly reflects the Commonwealth of Massachusetts and offers a variety of perspectives on the decisions that shape our community and our future.

History of Coalition

- Eso Foundation
- MA Women of Color Coalition (MAWOCC)
- Massachusetts Women Political Caucus (MWPC)
- Massachusetts Commission on the Status of Women (MCSW)
- Black Economic Council of MA (BECMA)
- Embrace Boston
- YWCA Alliance of Massachusetts
- Cambridge Economic Opportunity Committee (CEOC)
- MA League of Women Voters (LWVMA)
- Mom Up
- Reflection Films
- AmplifyLatinx

Endorsed by:

- MA Caucus of Women Legislators
- Asian House Caucus
- Black and Latino Caucus

Bill History

- The previous bills would have required that the composition of each appointed public board and commission broadly reflect the general public of the Commonwealth, racially, ethnically, and by gender.
- The 2023-2024 bill has the same goal—to ensure parity on public boards and commissions—but asks for transparency, data collection, and reporting of public board and commission membership in order to disclose the inequities of representation and celebrate progress made. This approach is based on the Nasdaq diversity rule approved by the Securities & Exchange Commission.

Status

- Filed by Rep Nguyen & Rep Shand, Sen Lewis & Sen Miranda
- Committee of State Administration and Regulatory Oversight
- Hearing on 5/10/23
 - Reps. Nguyen, Shand, Haddad
 - Sens. Miranda,
 - Treasurer Goldberg
 - Coalition

Some Facts

- Women now hold the majority of board chair positions, increasing from 34% in 2019 to 56% in 2022. **Yet women of color only comprise 8% of these positions and men of color hold zero.**
- In recent studies, statistics show that among the 50 most prominent public boards and commissions in the state of Massachusetts, women only represent 22% of the CEOs, 34% of the board chairs, and 39% of the board members.
- 56% of boards and commissions have not reached gender parity in Massachusetts* (50% or higher women), and a full 32% have 30% or fewer women
- Women are underrepresented on our education boards, which is a concern given that women account for 75% of K-12 teachers, 94% of childcare workers, and 57% of all higher education students.

Of the top 50 "big" boards and commissions in MA

Questions?

- Please view our Fact Sheet
- Please visit www.parityonboard.org
- Reach out to Brianna, BSavage@YWBoston.org