

# 2025 Gender and Racial Composition of Connecticut State Boards, Commissions, Committees and Councils



Office of the Secretary of the State  
Hartford, CT  
January 1, 2026

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## Letter from Secretary Thomas

From the beginning of my tenure, I have worked to promote the importance of active participation in our representative democracy. I believe deeply that government functions best when it reflects the people it serves—when it is diverse, inclusive, and representative of all communities across Connecticut.

Throughout my career, as a nonprofit leader, community volunteer, legislator, and now Secretary, I have witnessed the transformative power of engaged citizens. Whether elected or appointed, those who serve on state boards, commissions, and councils help shape policies that impact every corner of our state. These roles are not merely advisory; they are essential to ensuring that government remains responsive and equitable.

In a time when efforts to dismantle DEI initiatives are gaining traction across the country, Connecticut must remain steadfast in its commitment to inclusive governance. The work of building a government that values every voice is not optional, it is foundational to a healthy society. Appointed bodies play a critical role in this effort, helping to craft policies that reflect the lived experiences and needs of our diverse population.

At the end of this report, you will find a list of current vacancies on boards, commissions, committees, and councils. Appendix A contains information on submitting an application to the governor's office, as well as links to contact legislators who can help guide constituents through the process of getting involved. I encourage you to take that step. Your voice matters. Your perspective is needed. Together, we can continue to build a government that truly serves all the people of Connecticut.



Stephanie Thomas  
Secretary of the State

# Introduction

For more than 30 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. Full reports from previous years can be found on the Secretary of the State website and summaries of those reports are included in Appendix C of this report.

## Executive Summary

### Purpose

This report aims to summarize the data submitted to 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.

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*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.*

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### 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 through October 15 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.

158 of 196 qualifying boards and commissions responded to a request for data through an online survey made available through the Secretary of the State’s website (sots.ct.gov) or directly to office representatives via email.<sup>1</sup> 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).

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<sup>1</sup> While responses were received from 158 of the 196 boards and commissions included in outreach efforts, sixteen (16) of those appointive bodies were reported to be inactive, out of existence, or not yet organized.

## Findings

About 11 percent (10.65%) of respondents elected not to specify gender. Male appointees outnumbered female appointees by about three percent (3.36%) despite census estimates that the female population of Connecticut is about two percent (2%) larger than the male population. Female representation continued its gradual upward trend observed over the past two decades, while male percentages decreased for the fourth consecutive reporting cycle. These figures indicate that Connecticut's boards and commissions continue to move towards parity. Less than one percent (0.19%) of respondents identified as non-binary.

In terms of racial and ethnic representation, white appointees comprised the largest share of reported members at about 66 percent (66.2%) in 2025. This reflects an increase from the 2023 figure of about 63 percent (62.9%) but remains well below historical levels observed in earlier reporting years such as 1999, which was about 89 percent (89.4%). Hispanic/Latino appointees remained the most underrepresented group. Racial and ethnic patterns differed between male and female appointees, with female appointees showing greater diversity across most groups, and male appointees having a higher share of white (not Hispanic) appointees. Given that about 14 percent (14.4%) 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 of appointed members on the reporting state boards and commissions.

## Conclusion

Connecticut General Statutes Section 4-9b sets a clear and time-sensitive goal: by January 1, 2026, the appointed membership of state boards, commissions, committees, and councils should reflect the diversity of Connecticut's population as reported by the U.S. Census Bureau. This report highlights both progress and persistent gaps in representation, underscoring the importance of continued efforts to achieve equitable participation.

We urge appointing authorities to actively engage with the strategies outlined in Public Act 21-19 and to prioritize inclusive recruitment practices. Likewise, we encourage Connecticut residents of all backgrounds to pursue opportunities for public service and leadership. Appendix A provides practical steps for beginning that journey.

Achieving representative membership is not only a statutory obligation—it is a reflection of our shared commitment to fairness, transparency, and civic engagement. By working together, we can ensure that Connecticut's boards and commissions truly reflect the communities they serve and uphold the values of a representative democracy.

# Data Collection

## Survey Distribution and Response

In 2025, the Office of the Secretary of the State undertook several targeted efforts to encourage boards and commissions to comply with Connecticut General Statutes Section 4-9b. In addition to making the reporting survey accessible through the Secretary's website, office staff conducted direct outreach to board and commission representatives. This outreach included personalized emails with direct links to the data collection tool, follow-up reminders, and acceptance of responses submitted via email to designated staff. As a result of these efforts, 158 of the 196 qualifying boards and commissions responded, yielding a response rate of 80.61%. Because sixteen of the responding boards and commissions were reported to be inactive, no longer in existence, or not yet organized, the dataset for the 2025 report contains information for 142 active state boards and commissions.

## 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 2024 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 2025 were "male," "female," "non-binary," and "prefer not to specify."

Table 1 shows the percentage of the 2025 appointed members who identified as female, male, or non-binary compared to 2024 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 (10.65%) of respondents chose not to list their gender. However, of the appointees who did provide gender information, male appointees outnumber female appointees by about three percent (3.36%), despite females outnumbering males by about 1.84% in the general population. Non-binary individuals represented 0.19% of appointees in 2025.

**Table 1: Gender Representation**

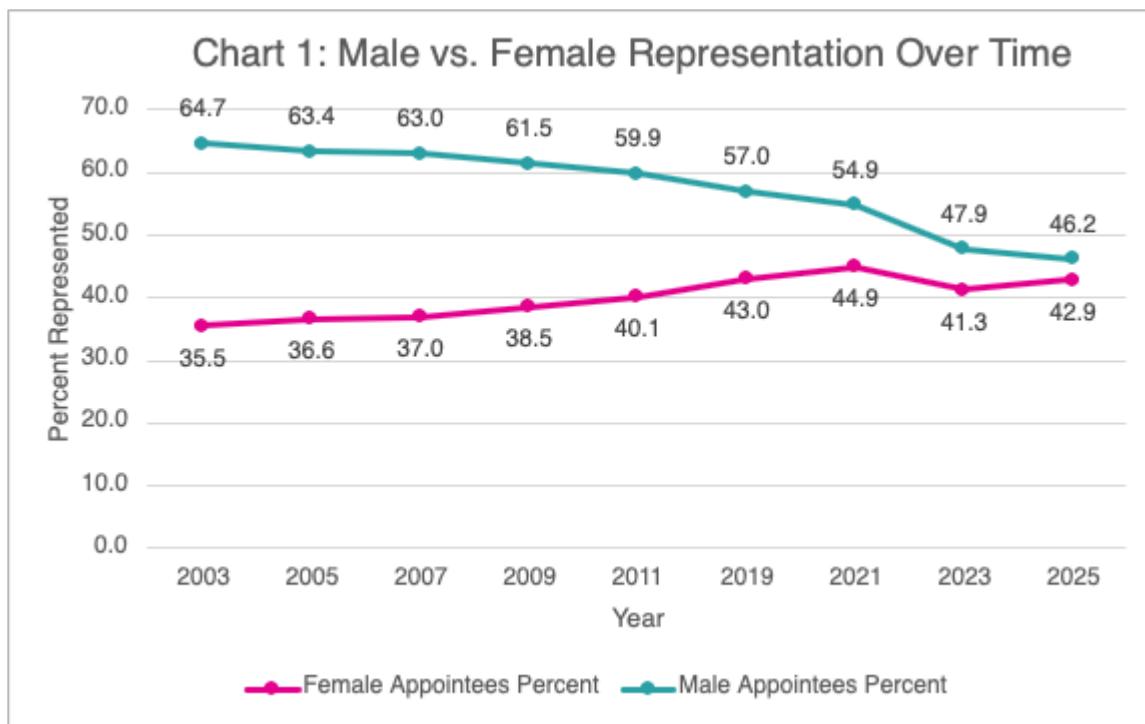
Appointee Gender	2025 Connecticut State Boards and Commissions	2024 Connecticut Population Estimates (US Census Bureau) <sup>2</sup>
Female	42.87%	50.92%
Male	46.23%	49.08%
Non-Binary	0.19%	-
Did Not Answer	10.65%	-

<sup>2</sup> Annual Estimates of the Resident Population by Sex, Race, and Hispanic Origin for Connecticut: April 1, 2020, to July 1, 2024 (SC-EST2024-SR11H-09). Source: U.S. Census Bureau, Population Division. Release Date: June 2025. Downloaded Oct. 17, 2025

## Historical Statistics

Female representation on reporting boards and commissions increased slowly but consistently between 2003 and 2021, reaching 44.9% in 2021. However, it then decreased by more than 3.5 percentage points to 41.3% in 2023. By 2025, representation rebounded slightly to 42.9%, and the gap between male and female appointees has narrowed to only 3%, indicating a continued trend toward equal gender parity. Since almost eleven percent (10.65%) of respondents declined to report their gender identity, the data provided here may overestimate or underestimate the actual gender gap among appointees.

**Chart 1: Gender Representation Over Time**



## Additional Information

Of the 142 boards and commissions included in this report, fourteen (14) reported equal numbers of male and female appointees, fifteen (15) reported only male appointed members, and three (3) reported only female appointed members. Fifty-five (55) boards and commissions were majority-female, seventy-three (73) boards and commissions were majority-male, and all reporting bodies provided gender data for their members.

Equal Male and Female Appointees	Only Male Appointees	Only Female Appointees
Commission for Child Support Guidelines	Code Training and Education Fund Board of Control	Board of Examiners of Electrologists
Connecticut Board of Examiners for Optometrists	Connecticut Board of Examiners of Embalmers and Funeral Directors	Equine Advisory Council
Connecticut Examining Board for Barbers, Hairdressers and Cosmeticians	Connecticut Boxing Commission	State Board of Naturopathic Examiners
Connecticut Farm Wine Development Council	Connecticut Valley Hospital Advisory Council	

Connecticut State Dental Commission	Elevator Installation Repair and Maintenance Board	
Council on Environmental Quality	Farmland Preservation Advisory Board	
CT Arts Council	Fire Protection Sprinkler System Board	
CT Teachers' Retirement Board	Heating, Piping, Cooling Board	
Invasive Plants Council	Home Inspection	
Judicial Selection Commission	Liquor Control Commission	
Milk Regulation Board	Professional Engineers and Land Surveyors	
Psychiatric Security Review Board	Public Defender Services Commission	
Real Estate Appraisal Commission	State Properties Review Board	
The State Tree Protection Examining Board	The Examining Board for Crane Operators	
	University of Connecticut Finance Corporation	

The above data is also available for the years 2019, 2021 and 2023 in Appendix C of this report.

## Racial Diversity

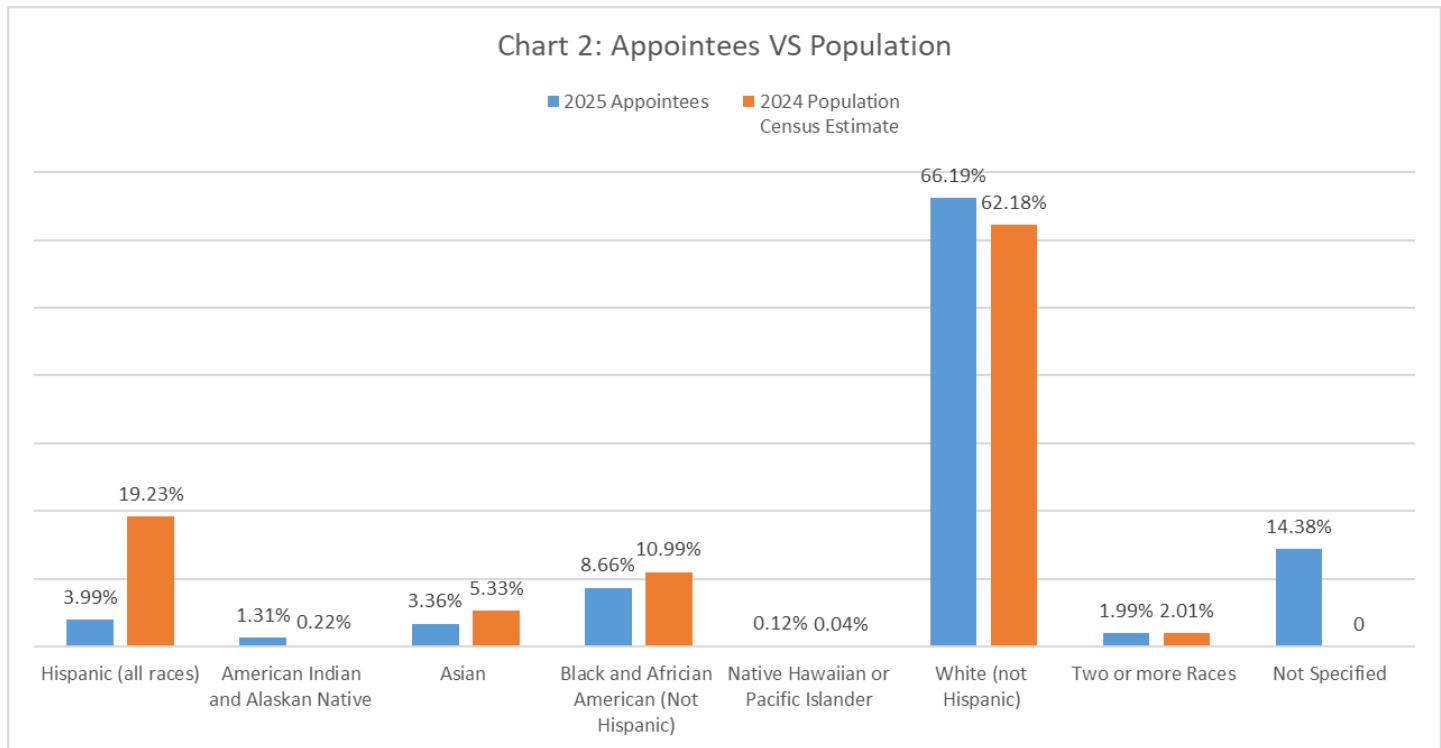
### Current Statistics

White appointees were slightly overrepresented on the boards and commissions based on comparisons to census estimates and 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 about fourteen percent (14.38%) of respondents declined to report their race/ethnicity in 2025, this section may understate or overstate representation of some racial and ethnic groups.

**Table 2: Racial Diversity of Appointed Membership vs. State Population**

Race	2025 Appointees	2024 Population Census Estimate	Point Difference
Hispanic (all races)	3.99%	19.23%	-15.24%
American Indian and Alaskan Native	1.31%	0.22%	1.09%
Asian	3.36%	5.33%	-1.97%
Black and African American (Not Hispanic)	8.66%	10.99%	-2.33%
Native Hawaiian or Pacific Islander	0.12%	0.04%	0.08%
White (not Hispanic)	66.19%	62.18%	4.01%
Two or more Races	1.99%	2.01%	-0.02%
Not Specified	14.38%	-	-

## Chart 2: Representation by Race vs. State Population



## Historical Statistics

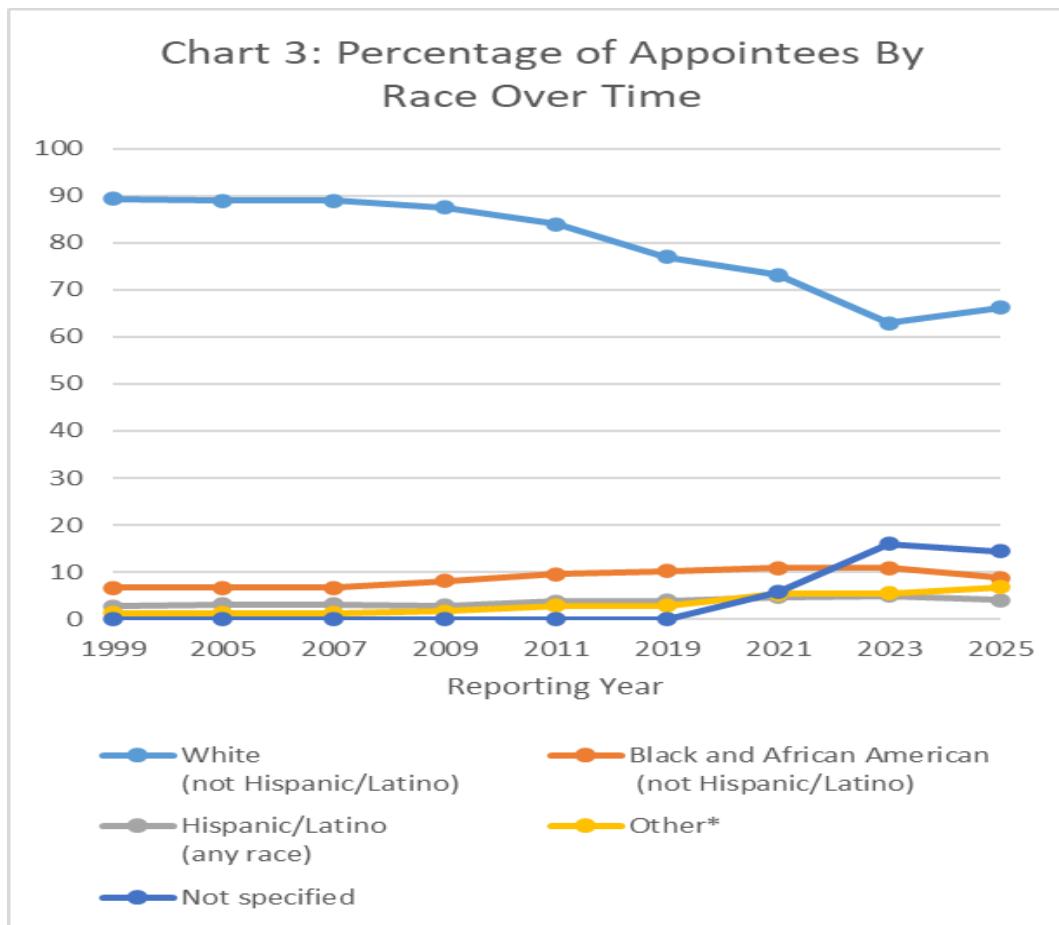
Historically, white appointees have been overrepresented, and appointees of all other races and of Hispanic/Latino origin have been underrepresented on Connecticut's appointive bodies relative to census estimates. While this trend has decreased over the past few years, Hispanics/Latinos are still significantly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

Table 3: Appointees by Race Over Time

Reporting Year	White (not Hispanic/Latino)	Black or African American (not Hispanic/Latino)	Hispanic/Latino (any race)	Other <sup>3</sup>	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%
2025	66.2%	8.7%	4.0%	6.8%	14.4%

<sup>3</sup> 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: Representation by Race Over Time



## Race by Gender

### Current Statistics

**FEMALE:** Six hundred eighty-eight (688) female appointed members were reported on the 142 state boards and commissions included in this report. About seventy percent (69.62%) of female appointees were white. Black and African American women comprised about thirteen percent (13.08%) of the population of female appointees. Only about four percent (4.36%) of female appointees were Hispanic/Latina women.

**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)	30	4.36%	3.37%
American Indian and Alaska Native	12	1.74%	1.35%
Asian	29	4.22%	3.26%
Black or African American (not Hispanic/Latina)	90	13.08%	10.12%
Native Hawaiian and Other Pacific Islander	0	0%	0%
White (not Hispanic/Latina)	479	69.62%	53.88%
2+ races	16	2.33%	1.80%
Not specified	32	4.65%	3.60%

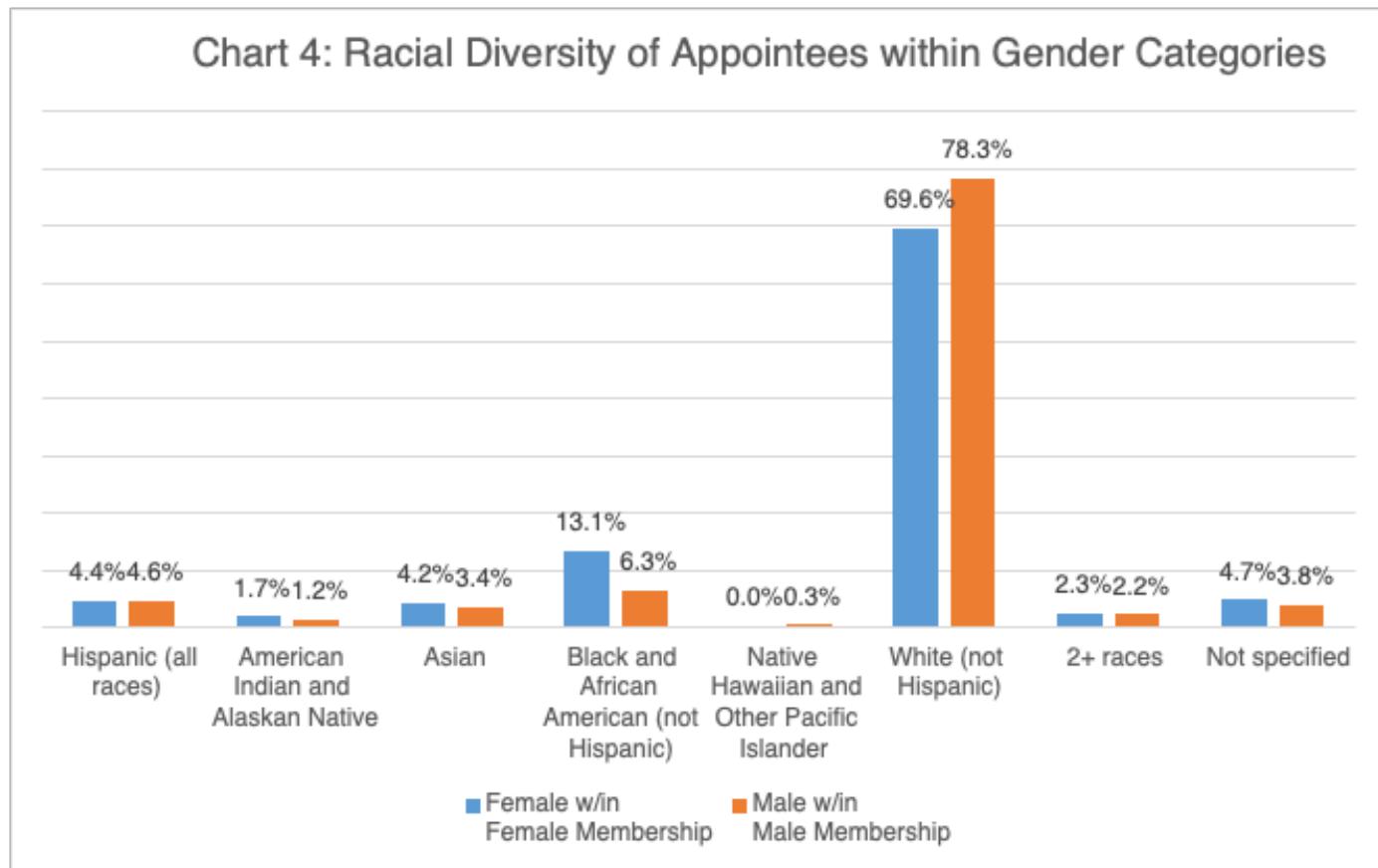
**MALE:** Of the seven hundred forty-two (742) men serving as appointed members on the 2025 boards and commissions, seventy-eight percent (78.30%) were white men. Black or African American men made up the next largest group with about six percent (6.33%) of male appointees, followed by Hispanic/Latino men at just under five percent (4.58%). About two percent (3.37%) 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)	34	4.58%	3.82%
American Indian and Alaska Native	9	1.21%	1.01%
Asian	25	3.37%	2.81%
Black or African American (not Hispanic/Latino)	47	6.33%	5.29%
Native Hawaiian and Other Pacific Islander	2	0.27%	0.22%
White (not Hispanic/Latino)	581	78.30%	65.35%
2+ races	16	2.16%	1.80%
Not specified	28	3.77%	3.15%

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 Categories<sup>4</sup>**



## Frequency of Racial Representation

Looking at overall percentages of appointees by race and gender tells part of the story, but it doesn't show how widely diversity is spread across boards and commissions. Another way to measure diversity is to ask how many boards have at least one member from each racial or ethnic group. This metric helps us understand whether diversity is system-wide or isolated. This approach looks at presence, not just numbers. For example, even if a racial group makes up 5% of all appointees, those members could be concentrated on just a few boards. Measuring frequency shows whether representation is broad and inclusive or limited to certain boards.

Table 5 and Chart 5 show this frequency over time. The figures represent the percentage of boards that include *at least one appointed member* from the reported gender and racial/ethnic groups. For example, in 2025, 85% of boards and commissions had at least one white male appointed member, while only 19% had a Hispanic/Latino male member.

<sup>4</sup> "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.

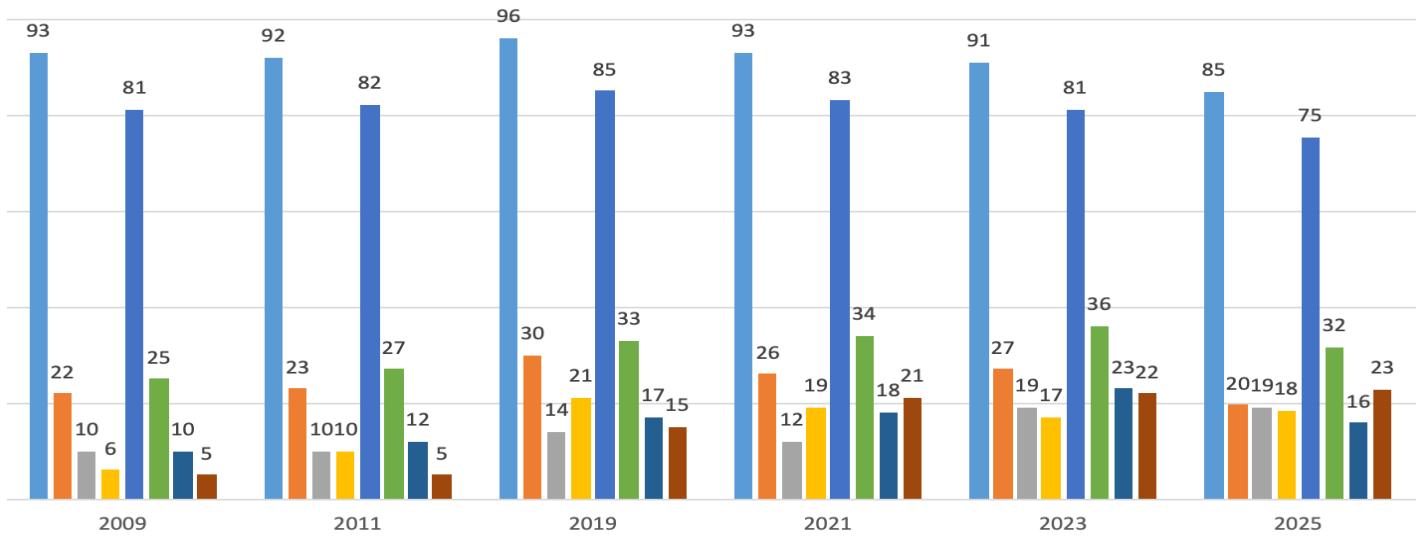
**Table 5: Percent of Boards/Commissions Including Racial & Gender Groups Over Time**

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 <sup>5</sup>
2025	Male	19%	3%	10%	20%	1%	85%	4%	11%	18%
	Female	16%	2%	13%	32%	0%	75%	8%	8%	23%
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: Percent of Boards/Commissions Including Racial & Gender Groups Over Time**

**Chart 5: Race/Ethnicity by Gender Over Time**

■ White-M ■ Black-M ■ Hispanic/Latinx-M ■ Other-M ■ White-F ■ Black-F ■ Hispanic/Latinx-F ■ Other-F



<sup>5</sup> 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.

## 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

(As of October 15, 2025. Subsequent changes are possible.)

Appointive Body	Enabling Authority	Vacancies	Contact
Advisory Board for Persons who are Blind or Visually Impaired	CGS Sec. 17a-810	4	Carol Jenkins (Carol.Jenkins@ct.gov)
Advisory Board of the Workers' Compensation Commission	CGS Sec. 31-280a	2	Richard Eighme (richard.eighme@ct.gov)
Advisory Committee on Medically Contraindicated Vaccinations	CGS Sec. 19a-7r	3	Deepa Mavani (Deepa.Mavani@ct.gov)

Appointive Body	Enabling Authority	Vacancies	Contact
Auto and Flat Glass Board	CGS Chapter 393	4	Rachelle Hyburg (dcp.boards.commissionsandhearing@ct.gov)
Behavioral Health Partnership Oversight Council	CGS Sec. 17a-22h. Behavioral Health Partnership. Development and Implementation	7	David Kaplan (Room 3000 Legislative Office Building, 300 Capitol Avenue, Hartford, Connecticut 06106)
Board of Examiners in Podiatry	CGS Sec. 20-51	1	Ryan Burns (Ryan.Burns@ct.gov)
Board of Examiners of Electrologists	CGS Sec. 20-268	1	Ryan Burns (Ryan.Burns@ct.gov)
Building Code Training Council	CGS Sec. 29-251b	4	Michael Fullerton (michael.fullerton@ct.gov)
Code Training and Education Fund Board of Control	CGS Sec. 29-251c.	3	Michael Fullerton (michael.fullerton@ct.gov)
Commission on Fire Prevention and Control	PA 24-136	7	Kara Ouellette (Kara.ouellette@ct.gov)
Commission on Human Rights and Opportunities	CGS Sec. 46a-52	1	Darcy Strand (darcy.strand@ct.gov)
Commission on Racial Equity in Public Health	PA 21-35	2	Pareesa Charmchi Goodwin (pareesa.charmchigoodwin@cga.ct.gov)
Commission on Women, Children, Seniors, Equity and Opportunity	CGS Chapter 23h, Sec. 2-127	16	Melvette Hill (Melvette.hill@cga.ct.gov)
Connecticut Advisory Council for Administrator Professional Standards	CGS Sec. 10-144e	4	Laura Stefon (laura.stefon@ct.gov)
Connecticut Advisory Council for Teacher Professional Standards	CGS Sec. 10-144d	2	Laura Stefon (laura.stefon@ct.gov)
Connecticut Advisory Council on Housing Matters	CGS Sec. 47a-71a	1	Raphael Podolsky (RPodolsky@ctlegal.org)
Connecticut Board of Examiners for Nursing	CGS Sec. 20-88	4	Ryan Burns (Ryan Burns)
Connecticut Board of Examiners of Embalmers and Funeral Directors	CGS Sec. 20-208	1	Ryan Burns (Ryan.Burns@ct.gov)
Connecticut Boxing Commission	CGS Sec. 29-143i	3	Gregory Sawicki (gregory.sawicki@ct.gov)

Appointive Body	Enabling Authority	Vacancies	Contact
Connecticut Commission for Educational Technology	CGS Chapter 61a	1	Doug Casey (doug.casey@ct.gov)
Connecticut Examining Board for Barbers, Hairdressers and Cosmeticians	CGS Sec. 20-235a	5	Ryan Burns (Ryan.Burns@ct.gov)
Connecticut Farm Wine Development Council	CGS Chapter 422, Sec. 22-26c	2	Ally Hughes (Allison.Hughes@ct.gov)
Connecticut Hate Crimes Advisory Council	CGS Sec. 51-279f	4	Amy Lin Meyerson, Esq. (amy@almeq.com)
Connecticut Medical Examining Board	CGS Sec. 20-8a	2	Ryan Burns (Ryan.Burns@ct.gov)
Connecticut Milk Promotion Board	CGS Chapter 430, Sec. 22-137a	1	Ally Hughes (Allison.Hughes@ct.gov)
Connecticut Rare Disease Advisory Council	CGS Sec. 19a-6t	1	Melia Allan (melia.allan@ct.gov)
Connecticut Sentencing Commission	CGS Sec. 54-300	1	Richard Sparaco, Interim Executive Director (richard.sparaco@uconn.edu)
Connecticut Siting Council	CGS Sec. 16-50g	1	Melanie Bachman (melanie.bachman@ct.gov)
Connecticut State Board of Chiropractic Examiners	CGS Sec. 20-25	1	Ryan Burns (Ryan.Burns@ct.gov)
Connecticut State Dental Commission	CGS Chapter 379, Sec. 20-103a	1	Nathaniel K. Gordon (Nathaniel.Gordon@ct.gov)
Correction Advisory Committee	CGS Sec. 18-81jj	1	Kirstin Breiner (Kirstin.Breiner@cga.ct.gov)
Council on Environmental Quality	CGS Sec. 22a-11	1	Paul Aresta (paul.aresta@ct.gov)
Council on Medical Assistance Program Oversight	CGS Sec. 17b-28. Council on Medical Assistance Program Oversight.	2	David Kaplan (Room 3000 Legislative Office Building, 300 Capitol Avenue, Hartford, Connecticut 06106)
CT Arts Council	CGS Sec. 10-408a	2	Jack Rosenberg (jr@jackrosenberg.com)
CT Arts Council Foundation, Inc.	CGS Sec. 10-408a	4	Jack Rosenberg (JR@ctartsfoundation.org)
CT Council on Soil and Water Conservation	CGS Secs. 22a-315-1 to 22a-315-19	3	Lilian Ruiz (ctcouncilswc@gmail.com)
CT Food Policy Council	CGS Sec. 22-456	1	Cyrena Thibodeau (cyrena.thibodeau@ct.gov)

Appointive Body	Enabling Authority	Vacancies	Contact
CT Teachers' Retirement Board	CGS Chapter 167a	1	Charlene Hill (charlene.hill@ct.gov)
Data Analysis and Technology Advisory Board	CGS Sec. 2-79e	3	Scott Gaul (scott.gaul@ct.gov)
DMHAS State Board of Mental Health and Addiction Services	CGS Sec. 17a-456	14	Marilyn Duran (marilyn.duran@ct.gov)
Domestic Violence Criminal Justice Response and Enhancement Advisory Council	CGS Sec. 46b-38j	1	Kirstin Breiner (Kirstin.Breiner@cga.ct.gov)
Electrical Work Examining Board	CGS Chapter 393	3	Rachelle Hyburg (dcp.boards.commissionsandhearings@ct.gov)
Emergency Medical Services Advisory Board	CGS Sec. 19a-178a	5	Angela Pugliese (Angela.Pugliese@ct.gov)
Employee Review Board	CGS Sec. 5-201	1	Linda Shackett-Blue (linda.shackett-blue@ct.gov)
Employment Security Advisory Board	CGS Sec. 31-250a	2	Anne Ruggens (anne.ruggens@ct.gov)
Equine Advisory Council	Public Act No. 07-42	1	Diane Ciano, President of CT Horse Council (dianemciano@gmal.com)
Farmland Preservation Advisory Board	CGS Sec. 22-26II	2	Holly Lalime (holly.lalime@ct.gov)
Fire Protection Sprinkler System Board	CGS Chapter 393	2	Rachelle Hyburg (dcp.boards.commissionsandhearings@ct.gov)
Forest Practices Advisory Board	CGS Sec. 23-65g	2	Christopher Martin (christopher.martin@ct.gov)
Governor's Workforce Council	CGS Sec. 31-3i	5	Laura Baker (laura.m.baker@ct.gov)
Health Information Technology Advisory Council	CGS Sec. 17b-59f	4	Amy Tibor (Amy.Tibor@ct.gov)
Heating, Piping, Cooling Board	CGS Chapter 393	4	Rachelle Hyburg (dcp.boards.commissionsandhearings@ct.gov)
Historic Preservation Council	CGS Sec. 10-409	1	Paul S. Butkus, chairman (paul@pirieassociates.com)
Home Inspection Licensing Board	CGS Chapter 400f	2	Rachelle Hyburg (dcp.boards.commissionsandhearings@ct.gov)

Appointive Body	Enabling Authority	Vacancies	Contact
Interagency Coordinating Council	CGS Sec. 17a-248 and IDEA 2004 – Part C	2	Rebecca Smith (Rebecca.Smith@ct.gov)
Invasive Plants Council	CGS Sec. 22a-381	1	Victoria Wallace (victoria.wallace@uconn.edu)
Investment Advisory Council	CGS Sec. 3-13b	2	Ginny Kim (Ginny.kim@ct.gov)
Judicial Review Council	CGS Sec. 51-51k	3	John Walkley, Executive Director (john.walkley@ct.gov)
Judicial Selection Commission	CGS Sec. 51-44a	2	Katie Agati (katie.agati@ct.gov)
Juvenile Justice Policy and Oversight Committee	PA 14-217	2	Erika Nowakowski (enowakowski@newhaven.edu)
Long Island Sound Blue Plan Advisory Committee	CGS Sec. 25-157t(a)	2	Mary-beth Hart (marybeth.hart@ct.gov)
Manufacturing Innovation Fund	P.A. 14-98	1	Cindy L Hetu (cindylee.hetu@ct.gov)
Milk Regulation Board	CGS Chapter 430 Sec. 22-131	3	James Allyn (james.allyn@ct.gov)
Mobile Manufactured Home Advisory Council	CGS Chapter 412	1	Rachelle Hyburg (dcp.boards.commissionsandheadings@ct.gov)
Municipal Accountability Review Board (MARB)	Section 367 of Public Act 17-2	3	Kimberly Kennison (kimberly.kennison@ct.gov)
Natural Heritage, Open Space and Watershed Land Acquisition Review Board	CGS 7-131e	8	Amy Paterson (abpaterson@ctconservation.org)
Nuclear Energy Advisory Council	CGS 16-11a	3	Jeff Semancik (jeffrey.semancik@ct.gov)
Occupational Health Clinics Advisory Committee	CGS Sec. 31-402	6	Robert Hunt (robert.hunt@ct.gov)
Occupational Safety and Health Review Commission	CGS Sec. 31-376	1	John Rosa, Director, CONN-OSHA (john.rosa@ct.gov)
Office of the Healthcare Advocate Advisory Committee	CGS Sec. 38a-1049	1	Alexandra Lowry (alexandra.lowry@ct.gov)
Opioid Settlement Advisory Committee	Public Act 22-48	3	Sarah Messier-Smith (sarah.messier-smith@ct.gov)

Appointive Body	Enabling Authority	Vacancies	Contact
PCA Workforce Council	CGS Sec. 17b-706a	4	Christine Weston (christine.weston@ct.gov)
Pharmaceutical and Therapeutics Committee	CGS Chapter 319V, Sec. 17b-274d	6	Herman Kranc (herman.kranc@ct.gov)
Professional Engineers and Land Surveyors	CGS Chapter 391	3	Rachelle Hyburg (dcp.boards.commissionsandhearings@ct.gov)
Psychiatric Security Review Board	CGS Secs. 17a-580 to 17a-603	1	Vanessa Cardella (Vanessa.Cardella@ct.gov)
Public Defender Services Commission	CGS Sec. 51-289	3	Deborah Del Prete Sullivan, Legal Counsel, Director (deborah.d.sullivan@pds.ct.gov)
Real Estate Appraisal Commission	CGS Chapter 400g	1	Rachelle Hyburg (dcp.boards.commissionsandhearings@ct.gov)
Real Estate Commission	CGS Chapter 392	1	Rachelle Hyburg (dcp.boards.commissionsandhearings@ct.gov)
State Board of Examiners of Environmental Professionals	CGS Sec. 22a-133v	2	Elizabeth McAuliffe (Elizabeth.McAuliffe@ct.gov)
State Board of Landscape Architects	CGS Chapter 396	2	Rachelle Hyburg (dcp.boards.commissionsandhearings@ct.gov)
State Capitol Preservation and Restoration Commission	Public Act 73-460 or CGS Sec. 4b-60	1	Elizabeth Conroy (Elizabeth.Conroy@cga.ct.gov)
State Council on Educational Opportunity for Military Children	CGS Sec. 10-15f	1	Laura Anastasio (laura.anastasio@ct.gov)
State of Connecticut Martin Luther King Jr. Holiday Commission	CGS Sec. 10-29b	2	Donna Campbell (dcampersonal@gmail.com)
State Properties Review Board	CGS Sec. 4b-3	1	Thomas C Jerram, Director (thomas.jerram@ct.gov)
Statewide Advisory Council to CT Department of Children and Families	CGS Sec. 17a-4	3	Sarah Lockery (slockery@tccoh.org)
The State Contracting Standards Board	CGS Sec. 4e-1 et seq.	2	Gregory F. Daniels (greg.daniels@ct.gov)
The State Tree Protection Examining Board	CGS Sec. 23-61b	1	Jason White (Jason.White@ct.gov)

Appointive Body	Enabling Authority	Vacancies	Contact
Transforming Children's Behavioral Health Policy and Planning Committee	PA 23-90	5	Emily Bohmbach (ebohmbach@newhaven.edu)
Two-Generational Advisory Board	Public Act No. 17-2	8	Melvette Hill (melvette.hill@cga.ct.gov)

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

### 2023 Gender and Composition Breakdown<sup>6</sup>

Of the 139 boards and commissions included in 2023 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.

### 2021 Gender Composition Breakdown<sup>7</sup>

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.

<sup>6</sup>“2023 Report of Gender and Racial Composition of Connecticut State Boards and Commissions (Issued January 2024). Retrieved November 24, 2025, from [https://portal.ct.gov/-/media/sots/education/diversityreport/2023\\_gender\\_race\\_board\\_report.pdf](https://portal.ct.gov/-/media/sots/education/diversityreport/2023_gender_race_board_report.pdf)

<sup>7</sup> “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>.

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 Breakdown<sup>8</sup>

Of the 160 entities completing the 2019 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-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.

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<sup>8</sup> "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>.

## Appendix D: Non-Responses

The chart below lists the CT boards and commissions that did not provide gender and racial composition data for 2025 or reported too late to be included in the analysis. Some of these appointive bodies may be inactive.

NAME OF BOARD/COMMISSION
*Advisory Council on Organ and Tissue Donation Education and Awareness
Adoption Review Board
Adoption Subsidy Review Board
Advisory Board for Persons Who Are Deaf, Deafblind or Hard of Hearing
Advisory Committee to the Connecticut Homecare Option Program for the Elderly
Board of Pardons and Paroles
Board of Regents for Higher Education
Camp Harkness Advisory Committee
Children's Behavioral Health Advisory Committee
Children's Mental, Emotional and Behavioral Health Plan Implementation Advisory Board
Commission of Pharmacy
Community Investment Fund 2030 Board
Complex Rehabilitation Technology and Wheelchair Repair Advisory Council
Connecticut Bioscience Innovation Advisory Committee
Connecticut Pilot Commission
Connecticut Public Transportation Council
*Connecticut Remote Learning Commission
Connecticut State Independent Living Council
Connecticut Tourism Council
Connecticut-Ireland Trade Commission
Council on Developmental Services
Council on Sexual Misconduct Climate Assessments
*Early Childhood Care and Education Fund Advisory Commission
Education Mandate Review Advisory Council
* Employee Misclassification Advisory Board
Geographic Information Systems Advisory Council
Judicial Review Council
Level of Need Assessment System Advisory Committee
Long-Term Care Advisory Council
Medical Examining Board for Disability Retirements
Minority Business Initiative Advisory Board
Office of the Child Advocate Advisory Committee
Sexual Assault Criminal Justice Response, Enhancement and Model Policy Advisory Council
State Advisory Council for Special Education
State Marshal Commission
Stroke Registry Data Oversight Committee
Technical Education and Career System Board
Whiting Forensic Hospital Oversight Board

*\*Reported to be no longer be in existence*

## 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.

<b>NAME OF BOARD/COMMISSION</b>
Chronic Kidney Disease Advisory Committee
Commission on Judicial Compensation
Connecticut Seafood Development Council
Council of Advisors on Strategies for the Knowledge Economy
Fire Training Council
Governor's Council for Agricultural Development and Innovation
Highway Work Zone Safety Advisory Council
Indian Affairs Council
Nitrogen Credit Advisory Board
Planning Commission for Higher Education
Raymond E. Baldwin Museum of Connecticut History and Heritage Advisory Committee
Recycle CT Foundation Council