

Approved April 1, 1991  
Date

MINUTES OF THE Senate COMMITTEE ON Governmental Organization

The meeting was called to order by Senator Lana Oleen at  
Chairperson

1:35 ~~a.m.~~/p.m. on March 19, 1991 in room 531-N of the Capitol.

~~Members~~ members ~~were~~ present ~~at~~: Senators Oleen, Doyen, Francisco, Kanan, Moran, Strick and Vidricksen.

Committee staff present:

Julian Efird, Kansas Legislative Research Department  
Fred Carman, Revisor of Statutes  
Mary Allen, Committee Secretary

Conferees appearing before the committee:

Ruth Ann Hackler, House of Representatives  
Glen Yancey, Rehabilitation Services, Department of Social and Rehabilitation Services  
Rick Bowden, House of Representatives  
Joan Wagnon, House of Representatives  
Donna Umbarger, AAUW President  
Roger Lovett, Civil Rights Commission  
Kelly Kultala, National Organization for Women  
Eva Pereira, Kansas Advisory Committee Hispanic Affairs  
Kenda Bartlett, Concerned Women for America of Kansas  
Anne Kimmel, AAUW

The Senate Governmental Organization Committee was called to order at 1:35 p.m. by the Chairman, Senator Lana Oleen.

The Chairman called for testimony on HCR 5014.

House Concurrent Resolution 5014 - Developmental Disabilities Awareness Month.

Representative Ruth Ann Hackler, principal sponsor of HCR 5014, explained the resolution by noting that it designates March, 1991, as Developmental Disabilities Awareness Month in Kansas. Pointing out that there are 44,596 children and adults with developmental disabilities in Kansas, she stated that many of the severe disabilities occur during periods of development with most of the people affected by these disabilities having a prognosis of a lifetime of minimal change and often requiring a lifetime of assistance and of lessening of barriers in their lives. (Attachment 1)

Glen Yancey, Acting Commissioner of Rehabilitation Services for the Department of Social and Rehabilitation Services, appeared before the Committee in support of HCR 5014. Mr. Yancey said that there is a challenge today to change society's attitudes about people with disabilities for long standing prejudicial attitudes have separated and isolated people with disabilities from mainstream society. He stated that through resolutions such as HCR 5014, Kansas citizens and employers are urged to learn more about the contributions and abilities of people with disabilities and to re-examine their preconceived expectations. (Attachment 2)

Senator Vidricksen moved that HCR 5014 be recommended favorably for passage. Senator Strick seconded the motion. The motion carried.

Chairman Oleen opened the hearing on HB 2214.

House Bill 2214 - Chairperson of House committee on interstate cooperation.

Representative Rick Bowden spoke in support of HB 2214 and told the Committee that it would amend current law to allow the Speaker of the House of Representatives to designate a member of the House, who is a member of the same political party as the Speaker, to serve as a member and chairperson of the Committee on Interstate Cooperation. He noted that current law requires that the Speaker be the chairperson

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of the Committee when the House furnishes the chairperson. Representative Bowden pointed out that there is an undue burden on certain people in the Legislature by requirements that they, by virtue of their title, serve on many committees and bodies. He said that Speaker Barkis wants the authority, by passage of this bill, to appoint someone to represent him on this committee as President Burke has done in the Senate. In answer to a question, he stated that he believes that the Speaker intends to appoint Representative Theo Cribbs as chairperson of the committee.

The Chairman called for testimony on HB 2213.

House Bill 2213 - Gender balance in appointment to state boards.

Representative Joan Wagnon spoke in support of HB 2213 and observed that until a gender balance policy is enacted in Kansas, women will continue to be underrepresented in decision-making in this state. Noting that HB 2213 is not a quota bill but rather is a policy statement for the State of Kansas, she said that a state gender balance law would require the Governor or other appointed 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. She pointed out that currently in Kansas, about 25% of appointed positions are filled by women, yet women represent 51% of the population. Representative Wagnon told the Committee that two states, Iowa and North Dakota, have gender balance laws and Montana has a gender balance resolution. In closing she stated that the women of Kansas want to share in the burden of managing society. (Attachment 3) In answer to a question, Representative Wagnon said that there are no qualifications listed in HB 2213; however, qualifications for various positions and appointments are contained in the statutes. Chairman Oleen recalled that a gender balance bill introduced during the 1990 Legislative Session contained an amendment which addressed the subject of qualifications as a primary consideration in appointments. Representative Wagnon stated that she would have no problem if that qualification language were amended in to HB 2213.

The second conferee to speak in support of HB 2213 was Donna Umbarger, President of the American Association of University Women (AAUW) for the State of Kansas. Mrs. Umbarger stated that women, who represent 51% of the Kansas population, are under-represented on policy making state boards in Kansas for last year they were represented on less than 25% of state appointed boards and commissions and those boards have small budgets and little influence while men serve on boards with greater influence and power. She pointed out that a society in which half of its members are excluded from the process by which it rules itself will be governed in a manner which lacks a balanced viewpoint. In conclusion, Mrs. Umbarger said that legislation to require gender balance on all state boards, commissions, councils and committees will bring about state policy which reflects a more balanced perspective of societal needs and such legislation will increase the pool of talented women who are experienced in state government. (Attachment 4) She provided copies of a chart showing all the state boards and commissions based upon 1988 information and their composition by gender. (Attachment 5)

Roger Lovett, Chief Legal Counsel for the Kansas Civil Rights Commission, told the Committee that his remarks reflect his opinions but are based on his experience with the Commission. He stated that he feels that the Commission would wholeheartedly support the idea and the policy reflected in HB 2213; however, he urged the Committee to look at the bill to determine the following: (1.) What is meant by the word "served" in the bill when it refers to "the population served by such body"; and (2.) Should there be specific language in the bill concerning whether the representation should be proportional or symbolic. Questions from Committee members concerning board compositions with age, geographic balance, urban or rural interests and other concerns were discussed.

Kelly Kultala, National Organization for Women (NOW), told the Committee that NOW strongly supports HB 2213. She pointed out that the bill is only one of legislative intent for it does not mandate any policy or procedures for state governmental

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bodies and it only affects future appointments. She observed that passage of the bill will help to develop a pool of qualified candidates, not currently being considered, for at least 35% of state boards and commissions. (Attachment 6)

Eva Pereira, representing the Kansas Advisory Committee on Hispanic Affairs in the Department of Human Resources, also appeared in support of HB 2213. She pointed out that there are many qualified Hispanic men and women in virtually every type of Kansas business, vocation or profession, prepared to serve state governmental bodies. She stated that affording a greater opportunity for minority people to serve the state is an alternative that will bring a wealth of possibilities for all Kansans. (Attachment 7)

Kenda Bartlett, Legislative Liaison for Concerned Women for America, spoke in opposition to HB 2213. She noted that her concern on the bill is twofold. First, the bill is presented as a statement of intent, not a mandatory requirement, and, second, Kansans know the best person for a job is sometimes a woman. She pointed out that the people chosen by statute to make appointments to boards and commissions should not have their hands tied in making these selections and they should be free to pick the person best qualified to fill the position regardless of their gender. (Attachment 8)

Anne Kimmel, Legislative Chairman for the Kansas Division of AAUW, spoke in support of HB 2213. She noted that Kansas is falling behind in the role of women in government. She cited many examples of accomplishments of women in the United States and the world but observed that in Kansas, little has been done to encourage more women to become active in state government bodies. (Attachment 9) Ms. Kimmel provided the Committee with copies of a Resolution adopted January 26, 1991, by the Kansas Council of Women, supporting HB 2213. (Attachment 10)

Presenting written testimony in support of HB 2213 were: Jodie Van Meter, Women's Agenda Coalition (Attachment 11); Marilyn Greathouse, Regional Director, AAUW (Attachment 12); and Martha Scranton, President-Elect of the Kansas Division of AAUW (Attachment 13)

The meeting was adjourned by Chairman Oleen at 2:35 p.m.

GUEST LIST

COMMITTEE: SENATE GOVERNMENTAL ORGANIZATION

DATE March 19, 1991

NAME	COMPANY / ORGANIZATION	ADDRESS
Glen Yancey	SRS	Topeka
Anne Kimmel	AAVW	"
Kenda Sackett	Concerned Women <sup>of KS</sup> for America	Ft. Leavenworth
Roger Lovett	KCCR	Topeka
James Duest	KCAR	Lawrence/Topeka
Kelly Kotala	NOW	KCKS
Jean Wagner	Leg - House	Reg 272-10

TESTIMONY

before

The Senate Governmental Organization

by Conferee:

Representative Ruth Ann Hackler

HCR 5014 designates March 1991 as Developmental Disabilities Awareness Month in Kansas.

There are 44,596 children and adults with developmental disabilities in Kansas. Many of their severe disabilities occur during periods of development and most of these people have a prognosis of a lifetime of minimal change. Many of these people are in the Capitol Building today.

I am very close to a neighbor child, Jill, 11 years of age, whose activities are limited by a birth defect of spina bifida. In a few years since starting public school, she has moved from a wheelchair to crutches. She is very bright - friendly - outgoing - and with continued help from our public school's special education program, and her full-time para, Jill will grow up to be a productive citizen. Early intervention as well as a caring community have made this difference. Many people with severe disabilities are not so fortunate.

Notwithstanding severe disabilities these people like Jill, have capabilities, competencies and personal needs and preferences. These people and their families often require lifetime assistance and lessening of barriers in their lives.

As a caring community of legislators, we need to set people priorities; stabilize funding for community services; and increase opportunities for these people to improve their lives.

Join us by endorsing HCR 5014 to recognize the tremendous efforts of these people to make life choices.

*Senate Committee on Governmental Organization  
3-19-91  
Attachment 1*

Kansas Department of Social and Rehabilitation Services  
Testimony in Support of House Concurrent Resolution No. 5014

Ms. Chairperson and Committee Members:

"Together we must remove the physical barriers we have created and the social barriers we have accepted. For ours will never be a truly prosperous nation until all within it prosper."

These words were spoken by President George Bush last July when he signed the Americans with Disabilities Act, or ADA, into law. ADA prohibits discrimination on the basis of disability in employment, public accommodations, public transportation and telecommunications. It is a tremendous advance. Yet a real challenge remains: to change society's attitudes about people with disabilities. Long-standing prejudicial attitudes have separated and isolated people with disabilities from mainstream society. Changing these attitudes begins with each of us and the way we view people with disabilities.

Through resolutions such as HCR 5014, Kansas employers and citizens are urged to learn more about the contributions and abilities of people with disabilities, and to re-examine their pre-conceived expectations.

People with developmental disabilities, like the rest of us, want good relationships with family and friends, respect and dignity, opportunities to develop and use skills in real life, to contribute to their communities and to make choices about their future.

Through public education efforts such as this resolution, we can help insure that these goals are realized for our fellow Kansans who have developmental disabilities. I urge you to support this resolution.

Glen Yancey  
Acting Commissioner  
Rehabilitation Services  
Social and Rehabilitation Services  
296-3911  
March 19, 1991

*Senate Committee on Governmental Organization*  
3-19-91  
Attachment 2

**JOAN WAGNON**  
 REPRESENTATIVE, FIFTY-FIFTH DISTRICT  
 1606 BOSWELL  
 TOPEKA, KANSAS 66604  
 (913) 235-5881  
 OFFICE:  
 STATE CAPITOL, 272-W  
 TOPEKA, KANSAS 66612  
 (913) 296-7647



TOPEKA

HOUSE OF  
 REPRESENTATIVES

## COMMITTEE ASSIGNMENTS

CHAIR: TAXATION  
 MEMBER: ECONOMIC DEVELOPMENT  
 FEDERAL & STATE AFFAIRS  
 LEGISLATIVE POST AUDIT

March 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

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 Attachment 3

influence, few women are appointed. The Civil Service Board has 0 women in 5 members; Kansas Inc. board has one female 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.





AMERICAN  
ASSOCIATION OF  
UNIVERSITY  
WOMEN

I am Donna Umbarger, President of the American Association of University Women for the State of Kansas. I represent college graduates in fifty Kansas communities.

I am here to testify in support of HB2213.

I have traveled some distance from a busy business and office to address a continued inequity in state government. It seems almost ridiculous to be asking for equal representation on state boards and committees for **51%** of the population. I have to ask why it is necessary to pressure and plead for representation for over half the citizens of this state.

My case in point is this. Women are under-represented on policy making State boards!! As we testified last year, women were represented on less than 25% of state appointed boards and commissions. These boards should reflect the gender makeup of the groups regulated, so if a state board regulated a profession where 80% of the people were male, the board would be 80% men. If it were reversed, 80% of the people on that board would be women. In some cases state boards would reflect the general population which means 50% men and 50% women. This is the meaning of Gender Balance.

Of the 25% now appointed to state boards, women are clustered on boards with small budgets and little influence (social services, cultural and library boards) while men serve on boards with greater influence and power. These boards should also serve as training grounds for men and women in governmental service. An increase in opportunity to learn about state government thru governmental appointments would increase the likely pool of candidates for elective office.

As each of you have grown to maturity, you have been educated by women. Probably the most important or influential person in your life has been a woman.

Women are active and influential in all Kansas communities. They head Corporations, Chambers of Commerce and Economic Development Committees.

Women bring distinctive perspectives to public service since they are more likely to be sensitive to issues and decisions that affect women and children. They have been socialized differently because they frequently follow sex-segregated educational and career paths; because they have biological differences and because their collective histories are distinctly different from those of men. Thus, they may raise previously unaddressed questions, notice issues previously ignored, or see problems often not seen by men.

The talents of women are being underutilized, and Kansas currently suffers from a lack of balanced viewpoints.

A society in which half of its numbers are excluded from the process by which it rules itself, will be governed in a manner which lacks a balanced viewpoint.

*Senate Governmental Organization Committee  
3-19-91  
Attachment 4*

LEGISLATION TO REQUIRE A GENDER BALANCE ON ALL STATE BOARDS, COMMISSIONS, COUNCILS AND COMMITTEES WILL BRING ABOUT STATE POLICY WHICH REFLECTS A MORE BALANCED PERSPECTIVE OF SOCIETAL NEEDS. FURTHER, IT WILL INCREASE THE POOL OF TALENTED WOMEN WHO ARE EXPERIENCED IN STATE GOVERNMENT.



AMERICAN  
ASSOCIATION OF  
UNIVERSITY  
WOMEN

GENDER BALANCE DOES NOT MEAN REPLACING QUALIFIED MEN WITH UNQUALIFIED WOMEN! INCREASING THE RECRUITMENT OF WOMEN BOARDS AND COMMISSIONS WILL IN TURN INCREASE THE TOTAL NUMBER OF QUALIFIED PEOPLE IN THE AVAILABLE TALENT POOL. TO DENY WOMEN OPPORTUNITIES IS TO DENY THE STATE SOME OF ITS BEST RESOURCES. SO I ASK, "IF NOT THIS COMMITTEE WHO'S? IF NOT NOW WHEN?".

State Board Name	# Women	# Members	Percent
Abstractor Board Examinors	1	3	33.3
Accountancy	0	7	0.00
Adjutant General	0	24	0.00
Administration	1	11	9.09
Adult Care	3	7	42.86
Aging Advisory	6	14	42.86
Aging Dept.	1	1	100.00
Agriculture Labor Relations	0	2	0.00
Agriculture State Board	1	21	4.76
Alcohol - Drug Abuse	11	24	45.83
All Sports Hall Of Fame Board	0	7	0.00
Animal Health Board	0	7	0.00
Animal Health Dept.	0	3	0.00
Antiquities Comm.	1	5	20.00
Apprenticeship Council	0	11	0.00
Arkansas River Commission	0	3	0.00
Arkansas River Compact Admin	0	3	0.00
Arts Advisory Council	17	31	54.84
Arts Commission	10	12	83.33
Assesment Sales Ratio	0	3	0.00
Attorneys, Kansas Brd Disp.	1	15	6.67
Bank Commissioner	1	3	33.33
Banking Board	0	9	0.00
Barber Examiners Board	1	3	33.33
Behavioral Sciences Reg. Board	2	7	28.57
Bicentennial of US Consx, Comm. KS	7	23	30.43
Big Blue River Compact	0	3	0.00
Biological Survey	0	8	0.00
Building Advisory	0	8	0.00
Building Construction Joint Comm.	0	6	0.00
Capitol Area Plaza Authority	2	11	18.18
Capitol Dome Committee	1	6	16.67
Capitol Murals	1	6	16.67
Cntrl. Inter. Low Lvl. Radioact. Wa	0	2	0.00
Child Research Bureau	3	11	27.27
Child Support Committee	8	20	40.00
Children And Youth Advisory	8	17	47.06
Civil Rights	2	7	28.57
Civil Service Board	0	5	0.00
Citizens Utility Rate Payer	2	4	50.00
Coal Commission	0	13	0.00
Commerce KS Dept.	1	6	16.67
Community College Adv.	2	11	18.18
Conservation Comm.	0	8	0.00
Corn Comm.	0	10	0.00
Corporation Comm.	1	3	33.33
Correctional Ind. Adv.	1	14	7.14
Corrporate Farming, Sel. Comm.	3	9	33.33
Corrections Dept.	1	7	14.29
Corrections Ombudsman Board	5	10	50.00
Cosmetology Board	4	5	80.00
Court Reporters Board Examiner	0	5	0.00
Credit Union Council	1	7	14.29
Credit Union Dept.	0	1	0.00
Crime Prevention	4	15	26.67

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Crime Victims Reparation	1	3	33.33
Criminal Justice Coord. Council	1	6	16.67
Crippled Childrens advisory Comm.	2	5	40.00
Deaf and Hearing Impaired	3	7	42.86
Dealer Review Board	0	8	0.00
Delta Dental Plan Inc.	1	10	10.00
Dental Board	1	5	20.00
Development \ Finance	0	5	0.00
Developmental Disabilities Srvs.	6	13	46.15
Early Childhood Devl. Srvs. Council	2	7	28.57
Education Commission	2	6	33.33
Education, State Dept.	1	5	20.00
Eisenhower Centennial Comm.	3	5	60.00
Eisenhower Cent. Advisory Comm.	4	24	16.67
<del>Election Commissioners</del>	<del>4</del>	<del>4</del>	<del>100.00</del>
Emergency Medical Serv. Board	4	14	28.57
Emergency Responce Comm.	1	5	20.00
Employee Award Board	2	5	40.00
Employment Security Adv. Council	1	13	7.69
Employment Security Review Board	0	3	0.00
Employment training council	14	34	41.18
<del>Environment Adv. Comm.</del>	<del>4</del>	<del>7</del>	<del>57.14</del>
Film Commission	6	22	27.27
Fire Marshall	0	2	0.00
Geological Survey	3	12	25.00
Governor,s Cabinet	1	11	9.09
Governor"s Residence Advisory	0	6	0.00
Grain Advisory	0	6	0.00
Grain Sorghum	0	2	0.00
Hazard.Waste Disposal Facil.	0	5	0.00
Healing Arts Board	1	15	6.67
Health &Envionrment Adv.	3	13	23.08
Hearing Aids Examiners	2	5	40.00
Hiway Adv. Comm.	1	12	8.33
Hiway Patrol	0	2	0.00
Hispanic Affairs	3	7	42.86
Historic Sites Board Review	2	10	20.00
Historical Records Adv.	1	10	10.00
Historical Society	5	15	33.33
Human Resources Dept.	4	16	25.00
<del>Humanities Committee</del>	<del>4</del>	<del>5</del>	<del>80.00</del>
Indigents Defence Services	2	9	22.22
Independent Living Council	6	13	46.15
Information Systems Policy	0	3	0.00
Insurance, Office & Comm.	3	18	16.67
Interstate Cooperation Comm.	1	18	5.56
Interstate Oil Compact	0	1	0.00
Judicial Council	1	10	10.00
Judicial Qualifications Comm.	1	9	11.11
<del>Juvenile Offender Adv. Prog.</del>	<del>7</del>	<del>14</del>	<del>50.00</del>
<del>KS Advocacy/Protective Serv.</del>	<del>2</del>	<del>4</del>	<del>50.00</del>
KS Inc.	0	14	0.00
KS Technology Enterprise	3	15	20.00
Law Enforcement & Civil Def. Comm.	0	3	0.00
Law Enforcement Training Comm.	0	12	0.00
Legislative Administrative Serv.	0	1	0.00
Legislative Coordinating Council	0	7	0.00

Legislative Educational Planning	3	13	23.08
Legislative Post Audit Comm.	2	10	20.00
Legislative Research Dept.	0	3	0.00
<del>Libraries, Regional - Northeast</del>	<del>7</del>	<del>12</del>	<del>58.33</del>
Libraries, Regional - Northwest	6	8	75.00
Libraries, Regional - Northcentral	6	7	85.71
<del>Libraries, Regional - Southeast</del>	<del>14</del>	<del>14</del>	<del>100.00</del>
<del>Libraries, Regional - Southwest</del>	<del>6</del>	<del>6</del>	<del>100.00</del>
<del>Libraries, Regional - S. Central</del>	<del>12</del>	<del>12</del>	<del>100.00</del>
<del>Libraries, Regional - Central</del>	<del>11</del>	<del>11</del>	<del>100.00</del>
Library Adv. Comm.	4	9	44.44
Library Kansas State	3	7	42.86
<del>Library Network</del>	<del>5</del>	<del>10</del>	<del>50.00</del>
Lottery Kansas	5	13	38.46
Lottery Commission	1	5	20.00
Low-level Radioactive Waste Adv.	0	12	0.00
Medically Indigent/Homeless Comm.	2	9	22.22
Mental Health/Retardation Serv.	3	13	23.08
Midwest Nuclear Board	0	1	0.00
Military Adv. Board	0	10	0.00
Military Disability	1	5	20.00
Milk Adv. Comm.	0	5	0.00
Mined-Land Conservation & Recl.	0	13	0.00
Mortuary Arts	1	5	20.00
Natural & Scientific Areas Adv.	2	13	15.38
Non Profit Medical Services	0	2	0.00
<del>Nursing Board</del>	<del>8</del>	<del>11</del>	<del>72.73</del>
Nursing Scholarship Review Comm.	1	5	20.00
Oil & Gas Activities Adv. Comm.	0	1	0.00
Ombudsman for Corrections Office	0	4	0.00
Optometry Board & Examiners	1	4	25.00
Parole Board	1	4	25.00
<del>Pharmacy Board</del>	<del>4</del>	<del>5</del>	<del>80.00</del>
<del>Physical Therapy Exam. Comm.</del>	<del>4</del>	<del>6</del>	<del>66.67</del>
Podiatry Adv. Comm.	0	3	0.00
Poligraphist, KS Board	1	3	33.33
Pooled Money Investment Board	1	3	33.33
<del>Professional Practices Comm.</del>	<del>6</del>	<del>9</del>	<del>66.67</del>
Proprietary Schools Adv. Comm.	4	9	44.44
Public Broadcasting Comm.	1	6	16.67
Public Disclosure Comm.	1	5	20.00
Public employee Relations Board	1	5	20.00
Public Employee Retirement System	1	7	14.29
Racing Comm.	1	5	20.00
Real State Comm.	1	5	20.00
Records Board	0	4	0.00
Regents	1	9	11.11
Republican River Compact Adm.	0	1	0.00
Revenue	0	8	0.00
Revision of Statues	3	13	23.08
Rules & Regulations	1	4	25.00
Savings & Loan Board	0	5	0.00
Secretary of State Office	3	9	33.33
Securities Comm.	0	1	0.00
Social Rehab Serv. (SRS)	15	52	28.85
Soybean Comm.	0	8	0.00
<del>Special Education Adv. Council</del>	<del>4</del>	<del>8</del>	<del>50.00</del>

State Employees Health Care	0	3	0.00
State Fair Managers Board	1	16	6.2
Supreme Court Nominating Comm.	3	11	27.2
Tax Appeals Board	0	5	0.00
<del>Teaching and School Adm. Prof. Stds</del>	<del>9</del>	<del>18</del>	<del>50.00</del>
Technical Professions Board	1	9	11.11
Transportation Dept.	3	32	9.38
Travel & Tourism	2	19	10.53
Turnpike Authority	1	15	6.67
Uniform State Laws Adv. Comm.	0	7	0.00
Veterans Affairs Govs. Comm.	0	15	0.00
Veterans Affairs Comm.	0	5	0.00
Veterinary Medical Exam Board	0	5	0.00
<del>Vision Service Plan of Kansas</del>	<del>1</del>	<del>2</del>	<del>50.00</del>
Vocational Education Council	6	13	46.15
Washburn Univ. Board Regents	1	3	33.33
Water Authority	1	17	5.88
Water Office	0	3	0.00
Wheat Comm.	0	9	0.00
WSU Board Trustees	2	9	22.22
Wildlife Arts Council	1	5	20.00
Wildlife & Parks Comm.	1	7	14.29
Wildlife & Parks Dept.	0	9	0.00
SRS	0	0	0.00
Directors / Administration	0	0	0.00
Total	424	1705	24.87

2.7

193

SC Boards

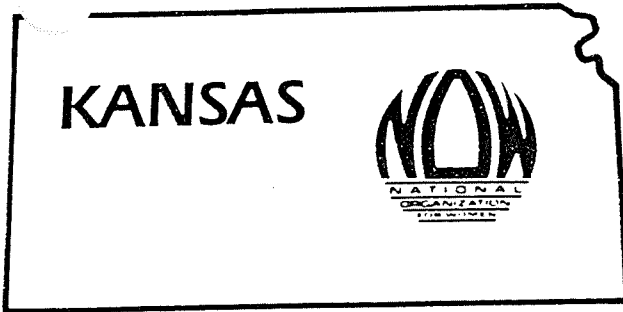
11

4.3

No. of Boards

23 Boards also in  
at: 5.7%

March 19, 1991



To: Senate Governmental Organization  
Committee  
From: Kelly Kultala - National Organization  
for Women  
Re: Support of H.B. 2213

The National Organization for Women strongly supports H.B. 2213. This bill would make it state policy to appoint persons to state boards and commissions in such a way that the gender and race of such persons would be representative of the population served by that board or commission.

This bill is only a legislative intent bill, it does not mandate any policy or procedures for state governmental bodies and it only affects future appointments. It does not require that unqualified people be appointed over qualified people. However, it will develop a pool of qualified candidates that are currently not being considered for at least 35% of state boards and commissions.

We urge you to pass this bill favorably and show the people of Kansas that you recognize the talents of all of its' citizens.

*Senate Governmental Organization Committee*  
*3-19-91*  
*Attachment 5*

# **KANSAS ADVISORY COMMITTEE ON HISPANIC AFFAIRS**

**1309 SW TOPEKA BOULEVARD, TOPEKA, KANSAS 66612, 913/296-3465**

## **TESTIMONY ON HOUSE BILL NO. 2213**

**by**

**Eva Pereira, Executive Director**

**before**

**Senate Committee on Governmental Organization**

Good afternoon. I am Eva Pereira, Executive Director of the Kansas Advisory Committee on Hispanic Affairs. May it please the Senate Committee on Governmental Organization that I appear on behalf of the Kansas Advisory Committee on Hispanic Affairs and in support of House Bill No. 2213.

The Kansas Advisory Committee on Hispanic Affairs assumes the position that the policy of the State of Kansas does not have to forego qualifications in the selection of appointments to state governmental bodies established by statute, including boards, commissions, committees, and councils. Indeed, qualifications need not be sacrificed for diversity.

There are many qualified Hispanic men and women, in virtually every type of Kansas business, vocation or profession, prepared to serve state governmental bodies. State policy will be advanced through utilization of diverse skills and talents of the Kansas Hispanic communities. Because of the multi-faceted problems in state government, all Kansas communities will benefit when diverse perspectives are employed. Affording a greater opportunity for minority people to serve the state is an alternative that will bring a wealth of possibilities for all Kansans.

The Kansas Advisory Committee on Hispanic Affairs will be happy to recommend qualified Hispanic people eager to assist state governmental bodies. We welcome the opportunity to serve the State of Kansas in this capacity. Thank you for your time and consideration.

*Senate Committee on Governmental Organization*

*3-19-91*

*Attachment 7*



CONCERNED WOMEN FOR AMERICA  
OF KANSAS  
P O BOX 6217  
KANSAS CITY, KS 66106-0217

Beverly LaHaye  
President

Beverly Tucker  
Area Representative

Dear Member of the House:

We are writing to ask you to oppose HB 2213, the Gender Balance bill. We have some concerns about this bill as did some members of the Governmental Organization Committee since it was recommended "pass as amended" by the narrowest of margins- a tie vote with the chairman breaking the tie.

Our concern about this bill is two-fold. First, the bill is presented as a statement of intent not a mandatory requirement. Yet the "should" in line 14 seems to be contradicted by the "shall be made" in line 18. The penalty clause in lines 27 and 28 further clouds this issue.

Secondly, we believe that Kansans know that the "best man for the job" is sometimes a woman. Look at the Governor's office. The state of Kansas spends hundreds of thousands of dollars to fund innumerable appointed boards, commissions, committees, etc. Those people chosen by statute to appoint these people should not have their hands tied in making these selections. They should be free to pick the person best qualified to fill the position regardless of their gender. It belittles the ability of women to imply that they need this kind of preferential treatment to gain appointment to these positions. We believe that women should stand or fall on their qualifications not their gender.

Thank you for your consideration of our concerns on HB 2213. We ask that you vote "NO" on this bill.

Sincerely,

*Kenda Bartlett*  
Kenda Bartlett  
Legislative Liaison

*Senate Committee on Governmental Organization*  
*3-19-91*  
*Attachment 8*

# The Wichita Eagle

Established 1872

Incorporating The Wichita Beacon

**Reid Ashe**  
Publisher

**Davis Merritt, Jr.**  
Editor

**Keith Murray**  
General Manager

**William R. Handy**  
Managing Editor

**George Neavoll**  
Editorial Page Editor

## EDITORIALS

# Tokens

## Talented women, minorities losers under House quota bill

If the Kansas House has its way, women and minorities appointed to state boards and commissions would carry the burden of doubt that they got their posts based on competency, rather than race or gender.

In an example of affirmative action gone amuck, the House last week passed legislation requiring that the membership of state boards mirror the population the agency serves. If, for example, half of the state's barbers were female, half of the barber oversight board would be women.

It also would mean that where the gender makeup of the constituency group was uncertain, the assumption would be equal representation by men and women. In other words, half of the members of the Board of Regents would have to be female.

This is a pure quota bill. It should offend every Kansan concerned with promoting truly talented women and racial minorities to high state positions.

The real victims of this measure aren't white men, but competent women and racial minorities whose abilities would be immediately suspect once named to a state board. The major factor in their appointment might not be professional or personal accomplishment, but hitting a numerical target. They would carry the stigma that the only way they could have won a state post was through an accident of birth.

Actually, the bill could undermine the advancement of outstanding women and

minorities in state government. Competent members of those groups would quickly recognize that they are not necessarily being rewarded for their abilities. They would resent being tokens. State offices then would be seen as the province of bumbling, but "politically correct" activists.

The Legislature's goal should be to fill state boards with people who can make decisions that are in the best interests of all Kansans, regardless of race or gender. Instead, this bill puts pressure on board members to act according to their sex or skin color. Each issue facing a board then becomes a struggle over race and gender.

The proposal also offends basic principles of equality. It tells thousands of Kansans that they can't join a state board because they are the "wrong" race or gender. The end result is less public respect for state government; state agencies come to be seen as dominated by people whose only "qualification" is their race or gender.

There is no question that Kansas needs to expand its talent pool by bringing in more women and racial minorities. The way to do it is to encourage those making state appointments — primarily the governor and legislative leaders — to seek people of quality from all groups in Kansas.

The Senate should put the House's quota bill to a swift and merciless death. Discrimination is wrong — and equality isn't the same thing as a numbers game.



AMERICAN ASSOCIATION  
OF UNIVERSITY WOMEN  
KANSAS DIVISION

Anne Kimmel  
Public Policy Chairman

I appreciate the opportunity to testify in support of House Bill #2213 relating to gender balance of appointees to certain state government bodies.

Fifteen years ago when I came to Kansas, I was very impressed with the number of women in your legislature and the fact that Kansas had passed the ERA amendment.

Now, however, I feel little progress has been made. Our numbers have not increased substantially, only 25%. However, we continue to have women better prepared to not only deal with the role of home-maker, but in many professions, careers, & occupations. The contributions to their communities, while serving in various capacities is noteworthy. Many of the innovative programs come from women who like the pioneer woman who first came to Kansas were very frugal and learned to improvise and survive in spite of many hardships.

Kansas is falling behind in the role of women in government. In checking with our national association, they indicate that Iowa and North Dakota already have Gender Balance laws and Montana has a gender balance resolution. Four other states worked on this legislation last year.

In order to have more women active in government, we need more opportunities and I, therefore, urge you to support this bill.

During this same period of time, progress has been made in other governmental positions: Senator Nancy Landon Kassebaum, Sandra Day O'Connor, a Supreme Court Judge and a woman became the candidate for the office of Vice-President of the United States. Also, Kansas elected its first woman governor.

It is interesting to note that equal opportunities have been available to women in many other careers and professions. Since 1927, the motion picture academy awards have been presented equally to women and men--also the Emmy Awards from the Academy of Television Arts and Sciences. Women are co-anchors on the major networks. Many women have been successful authors including one here in Topeka, Harriet Lerner whose book has been on the best seller list.

Mother Teresa of Calcutta was awarded the Noble Prize for Peace. Margaret Mead, a noted anthropologist published her original research. Around the world, women have been allowed to rise to positions of authority: Margaret Thatcher, Mrs. Aquino, the President of Iceland, and Mrs. Ghandi of India.

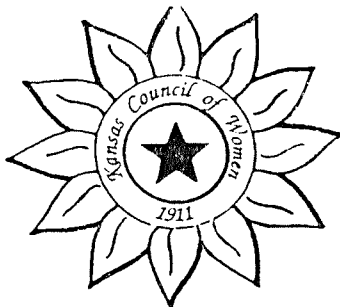
Here, in Kansas, we have done nothing to encourage more women to become active in the state government bodies.

"Do we want to lose our well qualified women to opportunities available elsewhere?" I urge you to support this bill.

*Senate Governmental Organization Committee*

March 19, 1991

*Attachment 9*



## Kansas Council Of Women

RESOLUTION  
IN ANNUAL SESSION ADOPTED BY THE KANSAS COUNCIL OF WOMEN  
JANUARY 26, 1991

WHEREAS:

House Bill #2213 supporting gender balance on all State Boards, councils and committees, has been introduced to the Kansas Legislature, and

WHEREAS:

The Kansas Council of Women, representing 30 state-wide predominantly women's organizations with a membership totaling nearly 500,000, concurs that the talents of women are being underutilized, and Kansas currently suffers from gender imbalance in representation in such areas

THEREFORE, BE IT RESOLVED:

That the Kansas Council of Women show written support of the gender balance legislation (H.B. #2213) and instruct the KCW Secretary to send letters to the appropriate Kansas Legislative leadership urging their support of gender balance legislation, and

FURTHERMORE, BE IT RESOLVED:

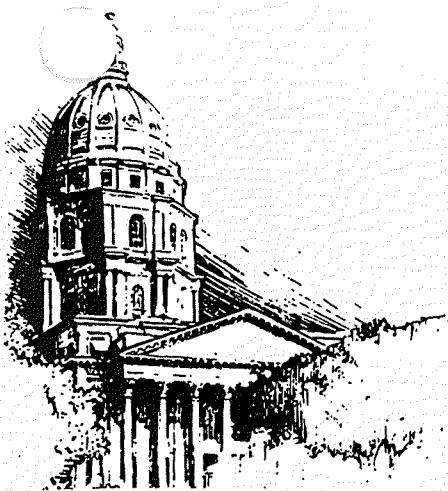
That each of the member organizations of Kansas Council of Women be urged to show their support of gender balance legislation through writing immediately to their appropriate legislators asking for passage of H.B. #2213 to bring a better balance of gender representation on State Boards and policy-making committees and councils, and

FURTHER, BE IT RESOLVED:

That a copy of this resolution be sent to the president of each member organization for their immediate consideration.

It is instructed to the Kansas Council of Women Secretary that this resolution shall be spread upon the minutes of the January 26th, 1991 Annual Session, and its adoption be duly noted.

*Senate Committee on Governmental Organization*  
3-19-91  
Attachment 10



# WOMEN'S AGENDA COALITION

March 19, 1990

The members of the Women's Agenda Coalition support the passage of H.B. 2213.

There are many qualified applicants for positions to the various boards, commissions, committees, councils and other state governmental bodies to which the governor makes appointments. People of color and women have graduated from professional schools and higher level education and gained sufficient knowledge and experience to qualify them in great numbers to be appointed to various positions.

The greater impediment to appointment is access. Because so many candidates are similarly qualified, recommendations for appointments and appointments are made through the access of friendship and relationships developed through work and various events in which those with access to power and authority participate. This networking promotes those who are similar to those who already have access to positions of authority and power.

H.B. 2213 provides access to appointments by establishing a balance of appointees which represents the populations served by the boards and commissions.

The representation of people of color and of women on boards and commissions will broaden the base of knowledge and experience on which decisions are made. The residents of the state will be well served by this enhanced base of knowledge and experience as increasingly difficult questions arise about how to allocate the finite resources of the state and to implement the programs funded by the state.

The passage of H.B. 2213 will further enhance the known pool of accessible and qualified applicants, assisting the Governor in appointing qualified applicants in a manner which fully represents Kansas residents.

Jodie Van Meter

225 West 12th ■ Topeka, Kansas 66612 ■ 913-233-1750

*Senate Governmental Organization Committee*  
3-19-91  
Attachment 11

TESTIMONY TO THE SENATE GOVERNMENTAL ORGANIZATION COMMITTEE  
HB 2218 GENDER BALANCE LEGISLATION

From: Marilyn R. Greathouse, 565 Valley Dr., Colby, Ks.  
67701 913-462-6194.

Chairperson Oleen, Vice Chairperson Bogina; Members of  
the committee.

I regret that I could not appear before you in person  
today but the 320 miles from Colby to Topeka and a busy  
schedule prevented me from making the trip.

I am Marilyn R. Greathouse, Regional Director for the  
American Association of University Women. In that capacity  
I serve the five states of Kansas, Missouri, Arkansas,  
Oklahoma and Texas and sit on the AAUW National Board of  
Directors. Our headquarters are in Washington, D.C. In  
1985-87 I had the privilege of serving as the Kansas AAUW  
president.

AAUW has been interested in the Gender Balance  
legislation from day one. Two national Women's Agenda  
conferences, one of which took place in Kansas City in 1989,  
have caused the idea to be championed by mainstream women's  
groups. AAUW members have been instrumental in helping to  
organize and support the Women's Agenda. Gender Balance is  
included in that agenda.

Gender Balance legislation gives states and objective  
yardstick by which they may measure their good intentions.  
Women are 52% of the population but yet completely  
underutilized when it comes to being appointed to committees

*Senate Governmental Organization Committee*

*3-19-91*

*Attachment 12*

and boards where their expertise could be used. It certainly is not that women have no interest in helping to govern. They want to use their energies to help our society. We are not interested in "taking over" as sometimes seems to be the fear. We do feel that the opportunities to serve could be shared in a more equitable manner. Since we are the majority of the population should we not have a proportionate say in what happens in our state by being given the opportunity to help develop and make the decisions that affect us?

This bill would simply require that boards and committees created by state statute reflect the gender composition of the group they regulate. For example, if 30 percent of the barbers in Kansas are women, then 30 percent or one member of the three-person board of Barber Examiners must be a female.

Presently women make up only 25% of the 424 state boards. Women tend to be appointed to less powerful boards, mostly advisory in nature while it appears that men are appointed to the more powerful, decision-making boards.

The argument sometimes heard, that no qualified women are out there to appoint, is simply not true. AAUW has branches in 50 Kansas communities with 2200 members all of whom must have at least a bachelor's degree from an accredited institution of higher learning- a requirement for membership. Many have advanced degrees. They are found in all professions. I was elected to the local school board and make decisions that affect over 1200 students plus staff,

facilities and a \$4 million+ budget. Someone thought I was qualified.

A study done by the CENTER FOR THE AMERICAN WOMAN AND POLITICS of Rutgers University tells us that: "Appointed officials, whether men or women, came to their posts with similar managerial or professional credentials. The only noteworthy difference was that, at the state level, women were more likely than men to have worked most recently as attorneys, college administrators, or professors. Since women are increasingly obtaining the professional and managerial credentials seen as essential for appointment to office, we can expect to see growing numbers of 'qualified women' available for consideration when high-level appointments are being made in the future."

Two thirds of the women in our country will be employed by the year 2000 with all types of skills. To be fair to Kansas it would seem that we would want to utilize the strengths, talents, expertise and energies of all our population to see that Kansas survives and remains a state of which we can all continue to be proud.

In the same study mentioned previously, it is stated that; "Women's presence as officeholders is altering public life. Regardless of whether women serve in municipal, county, state, or federal offices, whether they are elected or appointed officials, whether they are Democrats or Republicans, they bring different perspectives to the public agenda."

We urge you look favorably upon this bill which would insure that a more equitable number of our qualified and able Kansas citizens might be appointed to positions in which they could share their expertise.





AMERICAN ASSOCIATION  
OF UNIVERSITY WOMEN  
KANSAS STATE DIVISION

To: Members of Governmental Organization Committee  
Re: Statement in support of Gender Balance Legislation

Gender balance legislation would require that appointments to boards, commissions, committees, councils, or other statutorily created bodies reflect the gender composition of the group that board regulates or represents.

The legislation would require the governor or appointing authorities to consider the gender composition of boards, etc. when making appointments. The appointments should reflect the gender composition of the group that board represents. If a board represents a group having a membership composed of 25% women - the four member board should include at least one woman. A board representing the entire population of the state should consist evenly of men and women since women represent 51% of the population.

I agree with Joan Wagnon who states "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.

Appointments to boards, committees, commissions, councils, or other statutorily created bodies should be given to people most qualified for the position. We can help you identify women fully qualified to hold such positions. Women are eager and able to serve the state. They have not been utilized in the past. Gender Balance legislation should insure women an equal opportunity to such appointments.

From: Martha Scranton  
President-elect Kansas Division  
American Association of University Women  
P.O. Box 105, Larned, Kansas 67550

To: Ann Kimmel, Topeka

*Please call her at 273-2823*

*Senate Governmental Organization Committee*

*3-19-91*

*Attachment 13*