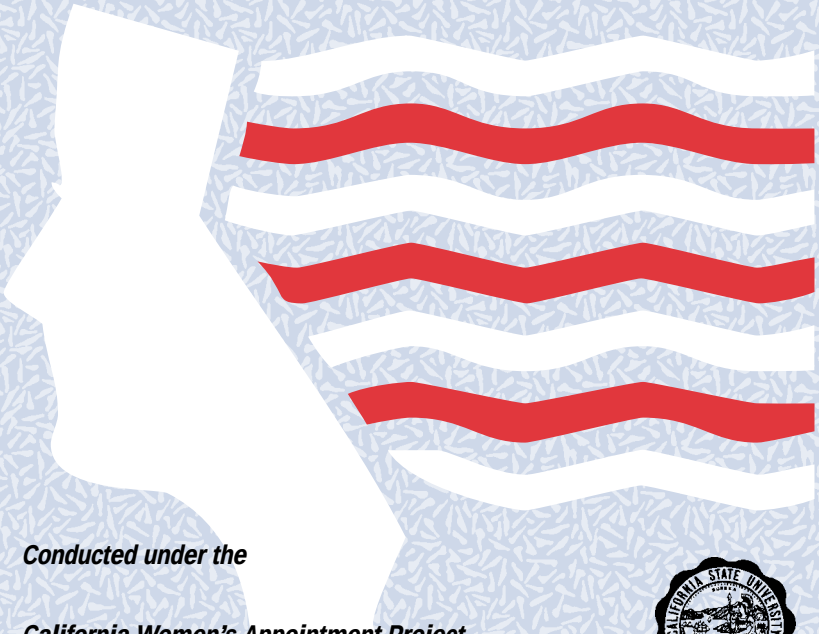
California Women: Get On Board II

A Presentation By

The California Coalition

for Women

A REPORT ON THE STATUS OF WOMEN ON CALIFORNIA'S BOARDS AND COMMISSIONS AND IN TOP POLICY POSITIONS



Conducted under the

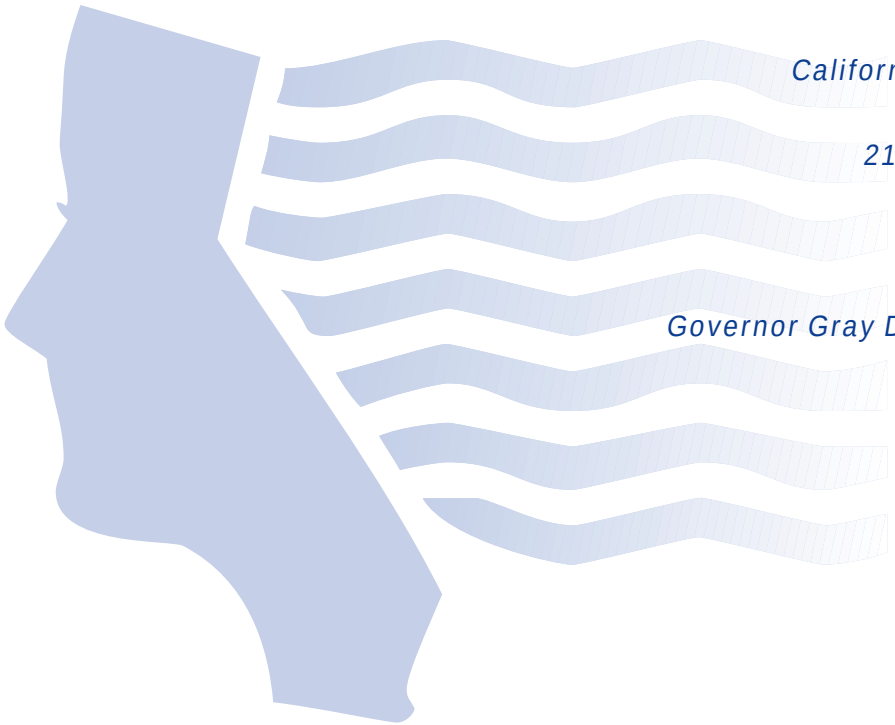
California Women's Appointment Project

July 1998

JULY 1999

"As Governor, I will insist on a diverse makeup of cabinet members, political advisors and individuals serving in top state positions. Diversity does not end with minority appointments, but begins when women and other minorities play a significant role in guiding California into the 21st century."

Governor Gray Davis, 1998



For more information contact:

CALIFORNIA COALITION FOR WOMEN

at the California Elected Women's Association for Education and Research

c/o CSUS

6000 J Street

Sacramento, CA 95819-6100

916.278.3870

www.appointwomen.ca.gov

800.926.0659

Table of Contents

SECTION ONE

EXECUTIVE SUMMARY 1
STATEMENT OF PURPOSE 2
COALITION PARTNERS 3-4
ACKNOWLEDGEMENTS 5

SECTION TWO

INTRODUCTION AND HISTORY 6-7
- History of Appointments in California 6
- Serving on Public Boards and Commissions 6
- Shifting Demographics: Women and the New Economy 7

SECTION THREE

STUDY DESIGN AND METHODOLOGY 8-10
- The 1988 Study 8
- The 1998 Study 8-9
- State Methodology 9
- Local Methodology 9-10

SECTION FOUR

STATEWIDE APPOINTMENTS 11-20
- The Cabinet 11-13
- How Do We Look For 1999? 13
- Top Policy Positions 14
- Boards and Commissions 15-17
- Under-Representation For Over A Decade 17-18
- Highest Ranking In Traditional Policy Areas 18-19
- What We Must Do To Improve 20

Achievement

Equity

SECTION FIVE

LOCAL APPOINTMENTS 21-29

- Introduction 21-22

Cities

Appointments Results 23

Population and Ethnicity 23-24

Policy and Planning Areas 25-26

Counties

Appointments Results 27

Population and Ethnicity 28

Policy and Planning Areas 28-29

SECTION SIX

CONCLUDING REMARKS 30-31

Findings 30

Recommendations 30

Thoughts for Change 30-31

The Broader Challenge 31

Addressing the Challenge 31

ENDNOTES

END NOTES 32

REFERENCES

TABLE, CHART AND GRAPH REFERENCE 33

Leadership

Power

Collaboration

SECTION ONE

Executive Summary

INTRODUCTION: CALIFORNIA COALITION FOR WOMEN (CCW)

To accelerate the advancement of qualified women in government, the California Elected Women's Association for Education and Research (CEWAER), Leadership California, the National Women's Political Caucus of California and the State Of California Commission on the Status of Women have formed the California Coalition for Women.

This research paper is part of the Coalition's first project, entitled the California Women's Appointment Project, and will present findings of women's representation on statewide and local boards and commissions as of July 1998.

HISTORY

More than a decade ago and under direction from the California Women Legislator's Caucus and the Senate Rules Committee, CEWAER conducted a study to investigate the appointment of women to statewide and local public boards and commissions[1].

The 1988 study indicated that at the state level, women held only 27.6% of appointments on state boards and commissions[2]. Locally, in a stratified sample of 18 counties and 24 cities, women held 34.3% of all county appointments and 35.5% of all city appointments.

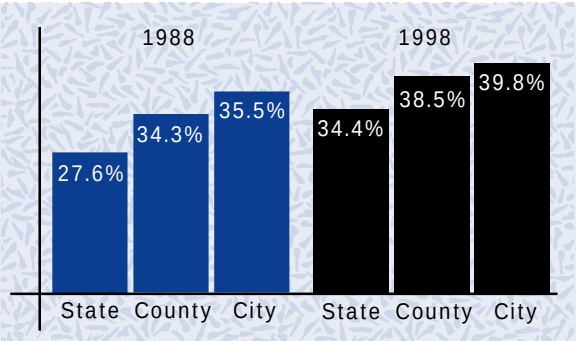
SUMMARY OF KEY FINDINGS

The updated study, conducted in July 1998, found that women are appointed to 34.4% of all statewide appointments, 38.5% of all county appointments and 39.8% of all city appointments.

Of the Governor's appointments, women were:

- 33.3% of cabinet positions
- 28.6% of top policy positions
- 34.4% of appointments to state boards and commissions

Graph ES.1
Comparison Percentage Of Women's Appointments



ADDITIONAL FINDINGS

- Women's representation on statewide boards and commissions increased by less than 7% in ten years.
- Women were appointed in higher numbers to boards and commissions dealing with women's traditional employment areas.
- Women were generally less likely to serve on boards with regulatory authority[4].
- Additionally, women received less than 25% of appointments to salaried positions[5].

FUTURE DIRECTIONS

In order to increase the percentage of women's representation on public boards and commissions, the California Coalition for Women will recruit, train and support women seeking appointments through its strategic network of services.

Statement of Purpose About the California Coalition of Women

Qualified women bring an important perspective to policymaking and to carrying out initiatives representative of all of California's voices. Parity and diversity in public policy speaks not to the one voice, but to the collective concerns of leaders and their constituents. This cannot be achieved unless people work together to create parity and unless the multitude of qualified women can be reached and shown how to open those doors historically less available to them.

To this end, the California Elected Women's Association for Education and Research, Leadership California, the National Women's Political Caucus of California, and the State of California Commission on the Status of Women formed the California Coalition for Women, an exceptional example of powerful women's groups coming together with a common mission. Through the combined power and collective voice of its members, the Coalition jointly assesses goals, sets objectives, and develops and delivers programs, products, and services designed to serve women of California.

The Coalition's first project, entitled ***California Women's Appointment Project***, recruits, trains, and supports women who want to serve in the public sector as key leaders in appointed policy positions. Specifically, the project provides training for women on how to get appointed to, excel at, and advance in policy positions as well as provide them with information, support, and data needed to pursue available opportunities at all levels.

Coalition activities include:

- Research and education on current appointed positions of all women serving in executive positions and on California boards and commissions
- Recruiting and providing strategic support to women seeking cabinet and top policy positions in state government
- Coordination of statewide training workshops and seminars
- Development and publication of online resource services, programs and products for all persons seeking a role in public positions in California
- Development of a centralized information referral system and database for women seeking appointed positions and for appointing authorities who wish to learn of such women in California
- Research and publication of the results of the California Women's Appointment Project, including analysis of its impact on appointed women within the new California Administration

Coalition Partners

CALIFORNIA ELECTED WOMEN'S ASSOCIATION FOR EDUCATION AND RESEARCH (CEWAER)

Founded in 1974, CEWAER is the nation's oldest and largest nonprofit, nonpartisan association of elected and appointed women officials. Goals include supporting and encouraging women to seek elected and appointed office, stimulating education and research on public policy issues as they relate to women, children and families, and facilitating purposeful networking among leaders of California's business, elected, and academic communities. The men and women of CEWAER are Members of Congress and of the California State Legislature, Judges, County Supervisors, City Council Members, School Board Trustees, Corporate and Business leaders, and others supportive of CEWAER's mission.

CEWAER c/o CSUS
6000 J Street
Sacramento, CA 95819-6100

Voice: (916) 278-3870
Fax: (916) 278-3872
E-mail: cewaer@csus.edu

LEADERSHIP CALIFORNIA

Founded in 1992, Leadership California is a nonprofit, statewide organization dedicated to the advancement of women leaders in public, private, and nonprofit enterprises throughout California. Best known for its year long issues based programs, more than 500 women have completed their Annual Issues Program since 1992 with the program growing to accommodate more than 100 women annually. Six thousand professional associates are part of Leadership California's network of women leaders in the state. Founded on the core value of diversity, Leadership California is dedicated to creating a diverse organizational base — ethnically, geographically, and professionally.

Leadership California
33 South Catalina Ave., Suite 202
Pasadena, CA 91106

Voice: (626) 793-7834
Fax: (626) 564-8540
E-mail: Janet@assnmgmt.net

"The challenge is the call to public service and to mentor women and men to place a high value upon it at some time over the course of their career. It is important to cultivate a steady stream of qualified applicants who master the leadership challenge."

Elena Ong
Los Angeles Women's Appointment Collaboration, 1999

Coalition Partners (Continued)

NATIONAL WOMEN'S POLITICAL CAUCUS OF CALIFORNIA

The National Women's Political Caucus (NWPC) is part of a national, grassroots organization dedicated to increasing the number of women in elected and appointed office at all levels of government, regardless of party affiliation. NWPC's mission is to identify, recruit, train and support women seeking elected and appointed office. The national caucus initiates activities from Washington while hundreds of state and local Caucus chapters reach out to women in communities across the country, hosting Campaign Skills Training seminars and taking action to improve the status of women. NWPC in California is the largest state chapter and actively works to help women gain elected and appointed office.

Since 1976, the Caucus has organized efforts to encourage the appointment of women to key policy-making posts and establishes a talent bank of women qualified for senior level government positions at the national level. The Coalition for Women's Appointments, composed of more than 70 women's and public interest groups convened by NWPC, has reviewed thousands of women's credientials and offered the names of more than 1000 women wo fill key policy-making posts throughout the national administration. The California Women's Appointment Project Phase I, which focuses on increasing the number of women in cabinet and senior level policy positions in the Governor's office, is modeled on NWPC's national program.

NWPC-CA
3819 Palo Alto Drive
Lafayette, CA 94549

Voice: (800) 235-0009
Fax: (925) 283-1791
E-mail: nwpcca@aol.com
Website: nwpcca.org

STATE OF CALIFORNIA, COMMISSION ON THE STATUS OF WOMEN

Established by the California State Legislature in 1965 with a directive to develop recommendations that enable women to maximize their contributions to society, the Commission is responsible for addressing state laws in regard to civil and political rights of women, serving as an information center on the status of women and women's issues, and evaluating contemporary trends in society to determine priority policy areas of focus.

Commission on the Status of Women
1303 J Street, Suite 400
Sacramento, CA 95814

Voice: (916) 445-3173
Fax: (916) 322-9466
E-mail: csw@sna.com

Acknowledgements

Undertaking a project of this scope has taken significant contributions from individuals, financial supporters, and service providers. We would like to especially acknowledge the following:

Hon. Dede Alpert
Hon. Debra Bowen
Elmy Bermejo
Linda Braunschweiger
Hilary Cain
Marguerite Cooper
Jane Crawford
Governor Gray Davis
First Lady Sharon Davis
Hon. Susan Davis
Catherine Dodd
Pam Douglas
Hon. Denise Moreno Ducheny
Karen Edson
Ann Evans
Suzanne Ferry Chesson
Trish Fontana
Dario Frommer
Sherrie Golden
Marion Goodman
Gail Gordon
Kathleen Hamilton
Pam Hemann
Suzane Henderson
Barbara Howard
Supervisor Muriel Johnson
Julia Justus
Mary Kaems
Hon. Betty Karnette
Cheryl Kendrick
Janet Kidd
Hon. Kerry Mazzoni
Elizabeth McCallum
Joanne McNabb
Marie Moretti
Linda Morshed
Jennifer Myronuk
Elena Ong
Hon. Deborah Ortiz
Eileen Padberg
Peta Penson
Joanna Poole
Taffy Rau
Estelle Saltzman
Tracy Saville
Hon. Hilda Solis
Karmi Speece
Hon. Virginia Strom-Martin
Terri Thomas
Beverly Thomas
Former Governor Pete Wilson
Marianne Wishner
Karen L. Yelverton

AFL-CIO
AMS, Inc.
Appointment Training Panelists and Supporters
ARCO
Bank of America
Bank of America Foundation
California Association of Realtors
California Coalition for Women
Appointment Task Force Members
California Teacher's Association
City and County Staff (Participating Jurisdictions)
Friends of the State of California Commission on the Status of Women
Hill & Knowlton
IBM
Licher Direct Mail
Lockheed Martin
Los Angeles Women's Appointment Collaboration
Office Staff of Former Governor Pete Wilson
Office Staff of Governor Gray Davis
Pacific Bell
PG&E
Runyon Saltzman& Einhorn
State Farm Insurance
State Senate and Assembly Offices
Women Legislator's Caucus
YMCA of Greater Los Angeles

An additional thank you is extended to those men and women who represent the collective membership, supporters, leadership, and alumnae of each of the Coalition's member organizations. Diverse representation in public and private sectors of California serves us all. Your continued support speaks to your commitment to building a strong and representative California.

Introduction and History

Table 2.1

HISTORY OF APPOINTMENTS IN CALIFORNIA	
1974	Assemblymember Ken Maddy introduces legislation to create a Central Registry of Appointive Offices, a two volume reference made available through every County Clerk's Office[7].
1988	California Boards and Commissions Project conducted by CEWAER and funded by the Senate Rules Committee.
1991	CEWAER publishes California Women Get On Board and the California Appointment's Manual, and holds more than 45 statewide training workshops. Senator Killea introduces bill to require the Open Central Registry of Appointive Offices to be sent to county and municipal libraries instead of County Clerk's office. Study found City of Visalia, County of San Diego, and non-government groups such as the Los Angeles Women's Appointments Collaboration and the National Women's Political Caucus to have active monitoring appointment activities underway focusing on gender and ethnicity balance. CEWAER's training efforts promoted the creation of the Los Angeles Women's Appointment Collaboration.
1992	Senator Killea carries Corporate Governance Parity Act requiring the Secretary of State to develop and maintain a registry of women and minorities to serve on corporate boards of directors.
1993	CEWAER publishes interim results and targets "power" boards in 1995.
1997	The Center for Women In Government[8] at the State University of New York in Albany published a study of appointed policy makers in state government. They reported that nationally, women appointees held only one-third of all top ranking posts in the executive branches of state government and a national trend of under-representation of women as heads of departments of fire and police, utilities, and transportation agencies. They reported that California ranked 23 in the nation in appointing women in proportion to state population.
1998	California Coalition for Women is formed to update research, recruit, train, and advocate in support of women seeking appointments at all levels of government in California.

SERVING ON PUBLIC BOARDS AND COMMISSIONS

California's public and private sectors are interdependent — each relies on the other for economic viability and success. In order to address California's varied interests, state government calls upon thousands of individuals to participate on public boards and commissions that regulate and advise industry and policy areas in California.

- Boards and commissions are critical to running our state.
- Analysis suggests that most elected officials, both male and female, have served on local boards and commissions — a fact that qualifies the individual for elected office in the eyes of the voters.
- In the past ten years, focus by groups such as women's business associations and women's political action committees has led to an increase in the number of women moving up in the corporate world and in elected office.

Introduction & History *(Continued)*

- Women make up 52% of the work force, 65% of business owners, and 49.9% of the state population, but only 34.4% of statewide boards and commissions[9].
- While 34.4% representation is an increase from ten years ago, the increase on statewide boards and commissions of less than 7% remains low — in some policy areas, women's representation has increased less than 1%.
- Predominately, women who serve as appointed board members or commissioners are grouped in traditional areas of employment such as health, education or labor; non-traditional policy areas continue to show limited representation by women.
- Appointed positions are a key part of public policy development and wield a considerable amount of power and influence.
- Women's voices in equitable representation must be included on all boards and commissions.

SHIFTING DEMOGRAPHICS: WOMEN AND THE NEW ECONOMY

As women break new ground in the private sector and in elected office, appointments are an area where women must continue to increase their numbers. Boards and commissions keep our state running and appointments ranging from environmental regulatory boards to advisory commissions on finance influence policy making in California.

This report describes the number of women who served on state boards and commissions as of July 1998. The Statewide Appointments section presents research on top policy making, cabinet, and statewide board and commission positions. The Local Appointments section presents data on city and county results. Finally, we present conclusions from this study, and thoughts about future directions needed to bring about change.

Appointments Bring Additional Focus To California's Need To Adapt To Changing Demographics

Study Design and Methodology

THE 1988 STUDY

In January of 1988, the Senate Rules Committee sponsored a research project entitled The California Boards and Commissions Project, conducted by the California Elected Women's Association for Education and Research (CEWAER). A subsequent report of the findings was issued in June of 1989 entitled California Women Get On Board. In 1974 and 1975 legislation had been adopted requiring that public records be maintained on state, county and city appointments, including authorization requiring public noticing of board vacancies. This new access to registries and vacancies afforded an unprecedented first look at the comprehensive system of appointments in California.

The 1988 CEWAER study evaluated the extent to which the state's boards and commissions were balanced and representative of the state's general population with a particular focus on the participation of women. The research was conducted using the state's registries on boards and commissions and was supported by significant cooperation from local jurisdictions and the California Women Legislators' Caucus.

Ethnicity and compensation were analyzed in the 1988 study on 18 counties and 24 cities evaluating positions inclusive of the Office of the Governor, the Senate Rules Committee, the Office of the Speaker, and more than 3,000 state appointments.

THE 1998 STUDY

The 1998 study concluded in July[10] (the point at which the majority of registries and data queries had been received from authorities and jurisdictions) and analyzed more than 7,000 positions from the Governor's office, the state, cities and counties, and the Senate and Assembly. Board types were condensed into fifteen main policy categories[11].

The magnitude of information management involved in the entire appointing system is daunting and not necessarily consistent from state to local jurisdictions or even between cities. It would be virtually impossible to maintain up-to-the-minute vacancy lists and single source appointment status reports because of the multiple sources of data and resources required to fund the daily management of such a system. This report reflects a "snapshot" in time from July 1998 and does not necessarily reflect the status of appointments as of the publication date. Some progress updates were made between July 1998 and May of 1999 for inclusion in this report.

The date of July 1998 is important because it is a point that records when the registries and data ultimately were received by the researchers and allows for a future analysis reference point between different administrations when the next study is conducted in 2000.

Study Design and Methodology (Continued)

The main analytical portions of this report include separate analysis of top policy positions as part of the Cabinet under Statewide Appointments in Section Four as well as state and local appointments in Sections Four and Five[12].

The 1988 and 1998 studies together provide the means to compare the same cities and counties and basic state board and commission positions from one decade to another. No new statistical demographic standards defining urban or non-urban jurisdictions were made for the updated report in order to compare progress between these locales.

The benchmarks for future reports will be calibrated to year 2001 U.S. Census, California Department of Finance, and the California Department of Labor data. This will reset the comparison standards of ongoing research efforts, selecting current urban and non-urban local jurisdictions representative of current demographics. Stratified sampling approaches consistent with the inaugural 1988 study will be used.

Studies such as these are necessary tools to demonstrate the impact of appointing trends over time. They serve as guide posts for administrations who seek to build an environment of qualified men and women leaders representative of the diverse population and needs of California.

Note: Some ethnicity, compensation and party affiliation data was included in research efforts in both 1988 and 1998; however, on the basis that new demographic benchmarks will be set in 2001, sweeping analyses in these areas for the most recent study were omitted.

STATE METHODOLOGY

Section Four includes top policy cabinet and staff positions (147) and statewide board and commission positions (2,744) as of July 1998. Written requests were made to the Governor's office[13], the Senate Rules Committee and the Speaker of the Assembly to provide a current list of appointments, known staff and exempt positions and identified boards and commissions of record. This data was provided in the form of faxed or referenced registries and database lists and shall be maintained for a term of 10 years after the issuance of the report. It took researchers six months to collect all of the state data requested.

LOCAL METHODOLOGY

The selected cities and counties for which data is provided were selected based upon the 1988 study. Limited resources in 1988 and in 1998 dictated that every city and county in the state could not be analyzed. Standards for selecting sample jurisdictions in studies vary and random sampling was inappropriate for a study of this kind. Therefore, a stratified sampling approach was used including the counties whose population represented 60% of the state's population and cities whose population represented 30%[14] (originally estimated from Ranking of Cities by Total Population, 1987 Population Research Unit, Department of Finance).

Study Design and Methodology (Continued)

Urban and non-urban areas were defined using Census Bureau definitions[3]. An urban county, for example, was defined as any county that was a component of a metropolitan statistical area. An urban city, for example, was defined as any incorporated municipality that was included, in whole or in part, in an urbanized area as defined by the Census Bureau. (Complete statistical referencing can be found in California Women Get On Board, CEWAER, 1989). Written requests were made to each jurisdiction as before. It took researchers four months to collect the requested local data and required extensive follow-up by telephone, though jurisdictions were supportive and cooperative. Data shall be maintained for a term of 10 years.

CITIES AND COUNTIES INCLUDED IN 1988 AND 1998:

COUNTIES (18)

Table 3.1

HIGH POPULATION (6)	URBAN (6)	NON-URBAN (6)
Alameda	Butte	Calaveras
Los Angeles	Fresno	Inyo
Orange	Kern	Lassen
San Bernardino	Riverside	Madera
Santa Clara	Santa Barbara	San Luis Obispo
San Diego	Sonoma	Sierra

CITIES (24)

Table 3.2

HIGH POPULATION (6)	URBAN (8)	NON-URBAN (10)
Long Beach (Los Angeles)	Holtville (Imperial)	Compton (Los Angeles)
Los Angeles (Los Angeles)	Kingsburg (Fresno)	El Cerrito (Contra Costa)
Oakland (Alameda)	Ojai (Ventura)	Gardena (Los Angeles)
San Diego (San Diego)	Palmdale (Los Angeles)	Rocklin (Placer)
San Francisco (San Francisco)	Portola (Plumas)	Salinas (Monterey)
San Jose (Santa Clara)	Sonora (Tuolumne)	Santa Barbara (Santa Barbara)
	Turlock (Stanislaus)	San Bernardino (San Bernardino)
	Willows (Glenn)	San Clemente (Orange)
		San Rafael (Marin)
		Redlands (San Bernardino)

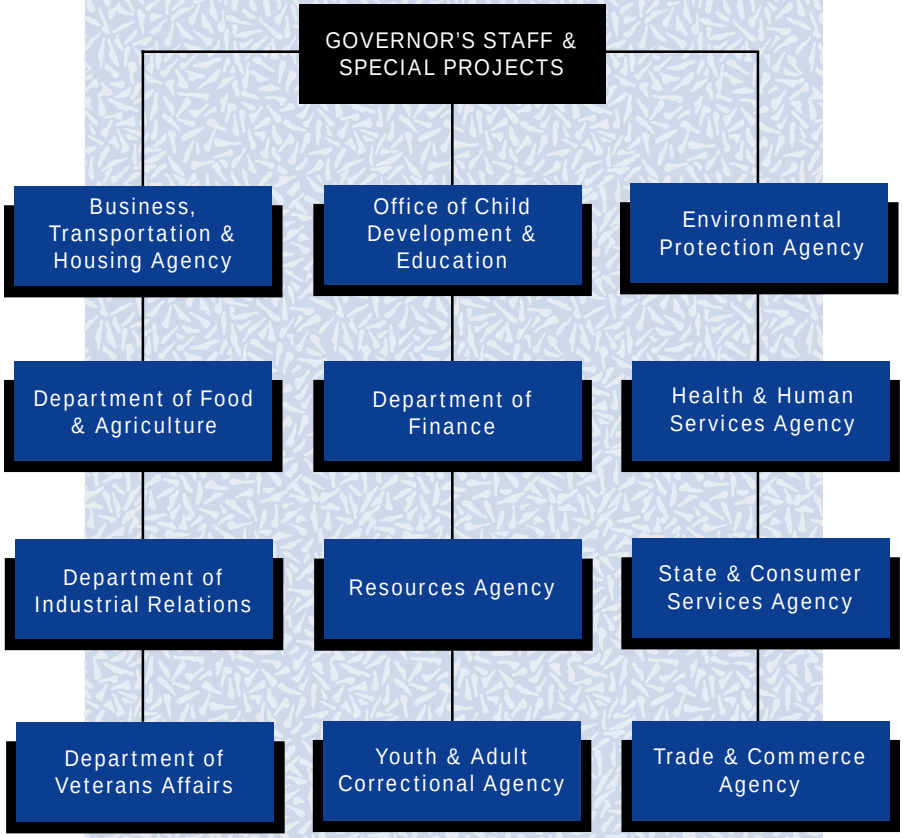
Statewide Appointments

THE CABINET

In California, three new cabinet level agencies were created in former Governor Pete Wilson's administration: Environmental Protection, Child Development and Education, and Trade and Commerce. This created a total of twelve cabinet agencies and departments as of July 1998. The top block in the chart below signifies the Governor's Cabinet Staff and Special Offices.

The twelve main cabinet secretary appointments (and Governor's cabinet staff members) wield enormous power and influence over the state's major industries and policy areas. Managing both public and private sector interests, appointees help create and implement critical policies and usually function as the Governor's closest advisors.

Chart 4.1 - Governor's Cabinet Level Departments & Agencies



"California is blessed with a diverse population, and it is important to me that California's public advisory boards reflect this diversity ... the input of these individuals ensures that the citizens of our state have a voice in the development of public policy ..."

Pete Wilson
Former Governor, 1991

Statewide Appointments *(Continued)*

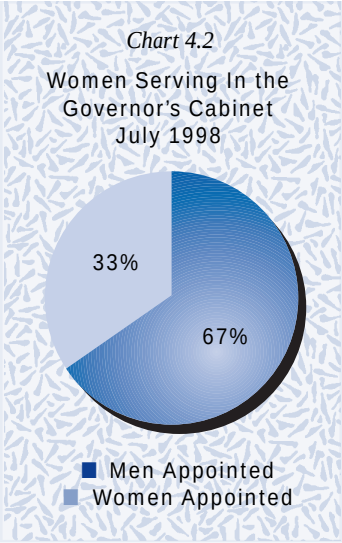
Typically cabinet secretaries or *heads* of agencies and departments are appointed first. These secretaries, in coordination with the Governor's *appointment staff* then work to appoint top-level *pleasure appointments* and *set-term appointments* (often requiring Senate confirmation).

The Governor appoints several hundred *pleasure appointments* and *set-term appointments* (in 1999 more than 350 will be appointed). *Pleasure appointments* are so designated because starting and ending dates of terms are at the Governor's discretion. *Set-term appointments* are where the terms are defined by authorizing legislation and often require Senate confirmation.

Each administration demonstrates its own distinct personality and character throughout this first critical appointment phase. Top-level agency and department appointees have historically high profile backgrounds, expertise, and credentials.

Applicants for cabinet level positions wage campaigns in applying for these important positions focusing on highlighting previous elected, appointed, or private business achievements and how they can make a superior policy contribution in their area of expertise. The application process for appointees is extremely thorough, especially for top positions.

In July of 1998, women held 33.3% or 4 of the 12 cabinet secretary appointments in the Wilson administration.



WOMEN HELD 33.3% OF CABINET-LEVEL APPOINTMENTS IN JULY 1998

The four cabinet posts held in July 1998 by women were:

- Child Development & Education
- Health & Welfare
- Food & Agriculture
- State & Consumer Services

Overall between 1991 and 1998, 22 secretary appointments were made to the 12 cabinet agencies and departments. Women held 31.3% or 8 of the 22 appointments.

(Note: Sandra Smoley was appointed twice between 1991 and 1998 to State and Consumer Services and then to Health and Human Services).

Statewide Appointments *(Continued)*

Table 4.3
Women Appointees By Cabinet And Year(s) Served During Former Governor Pete Wilson's Administration from 1991-1998

NAME	CABINET	YEAR(S)
Bonnie Guiton	State & Consumer Services	1991-1993
Maureen DiMarco	Child Development & Education	1991-1997
Sandra Smoley	State & Consumer Services	1993-1994
Julie Meier Wright	Trade & Commerce	1993-1998
Joanne Kozberg	State & Consumer Services	1994-1998
Sandra Smoley	Health & Welfare	1994-1998
Anne M. Veneman	Dept. of Food & Ag	1996-1998
Marian Bergeson	Child Development & Education	1997-1998

HOW DO WE LOOK FOR 1999?

- As of May, 1999, California's new Governor Gray Davis had appointed women to 25% or 3 of 12 cabinet secretary positions.

Table 4.4
Current Women Cabinet Apointees As Of May 1999

NAME	CABINET	YEAR APPOINTED
Aileen Adams	State & Consumer Services	1999
Maria Contreras-Sweet	Business & Transportation	1999
Mary Nichols	Resources	1999

- Governor Davis also had appointed 37.5% or 12 positions of 32.

The top 12 women appointed to key staff positions were: *Linda Adams, Chief Deputy of Assembly Relations; Jane Crawford, Deputy Secretary of Appointments; Megan Eguszue, Scheduling Director; Carol Finley, Assistant to the Governor; Trish Fontana, Special Projects Director; Cathleen Galgiani, Deputy Director of Special Projects; Susan Kennedy, Cabinet Secretary; Loretta Lynch, Director of Office of Planning and Research; Nancy Miller, Assistant Deputy of Assembly Relations; Cathryn Rivera, Deputy Cabinet Secretary; Lynn Schenk, Chief Aide and Senior Counsel; and Deborah Slon, Constituent Services.*

Statewide Appointments *(Continued)*

TOP POLICY POSITIONS

The Governor appoints several hundred *pleasure appointments* and *set-term appointments*.

For the 1998 study, a total of 147 of the top-level policy positions within each of the 12 agencies and departments and the Governor's Staff and Special Offices were reviewed under former Govenor Pete Wilson's administration[13]. *Women's representation in these positions was as follows:*

Table 4.5
Women's Representation - Top 147 Policy Positions As Of July 1998

GOVERNOR'S TOP APPOINTMENTS BY DEPARTMENT	Total	# Women	% Women
Office of Child Development & Education	8	4	50%
Department of Food & Agriculture	7	3	43%
Health & Human Services	17	7	41%
Governor's Staff	15	6	40%
Special Offices	9	3	33%
Trade & Commerce Department	18	6	33%
State Consumer Services Agency	8	2	25%
Resources Department	12	3	25%
Business Transportation and Housing	20	4	20%
Department of Finance	5	1	20%
Department of Veteren Affairs	5	1	20%
Environmental Protection Agency	9	1	11%
Youth and Adult Correctional Agency	9	1	11%
Department of Industrial Relations	5	0	0%
TOTAL	147	42	28.6%

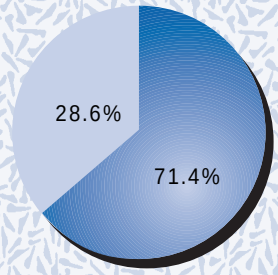
Further analysis of the 147 positions in July of 1998 revealed a higher percentage of women appointees in cabinet agencies and departments that were led by women.

- Office of Child Development
- Department of Food & Agriculture
- Health & Human Services
- Trade & Commerce Agency
- State Consumer Services Agency

Overall, of 147 appointments, 28.6% or 42 of 147 total positions were held by women. 71.4% or 105 of 147 total positions were held by men.

Chart 4.6

Top 147 Policy Positions July 1998



Men Appointed
Women Appointed

Statewide Appointments *(Continued)*

BOARDS & COMMISSIONS

A total of 2,744 appointments to state boards and commissions were also analyzed in July 1998. (*Compared to 3,044 positions in 1988).* Total numbers of appointed positions vary over time and from administration to administration[15].

It should be noted that in the 1988 study, some appointing authorities maintained computer files on gender, ethnicity, party affiliation — and in some cases education and occupation. This 1998 update illuminates only issues of gender as it relates to women's status in appointments. Clarification can be found in the Study Methodology and Design section.

The review of the 2,744 State board and commission appointments was done on the basis of 15 policy area categories as reflected below:

Table 4.7
State Boards and Commissions

POLICY AREA
Children / Family / Women
Art / Culture / Libraries
Health / Welfare
Education
Food & Agriculture
Labor / Industrial Relations
Environmental Protection
State & Consumer Services
Transportation & Housing
Trade & Commerce
Legal / Criminal Justice
Public Finance / Insurance
Natural Resources
Governance / Elections / Ethics
Veterans / Armed Forces

Each board and commission included in this report was categorized into one of fifteen policy areas based on its primary function

Of the 2,744 board and commission appointments analyzed, the Governor made 82.4% (2,260), the Senate Rules Committee and President Pro Tempore of the Senate made 8% (220), and the Speaker of the Assembly made 9.6% (264). (*Comparison results between the 1988 and 1998 studies can be found on the following page*).

Statewide Appointments *(Continued)*

- Women held only 34.4% (944) of state board and commission appointments while men held 65.6% (1,800).
- Of the 944 appointments made to women, the Governor appointed 33.4% or 755 of his 2,260 total appointments. The Senate Rules and Senate Pro Tempore appointed the highest percentage of women at 46.4% or 102 of their 220 total appointments, and the Speaker of the Assembly appointed 33% women or 87 of their 264 appointments overall.

In analyzing the percentage of women holding appointments by policy area, findings varied significantly from a low of 12.5% in Veterans / Armed Forces positions to a high of 48.8% in traditional Child Development / Family / Women area positions.

Chart 4.8

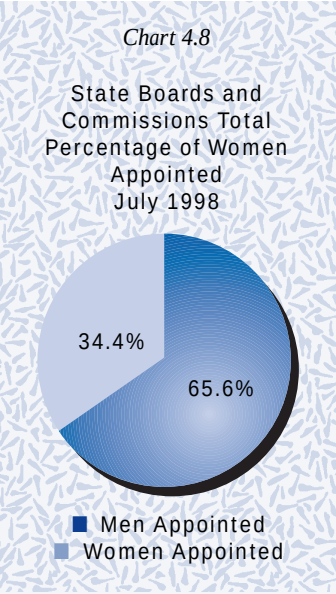


Table 4.9

GOVERNOR'S APPOINTMENT OF WOMEN BY POLICY AREA AS OF JULY 1998	
Children / Family / Women	48.8%
Art / Culture / Libraries	46.1%
Health / Welfare	45.5%
Education	40.2%
Food & Agriculture	33.3%
Labor / Industrial Relations	27.0%
Environmental Protection	25.4%
State & Consumer Services	24.5%
Transportation & Housing	24.3%
Trade & Commerce	23.7%
Legal / Criminal Justice	22.0%
Public Finance / Insurance	21.1%
Natural Resources	19.7%
Governance / Elections / Ethics	15.9%
Veterans / Armed Forces	12.5%

Statewide Appointments *(Continued)*

Table 4.10

1988 AND 1998 WOMEN'S APPOINTMENTS OVERALL			
YEAR	TOTAL APPTS MADE	# OF WOMEN APPOINTED	% OF WOMEN
1988	3,044	840	27.6%
1998	2,744	944	34.4%

Note that the above comparison shows 300 fewer appointments overall in 1998. There were 104 more appointments made to women in only ten years — that is approximately 10.4 more women each year (this is only a .68% increase in women's appointments each year since 1988). *Appointment staff during former Govenor Pete Wilson's administration reported that they typically received about 6,000 applications each new term. It is unknown how many of these applications were from women.*

Table 4.11

1988 AND 1998 WOMEN'S APPOINTMENTS BY GOVERNOR, ASSEMBLY & SENATE						
YEAR	TOTAL GOVENOR	WOMEN	TOTAL ASSEMBLY	WOMEN	TOTAL SENATE	WOMEN
1988	76.5% (2,330/3,044)	27.8% (648)	10.2% (310/3,044)	29.4% (91)	13.3% (404/3,044)	25% (101)
1998	82.4% (2,260/2,744)	33.4% (755)	9.6% (264/2,744)	33% (87)	8% (220/2,744)	46.4% (102)

The chart above shows that from 1988 to 1998 the Governor appointed 5.9% more total positions but only 5.6% more women in ten years. The Assembly actually appointed .6% fewer total positions, but did appoint 3.6% more women overall. The Senate experienced the most drastic change in women's appointment pattern percentages. In 1988, the Senate appointed 404 persons, of which 101 were women. In 1998, 220 persons were appointed. Women represented 102 of these 220, or 46.4%.

UNDER-REPRESENTATION FOR OVER A DECADE ...

The most important general conclusion from the 1998 study is that on statewide boards and commissions and top policy positions, we have not made significant progress in appointing qualified women. In 1999, Governor Gray Davis appointed women to two cabinet agencies (Business and Transportation and Resources) that were non-traditional areas for women in the past. The results of this new administration's appointments will be determined in 2000, when the next study is expected to be conducted.

Statewide Appointments (Continued)

Here's what the 1988 study revealed ten years ago:

- "...highest proportion of women...in health and social services... 41% of 706 appointments to women made in these areas."
- "...second highest was education at 35% of 204 appointments."
- "While this preponderance of women on boards advising in their traditional areas of employment may not be surprising, ...10 years of noticing (1978) has not achieved a more level advisory field."
- "...not even on these 'traditional' boards did women achieve parity."

TODAY...

It should be clearer than ever that achieving parity for qualified women in *every* policy area on *all* boards and commissions must occur. This should be a goal for all segments of society that are under-represented in the policy making process. Women are more than 51%[16] of the populace nationwide and should and can have an equal voice and influence in shaping policies that serve all of Californian's diverse interests. This study reflects some modest increases for women overall since 1988, but *the trends of under-representation in power and regulatory policy areas continue.*

This study was a "check and see" to document how far the system has come in a decade. The statistical representation is important to determine where energies should be placed for change. But, viewing the statistical results against ideological and social value trends among women is important as well. A great deal of conversation and idea exchange occurred during the natural course of this research, proving that social and political values for women are expanding. More and more qualified women are in the pipeline to engage themselves in competition for non-traditional policy positions.

However, this by no means represents an abandonment of interest in traditional policy concerns. Women across the state said that increases in traditional policy areas or a higher concentration in health, education, and social services should not be devalued by emphasizing the need to increase non-traditional representation.

HIGHEST RANKING IN TRADITIONAL POLICY AREAS

Of the 15 policy areas used for this study, women exceeded 40% representation in 4 of the 15 categories and made their most significant increase in Children / Family / Women policy areas.

The remaining eleven policy categories were all below 34.4%. In fact when the top four categories were excluded, the percentage of women fell to 26.4% on average. This is still a 4.4% increase from 1988, but a long way from parity. If women maintain the minute gains from the last decade, they will not reach parity and balance for at least a quarter century.

Statewide Appointments *(Continued)*

Table 4.12
Women Exceeded 40% In Only 4 Policy Areas

POLICY AREAS	POSITIONS AVAILABLE	# HELD BY WOMEN	% OF WOMEN	1998
CHILDREN/FAMILY/WOMEN	81	41	48.8%	28%
ARTS / CULTURE / LIBRARIES	76	35	46.1%	NA
HEALTH / WELFARE	477	217	45.6%	41%
EDUCATION	184	74	40.2%	35%

Table 4.13
Results Lowest in Non-Traditional Positions

NON-TRADITIONAL	1998 % WOMEN	1988 % WOMEN
TRANSPORTATION & HOUSING	24.3%	11%
TRADE & COMMERCE	23.7	20%
LEGAL / CRIMINAL JUSTICE	22%	10%
PUBLIC FINANCE / INSURANCE	21.1%	21%
NATURAL RESOURCES	19.7%	20%
VETERANS / ARMED FORCES	12.5%	NA

Graph 4.14
Advisory & Regulatory Boards – Still Lower Than Men On Average[4]

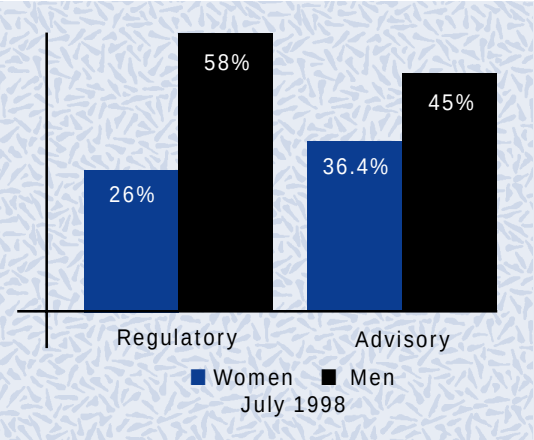


Table 4.15
As Of July 1998

GOV	WOMEN	TOTAL	%
Adv	303	874	34.7%
Reg	445	1373	32.4%
SEN	**WOMEN**	**TOTAL**	**%**
Adv	57	121	47.1%
Reg	54	99	54.5%
ASSM	**WOMEN**	**TOTAL**	**%**
Adv	54	142	38.0%
Reg	33	122	27.0%

Note: The Senate did achieve and exceed parity for women in regulatory appointments at 54.5%.

Statewide Appointments

WHAT WE MUST DO TO IMPROVE

Women have significantly contributed to the most important legislation of the past decade impacting women, children, families and society at large. Now they must not only continue their thrust in traditional areas of leadership, but also engage in all levels of policy because ALL issues should and can be women-led agendas.

Besides providing a balanced voice, parity also balances power.

Boards and commissions and leadership positions in non-traditional employment areas such as finance, science, engineering, natural resources, construction, technology, and agriculture make critical revenue and policy decisions that are as important to California's social culture as family and health decisions.

Achieving balance and parity will take a total commitment from qualified women to engage themselves in pursuit of these positions and from appointing authorities and agencies to do more than voice their intent to appoint more women. A clear need has been established to increase the pool of qualified applicants through better outreach and education of the appointing process.

Working together, adopting inclusive outreach and recruitment strategies, and creating parity by design should be the focus of energies in order to make swift and significant improvements.

"It never occurred to me that in 1999 I could still be a 'first' woman appointed to Region IX by the President of the United States. I know I am qualified and I am certain I am up to the task."

Catherine Dodd RN, MS
Regional Director, Region IX
U.S. Department of Health and Human Services

Local Appointments

INTRODUCTION

Service on a local level provides women an important stepping stone toward advancement to elected office or higher level policy appointments and provides important leadership opportunities for seasoned elected and appointed leaders.

These positions are critical to the operation of local government. Some boards and commissions are imbued with greater authority, such as regional planning/land use power boards, while others are more advisory in nature.

The 1988 study showed that women held 34.3% of the board seats at the county level, and 35.5% of the board advisory positions at the city level.

Ten years later, small advancements have been made toward achieving parity. In 1998, women held 35.7% of county seats, and 39.8% of city seats. Women continue to be under-represented on both power boards and in non-traditional areas of representation such as finance, insurance, natural resources, waste management, and construction. This is consistent with statewide findings.

The cities and counties included in the local analysis are listed below:

COUNTIES (18)

Table 5.1 - As Of July 1998

HIGH POPULATION (6)	URBAN (6)	NON-URBAN (6)
Alameda	Butte	Calaveras
Los Angeles	Fresno	Inyo
Orange	Kern	Lassen
San Bernardino	Riverside	Madera
Santa Clara	Santa Barbara	San Luis Obispo
San Diego	Sonoma	Sierra

CITIES (24)

Table 5.2 - As Of July 1998

HIGH POPULATION (6)	URBAN (10)	NON-URBAN CITIES (8)
Long Beach (Los Angeles)	Compton (Los Angeles)	Holtville (Imperial)
Los Angeles (Los Angeles)	El Cerrito (Contra Costa)	Kingsburg (Fresno)
Oakland (Alameda)	Gardena (Los Angeles)	Ojai (Ventura)
San Diego (San Diego)	Redlands (San Bernardino)	Palmdale (Los Angeles)
San Francisco (San Francisco)	Rocklin (Placer County)	Portola (Plumas)
San Jose (Santa Clara)	Salinas (Monterey)	Sonora (Tuolumne)
	San Bernardino (San Bernardino)	Turlock (Stanislaus)
	San Clemente (Orange)	Willows (Glenn)
	San Rafael (Marin)	
	Santa Barbara (Santa Barbara)	

Note: Refer to Section Three for reference to study design and methodology used.

Local Appointments (Continued)

Written requests were made to each city and county clerk. Of the 24 sampled cities, 23 responded. All counties responded to the survey.

Each board and commission is categorized by its respective policy area as follows and is consistent with the categorization used in Section Four[11].

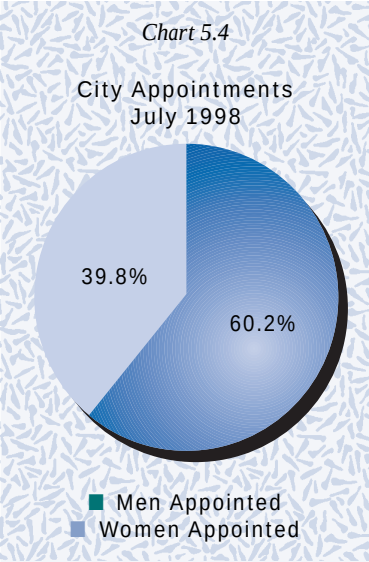
Table 5.3 - As Of July 1998

POLICY AREAS FOR LOCAL BOARDS AND COMMISSIONS
Children / Family / Women
Art / Culture / Libraries
Health / Welfare
Education
Food & Agriculture
Labor / Industrial Relations
Environmental Protection
State & Consumer Services
Transportation & Housing
Trade & Commerce
Legal / Criminal Justice
Public Finance / Insurance
Natural Resources
Governance / Elections / Ethics
Veterans / Armed Forces

Note: Numerous attempts through Spring and Summer 1998 were made to the City of Gardena requesting appointment information. Gardena did not provide any appointment information as of the date of this publication.

Local Appointments *(Continued)*

Cities



APPOINTMENTS RESULTS

Women received 39.8% of all city appointments. Based on the results of 23 of 24 cities in the sample[15], women received 1,271 out of a total of 3,196 seats. This represented a slight gain from the 1988 percentage of 35.5%. As shown in Table 5.5 below, Palmdale had the highest percentage of women at 50% — half of all board and commission members in Palmdale were women. Kingsburg and Holtville had the lowest percentage at 0%.

Table 5.5

PERCENTAGE OF WOMEN APPOINTED BY CITY AS OF JULY 1998

Palmdale	50.0%	San Bernardino	33.8%
Compton	46.5%	Turlock	33.3%
El Cerrito	45.2%	San Rafael	32.5%
San Francisco	44.2%	San Clemente	29.6%
Los Angeles	42.7%	Sonora	29.4%
San Jose	42.1%	Redlands	27.9%
Oakland	40.7%	Salinas	27.9%
San Diego	40.0%	Portola	25%
Willows	40.0%	Rocklin	19.4%
Santa Barbara	39%	Kingsburg	0%
Long Beach	38%	Holtville	0%
Ojai	34.3%		

POPULATION & ETHNICITY

A correlation existed between the higher population cities and a higher percentage of women members on boards and commissions. Of the 11 cities with a population exceeding 85,000, only 2 (San Bernardino and Salinas) had less than 35% of its total board members as women. Of the 12 cities with populations below 85,000, only 2 (El Cerrito and Willows) had more than 35% of women serving. The data showed that more highly populated cities (in general) appoint women at a somewhat higher rate than cities with lower populations[17]. This was consistent with what was found in 1988.

Local Appointments *(Continued)*
Cities

Again, consistent with 1988, there was a correlation between the number of women appointees and the overall minority population for that city. For example, as the percentage of African / American and Asian / Pacific Islander population increased, so did the percentage of women members appointed. For instance, in 7 out of 9 cities that had either African / American or Asian / Pacific Islander populations exceeding 5% — 40% or more of all members were women *(see Tables 5.6 and 5.7)*. However, the data did not indicate any such correlation among Hispanic and Native American population groups.

Table 5.6 - As Of July 1998

ETHNICITY OF WOMEN		
	ASIAN/P.I	% FEMALE
San Francisco	25.6%	44.2%
El Cerrito	21.1%	45.2%
San Jose	15.4%	42.1%
Oakland	13.0%	40.7%
Long Beach	11.0%	37.6%
Willows	9.9%	40.0%
San Diego	9.8%	40.0%
Los Angeles	7.0%	42.7%
Salinas	5.4%	27.9%
San Rafael	4.8%	32.5%
Redlands	3.7%	27.9%
Palmdale	3.6%	50.0%
Turlock	3.6%	33.3%
San Bernardino	3.0%	33.8%
Rocklin	2.5%	19.4%
San Clemente	2.4%	29.6%
Santa Barbara	1.8%	38.7%
Ojai	1.5%	34.3%
Kingsburg	1.4%	0.0%
Sonora	1.4%	29.4%
Compton	1.3%	46.5%
Holtville	0.7%	0.0%

Table 5.7 - As Of July 1998

ETHNICITY OF WOMEN		
	% BLACK	% FEMALE
Oakland	38.5%	40.7%
Compton	38.2%	46.5%
San Bernardino	11.9%	33.8%
Long Beach	11.1%	37.6%
Los Angeles	10.0%	42.7%
San Francisco	9.6%	44.2%
El Cerrito	8.7%	45.2%
San Diego	7.8%	40.0%
Palmdale	5.2%	50.0%
San Jose	3.7%	42.1%
Redlands	3.2%	27.9%
San Rafael	2.6%	32.5%
Salinas	2.0%	27.9%
Santa Barbara	1.7%	38.7%
Turlock	1.0%	33.3%
Rocklin	0.7%	19.4%
San Clemente	0.6%	29.6%
Willows	0.5%	40.0%
Portola	0.4%	25.0%
Kingsburg	0.3%	0.0%
Ojai	0.2%	34.3%
Sonora	0.2%	29.4%
Holtville	0.1%	0.0%

Note: Current population estimates were used and updated from 1988[17].

Local Appointments *(Continued)*
Cities

POLICY AND PLANNING AREAS

Women continue to be appointed in the highest numbers to local boards and commissions in policy areas that traditionally have been considered the domain of women. When the appointment of women was analyzed not by the size of the city, but rather by policy area, women constituted at least 40% of the appointed members to those boards and commissions handling traditionally women's issues. For instance, the largest representation of women was in the policy areas of children, family, health, social services, arts, cultural, and education issues. In all other policy areas, women accounted for 33.5% or less of appointees.

Women comprised only 33.5% of food and agriculture, 22% of transportation and housing, and 12.5% of veterans / armed forces appointments. Since a decade ago, the appointment of women to local boards and commissions outside the traditional realm remains an important area in need of change.

Since 1988, women represented only 23% of members serving in transportation, public works, finance, and public safety. Only in four non-traditional areas did women's representation rise above 23%: food and agriculture, labor / industrial relations, environmental protection, and trade / commerce / business.

Table 5.8 - As Of July 1998

PERCENTAGE OF WOMEN APPOINTED BY POLICY AREA	
Children / Family / Women	48.8%
Health / Welfare	46.7%
Art / Culture / Libraries	44.8%
Education	40.2%
Food & Agriculture	33.5%
Labor / Industrial Relations	29.4%
Environmental Protection	25.4%
Trade & Commerce	24.2%
State & Consumer Services	23.3%
Legal / Criminal Justice	22.0%
Transportation & Housing	22.0%
Natural Resources	19.2%
Public Finance / Insurance	18.2%
Governance / Elections / Ethics	15.9%
Veterans / Armed Forces	12.5%

Not surprisingly, the appointment of women to boards and commissions that deal with traditional women's issues accounted for the highest portion of female appointments.

Local Appointments *(Continued)*
Cities

Local planning related boards and commissions are other critical areas of under-representation for women. These bodies wield a considerable amount of power in the local community and make decisions that have great economic and environmental impact. The 1988 study indicated only 26% of planning board / commission members were women. The updated results reveal a decline. This study found the average percentage of women members on planning boards and commissions was 23.1% and only exceeded 45% in one city (Compton). In 12 of the sampled cities, the percentage of women was no more than 25%.

Table 5.9 - As Of July 1998

WOMEN ON PLANNING-RELATED BOARDS AND COMMISSIONS

	# ON BOARDS	# OF WOMEN	% OF WOMEN
Compton	5	3	60.0%
San Francisco	7	3	42.9%
El Cerrito	12	5	41.7%
Palmdale	5	2	40.0%
Willows	5	2	40.0%
San Rafael	12	4	33.3%
San Diego	17	5	29.4%
San Jose	7	2	28.6%
Long Beach	7	2	28.6%
Ojai	7	2	28.6%
Santa Barbara	15	4	26.7%
Portola	4	1	25.0%
San Bernardino	9	2	22.2%
Rocklin	5	1	20.0%
San Clemente	6	1	16.7%
Turlock	7	1	14.3%
Oakland	7	1	14.3%
Los Angeles	10	1	10.0%
Salinas	16	1	6.3%
Kingsburg	7	0	0.0%
Redlands	7	0	0.0%
Sonora	5	0	0.0%
Holtville	4	0	0.0%

There have been some modest gains for women in non-traditional areas such as transportation (up from 17% to 22%) and construction / code monitoring (increase from 12% to almost 17%). Yet, there have been substantial decreases as well — finance is down from 27% to 18.2%.

Local Appointments *(Continued)*
Counties

APPOINTMENTS RESULTS

In 1988, women held 34.3% of all county appointments. When those same 18 counties were surveyed in 1998, women held an average of only 35.7% of county appointed seats. Counties varied significantly in their appointment of women. Of the 18 counties, Sierra County held the lowest percentage, with no women appointed. Alameda County had the highest proportion of women appointees at 48.8%. Of the 18 counties, 4 had representation of 40% or higher. 12 had representation of 30% or higher and 5 had representation of 20% or higher.

Table 5.10 - As Of July 1998

WOMEN APPOINTED TO COUNTY SEATS

	# SEATS	TOTAL	FEMALE#	UNKNOWN	% FEMALE
Alameda	40	785	383	29	48.8%
Santa Clara	57	565	240	27	42.5%
Orange	75	685	287	26	41.9%
Sonoma	65	217	87	8	40.1%
Los Angeles	71	613	242	0	39.5%
Calaveras	24	165	63	3	38.2%
Santa Barbara	66	660	252	18	38.2%
San Diego	86	843	303	32	35.9%
Inyo	43	270	94	9	34.8%
Madera	43	420	137	21	32.6%
San Bernardino	58	393	125	5	31.8%
Riverside	102	737	234	26	31.8%
San Luis Obispo	52	365	106	18	29.0%
Lassen	20	145	40	5	27.6%
Butte	57	374	96	14	25.7%
Fresno	44	482	120	15	24.9%
Kern	58	479	119	0	24.8%
Sierra	1	5	0	0	0.0%
TOTALS	962	8203	2928	256	35.7%

Local Appointments (Continued)
Counties

POPULATION AND ETHNICITY

The higher population counties tend to have a higher number of women serving on boards and commissions[3]. This finding is consistent with the 1988 study and with a similar correlation between more populated cities and the presence of women on such city boards.

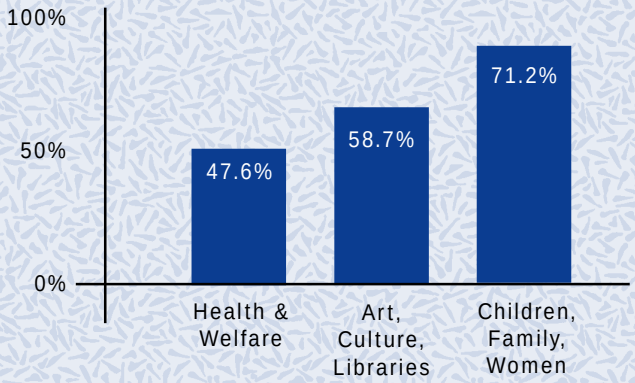
As for ethnic / racial factors, the data was not collected from the counties for this study.

POLICY AND PLANNING AREAS

As with the city findings, women reached or approached parity with men only on boards advising in women's traditional policy areas. In this respect, the 1998 results changed little from 1988. Only in 5 of the 15 policy areas did women achieve parity. *(See the Graph 5.11).*

Graph 5.11

WOMEN APPROACHED PARITY[6] ONLY IN TRADITIONAL AREAS IN COUNTIES



Women held only 23.8% of seats on county boards dealing with finance and insurance and comprised only 21.4% of public safety representatives. Women were severely under-represented on boards regulating natural resources and waste management, comprising only 17.1% and 18.1%, respectively. Women comprised only 10.9% of the members on construction and code related county boards.

Local Appointments *(Continued)*
Counties

As with the city planning commissions, county planning commissions are viewed as power boards and wield a considerable amount of influence. On average, women comprised only 22.3% of those members serving on planning boards. As with cities, improvement is still needed to achieve parity.

Table 5.12

COUNTY POLICY AREAS OF INCREASE

	1988	1998
* Construction & Code Monitoring	5%	10.9%
Food & Agriculture	9%	21.1%
* Public Safety	14%	26.4%
* Transportation	14%	23.4%
Public Finance / Insurance	21%	23.8%

** Subsets of main policy areas Transportation & Housing and State & Consumer Services*

Some non-traditional gains were made since 1988. For instance, representation on construction / code enforcement boards rose from 5% to 10.9%; agriculture boards rose from 9% to 21.1%; and public safety / transportation rose from 14% to 26.4% and 23.4%, respectively.

Concluding Remarks

FINDINGS

In 1989, the inaugural research report presented a one-time analysis of the appointment of women to statewide and local boards and commissions. That report concluded that additional and continuing research would enable appointing authorities to track progress over time. The California Coalition for Women embarked on the 1998 study with the asumption that progress had been made. However, the study showed that policy and systemic changes are still needed if California is ever able to reflect a government whose leadership is reflective of its diverse population.

On average, women's representation has increased less than 7% on state boards and commissions and less than 5% on city and county boards and commissions[15].

While a few policy areas experienced modest gains, no new trends were found in the policy areas women represent. The continuous under-representation of women in top policy positions, regulatory and advisory positions, and non-traditional policy areas signals a need for change.

RECOMMENDATIONS

- Continue to update the research every two years with July 2000 marking the next data analysis point. Reset the demographic standards for the stratified sampling based upon 2001 census and labor data.
- Coordinate the collection of comprehensive statewide research findings with other organizations in order to limit duplication of efforts and maximize resources.
- Encourage the continuing efforts of local and state entities such as the Los Angeles Women's Appointment Collaboration, the National Women's Political Caucus of California, local Commissions on the Status of Women, Leadership California, and the California Elected Women's Association for Education and Research. *Ongoing communication and education, especially on a local level, has been successful in calling attention to the need for parity, thus increasing the involvement of women in the appointment process.*
- Maintain a statewide coalition effort focusing on increasing the pool of qualified women candidates and on the process of task force recruitment of women for top policy positions so successfully managed through the coalition's support project.

THOUGHTS FOR CHANGE

- The local appointment experience is both a stepping stone and training ground for women seeking positions of authority and power and an important new leadership opportunity for women coming from state appointed or elected positions. Establishing written plans for how to achieve parity in gender and culture within a community and then jointly implementing these plans for change through coalitions will be the most effective way to ensure balanced and responsive policies for the future.

Concluding Remarks *(Continued)*

- The public system of maintaining and reporting vacancies and the present status of appointed members is cumbersome, inconsistent, and daunting. Though there was great support from appointing authorities in providing responses to surveys, collecting and assimilating the numbers and varied sources of data continues to be challenging. Unless there is a total commitment on behalf of government and the constituencies it serves to the belief that parity is paramount to fair representation of the needs of California, change will be difficult to achieve.

- With a commitment to gender balance, there can be a better system in place to identify and fill vacancies and track progress. The current system is fragmented and it is difficult to attain progress commensurate with demographic shifts.

- The spirit of parity says "that the system must have full participation of all of its members in order for a democratic decision to be achieved." Parity should be the goal because it is in California's best interest and under-representation of any constituency is self-defeating. Comprehensive access to timely appointment information for all citizens is needed. All citizens need to know how and when to engage in California's policy making systems.

- Despite efforts of the California Coalition for Women, local appointment coalitions, and grassroots outreach and education undertaken during the past decade, women remain traditionally under-educated about the appointment process. Barriers to non-traditional policy and employment arenas are prevalent. Women participate in these areas less than men do at a rate of 3 to 1.

THE BROADER CHALLENGE

Attention and focus needs to be placed on the broader issues of gender and cultural equity. We must promote women's interest, motivation, and achievement in government and non-traditional employment and policy areas. This requires exploration of further systemic, social, and academic changes necessary to increase girls' and women's achievement in science, engineering, math and technology at the same rate as they achieve in traditional areas.

ADDRESSING THE CHALLENGE

We must encourage the broad establishment of more local appointing coalitions working with the support of appointing authorities. A permanent system for implementing the technology of communication between and among applicants is needed.

Endnotes

1. Original research concluded July 1988.
2. Boards and commissions were included pertaining to either the city or county and only active entities were included.
3. Department of Labor's Women's Bureau Projections - 1996, 1997. General Projections based on the U.S. Census Bureau, 1997. *Projected growth for women's labor force 46% in 1998 to 47% in 2005. 59% of all women are currently employed in the U.S. Counties Population estimate, 1997.* California Cities, Towns and Counties 1998. Edith R. Horner, E.D. Palo Alto: Information Publications, 1998.
4. Regulatory and Advisory - information derived from the Appointive Board Registry, 1998.
5. Salaried vs. non-salaried, per diem and expenses information derived from the Appointive Board Registry, 1998.
6. Parity defined by California Department of Finance, 1990. Census Data projections for 1994, 1996 respectively.
7. Assemblymember Ken Maddy's Appointive Registry Government code sections 12033.1, 12033.2, 12033.3, 12033.4, 54970, 54971, 54972, 54974, and 54975.
8. National Study, Center for Women in Government, Albany New York, 1997.
9. Comparing data from Department of Labor, Women's Bureau and the California Demographic Research Unit, California Statistical Abstract, Department of Finance, 1997.
10. Information on all board and commission appointments made by the Governor, the Senate Rules Committee, the President Pro Tempore of the Senate, and the Speaker of the Assembly are compiled and listed in the Central registry, as required under Government Code, Section 12033. The list of Gubernatorial, Senate and Assembly appointments was current as of July 1998. Information collected and coded used the same coding scheme developed in the 1988 report. For a copy of this coding documentation, please contact the publisher, CEWAER at (916) 278-3870.
11. Board types were divided into 15 main policy areas. Subtypes retained to compare specific boards in a policy area. The policy area may not reflect their actual umbrella agency or department.
12. Capital Enquiry. Donated data on executive boards as a cross-reference for project.
13. Top 147 positions - NWPC-CA. Elizabeth McCallum, July 1998.
14. California Statistical Abstract (California Department of Finance, 1997). Detailed by Voting Age.
15. The total number of appointed officials per board or commission was counted along with the total number of women appointed. Average percentage calculation methods were used as a standard means of presenting representation throughout the study.
16. Department of Finance population projections for 1996, 1997. Estimates for 1996, 1997 - Statistical Demographic Research Unit.
17. Demographic data update – Census data used from the 1988 study (1980 data) will be updated in 2001. A total of 28 counties and 175 cities fell within that data's definition of urban according to the 1980 projection of population increases. Cities and counties sampled were selected based on the previous report's statistical sampling method for comparative purposes.

Table, Chart and Graph Reference

Graph ES.1	Comparison: Percentage of Women's Appointments – State, County, City (1988-1998)
Table 2.1	History of Appointments in California
Table 3.1, 3.2	Counties and Cities used for Stratified Sampling
Chart 4.1	Governor's Staff and Special Projects
Chart 4.2	Women Serving in Governor's Cabinet, July 1998
Table 4.3	Women Appointed by Cabinet and Year's Served (1991-1998)
Table 4.4	Current Women Cabinet Appointees (May 1999)
Table 4.5	Women's Representation by Department – Top 147 Policy Positions (July 1998)
Chart 4.6	Women's Representation by Percentage – Top 147 Policy Positions (July 1998)
Table 4.7	15 Policy Areas – Boards and Commissions, State
Chart 4.8	Total Percentage Women Appointed – State Boards and Commissions (July 1998)
Table 4.9	Governor's Appointment of Women by Policy Area – State Boards and Commissions (July 1998)
Table 4.10	Comparison: 1988 and 1998 Women's Appointments Overall – State Boards and Commissions
Table 4.11	Comparison: 1988 and 1998 Women's Appointments by Governor, Assembly, and Senate – State Boards and Commissions
Table 4.12	Policy Areas Women Exceeded 40% – State Boards and Commissions (July 1998)
Table 4.13	Comparison: 1998 and 1988 Percentage of Women in Non-Traditional Policy Areas – State Boards and Commissions
Graph 4.14	Percentage of Men and Women on State Advisory and Regulatory Boards (July 1998)
Table 4.15	Total Number and Percentage of Women Appointments to State Advisory and Regulatory Boards by Governor, Senate, and Assembly (July 1998)
Table 5.1, 5.2	Counties and Cities Used for Stratified Sampling
Table 5.3	15 Policy Areas – Local Boards and Commissions (July 1998)
Chart 5.4	Percentage of Women to City Appointments (July 1998)
Table 5.5	Percentage of Women Appointed by City (July 1998)
Table 5.6, 5.7	Percentage of Women Appointees by City and Ethnicity (July 1998)
Table 5.8	Percentage of Women Appointed by Policy Area – Cities (July 1998)
Table 5.9	Number and Percentage of Women on Planning Boards and Commissions – Cities (July 1998)
Table 5.10	Number and Percentage of Women Appointed to County Seats (July 1998)
Graph 5.11	Parity Representation by Policy Area for Women – Counties (July 1998)
Table 5.12	Comparison: 1988 and 1998 Percentage of Increases for Women by Policy Areas (Non-Traditional) – Counties

Final Note

The California Coalition for Women's California Women's Appointment Project has initially addressed some of the needs identified in this report by developing an information website (www.appointwomen.ca.gov) to help women navigate the world of appointments. This same project has provided statewide training workshops and established task forces that helped to identify and recommend qualified women for top policy positions during the first months of the new administration.

However, more resources are required to expand the website to include a database sophisticated enough to be useful for state and local appointing authorities in finding interested and qualified applicants. More resources will be required to continue to coordinate the concept of task forces for top policy positions and to fund continuing training workshops and local coalition development activities. This project has initiated what could be a permanent system of support.

Information is power. The next steps must be the identification of sufficient funding and additional collaboration of public and private entities willing to work together to increase the pool of qualified women candidates while implementing strategies to increase girls' and women's knowledge of and access to appointed leadership opportunities.

"It is the lucky person who can say that what they do matters. Working in appointed office, whether it be part-time or full-time, voluntary or paid, one is given the opportunity to make a difference; to be involved in some of the most interesting and compelling issues of the day; to make a difference in the lives of individuals, families and (their) communities."

Kim Belshé, Former Director California Department of Health Services, 1998