

Approved

FEB 26 1991
Gary Blumenthal
Date

MINUTES OF THE House COMMITTEE ON Governmental Organization

The meeting was called to order by Rep. Gary Blumenthal at _____
Chairperson

9:00 a.m./~~p.m.~~ on February 19, _____, 1991 in room 522-S of the Capitol.

All members were present except:

Committee staff present:

Carolyn Rampey, Research Dept.
Avis Swartzman, Revisor of Statutes
Nita Shively, Committee Secretary

Conferees appearing before the committee:

Rep. Joan Wagnon
Rep. Nancy Brown
Ana Riojas, Chairperson for KS State Advisory Committee for US Commission
on Civil Rights
Rep. Michael Tom Sawyer
Lori Class, Mayor's Commission on the Status of Women
Jo Ann Van Meter, Women's Agenda Coalition

Chair opened the meeting by calling attention to Fiscal Note 2159 which had been distributed earlier, (Attachment 1).

HB 2213 - AN ACT concerning appointments to certain state governmental bodies; relating to gender of appointees.

Rep. Wagnon appeared in support of HB 2213, written testimony was furnished, (Attachment 2). She gave a brief history of the bill and explained that it is similar to the bill passed in Iowa with one exception; on HB 2213 the language has been changed to make sure that the gender balance is reflective of the population being regulated. Rep. Wagnon pointed out that this bill passed the House last year, but ran out of time in the Senate.

Rep. Brown testified and presented written testimony, (Attachment 3). In her comments she cited the rich Kansas heritage regarding womens' endeavors and the need for our state to continue to be in the forefront on womens' issues. Discussion followed regarding the possibility of amending some of the wording in the bill.

Ana Riojas testified and presented written testimony, (Attachment 4), which included statistics showing the composition of the workforce as of 1985 and the projected workforce between 1985 and the year 2000. She noted the need to correct the lack of representation of women on boards and commissions dealing with policy. Discussion followed which called into question some of the data furnished; notably the figure on the projected white male workforce between 1985 and 2000 and whether there were originally any minorities in the last Kansas City, KS police cadet class.

Rep. Sawyer appeared in support of HB 2213, furnishing written testimony, Attachment 5). He stated there is a precedent for this legislation, pointing out that for years political parties adopted the position of equal members of each sex on committees.

Lori Class testified and presented written testimony, (Attachment 6), urging support for HB 2213. She stated that equality of representation is necessary, citing the lack of women judges as an example of that exclusion. Discussion followed and the question of whether appointment of judges is statutory or constitutional arose. Staff was requested to check on the process of selecting municipal judges.

CONTINUATION SHEET

MINUTES OF THE House COMMITTEE ON Governmental Organization,
room 522-S, Statehouse, at 9:00 a.m./~~p.m.~~^{XX} on February 19, 1991.

Jo Ann Van Meter appeared in support of HB 2213, (Attachment 7). Ms. Van Meter emphasized that without some kind of directive, gender and racially balanced appointments will not occur. She mentioned the good ole boy networking that takes place when attorneys are selected to act as judges pro tem. Ms. Van Meter answered questions and a brief discussion followed.

Chair requested that the subcommittee chairs give a short report. Representatives McClure, Hackler and Hamilton gave brief updates on the status of their respective subcommittees.

Chair drew attention to the necessity of scheduling 3 meetings a week due to the constraints of time and the number of bills.

Rep. Bowden made a motion to approve minutes for February 11 and February 12, 1991. Motion seconded by Rep. McClure, motion carried.

Meeting adjourned at 10:00 a.m.

STATE OF KANSAS



DIVISION OF THE BUDGET

Room 152-E
State Capitol Building
Topeka, Kansas 66612-1578

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FAX (913) 296-0231

JOAN FINNEY, GOVERNOR
Gary Stotts, Acting Director

February 15, 1991

The Honorable Gary Blumenthal, Chairperson
Committee on Governmental Organization
House of Representatives
Third Floor, Statehouse

Dear Representative Blumenthal:

SUBJECT: Fiscal Note for HB 2159 by Representative Empson

In accordance with KSA 75-3715a, the following fiscal note concerning HB 2159 is respectfully submitted to your committee.

HB 2159 amends KSA 74-2113 regarding the qualifications required to be appointed a trooper and the section prohibiting members of the patrol from accepting employment in addition to employment with the Patrol. KSA 74-2113 requires that no person shall be appointed a member of the Patrol unless that person is of good moral character. HB 2159 deletes this requirement. KSA 71-2113 prohibits any member of the Patrol from accepting any other employment (other than with the armed forces reserves or Kansas National Guard) while a member of the Patrol. The bill would remove the clause which currently prohibits other employment.

The bill could have a slight fiscal impact on the Kansas Highway Patrol. It is conceivable that, by allowing members of the Patrol to accept other employment, members may have increased job satisfaction and be less likely to resign. This could potentially lower training costs for the agency.

Sincerely,

Louis Chabira
Deputy Director

cc: Col. Bert Cantwell, Highway Patrol

*g.o. 2-19-91
attachment 1*

JOAN WAGNON

REPRESENTATIVE, FIFTY-FIFTH DISTRICT

1606 BOSWELL

TOPEKA, KANSAS 66604

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STATE CAPITOL, 272-W

TOPEKA, KANSAS 66612

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TOPEKA

HOUSE OF
REPRESENTATIVES

COMMITTEE ASSIGNMENTS

CHAIR: TAXATION

MEMBER: ECONOMIC DEVELOPMENT
FEDERAL & STATE AFFAIRS
LEGISLATIVE POST AUDIT

February 19, 1991

Testimony to Governmental Organization Committee
Re: HB 2213 Gender Balance Legislation

Until a gender balance policy is enacted in Kansas, women will continue to be underrepresented in decision-making in this state.

What is Gender Balance?

Legislation to require that appointments to boards, commissions, committees, councils or other statutorily created bodies reflect the gender composition of the group that board regulates.

A state gender balance law would require the governor or other appointing authorities to consider the gender composition of boards, commissions, committees, councils or other statutorily created bodies and make appointments in such a way as to reflect the gender composition of the group that board regulates. For example, if 30% of the barbers in the state are women, the Barber Board must have one woman as one of its three members.

Currently in Kansas, about 25% of appointed positions are filled by women, yet women represent 51% of the population.

A count of 191 boards from the 1989 list of state boards and commissions revealed the following.

66 boards (35%)	no women
18 boards (9%)	1-10% women
36 boards (19%)	11-25% women
40 boards (21%)	26-49% women
31 boards (16%)	50% or more women

In this last group, if you exclude regional library boards which are predominately female, only 12% had more than half its membership female.

Further, on the boards which have considerable power and influence, few women are appointed. The Civil Service Board has 0 women in 5 members; Kansas Inc. board has one female

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attachment 2*

member. Are women not interested in economic development?
Are women not a significant part of the state's workforce?

Despite the fact that the current governor has been appointing women in record numbers, a state policy is needed to guide future appointments, irrespective of who occupies the governor's office.

Where did this idea come from?

Two states already have Gender Balance laws--Iowa and North Dakota; Montana has a gender balance resolution. Minnesota, Ohio, New York and Kansas considered such legislation in their 1990 sessions.

Two national Women's Agenda conferences (Des Moines, 1988; Kansas City, 1989) have caused the idea to spread among mainstream women's groups; a local Women's Agenda conference in Topeka was the genesis for this legislation in 1989 and 1990.

Why is this legislation needed?

Gender balance legislation gives states an objective yardstick by which to measure their good intentions. While the number of women in elected office is rising, the number of women in appointive office is increasing at a much slower rate.

Even in states where gubernatorial appointments of women have been excellent, close examination reveals that women tend to be clustered in boards with small budgets and little influence, while men are usually appointed to those with more power and influence on state policy or to those with larger salaries for service.

A uniform gender balance policy will utilize the talents of women which are now being lost, and will result in state policy which will more closely reflect societal view.

The women of Kansas do not wish to take power away from men - only to share in it. The fabric of our society is enriched when public debate and discourse includes all its citizens, young to old, all races, men and women. Remember the lessons you learned from your mothers. Share. Share your cookies, share your toys, share the power and we will all share the burden of managing society.

TESTIMONY - HB 2213

HOUSE GOVERNMENT ORGANIZATION COMMITTEE

February 19, 1991

MR. CHAIRMAN AND MEMBERS OF THE HOUSE GOVERNMENT ORGANIZATION COMMITTEE. HOUSE BILL 2213 IS A BILL WHICH PASSED OUT OF THIS COMMITTEE LAST YEAR AND ALSO PASSED ON THE HOUSE FLOOR. IT IS KNOWN AS THE GENDER BALANCE BILL WHICH CAN BE SUMMARIZED VERY SIMPLY. IT STATES THAT APPOINTMENTS TO "BOARDS, COMMISSIONS, COMMITTEES, COUNCILS OR OTHER STATE GOVERNMENTAL BODIES, ESTABLISHED BY KANSAS STATUTE, SHOULD BE MADE IN SUCH A MANNER THAT THE GENDER AND RACE OF APPOINTIVE MEMBERS OF EACH SUCH BODY IS REPRESENTATIVE OF THE GENDER AND RACE OF PERSONS IN THE POPULATION SERVED BY SUCH BODY."

I WILL MAKE NO SECRET OR APOLOGIES FOR THE FACT THAT THIS IS A BILL ABOUT AND FOR MINORITIES. FOR IT SPEAKS TO WHAT MOST OF ALREADY KNOW. . . THAT WOMEN AND RACIAL MINORITIES ARE UNDER-REPRESENTED IN STATE BOARDS, COMMITTEES, COMMISSIONS, AND APPOINTED OFFICE.

g. O. - 2-19-91
attachment 3

I FIND THIS TO BE INTERESTING IN A STATE WITH A PROUD TRADITION OF RECOGNIZING THE CONTRIBUTIONS OF WOMEN AND MINORITIES TO KANSAS HISTORY. NOT A NATIVE KANSAN. HAVING LIVED HERE ONLY TEN YEARS. I WAS UNAWARE OF THE RICH HERITAGE MANY OF YOU CAN CLAIM THROUGH YOUR HISTORY UNTIL I DID SOME RESEARCH FOR THIS BILL. IT IS IMPRESSIVE TO NOTE. FOR EXAMPLE. THAT KANSAS IN 1912 WAS THE SEVENTH STATE TO GRANT VOTING RIGHTS TO WOMEN. EIGHT YEARS BEFORE THE EQUAL SUFFRAGE AMENDMENT WAS PASSED NATIONALLY. AND I RECALL. WHILE DOING SOME RESEARCH ON WOMEN. THAT LUCY LYTLE FROM TOPEKA WAS THE FIRST BLACK WOMEN TO BE ADMITTED TO THE PRACTICE OF LAW IN THE UNITED STATES. ALMOST A HUNDRED YEARS AGO.

CLOSER TO HOME. I BELIEVE THAT CONGRESSWOMAN JAN MEYERS FROM JOHNSON COUNTY WAS THE FIRST WOMAN ELECTED TO THE STATE SENATE AND. BELIEVE IT OR NOT. I WAS THE FIRST WOMEN STATE REPRESENTATIVE ELECTED FROM JOHNSON COUNTY. NOW WE HAVE FIVE FEMALE REPRESENTATIVES FROM JOHNSON COUNTY. A SIGNIFICANT INCREASE JUST IN THE LAST SEVEN YEARS. SINCE THERE HAVE BEEN SOME CHANGES. WHY DO I CONTINUE TO BE SUPPORTIVE OF A GENDER BALANCE BILL?

IT IS TRUE THAT WE ARE SEEING SOME CHANGES AND MORE WOMEN AND MINORITIES ARE ELECTED TO STATE OFFICE. BUT IT IS NOT AS TRUE ON BOARDS. COMMISSIONS. ETC. YES. KANSAS IS A STATE OF FIRSTS FOR WOMEN IN SOME AREAS. . . AND WE SHOULD BE AND RIGHTLY ARE PROUD OF OUR HERITAGE. YET IS IS JUST THIS HERITAGE THAT SPEAKS TO THE FACT THAT WE AS A STATE SHOULD STATUTORILY

*g. O. 2-19-90
attachment 3-2*

REFLECT OUR HISTORY AND TRADITION BY ADOPTING A STATE POLICY THAT CONTINUES ALONG THE PATH OF THE PAST. TOWARD THE FUTURE OF ACKNOWLEDGING THE CONTRIBUTIONS WOMEN AND MINORITIES HAVE MADE AND WILL CONTINUE TO MADE THROUGH THE PASSAGE OF HB 2213.

TRUE. GOVERNOR FINNEY HAS STATED THAT IT IS HER GOAL TO APPOINT MORE WOMEN AND MINORITIES TO VARIOUS BOARDS AND COMMITTEES. AND I COMMEND HER FOR DOING SO. YET I FEEL WE AS A STATE LEGISLATURE SHOULD ALSO ADOPT A POLICY. AND IT REALLY NOTHING MORE THAN A PERMISSIVE (NOT A MANDATORY) POLICY. WHICH MAKES A STATEMENT THAT WE THE KANSAS HOUSE OF REPRESENTATIVES SUPPORT THE POLICY THAT GENDER AND MINORITIES ARE IMPORTANT CONSIDERATIONS IN APPOINTMENTS TO ANY STATUTORILY DEFINED BODY.

YOUR SUPPORT OF HB 2213 WILL BE MOST APPRECIATED. I WOULD BE HAPPY TO ANSWER ANY QUESTIONS.

Nancy Brown

*g. O. 2-19-91
attachment 3-3*

TESTIMONY

before

COMMITTEE on GOVERNMENTAL ORGANIZATION

by: ANA RIOJAS
Chairperson for Kansas
State Advisory Committee for
US Commission on Civil Rights

February 19, 1991

The purpose for these remarks is to show support for House Bill 2213: An Act concerning appointments to certain state governmental bodies; relating to gender and race of appointees.

The total revenue for the State of Kansas, and this includes income tax, sales tax, personal property tax, and any other tax that provides income, amounted to approximately \$2.92 billion in 1990.

The workforce, as of 1985, that provided most of that revenue, according to the Kansas Research Report: Work Force Training: The Challenge for Kansas, by Kansas Inc. was as follows:

White Male	47%
White Female	36%
Minorities	17%
(incl. 8% female)	

This report also projected that between the years of 1985 and 2000 the workforce would comprise the following:

White male	15%
White Female	42%
Minorities	43%
(incl. 22% female)	

In view of such startling statistics, one would think that more women and minorities would have been appointed to boards, commissions, committees, councils or other state governmental bodies to help administer that money. Or at least to help develop policy that would be for the benefit of all the citizens of the State of Kansas. However, that is not the case.

It would appear that policies are being recommended by a few

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Attachment 4*

for the good of many.

As of 1986, the female workforce has increased to 44.6%. The minority community is likewise developing at a great rate. And still, there are very few women and minorities appointed to the bodies that create and recommend policies that affect all in Kansas. As a matter of fact, there are many committees and boards that consistently have these glaring absences of minorities and women.

In order to make a point to demonstrate how not having proper representation can affect educational institutions, and ultimately the welfare of Kansas, I would like to relate a personal experience to you.

As State Chair for the State Advisory Committee for the US Commission on Civil Rights, in March, 1990 a public hearing was convened at Washburn University for the purpose of investigating bigotry and violence on the college campuses in Kansas. A very high official of the University of Kansas, during his testimony, concurred that minority enrollment was down. When questioned if there was a real effort to enroll minority students, he tried to assure the panel that serious efforts were being made to stop the drain of minority students from the University of Kansas.

However, when this same official was questioned as to how many minorities were on the administrative staff and how many were on the faculty, he didn't seem to have an answer. Now, it is my experience when someone is to testify on a particular issue, particularly one from the world of academia, that that person would be well informed as to the subject matter. It is also my experience that when one is aware that they have not been as diligent as they purport to be, there is always a loss of memory or a simple "I don't know". In this case, the response was "I don't know".

The Kansas Board of Regents has nine members, two of whom are women and no Hispanics. Now I am sure that those on the Board of Regents are well intentioned, honest, God fearing people. I am not saying that they don't care or that they are deliberately discriminating regarding the minority youth. No, indeed. It is just that they have no idea what it is that they don't know because no one is there to point it out to them. Most people who are on the Board of Regents have the welfare of the youth at heart, but they don't realize what it is that they have to do in order to meet the needs of the minority youth.

When an institution, business, industry, or any type of organization such as the Boy Scouts, say they are serious about the recruitment of minorities, the first thing they have to do is to increase the awareness of the policy makers as to what has to be done to attract certain groups of

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people. And I can assure you that only others from that specific group will be able to advise you as to what has to be done in order to attract specific groups.

I am not accusing nor casting aspersions on the white male. After all, I am married to one and I don't wish to hurt his feelings. However, he will be the first one to admit that when we first became friends he could not understand why I spoke of discrimination, lack of job opportunities for minorities, lack of educational opportunities, etc. He was raised in Great Bend, KS where everyone went to school together and the basketball team was called "The Black Panthers".

But when he became involved in the employment business, he became aware that not everyone welcomes minorities with open arms. He has seen first hand those whom he dearly loves hurt so deeply by bigots. He now hears those slurs about "dumb Mexicans, wetbacks, and niggers". He has seen proud blacks, Mexicans, women, Asians, and others, who wish to do nothing but work. He has seen those who have struggled to maintain their dignity through honest labor. And he has seen many denied those opportunities.

He has been baffled because so many minorities are unable to obtain the job opportunities that would enhance not only their lives but the lives of others. He has seen minorities and women who could help lower the labor costs of products, through their work ethic, unable to do so because they lack the skills which the educational system failed to give them.

I am not saying that the educators deliberately withheld the education from them. I believe that it happened because those who know how to reach the minorities and women were not there to speak for them when policy was being created.

Another example I would like to cite is a police cadet class where I was the guest speaker several weeks ago. They were the finest group of 26 young men I had seen in a long time. They were full of life and enthusiasm for their chosen profession. I was there to speak to them about community relations. You see, this city has a very large group of minorities, approximately 25%. And all of these young men in the class were white.

I became quite concerned when I realized that these fine young white men were going to be the protectors of our community with one hand tied behind their back. You see, they didn't have any representatives from the minority community in their class, they would have no way of knowing how to deal with volatile situations in which their lives and the lives of others could be at stake. They wouldn't have anyone with them to advise them when a non-white was having fun and not dangerous or trying to provoke an

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3-

argument. They wouldn't have anyone to advise them when to be firm and when to "let it go". They wouldn't have any women that could help them relate to a victim of rape.

When I contacted City Hall, I was told that not many minorities or women had applied. I cannot speak for other minorities but I can speak for Hispanics, or at least, some of them.

Hispanics will not answer ads in newspapers, respond to radio ads, or any of the traditional methods used by the majority community when they wish to fill positions. Hispanics have to be shown that they are truly wanted before they will put their pride on the line. Whether you agree with this philosophy or not is irrelevant. This is the way it is. One must go into the neighborhoods to develop a familiarity before the Hispanics will believe that you are serious and you are not there to play a game with them.

Private industry such as Coca Cola, US Sprint, Ford Motor Co., or Coors Brewery have found that if they want to tap into the fastest growing segment of our community, they are going to have to have that group represented on their staff. When dollars are at stake in private industry, they will do whatever is necessary to increase their bottom line, which translates into dollars and cents which, in turn, means profit.

Since most companies are still not geared to recruit Hispanics, they have requested assistance from those who do know.

Now it seems reasonable to me that if private industry is smart enough to know that they have to have the community represented on their staff in order to reap the fruits, then the State of Kansas should be more than willing to ensure equal representation.

After all, presently more than fifty-six cents out of every dollar that Kansas receives is from women and minorities.

By the year 2000 eighty-five cents out of every dollar will be contributed by those who are sadly lacking representation in governmental organizations that deal with policy.

I feel that any institution, organization, public entity, or corporation that does not wish to have a more inclusive representation of the Community in their policy making bodies should be willing to do without the revenue produced by those not represented.

In other words, are you willing to give up 56% of the present revenue?

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Do you think that the Board of Regents would be willing to give up 56% of their revenue from the State of Kansas in order to continue their present policy?

Do you think that the State of Kansas can afford to ignore fifty-six percent of its talent?

Can the citizens of the State of Kansas afford to do without this precious talent?

And do you think the State of Kansas dares to ignore the projected 85% of the work force by the year 2000?

The State of Kansas is being debilitated by not tapping into the resources so long ignored. This practice is a luxury whose price cannot be met any longer. It will bankrupt the State of Kansas.

The bottom line is this, the day of the Boston Tea Party was long, long ago. If equal representation on these governmental organizations cannot be afforded to the entire community, then don't take their money. It is really very simple.

The time to act is now. Please support House Bill 2213.

Ana Riojas
Chairperson for Kansas
State Advisory Committee for the US Commission on Civil
Rights
8819 Long
Lenexa, KS 66215

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attachment 4-5
-5-



TOPEKA

HOUSE OF REPRESENTATIVES

HOUSE MAJORITY WHIP

MICHAEL TOM SAWYER
REPRESENTATIVE, NINETY-FIFTH DISTRICT
SEDGWICK COUNTY
1116 DAYTON STREET
WICHITA, KANSAS 67213
(316) 265-7096

STATE CAPITOL BLDG.
ROOM 180W
TOPEKA, KANSAS 66612
(913) 296-7682

COMMITTEE ASSIGNMENTS

CHAIRMAN: ELECTIONS
MEMBER: INSURANCE
SELECT COMMISSION ON
ETHICAL CONDUCT
SPECIAL CLAIMS AGAINST
THE STATE
SPECIAL COMMITTEE ON ASSESSMENT
AND TAXATION

TESTIMONY ON HB 2213

I strongly support HB 2213. It only makes sense that the boards representing various groups have the same make-up as those groups.

There is precedent for this type of law. For years the State of Kansas has required by statute that our political parties elect members of equal sex. Each precinct elects one man and one woman to the county party committee. Each county elects equal numbers of men and women to the district committee and each district elects twelve men and twelve women to the state committee.

In addition, the chairs and vice-chairs of each party committee is required to be of the opposite sex.

The state executive committees are made up of both a man and woman from each district and must include a representative from the party's Black Caucus.

Although these and all laws governing party structure were repealed last year, (due to a court ruling in California forbidding states from dictating party structure) the principle that gender and racial balance is important remains.

Apparently the legislature has felt that our political parties should be balanced. I think it is just as important, if not more important, that our state boards and commissions are balanced.

*g. o. 2-19-91
attachment 5*



**Mayor's Commission
on the
Status of Women**

2/19/91

TO: Committee on Governmental Organization

Rep. Gary Blumenthal, Chair

Rep. Robert Watson, Vice-Chair

Rep. Joan Hamilton

Rep. Lisa Benlon

Rep. Richard Lahti

Rep. Thomas Bishop

Rep. Barbara Lawrence

Rep. Rick Bowden

Rep. John McClure

Rep. Nancy Brown

Rep. Al Ramirez

Rep. Carol Dawson

Rep. Ellen Samuelson

Rep. Ruth Ann Hackler

Rep. Frank Weimer

FROM: The Mayor's Commission on the Status of Women (Topeka)

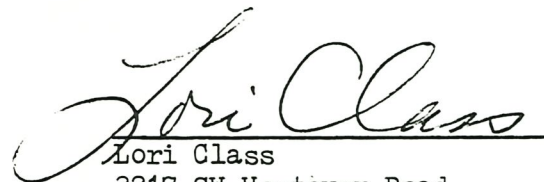
REGARDING: HB 2213

My name is Lori Class. As a former member of the Topeka Mayor's Commission on the Status of Women, I'm representing that agency to express its support of HB 2213. The Mayor's Commission on the Status of Women consists of 18 individuals appointed by the Mayor to investigate and advise him of any problems or issues concerning women and families, especially those having to do with discrimination.

House Bill 2213 is therefore of particular interest to the Mayor's Commission, not because it believes there has been deliberate intent to exclude women from governmental bodies but because appointments to these bodies do not reflect the essence of true democratic government which is equality of representation. There are presently no women district court judges in Shawnee County, for instance. And if one looks at membership lists of boards, commissions, and the judiciary, one immediately sees the small percentage of women in all but a few of them.

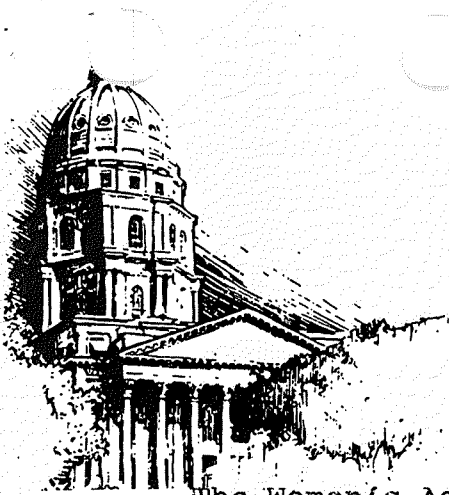
It would appear then that in order to rectify this inequity, it is highly appropriate that legislative steps be taken. HB 2213 could be one of those steps. We urge favorable action.

Thank you.


Lori Class

3217 SW Westover Road
Topeka, KS 66604

*J. O. 2-19-91
Attachment 6*



WOMEN'S AGENDA COALITION

February 19, 1990

The Women's Agenda Coalition speaks in strong support of H.B. 2213. Groups now underrepresented in appointed positions will create a pool of applicants who draw from a broad base of experience. The varied experiences which such applicants bring will enrich the ability of those making and implementing policy to make the difficult decisions which so greatly affect ~~by~~ the lives of Kansans.

There are a significant number of misconceptions which serve to bolster the status quo. Gender and racially balanced appointments to boards and commissions will not occur naturally. Appointments can be made only when one has access to those in authoritative and powerful positions. The majority of appointments are made from a pool of potential applicants with whom the person recommending or making the appointment is familiar. The pattern of the past has been that such applicants are those with whom one is familiar, persons who have similar characteristics to themselves. Therefore, persons dissimilar to the person recommending a person for an appointment or making the appointment are excluded.

This informal process of appointment is evident in the appointment of district court judges in Kansas. Practicing

attorneys act as judges pro tem when, for various reasons, the district court judges need assistance with the case load. The judge pro tem is frequently selected from former partners or attorneys with whom the judges had shared office space while practicing. These judges pro tem gain experience, credibility, and visibility which enables them to become viable candidates for appointments to the bench.

Recommendations for appointments to the bench are ultimately made to the Governor from a board of three attorneys and three public citizens. The attorneys are frequently middle aged caucasian men statistically select applicants to recommend who are very similar to themselves. The public sector of the recommendation board is comprised of two caucasian males and one caucasian woman in Shawnee County.

Many are well qualified to be appointed to the bench. Frequently, the qualifications of those recommended are so similar that the difference is of no significance. Therefore, the decision of who will be appointed to the bench is made on some other basis which is more probably than not the comfort of the person making the recommendations and appointments with the person. It is certainly easier to be more comfortable with those who are similar in characteristics such as gender, race, and background.

Many women and members of minority groups are well qualified for meaningful appointments to boards and commissions. The inclusion of such potential appointees will certainly not diminish the quality of those appointed to commissions and boards. As access to professional and graduate schools and to the world of

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attachment 7-2

business has been opened to people of color and to women over the past twenty-five years, many have taken advantage of opportunities. Women and members of other minority groups have advanced degrees and business experience which renders them well qualified to be appointed to boards and commissions of substance.

It is good public policy to take advantage of the wealth of experience members of minority groups and women offer to government. It is happening in other states such as Virginia and Texas and in cities such as Los Angeles as elected officials began to accept that a benefit exists in drawing from the varied experiences of all of its citizens. It is happening in Kansas as more women are being appointed to cabinet and other significant positions. H.B. 2213 will enhance the continuation of such acceptance and participation.

The Women's Agenda Coalition asks that this bill be passed in this committee as it is written and supports its adoption into the Laws of Kansas.

Jo Ann
Jo Ann Van Meter
Women's Agenda Coalition

*g.o. 2-19-91
attachment 7-3*