
OLR Bill Analysis

sHB 6211

AN ACT CONCERNING GENDER AND RACIAL DIVERSITY ON CERTAIN STATE APPOINTIVE BOARDS, COMMISSIONS, COMMITTEES AND COUNCILS AND AN ONLINE SYSTEM FOR CONSIDERATION OF APPOINTMENTS WITHIN THE LEGISLATIVE DEPARTMENT.

SUMMARY

Beginning January 1, 2025, this bill requires appointing authorities, in cooperation with one another, to ensure that the appointed membership, except ex-officio members, of each state board, commission, committee, and council having members appointed by the governor or General Assembly members is qualified and reflects the state's gender and racial diversity according to the most recent U.S. Census Bureau Equal Employment Opportunity Tabulation (see BACKGROUND). (Under current law, appointing authorities must make a good faith effort to ensure this, to the extent possible, but without a specified point of reference.)

Specifically, beginning January 1, 2025, the bill requires appointing authorities to:

- consider each recommendation for appointing a member to any such board, commission, council, or other agency made by any community or other similar organization representing the interests of gender or racial diversity; and
- make a good faith effort to seek out individuals for these appointments that reflect this diversity.

It requires the Department of Administrative Services commissioner to develop public education and outreach strategies with these community or other similar organizations to increase awareness of, and recruit diverse applicants for, these appointments.

Under the bill, an appointing authority must submit data concerning a newly appointed member's gender and race at the time of appointment to the secretary of the state. It requires the secretary to develop and publish by January 1, 2022, and every four years thereafter, including on her office's website, a report regarding the composition of each state appointive board, commission, committee, or council. (Under current law, she must only receive and maintain membership composition reports submitted biennially to her as public records.)

The bill also requires the Office of Legislative Management executive director to create, maintain, and make accessible on the General Assembly's website a system through which an individual may electronically submit a name to be considered for appointment as a member to a board, commission, council, or other agency within the legislative department. The system must include information about each of these boards, commissions, councils, or other agencies and specify any requirements for membership on them.

EFFECTIVE DATE: October 1, 2021

BACKGROUND

U.S. Census Bureau Equal Employment Opportunity Tabulation

For more than five decades, the Equal Employment Opportunity Tabulations, based on the five-year American Community Survey dataset, have served as the primary external benchmark for comparing the race, ethnicity, and sex composition of an organization's internal workforce, and the analogous external labor market, within a specified geography and job category. They are also used by organizations to develop and update their affirmative action plans.

COMMITTEE ACTION

Government Administration and Elections Committee

Joint Favorable Substitute

Yea 14 Nay 5 (03/31/2021)