

WOMEN'S POWER GAP

DIVERSITY AMONG MASSACHUSETTS' 50 MOST PROMINENT GOVERNMENT BOARDS AND COMMISSIONS

2019 – 2022 Progress Report



DATA AS OF OCTOBER 1, 2022

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Women's
Power Gap

Eos Foundation

GENDER PARITY NOW

KEY FINDINGS

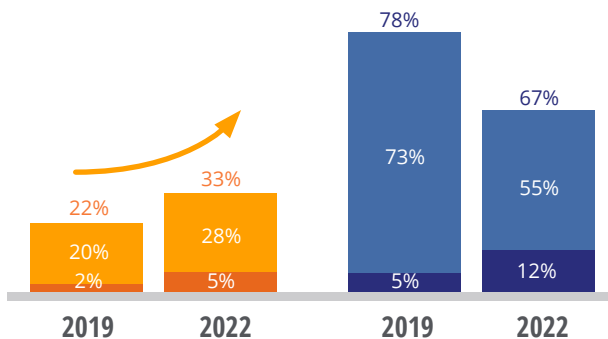
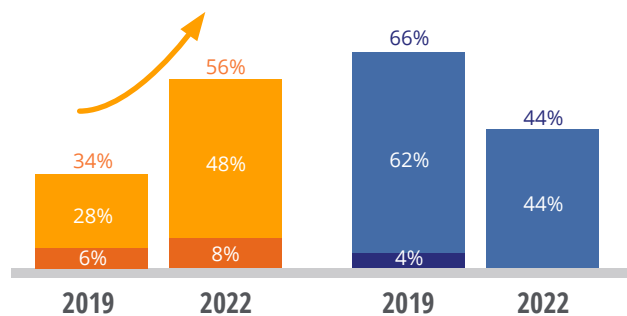
In 2019, the Women’s Power Gap chose to focus on Massachusetts’ 50 most prominent government boards and commissions because citizens should expect their public leaders to pave the way for diversity, equity, and inclusion. The first report served as a baseline for how women and people of color were represented among leadership of these commissions. The following data measures the progress from 2019 to 2022.

Please note that because the administration does not release any demographic data on the boards and commissions other than names and photos, we do not have race/ethnicity/LGBTQ2+/veterans/disability status for the board members. Through our networks, we were able to gather that demographic data for the CEOs/EDs and board chairs only. These 50 entities were selected as most prominent based on interviews with legislators and government leaders.



WOMEN NOW HOLD THE MAJORITY OF BOARD CHAIR POSITIONS

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.

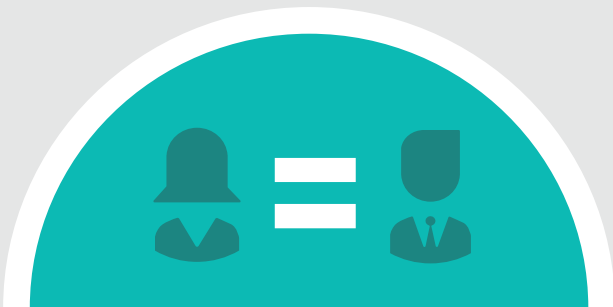


THE NUMBER OF WOMEN CHIEF EXECUTIVES INCREASED

Women chief executives increased from 22% to 33% over the three years, yet women of color remain underrepresented at only 5%. Men of color have made good gains to 12%.

PEOPLE OF COLOR ARE UNDERREPRESENTED

	CEOs	BOARD CHAIRS
WOMEN OF COLOR	5% 2 Black	8% 2 Latinx, 1 Asian, 1 Black
MEN OF COLOR	12% 2 Black, 3 Latinx	0%



KEY FINDINGS

A STRIKING CORRELATION

of 22 boards which achieved gender parity...



and only 27% had a man board chair

of 16 boards which need urgent action...



and only 31% had a woman board chair

16 of 22 (73%) of boards which achieved gender parity had a women board chair, while 69% of those with 30% or fewer women had a man board chair.



LEADERS & LAGGERS



The Board of Higher Education went from 18% to 50% women members in just three years.

Treasurer Deborah Goldberg chairs three of the 22 boards with gender parity.

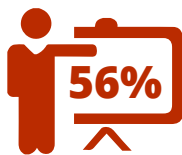
– However –

The Massachusetts Growth Capital Board **shrank** from 27% to 23% women.

The Judicial Nominating Commission **shrank** from 33% to 30%. The Judicial Nominating Commission is particularly important given the US Supreme Court's recent decision about women's reproductive rights.

The Board of the University of Massachusetts had **no improvement** with just 29% women.

SIGNIFICANT WORK TO DO



56% of boards and commissions have not reached gender parity (50% or higher women), and a full 32% have 30% or fewer women.

STATEWIDE LACK OF TRANSPARENCY & ACCOUNTABILITY

The Administration still does not collect and disclose gender, racial/ethnic, LGBTQ2+, veterans, or disability status for boards and commissions. The WPG data is collected painstakingly using gender pronouns and race when we know those individuals.



RECOMMENDATIONS



1. Elevate the appointments director to Secretary of Appointments. Invest in a robust team of deputies to recruit, assist, and oversee the 700+ boards and commissions. See Appendix B for [California](#) example.

2. Reinvest in the Public Education Nominating Council to better partner with Community College and State University presidents on board appointments.

“ The hallmark of a functioning democracy is our civil society’s full representation.
— Eneida Roman, Co-Founder and Board Chair, Amplify Latinx ”

3. Require all boards to publicly disclose disaggregated data by gender, race/ethnicity, LGBTQ2+, veterans, and disability status. This is a best practice which follows the NASDAQ requirements for public companies. See Appendix C for WPG template.

4. Set goals for underrepresented women and men of color within each demographic group and require all boards to set their own goals for each group.

“ In order to anticipate and respond to the significant challenges we face, it is essential that our governing bodies tap all the diverse talent our state has to offer.
— Pam Eddinger, President, Bunker Hill Community College ”

5. Invest and transform the current advisory commissions – Black, Latinx, Asian, Women’s, Veterans, Disability – to give them more power in the appointments process with the Governor, Legislature, and other appointing bodies.

6. Fill immediate vacancies on boards/ commissions and new CEO and board chair transitions with underrepresented women and men of color.

7. Require comprehensive DEI and unconscious bias training for all commissioners and board members.

“ Studies have shown that diverse boards are more effective, creative, and likely to anticipate problems and come up with better solutions.
— Beth Chandler, President and CEO, YW Boston ”

APPENDIX A

The list of boards and commissions below is sorted by percentage of women board members. Please note that because the administration does not release any demographic data on the boards and commission other than names and sometimes photos, we do not have race/ethnicity/LGBTQ2+/veteran/disability status for the members of the boards and commissions. Through our networks we could gather that demographic data for the CEOs/EDs and board chairs only. Data as of October 1, 2022.

Leadership Diversity of Massachusetts Government Boards and Commissions

NAME OF BOARD OR COMMISSION	CEO	BOARD CHAIR	BOARD MEMBERS	WOMEN ON BOARD	PARITY RATING
Alcoholic Beverages Control Commission (ABCC)	Ralph Sacramone, M	Jean Lorizio, W	3	3 (100%)	Leading
Mass. Commission Against Discrimination (MCAD)	N/A	Sunila Thomas George, WOC	3	3 (100%)	Leading
Parole Board	Michael Callahan, M	Gloriann Moroney, W	6	5 (83%)	Leading
Cannabis Control Commission	Shawn Collins, M	Shannon O'Brien, W	5	4 (80%)	Leading
Mass. Cultural Council	Michael Bobbitt, MOC	Nina Fialkow, W	16	12 (75%)	Leading
Board of Early Education and Care	Amy Kershaw, W	Nonie Lesaux, W	11	8 (73%)	Leading
Architectural Access Board	William Joyce, M	Dawn Guarriello, W	9	6 (67%)	Leading
Mass. Health Council	David Martin, M	Charlie Alagero, M	16	10 (63%)	Leading
Mass. Gaming Commission	Karen Wells, W	Cathy Judd-Stein, W	5	3 (60%)	Leading
State Board of Retirement	Nicola Favorito, M	^Deborah Goldberg, W	5	3 (60%)	Leading
State Finance and Governance Board	N/A	Lourdes German, WOC	5	3 (60%)	Leading
Group Insurance Commission	Matthew Venio, M	Valerie Sullivan, W	17	10 (59%)	Leading
Mass. School Building Authority (MSBA)	James MacDonald, M	^Deborah Goldberg, W	7	4 (57%)	Leading
MassHire State Workforce Board	Cheryl Scott, WOC	Joanne Pokaski, W	28	16 (57%)	Leading
Mass. Housing Finance Agency (MassHousing)	Chrystal Kornegay, WOC	Jeanne Pinado, WOC	9	5 (56%)	Leading
Commonwealth Corporation	Christine Abrams, W	*Rosalin Acosta, WOC	17	9 (53%)	Leading
Mass. Historical Commission	Brona Simon, W	^William Galvin, M	17	9 (53%)	Leading
Board of Higher Education	Carlos Santiago, MOC	Chris Gabrieli, M	12	6 (50%)	Leading
Mass. Convention Center Authority (MCAA)	David Gibbons, M	John McDonnell, M	12	6 (50%)	Leading
Mass. Sentencing Commission	N/A	Jeffrey Locke, M	12	6 (50%)	Leading
State Lottery Commission	Mark William Bracken, M	^Deborah Goldberg, W	4	2 (50%)	Leading
Supreme Judicial Nomination Commission	N/A	Paul Dacier, M & Lon Povich, M	12	6 (50%)	Leading
Board of Elementary and Secondary Education	Jeffrey Riley, M	Katherine Craven, W	11	5 (45%)	Nearly There
Mass. Health Connector Board	Louis Gutierrez, MOC	*Marylou Sudders, W	11	5 (45%)	Nearly There
Mass. Department of Transportation Board	Jamey Tesler, M	*Jamey Tesler, M	9	4 (44%)	Nearly There
Pension Reserves Investment Management Board	Michael Trotsky, M	^Deborah Goldberg, W	9	4 (44%)	Nearly There
Board of Building Regulations and Standards	N/A	David Riquinha, M	14	6 (43%)	Nearly There
Mass. Development Finance Agency	Dan Rivera, MOC	*Michael Kennealy, M	10	4 (40%)	Nearly There
State Ethics Commission	David Wilson, M	Maria Krokidas, W	5	2 (40%)	Nearly There

*An ex-officio member from the Governor's cabinet holds the board chair position.

^State Treasurer and Secretary of State hold these board chair positions.

NAME OF BOARD OR COMMISSION	CEO	BOARD CHAIR	BOARD MEMBERS	WOMEN ON BOARD	PARITY RATING
Health Policy Commission	David Seltz, M	Deborah Deveaux, W	11	4 (36%)	Work to Do
MassVentures	Charlie Hipwood, M	Samantha Asker, W	11	4 (36%)	Work to Do
Energy Facilities Siting Board	Andy Greene, M	*Bethany Card, W	9	3 (33%)	Work to Do
Mass. Educational Financing Authority	Thomas Graf, M	Keith Shaughnessy, M	6	2 (33%)	Work to Do
Mass. State College Building Authority	Janet Chrisos, W	Michael Fallon, M	6	2 (33%)	Work to Do
Judicial Nominating Commission	Lauren Greene Petrigno, W	Paul Dacier, M	20	6 (30%)	Urgent Action
Mass. Broadband Institute	Michael Baldino, M	Peter Larkin, M	10	3 (30%)	Urgent Action
Board of Trustees of the University of Mass.	Marty Meehan, M	Stephen Karam, M	17	5 (29%)	Urgent Action
Firearms Licensing Review Board	N/A	Michaela Dunne, W	7	2 (29%)	Urgent Action
Mass. Bay Transportation Authority (MBTA)	Steve Poftak, M	Betsy Taylor, W	7	2 (29%)	Urgent Action
Mass. Port Authority	Lisa Wieland, W	Lewis Evangelidis, M	7	2 (29%)	Urgent Action
Mass. Digital Healthcare Council	N/A	*Michael Kennealy & Jeffrey Leiden, M	39	11 (28%)	Urgent Action
University of Mass. Building Authority	Barbara Kroncke, W	Mary Burns, W	11	3 (27%)	Urgent Action
Mass. Water Resources Authority (MWRA)	Frederick Laskey, M	*Bethany Card, W	11	3 (27%)	Urgent Action
Mass. Technology Collaborative	Carolyn Kirk, W	*Michael Kennealy, M	19	5 (26%)	Urgent Action
Mass. Clean Energy Center	Jennifer Daloisio, W	*Bethany Card, W	12	3 (25%)	Urgent Action
Mass. Growth Capital Corporation (MGCC)	Lawrence Andrews, M	*Michael Kennealy, M	13	3 (23%)	Urgent Action
Mass. Manufacturing Extension Partnership	Kathie Mahoney, W	Dennis Leonard, M	9	2 (22%)	Urgent Action
Civil Service Commission	N/A	Christopher Bowman, M	5	1 (20%)	Urgent Action
Mass. Life Sciences Center	Kenneth L. Turner, MOC	*Michael Heffernan & *Michael Kennealy, M	6	1 (17%)	Urgent Action
Board of Fire Prevention Regulations	Mary Ann Smith, W	Anthony Caputo, M	16	1 (6%)	Urgent Action

*An ex-officio member from the Governor's cabinet holds the board chair position.

^State Treasurer and Secretary of State hold these board chair positions.

APPENDIX B

California Appointments Office Staffing

The full report is available at:

<https://www.gov.ca.gov/wp-content/uploads/2022/03/APPOINTMENTS-ASSIGNMENTS-1-24-22.pdf>



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APPENDIX C

Download a PDF version of the WPG Diversity Matrix: <https://www.womenspowergap.org/uncategorized/boards-and-commissions-diversity-reporting-matrix-2022/>.

The Women’s Power Gap Diversity Matrix

	Women	Men	Non-Binary	Did Not Disclose Gender
Total Number of Directors	#			
PART 1: GENDER IDENTITY				
Directors	#	#	#	#
PART 2: DEMOGRAPHIC BACKGROUND				
African American or Black	#	#	#	#
American Indian or Alaska Native	#	#	#	#
Asian	#	#	#	#
Hispanic or Latinx	#	#	#	#
Native Hawaiian or Pacific Islander	#	#	#	#
White	#	#	#	#
Two or More Races or Ethnicities	#	#	#	#
LGBTQ2+	#			
Veteran	#			
Disability	#			
Did Not Disclose Demographic Background	#			

About the Women's Power Gap

Our mission is to close the women's power gap by dramatically increasing the number and diversity of women chief executives across every sector of our economy. We

Research Goals & Methodology

The 50 boards and commissions were selected based on interviews with legislators and government leaders. Our researchers reviewed each board and commission's website to compile the data for this report, as well as other public sources to obtain gender information to the best of our abilities. We could only verify race/ethnicity for public figures such as board chairs and CEOs/EDs. A comprehensive quality assurance process was instituted to ensure that the gender data was as accurate as possible.

Sixteen board chair positions are ex-officio; the State Treasurer holds four, Secretary of State one, and 11 are held by the Governor's cabinet members.

collect and analyze publicly available data, rank institutions on the proportion of women executives, and center women of color in our reports and advocacy.

Massachusetts has two distinct judicial commissions; the Supreme Judicial Nomination Commission and the Judicial Nominating Commission. The Supreme Judicial Court Nominating Commission's task is to identify and invite applications for service on the Supreme Judicial Court. The Judicial Nominating Commission serves as the Administration's screening mechanism for all other judicial candidates.

Data as of October 1, 2022.



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