

Research & Policy Brief

September 6, 2016 | No. 8



The Status of Women on Utah State Boards & Commissions

Setting the Stage

The purpose of both the Utah Women & Leadership Project (UWLP) *Research & Policy Brief Series* and the *Research Snapshot Series* is to provide data that can be useful to individuals, groups, organizations, and communities toward efforts to improve the equality and impact of girls and women throughout the state. A host of state rankings has continually listed Utah as one of the worst states in the nation for women.¹ Although we disagree with some of the measures, it remains clear that change is needed to strengthen the impact of Utah women for the good of women themselves, families, communities, and the state as a whole.

Research shows that organizations and entities will increasingly thrive when both men and women hold leadership roles.² Gender inclusivity benefits not only businesses, but also entities such as churches, state legislatures, city councils, and the state government. Studies have shown that there are numerous benefits to attracting, retaining, promoting, and empowering women within organizations and entities. These benefits are discussed at length in a previous brief titled “Why Do We Need More Women Leaders in Utah?”³ More specifically, research demonstrates the need for the government—and democratic governance processes in general—to accurately reflect gender diversity within its constituency at all levels.⁴

The UWLP has published a number of research and policy briefs to help Utahans understand the status of women in a variety of settings and roles (i.e., politics, education, nonprofits, business, and entrepreneurs). This brief continues that research by exploring the status of women on Utah state boards and commissions. Data were collected through a number of methods, including mining the Utah State Boards and Commission website,⁵ searching websites dedicated to the specific boards (where available), and securing additional clarification from the Utah Boards and Commissions Office and agency or division representatives overseeing various boards and commissions.

Utah Data

Our research determined that there are 340 Utah state boards and commissions listed as “active”; however, we were able to locate member listings for only 295 of them. Hence, there are 2463 members on these 295 boards or commissions, with 1771 men and 692 women currently serving. In all, female appointees account for 28.1% of all active appointments. Unfortunately, comparable national data are not available;

however, we did locate a few reports from other states committed to and leading in boards’ and commissions’ gender diversity efforts. Connecticut, North Dakota, and Texas exceed 40% female representation on state boards, while Idaho and Alaska exceed 30%.⁶

Table 1 (see next page) lists the 34 agencies that administer the state boards and commissions and the overall gender breakdown of all boards and commissions overseen by each agency. As is shown, Human Resource Management (50%), Health (45%), State Office of Education (42%), Human Services (41%), and Heritage and Arts (40%) top the list for the agencies that have the highest percentage of female appointees. The agencies that have the lowest percentages are the National Guard (0%), Agriculture and Food (8%), Veteran Affairs (9%), and Natural Resources (9%). Both the Governor’s Office and the Public Service Commission have 10%.

Currently, 28.1% of Utah state boards and commissions seats are held by women (692 of 2463). At this time there are at least 464 open seats for appointments. Apply online at <https://boards.utah.gov/>

The number of boards and commissions overseen by each agency ranges from 1 (Human Resource Management and the National Guard) to 55 (Commerce/

DOPL). A comprehensive list of agencies and their boards and commissions (with hyperlinks to webpages), along with the number of current appointees by gender and the number of open seats (August 10, 2016) can be found in the appendix. Some boards and commissions have special membership requirements, where a Code calls for a representation by an elected official or specific agency executive (as in multi-state compacts). We have marked these (*) and have not included them in our counts of current open seats.

In digging deeper, we found that, of the 295 boards and commissions we analyzed, 84 (28%) have no female appointees, 8 (3%) have equal numbers of men and women, and 39 (13%) have a female-member majority. Not surprisingly, we found that these 39 had a stereotypical “female” focus, such as the Board of Nursing, the Certified Nurse Midwife Board, and the Cosmetologist/Barbering Board. Likewise, stereotypical “male” industries (e.g., Utah Motor Vehicle Franchise Advisory Board or Electricians Licensing Boards) have predominantly male appointees.

Other states have found that their “power” boards or commissions tend to be predominantly male, so we closely examined Utah’s “power” boards and commissions, as defined in the

literature. We found that Utah “power” boards were substantially below the overall percentages compared with other states in terms of female representation: Natural Resources (9%), Governor’s Office (10%), Governor’s Office of Economic Development (18%), Legislative Branch (15%), Financial Institutions (19%), and Governor’s Office of Management and Budget (22%). Although a similar pattern has been shown in other states, there are yet other states that have strategically and successfully increased the representation of women on these powerful boards.

Table 1: Utah State Boards and Commissions by Agency and Gender

| Agency | F | M |
|---|--------------|--------------|
| Human Resource Management | 50% | 50% |
| Health | 45% | 55% |
| State Office of Education | 42% | 58% |
| Human Services | 41% | 59% |
| Heritage and Arts | 40% | 60% |
| Workforce Services | 36% | 64% |
| Lt. Governor’s Office | 35% | 65% |
| Utah System of Higher Education | 35% | 65% |
| Commerce/DOPL | 34% | 66% |
| Administrative Services | 33% | 67% |
| Commission on Criminal & Juvenile Just. | 33% | 67% |
| Utah Retirement System | 29% | 71% |
| Administrative Office of the Courts | 28% | 72% |
| Independent | 27% | 73% |
| Technology Services | 27% | 73% |
| Governor’s Office of Mgmt. & Budget | 22% | 78% |
| Environmental Quality | 21% | 79% |
| State Treasurer | 20% | 80% |
| Financial Institutions | 19% | 81% |
| Governor’s Office of Economic Dev. | 18% | 82% |
| Labor Commissions | 16% | 84% |
| Insurance | 15% | 85% |
| Legislative Branch | 15% | 85% |
| Attorney General | 14% | 86% |
| Tax Commission | 14% | 86% |
| Commerce | 13% | 87% |
| Public Safety | 12% | 88% |
| Transportation | 12% | 88% |
| Governor’s Office | 10% | 90% |
| Public Service Commission | 10% | 90% |
| Natural Resources | 9% | 91% |
| Veteran Affairs | 9% | 91% |
| Agriculture and Food | 8% | 92% |
| National Guard | 0% | 100% |
| Average: All Boards/Commissions | 28.1% | 71.9% |

Recommendations

We have three primary recommendations for positive change:

First, both Utah Governor Gary Herbert and Lieutenant Governor Spencer Cox have stated that Utah needs more

women to apply for board and commission openings. If qualified women are not found within the applicant pools, it is difficult for Utah leaders to appoint them to such roles. Hence, one critical solution is to encourage more women to apply for board and commission positions for which they are qualified. Utah residents can apply online at <https://boards.utah.gov/>.

Second, state agencies and divisions must evaluate the current statutory requirements for the various state boards and commissions in terms of gender diversity. And, in addition to discovering innovative recruiting solutions so that more qualified women become aware of these opportunities, we can find ways to improve record keeping that accurately and consistently tracks gender diversity alongside political party diversity. Advocacy groups and legislators may also consider legislation that prioritizes gender diversity. According to one source, states with legislation encouraging female appointments have a 10% higher rate of women on boards than those without such legislation.⁷

Third, the state government and its agencies/divisions can curb the negative effects of conscious and unconscious bias by collecting, analyzing, and publishing data on board diversity, including obstacles interfering with the ability of some female appointees to remain on board for the full term. Exploring ways for appointing officials to keep diversity at a strategic and conscious level when deciding who to appoint can also be helpful. Utilizing the best practices of states and agencies nationwide that have made progress in this area can always provide innovative ideas and insights for proactive, strategic, and inclusive Utah leaders.

To continue increasing women representation in positions of influence, it is vital to understand the current status of women in various contexts. Developments in the last few years are genuinely encouraging, but the tipping point will not arrive here in Utah until we begin to move from unconscious bias to unconscious inclusiveness. And we still have much more work to do.

¹ Bernardo, R. (2015). 2015’s best and worst states for women’s equality.

Retrieved from <https://wallethub.com/edu/best-and-worst-states-for-women-equality/5835/>; Chu, A., & Posner, C. (2013). The state of women in America: A 50-state analysis of how women are faring across the nation. Retrieved from <https://www.americanprogress.org/wp-content/uploads/2013/09/StateOfWomen-4.pdf>

² Madsen, S. R. (2015, January). Why do we need more women leaders in Utah? Retrieved from <http://www.uvu.edu/uwlp/docs/uwlpbrief2015no5.pdf>

³ Ibid.

⁴ Lerner, D., & Skizas, C. O. (2015, July 31). Where women are on board: Perspectives from gender diverse boardrooms. Retrieved from <https://corpgov.law.harvard.edu/2015/07/31/>

⁵ Utah Boards & Commissions Website: <https://boards.utah.gov/Board>

⁶ Grande, A. S., Klling, C., & Bauges, B. (2016, March/April). Women on state boards and commissions: Is Idaho where it wants to be? *The Advocate*, 29–34; Marks, M. (2016, May). Proposal mandating women make up half of all city boards and commissions to be considered. Retrieved from <http://www.sacurrent.com/the-daily/archives/2016/05/17/proposal-mandating-women-make-up-half-of-all-city-boards-and-commissions-to-be-considered>

⁷ Grande, A. S., Klling, C., & Bauges, B. (2016, March/April).

Appendix: Utah State Boards & Commissions (with gender data)

1. ADMINISTRATIVE OFFICE OF THE COURTS

| Board Name | Female | Male | Open Seats |
|---|-------------------------|-----------------|------------|
| <u>Board of Juvenile Court Judges</u> | 4 | 4 | 0 |
| <u>Judicial Council</u> | 3 | 11 | 0 |
| <u>Law Library Board of Control</u> | 0 | 3 | 0* |
| <u>Online Court Assistance Program Policy Board</u> | <i>Data Unavailable</i> | | |
| Total (%) | 7 (28%) | 18 (72%) | 0 |

2. ADMINISTRATIVE SERVICES

| Board Name | Female | Male | Open Seats |
|---|-------------------------|-----------------|------------|
| <u>Administrative Services Rate Committee</u> | 3 | 4 | 0* |
| <u>Executive Residence Commission</u> | 2 | 1 | 3 |
| <u>Independent Executive Branch Ethics Commission</u> | 2 | 3 | 3 |
| <u>Indigent Defense Funds Board (Agency Appointed)</u> | <i>Data Unavailable</i> | | |
| <u>Motor Vehicle Review Committee</u> | 1 | 8 | 7 |
| <u>Procurement Policy Board (Agency Appointed)</u> | 2 | 7 | 0* |
| <u>Purchasing from Persons with Disabilities Advisory Board</u> | 0 | 3 | 1 |
| <u>State Building Board</u> | 1 | 7 | 0 |
| <u>State Building Ownership Authority</u> | 0 | 3 | 0* |
| <u>State Records Committee</u> | 4 | 3 | 1 |
| <u>Utah State Historical Records Advisory Board</u> | 4 | 4 | 0 |
| <u>Utah Transparency Advisory Board</u> | 6 | 7 | 1 |
| Total (%) | 25 (33%) | 50 (67%) | 16+ |

3. AGRICULTURE AND FOOD

| Board Name | Female | Male | Open Seats |
|---|-------------------------|-----------------|------------|
| <u>Agricultural Advisory Board (Agency Appointed)</u> | <i>Data Unavailable</i> | | |
| <u>Agricultural and Wildlife Damage Prevention Board</u> | 2 | 7 | 0 |
| <u>Domesticated Elk Advisory Council (Agency Appointed)</u> | <i>Data Unavailable</i> | | |
| <u>Fish Health Policy Board</u> | 1 | 6 | 2 |
| <u>Grazing Advisory Board (Agency Appointed)</u> | <i>Data Unavailable</i> | | |
| <u>Livestock Brand Board</u> | 0 | 7 | 1 |
| <u>Livestock Market Committee (Agency Appointed)</u> | <i>Data Unavailable</i> | | |
| <u>Marketing Boards of Control (Agency Appointed)</u> | <i>Data Unavailable</i> | | |
| <u>Pest Control Compact Board (Agency Appointed)</u> | <i>Data Unavailable</i> | | |
| <u>Pesticide Committee</u> | <i>Data Unavailable</i> | | |
| <u>State Weed Committee (Agency Appointed)</u> | <i>Data Unavailable</i> | | |
| <u>Utah Conservation Commission</u> | 1 | 20 | 3 |
| <u>Utah Dairy Commission (Agency Appointed)</u> | <i>Data Unavailable</i> | | |
| <u>Utah Horse Racing Commission</u> | 0 | 5 | 2 |
| Total (%) | 4 (8%) | 45 (92%) | 8+ |

4. ATTORNEY GENERAL

| Board Name | Female | Male | Open Seats |
|--|-------------------------|----------------|------------|
| <u>Advisory Board on Children's Justice</u> | 0 | 2 | 0* |
| <u>Local Advisory Boards for the Children's Justice Center Program</u> | <i>Data Unavailable</i> | | |
| <u>Recording Policy Review Board</u> | <i>Data Unavailable</i> | | |
| <u>Utah Commission on Immigration and Migration Act</u> | 1 | 4 | 3 |
| <u>Utah Prosecution Council</u> | <i>Data Unavailable</i> | | |
| Total (%) | 1 (14%) | 6 (86%) | 3+ |

5. COMMERCE

| Board Name | Female | Male | Open Seats |
|--|----------------|-----------------|------------|
| <u>Committee of Consumer Services</u> | 3 | 6 | 4 |
| <u>Land Use and Eminent Domain Advisory Board</u> | 0 | 7 | 3 |
| <u>Powersport Vehicle Franchise Board</u> | 0 | 9 | 0 |
| <u>Real Estate Appraiser Licensing and Certification Board</u> | 1 | 4 | 2 |
| <u>Real Estate Commission</u> | 1 | 4 | 1 |
| <u>Residential Mortgage Regulatory Commission</u> | 2 | 3 | 1 |
| <u>Securities Commission</u> | 0 | 5 | 0 |
| <u>Utah Motor Vehicle Franchise Advisory Board</u> | 0 | 10 | 1 |
| Total (%) | 7 (13%) | 48 (87%) | 12 |

6. COMMERCE/DIVISION OF OCCUPATIONAL AND PROFESSIONAL LICENSING (DOPL)

| Board Name | Female | Male | Open Seats |
|---|--------|------|------------|
| <u>Acupuncture Licensing Board</u> | 3 | 2 | 2 |
| <u>Alarm System Security and Licensing Board</u> | 1 | 4 | 1 |
| <u>Architects Licensing Board</u> | 1 | 4 | 2 |
| <u>Athletic Trainers Licensing Board</u> | 1 | 5 | 1 |
| <u>Barbering Cosmetology/Barber, Esthetics, Electrology and Nail Technology Licensing Board</u> | 7 | 1 | 3 |
| <u>Board of Funeral Service</u> | 0 | 7 | 3 |
| <u>Board of Massage Therapy</u> | 2 | 3 | 2 |
| <u>Board of Nursing</u> | 8 | 2 | 2 |
| <u>Board of Recreational Therapy</u> | 4 | 1 | 2 |
| <u>Building Inspector Licensing Board</u> | 2 | 3 | 4 |
| <u>Certified Court Reporters Licensing Board</u> | 4 | 1 | 2 |
| <u>Certified Nurse Midwife Board</u> | 5 | 0 | 2 |
| <u>Chiropractic Physician Licensing Board</u> | 0 | 5 | 2 |
| <u>Clinical Mental Health Counselor Licensing Board</u> | 1 | 4 | 2 |
| <u>Construction Services Commission</u> | 0 | 9 | 5 |
| <u>Controlled Substance Advisory Committee</u> | 2 | 10 | 1 |
| <u>Deception Detection Examiners Board</u> | 2 | 5 | 5 |
| <u>Dentist and Dental Hygienist Licensing Board</u> | 4 | 5 | 3 |
| <u>Dietitian Board</u> | 5 | 0 | 2 |
| <u>Electricians Licensing Board</u> | 0 | 5 | 2 |

| | | | |
|---|------------------|------------------|------------|
| <u>Environmental Health Scientist Board</u> | 0 | 5 | 2 |
| <u>Genetic Counselors Licensing Board</u> | 5 | 0 | 2 |
| <u>Health Facility Administrators Licensing Board</u> | 1 | 4 | 2 |
| <u>Hearing Instrument Specialist Licensing Board</u> | 0 | 5 | 1 |
| <u>Hunting Guides and Outfitters Licensing Board</u> | 0 | 5 | 1 |
| <u>Landscape Architects Board</u> | 0 | 5 | 2 |
| <u>Licensed Direct Entry Midwife Board</u> | 5 | 0 | 1 |
| <u>Marriage and Family Therapist Licensing Board</u> | 1 | 4 | 2 |
| <u>Naturopathic Physicians Licensing Board</u> | 2 | 3 | 2 |
| <u>Occupational Therapy Licensing Board</u> | 4 | 1 | 2 |
| <u>Online Prescribing, Dispensing, and Facilitation Licensing Board</u> | 2 | 5 | 2 |
| <u>Optometrist Licensing Board</u> | 0 | 7 | 2 |
| <u>Osteopathic Physician and Surgeon's Licensing Board</u> | 1 | 4 | 1 |
| <u>Physical Therapy Licensing Board</u> | 3 | 2 | 1 |
| <u>Physician Assistant Licensing Board</u> | 2 | 5 | 4 |
| <u>Physicians Licensing Board</u> | 2 | 9 | 3 |
| <u>Plumbers Licensing Board</u> | 0 | 5 | 1 |
| <u>Podiatric Physician Board</u> | 0 | 5 | 3 |
| <u>Private Probation Provider Licensing Board</u> | 1 | 4 | 2 |
| <u>Professional Engineers and Professional Land Surveyors Licensing Board</u> | 0 | 7 | 3 |
| <u>Professional Geologist Licensing Board</u> | 0 | 5 | 1 |
| <u>Psychologist Licensing Board</u> | 2 | 4 | 2 |
| <u>Radiologic Technologist Licensing Board</u> | 5 | 4 | 3 |
| <u>Residence Lien Recovery Fund Advisory Board</u> | 1 | 6 | 3 |
| <u>Respiratory Care Licensing Board</u> | 4 | 1 | 3 |
| <u>Security Services Licensing Board</u> | 1 | 6 | 1 |
| <u>Social Worker Licensing Board</u> | 5 | 2 | 2 |
| <u>Speech Language Pathologist and Audiologist Licensing Board</u> | 5 | 0 | 2 |
| <u>State Board of Pharmacy</u> | 3 | 4 | 2 |
| <u>Substance Use Disorder Counselor Licensing Board</u> | 3 | 4 | 1 |
| <u>Uniform Building Code Commission</u> | 0 | 11 | 3 |
| <u>Utah Board of Accountancy</u> | 1 | 4 | 1 |
| <u>Veterinary Board</u> | 0 | 5 | 1 |
| <u>Vocational Rehabilitation Counselors Licensing Board</u> | 1 | 4 | 1 |
| Total (%) | 112 (34%) | 221 (66%) | 113 |

7. COMMISSION ON CRIMINAL & JUVENILE JUSTICE

| Board Name | Female | Male | Open Seats |
|--|---------------|-------------|-------------------|
| <u>Appellate Court Nominating Commission</u> | 0 | 4 | 0 |
| <u>Commission on Criminal and Juvenile Justice</u> | 8 | 14 | 1 |
| <u>Crime Victim Reparations and Assistance Board</u> | 3 | 4 | 0 |
| <u>Judicial Nominating Commission District 1</u> | 2 | 6 | 0 |
| <u>Judicial Nominating Commission District 2</u> | 3 | 5 | 7 |

| | | | |
|---|-----------------|------------------|-----------|
| <u>Judicial Nominating Commission District 3</u> | 5 | 3 | 0 |
| <u>Judicial Nominating Commission District 4</u> | 2 | 5 | 0 |
| <u>Judicial Nominating Commission District 5</u> | 0 | 1 | 0* |
| <u>Judicial Nominating Commission District 6</u> | 0 | 1 | 0* |
| <u>Judicial Nominating Commission District 7</u> | 0 | 9 | 2 |
| <u>Judicial Nominating Commission District 8</u> | 0 | 1 | 0* |
| <u>Judicial Performance Evaluation Commission</u> | 3 | 5 | 2 |
| <u>Sentencing Commission</u> | 8 | 19 | 2 |
| <u>Utah Board of Juvenile Justice</u> | 9 | 11 | 3 |
| <u>Utah Indigent Defense Commission</u> | 0 | 1 | 12 |
| <u>Utah Substance Abuse Advisory Council</u> | 10 | 17 | 10 |
| Total (%) | 53 (33%) | 106 (67%) | 39 |

8. ENVIRONMENTAL QUALITY

| Board Name | Female | Male | Open Seats |
|--|-----------------|-----------------|------------|
| <u>Air Quality Board</u> | 3 | 5 | 0 |
| <u>Compliance Advisory Panel Small Business Assistance Program</u> | 1 | 6 | 6 |
| <u>Drinking Water Board</u> | 2 | 7 | 0 |
| <u>Great Salt Lake Advisory Council</u> | 3 | 8 | 3 |
| <u>Northwest Low Level Waste Compact Committee</u> | 0 | 1 | 0* |
| <u>Waste Management and Radiation Control Board</u> | 1 | 10 | 0 |
| <u>Water Quality Board</u> | 2 | 7 | 0 |
| Total (%) | 12 (21%) | 44 (79%) | 9 |

9. FINANCIAL INSTITUTIONS

| Board Name | Female | Male | Open Seats |
|--|----------------|-----------------|------------|
| <u>Board of Bank Advisors</u> | 0 | 5 | 4 |
| <u>Board of Credit Union Advisors</u> | 2 | 3 | 0 |
| <u>State Board of Financial Institutions</u> | 1 | 5 | 2 |
| Total (%) | 3 (19%) | 13 (81%) | 6 |

10. GOVERNOR'S OFFICE

| Board Name | Female | Male | Open Seats |
|--|-------------------------|-----------------|------------|
| <u>Board of Examiners</u> | 0 | 3 | 0* |
| <u>Constitutional Defense Council</u> | 2 | 15 | 0* |
| <u>Interstate Oil and Gas Compact Commission</u> | 0 | 1 | 0* |
| <u>Utah Council on Victims of Crime</u> | <i>Data Unavailable</i> | | |
| Total (%) | 2 (10%) | 19 (90%) | 0+ |

11. GOVERNOR'S OFFICE OF ECONOMIC DEVELOPMENT

| Board Name | Female | Male | Open Seats |
|---|--------|------|------------|
| <u>Board of Business and Economic Development</u> | 5 | 10 | 1 |
| <u>Board of Tourism Development</u> | 3 | 10 | 0 |
| <u>Governor's Economic Development Coordinating Council</u> | 1 | 3 | 2 |

| | | | |
|--|-----------------|-----------------|-----------|
| <u>Governor's Rural Partnership Board</u> | 0 | 16 | 2 |
| <u>Pete Suazo Utah Athletic Commission</u> | 1 | 4 | 2 |
| <u>Private Activity Bond Review Board</u> | 1 | 10 | 1 |
| <u>Science, Technology, Engineering, and Mathematics Action Center</u> | 1 | 12 | 1 |
| <u>State Advisory Council on Science and Technology</u> | 2 | 15 | 0* |
| <u>Utah Capital Investment Board</u> | 1 | 4 | 0 |
| <u>Utah State Scenic Byway Committee</u> | 6 | 9 | 2 |
| Total (%) | 21 (18%) | 93 (82%) | 11 |

12. GOVERNOR'S OFFICE OF MANAGEMENT AND BUDGET

| Board Name | Female | Male | Open Seats |
|---|-----------------|-----------------|------------|
| <u>Council of Economic Advisors</u> | 4 | 10 | 0* |
| <u>Free Market Protection and Privatization Board</u> | 3 | 13 | 7 |
| <u>Legislative Compensation Commission</u> | 0 | 7 | 0 |
| <u>Quality Growth Commission</u> | 4 | 8 | 5 |
| <u>Resource Development Coordinating Committee</u> | 6 | 16 | 0* |
| <u>Snake Valley Aquifer Advisory Council</u> | 0 | 7 | 0* |
| Total (%) | 17 (22%) | 61 (78%) | 12 |

13. HEALTH

| Board Name | Female | Male | Open Seats |
|--|-------------------------|-----------------|------------|
| <u>Autism Treatment Account Advisory Committee</u> | 4 | 2 | 6 |
| <u>Child Care Center Licensing Committee</u> | 5 | 2 | 3 |
| <u>Drug Utilization Review Board</u> | 4 | 7 | 1 |
| <u>Health Data Committee</u> | 4 | 11 | 0 |
| <u>Health Facility Committee</u> | 2 | 13 | 8 |
| <u>Interagency Coordinating Council for Infants and Toddlers with Special Needs</u> | 23 | 8 | 8 |
| <u>Kurt Oscarson Children's Organ Transplant Coordinating Committee</u> | 5 | 0 | 0 |
| <u>Newborn Hearing Screening Committee</u> | <i>Data Unavailable</i> | | |
| <u>Primary Care Grant Committee</u> | 2 | 4 | 6 |
| <u>Public Health Emergency Preparedness Advisory Committee</u> | <i>Data Unavailable</i> | | |
| <u>Residential Child Care Licensing Advisory Committee</u> | <i>Data Unavailable</i> | | |
| <u>State Emergency Medical Services Committee</u> | 3 | 13 | 8 |
| <u>Traumatic Brain Injury Advisory Committee</u> | <i>Data Unavailable</i> | | |
| <u>Traumatic Spinal Cord and Brain Injury Rehabilitation Fund Advisory Committee</u> | 1 | 2 | 0 |
| <u>Utah Children's Health Insurance Program Advisory Council</u> | <i>Data Unavailable</i> | | |
| <u>Utah Digital Health Service Commission</u> | 4 | 8 | 0 |
| <u>Utah Health Advisory Council</u> | 4 | 5 | 6 |
| <u>Utah Health Care Workforce Financial Assistance Program Advisory Committee</u> | <i>Data Unavailable</i> | | |
| Total (%) | 61 (45%) | 75 (55%) | 46+ |

14. HERITAGE AND ARTS

| Board Name | Female | Male | Open Seats |
|---|-------------------------|-----------------|------------|
| <u>Alice Art Collection/Art Acquisition Committee</u> | 5 | 3 | 0 |
| <u>Arts and Culture Business Alliance</u> | 1 | 5 | 0 |
| <u>Board of State History</u> | 4 | 7 | 0 |
| <u>Four Corners Heritage Council</u> | 0 | 2 | 2 |
| <u>Martin Luther King Jr. Human Rights Commission</u> | 5 | 7 | 0 |
| <u>Multicultural Commission</u> | 12 | 15 | 1 |
| <u>Museum Services Advisory Board</u> | 6 | 5 | 1 |
| <u>Native American Remains Review Committee</u> | <i>Data Unavailable</i> | | |
| <u>State Library Board</u> | 7 | 3 | 1 |
| <u>Utah Arts Council Board of Directors</u> | 3 | 10 | 6 |
| <u>Utah Committee on Geographic Names</u> | 2 | 10 | 1 |
| Total (%) | 45 (40%) | 67 (60%) | 12+ |

15. HUMAN RESOURCE MANAGEMENT

| Board Name | Female | Male | Open Seats |
|---|----------------|----------------|------------|
| <u>DHRM's Internal Service Funds Rate Committee</u> | 1 | 1 | 2 |
| Total (%) | 1 (50%) | 1 (50%) | 2 |

16. HUMAN SERVICES

| Board Name | Female | Male | Open Seats |
|---|-------------------------|-----------------|------------|
| <u>Board of Aging and Adult Services</u> | 3 | 4 | 2 |
| <u>Board of Juvenile Justice Services</u> | 2 | 5 | 0 |
| <u>Child Support Guidelines Advisory Committee</u> | 3 | 4 | 7 |
| <u>Coordinating Council for Persons with Disabilities</u> | <i>Data Unavailable</i> | | |
| <u>Disabilities Advisory Council</u> | 6 | 4 | 0 |
| <u>Forensic Mental Health Coordinating Council</u> | 4 | 5 | 0 |
| <u>Governor's Child and Family Cabinet Council</u> | 5 | 10 | 0* |
| <u>Utah Marriage Commission</u> | 6 | 10 | 0 |
| <u>Utah State Developmental Center Board</u> | 3 | 3 | 3 |
| <u>Youth Parole Authority</u> | 6 | 9 | 5 |
| Total (%) | 38 (41%) | 54 (59%) | 17+ |

17. INDEPENDENT

| Board Name | Female | Male | Open Seats |
|--|-------------------------|------|------------|
| <u>911 Advisory Committee</u> | 5 | 8 | 1 |
| <u>Advisory Redistricting Commission</u> | <i>Data Unavailable</i> | | |
| <u>Alcoholic Beverage Control Commission</u> | 3 | 4 | 0 |
| <u>Board of Pardons and Parole</u> | 6 | 4 | 0 |
| <u>Central Utah Water Conservancy District Board of Trustees</u> | 2 | 16 | 0 |
| <u>Colorado River Basin Salinity Control Forum</u> | 0 | 2 | 0* |
| <u>Grand County Water Conservancy District Board of Trustees</u> | 0 | 5 | 0 |
| <u>Heber Valley Historic Railroad Authority</u> | 0 | 3 | 0* |

| | | | |
|--|-------------------------|------------------|------------|
| <u>Jordan Valley Water Conservancy District Board of Trustees</u> | 0 | 9 | 0 |
| <u>Judicial Conduct Commission</u> | 2 | 9 | 6 |
| <u>Medical Education Council</u> | 3 | 5 | 1 |
| <u>Military Installation Development Authority</u> | 0 | 7 | 4 |
| <u>Political Subdivisions Ethics Review Commission</u> | 3 | 4 | 0 |
| <u>Public Service Commission</u> | 0 | 3 | 0 |
| <u>School and Institutional Trust Lands Board of Trustees</u> | 1 | 6 | 0 |
| <u>School and Institutional Trust Lands Board of Trustees Nominating Committee</u> | 1 | 10 | 4 |
| <u>State Capitol Preservation Board</u> | 1 | 10 | 0* |
| <u>Uniform Real Property Electronic Recording Act</u> | <i>Data Unavailable</i> | | |
| <u>Upper Sevier Water Conservancy District Board of Trustees</u> | 0 | 7 | 0 |
| <u>Utah Athletic Foundation Board of Directors</u> | 3 | 11 | 2 |
| <u>Utah Commission on Aging</u> | 6 | 15 | 2 |
| <u>Utah Communications Authority</u> | 0 | 6 | 0* |
| <u>Utah Developmental Disabilities Council</u> | 15 | 10 | 1 |
| <u>Utah Education and Telehealth Network Board</u> | 2 | 5 | 2 |
| <u>Utah Energy Infrastructure Authority Board</u> | 0 | 8 | 6 |
| <u>Utah Housing Corporation Board of Trustees</u> | 3 | 6 | 0 |
| <u>Utah Humanities Council</u> | 4 | 1 | 0 |
| <u>Utah Interlocal Entity for Alternative Fuel Vehicles and Facilities</u> | 1 | 3 | 0* |
| <u>Utah Science Technology and Research Governing Authority</u> | 2 | 8 | 0 |
| <u>Utah State Employees' Charitable Fund Board of Directors</u> | 6 | 4 | 0 |
| <u>Utah State Fair Corporation Board of Directors</u> | 1 | 0 | 3 |
| <u>Utah State Railroad Museum Authority</u> | 3 | 9 | 12 |
| <u>Weber Basin Water Conservancy District Board of Trustees</u> | 3 | 6 | 0 |
| <u>Western Interstate Energy Board</u> | 1 | 0 | 0* |
| <u>Workers Compensation Fund Board of Directors</u> | 2 | 5 | 2 |
| Total (%) | 79 (27%) | 209 (73%) | 46+ |

18. INSURANCE

| Board Name | Female | Male | Open Seats |
|---|-------------------------|-----------------|-------------------|
| <u>Bail Bond Surety Oversight Board</u> | 0 | 8 | 0 |
| <u>Defined Contribution Risk Adjuster Board</u> | 2 | 5 | 3 |
| <u>Title and Escrow Commission</u> | 1 | 4 | 0 |
| <u>Utah Life and Health Insurance Guaranty Association Board of Directors</u> | <i>Data Unavailable</i> | | |
| <u>Utah Property and Casualty Insurance Guaranty Association Board of Directors</u> | <i>Data Unavailable</i> | | |
| Total (%) | 3 (15%) | 17 (85%) | 3+ |

19. LABOR COMMISSIONS

| Board Name | Female | Male | Open Seats |
|--|-------------------------|-----------------|------------|
| <u>Coal Miner Certification Panel</u> | <i>Data Unavailable</i> | | |
| <u>Labor Commission</u> | 1 | 0 | 0* |
| <u>Labor Commission Appeals Board</u> | 2 | 1 | 1 |
| <u>Workers Compensation Advisory Council</u> | 0 | 15 | 0 |
| Total (%) | 3 (16%) | 16 (84%) | 1+ |

20. LEGISLATIVE BRANCH

| Board Name | Female | Male | Open Seats |
|--|-----------------|-----------------|------------|
| <u>Constitutional Revision Commission</u> | 4 | 12 | 0* |
| <u>Elected Official and Judicial Compensation Commission</u> | 1 | 2 | 1 |
| <u>Federal Funds Commission</u> | 0 | 4 | 2 |
| <u>Prison Development Commission</u> | 0 | 1 | 0* |
| <u>State Water Development Commission</u> | 2 | 21 | 6 |
| <u>Tax Review Commission</u> | 3 | 12 | 0 |
| <u>Utah Commission on Uniform State Laws</u> | 1 | 4 | 3 |
| <u>Utah International Relations and Trade Commission</u> | 0 | 6 | 2 |
| Total (%) | 11 (15%) | 62 (85%) | 14 |

21. LT. GOVERNOR'S OFFICE

| Board Name | Female | Male | Open Seats |
|--|-------------------------|-----------------|------------|
| <u>Commission on Civic and Character Education</u> | <i>Data Unavailable</i> | | |
| <u>State Board of Canvassers</u> | 0 | 3 | 0* |
| <u>Utah Commission on Service and Volunteerism</u> | 8 | 12 | 3 |
| Total (%) | 8 (35%) | 15 (65%) | 3+ |

22. NATIONAL GUARD

| Board Name | Female | Male | Open Seats |
|---------------------------|---------------|-----------------|------------|
| <u>State Armory Board</u> | 0 | 3 | 0* |
| Total (%) | 0 (0%) | 3 (100%) | 0 |

23. NATURAL RESOURCES

| Board Name | Female | Male | Open Seats |
|---|-------------------------|------|------------|
| <u>Bear River Compact Commission</u> | 0 | 5 | 2 |
| <u>Blue Ribbon Fisheries Advisory Council</u> | 0 | 14 | 10 |
| <u>Board of Oil, Gas, and Mining</u> | 1 | 6 | 0 |
| <u>Board of Parks and Recreation</u> | 3 | 6 | 0 |
| <u>Board of the Utah Geological Survey</u> | 1 | 7 | 0 |
| <u>Board of Water Resources</u> | 0 | 8 | 0 |
| <u>Boating Advisory Council</u> | <i>Data Unavailable</i> | | |
| <u>Habitat Council</u> | 0 | 8 | 0* |
| <u>Heritage Trees Advisory Committee</u> | <i>Data Unavailable</i> | | |
| <u>Off Highway Vehicle Advisory Council</u> | <i>Data Unavailable</i> | | |

| | | | |
|---|-------------------------|-----------------|------------|
| <u>Recreational Trails Advisory Council</u> | <i>Data Unavailable</i> | | |
| <u>Regional Advisory Councils</u> | <i>Data Unavailable</i> | | |
| <u>State Engineer</u> | 0 | 1 | 0 |
| <u>Upper Colorado River Commission</u> | 0 | 7 | 0* |
| <u>Western Interstate Nuclear Board</u> | 1 | 2 | 0* |
| <u>Western States Water Council</u> | 0 | 5 | 1 |
| <u>Wildlife Board</u> | 0 | 7 | 0 |
| <u>Wildlife Board Nominating Committee</u> | 2 | 9 | 0 |
| Total (%) | 8 (9%) | 85 (91%) | 13+ |

24. PUBLIC SAFETY

| Board Name | Female | Male | Open Seats |
|--|-------------------------|-----------------|------------|
| <u>Bail Bond Recovery Licensure Board (Agency Appointed)</u> | 0 | 5 | 0* |
| <u>Concealed Firearms Review Board (Agency Appointed)</u> | 0 | 5 | 0 |
| <u>Driver License Medical Advisory Board</u> | <i>Data Unavailable</i> | | |
| <u>Emergency Management Administration Council</u> | 0 | 1 | 0* |
| <u>Hazardous Chemical Emergency Response Commission</u> | 1 | 1 | 1 |
| <u>Liquefied Petroleum Gas Board</u> | 2 | 5 | 4 |
| <u>Motor Vehicle Safety Inspection Advisory Council</u> | 1 | 6 | 6 |
| <u>Motorcycle Rider Education Advisory Committee</u> | 1 | 4 | 5 |
| <u>Peace Officer Standards and Training Council</u> | 3 | 14 | 0 |
| <u>Private Investigator Hearing & Licensure Board (Agency Appointed)</u> | 0 | 5 | 0 |
| <u>Search and Rescue Advisory Board</u> | 1 | 6 | 0 |
| <u>Utah Fire Prevention Board</u> | 1 | 12 | 1 |
| <u>Utah Seismic Safety Commission</u> | 1 | 16 | 0 |
| Total (%) | 11 (12%) | 80 (88%) | 17+ |

25. PUBLIC SERVICE COMMISSION

| Board Name | Female | Male | Open Seats |
|--|----------------|----------------|------------|
| <u>Underground Facilities Damage Dispute Board</u> | 0 | 5 | 0 |
| <u>Utility Facility Review Board</u> | 1 | 4 | 0 |
| Total (%) | 1 (10%) | 9 (90%) | 0 |

26. STATE OFFICE OF EDUCATION

| Board Name | Female | Male | Open Seats |
|--|-------------------------|------|------------|
| <u>Advisory Council to the Division of Services to the Blind and Visually Impaired</u> | <i>Data Unavailable</i> | | |
| <u>American Indian-Alaskan Native Education Commission</u> | 9 | 7 | 0 |
| <u>Charter School Revolving Account Committee</u> | 0 | 2 | 0* |
| <u>Disability Determination Services Advisory Council</u> | <i>Data Unavailable</i> | | |
| <u>Governor's Committee on Employment of People with Disabilities</u> | <i>Data Unavailable</i> | | |
| <u>Institutional Council for the Schools for the Deaf and Blind</u> | 9 | 4 | 0 |
| <u>Rehabilitation Services Advisory Council</u> | <i>Data Unavailable</i> | | |
| <u>State Charter School Board</u> | 2 | 5 | 4 |
| <u>State Council for Military Children</u> | 0 | 3 | 6 |

| | | | |
|---|-------------------------|-----------------|------------|
| <u>State Instructional Materials Commission</u> | <i>Data Unavailable</i> | | |
| <u>Transportation Advisory Committee</u> | 3 | 11 | 1 |
| <u>Utah Charter School Finance Authority</u> | 0 | 3 | 0* |
| <u>Utah Coordinating Council for Youth in Custody</u> | 8 | 4 | 0 |
| <u>Utah State Board of Education</u> | 7 | 13 | 0 |
| <u>Utah Statewide Independent Living Council</u> | <i>Data Unavailable</i> | | |
| Total (%) | 38 (42%) | 52 (58%) | 11+ |

27. STATE TREASURER

| Board Name | Female | Male | Open Seats |
|---|----------------|-----------------|------------|
| <u>Dine Advisory Committee</u> | 3 | 5 | 0 |
| <u>Investment Advisory Committee for Investment of Permanent Land Grant Trust Funds</u> | 0 | 4 | 0* |
| <u>State Bonding Commission</u> | 0 | 3 | 0 |
| <u>State Money Management Council</u> | 1 | 4 | 0 |
| Total (%) | 4 (20%) | 16 (80%) | 0 |

28. TAX COMMISSION

| Board Name | Female | Male | Open Seats |
|--|----------------|-----------------|------------|
| <u>Motor Vehicle Business Advisory Board</u> | 0 | 5 | 3 |
| <u>Multistate Tax Commission</u> | 0 | 1 | 0* |
| <u>State Tax Commission</u> | 1 | 3 | 0 |
| <u>Streamlined Sales and Use Tax Delegates</u> | 1 | 3 | 0* |
| Total (%) | 2 (14%) | 12 (86%) | 3 |

29. TECHNOLOGY SERVICES

| Board Name | Female | Male | Open Seats |
|--|----------------|-----------------|------------|
| <u>Data Security Management Council</u> | 0 | 9 | 0 |
| <u>Information Technology Rate Committee</u> | 3 | 3 | 0* |
| <u>Technology Advisory Board</u> | 3 | 4 | 0* |
| Total (%) | 6 (27%) | 16 (73%) | 0 |

30. TRANSPORTATION

| Board Name | Female | Male | Open Seats |
|--|-------------------------|-----------------|------------|
| <u>Motor Carrier Advisory Board</u> | 1 | 4 | 5 |
| <u>Multistate Highway Transportation Cooperating Committee</u> | 0 | 1 | 0* |
| <u>Passenger Ropeway Safety Committee</u> | 0 | 7 | 2 |
| <u>Telecommunications Advisory Council</u> | 0 | 6 | 0* |
| <u>Traffic Management Committee</u> | <i>Data Unavailable</i> | | |
| <u>Transportation Commission</u> | 2 | 5 | 0 |
| Total (%) | 3 (12%) | 23 (88%) | 7+ |

31. UTAH RETIREMENT SYSTEM

| Board Name | Female | Male | Open Seats |
|--|-------------------------|----------------|------------|
| <u>Retirement Board Membership Council</u> | <i>Data Unavailable</i> | | |
| <u>Utah State Retirement Board</u> | 2 | 5 | 0 |
| Total (%) | 2 (29%) | 5 (71%) | 0+ |

32. UTAH SYSTEM OF HIGHER EDUCATION

| Board Name | Female | Male | Open Seats |
|--|-------------------------|-----------------|------------|
| <u>College of Eastern Utah Board of Trustees</u> | <i>Data Unavailable</i> | | |
| <u>Dixie State University Board of Trustees</u> | 3 | 5 | 0 |
| <u>Regional Advisory Group for the Western Governor's University</u> | <i>Data Unavailable</i> | | |
| <u>Salt Lake Community College Board of Trustees</u> | 4 | 4 | 0 |
| <u>Snow College Board of Trustees</u> | 3 | 5 | 0 |
| <u>Southern Utah University Board of Trustees</u> | 4 | 4 | 0 |
| <u>State Board of Regents</u> | 7 | 12 | 1 |
| <u>Technology Initiative Advisory Board</u> | 1 | 9 | 0* |
| <u>University of Utah Board of Trustees</u> | 3 | 5 | 1 |
| <u>Utah College of Applied Technology Board of Trustees</u> | 2 | 7 | 0 |
| <u>Utah Higher Education Assistance Authority Board of Directors</u> | 4 | 9 | 0* |
| <u>Utah State University Board of Trustees</u> | 4 | 5 | 1 |
| <u>Utah Valley University Board of Trustees</u> | 4 | 5 | 1 |
| <u>Weber State University Board of Trustees</u> | 2 | 6 | 1 |
| <u>Western Interstate Commission for Higher Education</u> | 1 | 2 | 0 |
| Total (%) | 42 (35%) | 78 (65%) | 5+ |

33. VETERAN AFFAIRS

| Board Name | Female | Male | Open Seats |
|--|---------------|-----------------|------------|
| <u>Veterans' Advisory Council</u> | 0 | 14 | 4 |
| <u>Veterans Central Utah Home in Payson</u> | 0 | 9 | 0* |
| <u>Veterans' Memorial Park Board</u> | 2 | 4 | 3 |
| <u>Veterans' Nursing Home Advisory Board, George Wahlen Ogden Home</u> | 2 | 9 | 11 |
| <u>Veterans' Nursing Home Advisory Board, Salt Lake</u> | 1 | 5 | 3 |
| <u>Veterans Southern Utah Home in Ivins</u> | 0 | 8 | 0* |
| Total (%) | 5 (9%) | 49 (91%) | 21 |

34. WORKFORCE SERVICES

| Board Name | Female | Male | Open Seats |
|---|--------|------|------------|
| <u>Career and Technical Education Board</u> | 4 | 9 | 0* |
| <u>Child Care Advisory Committee</u> | 14 | 2 | 4 |
| <u>Community Development Block Grant Policy Board</u> | 1 | 6 | 0 |
| <u>Employment Advisory Council</u> | 4 | 11 | 0 |
| <u>Homeless Coordinating Committee</u> | 7 | 13 | 1 |
| <u>Navajo Revitalization Board</u> | 0 | 4 | 0* |

| | | | |
|---|-----------------|------------------|-----------|
| <u>Olene Walker Housing Loan Fund Board</u> | 1 | 9 | 1 |
| <u>Permanent Community Impact Fund Board</u> | 1 | 10 | 0 |
| <u>Refugee Services Board of Advisors</u> | 3 | 4 | 0* |
| <u>State Council on Workforce Services/State Workforce Investment Board</u> | 10 | 24 | 3 |
| <u>Uintah Basin Revitalization Fund Board</u> | 0 | 5 | 0* |
| <u>Women in the Economy Commission Act</u> | 11 | 0 | 5 |
| <u>Workforce Appeals Board</u> | 1 | 6 | 0 |
| Total (%) | 57 (36%) | 103 (64%) | 14 |

**BOARD & COMMISSIONS
TOTAL (No. /%)**

Female: 692 (28.1%)
 Male: 1771 (71.9%)
 Open Seats: 464+

*These boards and commissions have special membership requirements, where a Code calls for a representation by an elected official or specific agency executive (like in multi-state compacts). For instance, on the Interstate Oil and Gas Compact Commission, Utah is represented by the Governor. Those boards have limited representation from general public. For additional information on how members are elected to serve on these boards please refer to their respective legislative documents listed at <https://boards.utah.gov/>.

Note: Board and commissions are not required to have a dedicated website, so if there are no details on this link provided and/or there is not a direct webpage for a specific board or commission, information can be found in the respective code and related legislative documents.