

**Women in Leadership:
A Countywide Snapshot of Gender Representation on
Appointed Boards and Commissions**



Commission for Women Members:

1st District: Laura Burton Capps (Chair), Gina Fischer, Victoria Juarez

2nd District: Suzanne Peck, Gail Teton-Landis, Sigrid Wright

3rd District: Tracy Beard, Fran Clow (Vice Chair), Deborah Dawicki

4th District: Martha Hight, Cindy Litzinger

5th District: Gayle Pratt

Mission Statement:

The Commission for Women promotes the well-being of women in Santa Barbara County. The Commission will advise the Board on critical areas affecting women, especially women who have the greatest need. To accomplish this purpose, the Commission may collaborate with other commissions and community groups; facilitate, recognize, and recommend programs; gather and disseminate information, hold public hearings, advise the board, and take other action to accomplish its purpose.

Executive Summary:

Background on this project: A primary goal of the Commission for Women is to support and foster female leadership throughout Santa Barbara County. Inspired by the Orfalea Foundation's *Not Yet Equal: A Snapshot of Women in Santa Barbara County 2014*, and after much discussion, the Commission decided that a constructive approach to achieving this goal would be to perform an analysis of gender representation on boards and commissions throughout the county.

Why do an analysis? The reasons for this are fivefold:

- Having a sense of the total number of women and men as well as the number of vacancies on each board and commission is a necessary first step to doing a more effective job of achieving gender representation.
- An analysis would provide the Board of Supervisors, whom the Commission advises, with a review of how women's voices are included in our civic dialogue.
- Boards and commissions offer important avenues for the public to have access to the governance process and often function in an advisory capacity to elected officials.

- Appointments to boards and commissions are one way for citizens to voluntarily engage in public service, and can often serve as a springboard to positions of greater leadership, including career advancement, elected office, and a stronger professional network.
- Constantly, there are vacancies on boards and commissions. Armed with this data, these vacancies, in the view of the Commission, represent an opportunity to achieve more equal gender representation.

Scope: In May of 2014 and updated in January of 2015, data was gathered from a total of 103 boards and commission from the County of Santa Barbara as well as from the following municipalities: Buellton, Carpinteria, Goleta, Santa Barbara, Solvang, Lompoc and Santa Maria. Of the 103 total boards and commissions reviewed, there were a combined total of 748 positions to be filled by appointment. The city of Guadalupe is not included in this report because the city does not make any appointments to citizen boards and commissions at this time

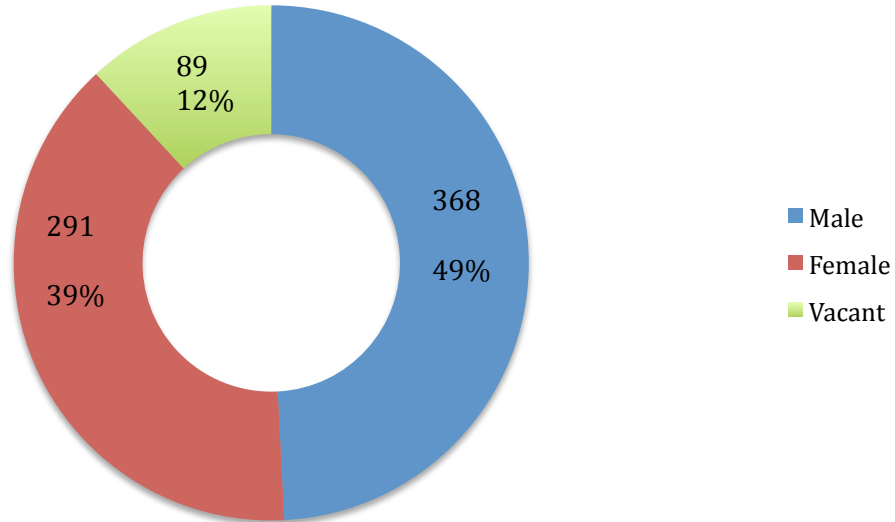
Just a snapshot: As detailed below, there are two major limitations to this analysis 1) there is constant turnover in appointments yet data is not updated uniformly, so the quality of the data is dependent upon the records on file in each clerk's office and the accuracy of website information 2) individuals are not required to self-identify their gender in order to serve on a board or commission, thus assumptions were made in the data gathering process.

The findings: Overall, women make up approximately 39% of appointees, men represent 49%, and 12% are vacant. For county appointments, women represent 33%, men represent 51% and 16% are vacant. In each of the cities, women make up between 20-67% of municipal appointments: Buellton = 20% women, Carpinteria = 45% women, Goleta = 24% women, Santa Barbara = 40% women, Solvang = 67% women, Lompoc = 41% women and Santa Maria = 49% women. Women are more likely to serve on boards and commissions that cover topics in the Arts & Humanities and Health & Human Services categories.

Goal: The reason for this snapshot is to provide constructive information to those who make appointments. The Commission for Women strives to be a resource both by producing this analysis and the way in which it might be utilized.

Thank you: The Commission would like to especially thank the following public service staff: Chelsea Lenzi, County Clerk of the Board; Deborah Applegate, Deputy City Clerk, City of Santa Barbara; and Fidela Garcia, City Clerk, City of Carpinteria.

CFW Review of 748 Appointed Seats



Project Goal:

The Commission for Women seeks to analyze the gender composition of appointees to boards and commissions in Santa Barbara County.

Project Description:

This project looked at the gender composition of 103 total boards and commissions* of the County of Santa Barbara and all municipalities within the county. The data examined included board and commission appointments where the responsibility and discretion of the individual appointment resides primarily with the elected officials who make up the Board of Supervisors and the various City Councils within the county. Decisions on appointments are made by the Board of Supervisors, City Councils and other interested parties. Some appointments are made at the discretion of only one supervisor, and some boards include appointments made by both the Board of Supervisors and City Councils. All boards and commissions reviewed for this project have a designated and open public process to recruit, apply, and select appointees. Initial data was collected in May of 2014 and updated in January of 2015. (*See Appendix A for a full list of boards & commissions).

Data Analysis:

For the purpose of this study, the Commission for Women examined the rosters of 103 total boards and commissions throughout the county. The individuals appointed to these 103 boards and commissions were selected by elected members of the Santa Barbara County Board of Supervisors and municipal representatives elected to the various City Councils within the Santa Barbara County. Membership requirements for each board and commission are designated by state or local statute, or bylaws for each board and commission.

Analysis of the data identified the number of women, men and vacant seats on the 103 boards and commissions included in the study.

In an effort to collect the most current, up-to-date information, outreach by phone and email to the office of the county Clerk of the Board and the City Clerks offices in each city was performed. Data obtained from the Clerk of the Board and City Clerks office was also cross-referenced with a web review of each board and commission. The quality of the data is dependent upon the records on file in each clerk's office and the accuracy of website information. An effort was made to identify vacant seats on the boards and commissions. The data in this report was updated in early 2015 in order to attempt to capture data as accurate as possible. The city of Guadalupe is not included in this report because the city does not make any appointments to citizen boards and commissions at this time.

For analysis purposes, the boards and commissions were grouped into four categories including **Health and Human Services, Land Use Planning, Arts & Humanities, and Other.**

Health and Human Services identifies those boards and commissions that have a nexus to funding or regulation of physical or mental health care. Examples of boards and commission with this designation include the Alcohol and Drug Advisory Board; Community Development Block Grant advisory bodies; Human Services Commission; Mental Health Commission; and Mosquito and Vector Control Board, among others.

The Land Use Planning designation denotes those boards and commissions whose purview includes the systemic evaluation and assessment of potential land disposition and utilization options from a regional, urban, economic, social, neighborhood, community or any defined district perspective. Examples of board and commissions with this designation include Agriculture Advisory Commission; Architectural Board of Review; Building and Fire Code Board; Historic Landmarks Commission; regional Planning Advisory Committees; Parks & Recreation Commission; Sign Committees; Transportation Committees; and Tree Advisory groups.

The Arts and Humanities designation encompass those boards and commissions that focus on human culture including language, literature, philosophy, religion, and visual

and performing arts. Examples include Arts Advisory commissions; Library boards; and Sister Cities groups.

The final grouping designation used in this analysis is Other. Boards and Commissions grouped in the Other category include those with a quasi-regulatory mission or with a scope that is more broad than any of the other designations. Examples from the Other designation include Cemetery District boards; Airport commissions; Harbor commission; and Youth councils.

Limitations:

This section will discuss the limitations that could have an impact on the quality of this study of the gender representation on boards and commissions throughout the County.

Limitation 1: Accuracy of Data & Appointment of Alternates- The data obtained for this study was originally gathered in April and May 2014 from the county Clerk of the Board and City Clerks offices. Challenges exist within these offices and within the data collection process that may compromise the accuracy of the data. In January 2015 the data was updated by an extensive website review of posted roster information. There may be vacancies and changes to the current appointments on any board or commission not reflected in the data obtained. Some boards and commissions allow for alternates to be appointed in case a voting member is not able to participate. Only full voting members were quantified for this study.

Limitation 2: Gender Determination-The applications used by the County and participating cities do not include a box related to gender. Potential board and commission candidates are not required to self-identify their gender in order to serve on a board or commission. For the purpose of this study, gender was determined through gender assumption based on the first name of the appointee. For gender ambiguous first names a web-based search of the individuals' full name plus any other personal information on file with the government agency was employed to identify more specific details in order to assign gender. Some of the information used included captioned photographs identifying the individual, or being identified as "he" or "she" and/or "Mr." or "Mrs." in public materials including newspaper articles, organization newsletters and minutes from the board or commission where that the individual serves.

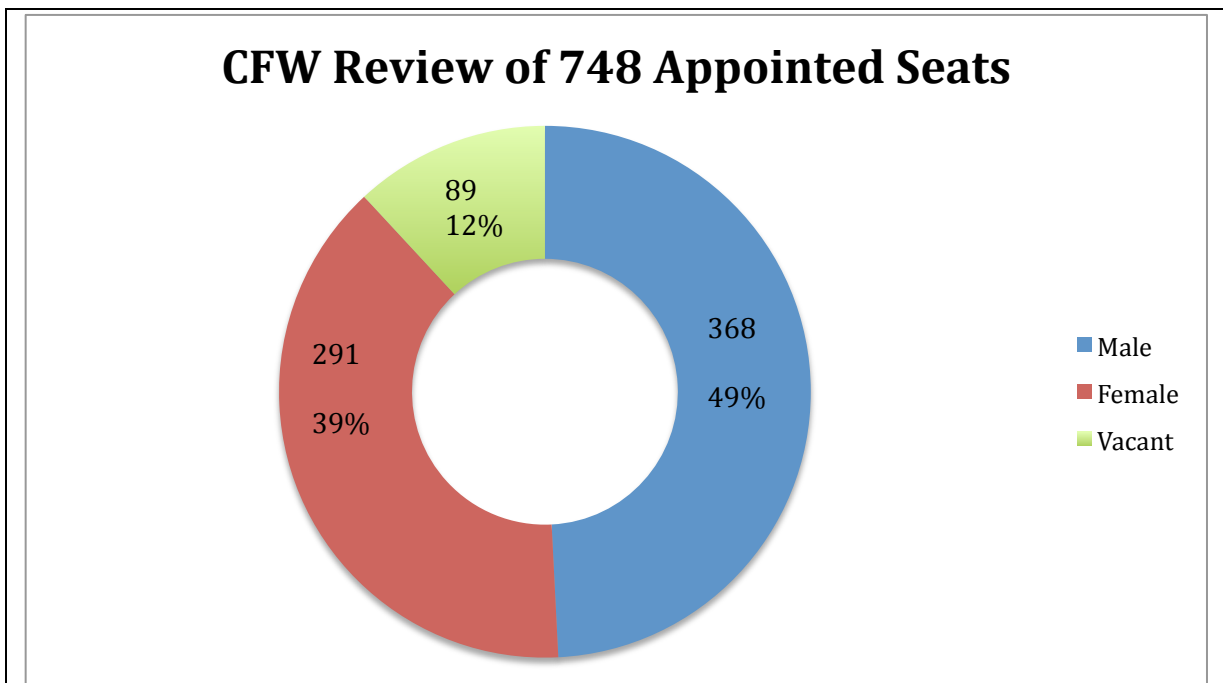
Findings:

Of the 103 total boards and commissions reviewed, there were a combined total of 748 positions to be filled by appointment. Women held 291 of those 748 positions for a 39%

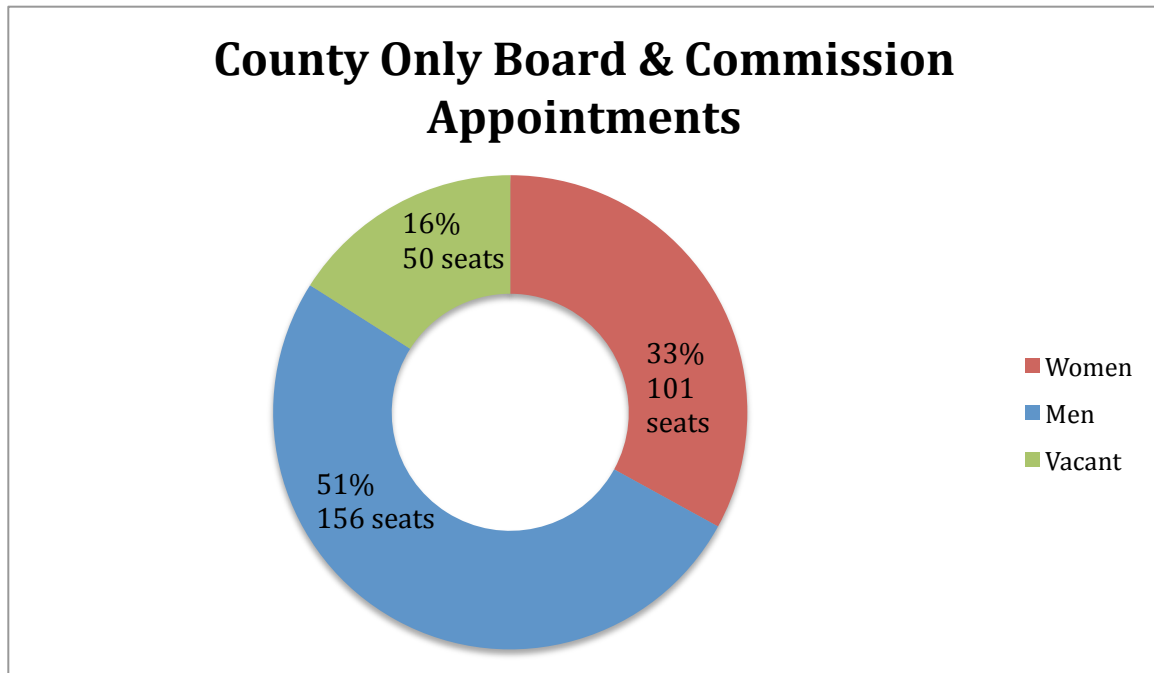
total. For the remainder of the seats, 368 or 49% were occupied by men, and 89 or 12% were vacant. Women are more heavily represented on boards and commissions in the Arts & Humanities and Health & Human Services areas.

When isolating a portion of the data and only analyzing the County board and commission data there are 35 total boards and commissions with 307 seats to be filled by appointment. Women held 101 or 33% of those seats, men occupied 156 seats or 51%, and there were approximately 50 vacancies accounting for around 16%.

Outcome 1: Women represent 39% of total appointees throughout Santa Barbara County including the cities of Buellton, Carpinteria, Goleta Santa Barbara, Santa Maria and Solvang.

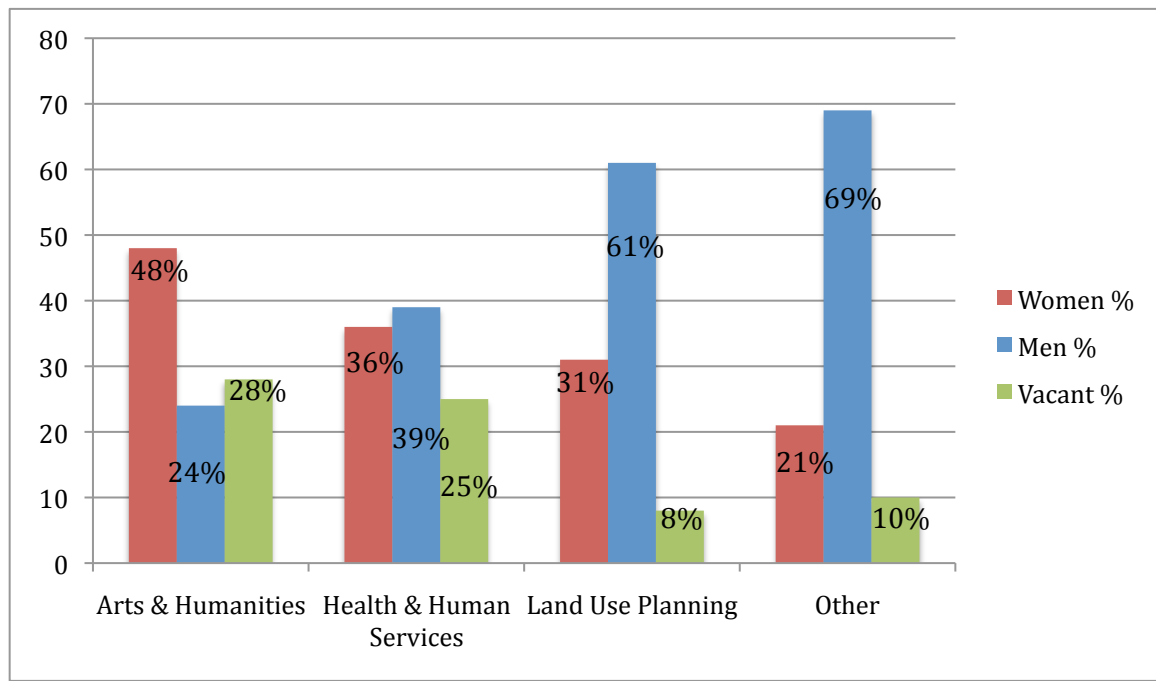


Outcome 2: Women represent 33% of the total appointees on County boards and commissions. Men represent 51% of appointees on county boards and commissions. Approximately 16% of seats are vacant on County boards and commissions.



Outcome 3a (County): Arts & Humanities and Health & Human Services have more women appointees and more vacancies. Women appointees make up between 36% and 48% of members serving in these areas and there are approximately 35 vacant seats in the Arts & Humanities and HHS areas, with HHS having a 25% vacancy rate most notably with 11 vacant seats on the Advisory Board on Alcohol & Drug Problems. Land Use Planning and Other categories are predominantly filled by men and there are less vacant seats to be filled. (See Appendix B for the full data for County boards & commissions)

Women, Men & Vacant Seats on County Boards & Commissions

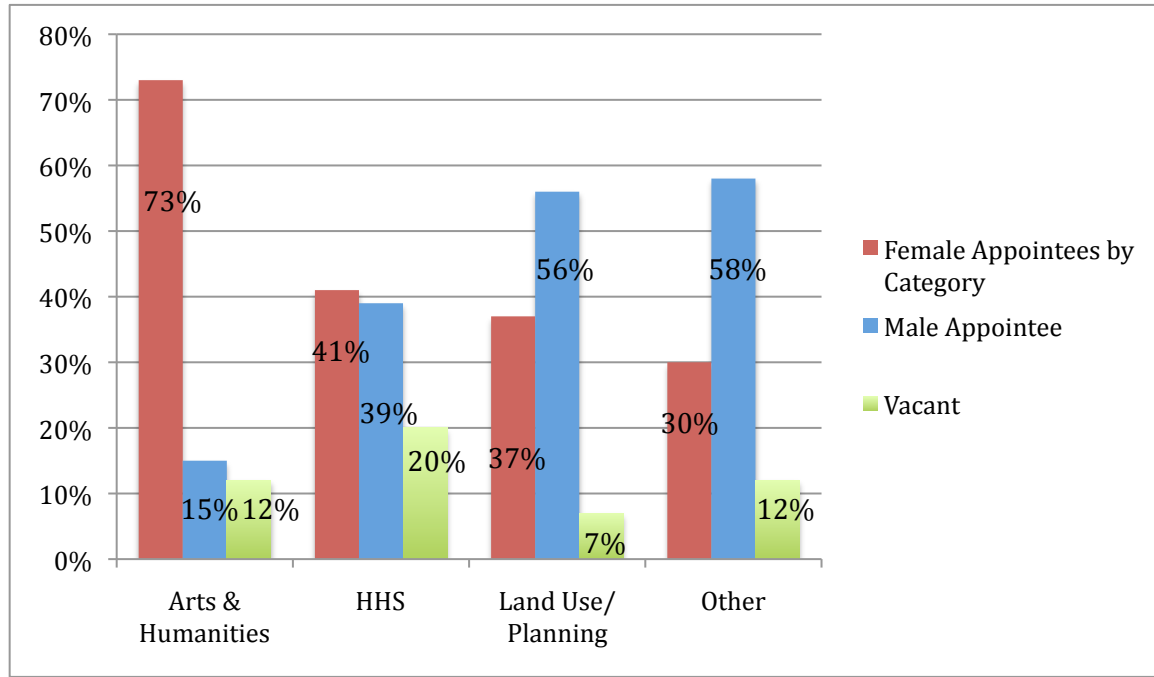


Outcome 3b (County plus cities): Women appointees in the County and throughout the cities are prevalent in the Arts & Humanities and Health & Human Services categories.

By Category:

	Total	Women	Men	Vacant	Percent
• Arts & Humanities:	66	48	10	8	73%
• Health & Human Services:	154	63	60	31	41%
• Land Use/Planning:	334	123	187	24	37%
• Other	194	57	111	26	30%

Women Appointees on City and County Boards & Commissions

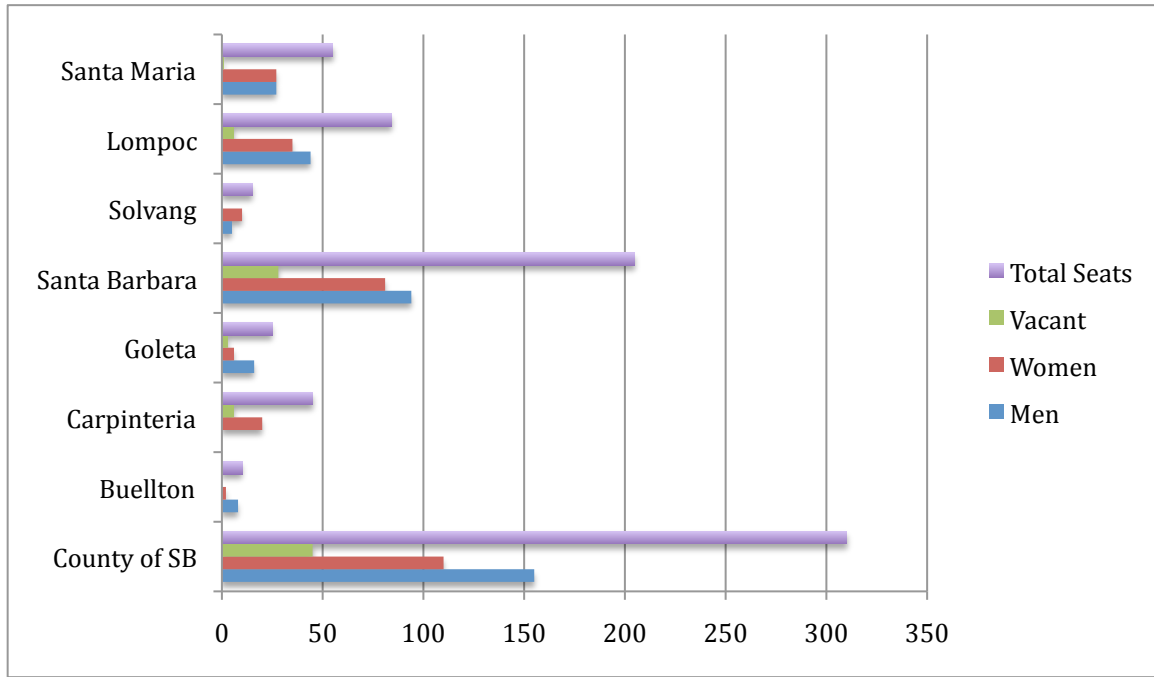


Outcome 4: Women serve in appointed positions throughout the region. Total percentage of women serving throughout the County range between 20% in Buellton and 67% in Solvang.

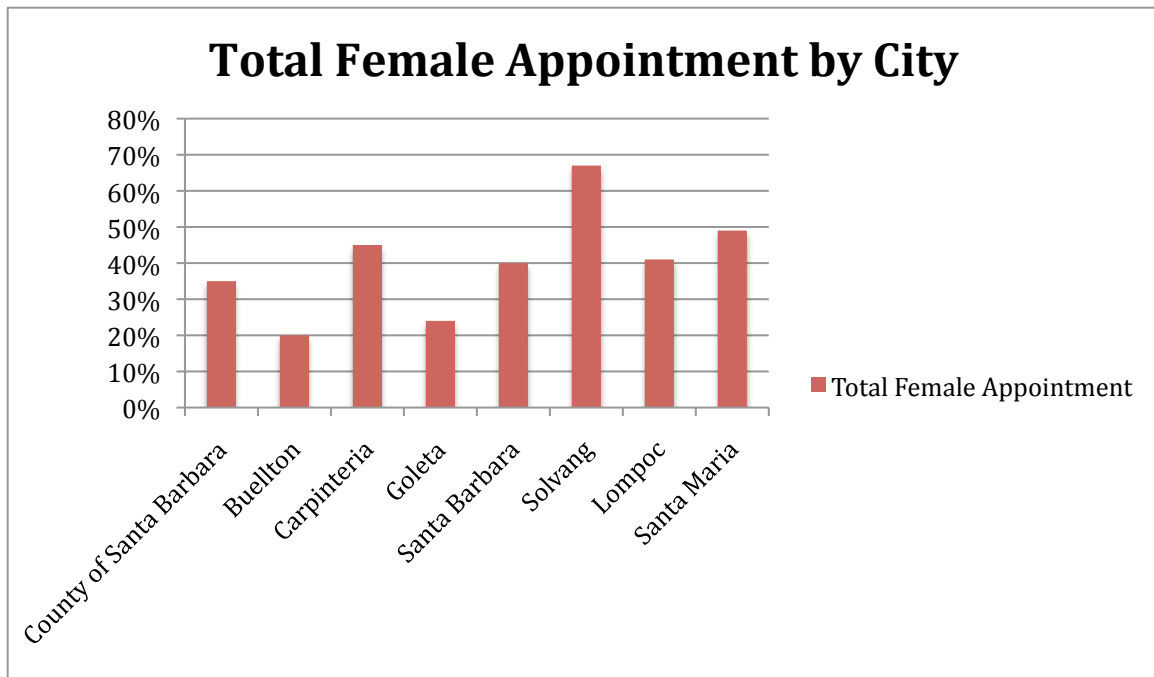
By Region:

	Total	Women	% W	%M	%V
• County of Santa Barbara:	310	110	35%	50%	15%
• Buellton:	10	2	20%	80%	0%
• Carpinteria:	45	20	45%	42%	13%
• Goleta:	25	6	24%	64%	12%
• Santa Barbara:	203	81	40%	46%	14%
• Solvang:	15	10	67%	33%	0%
• Lompoc	85	35	41%	52%	7%
• Santa Maria	55	27	49%	49%	2%

Number of Appointed Women by Area



Geographic Comparison of Total Women Appointees by City



Appendix A

Boards and Commissions:

The board and commissions reviewed for this report include:

Board/Commission	Area
Access Advisory Committee	Santa Barbara
Advisory Board on Alcohol & Drug Problems	County
Agricultural Advisory Commission	County
Air Pollution Control District Community Advisory Council	County
Airport Commission	Lompoc & Santa Barbara
All America City Committee	Santa Maria
Architectural Board of Review	County (4), Carpinteria, Santa Barbara, Solvang
Arts Advisory Committee	Santa Barbara
Assessment Appeals #1	County
Assessment Appeals #2	County
Beautification and Appearance Commission	Lompoc
Block Grants Advisory Committee	Santa Maria
Bluffs Management Advisory Board	Carpinteria
Board of Appeals	Santa Maria
Building and Fire Code Board of Appeals	Santa Barbara
Carpinteria Cemetery District Board of Trustees	County
Carpinteria First Committee	Carpinteria
CDBG Committee	Carpinteria

Citizens Committee to Oversee the Park Maintenance and City Pool Assessment District	Lompoc
Civil Service Commission	County & Santa Barbara
Commission for Women	County
Community Development & Human Services Committee	Santa Barbara
Community Events and Festivals Committee	Santa Barbara
County Riding and Hiking Trails Advisory Committee	County
Creeks Restoration & Water Quality Improvement Program Citizens Advisory Committee (Creeks Advisory Committee)	Santa Barbara
Design Review Board	Goleta
Downtown Parking Committee	Santa Barbara
Downtown-T Business Advisory Board	Carpinteria
Economic Development Committee	Lompoc
Fire and Police Commission	Santa Barbara
Fire and Police Pension Commission	Santa Barbara
Fire Board of Appeal	County
Fish and Game Commission	County
Gaviota Coast Planning Advisory Committee	County
Goleta Cemetery District Board of Trustees	County
Guadalupe Cemetery District Board of Trustees	County
Harbor Commission	Santa Barbara
Historic Landmarks Advisory Commission	County, Santa Barbara & Santa Maria
Housing Authority Board of Commissioners	County
Human Services Commission	County & Lompoc
Library Advisory Committee	County
Library Board of Trustees	Lompoc, Santa Barbara

	& Santa Maria
Living Wage Advisory Committee	Santa Barbara
Lompoc Cemetery District Board of Directors	County
Los Alamos Cemetery District Board of Directors	County
Los Alamos Planning Advisory Committee	County
Measure P Committee	Santa Barbara
Measure U2012 Citizen's Oversight Committee	Santa Maria
Mental Health Commission	County
Mobile Home Rent Stabilization Board	Carpinteria
Montecito Area Planning Commission	County
	County, Carpinteria,
Mosquito and Vector Control Board of Directors	Goleta, Santa Barbara
Neighborhood Advisory Council	Santa Barbara
Oakhill Cemetery District Board of Directors	County
Orcutt Trails Commission	County
	County, Buellton,
	Goleta, Lompoc, Santa
	Barbara, Santa Maria,
Parks & Recreation Commission	Solvang
	County, Buellton,
	Carpinteria, Goleta,
	Lompoc, Santa Barbara,
Planning Commission	Santa Maria, Solvang
Public Safety Commission	Lompoc
Public Tree Advisory Board	Goleta
Rental Housing Mediation Task Force	Santa Barbara
SB County Arts Commission	County
Santa Barbara Youth Council	Santa Barbara
Santa Maria Cemetery Board of Trustees	County

Santa Maria Community Television	Santa Maria
Senior Commission	Lompoc
Sign Committee	Santa Barbara
Single Family Design Board	Santa Barbara
Sister Cities Board	Santa Barbara
Transportation and Circulation Committee	Santa Barbara
Tree Advisory Board	Carpinteria
Utility Commission	Lompoc
Veteran's Services Advisory Committee	County
Water Commission	Santa Barbara
Youth Commission	Lompoc

Appendix B

Data for County from Outcome #3a

Board/Commission	Total Seats	Women	Men	Vacant	% Women	% Men	% Vacant
Library Advisory Committee	14	6	1	7	43%	7%	50%
Santa Barbara County Arts Commission	15	8	6	1	53%	40%	7%
<u>Arts & Humanities Sub Total</u>	<u>29</u>	<u>14</u>	<u>7</u>	<u>8</u>	<u>48%</u>	<u>24%</u>	<u>28%</u>

Board/Commission	Total Seats	Women	Men	Vacant	% Women	% Men	% Vacant
<i>Advisory Board on Alcohol & Drug Problems</i>	20	5	4	11			
<i>Air Pollution Control District Community Advisory Council</i>	26	5	17	4			
<i>Commission for Women</i>	15	10	0	5			
<i>Housing Authority Board of Commissioners</i>	7	2	4	1			
<i>Human Services Commission</i>	15	11	1	3			
<i>Mental Health Commission</i>	11	4	7	0			
<i>Mosquito and Vector Control Board of Directors</i>	8	3	5	0			
<i>Veteran's Services Advisory Committee</i>	8	0	5	3			
<u>Health & Human Services (HHS) Sub Total</u>	<u>110</u>	<u>40</u>	<u>43</u>	<u>27</u>	<u>36%</u>	<u>39%</u>	<u>25%</u>

Board/Commission	Total Seats	Women	Men	Vacant	% Women	% Men	% Vacant
Agricultural Advisory Commission	12	6	6	0			
Board of Architectural Review- Central	5	4	1	0			
Board of Architectural Review- Montecito	7	2	5	0			
Board of Architectural Review- North	5	0	4	1			
Board of Architectural Review- South	7	3	4	0			
County Riding and Hiking Trails Advisory Committee	20	2	14	4			
Fish and Game Commission	12	0	8	4			
Gaviota Coast Planning Advisory Committee	11	4	7	0			
Historic Landmarks Advisory Commission	11	3	7	1			
Los Alamos Planning Advisory Committee	7	3	4	0			
Montecito Area Planning Commission	5	2	3	0			
Orcutt Trails Commission	7	3	4	0			
Park Commission	5	3	2	0			
Planning Commission	5	2	3	0			
<u>Land Use Planning Sub Totals</u>	<u>119</u>	<u>37</u>	<u>72</u>	<u>10</u>	<u>31%</u>	<u>61%</u>	<u>8%</u>

Board/Commission	Total Seats	Women	Men	Vacant	% Women	% Men	% Vacant
Assessment Appeals #1	5	3	1	1			
Assessment Appeals #2	5	3	2	0			
Carpinteria Cemetery District Board of Trustees	5	0	5	0			
Civil Service Commission	5	2	1	2			
Fire Board of Appeal	5	0	2	3			
Goleta Cemetery District Board of Trustees	3	1	2	0			
Guadalupe Cemetery District Board of Trustees	5	1	4	0			
Lompoc Cemetery District Board of Directors	5	0	5	0			
Los Alamos Cemetery District Board of Directors	3	0	3	0			
Oakhill Cemetery District Board of Directors	3	0	2	1			
Santa Maria Cemetery Board of Trustees	5	0	5	0			
<u>Other Sub Totals</u>	<u>49</u>	<u>10</u>	<u>33</u>	<u>6</u>	<u>23%</u>	<u>67%</u>	<u>10%</u>