

Parity on Board:  
Gender, Race, and Ethnicity on 50 Prominent  
Massachusetts Public Boards and Commissions

March 3, 2021



Women's  
Power Gap  
Eos Foundation

**GENDER PARITY NOW**

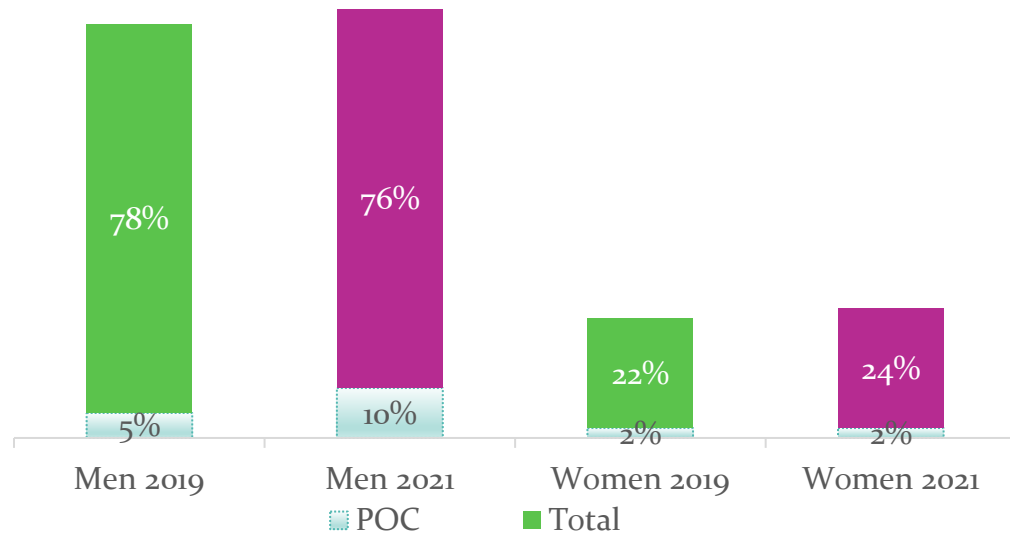
@WomensPowerGap

#GenderParityNow

# CHIEF EXECUTIVE/EXECUTIVE DIRECTOR TRANSITIONS

2019 – 2021

CEO/Executive Director Transitions

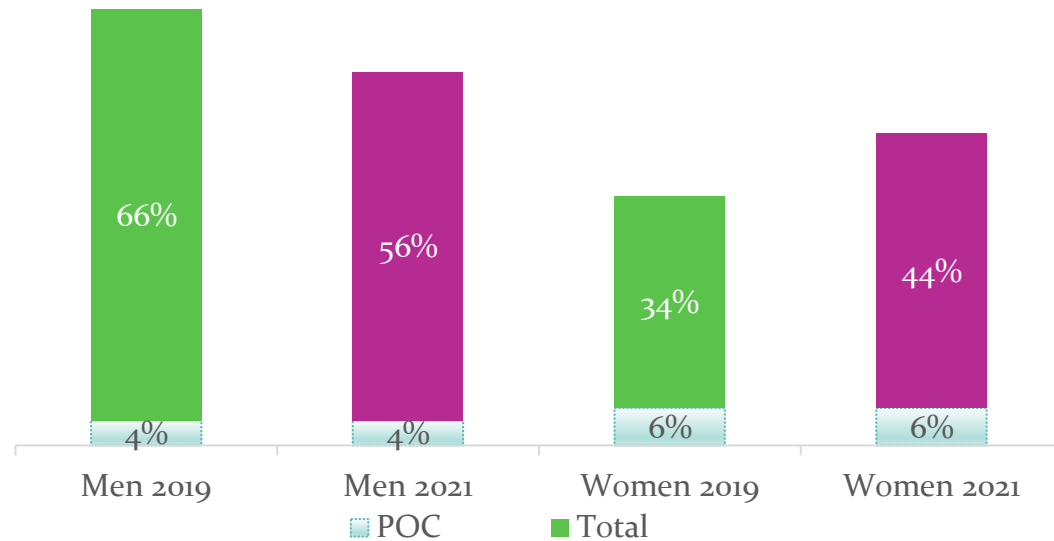


- 13 transitions - 6/13 women, 3 men of color, 0 women of color
- Women increased from 9 of 41 (22%) to 10 (24%)
- Women of color stayed flat at 1 (2%) – one Black
- Men of color increased from 2 (5%) to 4 (10%) – two Black, two Latino

# BOARD CHAIR TRANSITIONS

2019 – 2021

Board Chair Transitions



- 11 board transitions - 7/11 women, 1 man of color, 0 women of color
- Women increased from 17 of 50 (34%) to 22 (44%)
- Women of color stayed flat at 3 (6%) – one Asian, two Latina
- Men of color stayed status quo at 2 (4%)

## FINDINGS – THE GOOD AND THE BAD

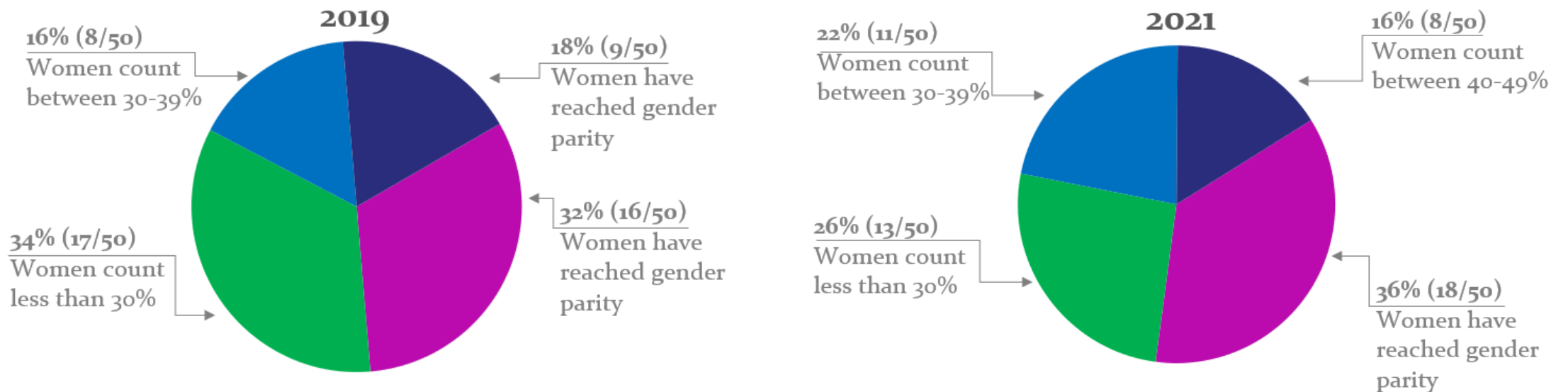
- Progress for white women as board chairs – 34<sup>0</sup>% to 44<sup>0</sup>%
- Progress for men of color as chief executives – 5<sup>0</sup>% to 10<sup>0</sup>%

**But...**

- **No progress for women of color**

# MINIMAL GAINS FOR # OF BOARDS ACHIEVING PARITY

## Female Representation on Boards



Board members – 18/50 boards (36%) have reached parity, slight increase from 16 (32%)

# URGENT NEED FOR DATA TRANSPARENCY TO DRIVE PROGRESS

- Gender data (all positions) and limited race/ethnic data (Chief Executives, Board Chairs) came from Eos research.
- This bill calls for:
  1. Demographic data provided by all public board and commission **applicants** relative to ethnicity, race, gender identity and sexual orientation
  2. Demographic data provided by all public board and commission nominees or **appointees** relative to ethnicity, race, gender identity and sexual orientation;
  3. Any demographic data disclosed will be aggregated statistical data

# BOARDS AND COMMISSIONS GENDER 2021 DATA

NAME OF BOARD OR COMMISSION	CEO/EXECUTIVE DIRECTOR	BOARD CHAIR	BOARD MEMBERS	WOMEN ON BOARD
Alcoholic Beverages Control Commission (ABCC)	Ralph Sacramone, M	Jean Lorizio, W	3	3 (100%)
Massachusetts Commission Against Discrimination (MCAD)	N/A	Sunila Thomas George, WOC	3	3 (100%)
Parole Board	Michael Callahan, M	Gloriann Moroney, W	7	6 (86%)
Board of Early Education and Care	Samantha Treworgy, W	Nonie Lesaux, W	11	9 (82%)
Massachusetts Cultural Council	Michael Bobbitt, MOC	Nina Fialkow, W	19	15 (79%)
Massachusetts Gaming Commission	Karen Wells, W	Cathy Judd-Stein, W	4	3 (75%)
MassHire State Workforce Board	N/A	Joanne Pokaski, W	27	17 (63%)
State Board of Retirement	Nicola Favorito, M	Deborah Goldberg, W	5	3 (60%)
State Finance and Governance Board	N/A	Lourdes German, WOC	5	3 (60%)
Cannabis Control Commission	Shawn Collins, M	Steven Hoffman, M	5	3 (60%)
Massachusetts School Building Authority (MSBA)	Jack McCarthy, M	Deborah Goldberg, W	7	4 (57%)
Massachusetts Health Council (mahealthcouncil.org)	David Martin, M	Charlie Alagero, M	18	10 (56%)
Group Insurance Commission	Matthew Veno, M	Valerie Sullivan, W	17	10 (53%)
Governors Commission on Digital Innovation and Lifelong Learning	N/A	J.D. LaRock, M	24	12 (50%)
Massachusetts Department of Transportation Board	James Tesler, M	James Tesler, M	10	5 (50%)
Supreme Judicial Nomination Commission	N/A	Lon Povich & Paul Dacier, M	12	6 (50%)
Massachusetts Convention Center Authority (MCAA)	David Gibbons, M	John McDonnell, M	12	6 (50%)

# BOARDS AND COMMISSIONS GENDER 2021 DATA

NAME OF BOARD OR COMMISSION	CEO/EXECUTIVE DIRECTOR	BOARD CHAIR	BOARD MEMBERS	WOMEN ON BOARD
Architectural Access Board	William Joyce, M	Dawn Guarriello, W	8	4 (50%)
Massachusetts Sentencing Commission	N/A	Jeffrey Locke, M	13	6 (46%)
Massachusetts Health Connector Board	Louis Gutierrez, M	Marylou Sudders, W	11	5 (45%)
Pension Reserves Investment Management Board (PRIM)	Michael Trotsky, M	Deborah Goldberg, W	9	4 (44%)
Massachusetts Housing Finance Agency (MassHousing)	Chrystal Kornegay, WOC	Michael Dirrane, M	9	4 (44%)
Massachusetts Port Authority	Lisa Wieland, W	Lewis Evangelidis, M	7	3 (43%)
Commonwealth Corporation	Christine Abrams, W	Rosalin Acosta, WOC	17	7 (41%)
State Ethics Commission	David Wilson, M	Maria Krokidas, W	5	2 (40%)
Department of Transportation Fiscal and Management Control Board (FMCB)	Steve Poftak, M	Joseph Aiello, M	5	2 (40%)
Board of Higher Education	Carlos Santiago, MOC	Chris Gabrieli, M	13	5 (38%)
Judicial Nominating Commission	Lauren Petrigno, W	Paul Dacier, M	19	7 (37%)
Massachusetts Development Finance Agency	Dan Rivera, MOC	Michael Kennealy, M	11	4 (36%)
Massachusetts Technology Collaborative	Carolyn Kirk, W	Michael Kennealy, M	22	8 (36%)
MassVentures	Charlie Hipwood, M	Damon Cox, MOC	11	4 (36%)
Massachusetts Historical Commission	Brona Simon, W	William Galvin, M	17	6 (35%)
State Lottery Commission	Michael Sweeney, M	Deborah Goldberg, W	6	2 (33%)
Board of Elementary and Secondary Education	Jeffrey Riley, M	Katherine Craven, W	12	4 (33%)



# BOARDS AND COMMISSIONS GENDER 2021 DATA

NAME OF BOARD OR COMMISSION	CEO/EXECUTIVE DIRECTOR	BOARD CHAIR	BOARD MEMBERS	WOMEN ON BOARD
Massachusetts Broadband Institute	Michael Baldino, M	Peter Larkin, M	9	3 (33%)
Massachusetts State College Building Authority	Edward Adelman, M	Michael Fallon, M	6	2 (33%)
University of Massachusetts Building Authority	Barbara Kroncke, W	Victor Woolridge, MOC	9	3 (33%)
Board of Trustees of the University of Massachusetts	Marty Meehan, M	Robert Manning, M	17	5 (29%)
Massachusetts Life Sciences Center	Kenneth L. Turner, MOC	Michael Heffernan & Michael Kennealy, M	7	2 (29%)
Firearms Licensing Review Board	N/A	Michaela Dunne, W	7	2 (29%)
Massachusetts Digital Healthcare Council	N/A	Michael Kennealy & Jeffrey Leiden, M	39	11 (28%)
Health Policy Commission	David Seltz, M	Stuart Altman, M	11	3 (27%)
Massachusetts Manufacturing Extension Partnership (MassMEP)	John Killam, M	William Sullivan, M	8	2 (25%)
Energy Facilities Siting Board	Andy Greene, M	Kathleen Theoharides, W	8	2 (25%)
Massachusetts Educational Financing Authority	Thomas Graf, M	Keith Shaughnessy, M	9	2 (22%)
Massachusetts Growth Capital Corporation (MGCC) Board of Directors	Lawrence Andrews, M	Michael Kennealy, M	14	3 (21%)
Civil Service Commission	N/A	Christopher Bowman, M	5	1 (20%)
Massachusetts Water Resources Authority (MWRA)	Frederick Laskey, M	Kathleen Theoharides, W	11	2 (18%)
Clean Energy Technology Center	Stephen Pike, M	Kathleen Theoharides, W	12	2 (17%)
Board of Fire Prevention Regulations	Mary Ann Smith, W	Anthony Caputo, M	14	0 (0%)

# Thank you

Please contact [marchant@eosfoundation.org](mailto:marchant@eosfoundation.org) with questions



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